

**FY
2017**

**Agricultural Marketing Service's
EEO Program
Status Report**

Management Directive 715



Agricultural Marketing Service

AMS Civil Rights Affirmative
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**Agricultural Marketing Service's
EEOC FORM 715-01
EEO Program Status Report (MD-715)**

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For period covering October 1, 2016, to September 30, 2017.				
PART A Department or Agency Identifying Information	1. Agency		1. United States Department of Agriculture	
	1.a. 2 nd level reporting component		Agricultural Marketing Service (AMS)	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1400 Independence Avenue, S.W., 3521-South Bldg.	
	3. City, State, Zip Code		3. Washington, D.C. 20250	
	4. CPDF Code	5. FIPS code(s)	4. AG02	5. 11001
PART B Total Employment	1. Enter total number of permanent full-time and part- time employees		1. 2,087	
	2. Enter total number of temporary employees		2. 1,437	
	3. Enter total number employees paid from non- appropriated funds		3. 0	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 3,524	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Sonny Perdue Secretary, U.S.D.A.	
	2. Agency Head Designee		2. Bruce Summers Acting Administrator	
	3. Principal EEO Director/Official Official Title/series/grade		3. Clifton J. Gilchrist Civil Rights Program, Director 0260/GS-15	

	4. Title VII Affirmative EEO Program Official	4. Charmin Rickards Civil Rights Program Affirmative Employment Program Manager
	5. Section 501 Affirmative Action Program Official	5. Todd Birkenruth Civil Rights Program Disability Employment Program Manager
	6. Complaint Processing Program Manager	6. Charles Thomas Civil Rights Program Formal Complaints Program Manager
	7. Other Responsible EEO Staff	Rose Satterfield Civil Rights Program Deputy Director
		Teri Cor Civil Rights Program MD-715 Preparer

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
AMS does not have subordinate components with more than 1,000 employees in permanent FT/PT appointments. All of AMS's components operate simply as regional offices of the parent agency.	N/A		

EEOC FORMS and Documents Included With This Report

Executive Summary [FORM 715-01 PART E], that includes:	YES	Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
Brief paragraph describing the agency's mission and mission-related functions	YES	EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	YES	EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	YES	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program	YES	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans

deficiencies		
Summary of EEO Plan action items implemented or accomplished	YES	Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues ¹
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	YES	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects (N/A)
Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	YES	Organizational Chart

¹ All 462 Reports are moved electronically to the MD-715 report folder for our agency; therefore, a hard copy of the 462 is not appended to this submission.

Agricultural Marketing Service

For period covering October 1, 2015, to September 30, 2016.

EXECUTIVE SUMMARY

INTRODUCTION

This report summarizes the Agricultural Marketing Service's (AMS / Agency) implementation of the Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715). AMS has taken appropriate steps and made efforts to remove barriers to ensure that all employment decisions and the workplace are free from discrimination.

AMS'S MISSION STATEMENT

AMS administers programs that facilitate the strategic marketing of U.S. agricultural products in domestic and international markets, while ensuring fair trading practices and promoting a competitive and efficient marketplace to the benefit of producers, traders, and consumers of U.S. food and fiber products.

AMS ORGANIZATIONAL STRUCTURE

The Agency consists of the Office of Administrator (OA) and 13 subordinate offices and programs that support the OA (Appendix 1), as follows:

Office of the Administrator (OA): The Office of the Administrator has overall responsibility for leading the Agency's mission.

- Civil Rights Program (CRP): Provides advice, guidance, and assistance on the implementation, management, and compliance with the Agency's Equal Employment Opportunity (Title VII) and Title VI programs.
- Commodity Procurement Staff: Purchases a variety of domestically produced and processed commodity food products, through a competitive process among approved vendors to support American agriculture by encouraging the consumption of domestic foods.

Management and Analysis Program (MAP): Formally known as the Compliance and Analysis (C&A) Program, provides a wide range of professional services to AMS to help carry out its mission. MAP services include: analysis and information that supports decision-making; administrative management; employee safety and stewardship of facilities and resources; homeland security; compliance and investigations; budget and performance monitoring; financial management procedures and monitoring; management tools and reform initiatives that

- support mission achievement; and process improvement activities.
- Public Affairs Staff: Plans, coordinates, executes, and evaluates the Agricultural Marketing Service's communications, enhances the Agency's brand, and protects its reputation as the trusted authority that consumers and stakeholders can rely on to ensure the quality and wholesomeness of agricultural commodities moving into the commercial marketplace.
- Legislative and Regulatory Review Staff: Coordinates the Agricultural Marketing Service's legislative and regulatory review activities that are governed by some 50 separate statutes, the AMS Freedom of Information Act (FOIA) activities, and the Agency's Information Collection activities.
- Cotton and Tobacco (C&T) Program: Facilitates the domestic and international fair marketing of cotton and tobacco through a variety of services used by industry to measure quality, ensure consistency, and report market activity.
- Dairy (DY) Programs: Facilitates the efficient marketing of milk and dairy products.
- Information Technology Service (ITS): Provides technology support services to all of the Agency's business units and is responsible for guiding the effective and efficient use of information technology across AMS.
- Specialty Crops Program (SCP), formally known as Fruit and Vegetable Programs: Helps buyers and sellers of all sizes in the U.S. produce industry to market their perishable products in the most efficient manner.
- Livestock, Poultry and Seed (LPS) Program: Administers a wide range of the Agency's programs related to the livestock, meat, poultry, egg, fish, grain, and seed industries, as well as regulatory and support functions that extend to other commodities as well.
- National Organic Program (NOP): Develops regulations that consist of national standards for organically-produced agricultural products.
- Science and Technology (S&T) Program: Provides scientific, certification, and analytical support services to the agricultural community to improve the quality, wholesomeness, and marketing of agricultural products domestically and internationally.
- Transportation and Marketing (T&M) Program: Provides programs, grants, and services that support local and regional food systems and assist in increasing consumer access to fresh, healthy foods in our community.

Element A. Demonstrated Commitment From Agency Leadership

(This element ensures that the Agency's EEO Policy statements are up-to-date, communicated to all employees, and vigorously enforced by the agency.)

AMS leadership strives to maintain an efficient, high-performing, diverse workforce, aligned with mission priorities. In so doing, the goal is to value and invest in employees, to have a diverse workforce free of discriminatory practices, a positive work environment, and to deliver AMS programs and services in a fair and equitable manner to all customers.

- In keeping with this effort, the AMS Administrator issued the Agency's Civil Rights Policy Statement and Anti-Harassment Policy Statement dated February 21, 2017, to all Agency employees. AMS delivered policies electronically via the Agency's all-employee newsletter, the *AMS Voice*, on March 1, 2017, and posted these statements throughout its headquarters and field office locations as a reminder that discrimination of any kind is strictly prohibited in all aspects of employment.

- AMS instituted a policy to issue EEO policy statements during new employee orientation and at the promotion of employees into supervisory positions.

In collaboration with the Animal and Plant Health Inspection Service (APHIS) Marketing and Regulatory Program's New Employee Orientation Coordinator, the EEO Policy Statements are provided in the employees' packages during the new employee orientation.

Electronic copies of the EEO policy statements are provided to AMS managers and supervisors, who are responsible for providing statements to the new supervisors. AMS also requested the APHIS Center for Training and Organization Development to include EEO policy statements within training packages for new supervisors' training.

The Civil Rights Program Director also provides regular reminders to the Agency's senior leadership team to distribute the Policy Statements to employees at the Administrator's senior staff meetings. AMS employees receive copies of the civil rights and anti-harassment policy statements at civil rights training sessions given by AMS's CRP staff throughout the year. In addition, copies are provided to the Agency's Resource Management Officers for distribution to headquarters and field offices.

- On January 1, 2017, AMS published the Agency's Workplace Violence Prevention Statement.

AMS' policy statements (Appendix 2) reinforce the Agency's commitment to promoting nondiscrimination and equal access in all Agency programs and services, and ensures all managers and supervisors are held accountable for immediately addressing employment issues and concerns.

Element B. Integration of EEO into AMS' Strategic Mission

(This element covers the Agency's commitment to the EEO Program, informing Agency senior management about the status of EEO operations, and maintaining human resources/budget for a successful EEO program.)

Civil rights-related goals and objectives are included in the AMS FY 2014-2018 Strategic Plan, FY 2016 Strategic Operating and Annual Performance plans, which are regularly reviewed to ensure workforce diversity. The Administrator and Civil Rights Director emphasized the Secretary's vision and civil rights initiatives and goals during weekly staff meetings and through frequent updates in the FY 2017 *AMS Voice* newsletter. The Civil Rights Director briefed the senior managers on the MD-715 goals during regularly scheduled meetings. Additionally, all AMS SES, supervisors, and managers have EEO critical elements in their performance plans.

- The Agency's FY 2014-2018 Strategic Plan was developed and issued by AMS senior leadership. It is a four-year roadmap, which guides the strategic direction of the Agency and demonstrates the Agency leadership's commitment to advancing civil rights and aligns the Agency's work to Civil Rights plans. The 2014-2018 plan has three key areas that align with Civil Rights and Employee Engagement efforts: "Enhance Communication between Stakeholders and AMS Programs" (Goal 1); "Sustain and Enrich a Diverse, Progressive, and Dynamic Organizational Environment" (Goal 6); and Appendix A: Civil Rights and Cultural

Transformation Commitments. Goal 1 includes the objective to encourage diversity, Goal 6 includes an objective to implement an Agency-wide Human Capital Plan to diversify, recruit, train and develop the Agency's workforce. Appendix A of the Strategic Plan aligns with the Department's initiative, and demonstrates AMS's commitment to improving civil rights, diversity and inclusion.

- Also during FY 2016, the Agency finalized its FY 2016-2018 Civil Rights Strategic Plan, which links to the AMS Strategic Plan under AMS' Goals 1 (Communication) and Goal 2 (Organization). Quantifiable CRP goal metrics were developed for: compliance reviews, complaint management, counseling and alternative dispute resolution (ADR) (CRP Goal 1); training programs conducted by CRP and training participation (CRP Goal 2); and partnerships and focus groups (CRP Goal 3).
- The AMS Administrator appointed Agency Special Emphasis Program Managers (SEPMs) for the following groups: African American; American Indian/Alaska Native; Asian American/Pacific Islander; Individuals with Disabilities; Veterans; Lesbian, Gay, Bisexual, and Transgender Individuals (LGBT); Hispanic; Caribbean American; and Women.
- In FY 2017, the Agency continues to allocate a Special Emphasis Program budget of \$52,000 to cover observance events, focus groups, training and outreach.

Element C. Management and Program Accountability

(This element requires that AMS's Civil Rights Program Director advise Agency managers about the status of EEO programs, meet with Human Resources Director regularly to access EEOC policies, and ensure that the Agency's review decisions and provides assistance for disciplinary actions where discrimination is found.)

- In accordance with DR-4300-010 and AMS Directive 4430.5 ("Incorporating the Equal Opportunity Civil Rights/EEO CR Goals into Performance Standards"), performance plans for SES, managers, supervisors, and employees include civil rights performance elements and standards. All employees are held accountable to adhere to the Agency's civil rights policy through their annual performance ratings. All managers and supervisors have a stand-alone critical civil rights element in their performance plans.
- AMS continues to demonstrate its commitment to holding its employees and managers accountable for engaging in any type of discriminatory conduct or retaliation. Whenever AMS identifies any unprofessional or inappropriate behavior, AMS senior leadership works quickly to end the behavior and suitably discipline responsible parties. In the majority of situations involving disciplinary actions, the Agency took timely and appropriate actions. The Agency continues to work closely with Human Resources (HR), managers, supervisors, and other employees to ensure accountability and compliance with respect to USDA civil rights policy, legal requirements, EEO settlement agreements, and EEO decisions. The Agency has clear standards and procedures in place requiring prompt disciplinary action against any employee found guilty of discrimination or reprisal. Employees and managers receive civil rights training that includes guidance on discrimination, retaliation, and harassment, and the means to avoid these actions.

- AMS also monitored its settlement agreements to ensure the terms of the agreements were met. AMS also strictly adheres to DR 4300-010, Civil Rights Accountability Policy and Procedures, dated December 16, 2016, from USDA's Office of Human Resources Management (OHRM). Per the new regulation, agencies are required to conduct a thorough review of all settlement agreements, findings of discrimination, and internal investigations involving EEO matters. The Agency's Civil Rights Program and Employee Relations staffs collaborate and thoroughly review these documents and provide recommendations to the Administrator and the OHRM for the appropriate course of action. In addition, the OHRM reviews the Reports of Investigations (ROIs) and all other relevant documents and provides feedback on the appropriate action to hold employees accountable.

Title VI and VII Compliance Reviews:

- During FY 2017, the AMS CRP forwarded AMS's FY 2017 Title VI and VII Compliance Review Schedule to OASCR's Compliance, Policy, and Training Division on October 31, 2016.
- The CRP met its FY 2017 goal and completed its Title VII compliance review of the Agency's Commodity Procurement Staff in February 2017, and Transportation Marketing (T&M) Program in August 2017. CRP made a series of training recommendations to Commodity Procurement and T&M management and gave them 90 days to implement and submit a report noting all corrective actions. Commodity Procurement completed the corrective actions in July 2017. As of the date of this report, T&M is completing all of the required corrective actions.
- The Title VI compliance review process establishes the requirements for Civil Rights Program, employees, and recipients who implement AMS programs and services. During FY 2017, the AMS CRP exceeded its FY 2017 goal and completed three Title VI compliance reviews: AMS Management and Analysis Program (MAP); Commodity Procurement Staff; and the Livestock, Poultry and Seed's Country of Origin Labeling (COOL) Program. All corrective actions CRP identified were completed in FY 2017.
- AMS CRP forwarded a copy of all completed FY 2017 Title VI and VII compliance review reports, as well as completed corrective actions, to the OASCR's Compliance Division, on August 7, 2017.

Element D. Proactive Prevention

(This element requires that the Civil Rights Director assist senior level Agency managers in identifying and eliminating barriers to employment, and encourage senior management to utilize ADR.)

- AMS received a Departmental Award in recognition for commendable efforts in Employment Alternative Dispute Resolution in FY 2017. This award recognizes exceptional contribution and/or achievements in Alternative Dispute Resolution in the practice of ADR, providing training in ADR, and promotion of the use of ADR in resolving EEO related workplace disputes.
- AMS significantly increased the use of ADR in both the informal and formal EEO complaint processing stages this fiscal year. Specifically, out of the five pre-complaints all (or 100%) participated in ADR. Out of the 18 formal complaints, seven (or 39%) participated in ADR; and

six (or 86%) were settled in ADR. AMS will continued to offer employees ADR to resolve complaints during the informal and formal stages.

- The Agency also emphasized the use of ADR during numerous civil rights training session for employees and managers. During FY 2017, AMS conducted six conflict management training session training 283 managers/supervisor and 499 employees.
- The Agency also has an Early Intervention Program (EIP), Alternative Resolution, for non-EEO complaints. AMS proactively distributes information about this information via the Agency's Agricultural New and Information Service (AGNIS) and the AMS Voice AMS' e-newsletter. Nine employees used the Early Resolutions services for non-EEO cases this FY, all (or 100%) were resolved either through signed agreements or withdrawals.
- Monthly workforce profiles that include Disability and Veteran hires are distributed to the AMS Administrator and Deputy Administrators. The senior managers review and use these profiles in their recruitment strategy.
- The Civil Rights Director meets with AMS Administrator staff weekly and senior AMS Program managers quarterly to discuss EEO and CRP activities, address employee complaints, and to identify and eliminate barriers that impede free and open competition in the workplace and prevent members of any EEO group from realizing their full potential.

Additional activities include:

Reasonable Accommodations:

- In responding to reasonable accommodation requests, the CRP staff follows the USDA current reasonable accommodation procedures, Department Manual 4300-2, which have been in place since 2002. This ensures that AMS employees and applicants with disabilities are provided equal employment opportunities, while potentially reducing the number of overall complaints.

In FY 2017, the AMS processed and completed (temporary and ongoing) reasonable accommodation requests for 20 employees. The accommodations provided included the Agency providing equipment, leave, and telework. AMS Civil Rights Program also coordinated and conducted reasonable accommodation (RA) training sessions in March and June 2017, for AMS employees, supervisors, and managers.

In addition to the training this FY, the Agency established internal tools for employees, supervisors, and managers to simplify the RA paperwork. These AMS tools include a: 1) four-step written info for employees explaining how and where to submit an RA request, 2) fillable confirmation of request for an RA form (AD-1163), 3) fillable RA (approval) information reporting form (AD-1164), and 4) template for supervisors to record all topics discussed during the RA interactive session.

Alternative Dispute Resolution (ADR) Use:

- AMS continued to offer employees ADR participation to resolve complaints during the informal and formal stages. The Agency also emphasized the use of ADR during numerous

civil rights training sessions for employees and managers.

- The Agency continues to ensure that there are effective systems in place for evaluating the impact and effectiveness of AMS' EEO Program, as well as an efficient and fair dispute resolution process.
- AMS continued to use iComplaints to efficiently create, track, manage, and report on EEO complaint cases. This system was instrumental in ensuring the timely submission of the Annual Federal EEO Statistical Report of Discrimination Complaints (462 Report) provided to EEOC.
- AMS also continued inputting information into the ADR database (Entellitrak) to report on EEO formal and informal complaint cases in which mediation is elected by the complainant. This information tracks the effectiveness of AMS's ADR efforts.
- AMS had a dramatic decrease in both the number of EEO pre-complaints filed and number of formal complaints filed. In FY 2017, five pre-complaints were filed, but only two progressed to the formal stage. AMS carried-over only 11 formal complaints into FY 2018. This is the lowest number of formal complaints carried over into the next fiscal year within the last five fiscal years.

MOU and Minority Institution Partnerships:

- AMS continues its efforts to establish partnerships and agreements to recruit and maintain its workforce with minority representation. Additional information about these activities are available via the section for FY 2017 Accomplishments.

On December 2, 2016, the Civil Rights Program coordinated the official signing ceremony for the Memorandum of Understanding (MOU) between Gallaudet University and AMS.

The Agency allocated \$40,000 to create cooperative partnerships with Minority Serving Institutions in order to establish Student Enrichment Internship Programs.

AMS successfully created its first cooperative partnership with Navajo Technical University, a land-grant tribal college and university, located in Crownpoint, New Mexico.

New Agency Onboarding Tool, Leadership Training, and Working Group:

- In FY 2017, the Agency also rolled out new tools, training, and a working group. Additional information about these activities are available via the section for FY 2017 Accomplishments.

The Agency also rolled out its new *AMS Onboarding Passport and the Student Intern Handbook*.

The Agency established a leadership development program, the *AMS Leadership, Education and Development (LEAD) Program*, focused on developing managerial core competencies and targeted leadership skills of mid-level AMS employees.

AMS established the *New and Emerging Professionals (NEP)* working group, which includes employees from all AMS Program areas. The NEP working group develops networks identifying developmental activities to guide and support new employees to grow and advance within AMS.

Element E. Efficiency

(This element requires that the Agency has sufficient staffing and funding to achieve: a model EEO program, track and monitor an effective EEO program, investigate complaints and investigations, implement a fair dispute resolution process, and implement an effective investigation and adjudication functions.)

The Agency continues to ensure that there are effective systems in place for evaluating the impact and effectiveness of AMS' EEO Program, as well as an efficient and fair dispute resolution process.)

- AMS continued to use iComplaints to efficiently create, track, manage, and report on EEO complaint cases. This system was instrumental in ensuring the timely submission of the Annual Federal EEO Statistical Report of Discrimination Complaints (462 Report) provided to EEOC.
- AMS also continued inputting information into the ADR database to report on EEO formal and informal complaint cases in which mediation is elected by the complainant. This information tracks the effectiveness of AMS's ADR efforts.
- AMS had a dramatic decrease in the both the number of EEO pre-complaints filed and number of formal complaints filed. In FY 2017, five pre-complaints were filed, but only two progressed to the formal stage. AMS carried-over only 11 formal complaints into FY 2018. This is the lowest number of formal complaint carried over into the next fiscal year within the last five fiscal year.

Informal and Formal Complaints:

- In FY 2017, AMS decreased the number of informal EEO complaints filed by 60% and the number of formal complaints filed by 80% in FY 2017. There were six informal complaints filed, but only two (or 33%) were converted into formal complaints. Compared to FY 2016, 15 informal complaints were filed, 6 were withdrawn or closed, and 10 filed formal complaints (or 67% filed), which includes 1 carry-over complaint from FY 2015.

Element F. Responsiveness and Legal Compliance

(This element requires that federal agencies are in full compliance with EEO laws and EEOC regulations, policy guidance, and other written instructions.)

Informal and Formal Complaints:

- In FY 2017, AMS decreased the number of informal EEO complaints filed by 60% and the number of formal complaints filed by 80% in FY 2017. There were six informal complaints filed, but only two (or 33%) were converted into formal complaints.

AMS successfully complied with the EEO statutes and regulations, policy guidance, and other applicable written instructions with respect to responsiveness and legal compliance.

- For FY 2017, the Agency timely submitted all its reports and accomplishments to the EEOC and responded to EEOC directives and orders in accordance with instructions, time frames and deadlines. These included timely submission of the Annual EEOC Form 462 Report, No FEAR Act report, and there were no findings of discrimination. AMS also continues to seek ways to streamline internal processes and avenues to comply with EEOC's orders and directives in an efficient manner.

The Agency noted that the questions/issues below are not applicable (N/A) since AMS does not have these responsibilities, and continues to work within its boundaries for:

- The collection and tracking of AMS applicant flow data. AMS collaborates with the APHIS Human Resources (HR) Office for A-7 data table by permanent/temporary positions data (completed by HR), while the MD-715 A-7, A-9, A-11, B-7, B-9, and B-11 tables for FY 2017 (not completed by HR) were generated by the vendor of the eRecruit staffing system for the FY 2017 MD-715 annual report. AMS is working with APHIS/CTOD to obtain applicant and selectee data for completion of the A-12 and B-12 tables.
- Holding contractors accountable for delays in investigation processing times and monitoring and ensuring timelines for training are in compliance.
AMS does not implement investigations; these are completed by contract investigators who report to the Department's Employment Investigations Division. In FY 2017, the Agency did not use any contractors for counseling.

Additionally, while the Agency verifies required training for counselors, the Department verifies the completion of required training for the investigators.

- Final Agency decisions within 60 days of the complaint's request. FADs are not processed by the Agency. These are completed by the Department's Employment Adjudication Division (EAD). AMS continues to request that EAD forwards the FADs more timely.
- Tracking recruitment efforts. AMS tracks recruitment efforts with the assistance of APHIS HR. AMS also has a Hiring and Recruitment Functional Committee that is chaired by one of AMS's Deputy Associate Administrators.
- AMS's Reasonable Accommodation Procedures are not finalized. The Agency could not update its procedures until the USDA finalizes Departmental Reasonable Accommodation procedures. It is our understanding that this document is currently in the vetting process and may be completed in FY 2018. Until the USDA regulation is updated, the Agency will create a directive covering Reasonable Accommodation and Personal Assistance Service, and will provide a copy to EEOC.

Total Workforce Comparison to the Civilian Labor Force (CLF)

- **Total Work Force – 3524**
- **Males 1589 (45.09%); CLF (51.86%)**
- Females 1935 (54.91%); CLF (48.14%)
- Minorities 1798 (51.02%); CLF (27.64%)
- Persons with a Disability (PWD) 276 (7.83%); CLF N/A
- Persons With a Targeted Disability (PWTD): 86 (2.44%); CLF N/A

- **Permanent Work Force - 2087**
- Males 1157 (55.44%); CLF (51.56%)
- **Females 930 (44.56%); CLF (48.14%)**
- Minorities 681 (32.63%); CLF (27.64%)
- PWD 197 (9.44%); CLF N/A
- PWTD 61 (2.92%); CLF N/A

Major Occupations Compared to the Occupational Civilian Labor Force (OCLF)

- **Agricultural Commodity Grader GS-1980**
Permanent Work Force – 1067
- Males 676 (63.36%); OCLF (30.30%)
- **Females 391 (36.64%); OCLF (69.70%)**
- **Minorities 315 (29.52%); OCLF (69.90%)**
- PWD 98 (9.18%); PWTD 22 (2.06%); OCLF N/A

- **Agricultural Marketing GS-1146**
Permanent Work Force – 295
- Males 174 (58.98%); OCLF (49.00%)
- **Females 121 (41.02%); OCLF (51.00%)**
- Minorities 61 (20.67%); OCLF (16.30%)
- PWD 24 (8.14%); PWTD 11 (3.73%); OCLF N/A

- **Agricultural Market Reporting GS-1147**
Permanent Work Force – 150

- Males 91 (60.67%); OCLF (49.00%)
- Females 59 (39.33%); OCLF (51.00%)
- Minorities 35 (23.33%); OCLF (16.30%)
- PWD 13 (8.67%); PWTD 5 (3.33%) OCLF N/A

- **Miscellaneous Administration and Program GS-0301
Permanent Work Force - 55**
- Males 14 (25.45%); OCLF (43.40%)
- Females 41 (74.55%); OCLF (56.60%)
- Minorities 22 (40.00%); OCLF (29.10%)
- PWD 5 (9.09%); PWTD 1 (1.82%); OCLF N/A

- **Contracting GS-1102
Permanent Work Force – 21**
- Males 9 (42.86%); OCLF (47.00%)
- Females 12 (57.14%); OCLF (53.00%)
- Minorities 11 (52.38%); OCLF (16.80%)
- PWD 2 (9.52%); PWTD 0 (0.00%) OCLF N/A

- **Agricultural Commodity Aid GS-1981
Permanent Work Force – 2**
- Males 0 (0.00%); OCLF (30.30%)
- Females 2 (100.00%); OCLF (69.70%)
- Minorities 1 (50%); OCLF (69.60%)
- PWD 0 (0.00%); PWTD 0 (0.00%) OCLF N/A

New Hires (Permanent) compared to the Civilian Labor Force (CLF)

- **Total number hired – 114**
- Males 75 (65.79%); CLF (51.86%)
- Females 39 (34.21%); CLF (48.14%)
- Minorities 45 (39.47%); CLF (27.64%)
- PWD 9 (7.89%); PWTD 3 (2.63%); CLF N/A

Non-Competitive (Career-Ladder) Promotions (Total Employees)

- **Total number – 188**

- Males 112 (59.57%)
- Females 76 (40.43%)
- Minorities 75 (39.89%)
- PWD 16 (8.51%); PWTD 2 (1.06%)

Award Distribution Compared to Workforce Population (WFP)

- **Total Time Off Awards – (1-9 Hours) – 10; Avg. Hours 7**

- Males 5 (50.00%) of Awards/ WFP 45.09%;
- Females 5 (50.00%) of Awards; WFP 54.91%
- Minorities 4 (40.00%) of Awards; WFP 51.02%
- PWD 2 (20.00%) of Awards; WFP 7.83%
- PWTD 0 (0.00%) of Awards; WFP 2.44%

- **Total Time Off Awards – (9+ Hours) – 19; Avg. Hours 20**

- Males 2 (10.53%) of Awards; WFP 45.09%
- Females 17 (89.47%) of Awards; WFP 54.91%
- Minorities 8 (42.10% of Awards); WFP 51.02%
- PWD 4 (21.05% of Awards); WFP 7.83%
- PWTD 3 (15.9% of Awards); WFP 2.44%

- **Cash Awards (\$100-500) – 123; Avg. Amount \$401**

- Males 50 (40.65% of Awards); WFP 45.09%
- Females 73 (59.35% of Awards); WFP 54.91%
- Minorities 74 (52.03% of Awards); WFP 51.02%
- PWD 17 (13.82% of Awards); WFP 7.83%
- PWTD 6 (4.88% of Awards); WFP 2.44%

- **Cash Awards (\$500 +) – 1075; Avg. Amt. \$1,289**

- Males 534 (49.67% of Award;; WFP 45.09%
- Females 541 (50.33% of Awards); WFP 54.91%
- Minorities 367 (31.23% of Awards; WFP 5102%
- PWD 79 (7.29% of Awards); WFP 7.83%
- PWTD 26 (2.40% of Awards); WFP 2.44%

- **Quality Step Increases – 16**

- Males 7 (43.75% of Awards); WFP 45.09%
- Females 9 (56.25% of Awards); WFP 54.91%
- Minorities 6 (37.5% of Awards); WFP 7.83%
- PWD 3 (18.75% of Awards); WFP 7.83%
- PWTD 1 (6.25% of Awards); WFP 2.44%

Separations Compared to the CLF:

- **Total Separations – 155**
- Males 81 (52.26%); CLF 51.86%
- Females 74 (47.74%); CLF 48.14%
- Minorities 54 (34.83%); CLF 27.64%
- PWD 27 (17.42%); CLF N/A
- PWTD 7 (4.52%); CLF N/A

- **Voluntary Separations – 148**
- Males 78 (52.70%); CLF 51.86%
- Females 70 (47.30%); CLF 48.14%
- Minorities 51 (34.45%); CLF 27.64%
- PWD 27 (18.24%); CLF N/A
- PWTD 7 (4.73%); CLF N/A

- **Involuntary Separations – 7**
- Males 3 (42.86%); CLF 51.86%
- Females 4 (57.14%); CLF 48.14%
- Minorities 3 (42.85%); CLF 27.64%
- PWD 0 (0.00%); CLF N/A
- PWTD 0 (0.00%); CLF NA

Note: Information highlighted in “red” demonstrates Agency representation that is below the Civilian Labor Force or the Occupational Civilian Labor Force data. AMS will continue its efforts to increase its representation in these areas.²

² Note: In case of Separations, data highlighted in red indicates Agency representation that is above the CLF.

SUMMARY OF TOTAL WORKFORCE PROFILE

- In FY 2017, the Total Workforce population was **3524**, and in FY 2016 it was **3534**. This was a **decrease of ten (-0.28%)** employees.
- In FY 2017, the Women’s population was **1935**, and in FY 2016 it was **1949**. This was a **decrease of 14 (-0.72%)** employees.
- In FY 2017, the Minorities’ population was **1798**, and in FY 2016 it was **1766**. This was an **increase of 32 (1.81%)** employees.
- In FY 2017, the White Men’s population was **963**, and in FY 2016 it was **965**. This was a **decrease of 2 (-0.21%)** employees.
- In FY 2017, the White Women’s population was **763**, and in FY 2016 it was **803**. This was a **decrease of 40 (-4.98%)** employees.
- In FY 2017, the Black Men’s population was **311**, and in FY 2016 it was **301**. This was an **increase of 10 (3.32%)** employees.
- In FY 2017, the Black Women’s population was **689**, and in FY 2016 it was **694**. This was a **decrease of 5 (-0.72%)** employees.
- In FY 2017, the Hispanic Men’s population was **205**, and in FY 2016 it was **218**. This was a **decrease of 13 (-5.96%)** employees.
- In FY 2017, the Hispanic Women’s Population was **362**, and in FY 2016 it was **359**. This was an **increase of 3 (0.84%)** employees.
- In FY 2017, the Asian Men’s population was **64**, and in FY 2016 it was **76**. This was a **decrease of 12 (-15.79%)** employees.
- In FY 2017, the Asian Women’s population was **60**, and in FY 2016 it was **58**. This was an **increase of 2 (3.45%)** employees.
- In FY 2017, the Native Hawaiian/Other Pacific Islander Men’s population was **1**, and in FY 2016 it was **1**. There was no change in the number of employees.
- In FY 2017, the Native Hawaiian/Other Pacific Islander Women’s population was **1**, and in FY 2016 it was **0**. This was an **increase of 1 (100%)** employee.
- In FY 2017, the American Indian/Alaskan Native Men’s population was **18**, and in FY 2016 it was **18**. There was no change in the number of employees.
- In FY 2017, the American Indian/Alaskan Native Women’s population was **23**, and in FY 2016 it was **25**. This was a **decrease of 2 (-8.00)** employees.
- In FY 2017, the total workforce population for Reportable Disabled employees was **276**, and in FY 2016 it was **275**. This was an **increase of 1 (0.36%)** employees.
- In FY 2017, the total workforce population for Targeted Disabled employees was **82**, and in FY 2016 it was **88**. This was a **decrease of 6 (-2.27%)** employees.

*Source: Table A1 – Total Workforce – Distribution by Race/Ethnicity and Sex;
Table B1 – Total Workforce – Distribution by Disability
(Based on NFC Data)*

Based on the Civilian Labor Force (CLF), AMS's total workforce has less than the expected participation rates as follows:

Less Than Expected Participation	AMS Total Workforce	Civilian Labor Force	Difference
White Men	27.33%	38.33%	-11.00%
White Women	21.65%	34.03%	-12.38%
Asian Men	1.82%	1.97%	-0.15%
Asian Women	1.70%	1.93%	-0.23%
American Indian or Alaska Native Men	0.51%	0.55%	-0.04%
Native Hawaiian/ Or Other Pacific Islander Men	0.03%	0.07%	-0.04%
Native Hawaiian/ Or Other Pacific Islander Women	0.03%	0.07%	-0.04%

Source: Table A1 - Total Workforce - Distribution by Race/Ethnicity and Sex (Based on NFC Data)

SUMMARY OF PERMANENT WORKFORCE PROFILE

- In FY 2017, the Permanent Workforce population was **2087**, and in FY 2016 it was **2080**. This was a **increase** of **7 (-0.34%)** employees.
- In FY 2017, the Women’s population was **579**, and in FY 2016 it was **605**. This was a **decrease** of **26 (-4.30%)** employees.
- In FY 2017, the Minorities’ population was **690**, and in FY 2016 it was **680**. This was a **increase** of **10 (1.45%)** employees.
- In FY 2017, the White Men’s population was **818**, and in FY 2016 it was **795**. This was an **increase** of **23 (2.89%)** employees.
- In FY 2017, the White Women’s population was **579**, and in FY 2016 it was **605**. This was a **decrease** of **26 (-4.30%)** employees.
- In FY 2017, the Black Men’s population was **162**, and in FY 2016 it was **152**. This was an **increase** of **10 (6.58%)** employees.
- In FY 2017, the Black Women’s population was **203**, and in FY 2016 it was **202**. This was an **increase** of **1 (0.50%)** employees.
- In FY 2017, the Hispanic Men’s population was **98**, and in FY 2016 it was **106**. This was a **decrease** of **8 (-7.55%)** employees.
- In FY 2017, the Hispanic Women’s Population was **73**, and in FY 2016 it was **83**. This was a **decrease** of **10 (-12.05%)** employees.
- In FY 2017, the Asian Men’s population was **47**, and in FY 2016 it was **55**. This was a **decrease** of **8 (-14.55%)** employees.
- In FY 2017, the Asian Women’s population was **42**, and in FY 2016 it was **40**. This was an **increase** of **2 (5.00%)** employees.
- In FY 2017, the Native Hawaiian/Other Pacific Islander Men’s population was **1**, and in FY 2016 it was **1**. There was no change in the number of employees.
- In FY 2017, the Native Hawaiian/Other Pacific Islander Women’s population was **1**, and in FY 2016 it was **0**. This was an **increase** of **1 (100%)** employee.
- In FY 2017, the American Indian/Alaskan Native Men’s population was **16**, and in FY 2016 it was **17**. This was a **decrease** of **1 (-5.88%)**.
- In FY 2017, the American Indian/Alaskan Native Women’s population was **12**, and in FY 2016 it was **1**. This was an **increase** of **1 (9.09%)** employees.
- In FY 2017, the total workforce population for Reportable Disabled employees was **197**, and in FY 2016 it was **208**. This was a **decrease** of **11 (-5.29%)** employees.
- In FY 2017, the total workforce population for Targeted Disabled employees was **61**, and in FY 2016 it was **66**. This was a **decrease** of **5 (-7.58%)** employees.

*Source: Table A1 – Total Workforce – Distribution by Race/Ethnicity and Sex;
 Table B1 – Total Workforce – Distribution by Disability
 (Based on NFC Data)*

Based on the Civilian Labor Force (CLF), AMS's permanent workforce has less than the expected participation rates as follows:

Groups with Less Than Expected Participation	AMS Total Workforce	Civilian Labor Force	Difference
White Women	27.74%	34.03%	-6.29%
Hispanic Men	4.70%	5.17%	-0.47%
Hispanic Women	3.50%	4.79%	-1.29%
Native Hawaiian / Or Other Pacific Islander Men	0.05%	0.07%	-0.02%
Native Hawaiian/ Or Other Pacific Islander Women	0.05%	0.07%	-0.02%
<i>Source: Table A1 - Total Workforce - Distribution by Race/Ethnicity and Sex (Based on NFC Data)</i>			

BARRIER IDENTIFICATION AND ELIMINATION

(Barrier identification and elimination is the process by which agencies uncover, examine and remove barriers to equal opportunity and participation at all levels of the workforce.)

Assessment of Workforce

AMS conducted an assessment of its workforce in last year's EEO Program Status Report (EEOC Form 715-01). To date, the Agency remains slightly less than the expected participation rate in the following races/gender categories in its permanent workforce: White females, Hispanic males and females, and Native Hawaiian or Other Pacific Islander males and females. In its total workforce, the Agency remains slightly less than the expected participation rate in White males and females, Asian males and females, American Indian/Alaska Native males, and Native Hawaiian or Other Pacific Islander males and females.

Barrier Analysis

AMS identified possible triggers which are included in Part I of this Report.

Determination of Objectives

Based on the workforce assessment and barrier analysis contained in the EEO Program Status

Report (EEOC Form 715-01) submitted for FY 2016, AMS identified the following objectives: 1) close the gaps where less than the expected participation rate exists in the populations listed above specifically White males and females, Hispanic males and females, Asian females and Native Hawaiian or Other Pacific Islander males and females; and 2) increase the representation of individuals with targeted disabilities and Veterans. The Agency took the following actions to implement these objectives.

AMS's goals are to close the gaps where less than the expected participation rates exist in the populations listed above through its recruitment efforts and by working with selecting officials to increase representation in areas where low participation rates exist in both its permanent and total workforces. In addition, AMS has hiring goals of new veterans to the Federal workforce comprising 25% of its new hires; individuals with disabilities comprising 10%, and achieving a total workforce composed of 12% for individuals with disabilities and 4% of individuals with targeted disabilities.

The Agency has developed relationships with numerous organizations focused on serving diverse communities, such as student, military, and minority groups, and maintains ongoing recruiting and relationship-building activities. To attract a diverse candidate base to full-time and internship positions, representatives of the Agency attend career fairs, post job announcements on websites, conduct targeted mass mailings, and otherwise partner with these organizations. AMS has hiring checklists in place for both interns and permanent hires to ensure all avenues for diverse recruitment are explored for any position that comes available.

AMS has made progress in increasing its representation in its populations that have less than the expected participation rates as follows.

In FY 2017, AMS hired 114 permanent employees; 75 hires (or 65.79%) of which were males and 39 hires (or 34.21%) were females. AMS increased its diversity by hiring into its permanent workforce 51 white males (44.74%), and 18 White females (15.79% of the hires). Nine (9) Hispanic males (7.89% of the hires), 4 Hispanic females (3.51% of the hires), two Asian males (1.75% of the hires, and 5 Asian females (4.39% of the hires) were also brought onboard. Asian females were hired above their CLF of 1.93%; and Hispanic males were hired above their CLF of 5.17%.

AMS participated in three *USDA Pathways Onsite Application Acceptance Events*, at University of Maryland, Baltimore Campus (UMBC), North Carolina State University and Tuskegee University. AMS advertised 18 positions, including Recent Graduate and Internships, which resulted in 10 new hires.

Despite challenges relating to the hiring freeze, AMS hired 27 summer interns. The Agency participated in new minority-serving third-party programs, resulting in a first time AMS hire through the Thurgood Marshall College Fund Program and a first time AMS hire through USDA's cooperative partnership with the University of the Virgin Island. AMS continued to support the Hispanic Association of Colleges and Universities (HACU) by hiring five HACU interns. In addition, AMS hired an Asian American intern from the *Conference on Asian Pacific American Leadership* (CAPAL) and a Native American intern through the strategic partnership and an inter-

agency agreement with APHIS.

AMS also participated in the Pathways Presidential Management Fellowship (PMF) Program, resulting in the first AMS Pathways PMF Rotational Assignment. The 6-month rotational assignment is paid for by the fellow's home agency, generating a salary and benefits costs savings to AMS of over \$45,000.

The Agency allocated \$40,000 to create cooperative partnerships with Minority Serving Institutions in order to establish Student Enrichment Internship Programs. AMS successfully created its first cooperative partnership with Navajo Technical University, a land-grant tribal college and university, located in Crownpoint, New Mexico.

AMS has the goal of achieving a total workforce composed of 4% of individuals with targeted disabilities. This fiscal year, AMS hired a total of 45 individuals with disabilities, of which 11 have targeted disabilities. In FY 2017, individuals with targeted disabilities represented 2.44% of the AMS's total workforce, which is an improvement over the Agency's 1.02% from the previous fiscal year. This is also a .44% increase higher than the "Federal Government High" of 2.00%. Two individuals with targeted disabilities were hired into the Agency's permanent full-time workforce during FY 2017. In addition, two individuals with targeted disabilities were hired into the Agency's temporary full-time workforce during FY 2017.

Additionally, on December 2, 2016, the official signing ceremony for the Memorandum of Understanding (MOU) between Gallaudet University and AMS was hosted at the university. Gallaudet University is the premier institution of learning, teaching and research for deaf and hard-of-hearing students. Former AMS Administrator Elanor Starmer was accompanied by nine employees from AMS, FAS, and the Department in support of the MOU. The USDA Deaf and Hard of Hearing Employee Association, Acting President and Secretary attended as well. Later in the fiscal year, Karen Cook, Director, Gallaudet Career Center, and Monic Gavin, Employer Relation Specialist, provided a briefing to our senior leadership covering an overview of the university, student demographics, relevant major programs and types of previous internships held by their students and examples of organizations that are employing their graduates.

In FY 2017, AMS hired a total of 37 (or 6.20%) veterans to its workforce. Of the 37 veterans hired this fiscal year, 7 (or 1.17%) were disabled veterans. One hundred percent (100%) of the disabled veterans hired were permanent hires. There was an increase in promotions for veterans from thirty-five (35) in Fiscal Year 2016 to fifty-three (53) in Fiscal Year 2017, a gain of 51%. While the Agency has not met the 25 percent hiring goal, AMS continues to increase its efforts to recruit and hire veterans to its workforce each fiscal year.

FY 2018 PLAN TO ELIMINATE BARRIERS/DEFICIENCIES

In FY 2018, AMS will continue to strive towards its goal to have a Model EEO Program. The following actions will be taken to overcome deficiencies and to eliminate barriers:

1. Conduct Compliance Reviews:

AMS will increase its compliance reviews conducted and completed in FY 2018, both internally and with its external customers.

2. Collaborate with Human Resources (HR) on Workforce Diversification:

AMS will set up working groups with HR, Associate Deputy Administrators, and Resource Management Officers to discuss applicant flow data, hiring, exit interviews, recruitment efforts, training, and other related issues. AMS will also work with HR to review policies, procedures and practices in order to conduct barrier analyses for targeted groups.

3. Alternative Dispute Resolution (ADR):

AMS will increase ADR awareness and continue to conduct refresher training for its Resolving Officials and ADR training for employees to increase ADR participation.

4. Focus Groups

AMS will conduct quarterly focus group sessions during FY 2018.

6. Diversity and Inclusion

AMS will continue to utilize its Hiring, Recruitment, and Functional Committee to address recruiting, hiring, and retaining a diverse AMS workforce. The Agency will also implement limited English proficiency (LEP) plans for its conducted and assisted programs, focusing its efforts in contracting Agency-wide language assistance services.

ACCOMPLISHMENTS FOR FY 2017 PLAN

Some accomplishments for the action items noted in last year's EEO Program Status Report to overcome deficiencies and to eliminate barriers are as follows:

1. Conduct Compliance Reviews:

AMS increased its compliance reviews conducted and completed in FY 2017 to include Title VI and Title VII.

Employment (Title VII) Compliance Reviews: The Civil Rights Program (CRP) met its FY 2017 goal and completed its Title VII compliance review of the Agency's Commodity Procurement Staff in February 2017, and Transportation Marketing (T&M) Program in August 2017. CRP made a series of training recommendations to Commodity Procurement and T&M management and gave them 90 days to implement and submit a report noting all corrective actions. Commodity Procurement completed the corrective actions in July 2017. As of the date of this report, T&M is completing all of the requested corrective actions.

- Program (Title VI) Compliance Reviews: During the third quarter of FY 2016, the AMS Civil Rights Program completed the development of new guidance, requirements, and a reviewer survey (compliance review process) for its Title VI civil rights compliance reviews. The process covers review requirements for CRP, employees, and recipients who implement AMS programs and services. CRP staff requested that the new process be reviewed by its AMS Management and Analysis Program, formally known as the Compliance and Analysis Program staff, who concurred with the guidance and requirements.

During FY 2017, the AMS CRP exceeded its FY 2017 goal and completed three Title VI compliance reviews: AMS Management and Analysis Program (MAP); Commodity Procurement Staff; and the Livestock, Poultry and Seed's Country of Origin Labeling (COOL) Program. All corrective actions were completed in FY 2017, and forwarded to the OASCR Compliance Division in August 2017.

- Specialty Crop Block Grant Program (SCBGP) Compliance Reviews: Conducted for grant-specific compliance or for the terms and conditions of the SCBGP grant awards. At the end of FY 2017, the SCBGP performed a total of 11 site visits/compliance reviews.

2. Collaborate with Human Resources (HR) on Workforce Diversification:

AMS set up working groups with HR, Associate Deputy Administrators, and Resource Management Officers to discuss applicant flow data, hiring, exit interviews, recruitment efforts, training, and other related issues.

- AMS held its first virtual town hall from 2:00-3:00 p.m. on Friday, November 18, 2016. The Agency's Administrator, Associate Administrator, and a select panel of Deputy Administrators

attended to answer employees' questions about the future of AMS, the Agency's transition plans, top priorities in FY 2017, and employee engagement efforts. There was a 30-minute live question-and-answer session, at which time employees logged in and received responses to their questions in real time.

- The CRP began receiving monthly training reports in FY 2017 from Marketing and Regulatory Programs, Human Resources (MRP-HR) Data Resource Center for AMS employees. This is a new initiative with the Animal and Plant Health Inspection Service (APHIS) Center for Training and Organization Development (CTOD) to track training participation throughout the year. In May, 2017 the CRP developed a mid-year training report that showcased training participation data for employees by RSNOD and grade levels.
- AMS held an Individual Development Plan and Career Development Brown Bag training event from 11:00 a.m. – 12:30 p.m. on January 24, 2017. The session was facilitated by James Alexander, Training Specialist from APHIS, who explained how to construct an IDP, the requirements of an IDP, what resources are available to assist employees in this process, and the SharePoint site specifically designed as a career and IDP planning tool. An in-person live session was held at Headquarters and a live webinar was also conducted for those who could not attend in person.
- On March 30, 2017, the Marketing and Regulatory Program (MRP) Human Resources Division (HRD) held a one-hour Town Hall for AMS supervisors that was hosted via webinar to allow all supervisors to participate regardless of their location. The agenda included the following topics: “Hiring Freeze – Lessons Learned and Best Practices for the Future”; and “Employee Relations Update – Rise in Serious Misconduct Cases.” The webinar was also recorded for anyone who was unable to join.
- The Agency established a leadership development program, the AMS Leadership, Education and Development (LEAD) Program which is a new year long training program focused on developing managerial core competencies and targeted leadership skills of mid-level AMS employees. The program is designed to help provide a leadership pipeline and talent pool aligned with AMS's strategic and human capital goals. To promote diversity, inclusion, and equity in the program, the selection committee consisted of Deputy Administrators and Staff Directors or their designees. There are two cohorts with a total of 40 employees being selected. Each program area was represented by at least one employee.
- The Agency had planned to attend several direct hiring events in the form of career fairs, conferences, etc. with the MRP, Human Resources Division. However, due to the 90-day hiring freeze,³ AMS participated in three events at the University of Maryland Baltimore Campus (UMBC), North Carolina State University and Tuskegee University. AMS advertised 18 positions, including Recent Graduate and Internships, which resulted in 10 new hires.
- On Aug. 23, 2017, AMS Special Emphasis Program Managers (SEPMs) attended a “Meet and Greet” with Acting Administrator Bruce Summers and APHIS Human

³ Note: A 90-day hiring freeze was instituted by Executive Order on January 23, 2017.

Resources Division Acting Deputy Director James Ivy. During the meeting the SEPMs were acknowledged for volunteering to assist the agency in the following areas: improving employment and advancement opportunities for their respective program areas; identifying systemic causes of discrimination through the hosting of focus groups and analysis of workforce data; and recognizing and seeking ways to help minorities, women and people with disabilities to advance in their careers.

- On September 28, 2017, the Marketing and Regulatory Program (MRP) Human Resources Division (HRD) held a Town Hall for AMS supervisors via webinar. The topics covered were the AMS and GIPSA merger, new HRD Leadership, hiring freeze exemption process, LincPass process, performance management dates and standards, NextGen AgLearn timeframe and resources, center for training and organization development resources,
- In addition, the CRP's Director met with the Agency's Acting Administrator monthly and the Deputy Administrators quarterly during FY 2017 to discuss workforce diversification.

3. Alternative Dispute Resolution (ADR):

AMS increased ADR awareness and provided training for employees to encourage participation in the process.

- AMS received a Departmental Award in recognition for commendable efforts in Employment Alternative Dispute Resolution in FY 2017. This award recognizes exceptional contribution and/or achievements in Alternative Dispute Resolution in the practice of ADR, providing training in ADR, and promotion of the use of ADR in resolving EEO related workplace disputes. The criteria for the ADR award include: 1) achieve outstanding results in resolving EEO related workplace disputes in both the informal and formal stage; 2) achieving a 90% or higher utilization rate of Entellitrak ADR portal in tracking ADR complaints; and 3) Promoting, encouraging, and utilizing the Secretary's ADR policy of resolving complaints at the lowest level
- The Agency emphasized the use of ADR during numerous civil rights training session for employees and managers. During FY 2017, AMS conducted 17 conflict management training session training 283 managers/supervisor and 499 employees.
- The Agency also has an Early Intervention Program (EIP), Alternative Resolution, for non-EEO complaints. AMS proactively distributes information about this information via the Agency's Agricultural New and Information Service (AGNIS) and the AMS Voice AMS' e-newsletter. Nine employees used the Early Resolutions services for non-EEO cases this FY, all (or 100%) were resolved either through signed agreements or withdrawals.
- The FY 2016 – 2018 Civil Rights Strategic Plan which aligns to the AMS Strategic Plan has a measurable goal for FY 2017, to utilize ADR for 34% of EEO informal complaints. AMS exceeded this goal with 100% of these complaints processed through ADR.

4. Focus Groups:

AMS conducted the following Roundtable Discussions and Career Development/Informational Workshops during FY 2017.

- AMS continued throughout the fiscal year to hold its Roundtable Discussions and Career Development/Informational Workshops. To increase employees' awareness and appreciation of diversity in the workplace, AMS Civil Rights Program in collaboration with the following Special Emphasis Program Managers (SEPM); Black/African American (AA), Asian American Pacific Islander (AAPI); Federal Women (FW), and Hispanic, hosted roundtable discussions.
 - On March 8th, the Federal Women (FW) Program Manager and AMS Affirmative Employment Program (AEP) Manager, held two sessions for women, non-supervisory with 48 participants and supervisory with 22 participants.
 - On May 31th, the Asian American/Pacific Islander (AAPI) Program Managers along with the AMS AEP Manager held a roundtable discussion with the AAPI employees. Even though participation was not as expected for AMSs AAPI employees the discussion was insightful.
 - On June 28th, the African-American/Black Employment Program (AAEP) manager and AMS AEP Manager held two sessions for African-American employees, non-supervisory with 40 participants and supervisory with 10 participants.
 - On June 26th, the Hispanic Employment Program Manager and AMS AEP Manager hosted a combined session for the Hispanic employees.
 - During the sessions, employees were provided an opportunity to discussion perceptions, attitudes, and recommendations within the Agency relative to each group.
- On February 9, 2017, the (AAEP) manager hosted the Effective Federal Resume Workshop. Wanda Bryant, Senior Executive Service Candidate Development Program Manager, facilitated the workshop. Participants learned how to market themselves and tips for effective resumes.
- On April 20, 2017, the FW SEPM, collaborated with Rene Redwood, CEO, Redwood Enterprise, LLC to host the Value of Networking, Coaching, and Mentorship Workshop. The workshop covered how to identify the value of networking as a way to expand your knowledge and learn from the success of others. Participants were challenged to see themselves as mentors, "Each One, Teach One" and learned the benefits of using a coach
- On June 27, 2017, AMS held its annual Administrator's Awards Ceremony. Last year, AMS added three new award categories - Administrative Services Delivery, Employee Engagement, and Information Technology Services. The three new categories allowed the AMS Administrator to recognize more employees for their outstanding accomplishments that help the Agency deliver our mission every day. A total of 12 AMS teams were recognized in FY 2016 and 16 teams in FY 2017 totaling 193 AMS employee receiving an award. The Agency also rolled out its new *AMS Onboarding Passport and the Student*

5. Special Emphasis Programs:

- For the second consecutive year, the Agency allocated a separate budget to support the Agency's Special Emphasis Program which resulted in four newly appointed Special Emphasis Program Managers (SEPM) being certified as SEPM by EEOC. Additionally, six of the eight SEPMs represented the Agency at their annual affinity group training conferences in which they conducted outreach by hosting a booth or increasing awareness by facilitating workshops. The SEPMs also attended various workshops where they gained knowledge and best business practices pertaining to their program areas.
- AMS also sent employees to the major special emphasis programs' national training conferences during FY 2017. Specifically, AMS sent 8 employees to the Federal Employed Women National Training Conference in New Orleans, Louisiana; 10 employees to the Blacks in Government National Conference in Atlantic City, New Jersey; employees also attended the League of United Latin American Citizens in San Antonio, Texas, Hispanic Association of Colleges and Universities National Training Conference in San Diego, California, Society of American Indian Government Employees National Training Conference in Scottsdale, Arizona; Minorities in Agriculture, Natural Resources and Related Sciences in Pittsburgh, Pennsylvania; and Out and Equal Workplace Summit in Philadelphia, Pennsylvania. AMS' overall financial investment to send AMS employees to these diversity training and awareness national training conferences was over 36,000.
- On October 27, 2016, the Veterans Employment Program Manager (VEPM) assisted and attended the USDA Department-Wide Veterans' Day Observance and an AMS employee served as the Mistress of Ceremony. The theme for FY 2017 was "Courage."
- On December 2, 2016, the Civil Rights Office coordinated the official signing ceremony for the Memorandum of Understanding (MOU) between Gallaudet University and AMS. Former AMS Administrator Elanor Starmer was accompanied by 9 employees from AMS, FAS, and the Department in support of the MOU. USDA Deaf and Hard of Hearing Employee Association, Acting President and Secretary attended as well.
- On January 26, 2017, the Civil Rights Program and AMS' Black/African American Employment Program Manager, coordinated a volunteer opportunity at the SOME (So Others Might Eat) organization. Seven AMS volunteers loaded bags of food and sorted crates of non-perishable food items, while building comradery and giving their time to a great cause.
- On March 23, 2017, FW SEPM attended and assisted with the Department's Women's History Month Celebration. Deputy Administrator Dana Coale was selected to provide the opening remarks. Additionally, Deputy Administrator Sonia Jimenez and Deputy Director Rose Satterfield were mentors during the Flash mentoring session in which approximately 91 USDA employees were in attendance. Additionally, AMS sponsored the event by providing \$200 toward the performers' honorarium.

- On May 14 – 19, 2017, AAPI SEPMS attended the Federal Asian Pacific American Council (FAPAC) annual National Leadership Training (NLT) Program which was the premier training destination for federal employees including DC government and military. It provided training in leadership, diversity and inclusion/EEO, and career advancement and management. The theme this year provided a single focus for all AAPIs to *Unite by Speaking Together*. This theme encouraged the various AAPI communities to join together to overcome misconceptions and stereotypes about the vibrant and diverse AAPI community. AMS leadership and employees were at the forefront of the NLT Federal Day as Clifton Gilchrist provided opening remarks followed by a presentation entitled, “*Civil Treatment Is Imperative to Organizational Performance*” by Charmin Rickards. Additionally the agency provided \$5000.00 toward the 2017 Federal Asian Pacific American Council (FAPAC) sponsorship where AMS staffed an outreach table where over 500 attendees learned about AMS programs.
- On July 4 – 7, 2017, the Agency attended The League of United Latin American Citizens (LULAC) Emerge Conference and Career Fair. This event specifically targeted the Hispanic community. Overall, outreach to this group was to over 15,000 participants. During the conference, the Agency’s Hispanic representative conducted four presentations to over 150 participants about diversity, leadership, and professional growth. Additionally, the representative was invited to be a panelist to share his experience, perspective, and valuable tools he utilized as a former intern. During the conference, in collaboration with the Department, AMS hosted two exhibit tables in which 500 participants learned more about the mission and job opportunities at AMS.
- On August 24, 2017, Erin Morris, Associate Administrator, served on the mentoring panel for the USDA Women’s Equality Day event. Topics discussed included “Taking Charge of Your Career”, “Building a Reputation”, “Seeing Success in Yourself”, “Healthy Women Lead”, and an open Q&A period.

6. Diversity and Inclusion:

AMS continued to utilize its Hiring, Recruitment, and Functional Committee (HRFC) to address recruiting, hiring, and retaining a diverse AMS workforce. The role of being a member of the HRFC is in part to share information with the members’ Programs, identify positions for Pathways, plan for future hires, and the avenues for hiring. All of the SEPMS attended Departmental, AMS SEPMS, and Hiring and Recruitment Functional Committee (HRFC) meetings during FY 2017.

- In FY 2017, the Agency continued working with OASCR representatives to: 1) seek approval of its Agency assisted program LEP plan, and 2) identify the AMS Program that may fit within the conducted program status. OASCR will notify AMS once they have reviewed the Agency’s documentation.
- AMS sponsored an Effective Resume Writing Workshop on February 9, 2017. The workshop covered best practices for writing an effective federal resume that highlights strengths and weaknesses. During the workshop, participants learned, among other things, important information to include or exclude on a resume, best practices for describing an applicant’s experience, and how to communicate veteran-specific information.

- In the second quarter of FY 2017, AMS instituted mandatory diversity training in AgLearn for all employees. The one-hour training session was entitled, “Managing Workforce Generations: Introduction to Cross-Generational Employees.” Employees without access to a computer were provided with hard copies. At the end of FY 2017, 94.7% of AMS’s employees and 100% of AMS’s Senior Leadership had completed the training.
- AMS actively promotes open and direct communication and offers numerous opportunities for employees to provide ongoing feedback. Initiatives were implemented as a result of comments, recommendations, and suggestions generated from employees during Focus Group sessions and through the Agency’s “What a Great Idea” Program. Some of these initiatives were the New Employee Handbook, Student Intern Handbook and Veteran’s employment page, which was added to the AMS career opportunities website. .
- During FY 2017, AMS created an onboarding passport. This passport was designed for all new AMS employees and will be used to facilitate the onboarding process, information about AMS’ mission, culture, and expectations and track the Agency’s onboarding progress.
- AMS established the New and Emerging Professionals (NEP), working group which includes employees from all AMS Program areas. NEP helps create an inclusive environment for new headquarters and field employees by sharing resources, developing networks, identifying developmental activities to guide and support new employees to grow and advance within AMS. NEP also supports and guides new employees to be empowered to become involved in the Agency’s initiatives and activities. AMS employees hired within the last five years are encouraged to join the NEP. However, all AMS employees are welcome to join the working group.
- In addition, the Agency hosted two successful employee engagement events to display its workforce diversity and diverse services. Both events were spearheaded by the Headquarters Employee Engagement Advisory Council, which was formed to encourage esprit de corps among employees working in the DC area. On October 12, 2016, the Agency hosted AMS Diversity Day. The purpose of AMS Diversity Day was to celebrate our diverse backgrounds and how we all work as one. It featured all of the Agency’s special emphasis programs displaying interactive/informational booths that engaged over 300 employees. There were remarks from Dr. Joe Leonard, former Assistant Secretary for Civil Rights and former Administrator, Elanor Starmer. The SEPMS focused on historic and modern food/agriculture contributions as well as educated and conducted outreach as it pertains to their programs. Additionally, the SEPMS highlighted their purpose, value, future goals, education, exposure to programs and connections to food and agriculture.

Team AMS Day was held on September 12, 2017 and showcased the work of AMS Programs and how each Program ties into the mission and strategic plan of AMS. Over 300 employees attended this event that increased awareness of the core AMS programs with an emphasis on the value of the diversity of services and opportunities for employee engagement and commitment. The exhibits and demonstrations allowed fellow team members the ability to learn and develop a deeper appreciation for the services,

accomplishments, and improvements that each program contributes daily to Team AMS.

These two events enhanced the Agency's appreciation for cultural diversity within the workforce as well as the services and accomplishments that each program contributes to food and agriculture for the continued success of Team AMS. The Agency strives to strengthen opportunities for future collaboration among employees and programs.

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

I, Clifton J. Gilchrist, Civil Rights Director / 0260 / GS-15 am the

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

Principal EEO Director/Official for Agricultural Marketing Service

(Insert Agency/Component Name above)

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

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

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

Clifton J. Gilchrist

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

12-20-17

Date

Brian [Signature]

Signature of Agency Head or Agency Head Designee


12/20/17

Date

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.



Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures				
	The Agency Head was installed in January 2017. The EEO policy statement was issued on February 21, 2017. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
	Are new employees provided a copy of the EEO policy statement during orientation?	X		
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures				
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X		



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

			via the Agency's newsletter, the <i>AMS Voice</i>, and posted throughout the Agency's headquarters and field office locations.
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X	AMS reasonable accommodation (RA) policy/internal procedures are located on the Agency Intranet/SharePoint site. The Agency's procedures are in accordance with DM 4300-002, RA Procedures, July 2002.
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.



 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?			N/A	AMS does not have 2nd-level reporting components.
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?			N/A	AMS does not have 2nd-level reporting components
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01
 Measures		Yes	No	

				PART H to the agency's status report	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X			
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X			
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X			
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X			
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]				X See Part H	
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X			
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
 Measures		Yes	No		
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of		X			

equality of opportunity?				
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		




Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		


Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			X	See Part H
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?			X	See Part H
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?			X	See Part H

 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		No findings for discrimination in FY 2016.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		

Essential Element D: PROACTIVE PREVENTION





Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

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



 Measures		Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?		X		

Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.





 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		
	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	X		
	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X		
	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
	Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of	X		

complaints and length of time elapsed at each stage of the agency's complaint resolution process?				
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		All AMS investigations are managed by Employment Investigations Division (EID). AMS has not contracted counseling in FY 2017.
If yes, briefly describe how:				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		The Agency verifies the required training for counselors, but the Department has the obligation to verify the completion of the required training for the investigators.
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		The Agency verifies the required training for counselors, but the Department has the obligation to verify the completion of the required training for the investigators.
Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Are benchmarks in place that compare the agency's		X		

discrimination complaint processes with 29 C.F.R. Part 1614?				
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?			X	Investigations are handled by OASCR, Employment Investigations Division. See Part H
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	Final Agency Decisions are handled by OASCR, Employment Adjudication Division. See Part H
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and		X		

formal complaint stages of the EEO process?				
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
Does the responsible management official directly involved in the dispute have settlement authority?		X		
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715		X		

standards?				
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
➡ Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
⬇ Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.			
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.			
	Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		

Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		
➡ Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
⬇ Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.				
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the		X		

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

Footnotes:

1. See 29 C.F.R. § 1614.102.

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

Part H.
FY 2016 Deficiencies and a FY 2017 Update

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agricultural Marketing Service		FY 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	AMS will complete the tracking of its applicant flow data in its A-12 and B-12 tables. Note: Not all data is captured by the Agency. The majority is still captured by APHIS HR Office and the vendor of the eRecruit staffing system.	
OBJECTIVE:	Improve the system to capture the data for, and complete, the A-12 and B-12 tables	
RESPONSIBLE OFFICIAL:	Human Resources Division Chief, Marketing & Regulatory Programs Business Services	
DATE OBJECTIVE INITIATED:	September 30, 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2020	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Work with HR's training personnel to obtain data on numbers of applicants and selectees for the Career Development Programs and data for the relevant applicant pool so that Tables A-12 and B-12 can be completed,	September 30, 2020	
<p style="text-align: center;">REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>All of USDA has transitioned and is using eRecruit. AMS continued to collaborate with its Human Resources (HR) Office in developing a system to collect and track applicant flow data. Developments to break out the A-7 table by permanent/temporary positions were completed, and the completed MD-715 A-7, A-9, A-11, B-7, B-9, and B-11 tables for FY 2016 were generated by the vendor of the eRecruit staffing system for the FY 2016 MD-715 annual report. Tables A-12 and B-12 also were submitted, but</p>		

were not filled in.

The only incomplete tables remaining in FY 2017 were the A-12 and B-12 tables. AMS is able to pull data on the number of persons who participated in career development programs, and the A-12 and B-12 tables submitted for FY 2017 have this information. HR is able to pull data for the applicants to the career development programs, and the A-12 and B-12 tables have this information included in the FY 2017 Report as well. Data for the relevant applicant pool Relevant Applicant Pool (all employees in the next lower pay grade and in all series that qualify them for the position announced) was not collected in FY 2017. AMS will continue to work with HR to create a system where the Relevant Applicant Pool data can be included in future A-12 and B-12 tables.

In addition, NFC has not configured its data so that the number and names of individuals who are PWTDS match in all of its sites in the NFC (for example, the number of PWTDS in the B1 tables does not match those in the Minority Profile table), which further impairs the ability of AMS to complete all the new Part J sections dealing with PWDs and PWTDS. This is an issue that NFC will need to correct.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agricultural Marketing Service		FY 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	AMS's Reasonable Accommodation (RA) procedures are not finalized. Note: AMS could not implement its procedures until the USDA finalized its agency-wide Reasonable Accommodation procedures, which are currently in the vetting process and will hopefully be completed in FY 2019. Until the USDA regulation is updated, the Agency will create a directive covering Reasonable Accommodation and Personal Assistance Service and provide a copy to EEOC.	
OBJECTIVE:	Finalize and implement the Agency's RA Procedures	
RESPONSIBLE OFFICIAL:	Disability Employment Program Manager, AMS Civil Rights Program	
DATE OBJECTIVE INITIATED:	September 30, 2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2019	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Until the Department's Regulation 4300-002 regulation is updated, the Agency will create an Agency Reasonable Accommodation directive and provide a copy to EEOC.	September 30, 2019	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p>NOTE: The revisions to the USDA Regulations on Reasonable Accommodations have been sent to the Equal Employment Opportunity Commission (EEOC) for their review, but were not approved in FY 2017. AMS will receive a copy when it is finalized and approved. Subsequently, AMS will update its current internal procedures, based on the DM 4300-002 2002 directive, to create a new policy/procedure, which will include the new AMS Personal Assistance Service.</p>		

In FY 2017, AMS:

- Forwarded its internal reasonable accommodation (RA) procedures and DR 4300-002 to employees via its AMS Voice newsletter.
- Provided RA procedures during separate RA Training sessions, presented by OGC, for employees and supervisors on March 29, 2017, and June 7, 2017.
- Tracked Agency RA trends, policies, problems, and managerial issues, which were used to develop internal tools and templates for AMS employees and supervisors (below).
- Prepared internal tools to assist Agency staff/supervisors in the RA process. These AMS tools include a: 1) four-step written info for employees explaining how and where to submit an RA request, 2) fillable confirmation of request for an RA form (AD-1163), 3) fillable RA (approval) information reporting form (AD-1164), and 4) template for supervisors to record all topics discussed during the RA interactive session. The tools have simplified and assisted AMS employees and staff through the RA process.

In FY 2018-2019, AMS will add the Agency's RA procedures on its web site/Internet, continue RA training for all employees and supervisors, and provide the RA procedures to new employees during orientation/Civil Rights training.

**EEOC
FORM
715-01
PART H**

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

Agricultural Marketing Service		FY 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Element E: Per the EEOC Technical Visit letter dated August 10, 2017, upon reviewing AMS' FY 2013 to FY 2016 Form 462 Reports, Final Agency Decisions (FAD) on the merits were not issued timely. AMS should develop a plan to address this deficiency and demonstrate meaningful progress in implementing the plan.</p> <p>(Note: This delay was attributable to the process which is managed at the Office of the Assistant Secretary for Civil Rights (OASCR) and not by the AMS, Civil Rights Program.)</p>	
OBJECTIVE:	To complete FADs within 60 days.	
RESPONSIBLE OFFICIAL:	AMS Civil Rights Program and Office of the Assistant Secretary for Civil Rights	
DATE OBJECTIVE INITIATED:	September 1 , 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
AMS will meet with OASCR quarterly to discuss cases pending FADs. AMS currently monitors cases when the ROI is distributed and notifies OASCR to issue FADs after 30 days have elapsed.	December, 2017 March, 2018 June, 2018 September, 2018	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

At this time, AMS has no pending FADs, and no FADs were issued in FY 2017. AMS only had 2 formal complaints filed in FY 2017. There are currently 11 formal complaints pending EEOC Administrative Hearings.

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agricultural Marketing Service		FY 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Element E: Per the EEOC Technical Visit letter dated August 10, 2017, upon reviewing AMS' FY 2013 to FY 2016 Form 462 Reports, EEO investigations were not consistently completed in a timely manner. AMS should develop a plan to address this deficiency and demonstrate meaningful progress in implementing the plan.</p> <p>(Note: EEO Investigations are managed at the Office of the Assistant Secretary for Civil Rights (OASCR) and not by the AMS, Civil Rights Program.)</p>	
OBJECTIVE:	To complete Investigations within 180 calendar days.	
RESPONSIBLE OFFICIAL:	AMS Civil Rights Program and the Office of the Assistant Secretary for Civil Rights	
DATE OBJECTIVE INITIATED:	September 1, 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
AMS will meet with OASCR quarterly to discuss cases pending investigations and will continue to monitor the process to ensure timely processing of the cases.	December, 2017 March, 2018 June, 2018 September, 2018	

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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The USDA, OASCR, Employment Investigation Division (EID) investigates all EEO complaints of alleged discrimination. We have been meeting with EID on a regular basis to address challenges with completing all investigations within the regulatory timeframe. We are pleased to mention that progress was made in FY 2017. In FY 2017, all investigations were completed within the regulatory time frame. Five of the eight investigations were completed within 180 days. Three cases were amended so the timeframe to complete the investigations was extended to 180 – 360 days and these investigations were also completed within the regulatory time frame. AMS will also meet with the Employment Complaints Division (ECD) quarterly to insure cases are reviewed and accepted/dismissed in a most efficient and timely manner.

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agricultural Marketing Service		FY 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	AMS' EEO Director will meet regularly with the Human Resources Director to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives.	
OBJECTIVE:	Establish meetings and time-tables or schedules to review the agency's Merit Promotion Program Policies and Procedures; Employee Recognition Awards Programs and Procedures; and Employee Development/Training Programs for systemic barriers that may be impeding full participation in these programs by all groups. In addition, examine management/personnel policies procedures and practices at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants.	
RESPONSIBLE OFFICIAL:	EEO Director/Affirmative Employment Director, AMS Civil Rights Program and Human Resources Director	
DATE OBJECTIVE INITIATED:	December 1, 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2019	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
EEO Director will meet with HR Director quarterly and establish time-tables to review policies and procedures listed above in Objectives. AMS will also conduct barrier analysis for Hispanics in GS-12 to SES levels.	January, 2018 April, 2018 July, 2018 October, 2018	

Part I – Barrier Analysis

EEOC FORM
715-01
PART I

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

Agricultural Marketing Service

FY 2017

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

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

The Agency has slightly less than the expected participation rate for White males and females, Hispanic males and females, Asian females, and Native Hawaiian or Other Pacific Islander males and females in its permanent workforce.

This condition was recognized as a potential barrier through the review of workforce statistics, CLF data, and an analysis of the MD-715 workforce tables.

BARRIER ANALYSIS:

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

AMS workforce data was analyzed by comparing the participation rates of all racial and ethnic groups in the AMS workforce and through an examination of applicant data in the mission-critical occupations, separation rates, and complaints data.

White Males:

The participation rate of White males was compared to White males in the Civilian Labor Force (CLF). This revealed that the percentage of White males in the AMS permanent workforce (39.20) is slightly above the CLF of 38.33%. AMS is 0.87% above the CLF for White males.

190 White males (or 38.46 of Officials and Managers) are employed as Officials and Managers. Out of the 11 SES positions at AMS, White males occupy 5 (or 45.45%) of these positions.

Out of the six mission-critical occupations in AMS, the participation rate of White males was higher than the Occupational or Relevant CLF (RCLF) in 4 (or 50%) of the mission-critical occupations.

In FY 2017, AMS's separation rate for White males was 31.61%. There were 47 voluntary separations of White males from AMS, which represents 30.32% of the separations. There were 2 involuntary separations of White males from AMS, which represents 1.29% of the separations. By comparison, in the total workforce, AMS had 155 separations, 7 of which were involuntary.

White Females:

The participation rate of White females was compared to White females in the Civilian Labor Force (CLF). This revealed that the percentage of White females in the AMS permanent workforce (27.74%) is slightly below the CLF of 34.03%. AMS is within 6.29% of the CLF among White females.

128 White females (or 25.91% of Officials and Managers) are employed as Officials and Managers. Out of the 11 SES positions at AMS, White females occupy 2 (or 20%) of these positions.

Out of the six mission-critical occupations in AMS, the participation rate of White females was higher than the Occupational or Relevant CLF (RCLF) in 2 (or 33.33%) of the mission-critical occupations.

20% the bases of the formal complaints filed in FY 2015 alleged discrimination on the basis of sex (female).

In FY 2017, AMS's separation rate for White females was 33.55%. There were 50 voluntary separations of White females from AMS, which represents 32.25% of the separations. There were 2 involuntary separations of White females from AMS, which represents 1.29% of the separations. By comparison, in the total workforce, AMS had 155 separations, 7 of which were involuntary.

Barrier Analysis for Hispanics in GS-12 through SES grade levels (as requested).

At the GS-12 level, Hispanic males occupy 15 (or 5.42%) and Hispanic females occupy 5 (or 1.81%) of 277 positions.

At the GS-13 level, Hispanic males occupy 10 (or 3.56%) and Hispanic females occupy 7 (or 2.49%) of 281 positions.

At the GS-14 level, Hispanic males occupy 3 (or 2.52%) and Hispanic females occupy 1 (or 0.84%) of 119 positions.

At the GS-15 level, no Hispanics occupy any of the 52 positions.

At the SES level, a Hispanic female occupies one (or 11.11%) of 9 positions.

Hispanic Males:

The participation rate of Hispanic males was compared to Hispanic males in the Civilian Labor Force (CLF). This revealed that the percentage of Hispanic males in the AMS permanent workforce (4.70%) is slightly below the CLF of 5.17%. AMS is within 0.47% of the CLF among Hispanic males.

20 Hispanic males (or 4.05% of Officials and Managers) are employed as Officials and Managers. Hispanic males do not occupy any of the 11 SES positions at AMS.

Out of the six mission-critical occupations in AMS, the participation rate of Hispanic males was higher than the Occupational or Relevant CLF (RCLF) in 2 (or 33.33%) of the missions-critical occupations.

In FY 2017, AMS's separation rate of Hispanic males was 7.10%. There were 10 voluntary separations of Hispanic males from AMS, which represents 6.45% of the separations. There was 1

involuntary separation of a Hispanic male from AMS, which represents 0.65% of the separations. By comparison, in the total workforce, AMS had 155 separations, 1 of which were involuntary.

Hispanic Females:

The participation rate of Hispanic females was compared to Hispanic females in the Civilian Labor Force (CLF). This revealed that the percentage of Hispanic females in the AMS permanent workforce (3.50%) is below the CLF of 4.79%. AMS is 1.29% below the CLF among Hispanic females.

13 Hispanic females (or 2.63% of Officials and Managers) are employed as Officials and Managers. Out of the 11 SES positions, Hispanic females occupy 1 (or 10%) of these positions.

Out of the six mission-critical occupations in AMS, the participation rate of Hispanic females was higher than the Occupational or Relevant CLF (RCLF) in 3 (or 50%) of the mission-critical occupations.

In FY 2017, AMS's separation rate of Hispanic females was 3.23%. There were 5 voluntary separations of Hispanic females from AMS, which represents 3.23% of the separations. There was no involuntary separation of a Hispanic female from AMS. By comparison, in the total workforce, AMS had 155 separations, 7 of which were involuntary.

Asian Females:

The participation rate of Asian females was compared to Asian females in the Civilian Labor Force (CLF). This revealed that the percentage of Asian females in the AMS permanent workforce (1.70%) is slightly below the CLF of 1.93%. AMS is within 0.23% of the CLF among Asian females.

5 Asian females (or 2.69% of Officials and Managers) are employed as Officials and

Managers. Out of the 11 SES positions, an Asian female occupies 1 (or 10%) of these positions.

Out of the six mission-critical occupation in AMS, the participation rate of Asian females was higher than the Occupational or Relevant CLF (RCLF) in 5 (or 60.33%) of the mission-critical occupations.

In FY 2017, AMS's separation rate of Asian females was 1.93%. By comparison, in the total workforce, AMS had 155 separations, none of which were involuntary.

Native Hawaiian or Other Pacific Islander

Males:

The participation rate of Native Hawaiian or Other Pacific Islander males was compared to Native Hawaiian or Other Pacific Islander males in the Civilian Labor Force (CLF). This revealed that the percentage of Native Hawaiian or Other Pacific Islander males in the AMS permanent workforce (0.03%) is slightly below the CLF of 0.07%. AMS is within 0.04% of the CLF among Native Hawaiian or Other Pacific Islander males.

There were no Native Hawaiian or Other Pacific Islander males (or 0.00% of Official and Managers) are employed as Officials and Managers. Native Hawaiian or Other Pacific Islander males do not occupy any of the 11 SES positions at AMS.

Only one Native Hawaiian or Other Pacific Islander male occupied one of the six mission-critical occupations in AMS.

There were no separations, voluntary or involuntary, of any Native Hawaiian or Other Pacific Islander males from AMS during FY 2017. By comparison, in the total workforce, AMS had 155 separations, none of which were involuntary.

Native Hawaiian or Other Pacific Islander

	<p><u>Females:</u></p> <p>The participation rate of Native Hawaiian or Other Pacific Islander Females was compared to Native Hawaiian or Other Pacific Islander females in the Civilian Labor Force (CLF). This revealed that the percentage of Native Hawaiian or Other Pacific Islander females in the AMS permanent workforce (0.03%) is slightly below the CLF of 0.07%. AMS is within 0.04% of the CLF among Native Hawaiian or Other Pacific Islander females.</p> <p>One Native Hawaiian or Other Pacific Islander females is employed as Officials and Managers at AMS. Native Hawaiian or Other Pacific Islander females do not occupy any of the 11 SES positions at AMS.</p> <p>Native Hawaiian or Other Pacific Islander females do not occupy any of the six mission-critical occupations in AMS.</p> <p>There were no separations, voluntary or involuntary, of any Native Hawaiian or Other Pacific Islander females from AMS during FY 2016. By comparison, in the total workforce, AMS had 155 separations, none of which were involuntary.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No policy, procedure, or practice has been formally identified in FY 2017 as a potential barrier underlying the less than expected participation rates in AMS of any of the protected groups examined in this barrier analysis.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Conduct annual barrier analyses to investigate whether any policies, procedures, or practices are responsible for these triggers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>AMS Civil Rights Program</p>

DATE OBJECTIVE INITIATED:	September 30, 2017
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2019

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

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

Section I: Efforts to Reach Regulatory Goals

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

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

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

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

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

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

AMS conducts internal compliance reviews of specific Agency Programs as a means of evaluating the Agency's effectiveness in fulfilling its civil rights obligations. AMS's Civil Rights Program provides monthly statistical tables relating to hires, promotions, separations, and workforce representation of PWD and PWTD to each of its Agency Programs' Deputy Administrators and to the Agency Administrator with the numerical goals listed.

Section II: Model Disability Program

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

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

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

Yes No

--

2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official. *(Not sure who is responsible for each of these – please fill in.)*

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTB	1			FT – Thomas Mack, MRP Selective Placement Coordinator FT, Thomas.L.Mack@aphis.usda.gov
Answering questions from the public about hiring authorities that take disability into account	1			FT – Todd Birkenruth, DEPM, AMS Civil Rights Todd.Birkenruth@ams.usda.gov
Processing reasonable accommodation requests from applicants and employees	1	1		FT – Todd Birkenruth, DEPM, AMS Civil Rights Program Todd.Birkenruth@ams.usda.gov PT – Carmen Humphrey Team Lead/EEO Specialist AMS Civil Rights Program Carmen.Humphrey@ams.usda.gov
Section 508 Compliance			1	CD – Judy Dudley, Associate Deputy Administrator/Deputy Chief Information Officer, AMS Information Technology Staff, Judith.Dudley@ams.usda.gov

Architectural Barriers Act Compliance				FT - Bahn Lam, Mechanical Engineer, Office of Operations, Bahn.Lam@dm.usda.gov
Special Emphasis Program for PWD and PWTB		1		PT – Todd Birkenruth, DEPM, AMS Civil Rights Todd.Birkenruth@ams.usda.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Yes X No

The AMS DEPM Did not receive SEPM or Disability Program Specific training during Fiscal Year 2017

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

Yes X No

Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. Plan to Identify Job Applicants with Disabilities

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

AMS uses special hiring authorities to recruit, hire, and retain disabled veterans. The Agency provides outreach for recruitment efforts to recruit, hire, and retain individuals with disabilities, including individuals with targeted disabilities. In FY 2017, the Veteran Employment Program Manager attended various Operations War Fighter and Wounded Warriors sessions.

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

Schedule A applicants forward their resumes to the Agency's Selective Placement Program Manager (SPPM), APHIS Human Resources for review. The SPPM maintains a file of the resumes and refers the Schedule A Applicants for consideration, when an appropriate AMS position becomes available.

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

If a Schedule A applicant applies to an announcement, an HR Staffing Specialist/Assistant reviews the PWD's application materials to determine qualifications and eligibility.

If the applicant is deemed qualified and eligible via Schedule A, he/she is forwarded to the selecting official via a non-competitive list (certificate). If the Schedule A applicant is selected, the servicing HR specialist provides guidance to the selecting official on the Schedule A appointment process

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

No

The agency did not provide special hiring authorities training to hiring managers during Fiscal Year 2017 but we will conduct this training during fiscal year 2018.

B. Plan to Establish Contacts with Disability Employment Organizations

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

On December 2, 2016, the official signing ceremony for the Memorandum of Understanding (MOU) between Gallaudet University and AMS was hosted at the university. Former AMS Administrator Eleanor Starmer was accompanied by nine employees from AMS, FAS, and the Department in support of the MOU. The USDA Deaf mid Hard of Hearing Employee Association, Acting President and Secretary attended as well. Later in the fiscal year, Karen

Cook, Director, Gallaudet Career Center, and Monie Gavin, Employer Relation Specialist, provided a brief to our senior leadership covering an overview of the university, student demographics, relevant major programs and types of previous internships held by their students and examples of organizations that are employing their graduates.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- | | | | |
|---|-----|----|----|
| a. New Hires for Permanent Workforce (PWD) | Yes | X | No |
| b. New Hires for Permanent Workforce (PWTD) | Yes | No | X |

7.89% of all permanent employees hired in FY 2017 were PWD.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- | | | | |
|-----------------------------|-----|---|----|
| a. New Hires for MCO (PWD) | Yes | X | No |
| b. New Hires for MCO (PWTD) | Yes | X | No |

In the 0301 series, the difference between the Qualified Applicant Pool and the Selectees was -8.63% for PWD. The difference between the Qualified Applicant Pool and the Selectees for PWTD was -5.76%.

In the 1102 series, the difference between the Qualified Applicant Pool and the Selectees for PWD was -9.89%. The difference between the Qualified Applicant Pool and the Selectees for PWTD was -5.30%.

In the 1980 series, the difference between the Qualified Applicant Pool and the Selectees for PWD was -5.50%.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- | | | | |
|--|-----|---|----|
| a. Qualified Applicants for MCO (PWD) | Yes | X | No |
| b. Qualified Applicants for MCO (PWTD) | Yes | X | No |

In the 0301 series, the difference between the Relevant Applicant Pool and the Qualified Internal Applicants was -1.79% for PWD.

In the 1147 series, the difference between the Relevant Applicant Pool and the Qualified Internal Applicants was -4.75%. For PWTD, the difference between the Relevant Applicant

Pool and the Qualified Internal Applicants was -1.37%.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- a. Promotions for MCO (PWD) Yes X No
b. Promotions for MCO (PWTD) Yes X No

In the 0301 series, the difference between the Qualified Applicant Pool and the Selectees for PWD was -8.63%. For PWTD, the difference between the Qualified Applicant Pool and the Selectees was -5.76%.

In the 1102 series, the difference between the Qualified Applicant Pool and the Selectees for PWD was -9.89%. For PWTD, the difference between the Qualified Applicant Pool and the Selectees was -5.30%.

In the 1146 series, the difference between the Qualified Applicant Pool and the Selectees was -8.95%. For PWTD, the difference between the Qualified Applicant Pool and the Selectees was -3.58%.

In the 1980 series, the difference between the Qualified Applicant Pool and the Selectees was -5.50%.

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

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

A. Advancement Program Plan

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

AMS continues to explore promotion and advancement opportunities for employees with disabilities and targeted disabilities.

In FY 2017, the Agency established a leadership development program, the AMS Leadership, Education and Development (LEAD) Program, which is a new year long training program focused on developing managerial core competencies and targeted leadership skills of mid-level AMS employees. The program is designed to help provide a leadership pipeline and talent pool aligned with AMS's strategic and human capital goals. To promote diversity, inclusion, and equity in the program, the selection committee consisted of Deputy Administrators and Staff Directors or their designees. This year, the LEAD Program contained three employees who self-identified themselves as persons with disabilities.

B. Career Development Opportunities

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

AMS continues to explore career development opportunities for Agency employees. Employees are required to develop IDP (individual development plans), which allow for training, detail, and leadership opportunities. AMS managers review and assist employees with IDPs before approvals.

AMS established the LEAD Program, a leadership development program, focused on developing managerial core competencies and targeted leadership skills of mid-level AMS employees. This program is designed to help provide a leadership pipeline and talent pool aligned with AMS's strategic and human capital goals.

In addition to this fiscal year's LEAD Program, AMS established the *New and Emerging Professionals (NEP)* working group, which includes employees from all AMS Program areas. The NEP working group develops networks identifying developmental activities to guide and support new employees to grow and advance within AMS.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.] WE DO NOT NEED TO PROVIDE THIS DATA UNTIL NEXT YEAR

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

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- | | | |
|---------------------|-------|------|
| a. Applicants (PWD) | Yes 0 | No 0 |
| b. Selections (PWD) | Yes 0 | No 0 |

AMS does not have this information. RSNOD data on applicants and selectees for career development programs is collected/recorded at APHIS/CTOD or CRP; however, the “Relevant Applicant Pool” (all employees in the next lower pay grade and in all series that qualify them for the position announcement) is not available (addressed in Part H),

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- | | | |
|----------------------|-------|------|
| a. Applicants (PWTD) | Yes 0 | No 0 |
| b. Selections (PWTD) | Yes 0 | No 0 |

AMS does not have this information. RSNOD data on applicants and selectees for career development programs is collected/recorded at APHIS/CTOD or CRP; however, the “Relevant Applicant Pool” (all employees in the next lower pay grade and in all series that qualify them for the position announcement) is not available (addressed in Part H),

C. Awards

- Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Yes No
 Bonuses, & Incentives (PWTD) Yes No

The inclusion rate for PWOD is 34.90%; the inclusion rate for PWD is 3.49%

- Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Yes No
 b. Pay Increases (PWTD) Yes No

- If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Yes No N/A
 b. Other Types of Recognition (PWTD) Yes No N/A

The Agency does not have other types of employee recognition programs.

D.Promotions

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWD)	Yes	No	X
ii. Internal Selections (PWD)	Yes	No	X

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Yes	No	X
ii. Internal Selections (PWD)	Yes	X	No

c. Grade GS-14

i. Qualified Internal Applicants (PWD)	Yes	No	X
ii. Internal Selections (PWD)	Yes	X	No

d. Grade GS-13

i. Qualified Internal Applicants (PWD)	Yes	X	No
ii. Internal Selections (PWD)	Yes	No	X

For Grade 15, the difference between the Qualified Applicant Pool and Selectees is -4.65%.
 For Grade 14, the difference between the Qualified Applicant Pool and Selectees is -7.11%.
 For Grade 13, the difference between the Relevant Applicant Pool and Qualified Internal Applicants is -5.82%.

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes	No	X
ii. Internal Selections (PWTD)	Yes	No	X

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes	No	X
ii. Internal Selections (PWTD)	Yes	X	No

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Yes	No	X
ii. Internal Selections (PWTD)	Yes	X	No

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Yes	X	No
ii. Internal Selections (PWTD)	Yes	No	X

For Grade 15, the difference between the Qualified Applicant Pool and Selectees is -2.33%.
 For Grade 14, the difference between the Qualified Applicant Pool and Selectees is -3.16%.
 For Grade 13, the difference between the Relevant Applicant Pool and Qualified Internal Applicants is -1.45%.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. New Hires to SES (PWD)	Yes	0	No	0
b. New Hires to GS-15 (PWD)	Yes	0	No	0
c. New Hires to GS-14 (PWD)	Yes	0	No	0
d. New Hires to GS-13 (PWD)	Yes	0	No	0

AMS was unable to obtain or calculate this data. The instructions in this section of Part J require the preparer to use the Qualified Applicant Pool as the benchmark. The applicant flow data in the National Finance Center (NFC) had not been coordinated with the hiring data for FY 2017. The vendor will need to import this data, but the tool is not yet available. (See further explanation below.)

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. New Hires to SES (PWTD)	Yes 0	No 0
b. New Hires to GS-15 (PWTD)	Yes 0	No 0
c. New Hires to GS-14 (PWTD)	Yes 0	No 0
d. New Hires to GS-13 (PWTD)	Yes 0	No 0

AMS was unable to obtain or calculate this data. The instructions in this section of Part J require the preparer to use the Qualified Applicant Pool as the benchmark. The applicant flow data in the NFC had not been coordinated with the hiring data for FY 2017. The vendor will need to import this data, but the tool is not yet available. (See further explanation below.)

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

a. Executives		
i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0
b. Managers		
i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0
c. Supervisors		
i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

AMS was unable to obtain or calculate data in its MD-715 Report for 2017 for the questions in the new Part J that deal with triggers for PWD and PWTD in the supervisory grades;

specifically, executives, managers, and supervisors. The instructions in Part J require the preparer to use the benchmarks of Relevant Applicant Pool, Qualified Applicant pool, and Qualified Internal Applicants to determine whether there are triggers in these grades. The MD-715 tables in the NFC covered high grades (GS-13, -14, -15, and SES); however, there was no MD-715 table breaking down supervisory positions or further dividing them into executives, managers, and supervisors. In addition, there was no benchmark data necessary to calculate whether there are triggers for PWD or PWTD.

Such requirements were included in the new Part J without providing the agencies a way to execute on them. The applicant flow data had not been coordinated with the hiring data for FY 2017. The vendor will need to import this data, but the tool is not yet available. OASCR will be following up with the EEOC, OHRM, and OSEC on this issue to determine how this data can be collected and dispersed to the agencies. At the MD-715 Working Group Meeting held on November 30, 2017, the AMS representative requested training and follow-up when the information does become available, similar to the inclusion rate training that had been offered to the agencies in September, 2017.

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

b. Managers

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

AMS was unable to obtain or calculate data in its MD-715 Report for 2017 for the questions in the new Part J that deal with triggers for PWD and PWTD in the supervisory grades; specifically, executives, managers, and supervisors. The instructions in Part J require the preparer to use the benchmarks of Relevant Applicant Pool, Qualified Applicant pool, and Qualified Internal Applicants to determine whether there are triggers in these grades. The MD-

715 tables in the NFC covered high grades (GS-13, -14, -15, and SES); however, there was no MD-715 table breaking down supervisory positions or further dividing them into executives, managers, and supervisors. In addition, there was no benchmark data necessary to calculate whether there are triggers for PWD or PWTD.

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7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|------------------------------------|-------|------|
| a. New Hires for Executives (PWD) | Yes 0 | No 0 |
| b. New Hires for Managers (PWD) | Yes 0 | No 0 |
| c. New Hires for Supervisors (PWD) | Yes 0 | No 0 |

AMS was unable to obtain or calculate data in its MD-715 Report for 2017 for the questions in the new Part J that deal with triggers for PWD and PWTD in the supervisory grades; specifically, executives, managers, and supervisors. The instructions in Part J require the preparer to use the benchmarks of Relevant Applicant Pool, Qualified Applicant pool, and Qualified Internal Applicants to determine whether there are triggers in these grades. The MD-715 tables in the NFC covered high grades (GS-13, -14, -15, and SES); however, there was no MD-715 table breaking down supervisory positions or further dividing them into executives, managers, and supervisors. In addition, there was no benchmark data necessary to calculate whether there are triggers for PWD or PWTD.

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8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|-------------------------------------|-------|------|
| a. New Hires for Executives (PWTD) | Yes 0 | No 0 |
| b. New Hires for Managers (PWTD) | Yes 0 | No 0 |
| c. New Hires for Supervisors (PWTD) | Yes 0 | No 0 |

AMS was unable to obtain or calculate data in its MD-715 Report for 2017 for the questions in the new Part J that deal with triggers for PWD and PWTD in the supervisory grades; specifically, executives, managers, and supervisors. The instructions in Part J require the preparer to use the benchmarks of Relevant Applicant Pool, Qualified Applicant pool, and Qualified Internal Applicants to determine whether there are triggers in these grades. The MD-715 tables in the NFC covered high grades (GS-13, -14, -15, and SES); however, there was no MD-715 table breaking down supervisory positions or further dividing them into executives, managers, and supervisors. In addition, there was no benchmark data necessary to calculate whether there are triggers for PWD or PWTD.

Such requirements were included in the new Part J without providing the agencies a way to execute on them. The applicant flow data had not been coordinated with the hiring data for FY 2017. The vendor will need to import this data, but the tool is not yet available. OASCR will be following up with the EEOC, OHRM, and OSEC on this issue to determine how this data can be collected and dispersed to the agencies. At the MD-715 Working Group Meeting held on November 30, 2017, the AMS representative requested training and follow-up when the information does become available, similar to the inclusion rate training that had been offered to the agencies in September of 2017.

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes 0 No 0 N/A 0

AMS CRP consulted with its servicing Human Resources office and found the following four employees with disabilities eligible for Schedule A conversions:

- One employee was on a temporary appointment which did not count toward the two years needed for conversion. His clock started 8/21/16 when he was rehired and he is eligible for conversion in August 2018
- A second employee left AMS for another agency before she was eligible for conversion
- A third employee was converted to a career conditional appointment under the Veterans Employment Hiring Authority effective 5/28/17
- A fourth employee is not eligible for conversion until September 2018.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD)	Yes X	No
b. Involuntary Separations (PWD)	Yes	No X

Among voluntary separations, the inclusion rate for PWOD was 4.18% and the inclusion rate for PWD was 22.31%

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD)	Yes X	No
b. Involuntary Separations (PWTD)	Yes	No 0

Among involuntary separations, the inclusion rate for PWOD was 4.18% and the inclusion rate for PWTD was 8.13%.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using *exit interview results and other data sources*.

Exit interview data is not available. Exit interviews are conducted only voluntarily; in addition, RSNOD data is not collected on the exit interviews that are conducted.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

AMS has a link at the bottom of each public website page titled "Accessibility" that takes one to: <https://www.ams.usda.gov/about-ams/accessibility>, which explains Agency document accessibility and 508 compliance. It also requests feedback and how to contact AMS if there are problems. There is also a link for filing a complaint and complaint information at the bottom of the each public web page under "Non-Discrimination."

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

AMS will be working to update its current "Accessibility" web page, <https://www.ams.usda.gov/about-ams/accessibility>, to include info about the Architectural Barriers Act.

Should the public contact the Agency, the AMS Civil Rights Program would forward all visitors/employees to the USDA for to the United States Access Board (USAB) website: <https://www.access-board.gov/aba-enforcement>. At this site, complaints can be

submitted via the online USAB form.

The AMS website also features a link for filing a complaint and complaint information at the bottom of the each public web page under “Non-Discrimination.”

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

AMS continues to maintain high standards in Accessibility and Section 508 compliance. The AMS web site was tested using Total Validator, 7804 pages (98%) are compliant, with less than 2 percent of 508 errors. These errors were corrected before August 30, 2017. All AMS web site updates are now compliant, centralized, and reviewed by staff trained in 508 compliance.

In FY 2017, AMS worked on correcting historical PDF files that were not 508 compliant in our AMS Specialty Crops Inspection Program. AMS has replaced 20 of 33 files, and the remaining files will be corrected by the end of this calendar year. AMS plans is to continue to review and replace documents that are still in use but more than 20 years old.

In FY 2018, AMS will be working to update its current “Accessibility” web page, <https://www.ams.usda.gov/about-ams/accessibility> , to include info about the Architectural Barriers Act.

C.Reasonable Accommodation Program

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

Averages from 7 to 20 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

AMS continues to use the DM 4300-002, Reasonable Accommodation Procedures, July 2002, document as its policy until the USDA/OASCR implements an updated RA policy/procedure. This, in addition to the accomplishments below, have been highly effective for the AMS employees.

In FY 2017, the Agency designated an AMS Team Lead to assist the Disability Program Manager with its reasonable accommodation processing. The Agency developed fillable MS Word reasonable accommodation forms to assist AMS employees and supervisors in completing AD-1163 (RA request) and AD-1164 (RA approval). Additionally, the Agency created a template for supervisors to utilize during the RA Interactive Session, to record all subjects discussed and issues addressed.

Because of the new Agency tools, AMS has improved its timely submissions and completions of RA requests. We've also improved completions of RA request submissions, interactive meetings, and written RA approvals as provided in AD-1164 forms (instead of emailed approvals).

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

AMS is developing written procedures and practices for PAS requests, which will be added to the Agency's reasonable accommodations requests and practices. With Agency approvals, the Civil Rights Program hopes to have these written procedures approved by the end of calendar year 2017, or before the required January 2018, implementation date.

In FY 2017, AMS did not receive any PAS requests.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Yes No N/A

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes No N/A

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

AMS had no findings of discrimination during FY 2017.

B. EEO Complaint Data involving Reasonable Accommodation

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Yes No N/A

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Yes No N/A

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

AMS had no findings of discrimination during FY 2017.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes No X

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes No N/A X

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1				
Barrier(s)				
Objective(s)				
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Fiscal Year	Accomplishments			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

N/A

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

N/A

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

N/A

**U. S. DEPARTMENT OF AGRICULTURE
AGR. MARKETING SERVICE**

Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex

Year = Fiscal Year 2017

EMPLOYMENT TENURE	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino										Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	White		Black or African American			Asian		Male	Female	Male	Female	Male	Female	Male	Female			
	Male	Female	Male	Female	Male	Female	Male									Female	Male	Female
TOTAL	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Prior FY	3534	1585	1949	218	359	965	803	301	694	76	58	1	0	18	25	6	10	
	100%	44.85%	55.15%	6.17%	10.16%	27.31%	22.72%	8.52%	19.64%	2.15%	1.64%	0.03%	0%	0.51%	0.71%	0.17%	0.28%	
Current FY	3524	1589	1935	205	362	963	763	311	689	64	60	1	1	18	23	27	37	
	100%	45.09%	54.91%	5.82%	10.27%	27.33%	21.65%	8.83%	19.55%	1.82%	1.70%	0.03%	0.03%	0.51%	0.65%	0.77%	1.05%	
CLF (2010)		51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
Difference	-10	4	-14	-13	3	-2	-40	10	-5	-12	2	0	1	0	-2	21	27	
Ratio Change	0%	0.24%	-0.24%	-0.35%	0.11%	0.02%	-1.07%	0.31%	-0.09%	-0.33%	0.06%	0%	0.03%	0%	-0.05%	0.60%	0.77%	
Net Change	-0.28%	0.25%	-0.72%	-5.96%	0.84%	-0.21%	-4.98%	3.32%	-0.72%	-15.79%	3.45%	0%	100%	0%	-8.00%	350.00%	270.00%	
PERMANENT																		
Prior FY	2080	1131	949	106	83	795	605	152	202	55	40	1	0	17	11	5	8	
	100%	54.38%	45.63%	5.10%	3.99%	38.22%	29.09%	7.31%	9.71%	2.64%	1.92%	0.05%	0%	0.82%	0.53%	0.24%	0.38%	
Current FY	2087	1157	930	98	73	818	579	162	203	47	42	1	1	16	12	15	20	
	100%	55.44%	44.56%	4.70%	3.50%	39.20%	27.74%	7.76%	9.73%	2.25%	2.01%	0.05%	0.05%	0.77%	0.57%	0.72%	0.96%	
CLF (2010)		51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
Difference	7	26	-19	-8	-10	23	-26	10	1	-8	2	0	1	-1	1	10	12	
Ratio Change	0%	1.06%	-1.06%	-0.40%	-0.49%	0.97%	-1.34%	0.45%	0.02%	-0.39%	0.09%	0%	0.05%	-0.05%	0.05%	0.48%	0.57%	
Net Change	0.34%	2.30%	-2.00%	-7.55%	-12.05%	2.89%	-4.30%	6.58%	0.50%	-14.55%	5.00%	0%	100%	-5.88%	9.09%	200.00%	150.00%	
TEMPORARY																		
Prior FY	1454	454	1000	112	276	170	198	149	492	21	18	0	0	1	14	1	2	
	100%	31.22%	68.78%	7.70%	18.98%	11.69%	13.62%	10.25%	33.84%	1.44%	1.24%	0%	0%	0.07%	0.96%	0.07%	0.14%	
Current FY	1437	432	1005	107	289	145	184	149	486	17	18	0	0	2	11	12	17	
	100%	30.06%	69.94%	7.45%	20.11%	10.09%	12.80%	10.37%	33.82%	1.18%	1.25%	0%	0%	0.14%	0.77%	0.84%	1.18%	
Difference	-17	-22	5	-5	13	-25	-14	0	-6	-4	0	0	0	1	-3	11	15	
Ratio Change	0%	-1.16%	1.16%	-0.26%	1.13%	-1.60%	-0.81%	0.12%	-0.02%	-0.26%	0.01%	0%	0%	0.07%	-0.20%	0.77%	1.05%	
Net Change	-1.17%	-4.85%	0.50%	-4.46%	4.71%	-14.71%	-7.07%	0%	-1.22%	-19.05%	0%	0%	0%	100%	-21.43%	1,100.00%	750.00%	
NON-APPROPRIATED																		
Prior FY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Current FY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Difference	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Ratio Change	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Net Change	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

Prepared from NFC's database

U. S. DEPARTMENT OF AGRICULTURE

AGR. MARKETING SERVICE

Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex

Year = Fiscal Year 2017

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	2087	1157	930	108	84	818	579	162	203	47	42	1	1	16	12	5	9	
	100%	55.44%	44.56%	5.17%	4.02%	39.20%	27.74%	7.76%	9.73%	2.25%	2.01%	0.05%	0.05%	0.77%	0.57%	0.24%	0.43%	
CLF (2010)		51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
DEPUTY ADMINISTRATORS	1999	1119	880	97	71	795	552	150	184	47	40	1	1	15	12	14	20	
	100%	55.98%	44.02%	4.85%	3.55%	39.77%	27.61%	7.50%	9.20%	2.35%	2.00%	0.05%	0.05%	0.75%	0.60%	0.70%	1.00%	
OFFICE OF THE ADMINISTRATOR	88	38	50	1	2	23	27	12	19	0	2	0	0	1	0	1	0	
	100%	43.18%	56.82%	1.14%	2.27%	26.14%	30.68%	13.64%	21.59%	0%	2.27%	0%	0%	1.14%	0%	1.14%	0%	

Prepared from NFC's database

**U. S. DEPARTMENT OF AGRICULTURE
AGR. MARKETING SERVICE**

Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex

Year = Fiscal Year 2017

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers																	
Executive/Senior Level (Grades 15 and Above)	53	31	22	0	1	26	18	5	2	0	1	0	0	0	0	0	0
	100%	58.49%	41.51%	0%	1.89%	49.06%	33.96%	9.43%	3.77%	0%	1.89%	0%	0%	0%	0%	0%	0%
- Mid-Level (Grades 13-14)	141	100	41	7	3	76	27	12	9	2	1	0	0	2	1	1	0
	100%	70.92%	29.08%	4.96%	2.13%	53.90%	19.15%	8.51%	6.38%	1.42%	0.71%	0%	0%	1.42%	0.71%	0.71%	0%
- First Level (Grades 12 and Below)	114	79	35	9	2	60	25	9	7	1	0	0	1	0	0	0	0
	100%	69.30%	30.70%	7.89%	1.75%	52.63%	21.93%	7.89%	6.14%	0.88%	0%	0%	0.88%	0%	0%	0%	0%
- Other Officials and Managers	186	52	134	4	7	28	58	17	59	2	5	0	0	1	1	0	4
	100%	27.96%	72.04%	2.15%	3.76%	15.05%	31.18%	9.14%	31.72%	1.08%	2.69%	0%	0%	0.54%	0.54%	0%	2.15%
Officials and Managers	494	262	232	20	13	190	128	43	77	5	7	0	1	3	2	1	4
Total	100%	53.04%	46.96%	4.05%	2.63%	38.46%	25.91%	8.70%	15.59%	1.01%	1.42%	0%	0.20%	0.61%	0.40%	0.20%	0.81%
2. Professionals	496	290	206	20	12	199	141	43	43	21	9	1	0	4	0	2	1
	100%	58.47%	41.53%	4.03%	2.42%	40.12%	28.43%	8.67%	8.67%	4.23%	1.81%	0.20%	0%	0.81%	0%	0.40%	0.20%
3. Technicians	15	9	6	0	1	7	1	2	2	0	2	0	0	0	0	0	0
	100%	60.00%	40.00%	0%	6.67%	46.67%	6.67%	13.33%	13.33%	0%	13.33%	0%	0%	0%	0%	0%	0%
4. Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	130	15	115	1	10	4	55	9	42	0	4	0	0	0	1	1	3
	100%	11.54%	88.46%	0.77%	7.69%	3.08%	42.31%	6.92%	32.31%	0%	3.08%	0%	0%	0%	0.77%	0.77%	2.31%
6. Craft Workers	4	4	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	946	577	369	65	48	416	252	65	39	21	20	0	0	9	9	1	1
	100%	60.99%	39.01%	6.87%	5.07%	43.97%	26.64%	6.87%	4.12%	2.22%	2.11%	0%	0%	0.95%	0.95%	0.11%	0.11%
8. Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Prepared from NFC's database

**U. S. DEPARTMENT OF AGRICULTURE
AGR. MARKETING SERVICE**

Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex
Year = Fiscal Year 2017

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers																	
Executive/Senior Level (Grades 15 and Above)	53	31	22	0	1	26	18	5	2	0	1	0	0	0	0	0	0
	2.54%	2.68%	2.37%	0%	1.19%	3.18%	3.11%	3.09%	0.99%	0%	2.38%	0%	0%	0%	0%	0%	0%
- Mid-Level (Grades 13-14)	141	100	41	7	3	76	27	12	9	2	1	0	0	2	1	1	0
	6.76%	8.64%	4.41%	6.48%	3.57%	9.29%	4.66%	7.41%	4.43%	4.26%	2.38%	0%	0%	12.50%	8.33%	20.00%	0%
- First Level (Grades 12 and Below)	114	79	35	9	2	60	25	9	7	1	0	0	1	0	0	0	0
	5.46%	6.83%	3.76%	8.33%	2.38%	7.33%	4.32%	5.56%	3.45%	2.13%	0%	0%	100%	0%	0%	0%	0%
- Other Officials and Managers	186	52	134	4	7	28	58	17	59	2	5	0	0	1	1	0	4
	8.91%	4.49%	14.41%	3.70%	8.33%	3.42%	10.02%	10.49%	29.06%	4.26%	11.90%	0%	0%	6.25%	8.33%	0%	44.44%
Officials and Managers Total	494	262	232	20	13	190	128	43	77	5	7	0	1	3	2	1	4
	23.67%	22.64%	24.95%	18.52%	15.48%	23.23%	22.11%	26.54%	37.93%	10.64%	16.67%	0%	100%	18.75%	16.67%	20.00%	44.44%
2. Professionals	496	290	206	20	12	199	141	43	43	21	9	1	0	4	0	2	1
	23.77%	25.06%	22.15%	18.52%	14.29%	24.33%	24.35%	26.54%	21.18%	44.68%	21.43%	100%	0%	25.00%	0%	40.00%	11.11%
3. Technicians	15	9	6	0	1	7	1	2	2	0	2	0	0	0	0	0	0
	0.72%	0.78%	0.65%	0%	1.19%	0.86%	0.17%	1.23%	0.99%	0%	4.76%	0%	0%	0%	0%	0%	0%
4. Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	130	15	115	1	10	4	55	9	42	0	4	0	0	0	1	1	3
	6.23%	1.30%	12.37%	0.93%	11.90%	0.49%	9.50%	5.56%	20.69%	0%	9.52%	0%	0%	0%	8.33%	20.00%	33.33%
6. Craft Workers	4	4	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
	0.19%	0.35%	0%	1.85%	0%	0.24%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	946	577	369	65	48	416	252	65	39	21	20	0	0	9	9	1	1
	45.33%	49.87%	39.68%	60.19%	57.14%	50.86%	43.52%	40.12%	19.21%	44.68%	47.62%	0%	0%	56.25%	75.00%	20.00%	11.11%
8. Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	0.05%	0%	0.11%	0%	0%	0%	0.17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2087	1157	930	108	84	818	579	162	203	47	42	1	1	16	12	5	9
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Prepared from NFC's database

**U. S. DEPARTMENT OF AGRICULTURE
AGR. MARKETING SERVICE**

Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = Fiscal Year 2017

GS/GM,SES and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	0.14%	0%	0.32%	0%	0%	0%	0.52%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	64	35	29	6	3	23	12	4	11	1	3	0	0	1	0	0	0
	3.07%	3.04%	3.12%	5.66%	3.57%	2.82%	2.07%	2.48%	5.42%	2.13%	7.14%	0%	0%	6.25%	0%	0%	0%
GS-06	53	8	45	1	4	2	28	4	9	0	2	0	0	0	1	1	1
	2.55%	0.69%	4.84%	0.94%	4.76%	0.25%	4.84%	2.48%	4.43%	0%	4.76%	0%	0%	0%	8.33%	20.00%	11.11%
GS-07	217	111	106	8	18	78	52	21	19	2	15	0	0	1	1	1	1
	10.42%	9.64%	11.40%	7.55%	21.43%	9.56%	8.98%	13.04%	9.36%	4.26%	35.71%	0%	0%	6.25%	8.33%	20.00%	11.11%
GS-08	316	158	158	21	16	114	115	13	20	6	2	0	0	3	3	1	2
	15.18%	13.72%	16.99%	19.81%	19.05%	13.97%	19.86%	8.07%	9.85%	12.77%	4.76%	0%	0%	18.75%	25.00%	20.00%	22.22%
GS-09	482	291	191	29	23	208	121	40	37	11	3	0	0	3	5	0	2
	23.15%	25.26%	20.54%	27.36%	27.38%	25.49%	20.90%	24.84%	18.23%	23.40%	7.14%	0%	0%	18.75%	41.67%	0%	22.22%
GS-10	18	10	8	1	0	6	4	0	3	2	1	0	0	1	0	0	0
	0.86%	0.87%	0.86%	0.94%	0%	0.74%	0.69%	0%	1.48%	4.26%	2.38%	0%	0%	6.25%	0%	0%	0%
GS-11	194	114	80	9	5	80	52	20	19	4	1	1	0	0	0	0	3
	9.32%	9.90%	8.60%	8.49%	5.95%	9.80%	8.98%	12.42%	9.36%	8.51%	2.38%	100%	0%	0%	0%	0%	33.33%
GS-12	276	150	126	16	4	106	81	22	37	3	3	0	1	2	0	1	0
	13.26%	13.02%	13.55%	15.09%	4.76%	12.99%	13.99%	13.66%	18.23%	6.38%	7.14%	0%	100%	12.50%	0%	20.00%	0%
GS-13	280	173	107	12	8	114	57	27	33	15	8	0	0	5	1	0	0
	13.45%	15.02%	11.51%	11.32%	9.52%	13.97%	9.84%	16.77%	16.26%	31.91%	19.05%	0%	0%	31.25%	8.33%	0%	0%
GS-14	119	67	52	3	2	55	34	5	12	3	3	0	0	0	1	1	0
	5.72%	5.82%	5.59%	2.83%	2.38%	6.74%	5.87%	3.11%	5.91%	6.38%	7.14%	0%	0%	0%	8.33%	20.00%	0%

GS-15	50	29	21	0	0	25	18	4	3	0	0	0	0	0	0	0
	2.40%	2.52%	2.26%	0%	0%	3.06%	3.11%	2.48%	1.48%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified GS)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	10	6	4	0	1	5	2	1	0	0	1	0	0	0	0	0
	0.48%	0.52%	0.43%	0%	1.19%	0.61%	0.35%	0.62%	0%	0%	2.38%	0%	0%	0%	0%	0%
TOTAL	2082	1152	930	106	84	816	579	161	203	47	42	1	1	16	12	5
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Prepared from NFC's database

U. S. DEPARTMENT OF AGRICULTURE

AGR. MARKETING SERVICE

Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)

Year = Fiscal Year 2017

GS/GM,SES and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS-01	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	0.17%	0.37%	0.11%	0%	0.36%	1.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	303	63	240	32	93	5	26	26	119	0	1	0	0	0	1	0	0	
	25.77%	23.60%	26.40%	37.21%	33.21%	5.00%	15.57%	38.81%	27.42%	0%	5.56%	0%	0%	0%	11.11%	0%	0%	
GS-03	355	46	309	16	75	9	38	17	185	4	6	0	0	0	4	0	1	
	30.19%	17.23%	33.99%	18.60%	26.79%	9.00%	22.75%	25.37%	42.63%	28.57%	33.33%	0%	0%	0%	44.44%	0%	100%	
GS-04	111	19	92	7	32	8	20	2	38	2	2	0	0	0	0	0	0	
	9.44%	7.12%	10.12%	8.14%	11.43%	8.00%	11.98%	2.99%	8.76%	14.29%	11.11%	0%	0%	0%	0%	0%	0%	
GS-05	195	68	127	15	39	36	38	13	46	4	4	0	0	0	0	0	0	
	16.58%	25.47%	13.97%	17.44%	13.93%	36.00%	22.75%	19.40%	10.60%	28.57%	22.22%	0%	0%	0%	0%	0%	0%	
GS-06	4	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	0	
	0.34%	1.12%	0.11%	0%	0%	2.00%	0%	1.49%	0.23%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-07	159	58	101	14	37	33	21	7	34	4	5	0	0	0	4	0	0	
	13.52%	21.72%	11.11%	16.28%	13.21%	33.00%	12.57%	10.45%	7.83%	28.57%	27.78%	0%	0%	0%	44.44%	0%	0%	
GS-08	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0	
	0.34%	0.75%	0.22%	0%	0%	2.00%	0.60%	0%	0.23%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-09	37	6	31	2	2	3	19	1	10	0	0	0	0	0	0	0	0	
	3.15%	2.25%	3.41%	2.33%	0.71%	3.00%	11.38%	1.49%	2.30%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-11	4	0	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	
	0.34%	0%	0.44%	0%	0.36%	0%	1.80%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
GS-13	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	0.09%	0.37%	0%	0%	0%	1.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

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Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)

Year = Fiscal Year 2017

GS/GM,SES and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-14	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	0.09%	0%	0.11%	0%	0%	0%	0.60%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified GS)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	1176	267	909	86	280	100	167	67	434	14	18	0	0	0	9	0	1	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows

Prepared from NFC's database

WG-14	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	0%	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
WG-15	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	0%	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
All other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Wage Grades	0%	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Prepared from NFC's database

WG-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wage Grades	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Prepared from NFC's database

WG-14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other Wage Grades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	5	5	0	2	0	2	0	1	0	0	0	0	0	0	0	0	0
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Prepared from NFC's database

WG-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
All other Wage Grades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	261	165	96	32	25	45	17	82	52	3	0	0	0	2	2	1	0
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Prepared from NFC's database

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

Year = Fiscal Year 2017

Major Occupations	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1980 - AGRICULTURAL COMMODITY GRADING	1067	676	391	75	51	488	264	79	44	22	20	0	1	11	10	1	1
	100%	63.36%	36.64%	7.03%	4.78%	45.74%	24.74%	7.40%	4.12%	2.06%	1.87%	0%	0.09%	1.03%	0.94%	0.09%	0.09%
Occupational CLF		30.30%	69.70%	12.10%	42.80%	13.60%	16.00%	2.90%	6.20%	0.00%	0.10%	0.20%	0.60%	0.90%	3.60%	0.20%	0.30%
1146 - AGRICULTURAL MARKETING	295	174	121	15	7	138	96	12	15	7	3	0	0	1	0	1	0
	100%	58.98%	41.02%	5.08%	2.37%	46.78%	32.54%	4.07%	5.08%	2.37%	1.02%	0%	0%	0.34%	0%	0.34%	0%
Occupational CLF		49.00%	51.00%	1.80%	2.30%	41.30%	41.60%	1.60%	3.10%	0.10%	0.00%	0.20%	0.20%	3.20%	3.00%	0.40%	0.40%
1147 - AGRICULTURAL MARKET REPORTING	150	91	59	7	4	71	44	11	11	1	0	1	0	0	0	0	0
	100%	60.67%	39.33%	4.67%	2.67%	47.33%	29.33%	7.33%	7.33%	0.67%	0%	0.67%	0%	0%	0%	0%	0%
Occupational CLF		49.00%	51.00%	1.80%	2.30%	41.30%	41.60%	1.60%	3.10%	0.10%	0.00%	0.20%	0.20%	3.20%	3.00%	0.40%	0.40%
0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM	55	14	41	0	1	12	21	2	16	0	2	0	0	0	0	0	1
	100%	25.45%	74.55%	0%	1.82%	21.82%	38.18%	3.64%	29.09%	0%	3.64%	0%	0%	0%	0%	0%	1.82%
Occupational CLF		43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	0.10%	0.10%	0.20%	0.40%	2.60%	2.30%	0.30%	0.40%
1102 - CONTRACTING	21	9	12	0	1	6	4	3	6	0	1	0	0	0	0	0	0
	100%	42.86%	57.14%	0%	4.76%	28.57%	19.05%	14.29%	28.57%	0%	4.76%	0%	0%	0%	0%	0%	0%
Occupational CLF		47.00%	53.00%	2.90%	3.20%	39.80%	42.70%	2.50%	4.70%	0.00%	0.10%	0.20%	0.30%	1.00%	1.30%	0.20%	0.40%
1981 - AGRICULTURAL COMMODITY AID	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	100%	0%	100%	0%	0%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF		30.30%	69.70%	12.10%	42.80%	13.60%	16.00%	2.90%	6.20%	0.00%	0.10%	0.20%	0.60%	0.90%	3.60%	0.20%	0.30%

Prepared from NFC's database

**U. S. DEPARTMENT OF AGRICULTURE
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Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)
Year = Fiscal Year 2017

Major Occupations	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1146 - AGRICULTURAL MARKETING	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF		49.00%	51.00%	1.80%	2.30%	41.30%	41.60%	1.60%	3.10%	0.10%	0.00%	0.20%	0.20%	3.20%	3.00%	0.40%	0.40%		
1980 - AGRICULTURAL COMMODITY GRADING	355	122	233	30	68	63	67	21	85	8	9	0	0	0	4	0	0	0	0
	100%	34.37%	65.63%	8.45%	19.15%	17.75%	18.87%	5.92%	23.94%	2.25%	2.54%	0%	0%	0%	1.13%	0%	0%	0%	0%
Occupational CLF		30.30%	69.70%	12.10%	42.80%	13.60%	16.00%	2.90%	6.20%	0.00%	0.10%	0.20%	0.60%	0.90%	3.60%	0.20%	0.30%		
1981 - AGRICULTURAL COMMODITY AID	790	140	650	56	211	34	87	46	339	4	8	0	0	0	5	0	0	0	0
	100%	17.72%	82.28%	7.09%	26.71%	4.30%	11.01%	5.82%	42.91%	0.51%	1.01%	0%	0%	0%	0.63%	0%	0%	0%	0%
Occupational CLF		30.30%	69.70%	12.10%	42.80%	13.60%	16.00%	2.90%	6.20%	0.00%	0.10%	0.20%	0.60%	0.90%	3.60%	0.20%	0.30%		

Prepared from NFC's database

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
8	Job Title/Series: 0110 - Economist																		
9	Position Offering Type: Permanent																		
10	Total Received	#	50																
11	Voluntarily Identified	#	36	24	12	2	2	11	6	7	1	2	3	0	0	0	0	2	0
12		%	100%	66.67%	33.33%	5.56%	5.56%	30.56%	16.67%	19.44%	2.78%	5.56%	8.33%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
13	Qualified of those Identified	#	35	23	12	2	2	10	6	7	1	2	3	0	0	0	0	2	0
14		%	100%	65.71%	34.29%	5.71%	5.71%	28.57%	17.14%	20.00%	2.86%	5.71%	8.57%	0.00%	0.00%	0.00%	0.00%	5.71%	0.00%
15	Selected of those Identified	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
16		%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Occupational CLF																		
18	Job Title/Series: 0301 - Miscellaneous Administration And Program																		
19	Position Offering Type: Permanent																		
20	Total Received	#	167																
21	Voluntarily Identified	#	113	43	70	7	12	24	17	10	37	0	0	0	0	0	0	1	2
22		%	100%	38.05%	61.95%	6.19%	10.62%	21.24%	15.04%	8.85%	32.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	1.77%
23	Qualified of those Identified	#	112	42	70	7	12	23	17	10	37	0	0	0	0	0	0	1	2
24		%	100%	37.50%	62.50%	6.25%	10.71%	20.54%	15.18%	8.93%	33.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.89%	1.79%
25	Selected of those Identified	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
26		%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
27	Occupational CLF																		
			100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	0.10%	0.10%	0.20%	0.40%	2.60%	2.30%	0.30%	0.40%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
28	Job Title/Series: 0303 - Miscellaneous Clerk And Assistant																		
29	Position Offering Type: Permanent																		
30	Total Received	#	491																
31	Voluntarily Identified	#	384	108	274	29	63	38	81	25	82	10	23	0	5	1	2	5	15
32		%	100%	28.13%	71.35%	7.55%	16.41%	9.90%	21.09%	6.51%	21.35%	2.60%	5.99%	0.00%	1.30%	0.26%	0.52%	1.30%	3.91%
33	Qualified of those Identified	#	375	103	270	27	62	35	80	25	81	10	22	0	5	1	2	5	15
34		%	100%	27.47%	72.00%	7.20%	16.53%	9.33%	21.33%	6.67%	21.60%	2.67%	5.87%	0.00%	1.33%	0.27%	0.53%	1.33%	4.00%
35	Selected of those Identified	#	7	2	5	0	0	0	2	1	2	0	0	0	0	0	0	1	1
36		%	100%	28.57%	71.43%	0.00%	0.00%	0.00%	28.57%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	14.29%
37	Occupational CLF																		
38	Job Title/Series: 0343 - Management And Program Analysis																		
39	Position Offering Type: Permanent																		
40	Total Received	#	216																
41	Voluntarily Identified	#	153	72	81	13	8	32	26	19	43	2	0	0	0	2	0	4	1
42		%	100%	47.06%	52.94%	8.50%	5.23%	20.92%	16.99%	12.42%	28.10%	1.31%	0.00%	0.00%	0.00%	1.31%	0.00%	2.61%	0.65%
43	Qualified of those Identified	#	153	72	81	13	8	32	26	19	43	2	0	0	0	2	0	4	1
44		%	100%	47.06%	52.94%	8.50%	5.23%	20.92%	16.99%	12.42%	28.10%	1.31%	0.00%	0.00%	0.00%	1.31%	0.00%	2.61%	0.65%
45	Selected of those Identified	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
46		%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
47	Occupational CLF																		
48	Job Title/Series: 0399 - Administration And Office Support Student Trainee																		
49	Position Offering Type: Temporary																		
50	Total Received	#	19																
51	Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
52		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
53	Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
54		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
55	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
56	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
57	Occupational CLF																		
58	Job Title/Series: 0401 - General Natural Resources Management And Biological Sciences																		
59	Position Offering Type: Permanent																		
60	Total Received	#	69																
61	Voluntarily Identified	#	44	31	13	2	0	12	9	11	3	6	1	0	0	0	0	0	0
62		%	100%	70.45%	29.55%	4.55%	0.00%	27.27%	20.45%	25.00%	6.82%	13.64%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
63	Qualified of those Identified	#	43	30	13	2	0	12	9	11	3	5	1	0	0	0	0	0	0
64		%	100%	69.77%	30.23%	4.65%	0.00%	27.91%	20.93%	25.58%	6.98%	11.63%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
65	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
67	Occupational CLF																		
68	Job Title/Series: 0403 - Microbiology																		
69	Position Offering Type: Permanent																		
70	Total Received	#	53																
71	Voluntarily Identified	#	35	24	11	2	2	6	5	9	2	6	1	0	0	0	0	0	0
72		%	100%	68.57%	31.43%	5.71%	5.71%	17.14%	14.29%	25.71%	5.71%	17.14%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
73	Qualified of those Identified	#	34	23	11	2	2	6	5	9	2	5	1	0	0	0	0	0	0
74		%	100%	67.65%	32.35%	5.88%	5.88%	17.65%	14.71%	26.47%	5.88%	14.71%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
75	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
77	Occupational CLF																		
78	Job Title/Series: 0499 - Biological Science Student Trainee																		
79	Position Offering Type: Temporary																		
80	Total Received	#	80																
81	Voluntarily Identified	#	64	24	40	3	5	11	12	7	22	3	1	0	0	0	0	0	0
82		%	100%	37.50%	62.50%	4.69%	7.81%	17.19%	18.75%	10.94%	34.38%	4.69%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
83	Qualified of those Identified	#	64	24	40	3	5	11	12	7	22	3	1	0	0	0	0	0	0
84		%	100%	37.50%	62.50%	4.69%	7.81%	17.19%	18.75%	10.94%	34.38%	4.69%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
85	Selected of those Identified	#	2	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	
86		%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
87	Occupational CLF																		
88	Job Title/Series: 0503 - Financial Clerical And Assistance																		
89	Position Offering Type: Permanent																		
90	Total Received	#	111																
91	Voluntarily Identified	#	73	23	50	6	21	6	7	6	13	2	4	0	0	0	1	3	4
92		%	100%	31.51%	68.49%	8.22%	28.77%	8.22%	9.59%	8.22%	17.81%	2.74%	5.48%	0.00%	0.00%	0.00%	1.37%	4.11%	5.48%
93	Qualified of those Identified	#	71	21	50	6	21	6	7	5	13	2	4	0	0	0	1	2	4
94		%	100%	29.58%	70.42%	8.45%	29.58%	8.45%	9.86%	7.04%	18.31%	2.82%	5.63%	0.00%	0.00%	0.00%	1.41%	2.82%	5.63%
95	Selected of those Identified	#	3	0	3	0	1	0	1	0	0	0	1	0	0	0	0	0	0
96		%	100%	0.00%	100.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
97	Occupational CLF																		
98	Job Title/Series: 0560 - Budget Analysis																		
99	Position Offering Type: Permanent																		
100	Total Received	#	59																
101	Voluntarily Identified	#	40	21	17	5	0	5	4	7	7	3	4	0	0	0	0	1	1
102		%	100%	52.50%	42.50%	12.50%	0.00%	12.50%	10.00%	17.50%	17.50%	7.50%	10.00%	0.00%	0.00%	0.00%	0.00%	2.50%	2.50%
103	Qualified of those Identified	#	40	21	17	5	0	5	4	7	7	3	4	0	0	0	0	1	1
104		%	100%	52.50%	42.50%	12.50%	0.00%	12.50%	10.00%	17.50%	17.50%	7.50%	10.00%	0.00%	0.00%	0.00%	0.00%	2.50%	2.50%
105	Selected of those Identified	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
106		%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
107	Occupational CLF																		
108	Job Title/Series: 0561 - Budget Clerical And Assistance																		
109	Position Offering Type: Permanent																		
110	Total Received	#	90																
111	Voluntarily Identified	#	78	26	52	6	4	15	19	3	24	1	2	0	0	0	0	1	2
112		%	100%	33.33%	66.67%	7.69%	5.13%	19.23%	24.36%	3.85%	30.77%	1.28%	2.56%	0.00%	0.00%	0.00%	0.00%	1.28%	2.56%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
113	Qualified of those Identified	#	77	26	51	6	4	15	18	3	24	1	2	0	0	0	0	1	2
114		%	100%	33.77%	66.23%	7.79%	5.19%	19.48%	23.38%	3.90%	31.17%	1.30%	2.60%	0.00%	0.00%	0.00%	0.00%	1.30%	2.60%
115	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
116		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
117	Occupational CLF																		
118	Job Title/Series: 0808 - Architecture																		
119	Position Offering Type: Permanent																		
120	Total Received	#	40																
121	Voluntarily Identified	#	32	25	7	4	0	12	5	5	2	3	0	0	0	0	0	1	0
122		%	100%	78.13%	21.88%	12.50%	0.00%	37.50%	15.63%	15.63%	6.25%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%	3.13%	0.00%
123	Qualified of those Identified	#	31	25	6	4	0	12	5	5	1	3	0	0	0	0	0	1	0
124		%	100%	80.65%	19.35%	12.90%	0.00%	38.71%	16.13%	16.13%	3.23%	9.68%	0.00%	0.00%	0.00%	0.00%	0.00%	3.23%	0.00%
125	Selected of those Identified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
126		%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
127	Occupational CLF																		
128	Job Title/Series: 0963 - Legal Instruments Examining																		
129	Position Offering Type: Permanent																		
130	Total Received	#	114																
131	Voluntarily Identified	#	94	42	52	6	5	10	7	18	32	4	3	0	0	0	0	1	5
132		%	100%	44.68%	55.32%	6.38%	5.32%	10.64%	7.45%	19.15%	34.04%	4.26%	3.19%	0.00%	0.00%	0.00%	0.00%	1.06%	5.32%
133	Qualified of those Identified	#	91	39	52	6	5	9	7	17	32	4	3	0	0	0	0	1	5
134		%	100%	42.86%	57.14%	6.59%	5.49%	9.89%	7.69%	18.68%	35.16%	4.40%	3.30%	0.00%	0.00%	0.00%	0.00%	1.10%	5.49%
135	Selected of those Identified	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
136		%	100%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
137	Occupational CLF																		
138	Job Title/Series: 1035 - Public Affairs																		
139	Position Offering Type: Permanent																		
140	Total Received	#	28																

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE	Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
141	Voluntarily Identified	#	19	10	9	0	0	7	5	3	2	0	1	0	0	0	0	0	0
142		%	100%	52.63%	47.37%	0.00%	0.00%	36.84%	26.32%	15.79%	10.53%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
143	Qualified of those Identified	#	19	10	9	0	0	7	5	3	2	0	1	0	0	0	0	0	0
144		%	100%	52.63%	47.37%	0.00%	0.00%	36.84%	26.32%	15.79%	10.53%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
145	Selected of those Identified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
146		%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
147	Occupational CLF																		
148	Job Title/Series: 1102 - Contracting																		
149	Position Offering Type: Permanent																		
150	Total Received	#	288																
151	Voluntarily Identified	#	216	118	97	17	16	57	24	34	50	7	2	0	0	0	0	1	4
152		%	100%	54.63%	44.91%	7.87%	7.41%	26.39%	11.11%	15.74%	23.15%	3.24%	0.93%	0.00%	0.00%	0.00%	0.00%	0.46%	1.85%
153	Qualified of those Identified	#	213	116	96	17	16	57	24	32	49	7	2	0	0	0	0	1	4
154		%	100%	54.46%	45.07%	7.98%	7.51%	26.76%	11.27%	15.02%	23.00%	3.29%	0.94%	0.00%	0.00%	0.00%	0.00%	0.47%	1.88%
155	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
156		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
157	Occupational CLF	%	100%	47.00%	53.00%	2.90%	3.20%	39.80%	42.70%	2.50%	4.70%	0.00%	0.10%	0.20%	0.30%	1.00%	1.30%	0.20%	0.40%
158	Job Title/Series: 1109 - Grants Management																		
159	Position Offering Type: Permanent																		
160	Total Received	#	104																
161	Voluntarily Identified	#	67	25	41	6	4	6	9	12	23	0	3	0	0	1	0	0	2
162		%	100%	37.31%	61.19%	8.96%	5.97%	8.96%	13.43%	17.91%	34.33%	0.00%	4.48%	0.00%	0.00%	1.49%	0.00%	0.00%	2.99%
163	Qualified of those Identified	#	66	24	41	6	4	6	9	12	23	0	3	0	0	0	0	0	2
164		%	100%	36.36%	62.12%	9.09%	6.06%	9.09%	13.64%	18.18%	34.85%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	3.03%
165	Selected of those Identified	#	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0
166		%	100%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
167	Occupational CLF																		
168	Job Title/Series: 1146 - Agricultural Marketing																		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
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2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
169	Position Offering Type: Permanent																		
170	Total Received	#	836																
171	Voluntarily Identified	#	620	328	288	51	26	163	129	76	97	22	13	0	0	1	2	11	12
172		%	100%	52.90%	46.45%	8.23%	4.19%	26.29%	20.81%	12.26%	15.65%	3.55%	2.10%	0.00%	0.00%	0.16%	0.32%	1.77%	1.94%
173	Qualified of those Identified	#	591	312	275	47	25	156	120	73	94	22	13	0	0	1	2	10	12
174		%	100%	52.79%	46.53%	7.95%	4.23%	26.40%	20.30%	12.35%	15.91%	3.72%	2.20%	0.00%	0.00%	0.17%	0.34%	1.69%	2.03%
175	Selected of those Identified	#	17	9	8	2	0	6	7	0	1	1	0	0	0	0	0	0	0
176		%	100%	52.94%	47.06%	11.76%	0.00%	35.29%	41.18%	0.00%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
177	Occupational CLF	%	100%	49.00%	51.00%	1.80%	2.30%	41.30%	41.60%	1.60%	3.10%	0.10%	0.00%	0.20%	0.20%	3.20%	3.00%	0.40%	0.40%
178	Job Title/Series: 1147 - Agricultural Market Reporting																		
179	Position Offering Type: Permanent																		
180	Total Received	#	87																
181	Voluntarily Identified	#	35	21	14	4	1	14	7	1	5	1	0	0	0	0	0	0	1
182		%	100%	60.00%	40.00%	11.43%	2.86%	40.00%	20.00%	2.86%	14.29%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%
183	Qualified of those Identified	#	33	20	13	4	1	14	6	0	5	1	0	0	0	0	0	0	1
184		%	100%	60.61%	39.39%	12.12%	3.03%	42.42%	18.18%	0.00%	15.15%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.03%
185	Selected of those Identified	#	7	6	1	2	0	4	1	0	0	0	0	0	0	0	0	0	0
186		%	100%	85.71%	14.29%	28.57%	0.00%	57.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
187	Occupational CLF	%	49.00%	51.00%	1.80%	2.30%	41.30%	41.60%	1.60%	3.10%	0.10%	0.00%	0.20%	0.20%	3.20%	3.00%	0.40%	0.40%	
188	Job Title/Series: 1147 - Agricultural Market Reporting																		
189	Position Offering Type: Temporary																		
190	Total Received	#	7																
191	Voluntarily Identified	#	6	1	5	0	0	0	1	0	4	1	0	0	0	0	0	0	0
192		%	100%	16.67%	83.33%	0.00%	0.00%	0.00%	16.67%	0.00%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
193	Qualified of those Identified	#	6	1	5	0	0	0	1	0	4	1	0	0	0	0	0	0	0
194		%	100%	16.67%	83.33%	0.00%	0.00%	0.00%	16.67%	0.00%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
195	Selected of those Identified	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
196		%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
197	Occupational CLF	100%	49.00%	51.00%	1.80%	2.30%	41.30%	41.60%	1.60%	3.10%	0.10%	0.00%	0.20%	0.20%	3.20%	3.00%	0.40%	0.40%	
198	Job Title/Series: 1199 - Business And Industry Student Trainee																		
199	Position Offering Type: Temporary																		
200	Total Received	#	17																
201	Voluntarily Identified	#	14	6	8	0	0	4	5	2	3	0	0	0	0	0	0	0	0
202		%	100%	42.86%	57.14%	0.00%	0.00%	28.57%	35.71%	14.29%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
203	Qualified of those Identified	#	14	6	8	0	0	4	5	2	3	0	0	0	0	0	0	0	0
204		%	100%	42.86%	57.14%	0.00%	0.00%	28.57%	35.71%	14.29%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
205	Selected of those Identified	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
206		%	100%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
207	Occupational CLF																		
208	Job Title/Series: 1301 - General Physical Science																		
209	Position Offering Type: Permanent																		
210	Total Received	#	46																
211	Voluntarily Identified	#	28	22	6	0	3	8	3	10	0	4	0	0	0	0	0	0	0
212		%	100%	78.57%	21.43%	0.00%	10.71%	28.57%	10.71%	35.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
213	Qualified of those Identified	#	27	21	6	0	3	7	3	10	0	4	0	0	0	0	0	0	0
214		%	100%	77.78%	22.22%	0.00%	11.11%	25.93%	11.11%	37.04%	0.00%	14.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
215	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
216		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
217	Occupational CLF																		
218	Job Title/Series: 1311 - Physical Science Technician																		
219	Position Offering Type: Permanent																		
220	Total Received	#	32																
221	Voluntarily Identified	#	27	11	16	0	1	9	10	1	4	0	0	0	0	0	0	1	0
222		%	100%	40.74%	59.26%	0.00%	3.70%	33.33%	37.04%	3.70%	14.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%
223	Qualified of those Identified	#	27	11	16	0	1	9	10	1	4	0	0	0	0	0	0	1	0
224		%	100%	40.74%	59.26%	0.00%	3.70%	33.33%	37.04%	3.70%	14.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
225	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
226		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
227	Occupational CLF																		
228	Job Title/Series: 1320 - Chemistry																		
229	Position Offering Type: Permanent																		
230	Total Received	#	128																
231	Voluntarily Identified	#	92	49	43	7	5	20	15	11	15	9	3	0	0	0	0	2	3
232		%	100%	53.26%	46.74%	7.61%	5.43%	21.74%	16.30%	11.96%	16.30%	9.78%	3.26%	0.00%	0.00%	0.00%	0.00%	2.17%	3.26%
233	Qualified of those Identified	#	86	44	42	5	5	18	15	10	14	9	3	0	0	0	0	2	3
234		%	100%	51.16%	48.84%	5.81%	5.81%	20.93%	17.44%	11.63%	16.28%	10.47%	3.49%	0.00%	0.00%	0.00%	0.00%	2.33%	3.49%
235	Selected of those Identified	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
236		%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
237	Occupational CLF																		
238	Job Title/Series: 1382 - Food Technology																		
239	Position Offering Type: Permanent																		
240	Total Received	#	34																
241	Voluntarily Identified	#	23	16	7	0	1	5	4	8	0	3	2	0	0	0	0	0	0
242		%	100%	69.57%	30.43%	0.00%	4.35%	21.74%	17.39%	34.78%	0.00%	13.04%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
243	Qualified of those Identified	#	22	15	7	0	1	5	4	8	0	2	2	0	0	0	0	0	0
244		%	100%	68.18%	31.82%	0.00%	4.55%	22.73%	18.18%	36.36%	0.00%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
245	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
246		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
247	Occupational CLF																		
248	Job Title/Series: 1801 - General Inspection, Investigation, Enforcement, And Compliance Series																		
249	Position Offering Type: Permanent																		
250	Total Received	#	127																
251	Voluntarily Identified	#	98	49	49	5	9	20	9	15	27	4	3	0	0	0	0	4	1
252		%	100%	50.00%	50.00%	5.10%	9.18%	20.41%	9.18%	15.31%	27.55%	4.08%	3.06%	0.00%	0.00%	0.00%	0.00%	4.08%	1.02%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
2																			
3	RACE/ETHNICITY																		
4																			
5																			
6	Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
7		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
253	Qualified of those Identified	#	97	48	49	5	9	20	9	14	27	4	3	0	0	0	0	4	1
254		%	100%	49.48%	50.52%	5.15%	9.28%	20.62%	9.28%	14.43%	27.84%	4.12%	3.09%	0.00%	0.00%	0.00%	0.00%	4.12%	1.03%
255	Selected of those Identified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
256		%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
257	Occupational CLF																		
258	Job Title/Series: 1980 - Agricultural Commodity Grading																		
259	Position Offering Type: Permanent																		
260	Total Received	#	2606																
261	Voluntarily Identified	#	2138	1328	801	277	136	609	317	280	258	122	39	1	0	3	4	25	38
262		%	100%	62.11%	37.46%	12.96%	6.36%	28.48%	14.83%	13.10%	12.07%	5.71%	1.82%	0.05%	0.00%	0.14%	0.19%	1.17%	1.78%
263	Qualified of those Identified	#	2039	1269	762	269	134	577	300	268	244	119	37	0	0	2	4	25	36
264		%	100%	62.24%	37.37%	13.19%	6.57%	28.30%	14.71%	13.14%	11.97%	5.84%	1.81%	0.00%	0.00%	0.10%	0.20%	1.23%	1.77%
265	Selected of those Identified	#	120	77	43	15	6	50	18	7	8	3	3	0	0	1	1	1	6
266		%	100%	64.17%	35.83%	12.50%	5.00%	41.67%	15.00%	5.83%	6.67%	2.50%	2.50%	0.00%	0.00%	0.83%	0.83%	0.83%	5.00%
267	Occupational CLF																		
268	Job Title/Series: 2210 - Information Technology Management																		
269	Position Offering Type: Permanent																		
270	Total Received	#	302																
271	Voluntarily Identified	#	233	175	58	28	9	76	16	39	25	25	4	0	0	0	2	5	2
272		%	100%	75.11%	24.89%	12.02%	3.86%	32.62%	6.87%	16.74%	10.73%	10.73%	1.72%	0.00%	0.00%	0.00%	0.86%	2.15%	0.86%
273	Qualified of those Identified	#	227	173	54	28	9	74	14	39	23	25	4	0	0	0	2	5	2
274		%	100%	76.21%	23.79%	12.33%	3.96%	32.60%	6.17%	17.18%	10.13%	11.01%	1.76%	0.00%	0.00%	0.00%	0.88%	2.20%	0.88%
275	Selected of those Identified	#	5	5	0	1	0	2	0	1	0	1	0	0	0	0	0	0	0
276		%	100%	100.00%	0.00%	20.00%	0.00%	40.00%	0.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
277	Occupational CLF																		
278																			
279	Prepared from NFC database and Application System Vendor (Ascendre)																		

**U. S. DEPARTMENT OF AGRICULTURE
AGR. MARKETING SERVICE**

Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex
Year = Fiscal Year 2017

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PERMANENT	114	75	39	9	4	51	18	11	11	2	5	0	0	1	0	1	1
	100%	65.79%	34.21%	7.89%	3.51%	44.74%	15.79%	9.65%	9.65%	1.75%	4.39%	0%	0%	0.88%	0%	0.88%	0.88%
TEMPORARY	517	181	336	60	116	39	46	74	166	6	6	0	0	2	2	0	0
	100%	35.01%	64.99%	11.61%	22.44%	7.54%	8.90%	14.31%	32.11%	1.16%	1.16%	0%	0%	0.39%	0.39%	0%	0%
CLF (2010)		51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
NON-APPROPRIATED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF (2010)		51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

Prepared from NFC's database

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 0110 - Economist																	
Position Offering Type: Permanent																		
Total Applications Received	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Qualified	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	27	18	9	1	1	12	6	4	1	1	1	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	66.67%	33.33%	3.70%	3.70%	44.44%	22.22%	14.81%	3.70%	3.70%	3.70%	0%	0%	0%	0%	0%	0
Job Series of Vacancy: 0301 - Miscellaneous Administration And Program																		
Position Offering Type: Permanent																		
Total Applications Received	#	93	28	65	6	11	13	16	8	35	0	0	0	0	0	0	0	1
Qualified	#	92	27	65	6	11	12	16	8	35	0	0	0	0	0	0	0	1
	%	100%	29.35%	70.65%	6.52%	11.96%	13.04%	17.39%	8.70%	38.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.09%
Selected	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	47	9	38	0	1	8	19	1	16	0	1	0	0	0	0	0	1
Relevant Applicant Pool	%	100%	19.15%	80.85%	0%	2.13%	17.02%	40.43%	2.13%	34.04%	0%	2.13%	0%	0%	0%	0%	0%	2.13

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 0303 - Miscellaneous Clerk And Assistant																	
Position Offering Type: Permanent																		
Total Applications Received	#	107	36	70	10	23	14	20	6	14	3	6	0	0	1	0	2	5
Qualified	#	103	33	69	9	23	12	19	6	14	3	6	0	0	1	0	2	5
	%	100%	32.04%	66.99%	8.74%	22.33%	11.65%	18.45%	5.83%	13.59%	2.91%	5.83%	0.00%	0.00%	0.97%	0.00%	1.94%	4.85%
Selected	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	78	11	67	0	8	4	35	6	19	0	3	0	0	0	0	1	2
Relevant Applicant Pool	%	100%	14.10%	85.90%	0%	10.26%	5.13%	44.87%	7.69%	24.36%	0%	3.85%	0%	0%	0%	0%	1.28%	2.56%
Job Series of Vacancy: 0343 - Management And Program Analysis																		
Position Offering Type: Permanent																		
Total Applications Received	#	153	72	81	13	8	32	26	19	43	2	0	0	0	2	0	4	1
Qualified	#	153	72	81	13	8	32	26	19	43	2	0	0	0	2	0	4	1
	%	100%	47.06%	52.94%	8.50%	5.23%	20.92%	16.99%	12.42%	28.10%	1.31%	0.00%	0.00%	0.00%	1.31%	0.00%	2.61%	0.65%
Selected	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	55	11	44	1	2	5	23	3	17	2	0	0	0	0	0	0	2
Relevant Applicant Pool	%	100%	20.00%	80.00%	1.82%	3.64%	9.09%	41.82%	5.45%	30.91%	3.64%	0%	0%	0%	0%	0%	0%	3.64%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Non- Hispanic or Latino Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 0401 - General Natural Resources Management And Biological Sciences																	
Position Offering Type: Permanent																		
Total Applications Received	#	23	16	7	1	0	7	5	8	2	0	0	0	0	0	0	0	0
Qualified	#	23	16	7	1	0	7	5	8	2	0	0	0	0	0	0	0	0
	%	100%	69.57%	30.43%	4.35%	0.00%	30.43%	21.74%	34.78%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Relevant Applicant Pool	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	77.78%	22.22%	0%	0%	77.78%	22.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Job Series of Vacancy: 0403 - Microbiology																		
Position Offering Type: Permanent																		
Total Applications Received	#	12	8	4	1	2	0	2	7	0	0	0	0	0	0	0	0	0
Qualified	#	12	8	4	1	2	0	2	7	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	8.33%	16.67%	0.00%	16.67%	58.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Relevant Applicant Pool	#	6	1	5	0	0	1	2	0	3	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	16.67%	83.33%	0%	0%	16.67%	33.33%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 0560 - Budget Analysis																	
Position Offering Type: Permanent																		
Total Applications Received	#	6	4	2	2	0	2	0	0	2	0	0	0	0	0	0	0	0
Qualified	#	6	4	2	2	0	2	0	0	2	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	23	5	18	1	1	3	5	1	10	0	2	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	21.74%	78.26%	4.35%	4.35%	13.04%	21.74%	4.35%	43.48%	0%	8.70%	0%	0%	0%	0%	0%	0%
Job Series of Vacancy: 0561 - Budget Clerical And Assistance																		
Position Offering Type: Permanent																		
Total Applications Received	#	78	26	52	6	4	15	19	3	24	1	2	0	0	0	0	1	2
Qualified	#	77	26	51	6	4	15	18	3	24	1	2	0	0	0	0	1	2
	%	100%	33.77%	66.23%	7.79%	5.19%	19.48%	23.38%	3.90%	31.17%	1.30%	2.60%	0.00%	0.00%	0.00%	0.00%	1.30%	2.60%
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Relevant Applicant Pool	#	7	0	7	0	1	0	3	0	3	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	0%	100%	0%	14.29%	0%	42.86%	0%	42.86%	0%	0%	0%	0%	0%	0%	0%	0

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 1035 - Public Affairs																	
Position Offering Type: Permanent																		
Total Applications Received	#	19	10	9	0	0	7	5	3	2	0	1	0	0	0	0	0	0
Qualified	#	19	10	9	0	0	7	5	3	2	0	1	0	0	0	0	0	0
	%	100%	52.63%	47.37%	0.00%	0.00%	36.84%	26.32%	15.79%	10.53%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	9	5	4	0	0	3	4	2	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	55.56%	44.44%	0%	0%	33.33%	44.44%	22.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 1102 - Contracting																	
Position Offering Type: Permanent																		
Total Applications Received	#	216	118	97	17	16	57	24	34	50	7	2	0	0	0	0	1	4
Qualified	#	213	116	96	17	16	57	24	32	49	7	2	0	0	0	0	1	4
	%	100%	54.46%	45.07%	7.98%	7.51%	26.76%	11.27%	15.02%	23.00%	3.29%	0.94%	0.00%	0.00%	0.00%	0.00%	0.47%	1.88%
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Relevant Applicant Pool	#	21	9	12	0	1	6	4	3	6	0	1	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	42.86%	57.14%	0%	4.76%	28.57%	19.05%	14.29%	28.57%	0%	4.76%	0%	0%	0%	0%	0%	0%
Job Series of Vacancy: 1109 - Grants Management																		
Position Offering Type: Permanent																		
Total Applications Received	#	19	3	16	2	2	0	1	1	11	0	2	0	0	0	0	0	0
Qualified	#	19	3	16	2	2	0	1	1	11	0	2	0	0	0	0	0	0
	%	100%	15.79%	84.21%	10.53%	10.53%	0.00%	5.26%	5.26%	57.89%	0.00%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	17	6	11	1	1	2	6	3	3	0	0	0	0	0	0	0	1
Relevant Applicant Pool	%	100%	35.29%	64.71%	5.88%	5.88%	11.76%	35.29%	17.65%	17.65%	0%	0%	0%	0%	0%	0%	0%	5.88%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Non- Hispanic or Latino Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 1146 - Agricultural Marketing																	
Position Offering Type: Permanent																		
Total Applications Received	#	337	194	140	32	12	104	67	35	42	13	8	0	0	0	1	8	6
Qualified	#	320	184	133	29	11	101	63	32	40	13	8	0	0	0	1	7	6
	%	100%	57.50%	41.56%	9.06%	3.44%	31.56%	19.69%	10.00%	12.50%	4.06%	2.50%	0.00%	0.00%	0.00%	0.31%	2.19%	1.88%
Selected	#	15	8	7	2	0	5	6	0	1	1	0	0	0	0	0	0	0
	%	100%	53.33%	46.67%	13.33%	0.00%	33.33%	40.00%	0.00%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	295	174	121	15	7	138	96	12	15	7	3	0	0	1	0	1	0
Relevant Applicant Pool	%	100%	58.98%	41.02%	5.08%	2.37%	46.78%	32.54%	4.07%	5.08%	2.37%	1.02%	0%	0%	0.34%	0%	0.34%	0%
Job Series of Vacancy: 1147 - Agricultural Market Reporting																		
Position Offering Type: Permanent																		
Total Applications Received	#	31	20	11	4	0	14	6	1	4	0	0	0	0	0	0	0	1
Qualified	#	30	19	11	4	0	14	6	0	4	0	0	0	0	0	0	0	1
	%	100%	63.33%	36.67%	13.33%	0.00%	46.67%	20.00%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%
Selected	#	7	6	1	2	0	4	1	0	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	14.29%	28.57%	0.00%	57.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	150	91	59	7	4	71	44	11	11	1	0	1	0	0	0	0	0
Relevant Applicant Pool	%	100%	60.67%	39.33%	4.67%	2.67%	47.33%	29.33%	7.33%	7.33%	0.67%	0%	0.67%	0%	0%	0%	0%	0%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY															
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Non- Hispanic or Latino Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: 1147 - Agricultural Market Reporting																	
Position Offering Type: Temporary																	
Total Applications Received	#	6	1	5	0	0	0	1	0	4	1	0	0	0	0	0	0
Qualified	#	6	1	5	0	0	0	1	0	4	1	0	0	0	0	0	0
	%	100%	16.67%	83.33%	0.00%	0.00%	0.00%	16.67%	0.00%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Job Series of Vacancy: 1301 - General Physical Science																	
Position Offering Type: Permanent																	
Total Applications Received	#	9	7	2	0	2	2	0	5	0	0	0	0	0	0	0	0
Qualified	#	9	7	2	0	2	2	0	5	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	22.22%	22.22%	0.00%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Relevant Applicant Pool	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Non- Hispanic or Latino Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 1320 - Chemistry																	
Position Offering Type: Permanent																		
Total Applications Received	#	19	11	8	1	1	4	4	6	2	0	0	0	0	0	0	0	1
Qualified	#	19	11	8	1	1	4	4	6	2	0	0	0	0	0	0	0	1
	%	100%	57.89%	42.11%	5.26%	5.26%	21.05%	21.05%	31.58%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%
Selected	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	23	17	6	0	0	11	5	4	1	2	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100%	73.91%	26.09%	0%	0%	47.83%	21.74%	17.39%	4.35%	8.70%	0%	0%	0%	0%	0%	0%	0%
Job Series of Vacancy: 1382 - Food Technology																		
Position Offering Type: Permanent																		
Total Applications Received	#	6	4	2	0	1	1	1	3	0	0	0	0	0	0	0	0	0
Qualified	#	6	4	2	0	1	1	1	3	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	16.67%	16.67%	16.67%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Relevant Applicant Pool	#	8	2	6	0	0	2	4	0	0	0	1	0	0	0	0	0	1
Relevant Applicant Pool	%	100%	25.00%	75.00%	0%	0%	25.00%	50.00%	0%	0%	0%	12.50%	0%	0%	0%	0%	0%	12.50%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 1801 - General Inspection, Investigation, Enforcement, And Compliance Series																	
Position Offering Type: Permanent																		
Total Applications Received	#	98	49	49	5	9	20	9	15	27	4	3	0	0	0	0	4	1
Qualified	#	97	48	49	5	9	20	9	14	27	4	3	0	0	0	0	4	1
	%	100%	49.48%	50.52%	5.15%	9.28%	20.62%	9.28%	14.43%	27.84%	4.12%	3.09%	0.00%	0.00%	0.00%	0.00%	4.12%	1.03%
Selected	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	17	10	7	1	1	6	4	3	0	0	1	0	0	0	1	0	0
Relevant Applicant Pool	%	100%	58.82%	41.18%	5.88%	5.88%	35.29%	23.53%	17.65%	0%	0%	5.88%	0%	0%	0%	5.88%	0%	0%
Job Series of Vacancy: 1980 - Agricultural Commodity Grading																		
Position Offering Type: Permanent																		
Total Applications Received	#	388	257	128	51	25	107	37	66	47	30	8	0	0	0	1	2	9
Qualified	#	363	240	120	49	24	98	32	63	46	28	8	0	0	0	1	2	8
	%	100%	66.12%	33.06%	13.50%	6.61%	27.00%	8.82%	17.36%	12.67%	7.71%	2.20%	0.00%	0.00%	0.00%	0.28%	0.55%	2.20%
Selected	#	29	21	8	5	0	10	2	3	1	2	1	0	0	0	1	1	2
	%	100%	72.41%	27.59%	17.24%	0.00%	34.48%	6.90%	10.34%	3.45%	6.90%	3.45%	0.00%	0.00%	0.00%	3.45%	3.45%	6.90%
Relevant Applicant Pool	#	1067	676	391	75	51	488	264	79	44	22	20	0	1	11	10	1	1
Relevant Applicant Pool	%	100%	63.36%	36.64%	7.03%	4.78%	45.74%	24.74%	7.40%	4.12%	2.06%	1.87%	0%	0.09%	1.03%	0.94%	0.09%	0.09%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

		RACE/ETHNICITY																
Employment Tenure	TOTAL WORKFORCE			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	Job Series of Vacancy: 2210 - Information Technology Management																	
Position Offering Type: Permanent																		
Total Applications Received	#	120	96	24	10	3	55	10	16	8	13	1	0	0	0	0	2	2
Qualified	#	120	96	24	10	3	55	10	16	8	13	1	0	0	0	0	2	2
	%	100%	80.00%	20.00%	8.33%	2.50%	45.83%	8.33%	13.33%	6.67%	10.83%	0.83%	0.00%	0.00%	0.00%	0.00%	1.67%	1.67%
Selected	#	3	3	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	80	52	28	2	2	19	10	15	13	11	3	0	0	3	0	2	0
Relevant Applicant Pool	%	100%	65.00%	35.00%	2.50%	2.50%	23.75%	12.50%	18.75%	16.25%	13.75%	3.75%	0%	0%	3.75%	0%	2.50%	0%
Prepared from NFC database and Application System Vendor (Ascendre)																		

**U. S. DEPARTMENT OF AGRICULTURE
AGR. MARKETING SERVICE**

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Year = Fiscal Year 2017

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees																	
Eligible for Career	188	112	76	10	9	78	32	15	19	3	9	1	0	2	1	3	6
Ladder Promotions	100%	59.57%	40.43%	5.32%	4.79%	41.49%	17.02%	7.98%	10.11%	1.60%	4.79%	0.53%	0%	1.06%	0.53%	1.60%	3.19%
Time in grade in excess of minimum																	
1 - 12 months	23	13	10	1	0	9	5	2	2	1	3	0	0	0	0	0	0
	100%	56.52%	43.48%	4.35%	0%	39.13%	21.74%	8.70%	8.70%	4.35%	13.04%	0%	0%	0%	0%	0%	0%
13 - 24 months	6	3	3	0	0	3	1	0	1	0	1	0	0	0	0	0	0
	100%	50.00%	50.00%	0%	0%	50.00%	16.67%	0%	16.67%	0%	16.67%	0%	0%	0%	0%	0%	0%
25+ months	12	5	7	1	0	3	4	0	2	0	0	0	0	1	0	0	1
	100%	41.67%	58.33%	8.33%	0%	25.00%	33.33%	0%	16.67%	0%	0%	0%	0%	8.33%	0%	0%	8.33%

Prepared from NFC's database

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

		RACE/ETHNICITY																
		FY 2017																
		Non- Hispanic or Latino																
Employment Tenure	TOTAL WORKFORCE	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade(s) of Vacancy: 13																		
Position Offering Type: Permanent																		
Total Applications Received	#	163	108	55	26	9	55	23	15	16	5	3	0	0	0	0	5	4
	%	100%	66.26%	33.74%	15.95%	5.52%	33.74%	14.11%	9.20%	9.82%	3.07%	1.84%	0.00%	0.00%	0.00%	0.00%	3.07%	2.45%
Qualified	#	157	104	53	25	9	53	21	15	16	5	3	0	0	0	0	4	4
	%	100%	66.24%	33.76%	15.92%	5.73%	33.76%	13.38%	9.55%	10.19%	3.18%	1.91%	0.00%	0.00%	0.00%	0.00%	2.55%	2.55%
Selected	#	15	10	5	3	0	7	3	0	2	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	20.00%	0.00%	46.67%	20.00%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	276	150	126	16	4	106	81	22	37	3	3	0	1	2	0	1	0
Relevant Applicant Pool	%	100%	54.35%	45.65%	5.80%	1.45%	38.41%	29.35%	7.97%	13.41%	1.09%	1.09%	0%	0.36%	0.72%	0%	0.36%	0%
Grade(s) of Vacancy: 13																		
Position Offering Type: Temporary																		
Total Applications Received	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

		RACE/ETHNICITY																
		FY 2017																
		Non- Hispanic or Latino																
Employment Tenure	TOTAL WORKFORCE	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade(s) of Vacancy: 14																		
Position Offering Type: Permanent																		
Total Applications Received	#	173	114	59	17	4	54	21	20	30	16	2	0	0	1	0	3	2
	%	100%	65.90%	34.10%	9.83%	2.31%	31.21%	12.14%	11.56%	17.34%	9.25%	1.16%	0.00%	0.00%	0.58%	0.00%	1.73%	1.16%
Qualified	#	172	114	58	17	4	54	21	20	29	16	2	0	0	1	0	3	2
	%	100%	66.28%	33.72%	9.88%	2.33%	31.40%	12.21%	11.63%	16.86%	9.30%	1.16%	0.00%	0.00%	0.58%	0.00%	1.74%	1.16%
Selected	#	5	2	3	0	0	0	3	0	0	2	0	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	0.00%	0.00%	60.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	280	173	107	12	8	114	57	27	33	15	8	0	0	5	1	0	0
Relevant Applicant Pool	%	100%	61.79%	38.21%	4.29%	2.86%	40.71%	20.36%	9.64%	11.79%	5.36%	2.86%	0%	0%	1.79%	0.36%	0%	0%
Grade(s) of Vacancy: 15																		
Position Offering Type: Permanent																		
Total Applications Received	#	95	57	37	6	5	27	15	16	14	7	2	0	0	0	0	1	0
	%	100%	60.00%	38.95%	6.32%	5.26%	28.42%	15.79%	16.84%	14.74%	7.37%	2.11%	0.00%	0.00%	0.00%	0.00%	1.05%	0.00%
Qualified	#	95	57	37	6	5	27	15	16	14	7	2	0	0	0	0	1	0
	%	100%	60.00%	38.95%	6.32%	5.26%	28.42%	15.79%	16.84%	14.74%	7.37%	2.11%	0.00%	0.00%	0.00%	0.00%	1.05%	0.00%
Selected	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	119	67	52	3	2	55	34	5	12	3	3	0	0	0	1	1	0
Relevant Applicant Pool	%	100%	56.30%	43.70%	2.52%	1.68%	46.22%	28.57%	4.20%	10.08%	2.52%	2.52%	0%	0%	0%	0.84%	0.84%	0%

Prepared from NFC database and Application System Vendor (Ascendre)

U. S. DEPARTMENT OF AGRICULTURE

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Table A12: Participation in Career Development - Distribution by Race/Ethnicity and Sex

Year = Fiscal Year 2017

TYPE OF APPOINTMENT	TOTAL WORKFORCE		RACE/ETHNICITY													
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Career Development Programs for GS 5-12:																
Slots																
Applied	50	21	1	29	14	18	4	8	1	1	0	0	0	0	1	1
Participants	21	11	2	10	7	8	2	1	0	0	0	0	0	0	0	0
Career Development Programs for GS 13 - 14:																
Slots																
Applied	37	16	0	21	15	10	4	5	1	1	0	0	0	0	1	0
Participants																
	28	16		12	13	8	3	3	0	0	0	0	0	0	0	0
Career Development Programs for GS 15 and SES:																
Slots																
Applied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Prepared from AgLearn database and NFC

**U. S. DEPARTMENT OF AGRICULTURE
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Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex
Year = Fiscal Year 2017

Note: The green shaded areas indicate Highs between genders and the employee population

Type of Award	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TIME-OFF AWARDS - 1-9 HOURS																	
Total Time-Off Awards Given	10	5	5	1	1	3	3	0	0	1	1	0	0	0	0	0	0
	100%	50.00%	50.00%	10.00%	10.00%	30.00%	30.00%	0%	0%	10.00%	10.00%	0%	0%	0%	0%	0%	0%
Total Hours	68	36	32	8	8	20	16	0	0	8	8	0	0	0	0	0	0
Average Hours	7	7	6	8	8	7	5	0	0	8	8	0	0	0	0	0	0
TIME-OFF AWARDS - 9+ HOURS																	
Total Time-Off Awards Given	19	2	17	0	1	2	9	0	6	0	1	0	0	0	0	0	0
	100%	10.53%	89.47%	0%	5.26%	10.53%	47.37%	0%	31.58%	0%	5.26%	0%	0%	0%	0%	0%	0%
Total Hours	378	48	330	0	24	48	166	0	122	0	18	0	0	0	0	0	0
Average Hours	20	24	19	0	24	24	18	0	20	0	18	0	0	0	0	0	0
CASH AWARDS - \$100 - \$500																	
Total Cash Awards Given	123	50	73	6	11	24	35	14	23	3	2	0	0	2	1	1	1
	100%	40.65%	59.35%	4.88%	8.94%	19.51%	28.46%	11.38%	18.70%	2.44%	1.63%	0%	0%	1.63%	0.81%	0.81%	0.81%
Total Amount	49376	20049	29327	2373	4652	9155	13838	5980	9350	1241	827	0	0	841	354	459	306
Average Amount	401	401	402	396	423	381	395	427	407	414	414	0	0	421	354	459	306
CASH AWARDS - \$500+																	
Total Cash Awards Given	1075	534	541	40	30	369	337	83	149	32	20	1	0	4	2	5	3
	100%	49.67%	50.33%	3.72%	2.79%	34.33%	31.35%	7.72%	13.86%	2.98%	1.86%	0.09%	0%	0.37%	0.19%	0.47%	0.28%
Total Amount	1385380	717172	668208	44223	33401	527363	428404	96420	174329	40046	26601	765	0	3912	1965	4443	3508
Average Amount	1289	1343	1235	1106	1113	1429	1271	1162	1170	1251	1330	765	0	978	983	889	1169
QUALITY STEP INCREASES (QSI)																	
Total QSI's Awarded	16	7	9	0	2	6	4	1	3	0	0	0	0	0	0	0	0
	100%	43.75%	56.25%	0%	12.50%	37.50%	25.00%	6.25%	18.75%	0%	0%	0%	0%	0%	0%	0%	0%
Total Benefit	41965	19309	22656	0	4577	16847	10131	2462	7948	0	0	0	0	0	0	0	0
Average Benefit	2623	2758	2517	0	2289	2808	2533	2462	2649	0	0	0	0	0	0	0	0

Prepared from NFC's database

U. S. DEPARTMENT OF AGRICULTURE

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Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = Fiscal Year 2017

EMPLOYMENT TENURE	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
Prior FY	3534	3178	81	275	88	0	0	37	19	1	1	7	2	1	19	0	1
	100%	89.93%	2.29%	7.78%	2.49%	0%	0%	1.05%	0.54%	0.03%	0.03%	0.20%	0.06%	0.03%	0.54%	0%	0.03%
Current FY	3524	3170	78	276	86	0	0	35	20	1	3	6	2	0	18	0	1
	100%	89.95%	2.21%	7.83%	2.44%	0%	0%	0.99%	0.57%	0.03%	0.09%	0.17%	0.06%	0%	0.51%	0%	0.03%
EEOC Federal Goal					2.00%												
Difference	-10	-8	-3	1	-2	0	0	-2	1	0	2	-1	0	-1	-1	0	0
Ratio Change	0%	0.03%	-0.08%	0.05%	-0.05%	0%	0%	-0.05%	0.03%	0%	0.06%	-0.03%	0%	-0.03%	-0.03%	0%	0%
Net Change	-0.28%	-0.25%	-3.70%	0.36%	-2.27%	0%	0%	-5.41%	5.26%	0%	200.00%	-14.29%	0%	-100%	-5.26%	0%	0%
PERMANENT																	
Prior FY	2080	1802	70	208	66	0	0	24	13	0	1	6	2	1	18	0	1
	100%	86.63%	3.37%	10.00%	3.17%	0%	0%	1.15%	0.63%	0%	0.05%	0.29%	0.10%	0.05%	0.87%	0%	0.05%
Current FY	2087	1825	65	197	61	0	0	22	13	0	2	6	2	0	15	0	1
	100%	87.45%	3.11%	9.44%	2.92%	0%	0%	1.05%	0.62%	0%	0.10%	0.29%	0.10%	0%	0.72%	0%	0.05%
EEOC Federal Goal					2.00%												
Difference	7	23	-5	-11	-5	0	0	-2	0	0	1	0	0	-1	-3	0	-1
Ratio Change	0%	0.81%	-0.25%	-0.56%	-0.25%	0%	0%	-0.10%	0%	0%	0.05%	0%	0%	-0.05%	-0.15%	0%	-0.05%
Net Change	0.34%	1.28%	-7.14%	-5.29%	-7.58%	0%	0%	-8.33%	0%	0%	100%	0%	0%	-100%	-16.67%	0%	0%
TEMPORARY																	
Prior FY	1454	1376	11	67	22	0	0	13	6	1	0	1	0	0	1	0	0
	100%	94.64%	0.76%	4.61%	1.51%	0%	0%	0.89%	0.41%	0.07%	0%	0.07%	0%	0%	0.07%	0%	0%
Current FY	1437	1345	13	79	25	0	0	13	7	1	1	0	0	0	3	0	0
	100%	93.60%	0.90%	5.50%	1.74%	0%	0%	0.90%	0.49%	0.07%	0.07%	0%	0%	0%	0.21%	0%	0%
Difference	-17	-31	2	12	3	0	0	0	1	0	1	-1	0	0	2	0	0
Ratio Change	0%	-1.04%	0.15%	0.89%	0.23%	0%	0%	0.01%	0.07%	0%	0.07%	-0.07%	0%	0%	0.14%	0%	0%
Net Change	-1.17%	-2.25%	18.18%	17.91%	13.64%	0%	0%	0%	16.67%	0%	100%	-100%	0%	0%	200.00%	0%	0%
NON-APPROPRIATED																	
Prior FY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Current FY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Difference	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Prepared from NFC's database

**U. S. DEPARTMENT OF AGRICULTURE
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Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = Fiscal Year 2017

ORGANIZATIONAL COMPONENT	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
Total	2087	1825	65	197	61	0	0	22	13	0	2	6	2	0	15	0	1
	100%	87.45%	3.11%	9.44%	2.92%	0%	0%	1.05%	0.62%	0%	0.10%	0.29%	0.10%	0%	0.72%	0%	0.05%
EEOC Federal Goal					2.00%												
DEPUTY ADMINISTRATORS	1999	1755	61	183	58	0	0	20	13	0	2	6	2	0	14	0	1
	100%	87.79%	3.05%	9.15%	2.90%	0%	0%	1.00%	0.65%	0%	0.10%	0.30%	0.10%	0%	0.70%	0%	0.05%
OFFICE OF THE ADMINISTRATOR	88	70	4	14	3	0	0	2	0	0	0	0	0	0	1	0	0
	100%	79.55%	4.55%	15.91%	3.41%	0%	0%	2.27%	0%	0%	0%	0%	0%	0%	1.14%	0%	0%

Prepared from NFC database

U. S. DEPARTMENT OF AGRICULTURE

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Table B3-1: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = Fiscal Year 2017

OCCUPATIONAL CATEGORIES	ALL EMPLOYEES					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
1. Officials and Managers																	
Executive/Senior Level (Grades 15 and Above)	53	46	1	6	2	0	0	1	0	0	0	1	0	0	0	0	0
	100%	86.79%	1.89%	11.32%	3.77%	0%	0%	1.89%	0%	0%	0%	1.89%	0%	0%	0%	0%	0%
- Mid-Level (Grades 13-14)	141	123	6	12	5	0	0	1	0	0	0	2	1	0	1	0	0
	100%	87.23%	4.26%	8.51%	3.55%	0%	0%	0.71%	0%	0%	0%	1.42%	0.71%	0%	0.71%	0%	0%
- First Level (Grades 12 and Below)	114	98	3	13	7	0	0	2	3	0	1	1	0	0	0	0	0
	100%	85.96%	2.63%	11.40%	6.14%	0%	0%	1.75%	2.63%	0%	0.88%	0.88%	0%	0%	0%	0%	0%
- Other Officials and Managers	186	158	10	18	4	0	0	1	2	0	0	0	0	0	1	0	0
	100%	84.95%	5.38%	9.68%	2.15%	0%	0%	0.54%	1.08%	0%	0%	0%	0%	0%	0.54%	0%	0%
Officials and Managers Total	494	425	20	49	18	0	0	5	5	0	1	4	1	0	2	0	0
	100%	86.03%	4.05%	9.92%	3.64%	0%	0%	1.01%	1.01%	0%	0.20%	0.81%	0.20%	0%	0.40%	0%	0%
2. Professionals	496	441	14	41	15	0	0	10	2	0	1	0	0	0	2	0	0
	100%	88.91%	2.82%	8.27%	3.02%	0%	0%	2.02%	0.40%	0%	0.20%	0%	0%	0%	0.40%	0%	0%
3. Technicians	15	14	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	100%	93.33%	0%	6.67%	6.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6.67%	0%	0%
4. Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	130	104	5	21	10	0	0	2	2	0	0	1	0	0	5	0	0
	100%	80.00%	3.85%	16.15%	7.69%	0%	0%	1.54%	1.54%	0%	0%	0.77%	0%	0%	3.85%	0%	0%
6. Craft Workers	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	946	835	26	85	17	0	0	5	4	0	0	1	1	0	5	0	1
	100%	88.27%	2.75%	8.99%	1.80%	0%	0%	0.53%	0.42%	0%	0%	0.11%	0.11%	0%	0.53%	0%	0.11%
8. Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Prepared from NFC's database

**U. S. DEPARTMENT OF AGRICULTURE
AGR. MARKETING SERVICE**

**Table B3-2: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]
Year = Fiscal Year 2017**

OCCUPATIONAL CATEGORIES	ALL Employees					TARGETED DISABILITY												
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]	
1. Officials and Managers																		
U. S. DEPARTMENT OF AGRICULTURE (Grades 15 and Above)	53	46	1	6	2	0	0	1	0	0	0	1	0	0	0	0	0	
- Mid-Level (Grades 13-14)	141	123	6	12	5	0	0	1	0	0	0	2	1	0	1	0	0	
- First Level (Grades 12 and Below)	114	98	3	13	7	0	0	2	3	0	1	1	0	0	0	0	0	
- Other Officials and Managers	186	158	10	18	4	0	0	1	2	0	0	0	0	0	1	0	0	
Officials and Managers Total	494	425	20	49	18	0	0	5	5	0	1	4	1	0	2	0	0	
2. Professionals	496	441	14	41	15	0	0	10	2	0	1	0	0	0	2	0	0	
3. Technicians	15	14	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	
4. Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Administrative Support Workers	130	104	5	21	10	0	0	2	2	0	0	1	0	0	5	0	0	
6. Craft Workers	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
7. Operatives	946	835	26	85	17	0	0	5	4	0	0	1	1	0	5	0	1	
8. Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9. Service Workers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	2087	1825	65	197	61	0	0	22	13	0	2	6	2	0	15	0	1	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows

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Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = Fiscal Year 2017

GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigure ment [93]
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	64	52	4	8	3	0	0	0	2	0	0	1	0	0	0	0	0
	100%	81.25%	6.25%	12.50%	4.69%	0%	0%	0%	3.13%	0%	0%	1.56%	0%	0%	0%	0%	0%
GS-06	53	45	0	8	1	0	0	0	0	0	0	0	0	0	1	0	0
	100%	84.91%	0%	15.09%	1.89%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1.89%	0%	0%
GS-07	217	188	10	19	6	0	0	4	0	0	0	0	0	0	2	0	0
	100%	86.64%	4.61%	8.76%	2.76%	0%	0.00%	1.84%	0%	0%	0.00%	0%	0%	0%	0.92%	0%	0%
GS-08	316	281	9	26	5	0	0	1	2	0	0	0	0	0	2	0	0
	100%	88.92%	2.85%	8.23%	1.58%	0%	0%	0.32%	0.63%	0%	0%	0%	0%	0%	0.63%	0%	0%
GS-09	482	421	10	51	14	0	0	2	2	0	1	1	1	0	6	0	1
	100%	87.34%	2.07%	10.58%	2.90%	0%	0%	0.41%	0.41%	0%	0.21%	0.21%	0.21%	0%	1.24%	0%	0.21%
GS-10	18	17	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	100%	94.44%	0%	5.56%	5.56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5.56%	0%	0%
GS-11	194	171	6	17	6	0	0	5	0	0	0	0	0	0	1	0	0
	100%	88.14%	3.09%	8.76%	3.09%	0%	0%	2.58%	0%	0%	0%	0%	0%	0%	0.52%	0%	0%
GS-12	276	238	10	28	10	0	0	4	4	0	1	1	0	0	0	0	0
	100%	86.23%	3.62%	10.14%	3.62%	0%	0%	1.45%	1.45%	0%	0.36%	0.36%	0%	0%	0%	0%	0%
GS-13	280	248	9	23	9	0	0	4	3	0	0	1	0	0	1	0	0
	100%	88.57%	3.21%	8.21%	3.21%	0%	0%	1.43%	1.07%	0%	0%	0.36%	0%	0%	0.36%	0%	0%
GS-14	119	105	6	8	4	0	0	1	0	0	0	1	1	0	1	0	0
	100%	88.24%	5.04%	6.72%	3.36%	0%	0%	0.84%	0%	0%	0%	0.84%	0.84%	0%	0.84%	0%	0%
GS-15	50	42	0	8	2	0	0	1	0	0	0	1	0	0	0	0	0
	100%	84.00%	0%	16.00%	4.00%	0%	0%	2.00%	0%	0%	0%	2.00%	0%	0%	0%	0%	0%

All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	10	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	90.00%	10.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2082	1820	65	197	61	0	0	22	13	0	2	6	2	0	15	0
	100%	87.42%	3.12%	9.46%	2.93%	0%	0%	1.06%	0.62%	0%	0.10%	0.29%	0.10%	0%	0.72%	0%

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All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	1176	1101	9	66	21	0	0	11	5	1	1	0	0	0	3	0
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = Fiscal Year 2017

GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY												
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigure ment [93]	
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.14%	0.16%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	64	52	4	8	3	0	0	0	2	0	0	1	0	0	0	0	0	0
	2.50%	2.86%	6.15%	4.06%	4.92%	0%	0%	0%	15.38%	0%	0%	16.67%	0%	0%	0%	0%	0%	0%
GS-06	53	45	0	8	1	0	0	0	0	0	0	0	0	0	1	0	0	0
	2.16%	2.47%	0%	4.06%	1.64%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6.67%	0%	0%	0%
GS-07	217	188	10	19	6	0	0	4	0	0	0	0	0	0	2	0	0	0
	10.42%	10.33%	15.38%	9.64%	9.84%	0%	0%	18.18%	0%	0%	0%	0%	0%	0%	13.33%	0%	0%	0%
GS-08	316	281	9	26	5	0	0	1	2	0	0	0	0	0	2	0	0	0
	15.18%	15.44%	13.85%	13.20%	8.20%	0%	0%	4.55%	15.38%	0%	0%	0%	0%	0%	13.33%	0%	0%	0%
GS-09	482	421	10	51	14	0	0	2	2	0	1	1	1	0	6	0	1	1
	23.15%	23.13%	15.38%	25.89%	22.95%	0%	0%	9.09%	15.38%	0%	50.00%	16.67%	50.00%	0%	40.00%	0%	100%	100%
GS-10	18	17	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0
	0.86%	0.93%	0%	0.51%	0.51%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6.67%	0%	0%	0%
GS-11	194	171	6	17	6	0	0	5	0	0	0	0	0	0	1	0	0	0
	9.32%	9.40%	9.23%	8.63%	9.84%	0%	0%	22.73%	0%	0%	0%	0%	0%	0%	6.67%	0%	0%	0%
GS-12	276	238	10	28	10	0	0	4	4	0	1	1	0	0	0	0	0	0
	13.26%	13.08%	15.38%	14.21%	16.39%	0%	0%	18.18%	30.77%	0%	50.00%	16.67%	0%	0%	0%	0%	0%	0%
GS-13	280	248	9	23	9	0	0	4	3	0	0	1	0	0	1	0	0	0
	13.45%	13.63%	13.85%	11.68%	14.75%	0%	0%	18.18%	23.08%	0%	0%	16.67%	0%	0%	6.67%	0%	0%	0%
GS-14	119	105	6	8	4	0	0	1	0	0	0	1	1	0	1	0	0	0
	5.72%	5.77%	9.23%	4.06%	6.56%	0%	0%	4.55%	0%	0%	0%	16.67%	50.00%	0%	6.67%	0%	0%	0%
GS-15	50	42	0	8	2	0	0	1	0	0	0	1	0	0	0	0	0	0
	2.40%	2.31%	0%	4.06%	3.28%	0%	0%	4.55%	0%	0%	0%	16.67%	0%	0%	0%	0%	0%	0%
All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	10	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.48%	0.49%	1.54%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2082	1820	65	197	61	0	0	22	13	0	2	6	2	0	15	0	1	1
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

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Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Temp)

Year = Fiscal Year 2017

GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigure ment [93]
GS-01	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.09%	0.09%	0%	1.52%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	303	282	1	20	4	0	0	2	1	0	0	0	0	0	1	0	0
	25.77%	25.61%	11.11%	30.30%	19.05%	0%	0%	18.18%	20.00%	0%	0%	0%	0%	0%	33.33%	0%	0%
GS-03	355	340	5	10	2	0	0	1	0	1	0	0	0	0	0	0	0
	30.19%	30.88%	55.56%	15.15%	9.52%	0%	0%	9.09%	0%	100%	0%	0%	0%	0%	0%	0%	0%
GS-04	111	107	1	3	1	0	0	0	1	0	0	0	0	0	0	0	0
	9.44%	9.72%	11.11%	4.55%	4.76%	0%	0%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	195	177	0	18	8	0	0	4	1	0	1	0	0	0	2	0	0
	15.05%	16.08%	0%	27.27%	38.10%	0%	0%	36.36%	20.00%	0%	100%	0%	0%	0%	66.67%	0%	0%
GS-06	4	3	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
	0.26%	0.27%	0%	1.52%	4.76%	0%	0%	9.09%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	159	149	2	8	4	0	0	2	2	0	0	0	0	0	0	0	0
	13.52%	13.53%	22.22%	12.12%	19.05%	0%	0%	18.18%	40.00%	0%	0%	0%	0%	0%	0%	0%	0%
GS-08	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.34%	0.27%	0%	1.52%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	37	33	0	4	1	0	0	1	0	0	0	0	0	0	0	0	0
	3.15%	3.00%	0%	6.06%	4.76%	0%	0%	9.09%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.34%	0.36%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-13	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.09%	0.09%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.09%	0.09%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	1176	1101	9	66	21	0	0	11	5	1	1	0	0	3	0	0	0
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

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Table B5-1: Participation Rates for Wage Grades Disability (Perm)

Year = Fiscal Year 2017

WD/WG,WL/WS, and Other Wage Grades	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigure ment [93]
WG-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B5-1: Participation Rates for Wage Grades Disability (Temp)

Year = Fiscal Year 2017

WD/WG, WL/WS, and Other Wage Grades	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
WG-01	133	121	2	10	3	0	0	2	1	0	0	0	0	0	0	0	0
	100%	90.98%	1.50%	7.52%	2.26%	0%	0%	1.50%	0.75%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	48	46	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	95.83%	2.08%	2.08%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	80	77	1	2	1	0	0	0	1	0	0	0	0	0	0	0	0
	100%	96.25%	1.25%	2.50%	1.25%	0%	0%	0%	1.25%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B5-2: Participation Rates for Wage Grades by Disability (Perm)

Year = Fiscal Year 2017

WD/WG,WL/WS, and Other Wage Grades	ALL Employees					TARGETED DISABILITY												
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]	
WG-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20.00%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	80.00%	80.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

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Table B5-2: Participation Rates for Wage Grades by Disability (Temp)

Year = Fiscal Year 2017

WD/WG,WL/WS, and Other Wage Grades	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigure ment [93]
WG-01	133	121	2	10	3	0	0	2	1	0	0	0	0	0	0	0	0
	46.36%	49.59%	50.00%	76.92%	75.00%	0%	0%	100%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	48	46	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	18.39%	18.85%	25.00%	7.69%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	80	77	1	2	1	0	0	0	1	0	0	0	0	0	0	0	0
	29.50%	31.56%	25.00%	15.38%	25.00%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	261	244	4	13	4	0	0	2	2	0	0	0	0	0	0	0	0
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Prepared from NFC's database

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Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)

Year = Fiscal Year 2017

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
0018 - SAFETY and OCCUPATIONAL HEALTH MANAGEMENT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0110 - ECONOMIST	27	25	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	100%	92.59%	0%	7.41%	3.70%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	3.70%	0%	0%
0201 - HUMAN RESOURCES MANAGEMENT	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	7	3	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	42.86%	14.29%	42.86%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM	55	49	1	5	1	0	0	1	0	0	0	0	0	0	0	0	0
	100%	89.09%	1.82%	9.09%	1.82%	0.00%	0%	1.82%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0303 - MISCELLANEOUS CLERK and ASSISTANT	78	59	5	14	6	0	0	2	1	0	0	1	0	0	2	0	0
	100%	75.64%	6.41%	17.95%	7.69%	0.00%	0%	2.56%	1.28%	0%	0%	1.28%	0%	0%	2.56%	0%	0%
0306 - GOVERNMENT INFORMATION SPECIALIST	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0308 -	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0318 - SECRETARY	12	10	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0
	100%	83.33%	0%	16.67%	16.67%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	16.67%	0%	0%
0326 - OFFICE AUTOMATION CLERICAL and ASSISTANCE	7	5	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0
	100%	71.43%	0%	28.57%	14.29%	0.00%	0%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%
0340 - PROGRAM MANAGEMENT	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	50.00%	25.00%	25.00%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0341 - ADMINISTRATIVE OFFICER	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	66.67%	0%	33.33%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0343 - MANAGEMENT PROGRAM ANALYSIS	55	46	3	6	3	0	0	1	1	0	0	0	0	0	1	0	0
	100%	83.64%	5.45%	10.91%	5.45%	0.00%	0%	1.82%	1.82%	0%	0%	0%	0%	0%	1.82%	0%	0%
0344 - MANAGEMENT and PROGRAM CLERICAL and ASSISTANCE	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0391 - TELECOMMUNICATIONS	3	2	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	100%	66.67%	0%	33.33%	33.33%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	33.33%	0%	0%
0401 - GENERAL BIOLOGICAL SCIENCE	9	8	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
	100%	88.89%	0%	11.11%	11.11%	0.00%	0%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0403 - MICROBIOLOGY	6	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	66.67%	16.67%	16.67%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0430 - BOTANY	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0434 - PLANT PATHOLOGY	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0435 - PLANT PHYSIOLOGY	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)

Year = Fiscal Year 2017

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
0501 - FINANCIAL ADMINISTRATION and PROGRAM	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0503 - FINANCIAL CLERICAL and TECHNICIAN	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0505 - FINANCIAL MANAGEMENT	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	50.00%	0%	50.00%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0511 - AUDITING	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0560 - BUDGET ANALYSIS	23	21	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	91.30%	8.70%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0561 - BUDGET CLERICAL and ASSISTANCE	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0630 - DIETITIAN and NUTRITIONIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0801 - GENERAL ENGINEERING	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0808 - ARCHITECTURE	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0896 - INDUSTRIAL ENGINEERING	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0963 - LEGAL INSTRUMENTS EXAMINING	8	6	0	2	1	0	0	0	0	0	0	0	0	0	0	1	0
	100%	75.00%	0%	25.00%	12.50%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	12.50%	0%	0%
1035 - PUBLIC AFFAIRS	9	6	1	2	1	0	0	1	0	0	0	0	0	0	0	0	0
	100%	66.67%	11.11%	22.22%	11.11%	0.00%	0%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1082 - WRITING and EDITING	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1084 - VISUAL INFORMATION	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1101 - GENERAL BUSINESS and INDUSTRY	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	50.00%	0%	50.00%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1102 - CONTRACTING	21	18	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	85.71%	4.76%	9.52%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1106 - PROCUREMENT CLERICAL and ASSISTANCE	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	83.33%	0%	16.67%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1109 - GRANTS MANAGEMENT	17	13	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	76.47%	11.76%	11.76%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1146 - AGRICULTURAL MARKETING	295	262	9	24	11	0	0	5	2	0	0	3	0	0	1	0	0
	100%	88.81%	3.05%	8.14%	3.73%	0.00%	0%	1.69%	0.68%	0%	0%	1.02%	0%	0%	0.34%	0%	0%
1147 - AGRICULTURAL MARKET REPORTING	150	132	5	13	5	0	0	2	1	0	1	1	0	0	0	0	0
	100%	88.00%	3.33%	8.67%	3.33%	0.00%	0%	1.33%	0.67%	0%	0.67%	0.67%	0%	0%	0%	0%	0%

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Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)

Year = Fiscal Year 2017

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
1199 - BUSINESS and INDUSTRY STUDENT TRAINEE	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1301 - GENERAL PHYSICAL SCIENCE	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1311 - PHYSICAL SCIENCE TECHNICIAN	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1320 - CHEMISTRY	23	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1382 - FOOD TECHNOLOGY	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	87.50%	0%	12.50%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1529 - MATHEMATICAL STATISTICIAN	4	3	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0
	100%	75.00%	0%	25.00%	25.00%	0.00%	0%	0%	0%	0%	0%	0%	25.00%	0%	0%	0%	0%
1640 - FACILITY OPERATIONS	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0
	100%	0%	0%	100%	100%	0.00%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
1670 - EQUIPMENT SERVICES	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1712 - TRAINING INSTRUCTION	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1801 - GENERAL INSPECTION, INVESTIGATION and COMPLIANCE	17	15	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	88.24%	5.88%	5.88%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1802 - COMPLIANCE INSPECTION and SUPPORT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1980 - AGRICULTURAL COMMODITY GRADING	1067	941	28	98	22	0	0	6	6	0	1	1	1	0	6	0	1
	100%	88.19%	2.62%	9.18%	2.06%	0.00%	0%	0.56%	0.56%	0%	0.09%	0.09%	0.09%	0%	0.56%	0%	0.09%
1981 - AGRICULTURAL COMMODITY AID	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2210 - INFORMATION TECHNOLOGY MANAGEMENT	81	70	4	7	3	0	0	3	0	0	0	0	0	0	0	0	0
	100%	86.42%	4.94%	8.64%	3.70%	0.00%	0%	3.70%	0%	0%	0%	0%	0%	0%	0%	0%	0%
3359 - INSTRUMENT MECHANIC	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
6907 - MATERIALS HANDER	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Temp)

Year = Fiscal Year 2017

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
0303 - MISCELLANEOUS CLERK and ASSISTANT	10	8	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0318 - SECRETARY	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0326 - OFFICE AUTOMATION CLERICAL and ASSISTANCE	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0332 - COMPUTER OPERATION	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	87.50%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0399 - ADMINISTRATION and OFFICE SUPPORT STUDENT TRAINEE	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0403 - MICROBIOLOGY	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1146 - AGRICULTURAL MARKETING	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1199 - BUSINESS and INDUSTRY STUDENT TRAINEE	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1320 - CHEMISTRY	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1980 - AGRICULTURAL COMMODITY GRADING	355	328	1	26	12	0	0	6	3	0	1	0	0	0	2	0	0
	100%	92.39%	0.28%	7.32%	3.38%	0%	0%	1.69%	0.85%	0%	0.28%	0%	0%	0%	0.56%	0%	0%
1981 - AGRICULTURAL COMMODITY AID	790	747	8	35	9	0	0	5	2	1	0	0	0	0	1	0	0
	100%	94.56%	1.01%	4.43%	1.14%	0%	0%	0.63%	0.25%	0.13%	0%	0%	0%	0%	0.13%	0%	0%
3359 - INSTRUMENT MECHANIC	80	77	1	2	1	0	0	0	1	0	0	0	0	0	0	0	0
	100%	96.25%	1.25%	2.50%	1.25%	0%	0%	0%	1.25%	0%	0%	0%	0%	0%	0%	0%	0%
3502 - LABORING	173	159	3	11	3	0	0	2	1	0	0	0	0	0	0	0	0
	100%	91.91%	1.73%	6.36%	1.73%	0%	0%	1.16%	0.58%	0%	0%	0%	0%	0%	0%	0%	0%
6907 - MATERIALS HANDER	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B8: New Hires By Type of Appointment - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = Fiscal Year 2017

TYPE OF APPOINTMENT	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
PERMANENT	114	100	5	9	3	0	1	1	0	0	0	0	0	0	1	0	0
	100%	87.72%	4.39%	7.89%	2.63%	0%	0.88%	0.88%	0%	0%	0%	0%	0%	0%	0.88%	0%	0%
TEMPORARY	517	476	5	36	8	0	0	2	3	0	1	0	0	0	2	0	0
	100%	92.07%	0.97%	6.96%	1.55%	0%	0%	0.39%	0.58%	0%	0.19%	0%	0%	0%	0.39%	0%	0%
NON-APPROPRIATED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL CURRENT YEAR	631	576	10	45	11	0	1	3	3	0	1	0	0	0	3	0	0
	100%	91.28%	1.58%	7.13%	1.74%	0%	0.16%	0.48%	0.48%	0%	0.16%	0%	0%	0%	0.48%	0%	0%
TOTAL PRIOR YEAR	636	560	12	64	9	0	0	5	0	0	0	1	0	0	3	0	0
	100%	88.05%	1.89%	10.06%	1.42%	0%	0%	0.79%	0%	0%	0%	0.16%	0%	0%	0.47%	0%	0%

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Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
Job Series: 0110 - Economist																		
Position Offering Type: Permanent																		
Total Applications Received	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	27	25	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100%	92.59%	0%	7.41%	3.70%	0.00%	0%	0%	0%	0%	0%	0%	0%	0%	3.70%	0%	0%
Job Series: 0301 - Miscellaneous Administration And Program																		
Position Offering Type: Permanent																		
Total Applications Received	#	140	58	70	12	8	1	1	3	0	0	1	2	0	0	1	0	0
	%	100%	41.43%	50.00%	8.57%	5.71%	0.71%	0.71%	2.14%	0.00%	0.00%	0.71%	1.43%	0.00%	0.00%	0.71%	0.00%	0.00%
Qualified	#	139	57	70	12	8	1	1	3	0	0	1	2	0	0	1	0	0
	%	100%	41.01%	50.36%	8.63%	5.76%	0.72%	0.72%	2.16%	0.00%	0.00%	0.72%	1.44%	0.00%	0.00%	0.72%	0.00%	0.00%
Selected	#	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	48	42	1	5	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	2.08%	10.42%	2.08%	0.00%	0%	2.08%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Job Series: 0303 - Miscellaneous Clerk And Assistant																		
Position Offering Type: Permanent																		
Total Applications Received	#	129	77	36	16	7	1	1	0	0	1	1	2	0	0	5	0	0
	%	100%	59.69%	27.91%	12.40%	5.43%	0.78%	0.78%	0.00%	0.00%	0.78%	0.78%	1.55%	0.00%	0.00%	3.88%	0.00%	0.00%
Qualified	#	124	75	35	14	6	0	1	0	0	1	1	2	0	0	4	0	0
	%	100%	60.48%	28.23%	11.29%	4.84%	0.00%	0.81%	0.00%	0.00%	0.81%	0.81%	1.61%	0.00%	0.00%	3.23%	0.00%	0.00%
Selected	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	#	78	59	5	14	7	0	0	2	1	0	0	1	0	0	3	0	0
	%	100%	75.64%	6.41%	17.95%	8.97%	0.00%	0%	2.56%	1.28%	0%	0%	1.28%	0%	0%	3.85%	0%	0%
Job Series: 0343 - Management And Program Analysis																		
Position Offering Type: Permanent																		

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Table B10: Non-Competitive Promotions - Time in Grade - Distribution by Disability

Year = Fiscal Year 2017

	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
Total Employees	188	163	9	16	2	0	0	0	0	0	0	0	0	0	2	0	0
Eligible for Career Ladder Promotions	100%	86.70%	4.79%	8.51%	1.06%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1.06%	0%	0%
1 - 12 months	23	18	3	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	100%	78.26%	13.04%	8.70%	4.35%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4.35%	0%	0%
13 - 24 months	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	83.33%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
25+ months	12	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	83.33%	8.33%	8.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Prepared from NFC's database

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

TOTAL		Total by Disability Status					Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]		
Grade(s) of Vacancy: 13																			
Position Offering Type: Permanent																			
Relevant Pool	#	275	149	126	16	4	105	81	22	37	3	3	0	1	2	0	1	0	
	%	100%	54.18%	45.82%	5.82%	1.45%	38.18%	29.45%	8.00%	13.45%	1.09%	1.09%	0%	0.36%	0.73%	0%	0.36%	0%	
Total Applications Received	#	239	114	108	17	7	0	0	1	0	0	4	3	0	0	3	2	0	
	%	100%	47.70%	45.19%	7.11%	2.93%	0.00%	0.00%	0.42%	0.00%	0.00%	1.67%	1.26%	0.00%	0.00%	1.26%	0.84%	0.00%	
Qualified	#	229	109	103	17	7	0	0	1	0	0	4	3	0	0	3	2	0	
	%	100%	47.60%	44.98%	7.42%	3.06%	0.00%	0.00%	0.44%	0.00%	0.00%	1.75%	1.31%	0.00%	0.00%	1.31%	0.87%	0.00%	
Selected	#	22	9	12	1	1	0	0	0	0	0	1	1	0	0	0	0	0	
	%	100%	40.91%	54.55%	4.55%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade(s) of Vacancy: 13																			
Position Offering Type: Temporary																			
Relevant Pool	#	275	149	126	16	4	105	81	22	37	3	3	0	1	2	0	1	0	
	%	100%	54.18%	45.82%	5.82%	1.45%	38.18%	29.45%	8.00%	13.45%	1.09%	1.09%	0%	0.36%	0.73%	0%	0.36%	0%	
Total Applications Received	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade(s) of Vacancy: 14																			
Position Offering Type: Permanent																			
Relevant Pool	#	281	174	107	12	8	115	57	27	33	15	8	0	0	5	1	0	0	
	%	100%	61.92%	38.08%	4.27%	2.85%	40.93%	20.28%	9.61%	11.74%	5.34%	2.85%	0%	0%	1.78%	0.36%	0%	0%	
Total Applications Received	#	254	118	118	18	8	1	0	1	3	0	1	0	0	0	4	2	2	
	%	100%	46.46%	46.46%	7.09%	3.15%	0.39%	0.00%	0.39%	1.18%	0.00%	0.39%	0.00%	0.00%	0.00%	1.57%	0.79%	0.79%	
Qualified	#	253	117	118	18	8	1	0	1	3	0	1	0	0	0	4	2	2	
	%	100%	46.25%	46.64%	7.11%	3.16%	0.40%	0.00%	0.40%	1.19%	0.00%	0.40%	0.00%	0.00%	0.00%	1.58%	0.79%	0.79%	
Selected	#	10	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade(s) of Vacancy: 15																			

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Table B12: Participation in Career Development - Distribution by Disability

Year = Fiscal Year 2017

	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigure ment [93]
Career Development Programs for GS 5-12:																	
Slots																	
Relevant Pool																	
Applied	50	45	0	5	0												
Participants	21	19	2	2	0												
Career Development Programs for GS 13 - 14:																	
Slots																	
Relevant Pool																	
Applied	37	35	1	2	0												
Participants	28	27	1	1	0												
Career Development Programs for GS 15 and SES:																	
Slots																	
Relevant Pool																	
Applied	0	0	0	0	0												
Participants	0	0	0	0	0												
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																	
Prepared from Aglearn's database and NFC																	

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Table B13: Employee Recognition and Awards - Distribution by Disability

Year = Fiscal Year 2017

RECOGNITION OR AWARD	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME-OFF AWARDS - 1-9 HOURS																	
Total Time-Off	10	8	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards Given	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Hours	68	60	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	7	8	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
TIME-OFF AWARDS - 9+ HOURS																	
Total Time-Off	19	14	1	4	3	0	0	1	0	0	0	0	0	0	2	0	0
Awards Given	100%	73.68%	5.26%	21.05%	15.79%	0%	0%	5.26%	0%	0%	0%	0%	0%	0%	10.53%	0%	0%
Total Hours	378	281	30	67	43	0	0	15	0	0	0	0	0	0	28	0	0
Average Hours	20	20	30	17	14	0	0	15	0	0	0	0	0	0	14	0	0
CASH AWARDS - \$100 - \$500																	
Total Cash Awards Given	123	102	4	17	6	0	0	3	1	0	0	1	0	0	1	0	0
	100%	82.93%	3.25%	13.82%	4.88%	0%	0%	2.44%	0.81%	0%	0%	0.81%	0%	0%	0.81%	0%	0%
Total Amount	49376	40723	1877	6776	2300	0	0	1265	306	0	0	229	0	0	500	0	0
Average Amount	401	399	469	399	383	0	0	422	306	0	0	229	0	0	500	0	0
CASH AWARDS - \$500+																	
Total Cash Awards Given	1083	967	37	79	26	0	0	11	1	0	1	4	1	0	8	0	0
	100%	89.29%	3.42%	7.29%	2.40%	0%	0%	1.02%	0.09%	0%	0.09%	0.37%	0.09%	0%	0.74%	0%	0%
Total Amount	1490919	1339789	51103	100027	37004	0	0	16412	1250	0	765	10473	1500	0	6604	0	0
Average Amount	1377	1386	1381	1266	1423	0	0	1492	1250	0	765	2618	1500	0	826	0	0
QUALITY STEP INCREASES (QSI)																	
Total QSI's	16	11	2	3	1	0	0	0	1	0	0	0	0	0	0	0	0
	100%	68.75%	12.50%	18.75%	6.25%	0%	0%	0%	6.25%	0%	0%	0%	0%	0%	0%	0%	0%
Total Benefit	41965	28137	5400	8428	2486	0	0	0	2486	0	0	0	0	0	0	0	0
Average Benefit	2623	2558	2700	2809	2486	0	0	0	2486	0	0	0	0	0	0	0	0

Prepared from NFC's database

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Table B14: Separations by Type of Separation - Distribution by Disability [OPM Form 256 Self-Identification Codes]
Year = Fiscal Year 2017

TYPE OF SEPARATION	ALL Employees					TARGETED DISABILITY											
	All	No Disability [05]	Not Identified [01]	Disability [02-99]	Targeted Disability	Develop Mental Disability [02]	Traumatic Brain Injury[03]	Hearing [15-19]	Vision [20-25]	Missing Extremities [26-38]	Significant Mobility Impairment [40]	Complete/ Partial Paralysis [60-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	Significant Disfigurement [93]
VOLUNTARY	148	112	9	27	7	0	1	3	0	0	0	0	0	1	2	0	0
	100%	75.68%	6.08%	18.24%	4.73%	0%	0.68%	2.03%	0%	0%	0%	0%	0%	0.68%	1.35%	0%	0%
INVOLUNTARY	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL SEPARATIONS	155	119	9	27	7	0	1	3	0	0	0	0	1	2	0	0	
	100%	76.77%	5.81%	17.42%	4.52%	0%	0.65%	1.94%	0%	0%	0%	0%	0.65%	1.29%	0%	0%	
TOTAL WORKFORCE	2087	1825	65	197	61	0	0	22	13	0	2	6	2	0	15	0	1
	100%	87.45%	3.11%	9.44%	2.92%	0%	0%	1.05%	0.62%	0%	0.10%	0.29%	0.10%	0%	0.72%	0%	0.05%

Prepared from NFC's database