

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Equal Opportunity Recruitment Program (FEORP) Report to Congress

Fiscal Year 2013



A MESSAGE FROM THE ACTING DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT (OPM)

I am pleased to submit the annual Federal Equal Opportunity Recruitment Program (FEORP) Report for Fiscal Year (FY) 2013 to Congress. Prepared in accordance with the requirements of title 5, United States Code, section 7201, this report provides statistical data on employment in the Federal workforce and highlights human capital practices Federal agencies are using to recruit, develop, and retain talented Federal employees.

Findings for FY 2013

The percentage of minorities in the Federal workforce increased by 0.3 percent from 34.6 percent (670,835) in FY 2012 to 34.7 percent (669,831) in FY 2013¹. The Federal workforce is 18 percent Black, 8.3 percent Hispanic, 5.5 percent Asian, 0.4 percent Native Hawaiian/Pacific Islander, 1.7 percent American Indian/Alaska Native, 1.1 percent Non-Hispanic/Multi-Racial, and 65.1 percent White. Minorities as a whole constituted 34.7 percent of the Federal Workforce. Men comprised 56.6 percent of all Federal permanent employees and women 43.4 percent. Notably, the Federal government still faces challenges with regard to the utilization of Hispanic talent, as Hispanic employees constitute 8.3 percent of the Federal Workforce as compared to 14.3% of the civilian labor force.

The Senior Executive Service (SES) is more diverse than ever before. The SES is 10.8 percent Black, 4.1 percent Hispanic, 3.0 percent Asian, 0.1 percent Native Hawaiian/Pacific Islander, 1.2 percent American Indian/Alaska Native, and 0.7 percent Non-Hispanic/Multi-Racial. In addition, Women now make up 33.7 percent of the SES.

OPM Initiatives

Since 2009 President Barack Obama has signed Executive Orders aimed at promoting a world class Federal workforce that is diverse and inclusive. On August 19, 2011, President Barack Obama signed and issued Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, in order to promote the Federal workplace as a model of equality, diversity, and inclusion. On November 17, 2011, OPM issued the Government-Wide Diversity and Inclusion Strategic Plan, which identified three goals for implementation by agencies to include Workforce Diversity, Workplace Inclusion, and Sustainability. Fifty-seven agencies submitted agency-specific Diversity and Inclusion Strategic Plans, and they continue to actively implement those plans with guidance from OPM and the U.S. Equal Employment Opportunity Commission.

On November 9, 2009, President Obama signed Executive Order 13518, *Employment of Veterans in the Federal Government*, which established the Veterans Employment Initiative. Through the creation of the *Government-Wide Veterans Recruitment and Employment Strategic Plan for FYs 2014–FY 2017*, OPM is helping agencies to meet the overarching goal

¹ The actual number of minorities reflects a decrease as the overall Federal workforce decreased from 1,941,215 in FY 2012 to 1,917,262 in FY 2013.

to “enhance recruitment of and promote employment opportunities for veterans within the executive branch, consistent with merit system principles and veterans’ preferences prescribed by law.” Since the establishment of the President’s Veteran Employment Initiative under Executive Order 13518 and the creation of the Council on Veterans Employment, in FY 2013, the Executive Branch of Government hired the highest percentage of veterans since the mid-1970s.

In addition, OPM is committed to assisting agencies in implementing Executive Order 13548, *Increasing Federal Employment of Individuals with Disabilities*. The goal under Executive Order 13548 is to hire 100,000 people with disabilities in all job series and at all grade levels within 5 years in order to enable the Federal government to tap into this rich source of diverse talent. Fiscal Year 2013 data indicates an increase in the hiring of people with disabilities as compared to 2012. In FY 2013, Americans with disabilities, including Veterans who are 30 percent or more disabled, increased from 16.31 percent in FY 2012 to 18.18 percent in FY 2013, the highest percentage in 33 years.

To address difficulties recruiting and hiring students and recent graduates, President Obama signed Executive Order 13562, *Recruiting and Hiring Students and Recent Graduates*. This executive order established the Pathways Program, consisting of three excepted-service programs tailored to recruit, hire, develop, and retain students and recent graduates to include Veterans. Under this program, OPM is conducting outreach to, among others, Historically Black Colleges and Universities, Hispanic Serving Institutions, Tribal Colleges and Universities, and Asian American and American Indian/Alaska Native Pacific Islander Serving Institutions.²

Due to the challenge of underrepresentation of Hispanics in the Federal workforce, OPM renewed the Hispanic Council on Federal Employment (Council) through 2014. This Council, which brings together leaders from the Hispanic community, Human Resources (HR), Equal Employment Opportunity (EEO), and Diversity and Inclusion (D&I), is actively advising the Acting Director of OPM on specific practices and recommendations related to the recruitment, hiring, retention, and advancement of Hispanics in the Federal workplace.

In January 2014, OPM established the Recruitment, Engagement, Diversity and Inclusion (REDI) workgroup to drive data-driven decision making in the hiring and development process. The workgroup is focusing efforts on four areas that are aligned with the President’s Management Agenda, namely Hiring Rules and Regulations, Recruitment, USAJOBS, and Retention.

OPM is in the process of creating a 2nd generation Government-Wide Diversity and Inclusion Strategic Plan. This Strategic Plan will align with the President’s Management Agenda and focus agencies on areas where they can achieve results in the next two years.

² While OPM encourages agencies to utilize the Pathways Program, we also note that Pathways should be used as a supplement to competitive hiring and should not be a replacement to competitive hiring.

Finally, OPM has identified applicant flow data as an important tool that, employed consistently with merit system principles, can be used to assess the effectiveness of recruitment and outreach, and thus aid with hiring efforts. OPM's USA Staffing office is assisting agencies to ensure they can capture and analyze applicant flow data. Retrospective analysis of applicant flow data assists agencies in identifying potential barriers and implementing successful practices at each stage of the hiring process, including application, qualification, referral and selection.

These efforts are designed to provide agencies with the foundation and support they need to advance the Federal government's goals - to recruit, hire, retain, and develop a world-class workforce from all segments of America. OPM will continue to work with agencies to ensure they have the tools they need to succeed in creating and developing a workforce prepared to meet the challenges and opportunities of the 21st Century.

Respectfully,

Beth F. Cobert
Acting Director

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EXECUTIVE SUMMARY

On August 18, 2011, President Obama signed Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*. The Government-Wide Diversity and Inclusion Strategic Plan outlines three key goals that provide a path for successful agency diversity and inclusion efforts: workforce diversity, workplace inclusion, and sustainability.

As a result, OPM remains committed to ensuring that Federal departments and agencies have comprehensive strategies to drive and integrate diversity and inclusion practices to recruit, hire, and retain talented individuals from diverse communities across the Nation and to help build a diverse and inclusive Federal workforce.

OPM conducted Feedback Assistance Roundtables (FAR), a three phased review process, with each agency's Chief Human Capital Officer (CHCO), Equal Employment Opportunity (EEO) Director, and Diversity and Inclusion (D&I) Director, where one exists. During Phase I of the FAR review, which was completed in July 2012, agencies met in clusters of three (3) in the OPM Innovation Lab to share successful practices, address challenges, and discuss metrics. Phase II of the FAR review was completed in FY 2013, and entailed meeting with each agency individually and discussing progress on the agency-specific Diversity and Inclusion Strategic Plans. Phase III of the FAR review was completed in FY 2014, and included two roundtables where agencies discussed successful/promising practices and heard cutting-edge research from leading academics. Going forward, OPM continues to provide agencies technical assistance and training.

In order to increase accountability pursuant to Executive Order 13583, OPM developed a Diversity and Inclusion (D&I) Dashboard to further assist agencies in strategic planning and accountability. The D&I Dashboard housed at <http://www.opm.gov/policy-data-oversight/diversity-and-inclusion/federal-workforce-at-a-glance/>, provides agencies with demographic data, which encompasses hiring, group attrition, and employee inclusion perceptions. Utilizing data from both the Federal Employee Viewpoint Survey (FEVS) and the Enterprise Human Resources Integration (EHRI), the D&I Dashboard formats information in such a way that it can be explored and easily understood. The Dashboard also serves as a transparency tool and allows agencies to see the D&I efforts of other agencies.

In addition to the D&I Dashboard, OPM also developed the New IQ. The New IQ measures the inclusive intelligence of a person, team, or organization.

Inclusive Intelligence is the intentional, deliberate and proactive acts that increase workgroup intelligence by making people feel they belong and are uniquely valued.

Through a factor analysis process OPM was (with the help of the VA research team) able to identify 20 of the 87 FEVS questions that were positively related /correlated to creating and sustaining an inclusive environment.

Those 20 questions were grouped into what OPM has called the 5 Habits of Inclusive Leaders. In survey analysis, OPM found that these are the 5 habits that encourage D&I in the workplace. From OPM's standpoint these are the habits and actions government leaders and organizations should be focused on.

Training on The New IQ has been conducted at several agencies. The training takes participants through targeted skill building exercises, in which participants practice to enhance inclusiveness and performance personally and in their sphere of influence. More than raising awareness, this learning solution provides managers with specific skills to (1) address diversity related concerns consistent with the organization's philosophy and policy, and (2) foster an inclusive climate that improves organizational performance, such as speed, efficiency, creativity, innovation, motivation and corporate image. This learning solution is a key element to changing organizational culture and climate, and fosters integration and synergy of the organization.

Executive Order 13583 directed agencies to identify and adopt best practices to promote diversity and inclusion and to identify and remove any barriers to equal employment opportunity, consistent with merit system principles and applicable law. To this end, agencies were asked to submit their successful or promising practices from the agency-specific Diversity and Inclusion Strategic Plans. This report provides information about those successful practices.

Against this backdrop, we present the data for the FY 2013 FEORP Report.

FEORP COMPOSITION OF FEDERAL WORKFORCE AT A GLANCE

	Representation of the Federal Workforce		Representation in Senior Executive Service	
	FY 2012	FY 2013	FY 2012	FY 2013
Men	56.5	56.6	66.5	66.3
Women	43.5	43.4	33.5	33.7
Hispanic or Latino	8.2	8.3	4.1	4.1
White	65.4	65.1	80.6	80.1
Black or African American	17.9	18.0	10.4	10.8
Asian	5.4	5.5	3.1	3.0
Native Hawaiian / Pacific Islander	0.4	0.4	0.2	0.1
American Indian / Alaska Native	1.7	1.7	1.1	1.2
Non-Hispanic Multi-Racial	1.0	1.1	0.6	0.7

Major findings in the FY 2013 FEORP Report are:

- The percentage of minorities in the Federal Workforce increased by 0.3 percent to 34.9 percent in FY 2013 from 34.6 percent in FY 2012. The Federal Workforce is 18 percent Black, 8.3 percent Hispanic, 5.5 percent Asian, 0.4 percent Native Hawaiian/Pacific Islander, 1.7 percent American Indian/Alaska Native, 1.1 percent Non-Hispanic/Multi-Racial, and 65.1 percent White. Minorities as a whole constituted 35 percent of the Federal Workforce.
- Black employees represented 18 percent (345,142) of the permanent Federal Workforce as of September 30, 2013, compared to 17.9 percent in FY 2012.
- Hispanic employees represented 8.3 percent (159,075) of the permanent Federal Workforce as of September 30, 2013, compared to 8.2 percent in FY 2012.
- Asian employees represented 5.5 percent (104,808) of the permanent Federal Workforce as of September 30, 2013, compared to 5.4 percent in FY 2012.
- Native Hawaiian/Pacific Islander employees represented 0.4 percent (7,995) of the permanent Federal Workforce as of September 30, 2013, as in FY 2012.
- American Indian/Alaska Native employees represented 1.7 percent (31,926) of the permanent Federal Workforce as of September 30, 2013, as in FY 2012.
- White employees represented 65.1 percent (1,247,431) of the permanent Federal Workforce as of September 30, 2013, compared to 65.4 percent in FY 2012.
- Non-Hispanic Multi-Racial employees represented 1.1 percent (20,885) of the permanent Federal Workforce as of September 30, 2013, compared to 1 percent in FY 2012.
- Women comprised 43.4 percent (831,793) of all Federal permanent employees as of September 30, 2013, compared to 43.5 percent in FY 2012.
- Men comprised 56.6 percent (1,085,469) of all Federal permanent employees as of September 30, 2013, compared to 56.5 percent in FY 2012.
- The percentage of minorities in the Senior Executive Service (SES) increased by 0.4 percent to 19.9 in FY 2013, compared to 19.5 percent in FY 2012. The SES is 10.8 percent Black, 4.1 percent Hispanic, 3.0 percent Asian, 0.1 percent Native

Hawaiian/Pacific Islander, 1.2 percent American Indian/Alaska Native, and 0.7 percent Non-Hispanic/Multi-Racial.

- The percentage of women in the Senior Executive Service (SES) increased by 0.2 percent from 33.5 percent in FY 2012 to 33.5 percent in FY 2013.

Federal Agencies' FEORP Report Submissions

In an effort to consolidate reporting requirements that necessitate similar information and provide meaningful guidance to the agencies, OPM once again requested that Federal agencies jointly submit their FEORP Report and their Hispanic Employment Report (Executive Order 13171, (October 12, 2000)). Agencies were provided with the opportunity to include successful practices and planned activities that have been shown to improve the recruitment, career development, and retention of women and minorities, consistent with merit system principles. OPM requested information about the status of their applicant flow analysis, as well as data regarding mentoring programs, leadership development programs, D&I Councils, and D&I training.

Agency successful practices can be found in the section titled *Agency FEORP Current Practices* on page 87 of this report.

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are as of September 30, 2013. All data are produced from OPM's Enterprise Human Resources Integration (EHRI). The Federal Workforce referred to in this report is not the entire Federal Workforce but rather only permanent employees in those non-postal Federal Executive Branch agencies participating in the EHRI. This report covers workers in all pay plans including General Schedule and Related (GSR) pay plans, non-GSR pay plans, blue-collar pay plans, and employees at Senior Pay levels.

All references made to the General Schedule pay plan in this report are to General Schedule and Related (GSR) pay plans.

Only those agencies with 500 or more permanent employees are displayed in this report.

Non-Hispanic/Multi-Racial is defined as Non-Hispanic and of more than one race.

Senior Pay level employment includes employees in the Senior Executive Service (SES), Senior Foreign Service, and other employees earning salaries above grade 15, step 10 of the General Schedule, but excludes those employees under the Executive Schedule (pay plan EX).

The **Civilian Labor Force (CLF)** percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' (BLS) Current Population Survey (CPS). The CPS data, which is a monthly survey of households that is conducted by the Bureau of the Census for BLS, cover non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens. Regarding multi-racial persons, the BLS designation "Two or More Races, Both Sexes" provides the data source for the multi-racial CLF percent.

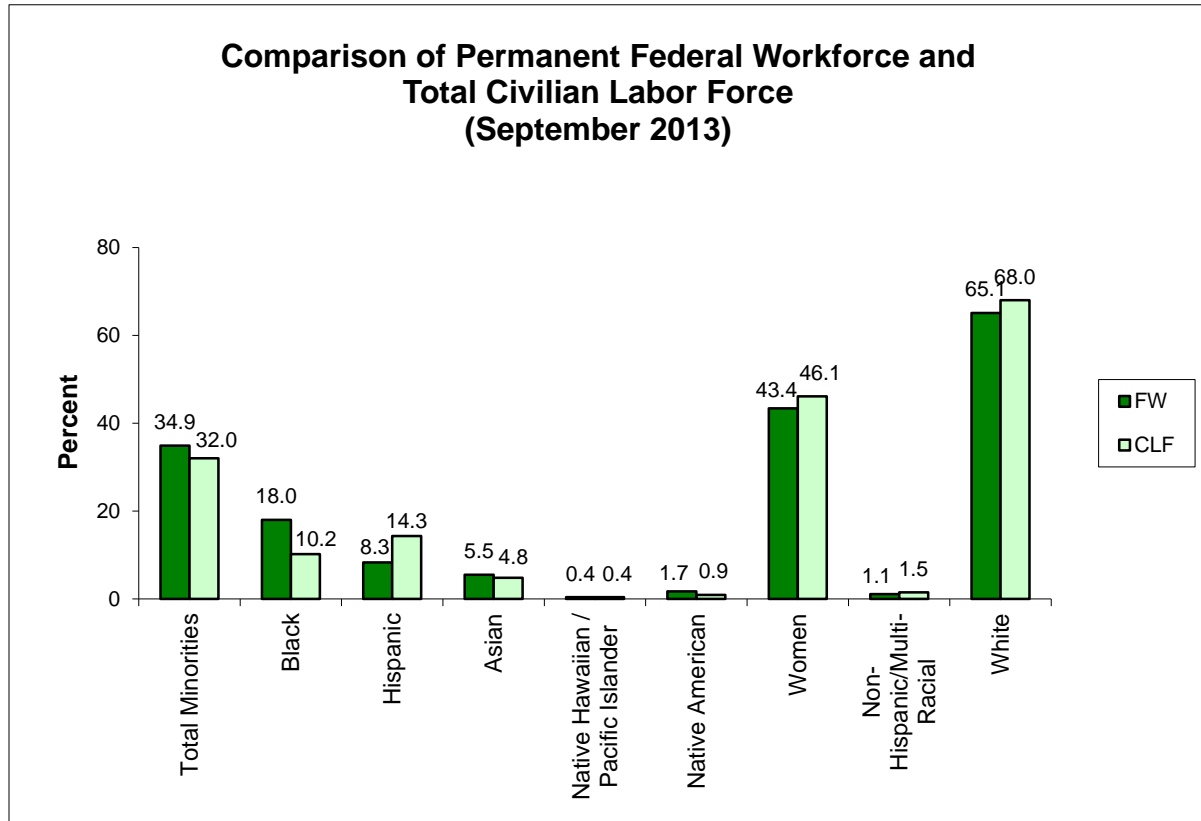
Underrepresentation, as defined in 5 CFR, section 720.202, means a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the CLF of the United States.

Occupational categories discussed in this report are white collar and blue collar. The white-collar category contains Professional, Administrative, Technical, Clerical or "Other" white-collar occupations. Professional occupations typically require a baccalaureate or professional degree and, along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and blue-collar occupations usually are in the lower grades, with limited opportunity for promotion to management levels. Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and grade to provide a more informative profile.

NOTE: STATISTICS IN THIS REPORT MAY VARY FROM OTHER FEORP RELEASES BECAUSE OF DIFFERENCES IN COVERAGE (E.G., AGENCY, WORK SCHEDULE, TENURE, AND DATES). ALSO, PERCENTAGES SHOWN IN THIS REPORT MAY NOT ADD TO TOTALS OF 100 DUE TO INDEPENDENT ROUNDING.

FEDERAL WORKFORCE

TOTAL FEDERAL WORKFORCE EMPLOYMENT³



The percentage of minorities in the Federal Workforce increased by 0.3 percent to 34.9 percent in FY 2013 from 34.6 percent in FY 2012.

- Blacks represented 18 percent (345,142) of the Federal Workforce in 2013, compared to 17.9 percent (346,824) in FY 2012. The representation of Blacks in the CLF was 10.2 percent in 2013 compared to 10.1 in 2012.
- Hispanics represented 8.3 percent (159,075) of the Federal Workforce in 2013, compared to 8.2 percent (159,639) of the Federal Workforce in 2012. The representation of Hispanics in the CLF⁴ was 14.3 percent in 2013, compared to 14.2 in 2012.
- Asians represented 5.5 percent (104,808) of the Federal Workforce in 2013, compared to 5.4 percent (104,490) in FY 2012. The representation of Asians in the CLF⁵ was 4.8 percent in 2013, compared to 4.9 in 2012.

³ Detail percentages may not add to total due to rounding.

⁴ Although Hispanics, taken as a whole, make up 14.3 percent of the Civilian Labor Force (CLF), that number drops to 10.8 percent of the CLF when only U.S. citizens (including those in Puerto Rico) are counted. Citizenship is a requirement for most Federal positions. Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data. (Please note that ACS is not defined as an acronym. Please provide a definition.)

⁵ Although Asians make up 4.8 percent of the Civilian Labor Force (CLF), that number drops to 3.6 percent of the CLF, when only U.S. citizens are counted. As noted above, citizenship is a requirement for most Federal

- Native Hawaiian/Pacific Islanders represented 0.4 percent of the Federal Workforce in 2013, and 0.4 percent in FY 2012. The representation of Native Hawaiian/Pacific Islanders in the CLF was the same in FY 2013 as in FY 2012 at 0.4 percent.
- American Indian/Alaska Natives represented 1.7 percent (31,926) of the Federal Workforce in 2013 and 1.7 percent (33,171) in FY 2012. American Indian/Alaska Natives representation in the CLF was the same in FY 2013 as in FY 2012 at 0.9 percent.
- Non-Hispanic Multi-Racial employees represented 1.1 percent (20,885) of the Federal Workforce in 2013 compared to 1 percent (18,958) in FY 2012. The representation of Non-Hispanic Multi-Racial employees in the CLF was 1.5 percent in 2013, compared to 1.4 in 2012.
- White employees represented 65.1 percent (1,247,431) of the permanent Federal Workforce in 2013, compared to 65.4 (1,270,362). The representation of White employees in the CLF was 68 percent in 2013, compared to 68.5 percent in 2012.
- Women represented 43.4 percent (831,793) of the Federal Workforce in 2013, compared to 43.5 percent (844,223) in FY 2012. The representation of women in the CLF was 46.1 percent in 2013, and 46.3 percent in 2012.

positions. Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data.

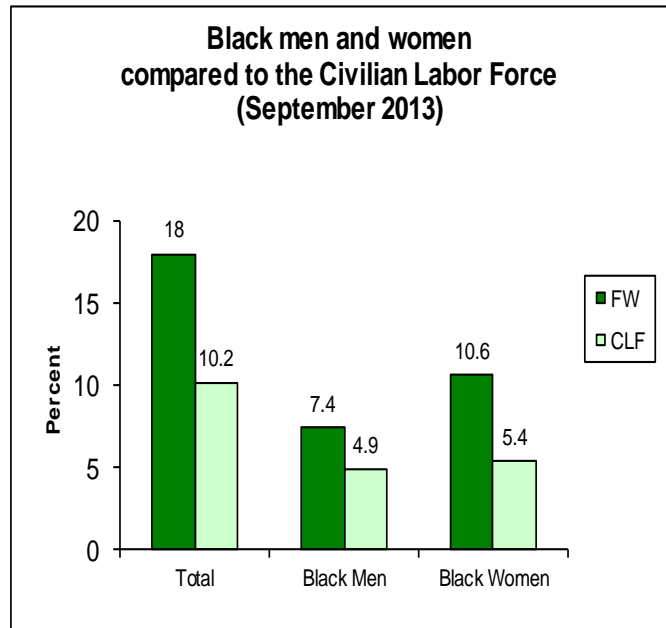
BLACK IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

Black employees represented 18 percent (345,142) of the permanent Federal Workforce as of September 30, 2013 and 17.9 percent in FY 2012.

Black men represented 7.4 percent of the Federal Workforce in FY 2013 and 7.3 percent in FY 2012.

Black women represented 10.6 percent of the Federal Workforce in FY 2013, the same as in FY 2012.



BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 1,559, to 54,299 in FY 2013, from 52,740 in FY 2012. Blacks represented 11 percent of all Federal employees in this occupational category in FY 2013, compared to 10.7 percent in FY 2012.

Black employment in administrative occupations increased by 752 to 135,865 in FY 2013, from 135,113 in FY 2012. Blacks represented 18.6 percent of all Federal employees in this occupational category in FY 2013, compared to 18.4 percent in FY 2012.

Black employment in technical occupations decreased by 2,017 to 78,523 in FY 2013, from 80,540 in FY 2012. Blacks represented 24.2 percent of all Federal employees in this occupational category in FY 2013, same as FY 2012.

Black employment in clerical occupations decreased by 1,287 to 31,955 in FY 2013, from 33,242 in FY 2012. Blacks represented 27.8 percent of all Federal employees in this occupational category in FY 2013, compared to 27.4 percent in FY 2012.

Black employment in “other” white-collar occupations decreased by 451 to 10,602 in FY 2013 from 11,053 in FY 2012. Blacks represented 14.5 percent of all Federal employees in this occupational category in FY 2013, same as in FY 2012.

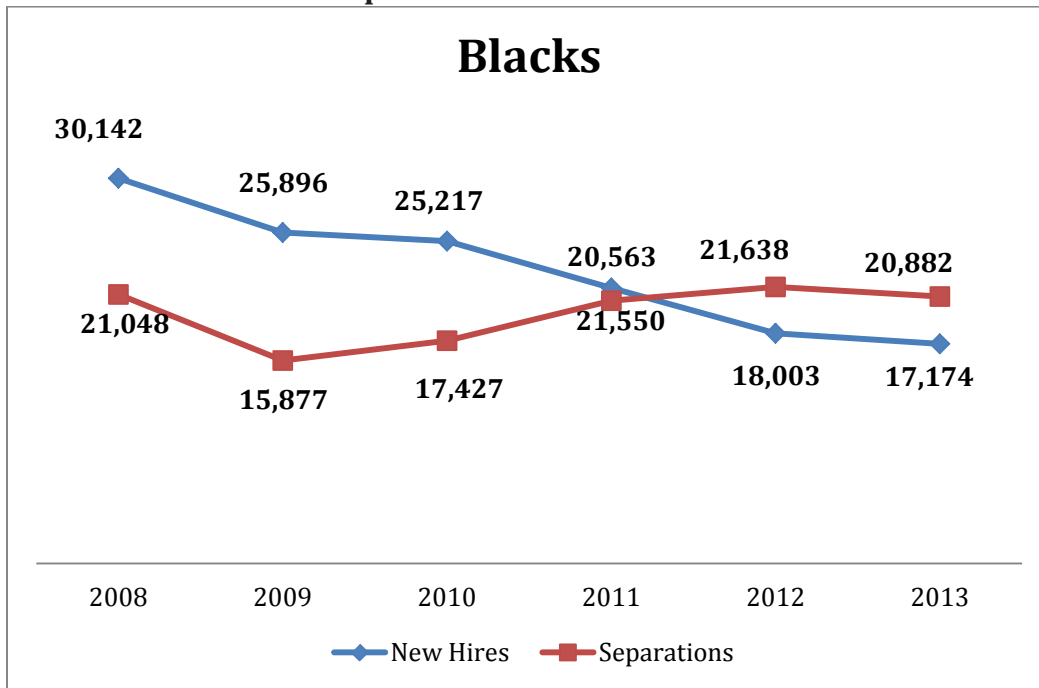
Black employment in white-collar occupations decreased by 1,444 to 311,244 in FY 2013 from 312,688 in FY 2012. Blacks represented 17.9 percent of all Federal employees in this occupational category in FY 2013, compared to 17.8 in FY 2012.

Black employment in blue-collar occupations decreased by 238 to 33,898 in FY 2013 from 34,136 in FY 2012. Blacks represented 18.7 percent of all Federal employees in this occupational category in FY 2013, as compared to 18.4 in FY 2012.

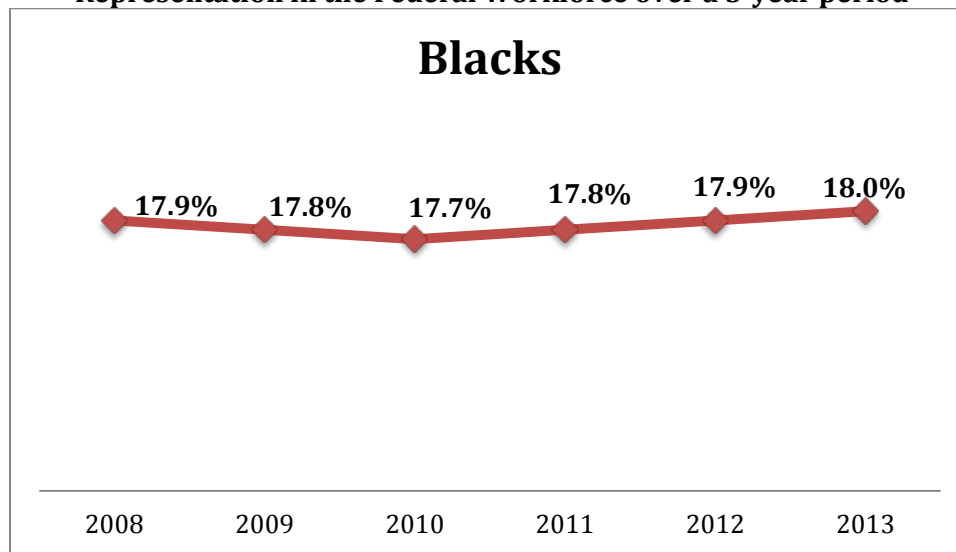
2013	<u>Black Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Blacks based on All Employees in Each Occupational Category (September 2013)		
Professional	54,299	11
Administrative	135,865	18.6
Technical	78,523	24.2
Clerical	31,955	27.8
Other	10,602	14.5
White-Collar (WC)	311,244	17.9
Blue-Collar (BC)	33,898	18.7
Total (WC + BC)	345,142	18

TRENDS

New Hires compared to Attrition Government-Wide⁶



Representation in the Federal Workforce over a 5-year period



⁶ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

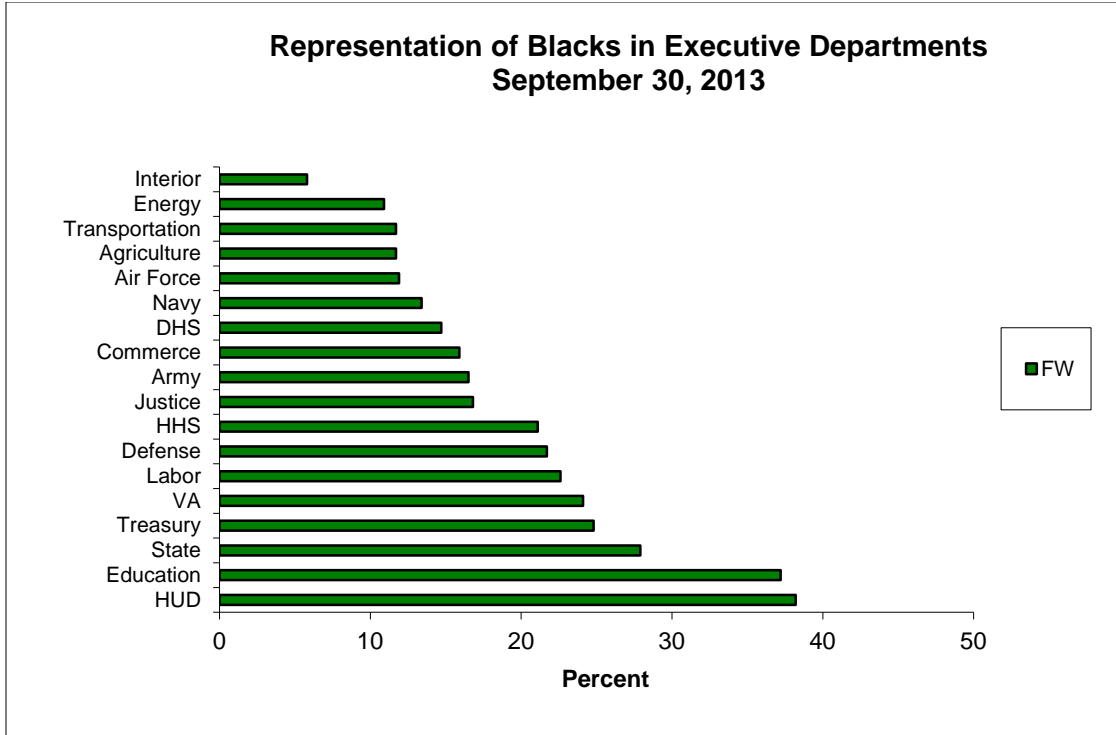
BLACK PERMANENT FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	33,713	2.4	36,216	2.6	-2,503	-6.9
\$40,001 TO \$60,000	82,298	6	84,849	6.1	-2,551	-3
\$60,001 TO \$80,000	61,038	4.4	61,045	4.4	-7	0
\$80,001 TO \$100,000	44,223	3.2	43,037	3.1	1,186	2.8
\$100,001 TO \$120,000	26,474	1.9	25,486	1.8	988	3.9
\$120,001 TO \$140,000	9,836	0.7	9,377	0.7	459	4.9
\$140,001 TO \$160,000	4,177	0.3	3,940	0.3	237	6
\$160,001 AND GREATER	95	0	105	0	-10	-9.5
UNSPECIFIED	170	0	244	0	-74	-30.3
TOTAL	262,024	19	264,299	18.9	-2,275	-0.9
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	4	0.1	5	0.1	-1	-20
\$120,001 TO \$140,000	28	0.4	27	0.3	1	3.7
\$140,001 TO \$160,000	242	3.1	238	3	4	1.7
\$160,001 AND GREATER	565	7.2	546	6.9	19	3.5
UNSPECIFIED	1	0	0	0	1	0
TOTAL	840	10.8	816	10.4	24	2.9
OTHER WHITE COLLAR						
UP TO \$20,000	63	0	60	0	3	5
\$20,001 TO \$40,000	8,551	2.4	8,780	2.5	-229	-2.6
\$40,001 TO \$60,000	7,682	2.2	7,668	2.2	14	0.2
\$60,001 TO \$80,000	10,644	3	10,323	3	321	3.1
\$80,001 TO \$100,000	8,413	2.4	8,171	2.3	242	3
\$100,001 TO \$120,000	5,714	1.6	5,596	1.6	118	2.1
\$120,001 TO \$140,000	2,926	0.8	2,822	0.8	104	3.7
\$140,001 TO \$160,000	2,128	0.6	2,086	0.6	42	2
\$160,001 AND GREATER	2,248	0.6	2,058	0.6	190	9.2
UNSPECIFIED	11	0	9	0	2	22.2
TOTAL	48,380	13.8	47,573	13.6	807	1.7
TOTAL WHITE-COLLAR (PATCO)	311,244	17.9	312,688	17.8	-1,444	-0.5
TOTAL BLUE-COLLAR	33,898	18.7	34,136	18.4	-238	-0.7
TOTAL WHITE/BLUE-COLLAR	345,142	18	346,824	17.9	-1,682	-0.5

BLACKS' REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (BLACK)

EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	11.9	11.8
DEPARTMENT OF AGRICULTURE	11.7	11.4
DEPARTMENT OF THE ARMY	16.5	16.7
DEPARTMENT OF COMMERCE	15.9	15.8
DEPARTMENT OF DEFENSE	21.7	21.4
DEPARTMENT OF JUSTICE	16.8	16.7
DEPARTMENT OF LABOR	22.6	22.4
DEPARTMENT OF ENERGY	10.9	11
DEPARTMENT OF EDUCATION	37.2	36.9
DEPARTMENT OF HEALTH AND HUMAN SERVICES	21.1	20.5
DEPARTMENT OF HOMELAND SECURITY	14.7	14.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	38.2	37.9
DEPARTMENT OF INTERIOR	5.8	5.7
DEPARTMENT OF THE NAVY	13.4	13.3
DEPARTMENT OF STATE	27.9	27.9
DEPARTMENT OF TRANSPORTATION	11.7	11.6
DEPARTMENT OF TREASURY	24.8	24.9
DEPARTMENT OF VETERANS AFFAIRS	24.1	23.9
GOVERNMENTWIDE	18	17.9

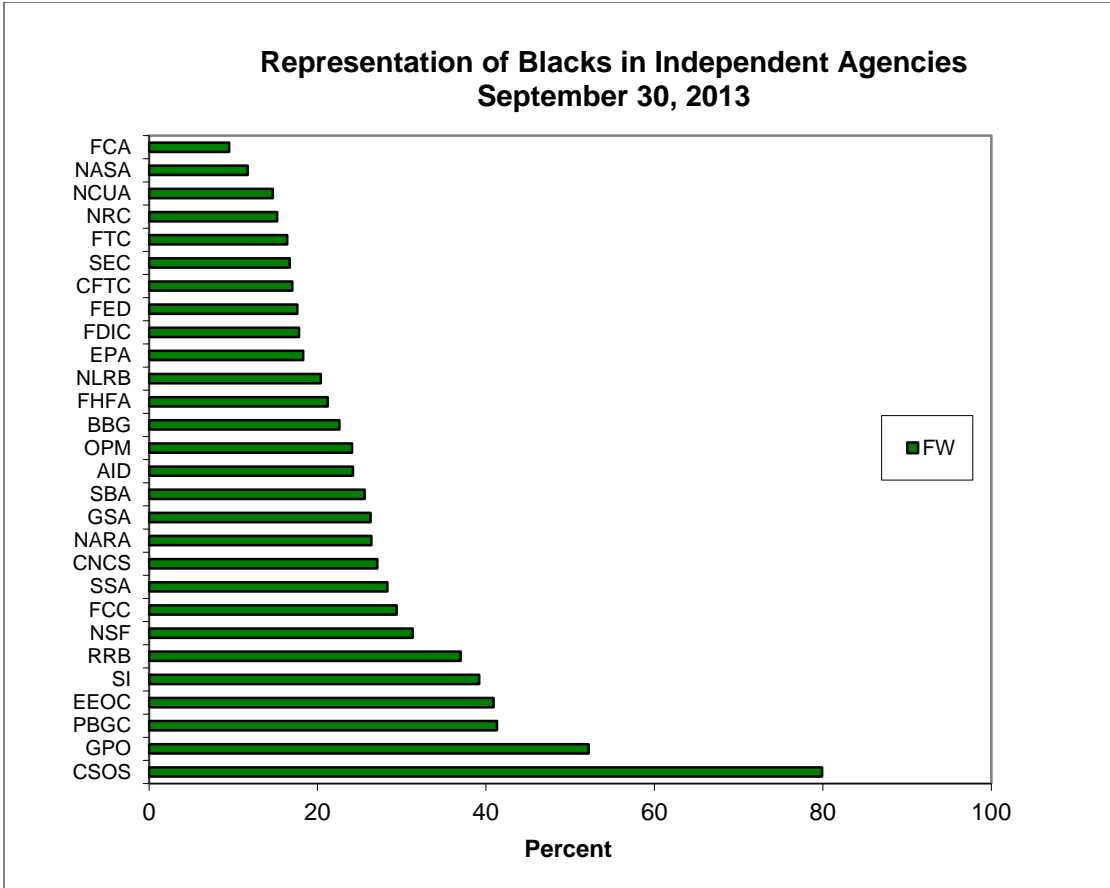


BLACKS' REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012

(BLACK)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	22.6	22
COURT SERVICES AND OFFENDR SUPERVSN AGY	79.9	79.7
COMMODITY FUTURES TRADING COMMISSION	17	16.5
CORP FOR NATIONAL AND COMMUNITY SERVICE	27.1	29.5
ENVIRONMENTAL PROTECTION AGENCY	18.3	18.3
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	40.9	41
FARM CREDIT ADMINISTRATION	9.5	
FEDERAL COMMUNICATIONS COMMISSION	29.4	30.5
FEDERAL DEPOSIT INSURANCE CORPORATION	17.8	17.5
FEDERAL HOUSING FINANCE AGENCY	21.2	22
FEDERAL RESERVE SYSTEM	17.6	17.9
FEDERAL TRADE COMMISSION	16.4	16.8
GENERAL SERVICES ADMINISTRATION	26.3	26.6
GOVERNMENT PRINTING OFFICE	52.2	52.4
NAT ARCHIVES AND RECORDS ADMINISTRATION	26.4	26.2
NAT AERONAUTICS AND SPACE ADMINISTRATION	11.7	11.7
NATIONAL CREDIT UNION ADMINISTRATION	14.7	14.7
NATIONAL LABOR RELATIONS BOARD	20.4	20.9
NATIONAL SCIENCE FOUNDATION	31.3	31.2
NUCLEAR REGULATORY COMMISSION	15.2	15
OFFICE OF PERSONNEL MANAGEMENT	24.1	23.9
PENSION BENEFIT GUARANTY CORPORATION	41.3	41.3
RAILROAD RETIREMENT BOARD	37	36.4
SECURITIES AND EXCHANGE COMMISSION	16.7	16.9
SMALL BUSINESS ADMINISTRATION	25.6	25.2
SMITHSONIAN INSTITUTION	39.2	39.3
SOCIAL SECURITY ADMINISTRATION	28.3	28.3
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	24.2	25.4
GOVERNMENTWIDE	18	17.9



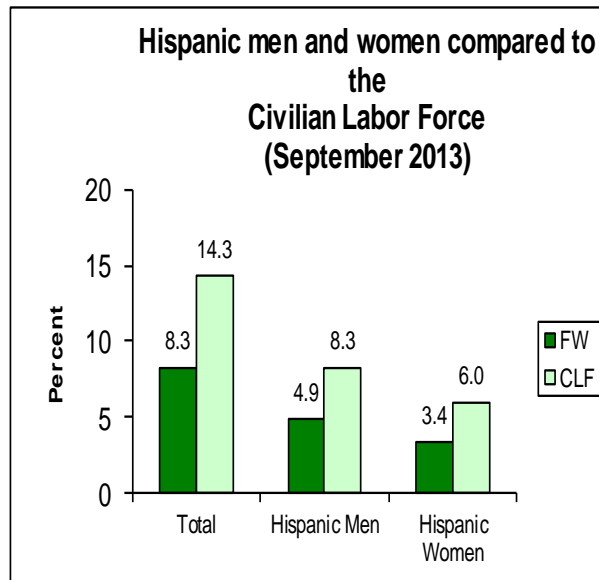
HISPANICS IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT⁷

Hispanic employment represented 8.3 percent (159,075) of the permanent Federal Workforce as of September 30, 2013 and 8.2 percent in FY 2012.

Hispanic men represented 4.9 percent of the permanent Federal Workforce in FY 2013, the same as in FY 2012.

Hispanic women represented 3.4 percent of the permanent Federal Workforce in FY 2013, the same as in in FY 2012.



⁷ The percentage of Hispanic men and women remained the same in FY 2013 as in FY 2012. As a result of rounding to the nearest percentage, Hispanic employment overall increased by 0.1 percent from FY 2012 to FY 2013.

HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 425 to 26,171 in FY 2013 from 25,746 in FY 2012. Hispanics represented 5.3 percent of all Federal employees in this occupational category in FY 2013, compared to 5.2 in FY 2012.

Hispanic employment in administrative occupations increased by 514 to 60,250 in FY 2013 from 59,736 in FY 2012. Hispanics represented 8.3 percent of all Federal employees in this occupational category in FY 2013, compared to 8.1 percent in FY 2012.

Hispanic employment in technical occupations decreased by 571 to 29,739 in FY 2013 from 30,310 in FY 2012. Hispanics represented 9.2 percent of all Federal employees in this occupational category in FY 2013, compared to 9.1 percent in FY 2012.

Hispanic employment in clerical occupations decreased by 309 to 13,299 in FY 2013 from 13,608 in FY 2012. Hispanics represented 11.6 percent of all Federal employees in this occupational category in FY 2013, compared to 11.2 percent in FY 2012.

Hispanic employment in “other” white-collar occupations decreased by 294 to 15,806 in FY 2013 from 16,100 in FY 2012. Hispanics represented 21.6 percent of all Federal employees in this occupational category in FY 2013, compared to 21.1 in FY 2012.

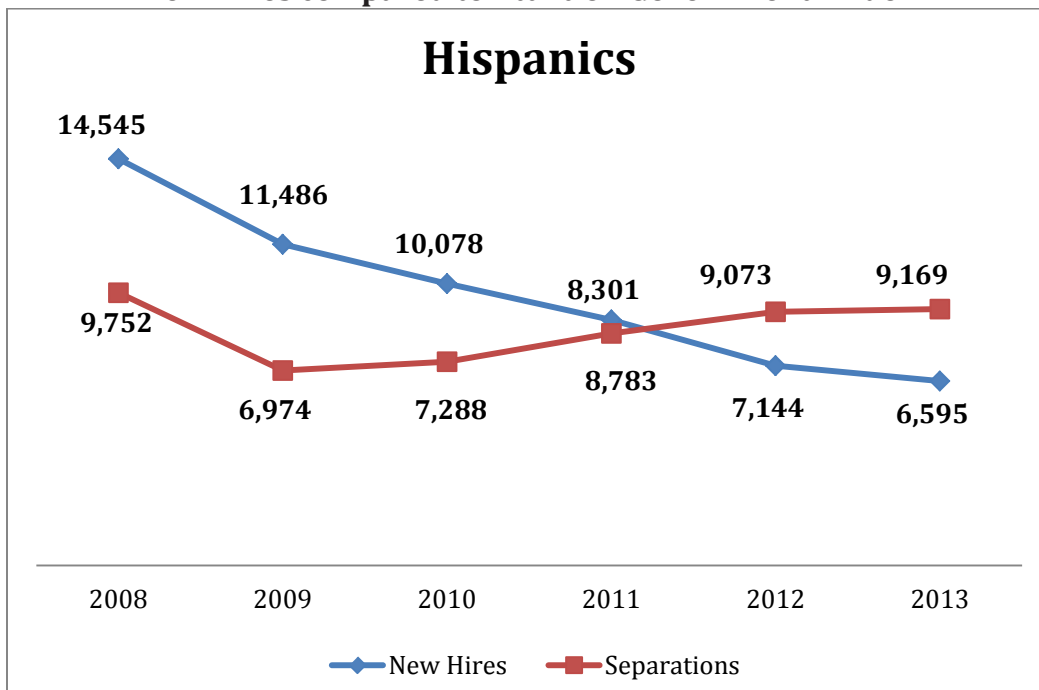
Hispanic employment in white-collar occupations decreased by 235 to 145,265 in FY 2013 from 145,500 in FY 2012. Hispanics represented 8.4 percent of all Federal employees in this occupational category in FY 2013, compared to 8.3 percent in FY 2012.

Hispanic employment in blue-collar occupations decreased by 329 to 13,810 in FY 2013 from 14,139 in FY 2012. Hispanics represented 7.6 percent of all Federal employees in this occupational category in FY 2013, same as in FY 2012.

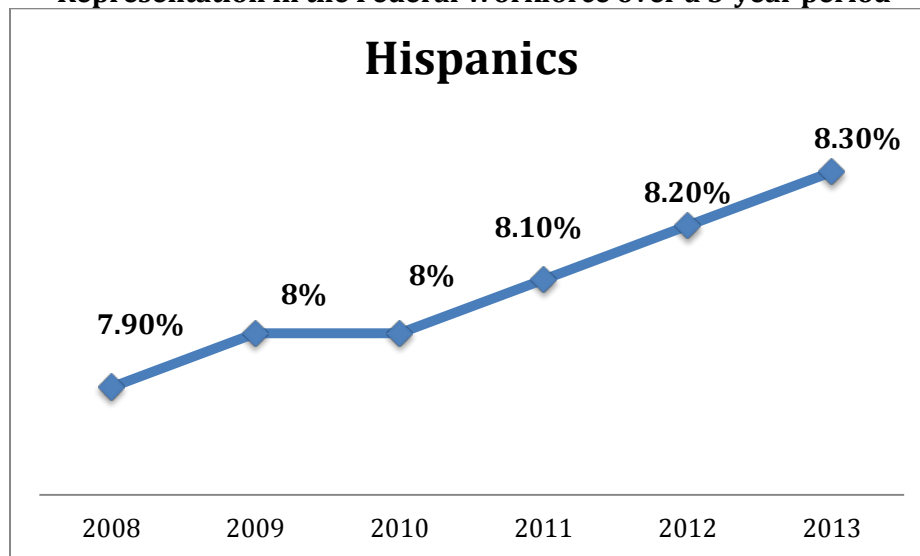
2013	<u>Hispanic Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Hispanics based on All Employees in Each Occupational Category (September 2013)		
Professional	26,171	5.3
Administrative	60,250	8.3
Technical	29,739	9.2
Clerical	13,299	11.6
Other	15,806	21.6
White-Collar (WC)	145,265	8.4
Blue-Collar (BC)	13,810	7.6
Total (WC + BC)	159,075	8.3

TRENDS

New Hires compared to Attrition Government-Wide ⁸



Representation in the Federal Workforce over a 5-year period



⁸ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

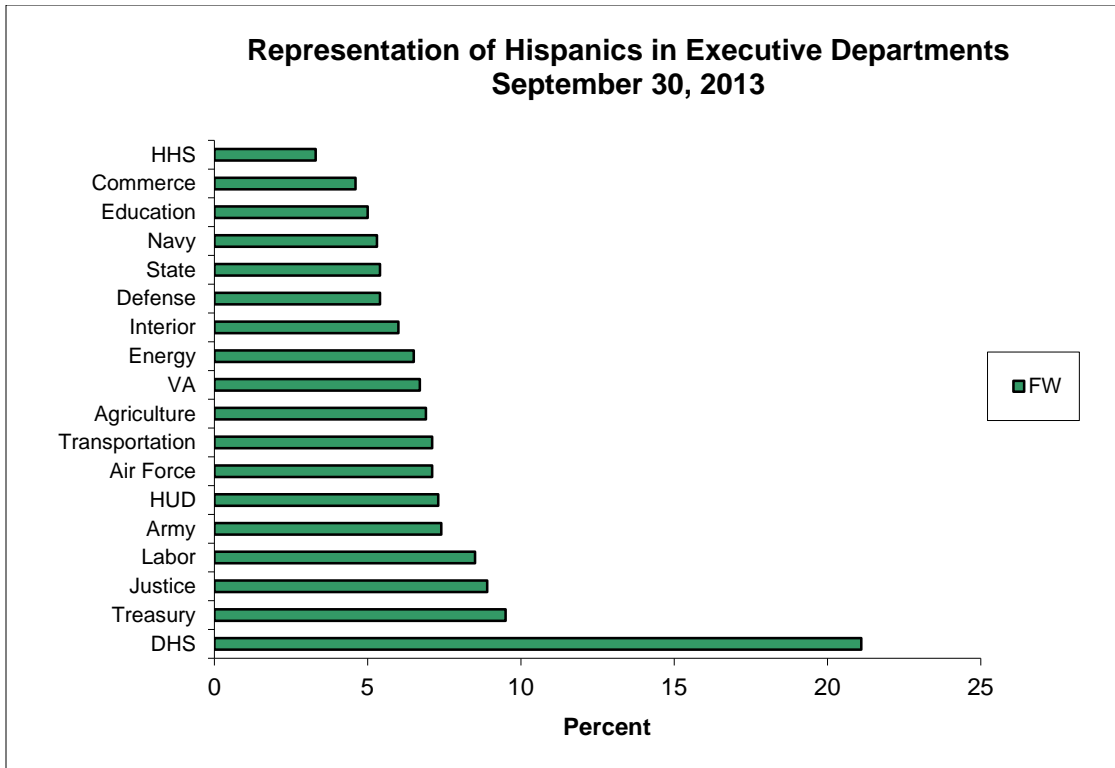
HISPANIC PERMANENT FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	11,020	0.8	12,347	0.9	-1,327	-10.7
\$40,001 TO \$60,000	31,923	2.3	33,683	2.4	-1,760	-5.2
\$60,001 TO \$80,000	35,955	2.6	35,696	2.6	259	0.7
\$80,001 TO \$100,000	22,896	1.7	21,681	1.5	1,215	5.6
\$100,001 TO \$120,000	10,175	0.7	9,850	0.7	325	3.3
\$120,001 TO \$140,000	3,309	0.2	3,133	0.2	176	5.6
\$140,001 TO \$160,000	1,553	0.1	1,473	0.1	80	5.4
\$160,001 AND GREATER	48	0	55	0	-7	-12.7
UNSPECIFIED	158	0	76	0	82	107.9
TOTAL	117,037	8.5	117,994	8.4	-957	-0.8
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	1	0	1	0	0	0
\$120,001 TO \$140,000	15	0.2	11	0.1	4	36.4
\$140,001 TO \$160,000	88	1.1	89	1.1	-1	-1.1
\$160,001 AND GREATER	214	2.7	223	2.8	-9	-4
UNSPECIFIED	2	0	0	0	2	0
TOTAL	320	4.1	324	4.1	-4	-1.2
OTHER WHITE COLLAR						
UP TO \$20,000	25	0	26	0	-1	-3.8
\$20,001 TO \$40,000	7,128	2	7,034	2	94	1.3
\$40,001 TO \$60,000	4,279	1.2	4,221	1.2	58	1.4
\$60,001 TO \$80,000	4,728	1.3	4,591	1.3	137	3
\$80,001 TO \$100,000	3,885	1.1	3,715	1.1	170	4.6
\$100,001 TO \$120,000	2,972	0.8	2,838	0.8	134	4.7
\$120,001 TO \$140,000	1,708	0.5	1,692	0.5	16	0.9
\$140,001 TO \$160,000	1,230	0.4	1,222	0.3	8	0.7
\$160,001 AND GREATER	1,952	0.6	1,838	0.5	114	6.2
UNSPECIFIED	1	0	5	0	-4	-80
TOTAL	27,908	8	27,182	7.8	726	2.7
TOTAL WHITE-COLLAR (PATCO)	145,265	8.4	145,500	8.3	-235	-0.2
TOTAL BLUE-COLLAR	13,810	7.6	14,139	7.6	-329	-2.3
TOTAL WHITE/BLUE-COLLAR	159,075	8.3	159,639	8.2	-564	-0.4

HISPANICS' REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (HISPANIC)

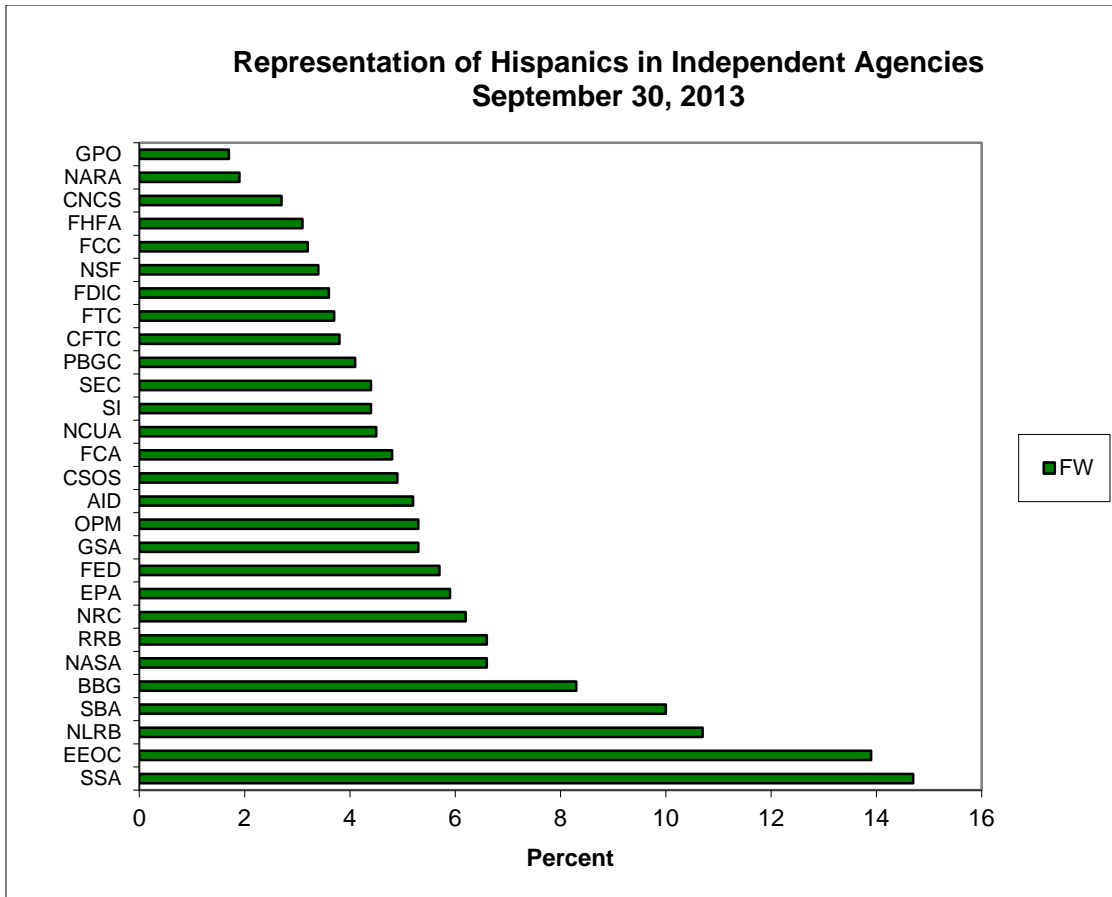
EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	7.1	6.9
DEPARTMENT OF AGRICULTURE	6.9	6.8
DEPARTMENT OF THE ARMY	7.4	7.3
DEPARTMENT OF COMMERCE	4.6	4.5
DEPARTMENT OF DEFENSE	5.4	5.4
DEPARTMENT OF JUSTICE	8.9	8.8
DEPARTMENT OF LABOR	8.5	8.3
DEPARTMENT OF ENERGY	6.5	6.5
DEPARTMENT OF EDUCATION	5	5.1
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3.3	3.4
DEPARTMENT OF HOMELAND SECURITY	21.1	20.9
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7.3	7.3
DEPARTMENT OF INTERIOR	6	5.9
DEPARTMENT OF THE NAVY	5.3	5.1
DEPARTMENT OF STATE	5.4	5.2
DEPARTMENT OF TRANSPORTATION	7.1	6.9
DEPARTMENT OF TREASURY	9.5	9.5
DEPARTMENT OF VETERANS AFFAIRS	6.7	6.8
GOVERNMENTWIDE	8.3	8.2



HISPANICS' REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (HISPANIC)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	8.3	8.2
COURT SERVICES AND OFFENDR SUPERVSN AGY	4.9	4.9
COMMODITY FUTURES TRADING COMMISSION	3.8	4.2
CORP FOR NATIONAL AND COMMUNITY SERVICE	2.7	2.6
ENVIRONMENTAL PROTECTION AGENCY	5.9	5.8
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	13.9	13.6
FARM CREDIT ADMINISTRATION	4.8	3.9
FEDERAL COMMUNICATIONS COMMISSION	3.2	3.3
FEDERAL DEPOSIT INSURANCE CORPORATION	3.6	3.7
FEDERAL HOUSING FINANCE AGENCY	3.1	3
FEDERAL RESERVE SYSTEM	5.7	4.1
FEDERAL TRADE COMMISSION	3.7	3.3
GENERAL SERVICES ADMINISTRATION	5.3	5.2
GOVERNMENT PRINTING OFFICE	1.7	1.6
NAT ARCHIVES AND RECORDS ADMINISTRATION	1.9	1.6
NAT AERONAUTICS AND SPACE ADMINISTRATION	6.6	6.5
NATIONAL CREDIT UNION ADMINISTRATION	4.5	4.5
NATIONAL LABOR RELATIONS BOARD	10.7	10.3
NATIONAL SCIENCE FOUNDATION	3.4	3.4
NUCLEAR REGULATORY COMMISSION	6.2	6.2
OFFICE OF PERSONNEL MANAGEMENT	5.3	5.1
PENSION BENEFIT GUARANTY CORPORATION	4.1	4.1
RAILROAD RETIREMENT BOARD	6.6	6.2
SECURITIES AND EXCHANGE COMMISSION	4.4	4.6
SMALL BUSINESS ADMINISTRATION	10	10.3
SMITHSONIAN INSTITUTION	4.4	4.4
SOCIAL SECURITY ADMINISTRATION	14.7	14.5
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	5.2	4.2
GOVERNMENTWIDE	8.3	8.2



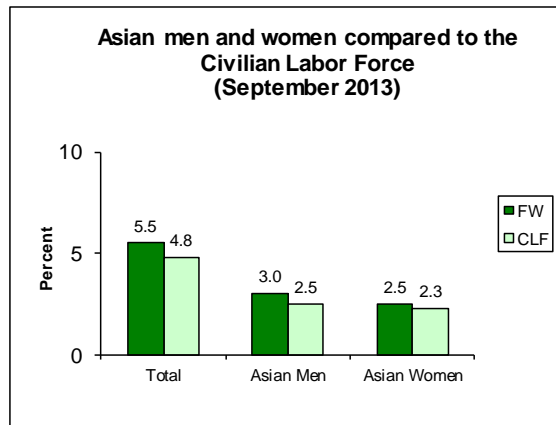
ASIANS IN THE FEDERAL WORKFORCE

ASIAN EMPLOYMENT

Asian employees represented 5.5 percent (104,808) of the permanent Federal Workforce as of September 30, 2013 and 5.4 percent in FY 2012.

Asian men represented 3.0 percent of the Federal Workforce in FY 2013 and 3.2 percent in FY 2012.

Asian women represented 2.5 percent of the Federal Workforce in FY 2013 and 2.6 percent in FY 2012.



ASIAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian employment in professional occupations increased by 318 to 104,808 in FY 2013, from 104,490 in FY 2012. Asians represented 9.2 percent of all Federal employees in this occupational category in FY 2013, compared to 9 percent in FY 2012.

Asian employment in administrative occupations increased by 310 to 31,458 in FY 2013 from 31,148 in FY 2012. Asians represented 4.3 percent of Federal employees in this occupational category in FY 2013, compared to 4.2 percent in FY 2012.

2013	<u>Asian Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Asians based on All Employees in Each Occupational Category (September 2013)		
Professional	45,507	9.2
Administrative	31,458	4.3
Technical	13,116	4
Clerical	4,914	4.3
Other	1,434	2
White-Collar (WC)	96,429	5.6
Blue-Collar (BC)	8,379	4.6
Total (WC + BC)	104,808	5.5

Asian employment in technical occupations decreased by 297 to 13,116 in FY 2013 from 13,413 in FY 2012. Asians represented 4 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

Asian employment in clerical occupations decreased by 290 to 4,914 in FY 2013 from 5,204 in FY 2012. Asians represented 4.3 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

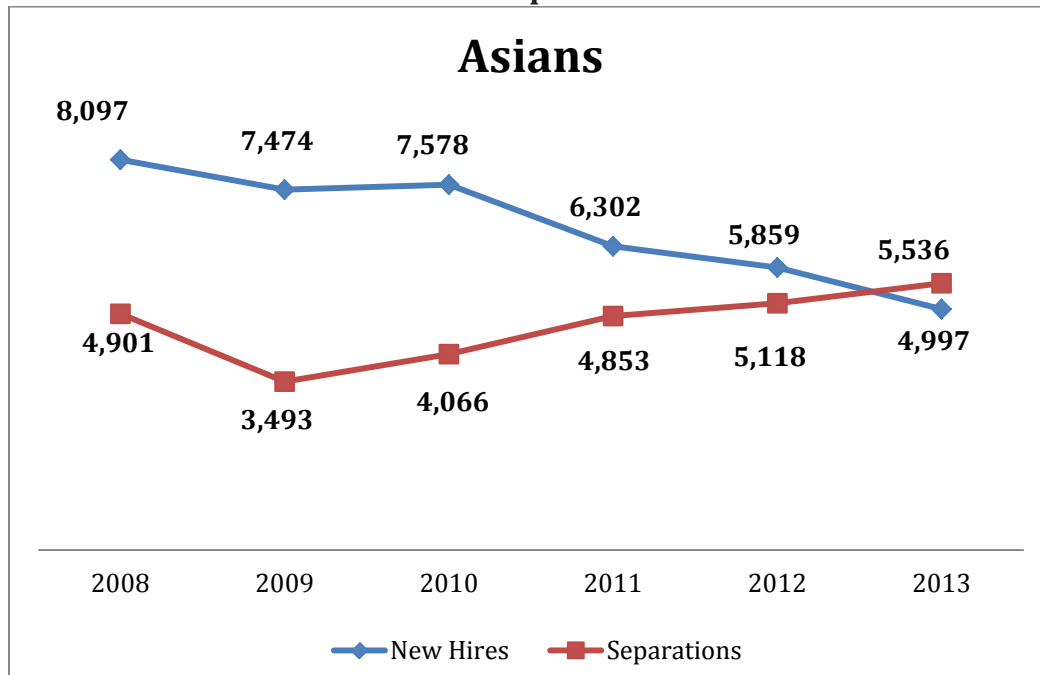
Asian employment in "other" white-collar occupations decreased by 220 to 1,434 in 2013 from 1,654 in 2012. Asians represented 2 percent of all Federal employees in this occupational category in FY 2013, compared to 2.2 in FY 2012.

Asian employment in white-collar occupations increased by 569 to 96,429 in FY 2013 from 95,860 in FY 2012. Asians represented 5.6 percent of all Federal employees in this occupational category in FY 2013, compared to 5.5 in FY 2012.

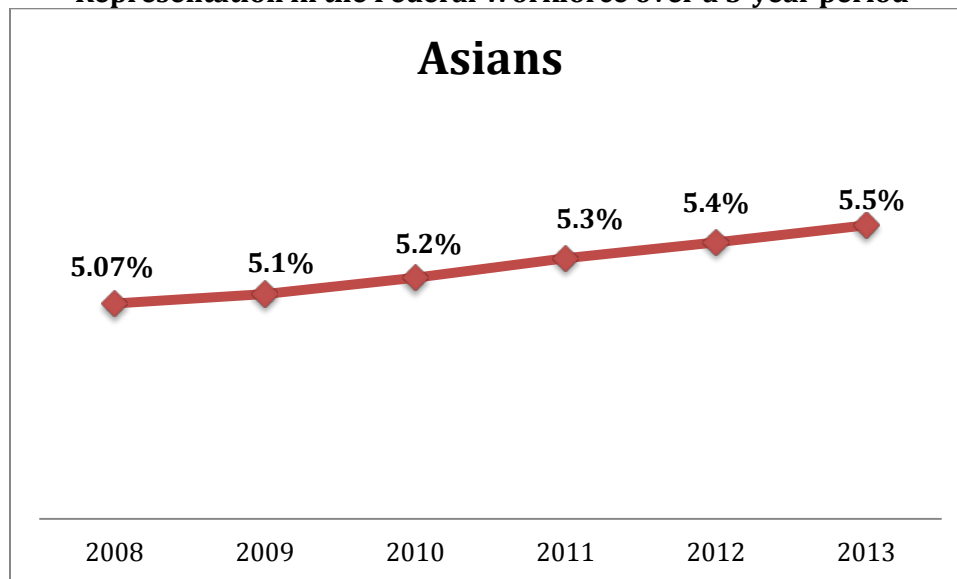
Asian employment in blue-collar occupations decreased by 251 to 8,379 in FY 2013 from 8,630 in FY 2012. Asians represented 4.6 percent of all Federal employees in this occupational category in FY 2013, compared to 4.7 in FY 2012.

TRENDS

New Hires compared to Attrition⁹



Representation in the Federal Workforce over a 5-year period



⁹ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

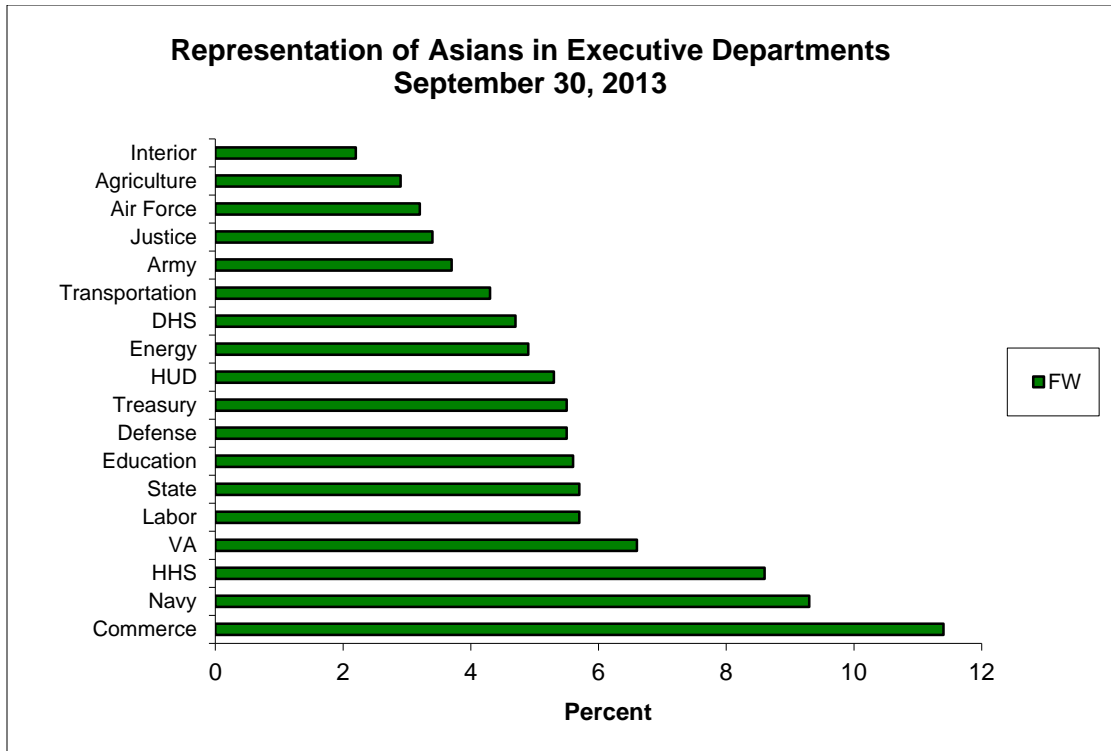
**ASIAN PERMANENT FEDERAL CIVILIAN
EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	5,069	0.4	5,598	0.4	-529	-9.4
\$40,001 TO \$60,000	13,383	1	14,108	1	-725	-5.1
\$60,001 TO \$80,000	15,159	1.1	15,772	1.1	-613	-3.9
\$80,001 TO \$100,000	16,350	1.2	15,831	1.1	519	3.3
\$100,001 TO \$120,000	12,196	0.9	11,756	0.8	440	3.7
\$120,001 TO \$140,000	5,695	0.4	5,400	0.4	295	5.5
\$140,001 TO \$160,000	2,545	0.2	2,366	0.2	179	7.6
\$160,001 AND GREATER	47	0	52	0	-5	-9.6
UNSPECIFIED	34	0	31	0	3	9.7
TOTAL	70,478	5.1	70,914	5.1	-436	-0.6
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	11	0.1	15	0.2	-4	-26.7
\$140,001 TO \$160,000	58	0.7	49	0.6	9	18.4
\$160,001 AND GREATER	166	2.1	181	2.3	-15	-8.3
UNSPECIFIED	2	0	0	0	2	0
TOTAL	237	3	245	3.1	-8	-3.3
OTHER WHITE COLLAR						
UP TO \$20,000	3	0	1	0	2	200
\$20,001 TO \$40,000	1,579	0.5	1,588	0.5	-9	-0.6
\$40,001 TO \$60,000	1,882	0.5	1,876	0.5	6	0.3
\$60,001 TO \$80,000	3,484	1	3,372	1	112	3.3
\$80,001 TO \$100,000	4,936	1.4	4,717	1.4	219	4.6
\$100,001 TO \$120,000	4,513	1.3	4,408	1.3	105	2.4
\$120,001 TO \$140,000	2,043	0.6	2,047	0.6	-4	-0.2
\$140,001 TO \$160,000	1,831	0.5	1,841	0.5	-10	-0.5
\$160,001 AND GREATER	5,442	1.6	4,851	1.4	591	12.2
UNSPECIFIED	1	0	0	0	1	0
TOTAL	25,714	7.3	24,701	7.1	1,013	4.1
TOTAL WHITE-COLLAR (PATCO)	96,429	5.6	95,860	5.5	569	0.6
TOTAL BLUE-COLLAR	8,379	4.6	8,630	4.7	-251	-2.9
TOTAL WHITE/BLUE-COLLAR	104,808	5.5	104,490	5.4	318	0.3

ASIANS' REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (Asian)

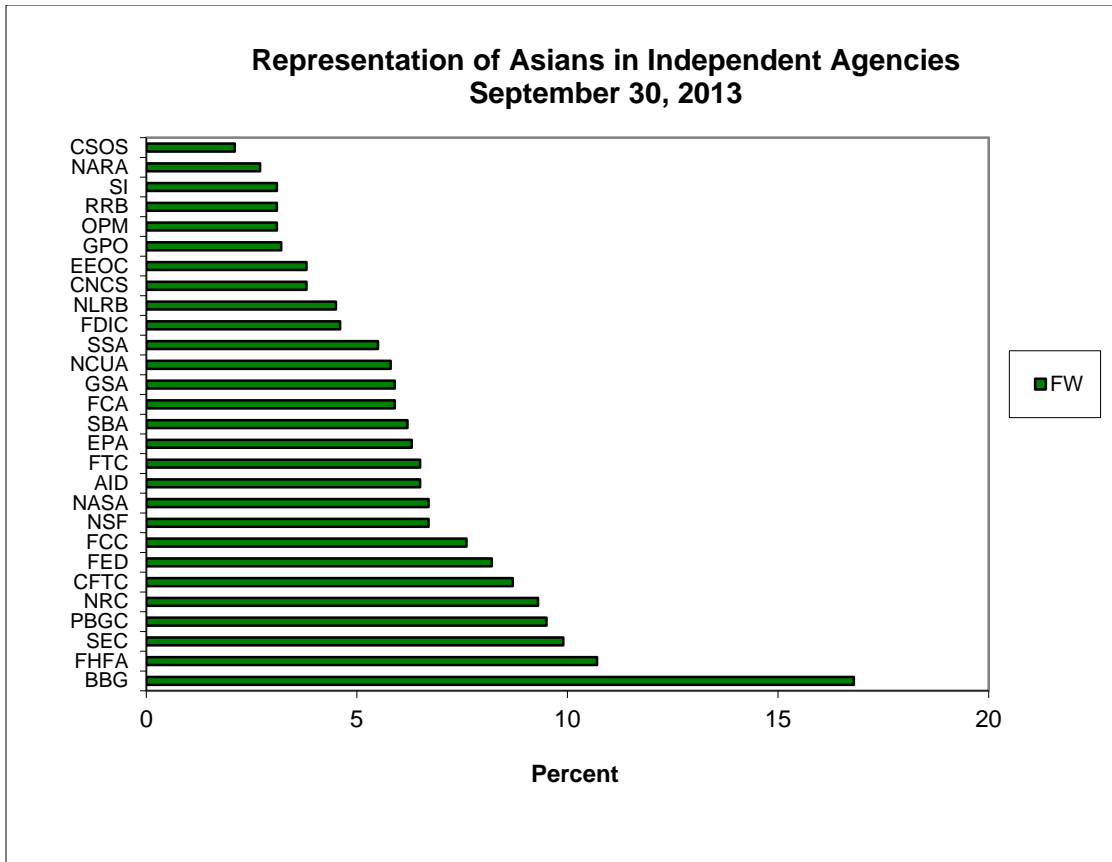
EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	3.2	3.2
DEPARTMENT OF AGRICULTURE	2.9	2.9
DEPARTMENT OF THE ARMY	3.7	3.7
DEPARTMENT OF COMMERCE	11.4	11.2
DEPARTMENT OF DEFENSE	5.5	5.5
DEPARTMENT OF JUSTICE	3.4	3.4
DEPARTMENT OF LABOR	5.7	5.7
DEPARTMENT OF ENERGY	4.9	4.8
DEPARTMENT OF EDUCATION	5.6	5.3
DEPARTMENT OF HEALTH AND HUMAN SERVICES	8.6	8.2
DEPARTMENT OF HOMELAND SECURITY	4.7	4.7
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	5.3	5.2
DEPARTMENT OF INTERIOR	2.2	2.2
DEPARTMENT OF THE NAVY	9.3	9.4
DEPARTMENT OF STATE	5.7	5.6
DEPARTMENT OF TRANSPORTATION	4.3	4.2
DEPARTMENT OF TREASURY	5.5	5.3
DEPARTMENT OF VETERANS AFFAIRS	6.6	6.5
GOVERNMENTWIDE	5.5	5.4



ASIANS' REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (Asian)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	16.8	16.8
COURT SERVICES AND OFFENDR SUPERVSN AGY	2.1	1.8
COMMODITY FUTURES TRADING COMMISSION	8.7	7.4
CORP FOR NATIONAL AND COMMUNITY SERVICE	3.8	4
ENVIRONMENTAL PROTECTION AGENCY	6.3	6.3
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3.8	3.7
FARM CREDIT ADMINISTRATION	5.9	5.7
FEDERAL COMMUNICATIONS COMMISSION	7.6	7.5
FEDERAL DEPOSIT INSURANCE CORPORATION	4.6	4.5
FEDERAL HOUSING FINANCE AGENCY	10.7	9.7
FEDERAL RESERVE SYSTEM	8.2	7.3
FEDERAL TRADE COMMISSION	6.5	6.8
GENERAL SERVICES ADMINISTRATION	5.9	5.8
GOVERNMENT PRINTING OFFICE	3.2	2.7
NAT ARCHIVES AND RECORDS ADMINISTRATION	2.7	2.6
NAT AERONAUTICS AND SPACE ADMINISTRATION	6.7	6.6
NATIONAL CREDIT UNION ADMINISTRATION	5.8	5.5
NATIONAL LABOR RELATIONS BOARD	4.5	4.1
NATIONAL SCIENCE FOUNDATION	6.7	6.8
NUCLEAR REGULATORY COMMISSION	9.3	9.3
OFFICE OF PERSONNEL MANAGEMENT	3.1	3.1
PENSION BENEFIT GUARANTY CORPORATION	9.5	9.1
RAILROAD RETIREMENT BOARD	3.1	2.9
SECURITIES AND EXCHANGE COMMISSION	9.9	9.6
SMALL BUSINESS ADMINISTRATION	6.2	6.1
SMITHSONIAN INSTITUTION	3.1	3.1
SOCIAL SECURITY ADMINISTRATION	5.5	5.4
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	6.5	5.7
GOVERNMENTWIDE	5.5	5.4



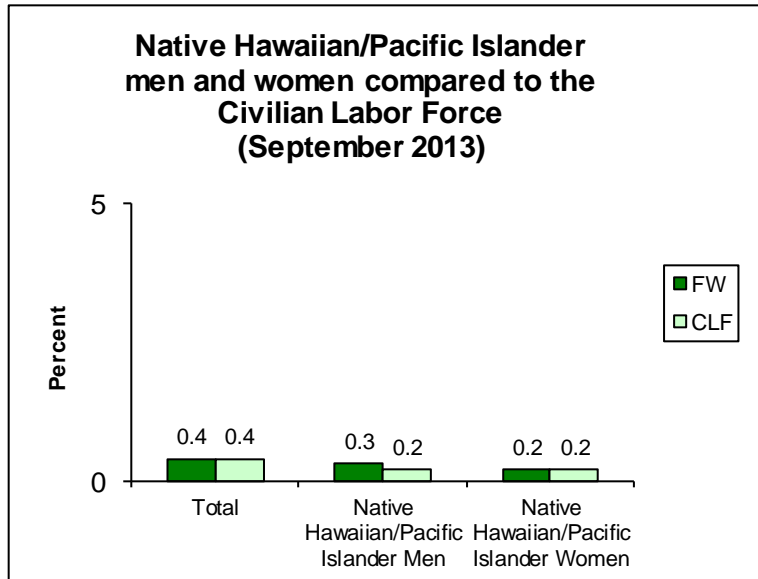
**NATIVE HAWAIIAN/PACIFIC ISLANDERS IN
THE FEDERAL WORKFORCE**

NATIVE HAWAIIAN/PACIFIC ISLANDERS EMPLOYMENT

Native American/Pacific Islander employees represented 0.4 percent (7,995) of the permanent Federal Workforce as of September 30, 2013 and 0.4 percent in FY 2012.

Native American/Pacific Islander men represented 0.3 percent of the Federal Workforce in FY 2013 and 0.2 percent in FY 2012.

Native American/Pacific Islander women represented 0.2 percent of the Federal Workforce in FY 2013 and 0.2 percent in FY 2012.



NATIVE HAWAIIAN/PACIFIC ISLANDERS EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native Hawaiian/Pacific Islander employment in professional occupations increased by 13 to 1,044 in FY 2013, from 1,031 in FY 2012. Native Hawaiian/Pacific Islanders represented 0.4 percent of all Federal employees in this occupational category in FY 2013, compared to 0.4 percent in FY 2012.

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 61 to 2,444 in FY 2013 from 2,383 in FY 2012. Native Hawaiian/Pacific Islanders represented 0.3 percent of Federal employees in this occupational category in FY 2013, the same as in FY 2012.

Native Hawaiian/Pacific Islander employment in technical occupations increased by 33 to 1,487 in FY 2013 from 1,454 in FY 2012. Native Hawaiian/Pacific Islanders represented 0.5 percent of all Federal employees in this occupational category in FY 2013, compared to 0.4 percent in FY 2012.

Native Hawaiian/Pacific Islander employment in clerical occupations increased by 94 to 840 in FY 2013 from 746 in FY 2012. Native Hawaiian/Pacific Islanders represented 0.7 percent of all Federal employees in this occupational category in FY 2013, compared to 0.6 percent in FY 2012.

Native Hawaiian/Pacific Islander employment in “other” white-collar occupations decreased by 23 to 441 in 2013 from 464 in 2012. Native Hawaiian/Pacific Islanders represented 0.6 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

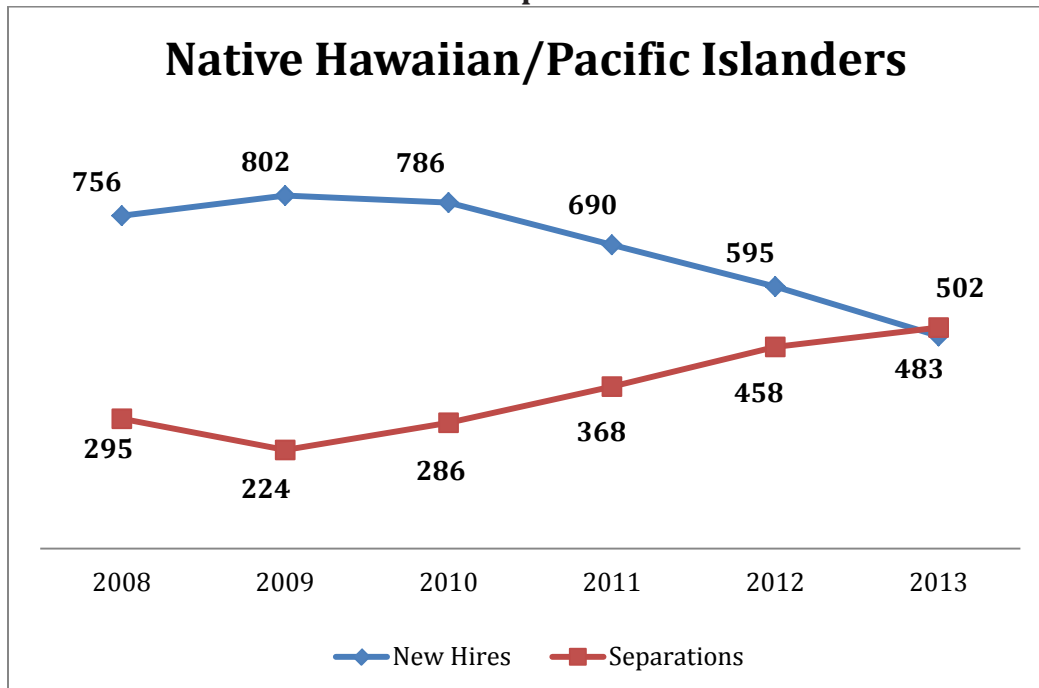
Native Hawaiian/Pacific Islander employment in white-collar occupations increased by 178 to 6,256 in FY 2013 from 6,078 in FY 2012. Native Hawaiian/Pacific Islanders represented 0.4 percent of all Federal employees in this occupational category in FY 2013, compared to 0.3 in FY 2012.

Native Hawaiian/Pacific Islander employment in blue-collar occupations increased by 46 to 1,1739 in FY 2013 from 1,693 in FY 2012. Native Hawaiian/Pacific Islanders represented 1 percent of all Federal employees in this occupational category in FY 2013, compared to 0.9 percent in FY 2012.

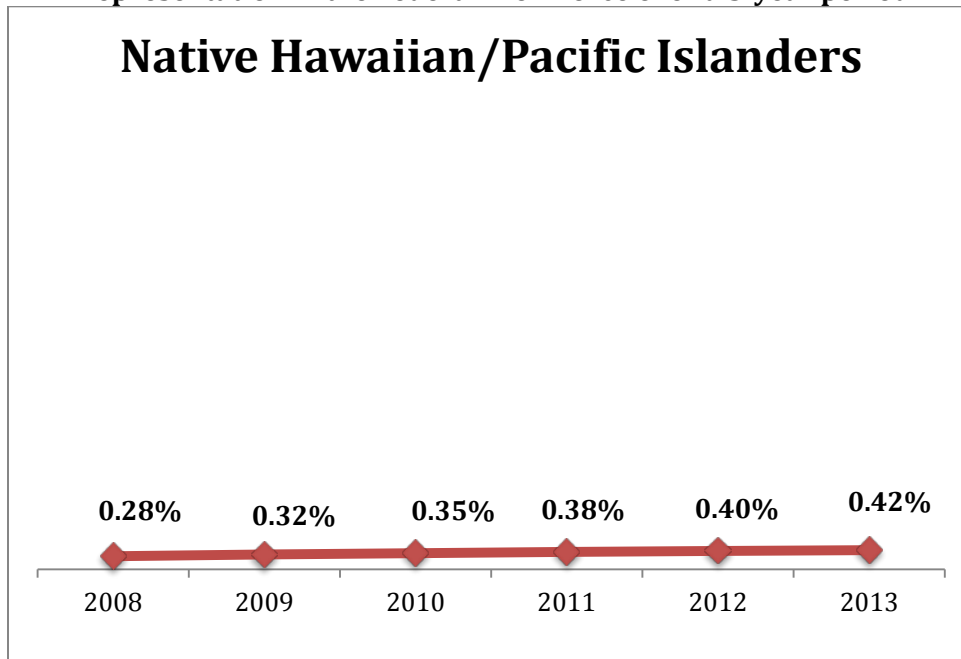
2013	<u>Native Hawaiian/Pacific Islander Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Native Hawaiian/Pacific Islanders based on All Employees in Each Occupational Category (September 2013)		
Professional	1,044	0.2
Administrative	2,444	0.3
Technical	1,487	0.5
Clerical	840	0.7
Other	441	0.6
White-Collar (WC)	6,256	0.4
Blue-Collar (BC)	1,739	1
Total (WC + BC)	7,995	0.4

TRENDS

New Hires compared to Attrition¹⁰



Representation in the Federal Workforce over a 5-year period



¹⁰ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

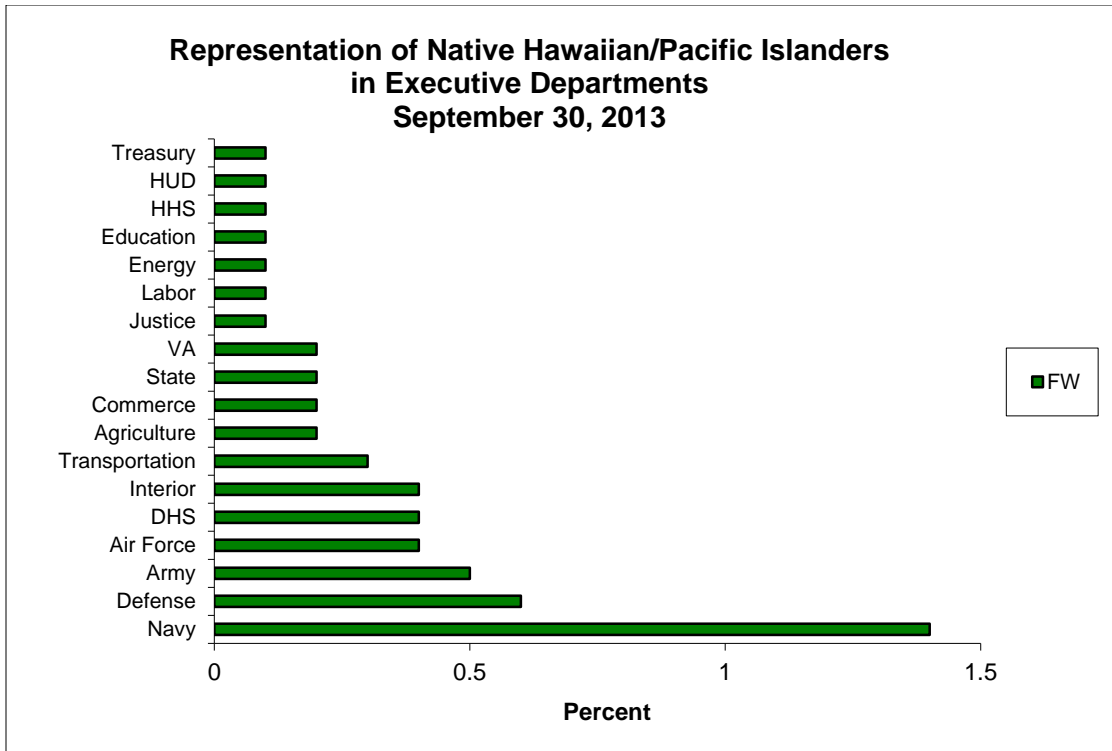
**NATIVE HAWAIIAN/PACIFIC ISLANDER PERMANENT
FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	898	0.1	920	0.1	-22	-2.4
\$40,001 TO \$60,000	1,628	0.1	1,617	0.1	11	0.7
\$60,001 TO \$80,000	1,306	0.1	1,261	0.1	45	3.6
\$80,001 TO \$100,000	778	0.1	736	0.1	42	5.7
\$100,001 TO \$120,000	310	0	296	0	14	4.7
\$120,001 TO \$140,000	96	0	96	0	0	0
\$140,001 TO \$160,000	48	0	44	0	4	9.1
\$160,001 AND GREATER	2	0	2	0	0	0
UNSPECIFIED	6	0	3	0	3	100
TOTAL	5,072	0.4	4,975	0.4	97	1.9
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0	0
\$140,001 TO \$160,000	4	0.1	4	0.1	0	0
\$160,001 AND GREATER	6	0.1	8	0.1	-2	-25
UNSPECIFIED	0	0	0	0	0	0
TOTAL	10	0.1	12	0.2	-2	-16.7
OTHER WHITE COLLAR						
UP TO \$20,000	2	0	1	0	1	100
\$20,001 TO \$40,000	314	0.1	278	0.1	36	12.9
\$40,001 TO \$60,000	201	0.1	193	0.1	8	4.1
\$60,001 TO \$80,000	187	0.1	167	0	20	12
\$80,001 TO \$100,000	182	0.1	169	0	13	7.7
\$100,001 TO \$120,000	136	0	128	0	8	6.3
\$120,001 TO \$140,000	49	0	53	0	-4	-7.5
\$140,001 TO \$160,000	55	0	53	0	2	3.8
\$160,001 AND GREATER	48	0	49	0	-1	-2
UNSPECIFIED	0	0	0	0	0	0
TOTAL	1,174	0.3	1,091	0.3	83	7.6
TOTAL WHITE-COLLAR (PATCO)	6,256	0.4	6,078	0.3	178	2.9
TOTAL BLUE-COLLAR	1,739	1	1,693	0.9	46	2.7
TOTAL WHITE/BLUE-COLLAR	7,995	0.4	7,771	0.4	224	2.9

NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (Native Hawaiian/Pacific Islander)

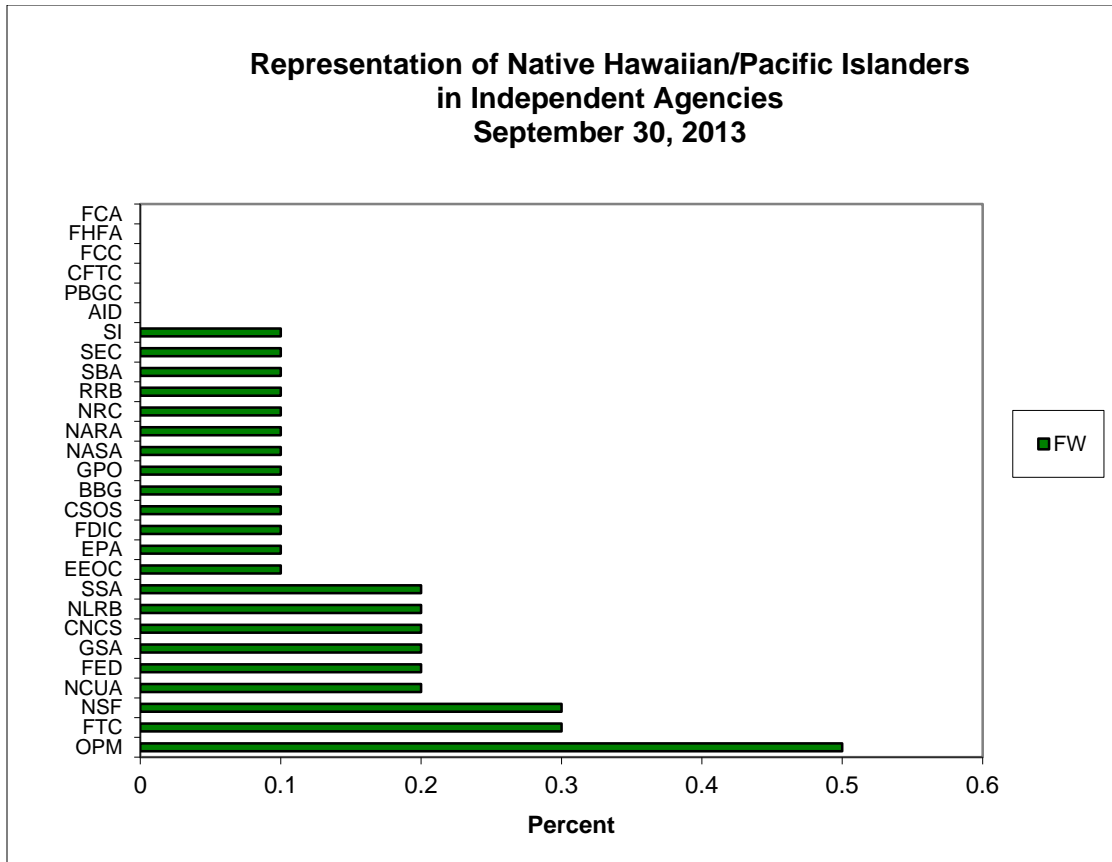
EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	0.4	0.4
DEPARTMENT OF AGRICULTURE	0.2	0.2
DEPARTMENT OF THE ARMY	0.5	0.5
DEPARTMENT OF COMMERCE	0.2	0.1
DEPARTMENT OF DEFENSE	0.6	0.5
DEPARTMENT OF JUSTICE	0.1	0.1
DEPARTMENT OF LABOR	0.1	0.1
DEPARTMENT OF ENERGY	0.1	0.1
DEPARTMENT OF EDUCATION	0.1	0.1
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.1	0.1
DEPARTMENT OF HOMELAND SECURITY	0.4	0.4
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	0.1	0.1
DEPARTMENT OF INTERIOR	0.4	0.4
DEPARTMENT OF THE NAVY	1.4	1.4
DEPARTMENT OF STATE	0.2	0.2
DEPARTMENT OF TRANSPORTATION	0.3	0.3
DEPARTMENT OF TREASURY	0.1	0.1
DEPARTMENT OF VETERANS AFFAIRS	0.2	0.2
GOVERNMENTWIDE	0.4	0.4



NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (Native Hawaiian/Pacific Islander)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	0.1	0
COURT SERVICES AND OFFENDR SUPERVSN AGY	0.1	0
COMMODITY FUTURES TRADING COMMISSION	0	0
CORP FOR NATIONAL AND COMMUNITY SERVICE	0.2	0
ENVIRONMENTAL PROTECTION AGENCY	0.1	0.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.1	0.1
FARM CREDIT ADMINISTRATION	0	0
FEDERAL COMMUNICATIONS COMMISSION	0	0
FEDERAL DEPOSIT INSURANCE CORPORATION	0.1	0.1
FEDERAL HOUSING FINANCE AGENCY	0	0
FEDERAL RESERVE SYSTEM	0.2	0.3
FEDERAL TRADE COMMISSION	0.3	0.2
GENERAL SERVICES ADMINISTRATION	0.2	0.2
GOVERNMENT PRINTING OFFICE	0.1	0.1
NAT ARCHIVES AND RECORDS ADMINISTRATION	0.1	0.1
NAT AERONAUTICS AND SPACE ADMINISTRATION	0.1	0.1
NATIONAL CREDIT UNION ADMINISTRATION	0.2	0.4
NATIONAL LABOR RELATIONS BOARD	0.2	0.2
NATIONAL SCIENCE FOUNDATION	0.3	0.2
NUCLEAR REGULATORY COMMISSION	0.1	0.1
OFFICE OF PERSONNEL MANAGEMENT	0.5	0.4
PENSION BENEFIT GUARANTY CORPORATION	0	0
RAILROAD RETIREMENT BOARD	0.1	0.1
SECURITIES AND EXCHANGE COMMISSION	0.1	0.1
SMALL BUSINESS ADMINISTRATION	0.1	0.1
SMITHSONIAN INSTITUTION	0.1	0.1
SOCIAL SECURITY ADMINISTRATION	0.2	0.2
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	0	0
GOVERNMENTWIDE	0.4	0.4



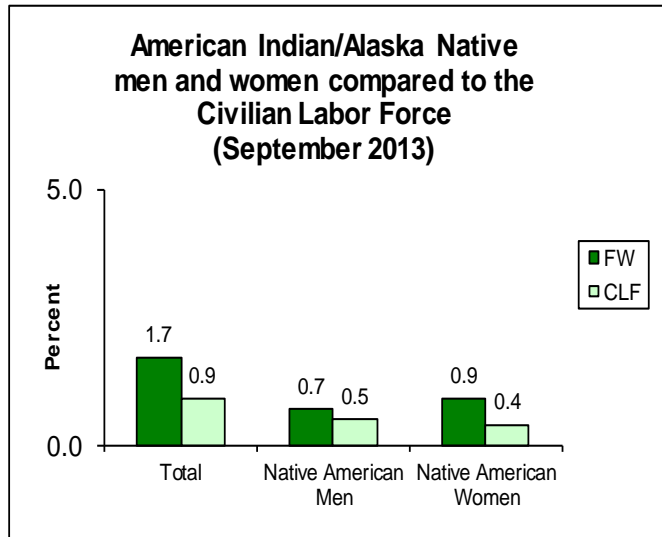
AMERICAN INDIAN/ALASKA NATIVES IN THE FEDERAL WORKFORCE

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT

American Indian/Alaska Native employment represented 1.7 percent (31,926) of the permanent Federal Workforce as of September 30, 2013 and 1.7 percent in FY 2012.

American Indian/Alaska Native men represented 0.7 percent of the Federal Workforce in FY 2013 and 0.8 in FY 2012.

American Indian/Alaska Native women represented 0.9 percent of the Federal Workforce in FY 2013 and 1.0 percent in FY 2012.



AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT BY OCCUPATIONAL CATEGORY

American Indian/Alaska Native employment in professional occupations decreased by 85 to 5,861 in FY 2013 from 5,946 in FY 2012. American Indian/Alaska Natives represented 1.2 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

American Indian/Alaska Native employment in administrative occupations decreased by 300 to 8,826 in FY 2013 from 9,126 in FY 2012. American Indian/Alaska Natives represented 1.2 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

American Indian/Alaska Native employment in technical occupations decreased by 366 to 9,054 in FY 2013 from 9,420 in FY 2012. American Indian/Alaska Natives represented 2.8 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

American Indian/Alaska Native employment in clerical occupations decreased by 247 to 3,083 in FY 2013 from 3,333 in FY 2012. American Indian/Alaska Natives represented 2.7 percent of all employees in this occupational category in FY 2013, the same as in FY 2012.

American Indian/Alaska Native employment in "other" white-collar occupations decreased by 62 to 1,164 in FY 2013 from 1,226 in FY 2012. American Indian/Alaska Natives represented 1.6 percent of this occupational category in FY 2013, the same as in FY 2012.

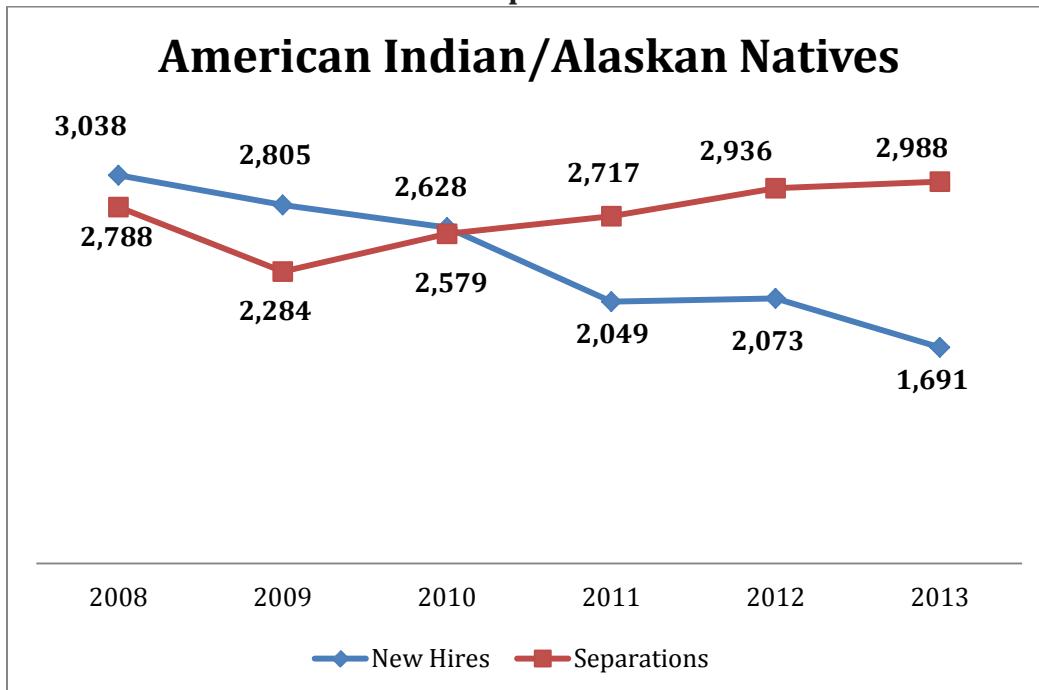
American Indian/Alaska Native employment in white-collar occupations decreased by 1,060 to 27,988 in FY 2013 from 29,048 in FY 2012. American Indian/Alaska Natives represented 1.6 percent of this occupational category in FY 2013, compared to 1.7 percent in FY 2012.

American Indian/Alaska Native employment in blue-collar occupations decreased by 185 to 3,938 in FY 2013 from 4,123 in FY 2012. American Indian/Alaska Natives represented 2.2 percent of this occupational category in FY 2013, the same as in FY 2012.

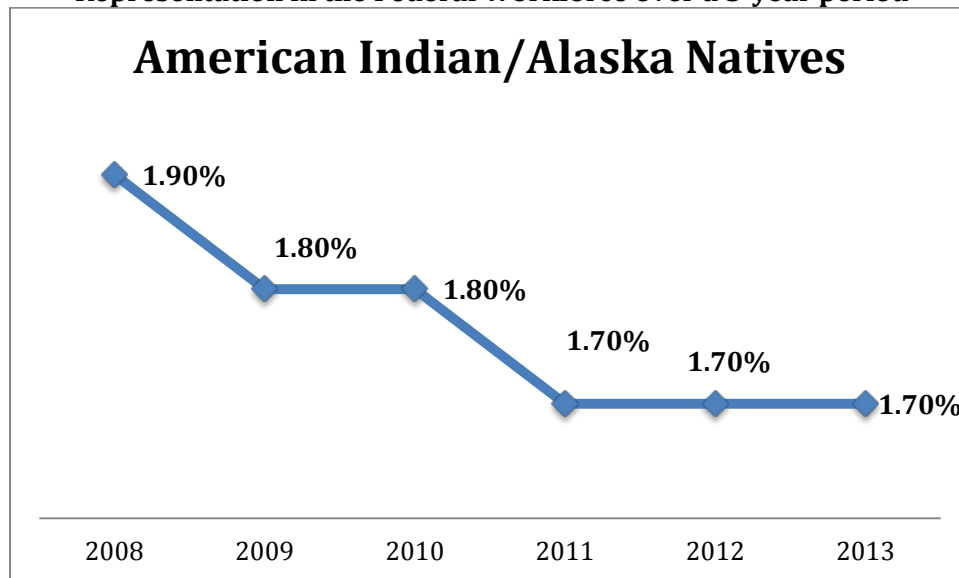
2013	<u>American Indian/ Alaska Native Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of American Indian/Alaska Native based on All Employees in Each Occupational Category (September 2013)		
Professional	5,861	1.2
Administrative	8,826	1.2
Technical	9,054	2.8
Clerical	3,083	2.7
Other	1,164	1.6
White-Collar (WC)	27,988	1.6
Blue-Collar (BC)	3,938	2.2
Total (WC + BC)	31,926	1.7

TRENDS

New Hires compared to Attrition¹¹



Representation in the Federal Workforce over a 5-year period



¹¹ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

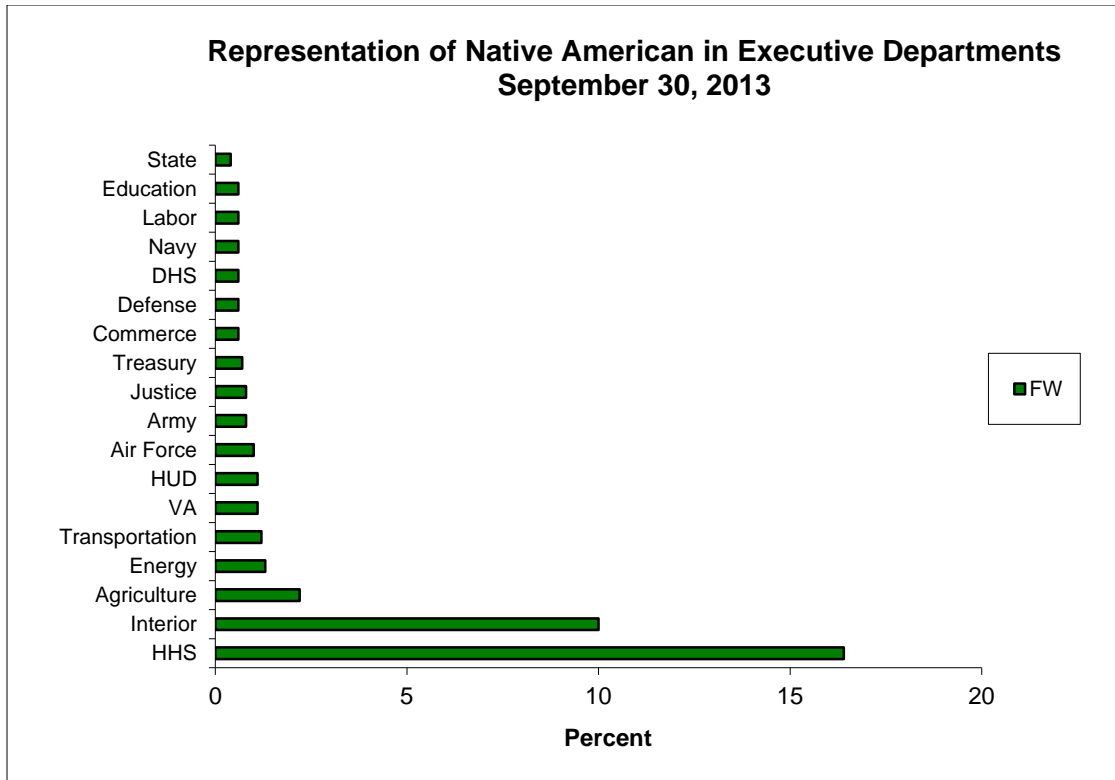
**AMERICAN INDIAN/ALASKA NATIVE PERMANENT CIVILIAN
EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	5,534	0.4	5,941	0.4	-407	-6.9
\$40,001 TO \$60,000	8,521	0.6	8,853	0.6	-332	-3.8
\$60,001 TO \$80,000	5,306	0.4	5,432	0.4	-126	-2.3
\$80,001 TO \$100,000	3,153	0.2	3,258	0.2	-105	-3.2
\$100,001 TO \$120,000	1,496	0.1	1,527	0.1	-31	-2
\$120,001 TO \$140,000	559	0	578	0	-19	-3.3
\$140,001 TO \$160,000	232	0	222	0	10	4.5
\$160,001 AND GREATER	9	0	9	0	0	0
UNSPECIFIED	10	0	41	0	-31	-75.6
TOTAL	24,820	1.8	25,861	1.8	-1,041	-4
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	3	0	2	0	1	50
\$120,001 TO \$140,000	4	0.1	5	0.1	-1	-20
\$140,001 TO \$160,000	32	0.4	25	0.3	7	28
\$160,001 AND GREATER	53	0.7	57	0.7	-4	-7
UNSPECIFIED	0	0	0	0	0	0
TOTAL	92	1.2	89	1.1	3	3.4
OTHER WHITE COLLAR						
UP TO \$20,000	1	0	2	0	-1	-50
\$20,001 TO \$40,000	287	0.1	331	0.1	-44	-13.3
\$40,001 TO \$60,000	394	0.1	418	0.1	-24	-5.7
\$60,001 TO \$80,000	578	0.2	570	0.2	8	1.4
\$80,001 TO \$100,000	545	0.2	518	0.1	27	5.2
\$100,001 TO \$120,000	406	0.1	411	0.1	-5	-1.2
\$120,001 TO \$140,000	230	0.1	237	0.1	-7	-3
\$140,001 TO \$160,000	229	0.1	235	0.1	-6	-2.6
\$160,001 AND GREATER	406	0.1	376	0.1	30	8
UNSPECIFIED	0	0	0	0	0	0
TOTAL	3,076	0.9	3,098	0.9	-22	-0.7
TOTAL WHITE-COLLAR (PATCO)	27,988	1.6	29,048	1.7	-1,060	-3.6
TOTAL BLUE-COLLAR	3,938	2.2	4,123	2.2	-185	-4.5
TOTAL WHITE/BLUE-COLLAR	31,926	1.7	33,171	1.7	-1,245	-3.8

AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE
September 30, 2013 and September 30, 2012
(NATIVE AMERICAN)

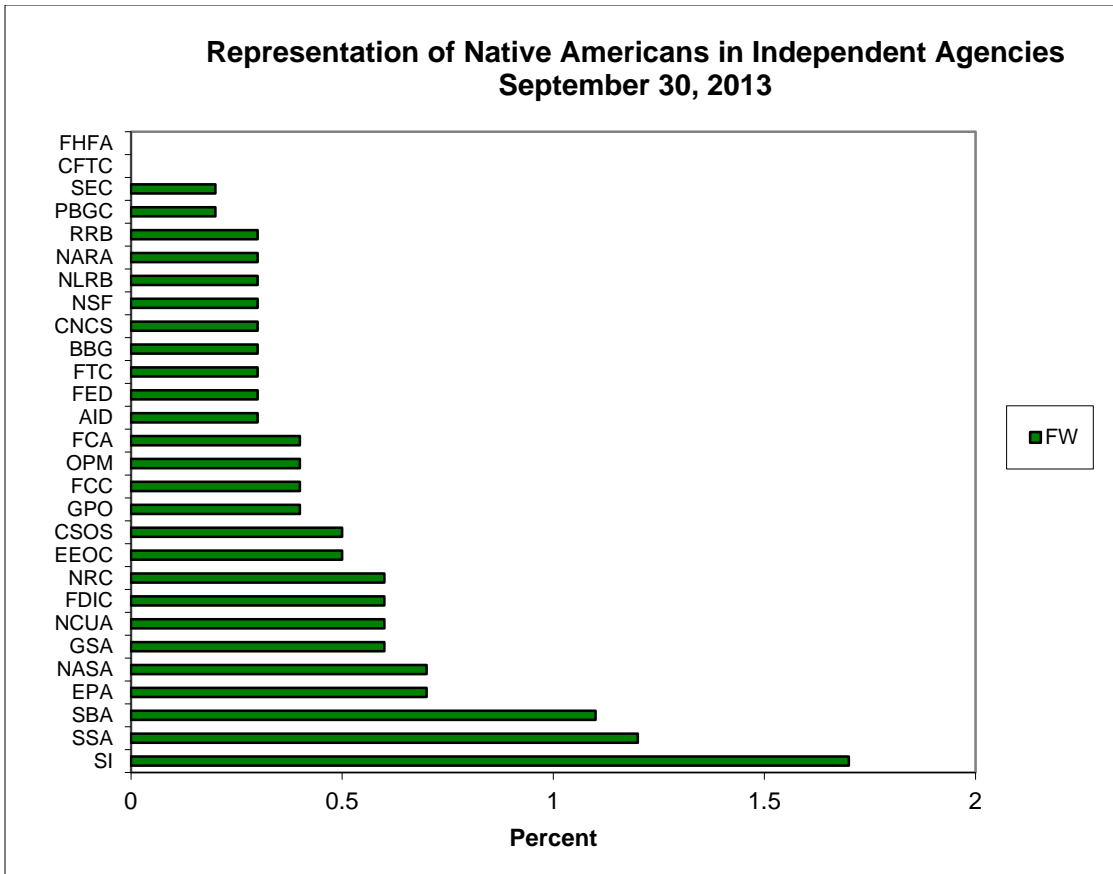
EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	1	1
DEPARTMENT OF AGRICULTURE	2.2	2.2
DEPARTMENT OF THE ARMY	0.8	0.8
DEPARTMENT OF COMMERCE	0.6	0.6
DEPARTMENT OF DEFENSE	0.6	0.6
DEPARTMENT OF JUSTICE	0.8	0.8
DEPARTMENT OF LABOR	0.6	0.6
DEPARTMENT OF ENERGY	1.3	1.4
DEPARTMENT OF EDUCATION	0.6	0.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	16.4	16.8
DEPARTMENT OF HOMELAND SECURITY	0.6	0.7
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.1	1.1
DEPARTMENT OF INTERIOR	10	10.6
DEPARTMENT OF THE NAVY	0.6	0.6
DEPARTMENT OF STATE	0.4	0.4
DEPARTMENT OF TRANSPORTATION	1.2	1.2
DEPARTMENT OF TREASURY	0.7	0.7
DEPARTMENT OF VETERANS AFFAIRS	1.1	1.1
GOVERNMENTWIDE	1.7	1.7



AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN INDEPENDENT AGENCIES

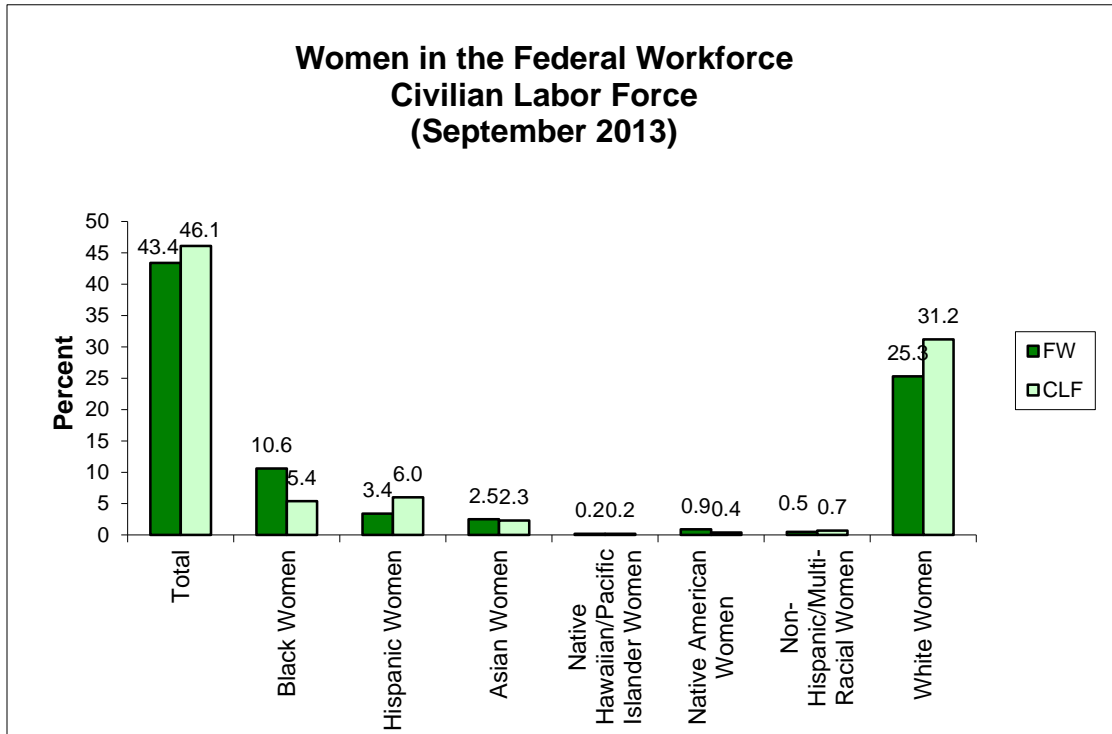
REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (NATIVE AMERICAN)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	0.3	0.1
COURT SERVICES AND OFFENDR SUPERVSN AGY	0.5	0.4
COMMODITY FUTURES TRADING COMMISSION	0	0
CORP FOR NATIONAL AND COMMUNITY SERVICE	0.3	0.4
ENVIRONMENTAL PROTECTION AGENCY	0.7	0.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.5	0.6
FARM CREDIT ADMINISTRATION	0.4	0.4
FEDERAL COMMUNICATIONS COMMISSION	0.4	0.4
FEDERAL DEPOSIT INSURANCE CORPORATION	0.6	0.5
FEDERAL HOUSING FINANCE AGENCY	0	0
FEDERAL RESERVE SYSTEM	0.3	0.4
FEDERAL TRADE COMMISSION	0.3	0.3
GENERAL SERVICES ADMINISTRATION	0.6	0.6
GOVERNMENT PRINTING OFFICE	0.4	0.4
NAT ARCHIVES AND RECORDS ADMINISTRATION	0.3	0.3
NAT AERONAUTICS AND SPACE ADMINISTRATION	0.7	0.7
NATIONAL CREDIT UNION ADMINISTRATION	0.6	0.5
NATIONAL LABOR RELATIONS BOARD	0.3	0.4
NATIONAL SCIENCE FOUNDATION	0.3	0.3
NUCLEAR REGULATORY COMMISSION	0.6	0.6
OFFICE OF PERSONNEL MANAGEMENT	0.4	0.5
PENSION BENEFIT GUARANTY CORPORATION	0.2	0.4
RAILROAD RETIREMENT BOARD	0.3	0.3
SECURITIES AND EXCHANGE COMMISSION	0.2	0.2
SMALL BUSINESS ADMINISTRATION	1.1	1
SMITHSONIAN INSTITUTION	1.7	1.8
SOCIAL SECURITY ADMINISTRATION	1.2	1.2
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	0.3	0.3
GOVERNMENTWIDE	1.7	1.7



WOMEN IN THE FEDERAL WORKFORCE

EMPLOYMENT OF WOMEN



Women represented 43.4 percent (844,223) of the permanent Federal Workforce as of September 30, 2013, and 43.5 percent (844,223) in FY 2012.

Black women represented 10.6 percent of the Federal Workforce in FY 2013 and 10.6 percent in FY 2012.

Hispanic women represented 3.4 percent of the Federal Workforce in FY 2013 and 3.4 percent in FY 2012.

Asian women represented 2.5 percent of the Federal Workforce in FY 2013 and 2.3 percent in FY 2012.

Native Hawaiian/Pacific Islander women represented 0.2 percent of the Federal Workforce in FY 2013 and 0.2 percent in FY 2012.

American Indian/Alaska Native women represented 0.9 percent of the Federal Workforce in FY 2013 and 1.0 percent in FY 2012.

Non-Hispanic Multi-Racial women represented 0.5 percent of the Federal Workforce in FY 2013 and 0.4 percent in FY 2012.

White women represented 25.3 percent of the Federal Workforce in FY 2013, and 25.5 percent in FY 2012.

WOMEN BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 3,854 to 230,443 in FY 2013 from 226,589 in FY 2012. Women represented 46.6 percent of all professional Federal employees in FY 2013, compared to 46.1 percent in FY 2012.

The number of women in administrative occupations decreased by 3,632 to 312,906 in FY 2013 from 316,538 in FY 2012. Women represented 42.9 percent of all Federal employees in this occupational category in FY 2013, compared to 43.1 percent in FY 2012.

The number of women in technical occupations decreased by 6,615 to 185,909 in FY 2013 from 192,524 in FY 2012. Women represented 57.4 percent of all Federal employees in this occupational category in FY 2013, compared to 57.8 percent in FY 2012.

The number of women in clerical occupations decreased by 4,238 to 76,280 in FY 2013 from 80,518 in FY 2012. Women represented 66.4 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

The number of women in "other" white-collar occupations decreased by 1,576 to 8,430 in FY 2013 from 10,006 in FY 2012. Women represented 11.5 percent of all Federal employees in this occupational category in FY 2013, compared to 13.1 percent in FY 2012.

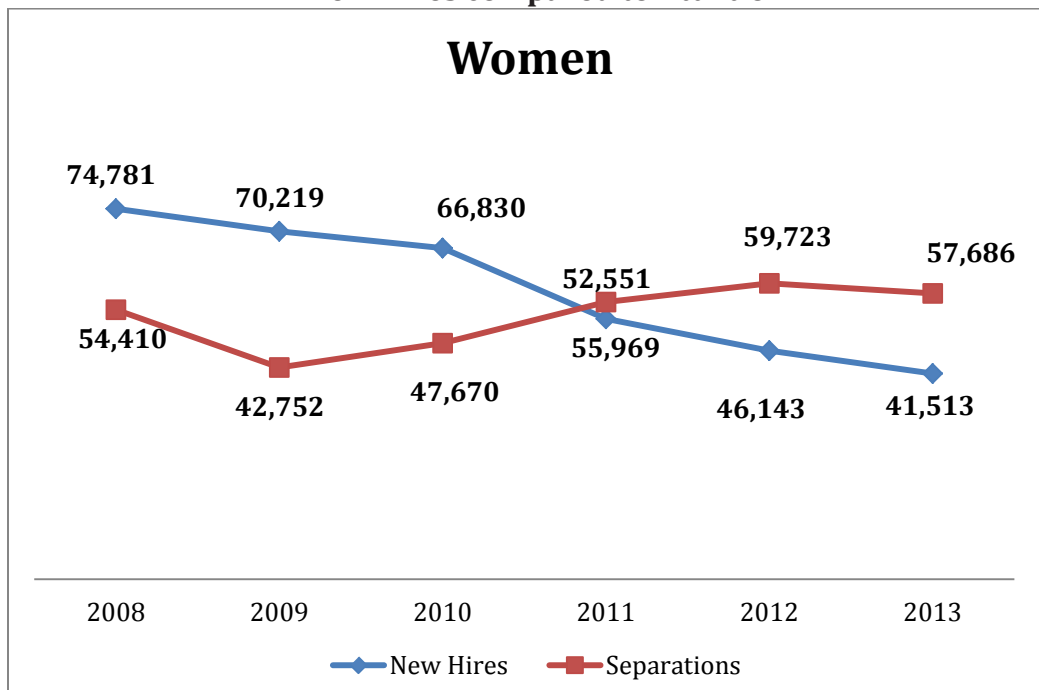
The number of women in white-collar occupations decreased by 12,207 to 813,968 in FY 2013 from 826,175 in FY 2012. Women represented 46.9 percent of all Federal employees in this occupational category in FY 2013, compared to 47 percent in FY 2012.

The number of women in blue-collar occupations decreased by 223 to 17,825 in FY 2013 from 18,048 in FY 2012. Women represented 9.8 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

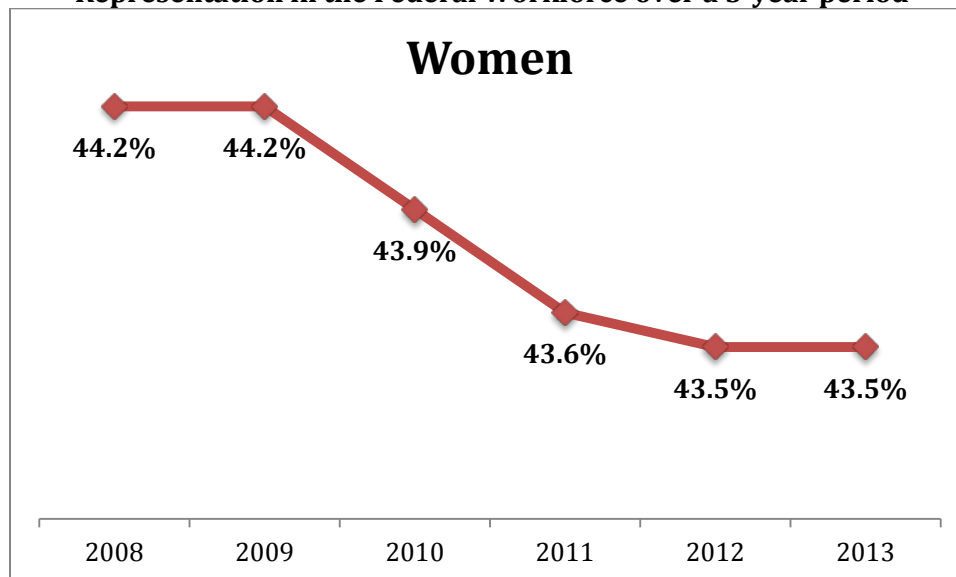
2013	<u>Employment of Women</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Women based on All employees in Each Occupational Category (September 2013)		
Professional	230,443	46.6
Administrative	312,906	42.9
Technical	185,909	57.4
Clerical	76,280	66.4
Other	8,430	11.5
White-Collar (WC)	813,968	46.9
Blue-Collar (BC)	17,825	9.8
Total (WC + BC)	831,79	43.4

TRENDS

New Hires compared to Attrition¹²



Representation in the Federal Workforce over a 5-year period



¹² The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

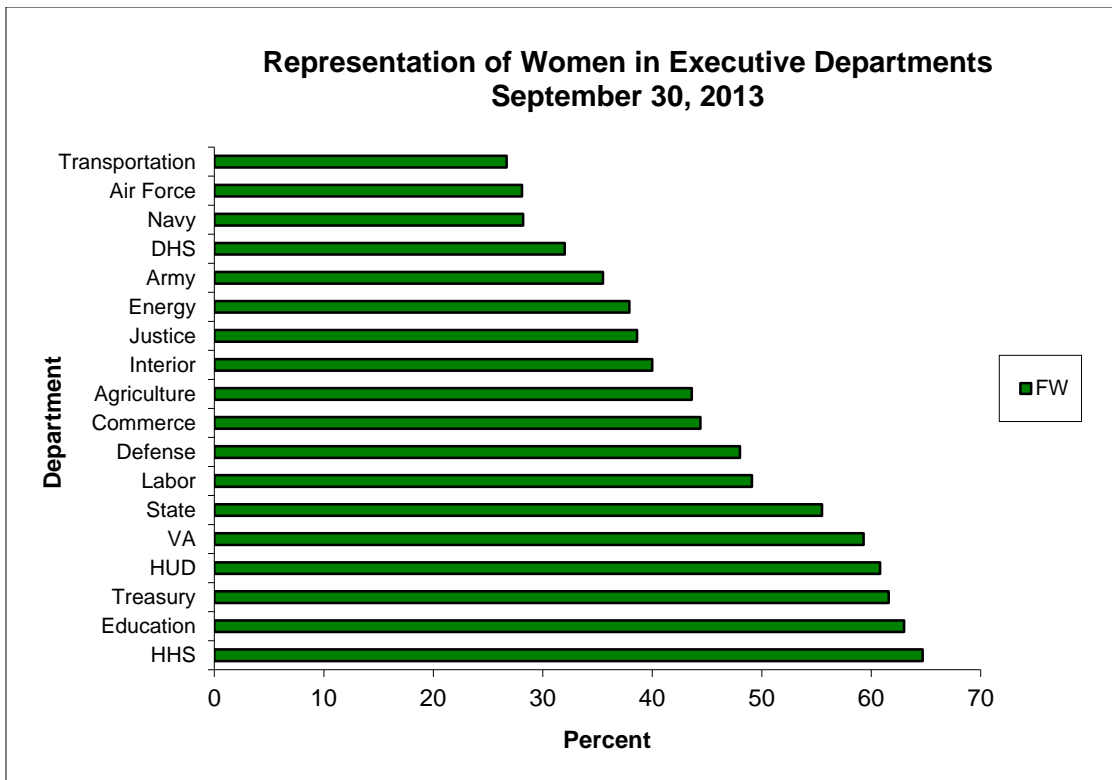
**WOMEN PERMANENT NON-POSTAL FEDERAL CIVILIAN
EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	80,127	5.8	87,670	6.3	-7,543	-8.6
\$40,001 TO \$60,000	193,661	14.1	202,527	14.5	-8,866	-4.4
\$60,001 TO \$80,000	153,999	11.2	156,220	11.2	-2,221	-1.4
\$80,001 TO \$100,000	116,114	8.4	114,248	8.2	1,866	1.6
\$100,001 TO \$120,000	70,408	5.1	68,772	4.9	1,636	2.4
\$120,001 TO \$140,000	28,487	2.1	27,544	2	943	3.4
\$140,001 TO \$160,000	14,750	1.1	14,244	1	506	3.6
\$160,001 AND GREATER	390	0	434	0	-44	-10.1
UNSPECIFIED	414	0	552	0	-138	-25
TOTAL	658,350	47.8	672,211	48	-13,861	-2.1
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	15	0.2	14	0.2	1	7.1
\$120,001 TO \$140,000	101	1.3	106	1.3	-5	-4.7
\$140,001 TO \$160,000	653	8.4	618	7.9	35	5.7
\$160,001 AND GREATER	1,844	23.6	1,887	24	-43	-2.3
UNSPECIFIED	17	0.2	8	0.1	9	112.5
TOTAL	2,630	33.7	2,633	33.5	-3	-0.1
OTHER WHITE COLLAR						
UP TO \$20,000	155	0	154	0	1	0.6
\$20,001 TO \$40,000	16,598	4.7	17,437	5	-839	-4.8
\$40,001 TO \$60,000	21,534	6.1	21,709	6.2	-175	-0.8
\$60,001 TO \$80,000	36,357	10.4	35,612	10.2	745	2.1
\$80,001 TO \$100,000	28,982	8.3	28,544	8.2	438	1.5
\$100,001 TO \$120,000	19,280	5.5	19,001	5.4	279	1.5
\$120,001 TO \$140,000	9,560	2.7	9,520	2.7	40	0.4
\$140,001 TO \$160,000	8,265	2.4	8,239	2.4	26	0.3
\$160,001 AND GREATER	12,232	3.5	11,094	3.2	1,138	10.3
UNSPECIFIED	25	0	21	0	4	19
TOTAL	152,988	43.7	151,331	43.3	1,657	1.1
TOTAL WHITE-COLLAR (PATCO)	813,968	46.9	826,175	47	-12,207	-1.5
TOTAL BLUE-COLLAR	17,825	9.8	18,048	9.8	-223	-1.2
TOTAL WHITE/BLUE-COLLAR	831,793	43.4	844,223	43.5	-12,430	-1.5

WOMEN'S REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (WOMEN)

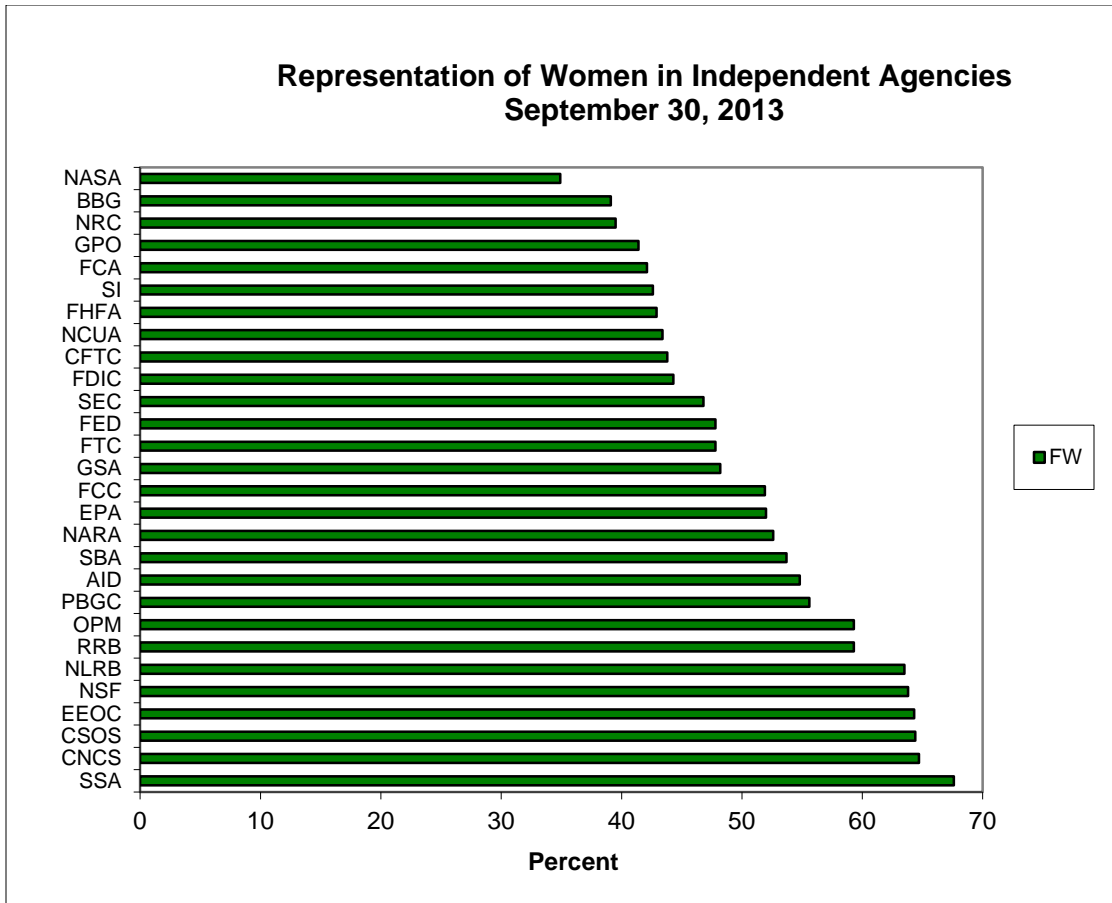
EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	28.1	28.4
DEPARTMENT OF AGRICULTURE	43.6	43.7
DEPARTMENT OF THE ARMY	35.5	36
DEPARTMENT OF COMMERCE	44.4	44.7
DEPARTMENT OF DEFENSE	48	48.5
DEPARTMENT OF JUSTICE	38.6	38.8
DEPARTMENT OF LABOR	49.1	49.4
DEPARTMENT OF ENERGY	37.9	38.5
DEPARTMENT OF EDUCATION	63	62.9
DEPARTMENT OF HEALTH AND HUMAN SERVICES	64.7	64.7
DEPARTMENT OF HOMELAND SECURITY	32	32.1
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	60.8	60.6
DEPARTMENT OF INTERIOR	40	40
DEPARTMENT OF THE NAVY	28.2	28.5
DEPARTMENT OF STATE	55.5	56.3
DEPARTMENT OF TRANSPORTATION	26.7	26.7
DEPARTMENT OF TREASURY	61.6	62
DEPARTMENT OF VETERANS AFFAIRS	59.3	59.4
GOVERNMENTWIDE	43.4	43.5



WOMEN'S REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (WOMEN)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	39.1	39
COURT SERVICES AND OFFENDR SUPERVSN AGY	64.4	64.3
COMMODITY FUTURES TRADING COMMISSION	43.8	43.2
CORP FOR NATIONAL AND COMMUNITY SERVICE	64.7	64.9
ENVIRONMENTAL PROTECTION AGENCY	52	52.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	64.3	64.3
FARM CREDIT ADMINISTRATION	42.1	42.3
FEDERAL COMMUNICATIONS COMMISSION	51.9	52.3
FEDERAL DEPOSIT INSURANCE CORPORATION	44.3	44
FEDERAL HOUSING FINANCE AGENCY	42.9	42.4
FEDERAL RESERVE SYSTEM	47.8	49.7
FEDERAL TRADE COMMISSION	47.8	48.2
GENERAL SERVICES ADMINISTRATION	48.2	48.7
GOVERNMENT PRINTING OFFICE	41.4	41.8
NAT ARCHIVES AND RECORDS ADMINISTRATION	52.6	52.6
NAT AERONAUTICS AND SPACE ADMINISTRATION	34.9	35.3
NATIONAL CREDIT UNION ADMINISTRATION	43.4	44.9
NATIONAL LABOR RELATIONS BOARD	63.5	63
NATIONAL SCIENCE FOUNDATION	63.8	64.5
NUCLEAR REGULATORY COMMISSION	39.5	39.2
OFFICE OF PERSONNEL MANAGEMENT	59.3	59.6
PENSION BENEFIT GUARANTY CORPORATION	55.6	55.6
RAILROAD RETIREMENT BOARD	59.3	60.5
SECURITIES AND EXCHANGE COMMISSION	46.8	47.4
SMALL BUSINESS ADMINISTRATION	53.7	53.8
SMITHSONIAN INSTITUTION	42.6	42.7
SOCIAL SECURITY ADMINISTRATION	67.6	67.9
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	54.8	55.8
GOVERNMENTWIDE	43.4	43.5



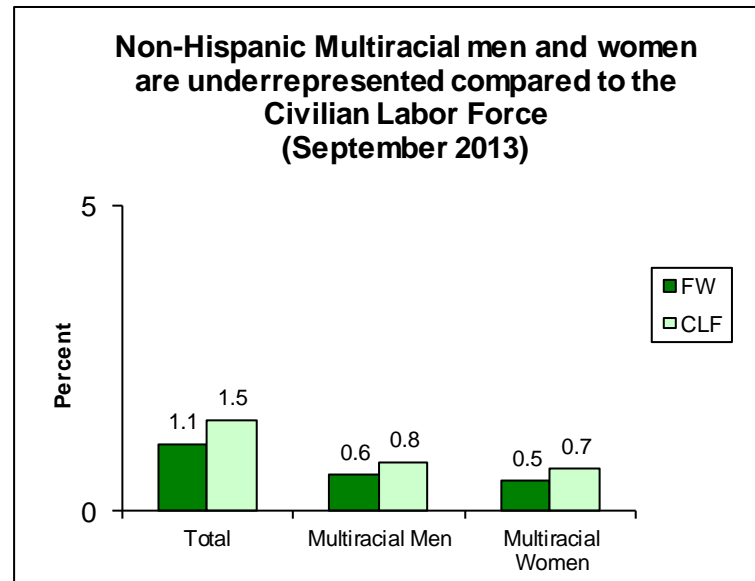
**NON-HISPANIC/MULTI-RACIAL
EMPLOYMENT IN THE FEDERAL WORKFORCE**

NON-HISPANIC/MULTI-RACIAL EMPLOYMENT

Non-Hispanic Multi-Racial employees were 1.1 percent (20,885) of the permanent Federal Workforce as of September 30, 2013 and 1 percent in FY 2012.

Non-Hispanic Multi-Racial men comprised 0.6 percent of the Federal Workforce in FY 2013 and 0.5 percent in FY 2012.

Non-Hispanic Multi-Racial women comprised 0.5 percent of the Federal Workforce in FY 2013 and 0.4 percent in FY 2012.



NON-HISPANIC/MULTI-RACIAL ¹³ BY OCCUPATIONAL CATEGORY

Non-Hispanic/Multi-Racial employment in professional occupations increased by 502 to 4,541 in FY 2013, from 4,039 in FY 2011. Non-Hispanic/ Multi-Racial employees represented 0.9 percent of all Federal employees in this occupational category in FY 2013, compared to 0.8 percent in FY 2012.

Non-Hispanic/Multi-Racial employment in administrative occupations increased by 841 to 8,690 in FY 2013, from 7,849 in FY 2012. Non-Hispanic/ Multi-Racial employees represented 1.2 percent of all Federal employees in this occupational category in FY 2013, compared to 1.1 percent in FY 2012.

Non-Hispanic/Multi-Racial employment in technical occupations increased by 279 to 3,293 in FY 2013, from 3,014 in FY 2012. Non-Hispanic/Multi-Racial employees represented 1 percent of all Federal employees in this occupational category in FY 2013, compared to 0.9 percent in FY 2012.

Non-Hispanic/Multi-Racial employment in clerical occupations increased by 104 to 1,640 in FY 2013, from 1,536 in FY 2012. Non-Hispanic/Multi-Racial employees represented 1.4 percent of all Federal employees in this occupational category in FY 2013, compared to 1.3 percent in FY 2012.

Non-Hispanic/Multi-Racial employment in “other” white-collar occupations decreased by 32 to 861 in FY 2013, from to 893 in FY 2012. Non-Hispanic/Multi-Racial employees represented 1.2 percent of all Federal employees in this occupational category in FY 2013, the same as in FY 2012.

Non-Hispanic/Multi-Racial employment in white-collar occupations increased by 1,694 to 19,025 in FY 2013, from 17,331 in FY2012. Non-Hispanic/Multi-Racial

2013	<u>Non-Hispanic Multi-racial Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Non-Hispanic/Multi-Racial based on All Employees in Each Occupational Category (September 2013)		
Professional	4,541	0.9
Administrative	8,690	1.2
Technical	3,293	1
Clerical	1,640	1.4
Other	861	1.2
White-Collar (WC)	19,025	1.1
Blue-Collar (BC)	1,860	1
Total (WC + BC)	20,885	1.1

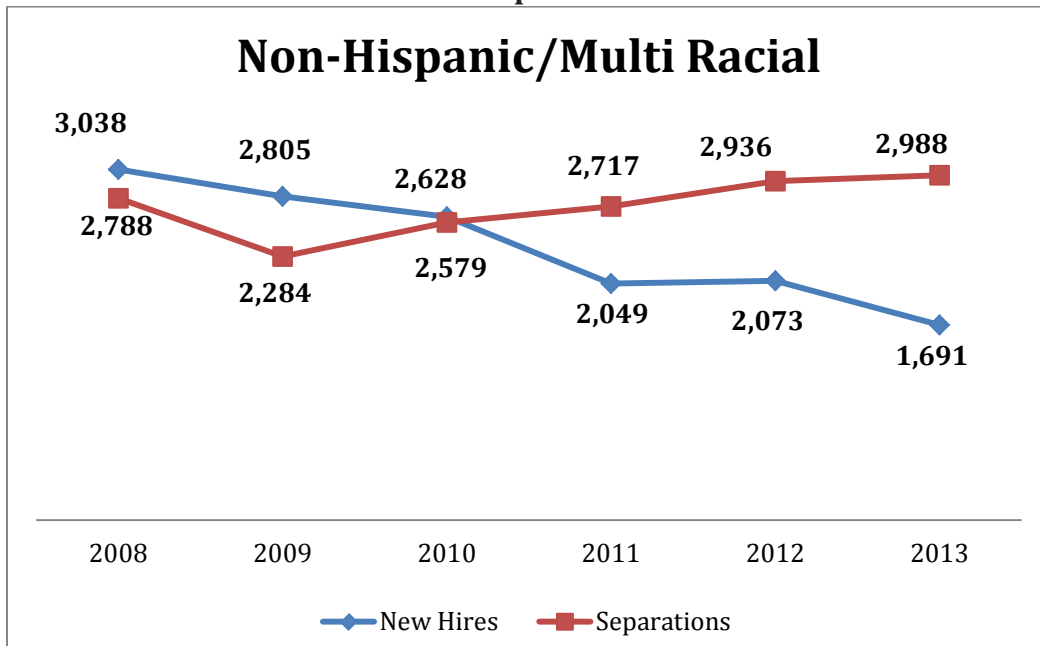
¹³ Although this new category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the new Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the Federal Workforce; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

employees represented 1.1 percent of all Federal employees in this occupational category in FY 2013, compared to 1 percent in FY 2012.

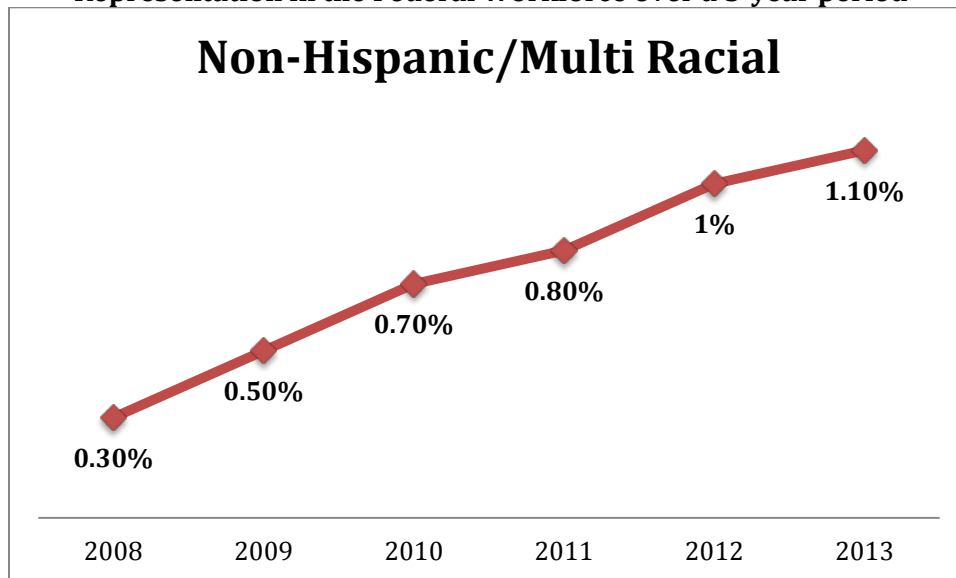
Non-Hispanic/Multi-Racial employment in blue-collar occupations increased by 233 to 1,860 in FY 2013, from 1,627 in FY 2012. Non-Hispanic/Multi-Racial employees represented 1 percent of all Federal employees in this occupational category in FY 2013, compared to 0.9 in FY 2012.

TRENDS

New Hires compared to Attrition¹⁴



Representation in the Federal Workforce over a 5-year period



¹⁴ The above chart does not include Transfers In nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.
 FY 2013 FEORP U.S. Office of Personnel Management

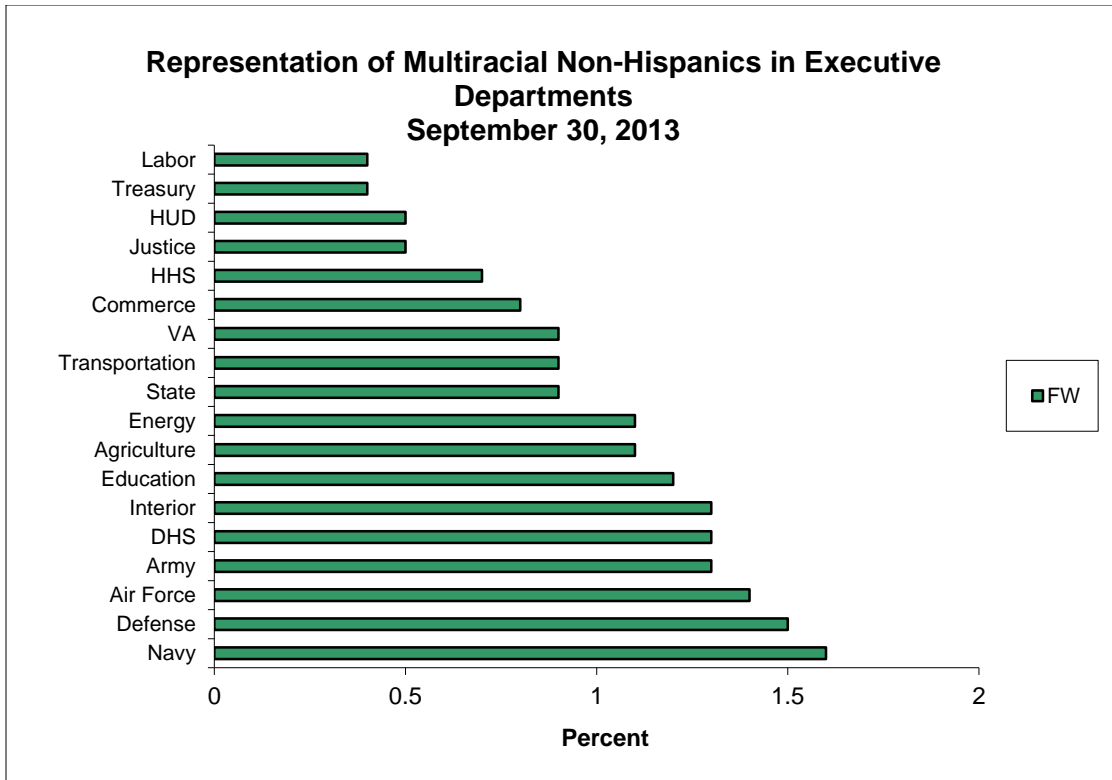
**NON-HISPANIC/MULTI-RACIAL PERMANENT NON-POSTAL
FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	2,108	0.2	2,153	0.2	-45	-2.1
\$40,001 TO \$60,000	4,154	0.3	3,971	0.3	183	4.6
\$60,001 TO \$80,000	4,328	0.3	3,971	0.3	357	9
\$80,001 TO \$100,000	2,962	0.2	2,540	0.2	422	16.6
\$100,001 TO \$120,000	1,472	0.1	1,243	0.1	229	18.4
\$120,001 TO \$140,000	519	0	442	0	77	17.4
\$140,001 TO \$160,000	226	0	202	0	24	11.9
\$160,001 AND GREATER	12	0	14	0	-2	-14.3
UNSPECIFIED	13	0	14	0	-1	-7.1
TOTAL	15,794	1.1	14,550	1	1,244	8.5
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	1	0	1	0	0	0
\$120,001 TO \$140,000	3	0	6	0.1	-3	-50
\$140,001 TO \$160,000	19	0.2	14	0.2	5	35.7
\$160,001 AND GREATER	31	0.4	23	0.3	8	34.8
UNSPECIFIED	0	0	0	0	0	0
TOTAL	54	0.7	44	0.6	10	22.7
OTHER WHITE COLLAR						
UP TO \$20,000	3	0	1	0	2	200
\$20,001 TO \$40,000	502	0.1	449	0.1	53	11.8
\$40,001 TO \$60,000	373	0.1	351	0.1	22	6.3
\$60,001 TO \$80,000	705	0.2	605	0.2	100	16.5
\$80,001 TO \$100,000	577	0.2	472	0.1	105	22.2
\$100,001 TO \$120,000	454	0.1	395	0.1	59	14.9
\$120,001 TO \$140,000	197	0.1	164	0	33	20.1
\$140,001 TO \$160,000	177	0.1	145	0	32	22.1
\$160,001 AND GREATER	189	0.1	155	0	34	21.9
UNSPECIFIED	0	0	0	0	0	0
TOTAL	3,177	0.9	2,737	0.8	440	16.1
TOTAL WHITE-COLLAR (PATCO)	19,025	1.1	17,331	1	1,694	9.8
TOTAL BLUE-COLLAR	1,860	1	1,627	0.9	233	14.3
TOTAL WHITE/BLUE-COLLAR	20,885	1.1	18,958	1	1,927	10.2

NON-HISPANIC/MULTI-RACIAL REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (NON-HISPANIC MULTIRACIAL)

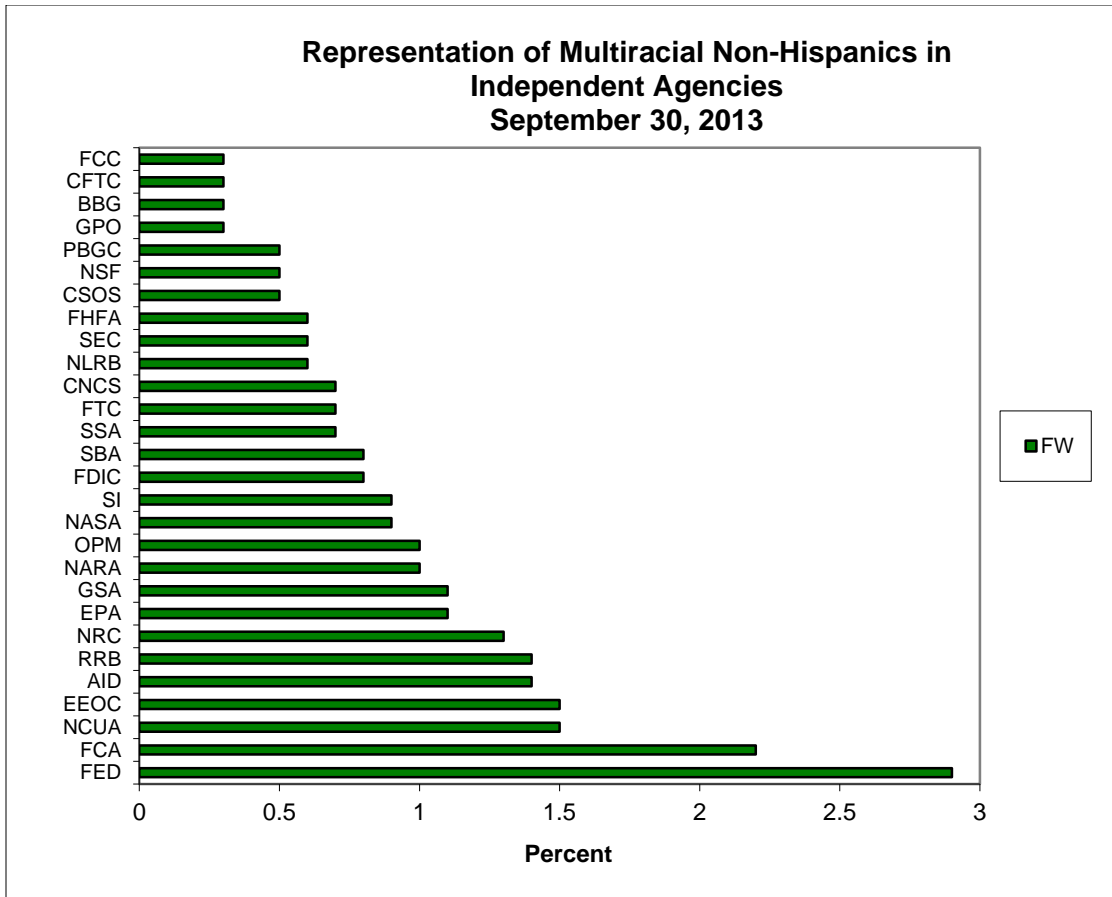
EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	1.4	1.2
DEPARTMENT OF AGRICULTURE	1.1	1
DEPARTMENT OF THE ARMY	1.3	1.2
DEPARTMENT OF COMMERCE	0.8	0.7
DEPARTMENT OF DEFENSE	1.5	1.4
DEPARTMENT OF JUSTICE	0.5	0.4
DEPARTMENT OF LABOR	0.4	0.4
DEPARTMENT OF ENERGY	1.1	1.2
DEPARTMENT OF EDUCATION	1.2	0.9
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.7	0.6
DEPARTMENT OF HOMELAND SECURITY	1.3	1.1
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	0.5	0.5
DEPARTMENT OF INTERIOR	1.3	1.2
DEPARTMENT OF THE NAVY	1.6	1.4
DEPARTMENT OF STATE	0.9	0.4
DEPARTMENT OF TRANSPORTATION	0.9	0.8
DEPARTMENT OF TREASURY	0.4	0.4
DEPARTMENT OF VETERANS AFFAIRS	0.9	0.8
GOVERNMENTWIDE	1.1	1



NON-HISPANIC/MULTI-RACIAL REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (NON-HISPANIC MULTIRACIAL)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	0.3	0.2
COURT SERVICES AND OFFENDR SUPERVSN AGY	0.5	0.4
COMMODITY FUTURES TRADING COMMISSION	0.3	0.3
CORP FOR NATIONAL AND COMMUNITY SERVICE	0.7	0.4
ENVIRONMENTAL PROTECTION AGENCY	1.1	1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1.5	1.4
FARM CREDIT ADMINISTRATION	2.2	1.4
FEDERAL COMMUNICATIONS COMMISSION	0.3	0.1
FEDERAL DEPOSIT INSURANCE CORPORATION	0.8	0.6
FEDERAL HOUSING FINANCE AGENCY	0.6	0.6
FEDERAL RESERVE SYSTEM	2.9	3.3
FEDERAL TRADE COMMISSION	0.7	1
GENERAL SERVICES ADMINISTRATION	1.1	1
GOVERNMENT PRINTING OFFICE	0.3	0.2
NAT ARCHIVES AND RECORDS ADMINISTRATION	1	0.9
NAT AERONAUTICS AND SPACE ADMINISTRATION	0.9	0.8
NATIONAL CREDIT UNION ADMINISTRATION	1.5	1.5
NATIONAL LABOR RELATIONS BOARD	0.6	0.4
NATIONAL SCIENCE FOUNDATION	0.5	0.5
NUCLEAR REGULATORY COMMISSION	1.3	1.2
OFFICE OF PERSONNEL MANAGEMENT	1	1
PENSION BENEFIT GUARANTY CORPORATION	0.5	0.5
RAILROAD RETIREMENT BOARD	1.4	1.4
SECURITIES AND EXCHANGE COMMISSION	0.6	0.4
SMALL BUSINESS ADMINISTRATION	0.8	0.6
SMITHSONIAN INSTITUTION	0.9	0.7
SOCIAL SECURITY ADMINISTRATION	0.7	0.7
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	1.4	1.5
GOVERNMENTWIDE	1.1	1



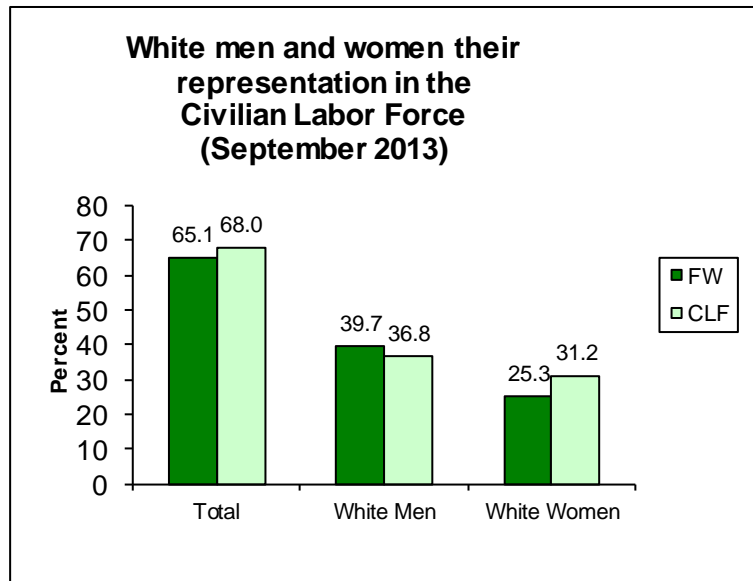
WHITES IN THE FEDERAL WORKFORCE

WHITE EMPLOYMENT

White employees comprised 65.1 percent (1,247,431) of the permanent Federal Workforce as of September 30, 2013 and 65.4 percent in FY 2012.

White men comprised 39.7 percent of the Federal Workforce in FY 2013 and 39.9 percent in FY 2012.

White women comprised 25.3 percent of the Federal Workforce in FY 2013 and 25.5 percent in FY 2012.



WHITES¹⁵ BY OCCUPATIONAL CATEGORY

White employment in professional occupations decreased by 163 to 357,427 in FY 2013, from 357,590 in FY 2012. Whites represented 72.2 percent of all Federal employees in this occupational category in FY 2013, compared to 72.8 percent in FY 2012.

White employment in administrative occupations decreased by 6,823 to 481,792 in FY 2013, from 488,615 in FY 2012. Whites represented 66.1 percent of all Federal employees in this occupational category in FY 2013, compared to 66.6 percent in FY 2012.

White employment in technical occupations decreased by 6,282 to 188,642 in FY 2013, from 194,924 in FY 2012. Whites represented 58.2 percent of all Federal employees in this occupational category in FY 2013, compared to 58.5 percent in FY 2012.

White employment in clerical occupations decreased by 4,444 to 59,168 in FY 2013, from 63,612 in FY 2012. Whites represented 51.5 percent of all Federal employees in this occupational category in FY 2013, compared to 52.5 percent in FY 2012.

White employment in “other” white-collar occupations decreased by 2,040, to 42,850 in FY 2013 from 44,890 in FY 2012. Whites represented 58.6 percent of all Federal employees in this occupational category in FY 2013, compared to 58.8 percent in FY 2012.

White employment in white-collar occupations decreased by 19,752 to 1,129,879 in FY 2013 from 1,149,631 in FY 2012. Whites represented 65.1 percent of all Federal employees in this occupational category in FY 2013, compared to 65.5 percent in FY 2012.

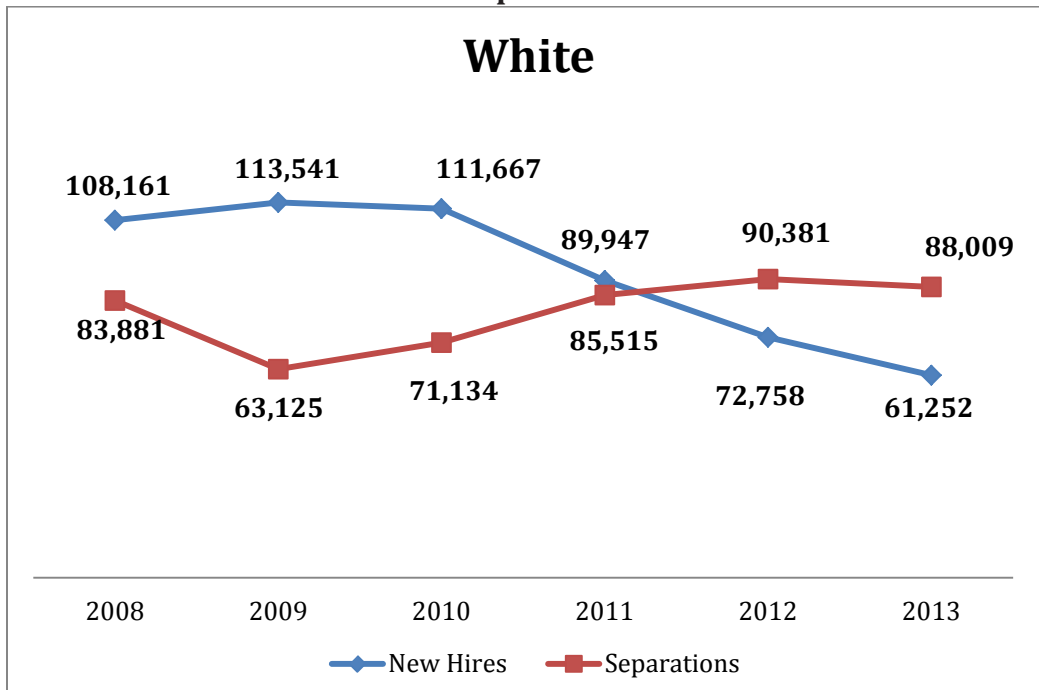
2013	<u>White Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of White based on All Employees in Each Occupational Category (September 2013)		
Professional	357,427	72.2
Administrative	481,792	66.1
Technical	188,642	58.2
Clerical	59,168	51.5
Other	42,850	58.6
White-Collar (WC)	1,129,879	65.1
Blue-Collar (BC)	117,552	64.9
Total (WC + BC)	1,247,431	65.1

¹⁵ Although this new category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the new Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. Although agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the FW; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

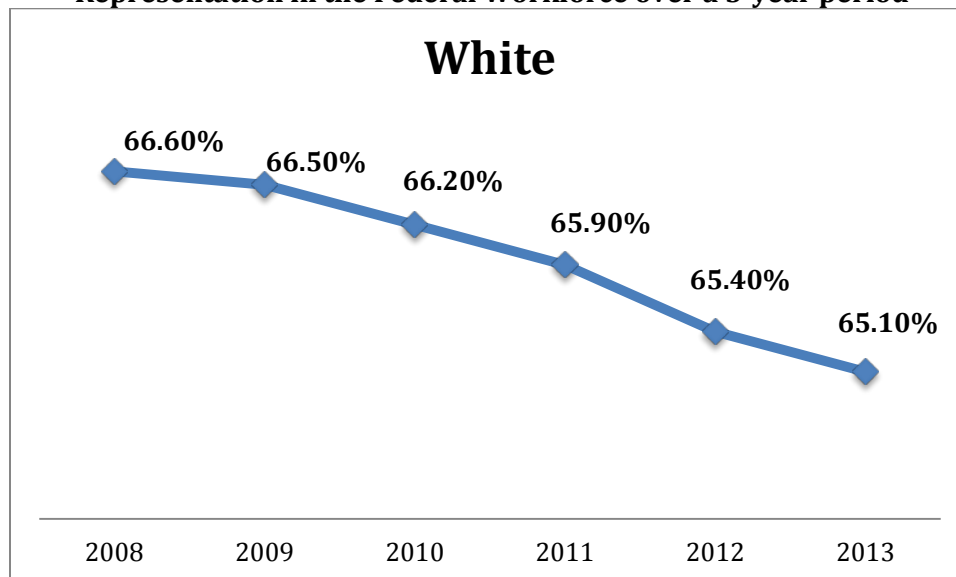
White employment in blue-collar occupations decreased by 3,179, to 117,552 in FY 2013 from 120,731 in FY 2012. Whites represented 64.9 percent of all Federal employees in this occupational category in FY 2013, as compared to 65.2 percent in FY 2012.

TRENDS

New Hires compared to Attrition¹⁶



Representation in the Federal Workforce over a 5-year period



¹⁶ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2012 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

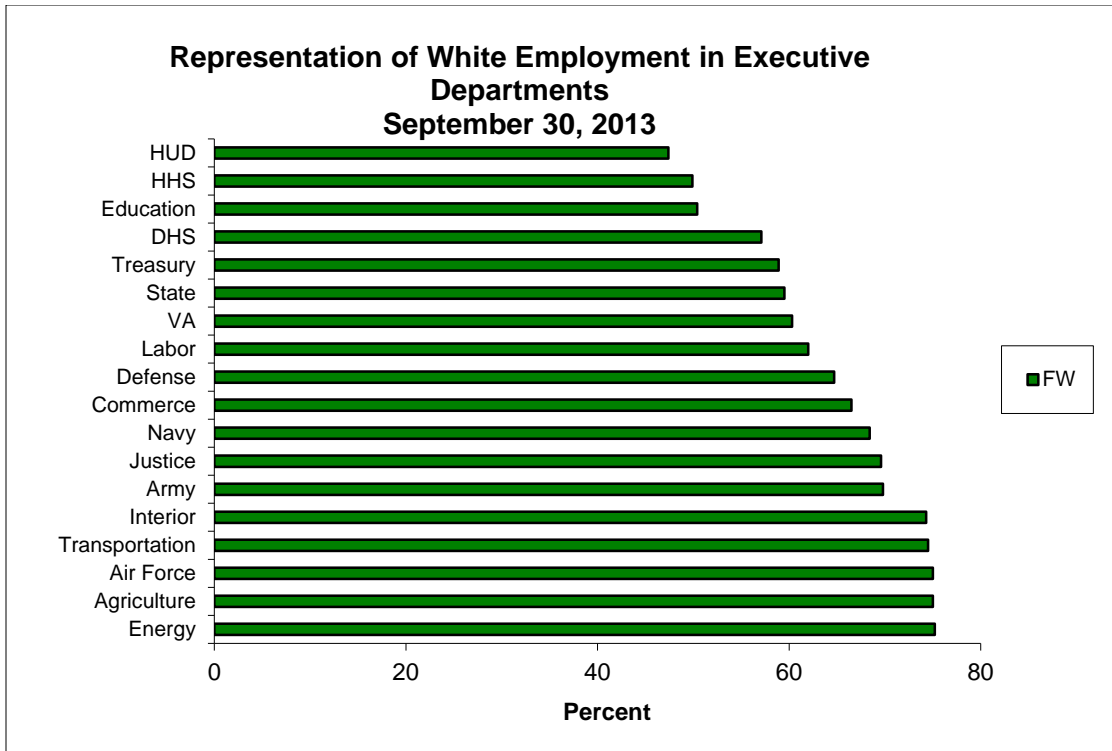
**WHITE PERMANENT NON-POSTAL FEDERAL CIVILIAN
EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2013		2012		DIFFERENCE 2012 TO 2013	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	72,178	5.2	80,256	5.7	-8,078	-10.1
\$40,001 TO \$60,000	201,355	14.6	211,498	15.1	-10,143	-4.8
\$60,001 TO \$80,000	215,448	15.6	218,159	15.6	-2,711	-1.2
\$80,001 TO \$100,000	184,372	13.4	183,302	13.1	1,070	0.6
\$100,001 TO \$120,000	122,229	8.9	121,264	8.7	965	0.8
\$120,001 TO \$140,000	52,470	3.8	51,687	3.7	783	1.5
\$140,001 TO \$160,000	32,551	2.4	32,108	2.3	443	1.4
\$160,001 AND GREATER	1,507	0.1	1,671	0.1	-164	-9.8
UNSPECIFIED	557	0	585	0	-28	-4.8
TOTAL	882,667	64.1	900,530	64.4	-17,863	-2
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	18	0.2	15	0.2	3	20
\$120,001 TO \$140,000	152	1.9	152	1.9	0	0
\$140,001 TO \$160,000	1,337	17.1	1,285	16.3	52	4
\$160,001 AND GREATER	4,717	60.4	4,873	61.9	-156	-3.2
UNSPECIFIED	35	0.4	15	0.2	20	133.3
TOTAL	6,259	80.1	6,340	80.6	-81	-1.3
OTHER WHITE COLLAR						
UP TO \$20,000	109	0	117	0	-8	-6.8
\$20,001 TO \$40,000	17,910	5.1	19,818	5.7	-1,908	-9.6
\$40,001 TO \$60,000	24,493	7	25,504	7.3	-1,011	-4
\$60,001 TO \$80,000	43,328	12.4	43,202	12.4	126	0.3
\$80,001 TO \$100,000	40,924	11.7	40,774	11.7	150	0.4
\$100,001 TO \$120,000	39,322	11.2	39,437	11.3	-115	-0.3
\$120,001 TO \$140,000	23,205	6.6	23,462	6.7	-257	-1.1
\$140,001 TO \$160,000	23,084	6.6	23,190	6.6	-106	-0.5
\$160,001 AND GREATER	28,538	8.1	27,226	7.8	1,312	4.8
UNSPECIFIED	40	0	31	0	9	29
TOTAL	240,953	68.8	242,761	69.5	-1,808	-0.7
TOTAL WHITE-COLLAR (PATCO)	1,129,879	65.1	1,149,631	65.5	-19,752	-1.7
TOTAL BLUE-COLLAR	117,552	64.9	120,731	65.2	-3,179	-2.6
TOTAL WHITE/BLUE-COLLAR	1,247,431	65.1	1,270,362	65.4	-22,931	-1.8

WHITE REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2013 and September 30, 2012 (WHITE)

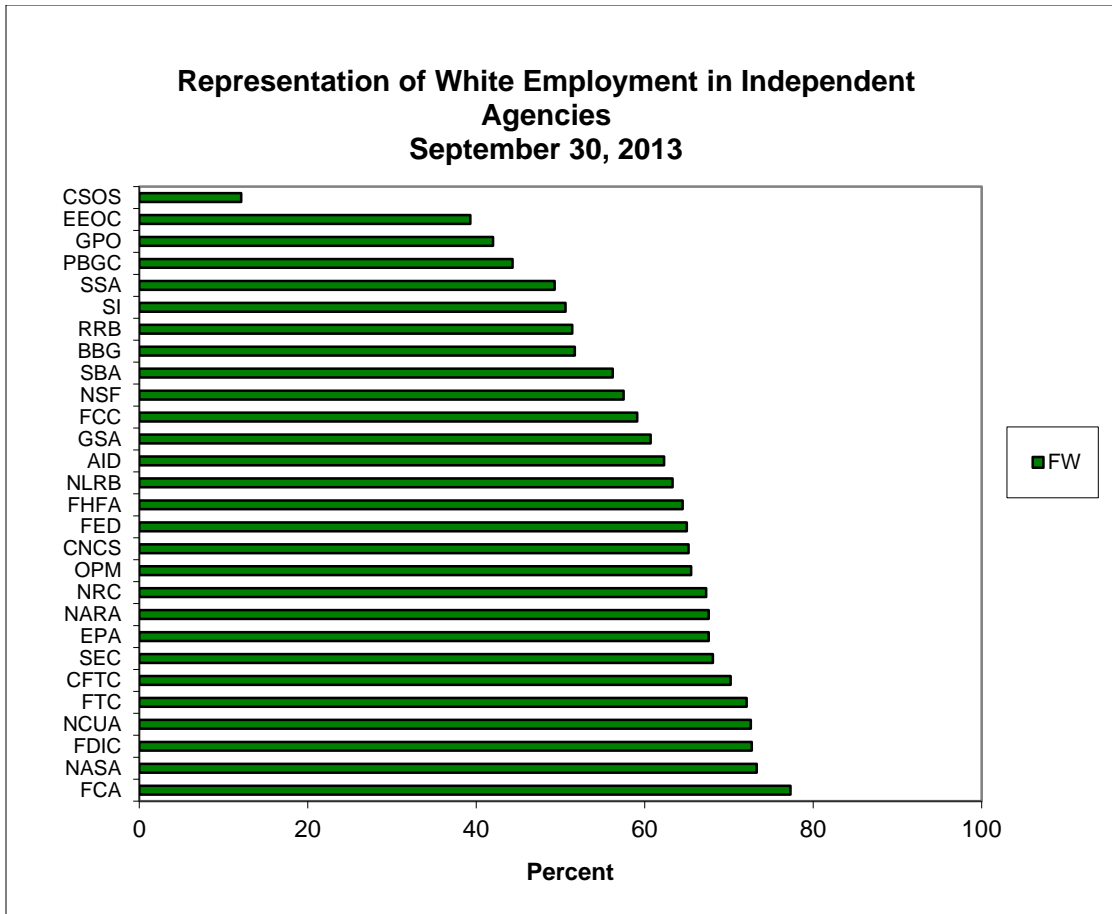
EXECUTIVE DEPARTMENTS	2013 GROUP PCT.	2012 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	75	75.4
DEPARTMENT OF AGRICULTURE	75	75.5
DEPARTMENT OF THE ARMY	69.8	69.8
DEPARTMENT OF COMMERCE	66.5	67.1
DEPARTMENT OF DEFENSE	64.7	65.2
DEPARTMENT OF JUSTICE	69.6	69.9
DEPARTMENT OF LABOR	62	62.4
DEPARTMENT OF ENERGY	75.2	75
DEPARTMENT OF EDUCATION	50.4	51.2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	49.9	50.4
DEPARTMENT OF HOMELAND SECURITY	57.1	57.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	47.4	47.9
DEPARTMENT OF INTERIOR	74.3	74.1
DEPARTMENT OF THE NAVY	68.4	68.8
DEPARTMENT OF STATE	59.5	60.3
DEPARTMENT OF TRANSPORTATION	74.5	75
DEPARTMENT OF TREASURY	58.9	59.1
DEPARTMENT OF VETERANS AFFAIRS	60.3	60.7
GOVERNMENTWIDE	65.1	65.4



WHITE REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE
September 30, 2013 and September 30, 2012
(WHITE)

INDEPENDENT AGENCIES	2013 GROUP PCT.	2012 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	51.7	52.6
COURT SERVICES AND OFFENDR SUPERVSN AGY	12.1	12.7
COMMODITY FUTURES TRADING COMMISSION	70.2	71.7
CORP FOR NATIONAL AND COMMUNITY SERVICE	65.2	63.1
ENVIRONMENTAL PROTECTION AGENCY	67.6	67.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	39.3	39.6
FARM CREDIT ADMINISTRATION	77.3	79.2
FEDERAL COMMUNICATIONS COMMISSION	59.1	58.3
FEDERAL DEPOSIT INSURANCE CORPORATION	72.7	73.2
FEDERAL HOUSING FINANCE AGENCY	64.5	64.8
FEDERAL RESERVE SYSTEM	65	66.7
FEDERAL TRADE COMMISSION	72.1	71.6
GENERAL SERVICES ADMINISTRATION	60.7	60.5
GOVERNMENT PRINTING OFFICE	42	42.5
NAT ARCHIVES AND RECORDS ADMINISTRATION	67.6	68.3
NAT AERONAUTICS AND SPACE ADMINISTRATION	73.3	73.7
NATIONAL CREDIT UNION ADMINISTRATION	72.6	72.9
NATIONAL LABOR RELATIONS BOARD	63.3	63.7
NATIONAL SCIENCE FOUNDATION	57.5	57.5
NUCLEAR REGULATORY COMMISSION	67.3	67.6
OFFICE OF PERSONNEL MANAGEMENT	65.5	66.1
PENSION BENEFIT GUARANTY CORPORATION	44.3	44.5
RAILROAD RETIREMENT BOARD	51.4	52.7
SECURITIES AND EXCHANGE COMMISSION	68.1	68.2
SMALL BUSINESS ADMINISTRATION	56.2	56.7
SMITHSONIAN INSTITUTION	50.6	50.6
SOCIAL SECURITY ADMINISTRATION	49.3	49.8
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	62.3	63
GOVERNMENTWIDE	65.1	65.4



AGENCY FEORP PROMISING PRACTICES

Agency Successful/Promising Practices

Agencies were asked to submit their successful or promising practices from the agency-specific D&I Strategic Plans. The following are some of those practices:

Department of Agriculture (USDA)

From the results of the FY 2012 Federal Employee Viewpoint Survey (FEVS), an aggressive schedule of employee listening sessions was executed, and the agency's executive management led a multi-pronged initiative to increase employee satisfaction, collaboration and engagement in the spirit of inclusion. Senior leaders opened each listening session and discussed their commitment and the importance of the listening sessions. Upon receipt of the results from the sessions, four FEVS working groups were formed to review and analyze the feedback and formulated proposed initiatives for Leadership.

Many of the FEVS working group recommendations related to D&I. Consistent with the recommendations, Regional Administrators now serve as Diversity Champions and host different Special Emphasis Months for their agency and Associate Administrators sponsor each special observance month. This correlates to the D&I and Cultural Transformation performance elements that detail the responsibilities of agency leaders, managers, and employees in supporting D&I programs and policies.

This ongoing, multi-faceted initiative cultivated a collaborative, inclusive environment by personally engaging employees within each region and at all levels. Its impact has been apparent. FEVS scores significantly increased in each D&I index by 1% to 10% with an overall rating of 63%.

Department of Commerce (Commerce)

Commerce kicked off the D&I Council in January 2013, while bureaus fostered and supported affinity groups. The U.S. Census Bureau (Census) developed a policy to streamline affinity group creation, increase the number of groups and participants, and expand their supportive role in business practices. Of the 29 Census affinity groups, 11 were created in FY 2013. Group leaders created a SharePoint site for internal collaboration and sharing of ideas, best practices, and lessons learned. In FY 2013, Census affinity groups hosted approximately 13 trainings and awareness activities. This included the first two-day professional D&I training event, featuring presentations by the National Presidents from Blacks in Government, Federally Employed Women, and the Young Government Leaders, as well as a Diversity Expo to showcase their groups and how their work relates to Census' mission. U.S Patent and Trade Office's (USPTO) diversity management team developed and disseminated a Diversity Calendar, featuring affinity groups, cultural holidays, and events to remember.

Commerce continued to promote D&I in leadership development programs, including Commerce's Senior Executive Service Candidate Development Program

(SES CDP), Executive Leadership Development Program (ELDP), and Mentoring Program. USPTO affinity groups actively promoted D&I within the bureau's leadership development programs. Two groups co-hosted the annual roundtable discussion session, *Women in Intellectual Property*, and invited top USPTO female executives to provide career advice to attendees. USPTO, in collaboration with its affinity groups, concluded the second pilot of the New Examiner Mentoring Program (NEMP), a voluntary peer mentoring program to support and encourage new patent examiners during their first year and to increase the retention of new patent examiners. The program was expanded to accommodate 130 pairings, an increase from the 50 pairings in the first NEMP pilot. Results showed that NEMP participants had a 3.9 percent attrition rate as compared to 6.4 percent of non-participants.

Department of Energy (DOE)

DOE partnered with a private organization to provide diversity and inclusion training entitled "The Power of Connecting." This competency-based training for employees and supervisors is providing the skills necessary for reaching performance potential through inclusion. Sessions have been positively received, and the training created opportunities for employees to come together to meet with leadership and ask questions, share information and make suggestions, for greater employee engagement toward changing the DOE culture to be more inclusive.

Department of Homeland Security (DHS)

DHS developed a D&I Dashboard to report on key diversity metrics. DHS cross-trained DHS recruiters around the nation to more effectively engage in high value outreach, and established hiring goals for veterans and individuals with targeted disabilities.

Department of Housing and Urban Development (HUD)

HUD has included representatives from the Veterans and Persons With Disabilities (PWD) Affinity Groups to play an integral role in the New Employee Orientation (NEO). The representatives greet new hires and provide information concerning respective programs. Further, new employees to the Department also received information, from the Agency Selective Placement Coordinator, Reasonable Accommodation Manager, Veteran Employment Manager, etc. This practice has proven to be very beneficial to new employees.

Department of Interior (DOI)

DOI has adapted an initiative titled the "Diversity and Inclusion Dialogues" (DID) and is piloting it with a non-supervisory group and a supervisory group. This is a facilitated dialogue process in which small groups of employees come together in an open, non-judgmental and comfortable environment to discuss differences based on many dimensions of diversity that are represented in our workforce. The purpose of the DID is to facilitate a deeper understanding of and appreciation for diversity issues among employees. Participants in both the employee and supervisory DID have taken their newly acquired knowledge back to their

organizations to share with their management and colleagues. The result is high interest and requests for continuing the program and making it mandatory.

Department of Justice (DOJ)

DOJ has three mentoring initiatives that respond directly to the Attorney General's mandate to: "Establish robust mentoring programs to support knowledge management and the professional development of all employees, including new supervisors and members of the SES." The mentoring programs are:

1. *DOJ Attorney Mentor Program* – This mentoring program helps to ensure all newly-hired DOJ attorneys with less than five years of experience are assigned a mentor when they join DOJ. It is designed to provide a consistent experience across DOJ and enhance the development of naturally forming relationships by providing avenues through which new attorneys can learn, develop, and succeed. The goals of the program are to orient new attorneys to DOJ and federal practice, help build their confidence and shorten their learning curve. Various resources are made available online via DOJ's Intranet site to support the program, and the overall mentor training materials were revised in FY 2013.
2. *Flash Mentoring* – Modeled after speed dating, flash mentoring allows mentees to receive information from one or more mentors in a time-controlled environment. Flash mentoring is a one-time meeting or discussion that enables an individual to learn and seek guidance from a more experienced person who can pass on relevant knowledge and experience in a short timeframe.
3. *Justice Management Division Formal Mentoring Program* – The Justice Management Division ("JMD") launched its first formal mentoring program in February 2012. This division-wide mentoring initiative was geared toward developing and retaining a cadre of high-performing professionals. This initial pilot was a 10-month program involving 12 mentor/protégé pairs from diverse backgrounds, varied occupations and grade levels (GS 9-12 for protégés and GS 13-15 mentors). They were matched through a structured process. Mentors and protégés participated in workshops, assessments and other developmental activities (some joint and some separate). Activities also included networking sessions and speaker presentations. All program participants were requested to complete an evaluation form. Evaluation questions focused on program coordination, benefit to participants, and feedback for improvement or expansion of the program.

Having received excellent program evaluations and having interest expressed by other components, this formal mentoring program will expand in 2014.

Department of Labor (DOL)

DOL agencies used the new Pathways authority to hire students and recent graduates. For the intern program, there were 29 hires, 33 recent graduate hires and 14 Presidential Management Fellow hires.

DOL made use of the various veteran hiring authorities and Schedule A for persons with disabilities. As an example, the Veterans Employment Program Manager and the Disabilities Employment Program Manager coordinated with DOL Agencies to hold a DOL Veterans and Persons with Disabilities Hiring Fair in FY 2013 in the Frances Perkins Building in Washington DC. In addition to internal coordination, several Veterans organizations were invited and attended the Fair to provide assistance to attendees. DOL received an overwhelming level of interest. Attendees had access to employment counseling, resume reviews, interviewing, and about 25 DOL job offers were made.

Department of State (State)

In FY 2013, State launched a new initiative to expand strategic outreach and recruitment. The free DOSCareers mobile app is designed to attract a diverse pool of candidates to explore in depth Foreign Service careers. Research indicates that under-represented minorities are using smart phones at high rates, and the DOSCareers app puts a variety of resources in their hands.

The app allows a candidate to learn about the full range of Foreign Service careers; take a 63-question career quiz to help focus on the right track; watch videos of Foreign Service personnel talking about the range of experiences; see clearly the step-by-step process toward a career appointment; and make email or Facebook contact with the closest Directorate. In CY 2014, prospective applicants will have the ability to self-assess their readiness to take the Foreign Service Officer Test by answering more than 600 “retired” questions taken from earlier iterations of the test and receive a score upon completion.

Department of Transportation (DOT)

The Federal Highway Administration supported and ran a formal, competitively announced, six-month mentoring program to provide for the development of a diverse workforce and for the strengthening of skills of current and aspiring leaders. 20 mentees and 20 protégés participated in the program.

Department of Treasury

As part of the Internal Revenue Service’s (IRS) expansion of mentoring opportunities for employees, IRS implemented the Administrative Career Enhancement Program, which identifies and creates career advancement resources for Administrative Professionals (AP). In addition, IRS launched its first Virtual Continuing Professional Education (VCPE) for APs, which provided online and facilitated virtual classroom sessions during Administrative Professionals’ Month. The VCPE featured a month-long schedule of online self-study training designed to encourage APs to take control of their careers and plan for success. Over 1,300 employees participated in the VCPE Kickoff and 6,000 online courses

and 5,000 virtual sessions were completed. To further enhance AP skills and opportunities for growth, a team of human resources specialists and APs identified bridge positions that allow APs to qualify for entry-level technical and analyst positions.

Equal Employment Opportunity Commission (EEOC)

The EEOC developed Standard Operating Procedures (SOPs) for Hiring and Selections, as well as Diversity Recruitment Sources Guides. The resource guides are comprehensive, but non-exhaustive sources for EEOC managers, supervisors and staffing specialists to use, in conjunction with other tools and flexibilities in helping to develop and maintain an effective recruitment strategy.

The SOPs provide regulatory materials combined with practical application tools, including a hiring managers' selection procedures checklist, fact sheet on various hiring options/authorities, and roles and responsibilities in the hiring processes. Both the SOPs and the resource guides were deployed agency-wide in FY 2013 on the EEOC's internal website. These tools have allowed outreach to a diverse pool of qualified applicants externally and increased awareness of standard hiring procedures and hiring authorities of staffing specialists and hiring managers internally, improved timeliness in filling approved vacancies and allowed them to complete 52 percent of their hiring in less than 78 days.

Export-Import Bank

As a result of employee survey results, Export-Import Bank has been actively engaged with their Office of Human Resources in reassessing and shaping more inclusive policies relative to tuition reimbursement, training and other work-life areas.

In addition, the *"TalkBack Corner,"* an initiative of Export-Import Bank's Diversity Council is being developed as a result of the survey assessment. This initiative will serve as a means of empowerment – affording opportunities for employees to provide input, effect change and openly share suggestions and ideas about their work and the organization as a whole.

The *"TalkBack Corner"* will serve as a collaborative communication tool whereby employees may submit signed as well as anonymous questions, thoughts, ideas and recommendations aimed at establishing an interactive dialogue with leadership. This internal moderated forum will provide a portal for surfacing a range of exchanges including but not limited to, work conditions, work operations, work life balance and career development.

Farm Credit Administration (FCA)

FCA implemented a leadership diversity award intended to recognize FCA's strategic priority on diversity and inclusion. This award recognized an individual for outstanding contributions in advancing diversity within FCA. Nominees had to demonstrate significant achievement in the form of advocacy, education, outreach, service, or other initiatives. The award was given based on the long-term impact on improving and promoting diversity as defined in the FCA Policy Statement on Diversity.

Federal Trade Commission (FTC)

The FTC's revised Strategic Plan for FY's 2014-2018 includes an objective to cultivate a high performing, diverse, and engaged workforce. This objective encompasses leadership and knowledge management, a result-oriented performance culture, talent management, and job satisfaction. The FTC uses an integrated approach to link human capital programs and policies to agency mission, goals, and strategies and to provide continuous improvement in efficiency and effectiveness. The objective captures our efforts to tap into the rich resources of the global community and ensure fairness in the workplace. By attracting, developing, motivating, and retaining a high performing, diverse, inclusive, and engaged workforce, the FTC advances organizational performance. In support of this objective, the FTC added a new performance goal which examines the extent to which employees believe the FTC encourages an environment that is open, diverse, and inclusive. This measure is a tool for ensuring employee satisfaction in this area is a top priority for managers and leaders.

National Aeronautics and Space Administration (NASA)

An agency-wide task force was formed and is currently in existence to gather and disseminate promising practices on D&I across NASA. The guideline for identification is that the practice should have a positive impact on the work of NASA and/or the lives of its employees, or the local community. For each practice, a description of the practice must be provided, and how it specifically does one or more of the following:

- 1) Contributes to NASA mission(s)
- 2) Creates mission-related innovation
- 3) Helps recruit the best talent
- 4) Helps retain the best talent
- 5) Furthers one or more of the NASA's Core Values (Safety, Integrity, Teamwork, Excellence)

National Archives and Records Administration (NARA)

NARA's Office of Diversity and Inclusion Division released *NARA Directive 391-Employee Affinity Groups Procedures and Rules* which provides guidance regarding the requirements, policies, and procedures for establishing and obtaining official approval and recognition as an Employee Affinity Group. In FY 2013, the agency's first two affinity groups were formally established and recognized.

Office of Personnel Management (OPM)

As detailed in the Executive Summary, OPM developed the New IQ. The New IQ was presented and training is offered to all OPM Managers. Through targeted skill building exercises, participants seek to enhance inclusiveness and performance personally and in their sphere of influence. More than raising awareness, this learning solution provides managers with specific skills to (1) address diversity related concerns consistent with the organization's philosophy and policy, and (2) foster an inclusive climate that improves organizational performance, such as speed, efficiency, creativity, innovation, motivation and corporate image. This learning solution is a key element to changing organizational culture and climate, and fosters integration and synergy of the organization. All OPM managers will be trained on the New IQ by the end of FY 2014.

Pension Benefit Guaranty Corporation (PBGC)

PBGC developed enhanced General Schedule (GS) Supervisory performance measures for equal opportunity, diversity, and inclusion, and a new agency-specific critical element for senior level employees as follows:

GS Supervisors: Management and Leadership: Equal Opportunity, Diversity, and Inclusion

Level 3 (Successful):

Equal Opportunity, Diversity, and Inclusion. Demonstrates and supports an understanding of and commitment to the principles of equal opportunity, diversity, and inclusion and encourages others to demonstrate that same commitment. Ensures that all direct reports attend equal opportunity, diversity, and inclusion training, as required.

Level 4 (Superior):

- **Equal Opportunity, Diversity, and Inclusion.** Promotes diversity in the work environment by considering diverse perspectives in decision making and routinely seeking out the perspectives of all employees.

Level 5 (Outstanding):

- **Equal Opportunity, Diversity, and Inclusion.** Shares information on equal opportunity, diversity, and inclusion with direct reports.

SL Employees/Critical Element 2 – Leading People: Agency-Specific Requirement

Promotes a fair and equitable work environment where equal opportunity, diversity, and inclusion are valued in achieving the mission of the agency. Promotes respectful and cooperative working relationships that encourage and value diverse perspectives. Fosters a workplace free of discrimination,

harassment, and retaliation. Ensures individual differences are heard, employee suggestions are acknowledged, and diverse perspectives are considered in decision making. Promotes equal opportunity, diversity, and inclusion initiatives by actively supporting or participating in programs, events, and training opportunities.

Social Security Administration (SSA)

SSA established a Diversity and Inclusion Honor Award. Named the Champion Award, the honor acknowledges the outstanding contributions and significant work of individuals and teams who actively promote diversity and inclusion excellence in our agency each year. The Champion Award provides an opportunity to acknowledge positive diversity efforts and the contributions of SSA employees. In addition, the Champion Award encourages inclusive behavior and provides another forum for our employees to learn and appreciate differences in the workplace. The Champion Award furthers our commitment to broaden individual perspectives and to help our employees understand and model diversity-friendly workplace conduct.

APPENDIX A: DATA NOTES

NEW HIRES AND ATTRITION NOTES

Notes about the data source

Data from...

- FY2005 and later pulled from OPM's Enterprise Human Resources Integration Statistical Data Mart (EHRI-SDM).
- FY2004 and earlier data pulled from OPM's Central Personnel Data File (CPDF)

Coverage is limited to Federal civilian employees with the following inclusions or exclusions:

Executive Branch exclusions:

- | | |
|---|---|
| <ul style="list-style-type: none"> • U.S. Postal Service • Postal Rate Commission • Central Intelligence Agency • National Security Agency • Defense Intelligence Agency • National Geospatial-Intelligence Agency • Office of the Director of National Intelligence • White House Office • Office of the Vice President | <ul style="list-style-type: none"> • Foreign Service Personnel at the State Department • Tennessee Valley Authority • Board of Governors of the Federal Reserve • Public Health Service's Commissioned Officer Corps • Non-appropriated fund employees • Foreign Nationals Overseas |
|---|---|

Legislative Branch inclusions:

- | | |
|--|--|
| <ul style="list-style-type: none"> • Government Printing Office • Dwight D. Eisenhower Memorial Commission • Financial Crisis Inquiry Commission • Ronald Reagan Centennial Commission | <ul style="list-style-type: none"> • Medicare Payment Advisory Commission • U.S. - China Economic and Security Review Commission • U.S. Commission on International Religious Freedom |
|--|--|

Judicial Branch inclusions:

- U.S. Tax Court (see note below)

The above represents current coverage and is subject to change over time.

Recent significant changes to coverage:

- The Bureau of Consumer Financial Protection, a component of the Federal Reserve, began reporting in March 2011.
- The Federal Bureau of Investigation did not report data on personnel actions until FY2007.
- The State Department stopped providing data on Foreign Service Personnel in March 2006.
- Prior to September 2013 the U.S. Tax Court was reflected as a legislative agency (agency code LT).

More information about our data sources can be found at

<http://www.opm.gov/feddata/guidance.asp>

Notes about New Hires and Separations Data

New Hires & Separations this year is based on the Permanent workforce compared to last year's report which depicted New Hires and Separations data for all Federal employees regardless of work status. This year the charts depict only permanent employees to align with the rest of the data reported in the FEORP.



U.S. Office of Personnel Management

Office of Diversity and Inclusion

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