



U.S. Securities and Exchange Commission
**Office of Equal Employment
Opportunity**

EEO PROGRAM STATUS REPORT

FISCAL YEAR 2022

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U.S. SECURITIES AND EXCHANGE COMMISSION INFORMATION (PARTS A, B, C, D)

Part A: Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
U.S. Securities and Exchange Commission	N/A	100 F Street, NE	Washington	DC	20549	SE00	11001

Part B: Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	4,452	270	4,722

Part C: Agency Leadership

Section I: Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Gary Gensler	Chair
Agency Head Designee	Rita M. Sampson	Director, Office of Equal Employment Opportunity

Section II: Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Rita M. Sampson	Director, Office of Equal Employment Opportunity	0905	SO	(202) 551-8742	sampsonr@sec.gov
Affirmative Employment Program Manager	M. Stacey Bach	Deputy Director, Office of Equal Employment Opportunity	0905	SK-17	(202) 551-8599	bachm@sec.gov
Complaint Processing Program/ Compliance Manager	Tsedey Berhanu	Compliance and Resolutions Manager, Office of Equal Employment Opportunity	0905	SK-15	(202) 551-3228	berhanut@sec.gov

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EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Hispanic Program Manager (SEPM)	Pamela Gibbs	Director, Office of Minority and Women Inclusion	0340	SO	(202) 551-6503	gibbsp@sec.gov
Women's Program Manager (SEPM)	Pamela Gibbs	Director, Office of Minority and Women Inclusion	0340	SO	(202) 551-6503	gibbsp@sec.gov
Disability Program Manager	Dia Gonsalves	Branch Chief, Office of Human Resources	0343	SK-15	(202) 551-3166	gonsalvesd@sec.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Rachael Tsuchitani	Lead Human Resources Specialist, Office of Human Resources	0201	SK-14	(202) 551-2220	tsuchitanir@sec.gov
Reasonable Accommodation Program Manager	Dia Gonsalves	Branch Chief, Office of Human Resources	0343	SK-15	(202) 551-3166	gonsalvesd@sec.gov
Anti-Harassment Program Manager ¹	Dwayne Boyd	Attorney, Office of Equal Employment Opportunity	0905	SK-14	(202) 551-6017	boydd@sec.gov
Anti-Harassment Program Manager	Charlene Proctor	Senior Counsel, Office of Equal Employment Opportunity	0905	SK-16	(202) 551-6059	proctorc@sec.gov
ADR Program Manager	Nseabasi Essien	EEO Specialist, Office of Equal Employment Opportunity	0260	SK-13	(202) 551-6004	essienn@sec.gov
Principal MD-715 Preparer	Alta G. Rodriguez	Senior Counsel, Office of Equal Employment Opportunity	0905	SK-16	(202) 551-6002	rodriguezag@sec.gov
Principal MD-715 Preparer	Maurice Champagne	Management Program Analyst, Office of Equal Employment Opportunity	0340	SK-14	(202) 551-2997	champagnem@sec.gov

¹ The harassment prevention program is a management responsibility, and many SEC offices coordinate responsibilities. The Office of Equal Employment Opportunity leads the SEC's proactive harassment prevention program and provides educational awareness to managers and employees on preventing harassment in the workplace.

Part D: Subordinate Components and Documents

Section I: List of Subordinate Components Covered in this Report

Please identify the subordinate components within the Agency (e.g., bureaus, regions, etc.).

If the Agency does not have any subordinate components, please check the box.

Section II: Mandatory and Optional Documents for this Report

In the table below, the Agency must submit these documents with its MD-715 report.

Did the Agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the Agency may decide whether to submit these documents with its MD-715 report.

Did the Agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	No	
Human Capital Strategic Plan	No	
EEO Strategic Plan	Yes	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	No	

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EXECUTIVE SUMMARY (PART E)

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
U.S. Securities and Exchange Commission	For period covering October 1, 2021, to September 30, 2022

This Equal Employment Opportunity (EEO) Program Status Report for fiscal year (FY) 2022 is prepared and submitted pursuant to the U.S. Equal Employment Opportunity Commission’s (EEOC) Management Directive 715 (MD-715) and accompanying instructions and guidance.

AGENCY MISSION

The U.S. Securities and Exchange Commission (SEC, Commission, or Agency) is an independent federal agency, established pursuant to the Securities Exchange Act of 1934, that “oversees [the] \$100 trillion capital markets, representing about 40 percent of the capital markets worldwide.” [SEC Strategic Plan FY 2022 – 2026](#). The securities markets touch many Americans’ lives, whether they are investing for their future, borrowing for a mortgage, taking out an auto loan, or taking a job with a company that is tapping the nation’s capital markets. Through the collective leadership of five commissioners, one of whom is appointed as the Chair of the Commission, and the dedicated work of over 4,700 diverse professionals, the SEC fulfills its mission to protect investors, maintain fair, orderly, and efficient markets, and facilitate capital formation.

The [SEC Strategic Plan FY 2022 – 2026](#) highlights three goals that advance our tripartite mission:

1. Protect the investing public against fraud, manipulation, and misconduct;
2. Develop and implement a robust regulatory framework that keeps pace with evolving markets, business models, and technologies; and
3. Support a skilled workforce that is diverse, equitable, and inclusive and is fully equipped to advance agency objectives.

The SEC recognizes that “[a] diverse, effective, and highly-skilled workforce is essential to the SEC’s success in protecting the public and fulfilling its mission.” See [Strategic Goal 3.1](#). Led by a Senior Officer reporting directly to the Chair of the Commission, the SEC’s Office of Equal Employment Opportunity (OEEO) is a key contributor to the SEC’s Strategic Goal 3.1, which focuses on:

- Increasing capabilities and leveraging shared commitment to investors, and promoting diversity, equity, inclusion, accessibility, and equality of opportunity;
- Recruiting, training, and retaining staff with the right mix of skills, experience, and expertise;
- Setting workforce policies and practices that harness the lessons of the pandemic and promote effective interaction and collaboration among individuals and teams;
- Promoting diversity, equity, inclusion, and mutual respect within our workforce to ensure every staff member has the chance to contribute and succeed; and
- Identifying and advancing initiatives that support equal access for everyone, including those from underserved communities.

To advance the SEC’s strategic goals, the OEEO team (comprised of seasoned attorneys, EEO specialists, management and program analysts, and contract support) works in partnership with key stakeholders across the Agency, including the Office of the Chief Operating Officer (OCCO), the Office of Human Resources (OHR), the Office of Minority and Women Inclusion (OMWI), and Agency leadership. OEEO consistently communicates to key stakeholders the six essential elements of a model EEO Program and the shared collective responsibility to ensure that all employees and applicants for employment enjoy equality of opportunity at the SEC, regardless of race, color, national origin, sex (including pregnancy, sexual orientation, gender identity, or transgender status), parental status, age, religion, genetic information (including family medical history), disability, political affiliation, military status, or other non-merit-based factors.

This report highlights the SEC’s compliance with the six essential elements of a model EEO Program and presents select summary workforce demographic analyses by, *inter alia*, total workforce, new hires, mission critical occupation, and supervisory level. The report also highlights FY 2022 accomplishments in advancing EEO and the SEC’s Strategic Goal 3 (specifically, Goal 3.1), and identifies additional actions the SEC will continue to undertake in FY 2023 to enhance its overall EEO Program.

The accomplishments and developments highlighted in this report stem from collaboration among various offices responsible for aspects of the Agency’s EEO Program, namely three SEC Offices—OEEO, OMWI, and OHR. These offices have specific and many interrelated responsibilities to foster equal employment opportunity and diversity, equity, inclusion, and accessibility (DEIA) efforts in the Agency’s workforce.

ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM

The EEOC identifies the following six elements as essential for a model EEO Program: Demonstrated Commitment from Agency Leadership; Integration of EEO into the Agency's Strategic Mission; Management and Program Accountability; Proactive Prevention of Unlawful Discrimination; Efficiency; and Responsiveness and Legal Compliance.

A. Demonstrated Commitment from Agency Leadership

In FY 2022, SEC senior leadership made a sustained and visible commitment to fostering a positive organizational culture and to integrating EEO compliance, diversity, equity, and inclusion into SEC business and personnel actions and decisions. In FY 2022, Chair Gensler communicated to the SEC workforce his commitment to equal employment opportunity and a harassment-free workplace. *See Attachments 4 and 5.* Chair Gensler also chairs the SEC's Diversity and Inclusion Council comprised of staff, managers, and union representatives.

Leadership demonstrated its commitment to DEIA through: (1) a DEIA assessment pilot with seven of the SEC's organizations, through which OMWI assessed the maturity of each organization's DEIA efforts and potential areas for increased DEIA focus; (2) continued Senior Officer involvement with outreach, recruitment, and educational events, active participation on the SEC's Diversity Council, and support of the SEC's Employee Affinity Groups; and (3) manager training on the language of inclusion, mitigating the negative impact of microaggressions in the workplace and using gender-inclusive language.

Additionally, the SEC promoted the value of a connected culture through initiatives like the *UnCovering* Task Force, which educated employees on the importance of creating an environment where employees can bring their authentic selves to work. In FY 2022, the *UnCovering* Task Force hosted multiple interactive workshops on "Bringing Your Authentic Self to Work to Foster a Connected Culture," including strategies for being more authentic at work, increasing job satisfaction, and improving productivity and mission effectiveness.

B. Integration of EEO Into the Agency's Strategic Mission

As part of its strategic mission, the SEC's Strategic Goal 3.1 highlights the integration of DEIA in initiatives that will ultimately serve investors and communities that have historically been underserved by the federal government. In particular, the following three sub-goals focus on advancing equity and equal opportunity among the SEC's workforce as well as diverse investors and communities:

- Increasing capabilities and leveraging shared commitment to investors, and promoting diversity, equity, inclusion, accessibility, and equality of opportunity;
- Promoting diversity, equity, inclusion, and mutual respect within our workforce to ensure every staff member has the chance to contribute and succeed; and
- Identifying and advancing initiatives that support equal access for everyone, including those from underserved communities.

In FY 2022, the SEC made concerted efforts to advance DEIA and support for underserved communities. The SEC's Office of Investor Education and Advocacy (OIEA) continues to regularly translate investor education content, including Investor Alerts, Bulletins, articles, glossary items, and more, into non-English languages, especially Spanish. During FY 2022, OIEA translated over 30 new pieces of educational content into Spanish, all of which are available on the SEC's [Investor.gov](#) Spanish-language library, *Información en Español*. OIEA and OMWI assigned staff to begin the creation of a SEC Equity webpage dedicated to communicating the SEC's mission, goals, key priorities, and fraud prevention efforts to historically-underserved communities (including, but not limited to, communities of color, LGBTQ+ community, disability community, and rural communities affected by persistent poverty and inequality). These efforts will be ongoing.

Also, beginning in FY 2022, OIEA developed an EEO-specific measure to assess progress relating to the SEC's Strategic Goal 3.1. This measure incorporates the overall positive response rate to Federal Employee Viewpoint Survey (FEVS) Question No. 8 ("*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*") and the percentage of "Yes" (or "NA") answers to EEOC's Self-Assessment Checklist (156 questions) in MD-715 Part G.

In addition, in FY 2022, OIEA drafted a new OIEA Strategic Plan to align with Goal 3 of the SEC's Strategic Plan. Once finalized, the OIEA Strategic Plan will be implemented and measured against key performance indicators (KPIs).

C. Management and Program Accountability

In FY 2022, OIEA continued to monitor progress against recommendations made on previous barrier analyses, and regularly engaged with SEC management to discuss progress on specific actions management agreed to take to support greater equality of opportunity. Recommendations OHR operationalized in FY 2022 include:

- Continued collaboration with Divisions/Offices during hiring consultations and strategic conversations at the onset of the hiring process, to:
 - advise hiring managers on the potential use of career ladder positions to enhance the diversity of the talent pool;
 - ensure the language used in vacancy announcements to outline minimum qualifications is clear and easily understood; and
 - discuss the hiring strategy (e.g., types of hiring authorities, recruitment), particularly for Mission-Critical Occupations.
- Designed and implemented the *Leadership, Evaluation, Accession and Development (LEAD)* Program (discussed in detail below) that provides leadership assessments to evaluate Senior Officer (SO) candidate leadership skills as part of the SO selection process, including those with a technical background in accounting who may be qualified to cross over into non-accounting roles;

- Conducted a review of the SEC's recognition programs and criteria to determine opportunities for programmatic and operational improvements (adopted recommendations to be implemented in FY 2023); and
- Implemented a process for OHR to routinely share interview panel documentation, including information on the composition of interview panels, with OEEO.

OEEO also identified and deployed a framework for trigger analysis and prioritized the next set of barrier analysis studies. Given triggers (anomalies) noted in the workforce data, OEEO launched a new study focused on promotions within the IT Management occupational series. In FY 2022, OEEO began conducting informational interviews and focus group discussions with subject matter experts (SME) across the Agency.

D. Proactive Prevention of Unlawful Discrimination

During FY 2022, OEEO's Anti-Harassment Prevention (AHP) team initiated and conducted the first phase of a Zero-Base Review of the AHP. This review consisted of, among other things, benchmarking the SEC's AHP and staffing resources against the AHPs in five Financial Institutions Reform, Recovery, and Enforcement Act (FIRREA) agencies. Further, the AHP team enhanced its technological capabilities by taking steps to acquire an automated commercial-off-the-shelf (COTS) system to track incoming allegations of harassment. The SEC will continue to develop and improve upon best practices in the coming years to strengthen its AHP program.

E. Efficiency

OEEO carefully safeguards its neutrality and impartiality, and maintains an efficient, fair, and impartial complaint and complaint resolution processes. The SEC continues to follow the requirements, standards, and practices required under 29 CFR Part 1614 and developed additional tools to promote uniformity and efficiency in complaint-program activities. For example, counseling of informal complaints has transitioned to OEEO staff, allowing for the cases to be processed by EEO Counselors with institutional knowledge of the SEC and offering OEEO staff increasing awareness of emerging issues in complaints. These resources help facilitate consistent and timely processing of EEO matters. OEEO neutrality ensures that employees and managers know that the pre-complaint and investigation stages of the Part 1614 process are not adversarial, that OEEO will compile a neutral and impartial factual record, and that, when requested, OEEO will issue a final agency decision assessing the facts and law to determine whether or not one or more of the applicable employment discrimination laws have been violated. OEEO continues to emphasize its office's independence and impartiality to ensure that SEC staff understand that OEEO is neither pro-management nor pro-employee, but rather an impartial organization that processes EEO complaints in a neutral manner.

During FY 2022, OEEO continued to process EEO complaints in accordance with EEOC requirements. By utilizing OEEO staff to conduct EEO counseling, in lieu of reliance on contractors, the SEC was able to increase operational efficiencies. OEEO will expand this effort by utilizing in-house personnel to conduct EEO investigations in FY 2023. This will continue to ensure consistent, thorough, and timely reports of investigation.

F. Responsiveness and Legal Compliance

The SEC complies with applicable laws and EEOC regulations, management directives, orders, and other written instructions. The SEC complies with all regulatory reporting requirements to submit and/or post the annual EEOC Form 462 Report and MD-715 Report, and quarterly and annual No FEAR Act reports.

WORKFORCE ANALYSIS

A. Identification of Triggers in Race, Ethnicity, Sex, and Disability Workforce Data

The SEC analyzes workforce data to identify triggers that may require further inquiry regarding whether or not barriers to equal employment opportunity based on race, ethnicity, sex, or disability exist. The next sections provide a selected analysis of workforce data by ethnicity/race and sex. *Part J, infra*, provides analyses of workforce data by disability status.

Within these workforce analyses, this report describes identified “triggers,” or observed differences in participation rates (i.e., the proportions of employees across the demographic groups) and/or inclusion rates (i.e., the proportions of a total employee group found in a particular condition). A “trigger” is a trend, difference, variance, outlier, or anomaly that suggests the need for further inquiry into a particular policy, practice, procedure, or condition. Statistics are only a starting point for analysis that must consider the totality of the circumstances.

In many cases, triggers are evidenced through comparison of workforce data to civilian labor force participation rates. The *EEO Tabulation*, produced using the 2014–2018 American Community Survey (ACS) data, is the most current primary external benchmark for conducting comparisons between the ethnicity/racial and sex composition of each employer’s workforce to its available labor market. The EEOC requested that agencies utilize the 2014–2018 ACS data for the FY 2022 MD-715 report. For brevity in this report and accompanying workforce tables, benchmark data from the 2014–2018 *EEO Tabulation* is referred to as the 2018 civilian labor force (CLF) or for specific mission critical occupation (MCO) positions, and the occupational civilian labor force (OCLF). Occupational comparisons are initially made using broad categories of civilian jobs that do not differentiate between characteristics such as industry (e.g., finance versus health care) or specialization (e.g., securities versus employment law).

B. The SEC's Total Workforce²

At the end of FY 2022, the SEC had 4,722 employees: 4,452 permanent and 270 temporary. Of the 4,452 permanent employees, there were 2,396 (53.82%) men, 2,056 (46.18%) women, 1,618 (36.34%) minority employees, and 2,834 (63.66%) White employees. The SEC gained a total of 260 permanent employees, 142 (54.62%) men, 118 (45.38%) women, 92 minority employees, and 168 White employees.

In FY 2022, the SEC had a separation rate of 5.62% (250 separations) of its total permanent workforce. This was an increase from recent years, in which separations were generally below four percent. The SEC aims to keep its turnover rate relatively low, i.e., below eight percent per year. In FY 2022, separations among White males and females were higher than expected as a proportion of the SEC permanent workforce (White males represented 46.80% of separations, while they represent 38.59% of the permanent workforce; White females represented 32.00% of separations, while they represent 25.07% of the permanent workforce). Separations for all minority groups were below their proportion of the permanent workforce, with the exception of Hispanic or Latino males, whose separations (3.60%) were about equal to their proportion of the permanent workforce. In particular, Black or African American female separations (6.00%) were lower than their proportion of the permanent workforce in FY 2022 (10.98%).

Table A1 provides a comparison of the FY 2022 participation rate for each ethnicity/race and gender combination to the 2018 CLF. The participation of White female employees at the SEC shows the largest difference at 6.75% points below their participation in the 2018 CLF, a gap which has narrowed by 1.68% points compared to the 2010 CLF. Hispanic or Latino men and women show levels of difference that are about 3% points below their participation in the 2018 CLF (Hispanic or Latino men at -3.63% points and Hispanic or Latino women at -3.24% points). Increases in the CLF benchmarks for Hispanic or Latino males and females, of 1.65% points and 1.37% points, respectively, have caused Hispanic or Latino differences from the benchmarks to increase.

Relative to the national civilian labor force, the SEC's permanent workforce has higher participation of Asian employees, both men and women, and Black or African American women. For these groups, the participation in the SEC's permanent staff is 4.03% to 4.83% points higher than their demographic group's 2018 CLF participation. While participation in the total SEC permanent workforce for these groups is higher than in the 2018 CLF, specific analysis by occupation and pay grade is more nuanced, as described further below.

2 Workforce data referenced in this report may be found at Attachment 12.

C. The SEC's Mission-Critical Occupations (MCOs)

The SEC has five MCOs: attorney, accountant, securities compliance examiner, information technology management, and economist. Among the SEC's total permanent employees, there were 1,877 attorneys, 800 accountants, 367 securities compliance examiners, 318 information technology (IT) management employees, and 106 economists. For each MCO, selected analysis of current status in terms of participation and inclusion by SK-levels, gains through external hiring and progress through competitive promotion of men, women, and minority group members are presented below. Detailed analysis of promotion for PWD and PWTD is provided in *Part J, infra*. Background information on the analyses presented provides the reader a basis for interpreting these selected analyses.

D. Definition of Applicant Flow Data (AFD)

Applicant Flow Data is an important tool used to examine the fairness and inclusiveness of recruitment efforts and career progression of the workforce. These data are available through OPM's USA Staffing® (the federal government's integrated talent acquisition system, that provides data analytics such as time-to-hire metrics and AFD) only for SEC vacancies posted on the federal government's official employment site, USAJOBS. Applicants apply for the posted vacancies through the USAJOBS portal. The SEC uses USAJOBS for most, but not all, of its hiring actions (although hiring into accountant and economist positions under the SEC's Fellows authority and, in some cases, attorneys into the Excepted Service under 5 CFR § 213.3102(d) do not require public posting through USAJOBS, the SEC does proceed with public posting for a large number of vacancies even where such is not required). In FY 2022, the SEC did not have a tool to capture and report on applicant data for hiring actions outside of USAJOBS.

A few important notes about AFD help facilitate interpretation. Selections designated within AFD are inexact because demographic data are only produced for applicants who self-identified when they applied for a posted position and are comprised of only vacancies that were closed during FY 2022. AFD also shows various workforce tables regarding the demographic makeup for all applications (note that one applicant may file multiple applications for the same vacancy, and each application is counted separately) from persons who self-identified and were: (1) qualified; (2) referred; or (3) tentatively selected for vacancies posted on USAJOBS that closed during FY 2022. Various hiring process steps, beyond a tentative selection decision, may impact success in onboarding a new hire (e.g., suitability assessment or declination of offer). To help distinguish the data on hiring, the workforce data tables provide separate rows of information for all employees newly-hired and on-boarded during the course of the fiscal year. Differences are observed in the demographic statistics of those selected versus those hired and brought on board.

E. New Hires and Promotions

Applicants for external hiring are encouraged to provide data on their gender, race/ethnicity, and disability as part of their USAJOBS profile. Because self-identification is not required by USAJOBS and depends on willingness to volunteer demographic information, all data should be interpreted with caution and should not be extrapolated from the group that voluntarily identified their demographics to the remaining applicants who did not.

Analysis of internal competitive promotions is another area of interest in the SEC's review of equal employment opportunity. To explore data related to promotional opportunity, comparisons are made to the composition of the SEC's overall workforce. In particular, EEOC instructs that agencies consider the Relevant Applicant Pool (RAP) in benchmark comparisons for each occupation. The demographic profile of the RAP represents more closely an attainable standard for workforce composition as the RAP for each MCO is based on the number of employees holding a qualifying occupation series. Data on the RAP for each MCO is provided in summary level in Table A6.

Pursuant to EEOC's instruction, internal competitive promotion data include AFD for vacancies posted for internal SEC-only and Merit Promotion (MP) consideration. Other methods of progressing to higher-graded positions are not captured. As the SEC has continued to evaluate data on competitive promotion, it has learned that some candidates, including SEC employees, are less likely to self-identify their demographic information when applying for a posting. To help ensure higher quality analysis of competitive promotions within the SEC, OEEEO leverages the employee demographic data maintained by OHR in its Human Resource Information System (HRIS). To ensure data accuracy, in FY 2022, OEEEO encouraged employees to review their demographic data and update as necessary. Having up-to-date employee demographic data allows OEEEO to leverage a combination of AFD and internal HRIS records when analyzing competitive promotions among SEC employees.

Employees in the competitive service across the federal government are eligible to apply for MP postings. However, the only demographic data that OEEEO is able to access and analyze for non-SEC federal employees is the AFD that these candidates voluntarily provide when applying for a MP posting. Summaries of these vacancy postings are thus restricted to AFD available through OPM's USA Staffing[®] tool.

The SEC's fellows programs are an important pathway into MCOs. In FY 2022, the SEC continued to post all fellows opportunities on USAJOBS. This enables better monitoring of demographic data on fellows for MCOs.

Finally, FY 2022 was the second year in which the SEC had a paid internship program. This resulted in interns being captured as temporary employees in IBC Datamart data, generally for SK-3 through SK-9 graded positions.

With this context, the following sections present available AFD for each MCO and for the SEC's senior-graded and leadership positions. These data do not reflect all applications—only those applications where the applicants provided demographic information.

F. Employee Gains and Career Progression (Table A6)

Information about employee gains from external hiring and progression through competitive promotion are relevant to assessing EEO for the Agency's MCO workforce. Detailed information on employee gains is found at workforce Table A6.

a. Attorneys (Table A6)

The current workforce, including gains through external hiring and internal competitive promotion of Attorneys, is presented in Table A6. In FY 2022, among the 1,877 Attorneys, there were 1,019 (54.29%) men, 858 (45.71%) women, and 444 (23.65%) minority group members. The SEC hired 130 Attorneys and promoted 54 Attorneys.

I. GAINS, AFD FOR EXTERNAL HIRING: ATTORNEYS (O905)

The SEC posted 88 vacancies through USAJOBS and made 140 selections for Attorney positions. Of the 3,596 applications that included demographic information (self-identified applications), 2,033 (56.54%) were submitted by men, 1,563 (43.46%) by women, and 1,644 (45.72%) by minority group members. Of the 140 selectees who self-identified, 67 were men, 73 were women, and 50 were minority group members. In contrast to previous years, in which male Attorney new hires were below their representation among qualified applicants, in FY 2022, male Attorney new hires were equal to male Attorney qualified applicants ("new hires" refers to on-boarded employees). This previous disparity, which has now equilibrated, was researched as part of the SEC's barrier analysis of the Attorney occupation in FY 2021. However, in FY 2022, Attorney new hires for Black or African American males, Asian males and females, and Hispanic or Latino females were one to three percentage points below their representation among qualified applicants. Hispanic or Latino males had no new hires, while they were 6.96% of qualified applicants. Black or African American females were 5.38% of Attorney new hires, while they were 9.49% of qualified applicants. AFD should be interpreted with caution because a number of vacancies were open, continuous postings (which do not generate demographic information in the audited AFD from USA Staffing® and are not included as selections in the audited AFD for the fiscal year) and only selections for closed postings are included. Further, previous research indicates that open, continuous postings may result in a different demographic profile.

II. PROGRESSION, AFD FOR INTERNAL COMPETITIVE PROMOTION:
ATTORNEY (0905)

The SEC received 328 applications for 47 Attorney competitive promotion postings and made 54 selections. Of the 328 self-identified applicants, 313 qualified for promotion—178 men, 135 women, and 71 minority applicants. Of those tentatively selected for the promotions, 27 were men, 27 were women, and 10 were minority Attorneys. A further demographic breakdown by ethnicity/race and gender of the candidates who applied for internal promotions is presented in Table A6.

b. Accountants (Table A6)

For Accountants, their current workforce status and gains through external hiring and competitive promotion is presented in Table A6. In FY 2022, among the 800 Accountants, there were 443 (55.38%) men, 357 (44.63%) women, and 242 (30.25%) minority group members. The Agency hired 14 Accountants and promoted 4.

I. GAINS, AFD FOR EXTERNAL HIRING: ACCOUNTANTS (0510)

In FY 2022, the SEC received 200 self-identified applications through USAJOBS and made seven selections for Accountant positions. Of the 200 applications, 104 (52.00%) were submitted by males and 96 (48.00%) by females. While a trigger was found between the qualified applicant pool and selections with respect to gender overall in AFD (the qualified applicant pool was 51.35% male compared to 28.57% of selections), the HRIS data on employee on-boards suggested a smaller trigger (males were 50.00% of employee on-boards). Differences between qualified applicants and new hires were found for Hispanic or Latino males and females (zero new hires and both represented 2.70% of qualified applicants), Black or African American males (zero new hires vs. 13.51% of qualified applicants), Black or African American females (7.14% of new hires vs. 16.22% of qualified applicants), and Asian males (7.14% of new hires vs. 10.81% of qualified applicants). Detailed demographics are reflected in Table A6.

II. PROGRESSION, AFD FOR INTERNAL COMPETITIVE PROMOTION:
ACCOUNTANT (0510)

The SEC received 48 self-identified applications for four internal competitive promotion postings and four selections. Of the 48 applications, 34 were deemed qualified (20 men, 14 women, and 24 minority applicants). In FY 2022, female qualified applicants (41.18%) were below their Relevant Applicant Pool (45.48%), but females received three (75.00%) of the four promotions. Differences between selections and qualified applicants were found for Hispanic or Latino males and females, White males and females, and Asian males and females. However, the FY 2022 data should be interpreted with caution because there were only four Accountant selections for promotion. For the second consecutive year, no anomaly was found for Black or African American males or females. The Agency completed an analysis of competitive promotions among women in the accounting occupation in FY 2021 and is monitoring implementation.

c. Securities Compliance Examiners (Table A6).

The current workforce and gains through competitive promotion and external hiring of Securities Compliance Examiners is presented in Table A6. In FY 2022, among the 367 securities compliance examiners who self-identified, there were 235 (64.03%) men, 132 (35.97%) women, and 129 (35.15%) minority group members. The Agency hired 18 Securities Compliance Examiners (10 men, 8 women, and 7 minority group members) and promoted 17.

I. GAINS, AFD FOR EXTERNAL HIRING: SECURITIES COMPLIANCE EXAMINERS (1831)

In FY 2022, the SEC received 639 applications on USAJOBS, and hired 18 Securities Compliance Examiners. There were 17 selectees in AFD, and 18 on-boards (AFD only report data on postings that closed during the fiscal year, omitting open, continuous postings). Differences were found between qualified applicants and new hires for Hispanic or Latino males (zero new hires vs. 8.83% of qualified applicants), Black or African American males (5.56% of new hires vs. 15.46% of qualified applicants) and Black or African American females (zero new hires vs. 13.25% of qualified applicants). *See Table A6.*

II. PROGRESSION, AFD FOR INTERNAL COMPETITIVE PROMOTION: SECURITIES COMPLIANCE EXAMINERS (1831)

The SEC received 231 self-identified applications for 17 postings and 17 selections reflecting the following demographics: 147 men, 84 women, and 145 minority applicants. Of these 231 applications, 76 were deemed qualified (52 men, 24 women, and 39 minority applicants). Differences between qualified applicants and the Relevant Applicant Pool were found for White males (36.84% of qualified applicants vs. 42.42% of the relevant applicant pool), White females (11.84% of qualified applicants vs. 19.28% of the relevant applicant pool), and Black or African American females (3.95% of qualified applicants vs. 8.26% of the relevant applicant pool). These differences suggest a challenge with respect to attracting qualified applicants for promotion. Differences between qualified applicants and selections were found for Hispanic or Latino males (zero selections vs. 9.21% of qualified applicants), Asian males (11.76% of selections vs. 15.79% of qualified applicants), and Asian females (zero selections vs. 10.53% of qualified applicants). These differences suggest a challenge with respect to selections.

d. Information Technology Management (Table A6)

The current workforce and gains through external hiring and competitive promotion of Information Technology (IT) Management employees is presented in Table A6. In FY 2022, among the 318 IT Management employees who self-identified, there were 245 men (77.04%), 73 women (22.96%), and 181 minority group members (56.91%). The Agency hired 20 employees in IT Management and promoted 6.

I. GAINS, AFD FOR EXTERNAL HIRING: INFORMATION TECHNOLOGY MANAGEMENT (2210)

In FY 2022, the SEC received 1,091 self-identified applications through USAJOBS and hired 20 IT Management specialists. Of the 1,091 applications, 77.45% were submitted by men, 22.55% by women, and 71.68% by minority employees. Differences between qualified applicants and new hires were found for Hispanic or Latino females, Black or African American males and females, and Asian males. Hispanic or Latino females were zero new hires and 2.06% of qualified applicants. White females represented 5.55% of the qualified applicants and zero selections, but 5.00% of on-boards. Black or African American males were 10.00% of new hires and 22.98% of qualified applicants. Black or African American females were zero new hires and 6.97% of qualified applicants. Asian males were 20.00% of new hires and 22.03% of qualified applicants.

II. PROGRESSION, AFD FOR COMPETITIVE PROMOTION: INFORMATION TECHNOLOGY MANAGEMENT (2210)

The SEC received 592 self-identified applications (431 males and 161 females) for 9 IT Management postings and 6 selections. Of the 592 applications, 312 were deemed qualified. Males represented 75.00% of qualified applicants (234 applicants) and females represented 25.00% of qualified applicants (78 applicants). Differences between the proportion of qualified applicants and selections were found for Hispanic or Latino males (zero selections vs. 5.77% of qualified applicants), Hispanic or Latino females (zero selections vs. 1.92% of qualified applicants), White females (zero selections vs. 8.65% of qualified applicants), and Asian males (16.67% of selections vs. 30.45% of qualified applicants). The IT Management occupation is discussed further below in the section entitled *Detailed Workforce Analysis of Promotions for Examiners and IT Management*.

e. Economists (Table A6)

The current workforce of Economists is presented in Table A6. In FY 2022, among the 106 Economists at the SEC, there were 76 (71.70%) men, 30 (28.30%) women, and 35 (33.02%) minority group members. In FY 2022, the Agency hired 15 Economists and promoted one Economist.

I. GAINS, AFD FOR EXTERNAL HIRING: ECONOMISTS (0110)

In FY 2022, the SEC received 434 self-identified applications through USAJOBS, selected four Economists and on-boarded 15. Of the 434 self-identified applications, 67.97% were submitted by men, 32.03% by women, and 58.06% by minority group members. The Agency hired eight White males, three White females, three Asian males, and one Hispanic or Latino male. Differences between selections and qualified applicants were found for Hispanic or Latino females (zero new hires and 3.86% of qualified applicants), Black or African American males and females (both zero new hires when Black males were 16.20% of qualified applicants and Black or African American females were 6.68% of qualified applicants) and Asian females (zero new hires and 7.71% of qualified applicants). Table A6 reflects the demographic breakdown.

II. PROGRESSION, AFD FOR INTERNAL COMPETITIVE PROMOTION:
ECONOMISTS (0110)

The SEC received two applications for one posting and one selection. It is impossible to draw meaningful conclusions about the qualification or selection phase for the one Economist promotion from these data. Table A6 reflects the demographic breakdown.

G. Detailed Workforce Analysis of Promotions for Examiners and IT Management

Examiners and IT Management are two of the fastest growing MCOs. From FY 2011 through FY 2022, the Examiner occupation increased 99.46% from 184 positions to 367 positions. Over the same FY 2022, promotions within these two occupations demonstrated triggers.

For Examiners, in FY 2022, triggers among qualified applicants decreased among groups that had the largest triggers in FY 2021. For example, among White females and Black or African American females, differences between qualified applicants and the Relevant Applicant Pool decreased from roughly 10 or more percentage points in FY 2021 to 4–7 percentage points in FY 2022. Other minority groups were at or close to their Relevant Applicant Pools with respect to qualified applicants in both years. The SEC made 17 selections for promotion among Examiners in FY 2022. Promotions for females increased from 0% in FY 2021 to 41.18% in FY 2022. Promotions for minority groups increased from 16.67% to 41.18%.

Assessing the IT Management occupation has added complexity because the IT Management Occupation within the American economy is heavily male (70.73% male; 29.27% female). However, even after controlling for the demographic distribution of applicants, the selection data for promotions in IT Management over the last six years has been the most notable of our Mission Critical Occupation data from an EEO perspective. The EEOC prescribes the percentage of qualified applicants as the benchmark for identifying potential disparities in selections. In FY 2022, selections for promotion for minorities were 15 percentage points below their share of qualified applicants (50.00% of selections vs. 65.38% of qualified applicants). While this difference is substantial, this trigger decreased by more than half since FY 2021, when minority selections were 38 percentage points below their share of qualified applicants. Selections for women had displayed a four-year downward trend from FY 2018 through FY 2021, declining as much as 50.00%, but increased in FY 2022. In FY 2022, women were 33.00% of selections, and 25.00% of qualified applicants. While the FY 2022 data show improvement, several years' worth of differences from prescribed benchmarks and large swings between groups suggest research is needed on potential challenges affecting promotions. In FY 2022, OEEO initiated a barrier analysis study of the IT Management occupation, discussed in *Part I, infra*.

H. Senior Grade Levels from SK-13 to Senior Officer

The SEC conducts analysis on the participation of men, women, and minority group employees at various grade levels to understand equality of employment opportunity in the Agency's career progression. Specifically, the SEC reviewed the participation of men, women, and minority group members within the Agency's grade levels equivalent to the senior grades in the General Schedule and Senior Executive Service. The SEC crosswalks its alternative pay plan's senior grade levels to the General Schedule according to the following equivalencies: SES = SO and EX; GS-15 = SK-15, SK-17, AL-02, and AL-01; GS-14 = SK-14, SK-16, and AL-03; GS-13 = SK-13. The current status, including gains through external hiring and internal competitive promotion in senior grade levels is presented in Table A7. This section describes the results of those analyses by ethnicity/race and gender. Analysis of career progression for persons with disabilities is described in *Part J, infra*.

To evaluate EEO for the current status and internal competitive promotion into senior grades at the SEC, unlike what was done for current status of the total workforce and for each MCO, comparisons are made to the composition of the SEC's overall workforce. In particular, EEOC instructs that agencies consider two comparators when evaluating participation in and promotional opportunity to their senior-graded or supervisory and management workforce: the Relevant Applicant Pool and the Upward Mobility Benchmark. Inclusion rates are considered for these populations to assess whether employee groups are distributed in senior-graded and leadership level positions at rates similar to the overall population.

Among senior grades at the SEC as a whole, 43.53% of the positions are held by women and 56.47% by men. In comparison, the workforce comprising the Upward Mobility Benchmark is 45.11% women and 54.89% men. Minority group members hold 33.26% of positions in senior grades as compared to 34.67% of employees participating in the Upward Mobility Benchmark. Additional detail comparing the workforce composition of senior-graded and leadership positions is found in the next section. *See Table A7.*

As was true for MCO positions, a review of AFD for senior-graded and leadership level positions helps uncover the Agency's progress in attracting, recruiting, and hiring talent. Table A7 summarizes AFD for external hiring and internal promotion aggregated across all senior-graded positions. Data are presented on the ethnicity/race and gender of the applications submitted by, deemed minimally qualified for, referred for consideration, tentatively selected, and on-boarded for senior grade level positions.

I. GAINS, AFD FOR EXTERNAL HIRING: SENIOR-GRADED POSITIONS

In FY 2022, the SEC received 6,802 self-identified applications through USAJOBS and hired 207 employees for senior-graded positions. Of the 6,802 applications, the diversity demographics were 61.10% men, 38.90% women, and 59.06% minority. Across the hiring phases, women's participation among qualified and referred candidates remained similar to their participation in the applicant pool. However, women were a larger percentage of new hires (42.03%) than their participation in the qualified applicant pool (38.14%).

Among the 207 external applicants who were eventually on-boarded in FY 2022, 120 were men and 87 were women. *See Table A7.*

In general, the participation of minority group members, unlike the participation of women, declined across the hiring phases. Minority group members represented 59.06% of the self-identified external applicants, 53.81% of qualified applicants, and 33.34% of new hires, a decline of about nine percentage points from FY 2021. New hires were two to six percentage points below qualified applicants among Hispanic or Latino applicants, Black or African American applicants, and Asian male applicants.

II. PROGRESSION, AFD FOR INTERNAL COMPETITIVE PROMOTION: SENIOR GRADE PROMOTIONS

The SEC received 3,745 self-identified applications for 123 senior grade level postings, and 119 selections. The applications reflected that 54.82% were submitted by men, 45.18% by women, and 65.50% by minority candidates. White female, White male, and Asian female applicants applied for promotions among senior grades at rates below their respective Upward Mobility Benchmark. White males were 22.59% of applicants, compared to an Upward Mobility Benchmark of 40.08%; White females were 11.91% of applicants, compared to an Upward Mobility Benchmark of 25.25%; and Asian females were 4.83% of applicants, compared to an Upward Mobility Benchmark of 7.04%. Selections were significantly above the percentage of qualified applicants for each of these three groups: White males were 33.61% (40) of selections for promotion, and 26.19% (524) of qualified applicants; White females were 28.57% (34) of promotions, and 14.14% (283) of qualified applicants. Asian females were 9.24% (11) of selections, and 5.60% (112) of qualified applicants.

Minority applicants were 65.50% of self-identified internal competitive promotion applicants. Their participation in the qualified applicant pool was 59.67% and 63.51% among referred applicants; 37.82% (45) of the candidates tentatively selected for promotion were minority applicants. This result seems attributable to a six percentage point difference between selections and the qualified applicant pool among Black or African American males (5.88% of selections, 11.84% of qualified applicants); a nine percentage point difference between selections and the qualified applicant pool for Black or African American females (11.76% of selections; 21.09% of qualified applicants); and a five percentage point difference between selections and the qualified applicant pool for Asian males (5.04% of selections; 10.39% of qualified applicants). Table A7 reflects the demographic breakdown.

Notably, in FY 2022, the Agency implemented policy changes relating to the formation of interview panels, which apply to all grades. These changes include requiring a minimum of three interviewers in first-round interviews; requiring each interview panel to include a panelist from outside the hiring Division/Office in an effort to promote objectivity and consideration of diverse perspectives; requiring all supervisory interviews to include at least one question that addresses the need for SEC supervisors to support a diverse and inclusive workplace; and encouraging SEC Divisions/Offices to convene a diverse group of interviewers to serve on the interview panel (“diversity” is defined broadly to refer to the range of similarities and differences across a set of panelists, including diversity of background, thought, and experience). As mentioned above, the Agency also implemented a process for OHR to routinely submit interview documentation, including information on the composition of interview panels, to OEEEO.

I. Supervisors, Managers, and Executives

In light of the critical importance of leadership to the Agency and to the workplace experience for employees across the organization, the following provides analysis of the workforce in the SEC’s leadership ranks, including evaluation of equal employment opportunity for career mobility among ethnic/racial and gender groups. The current status, gains through external hiring, and competitive promotion in three leadership levels for supervisor, manager, and executive is presented in Table A8. This section summarizes results from those analyses.

To understand these data, reviews of the relevant applicant pools or feeder positions and Upward Mobility Benchmarks are made. The Upward Mobility Benchmarks define the proportion of a demographic group that one would expect to reach senior positions, based on their occupations. The SEC offers the opportunity for employees in any occupation to be promoted to the first level supervisor, the SK-17 manager level, or the Senior Officer executive level. The Leadership Upward Mobility Benchmark provides a useful comparison for the demographic composition of leadership because that benchmark includes those occupations where a career path to leadership is established. The Leadership Upward Mobility Benchmark includes all employees serving in occupations for which the Agency has established career paths to the SO ranks, without regard to SK-level. It includes only employees within occupations held by at least two percent (2%) of SOs. This includes the Attorney (0905), Accountant (0510), Securities Compliance Examiner (1831), IT Management (2210), Economist (0110), Miscellaneous Administration and Program Series (0301), and Program Management Series (0340) occupations.

Table A8 provides selected workforce analysis for supervisor, manager, and executive positions by ethnicity/race and gender. Similar to the data presented for each MCO, at each leadership level, data include the current status as of the end of the fiscal year, gains through external hiring, and progression through internal competitive promotion during the reporting period. Analysis of career progression to leadership for persons with disabilities is described in *Part J, infra*.

A summary of Table A8 shows that among supervisory and managerial levels as a whole, 39.82% of positions are held by women, 60.18% by men, and 29.01% by minority employees. In comparison, the workforce comprising the Leadership Upward Mobility Benchmark is 43.81% female, 56.19% male, and 32.29% minority. Additional detail comparing the workforce composition of senior-graded and leadership positions is found in Table A8.

J. Detailed Analysis of Current Status and Trends over Time in the SO Ranks

The representation of women among SOs continued to exceed government-wide statistics. The participation of women among SOs was higher than the representation of women among Senior Executives in the federal workforce. According to OPM's FedScope, in FY 2022, women made up 39.39% of Senior Executives in the federal workforce, compared to 44.88% among the SEC's SO population.

As of the end of FY 2022, the proportion of minority SOs at the SEC is roughly within one percentage point of the FY 2022 government-wide minority participation rate for senior executive positions of 25.66%. Since FY 2016, the participation rate of minority employees among SOs increased from 13.38% to 24.42%, with one quarter of the increase occurring in FY 2022 alone, when minority SOs increased from 18.11% to 24.42%. The FY 2022 increase was related to SO separations, which increased 87%, from 15 in FY 2021 to 28 in FY 2022, with White employees accounting for 25 of the 28 SO-level separations.

As was true for MCO positions, a review of AFD for leadership levels helps explore the Agency's process in attracting, recruiting, and hiring talent in its leadership ranks. Table A8 summarizes AFD for external hiring and internal promotion across leadership positions at the executive, manager, and supervisory levels.

I. GAINS, AFD FOR EXTERNAL HIRING: LEADERSHIP LEVELS

In FY 2022, the SEC received 739 self-identified applications through USAJOBS and made 12 new hires for supervisory positions across all levels. Among the applicants were 490 (66.31%) men and 249 (33.69%) women. Seven men, five women, and three minority employees were hired for managerial or supervisory positions. In FY 2022, a trend observed in previous years continued in which the male proportion of new hire selections for leadership positions was lower than the qualified applicant pool. Males were 69.33% of qualified applicants for leadership positions, but 58.33% of new hires, a difference of eleven percentage points, and were 55.00% of selections, a difference of fourteen percentage points. This difference was a decline from the 43.05% percentage point difference between male qualified applicants and selections observed in FY 2021. A trend was observed for Hispanic or Latino males and Black or African American males. Thirty-two Hispanic or Latino males and 75 Black or African American males reached the qualified stage for leadership positions. No Hispanic or Latino

males, and no Black or African American males were selected as a new hire for a leadership position. These data should be considered with the caveat that Applicant Flow Data do not cover open, continuous postings, and persons who did not self-identify; HRIS data covering on-boarded employees that do include the results of open, continuous postings showed the same results for Hispanic or Latino males. Note that these data do not include hires of Commissioners, who are appointed by the President for temporary terms, and thus, hired via processes outside of Agency's hiring procedures.

Table A8 provides the demographics of the individuals who applied and self-identified for leadership positions, those who qualified, and the applicants who were tentatively selected.

II. PROGRESSION, AFD FOR INTERNAL COMPETITIVE PROMOTION: LEADERSHIP LEVELS

The SEC received 1,182 self-identified applications (62.10% from men, 37.90% from women, and 58.29% from minority employees) for 53 postings and 57 selections for supervisory or managerial positions. As was shown in the senior grade level positions, women's participation among applicants who applied, qualified, were referred and were selected for promotion progressively increased from 36.84% of the qualified applicant pool to 47.37% of those tentatively selected for promotions.

Minority group member participation declined from 51.42% of the qualified applicant pool to 29.82% of those tentatively selected for promotion. There were differences between qualified applicants and selections for promotion to managerial or supervisory positions for Black or African American males, who represented 78 of the qualified applicants (10.53%) and one selection (1.75%); Hispanic or Latino males, who represented 30 of the qualified applicants (4.05%) and one selection (1.75%); and Asian males, who represented 100 of the qualified applicants (13.50%) and three selections (5.26%). Table A8 reflects the demographic breakdown.

K. Additional Detail on the Workforce Analysis for Senior Leadership and Senior Grade Level Positions (Tables A4 and A8)

The FY 2022 participation rates of men, women, and minority groups differ across the SEC's supervisory and management ranks. There is a notable pattern shown for women at the SK-15 first-line supervisor level, and for minority groups at the SK-16, SK-17, and SO levels, as compared to the composition of the feeder or relevant applicant pools at lower SK-levels.

Women are 43.22% (1,198 employees) and men are 56.78% (1,574 employees) at the GS-14 equivalent level. Among SK-15 first level supervisors, men make up 63.51% (235 employees) and women comprise 36.49% (135 employees) of the workforce; there were 1.7 times as many male SK-15 first-level supervisors as female. The participation rate of males is lower in higher grade levels. At the highest individual contributor level, SK-16, there is greater female participation.

Although SK-16 employees are usually not supervisors, they are eligible to apply for manager and SO positions. There were a total of 571 permanent SK-16 employees in FY 2022; men accounted for 61.47% (351) and women accounted for 38.53% (220) of this level's workforce composition.

The participation rates of men and women at the SK-17 manager level were distributed relatively similarly to the SK-16 employees. There were a total of 395 managers of whom 60.25% were men (238 employees) and 39.75% were women (157 employees). Female participation was higher at the SO level. Within the total of 127 SOs, 55.12% are men (70 employees) and 44.88% are women (57 employees).

The participation rates for minority groups were lowest at the SK-16, SK-17, and SO levels, but the pattern of decline in the feeder pools varied for each minority group. Participation rates for Black or African American women are highest in the feeder pool for SK-13 positions, and decrease at the SK-14, SK-16, and SK-17 levels. The participation rate for Black or African American women begins at 39.64% at the SK-12 level, declines to 25.50% at the SK-13 level, and 5.86% at the SK-14 level. There is an increase at the SK-15 (typically first-line supervisor) level (8.38%), and a decrease to 3.15% of SK-16 individual contributors, and 4.81% of SK-17 managers. The feeder pool for SK-17 positions is typically SK-15 employees, so there was a decline from SK-15 to SK-17 for Black or African American women. Black or African American women are 7.09% of Senior Officers.

Similarly, the participation rate for Black or African American men begins at 11.71% at the SK-12 level, declines to 9.00% at the SK-13 level, 4.63% at the SK-14 level, 4.05% at the SK-15 level, 3.15% at the SK-16 level, and 2.28% at the SK-17 level. Black or African American males are 3.15% of SOs. For Black or African American males, participation is higher at the SO level than the SK-17 level. Participation rates for Hispanic or Latino women are 5.41% at the SK-12 level, and decrease to 4.25% at the SK-13 level, 3.13% at the SK-14 level, 2.16% at the SK-15 level, 1.05% at the SK-16 level, 1.27% at the SK-17 level, and 0.79% at the SO level. Hispanic or Latino males were different from their participation in the permanent workforce (3.19%) at the SK-16 level (1.05%). They were at, near, or above their participation in the permanent workforce at the other senior grades.

Asian men were below their participation in the permanent workforce at the SO level. Asian men represented 0.79% of SOs, though they ranged from 6.33% to 8.65% in the feeder grades for Senior Officer positions (SK-14 through SK-17). A similar pattern emerged for Asian women who represented 3.94% of SOs, though they ranged from 5.14% to 8.45% in the feeder grades for Senior Officer positions (SK-14 through SK-17). *See Tables A4P and A8.*

L. Leadership Development Programs

The Agency has evaluated selection data for its leadership development programs, including the *Excellence in Government Fellows Program*, the *Aspiring Leaders Program*, and the *Women in Leadership Program*. While these programs do not lead to the expectation of achieving placement at a specific grade (a criterion for inclusion in the MD-715 Workforce Data Tables), they do contribute to the knowledge pool of employees who may potentially apply for and be considered for leadership positions in the future. Data for these leadership programs have been consolidated into the “Other Career Development Programs” category in *Part J*. In the *Excellence in Government Fellows Program*, among 14 selectees, inclusion rates (selectees divided by demographic group size in the workforce) for males and females were equal at 0.29%. The inclusion rate for Asian employees was 0.49%, for Black or African American employees was 0.29%, for Hispanic or Latino employees was 0.37%, and for White employees was 0.21%.

In the *Aspiring Leaders Program*, among 22 participants, the inclusion rate for females was 0.68%, and the inclusion rate for males was 0.33%. The inclusion rate for Black or African American employees was 0.57%, for Hispanic or Latino employees was 1.10%, for Asian employees was 0.01%, and for White employees was 0.46%.

In the *Lead Forward Program*, among 87 participants, the inclusion rate for Black or African American employees was 2.87%, for Hispanic or Latino employees was 1.84%, for Asian employees was 2.79%, and for White employees was 1.48%.

Given these statistics, challenges with minority participation in the leadership ranks do not seem attributable to uneven participation in leadership development programs.

M. Employee Recognition and Awards

In addition to analyzing workforce statistics, the SEC analyzes data on the distribution of discretionary cash and time-off awards to understand equal employment opportunity based on race, ethnicity, sex, and disability in these programs. Data presented on the distribution of discretionary awards for this report has been refined to more closely examine discretionary awards of higher value. In the analysis below, data have been summarized to align with the SEC’s Employee Recognition Program.

The SEC’s Employee Recognition Program has defined two types of discretionary cash awards, *On-the-Spot Awards*, with a maximum limit of \$1,000, and *Special Act Awards*, with an approval limit delegated to Division and Office leadership up to \$2,999. *Special Act Awards* between \$3,000 and \$10,000 require additional approval by the Chief Operating Officer or the Chair. Similarly, time-off awards of at least 40 hours are subject to that same additional approval. In FY 2022, no discretionary time-off awards greater than 40 hours were distributed.

In consideration of these process differences, data for discretionary cash and time off-awards in this section are summarized by collapsing across Table A9 categories. Data for two categories of time-off awards are described: up to 10 hours, and 11 – 40 hours. Cash awards are summarized in five categories: \$500 and under; \$501 – \$999; \$1,000 – \$1,999; \$2,000 – \$2,999; and \$3,000 or more. For ease of interpretation, the summary level data are presented in the section below by ethnicity/ race and gender. Summary analysis of awards by disability status are presented in *Part J, infra*.

a. Time-Off Awards Summary by Ethnicity/Race and Gender

Women were more likely than men to receive both low value (less than 10 hours) and high value (more than 10 hours) time-off awards. The inclusion rates for low value awards were 18.53% for males and 23.39% for females. The inclusion rates for high value time-off awards were 17.28% for males and 20.96% for females. Among minorities, Asian males (13.76%) were less likely to receive low value time-off awards than the baseline of White males (18.10%). For high-value time-off awards, Black or African American males (12.61%), Black or African American females (14.77%), Asian males (16.44%), and Hispanic or Latino males (16.20%) were below the baseline (18.10%).

b. Cash Awards Summary by Ethnicity/Race and Gender

The SEC provides cash awards through its *Special Act* and *On-the-Spot* awards programs.

For all demographic groups, the largest portion of each group received cash awards of \$1,000 – \$1,999. In FY 2022, differences for minority groups were also the largest at this award level. Inclusion rates were 42.67% for White males, and 42.83% for White females, with Hispanic or Latino males (42.25%) at inclusion rates roughly equal to White males, and Hispanic or Latino females (37.69%), Black or African American males (31.08%), Black or African American females (32.70%), Asian males (39.26%), and Asian females (37.18%) below those of White males. Data at other cash award levels were inconclusive.

Discretionary cash and time-off awards were the focus of an Awards Barrier Analysis study conducted by OEEEO and previously reported on in prior MD-715 reports. That analysis found that organizational characteristics, such as grade and occupational series, account for some of the disparities in discretionary award distribution. At the same time, the analysis found that disparities for Black or African American employees persisted after controlling for certain organizational characteristics, and it found disparities for Asian employees after controlling for such organizational characteristics. As part of its management response to the Awards Barrier Analysis, in FY 2021, the SEC implemented an agency-wide awards monitoring system, which enables key staff to track awards distribution with respect to race, gender, disability status, and age on a quarterly basis, and enables all staff to track and monitor awards distribution short of including protected characteristics. It should also be noted that the Agency discontinued its Performance Incentive Bonus Program in FY 2022, which may have increased the distribution of *Special Act* and *On-the-Spot* Awards.

ACCOMPLISHMENTS

A. New Initiatives Focused on Persons with Disabilities

In FY 2022, the SEC launched three separate ad-hoc working groups—comprised of subject matter experts as well as leaders from the Disability Interest Advisory Committee (DIAC) and allies—focused on accessibility and employment of persons with disabilities and persons with targeted disabilities (collectively, PWD).

1. Facilities and Information Technology Accessibility

In anticipation of the SEC's future move to a new headquarters building, the Office of Support Operations (OSO), which supports the Agency's physical facilities, met with DIAC members and representatives from stakeholder offices to share upcoming plans for the new headquarters building and identify any concerns. Working in collaborative fashion, DIAC leaders and subject matter experts in OHR, OMWI, and OEEO developed and provided the OSO Director a number of recommendations to support accessibility for persons with disabilities in the future building.

In addition, to support greater IT accessibility, the Office of Information Technology (OIT) developed a dashboard to identify and monitor projects that are not 508-compliant and efforts to remediate. This dashboard is updated on a monthly basis and is shared with the Office of the Chief Operating Officer (OCCO) to ensure accountability and prompt remediation.

2. Persons with Disabilities Recommendations Working Group

In late FY 2021, OEEO launched a cross-office working group to develop recommendations that support the career trajectory of PWD. This working group, led by two Senior Officers, one of whom is the executive sponsor of DIAC, included subject matter experts from OEEO, OMWI, and OHR, as well as DIAC leaders and members. This working group was tasked with making evidence-based recommendations that promote equity in career advancement for persons with disabilities. The working group reviewed available data, met on a regular basis, and delivered 17 recommendations to Agency leadership on the recruitment, hiring, career advancement, promotion, and retention of persons with disabilities at the SEC.

The majority of the recommendations are within OHR's jurisdiction, and OHR has already begun implementation. Two recommendations—sharing aggregate disability data with Divisions/Offices as part of the Human Capital Reviews and providing Divisions/Offices a Schedule A PWD list of qualified candidates in the database prior to the job posting being published—were promptly instituted (the Schedule A PWD list is delivered to Division/Offices provided there are qualified candidates in the resume database to refer). Further, OHR reserved five (5) slots in the 2022 Mentoring Program cohort for employees with disabilities and collaborated with DIAC to communicate this opportunity to its membership. The SEC exceeded the goal with six (6) PWD participants in the 2022 Mentoring Program.

3. Persons with Disabilities Implementation Working Group

The 17 recommendations referenced above serve as the guiding principles for a new cross-office working group (OHR, OMWI, OEEO, OCOO, and OIT) established specifically to implement the remaining actions the Agency has committed to take in FY 2023 and beyond. For each recommendation accepted by the Agency, the working group identified the specific action(s) to take, the responsible office/branch, and projected timeframes for implementation. Some recommendations will require the active participation of Divisions/Offices such as: hosting outreach events targeting candidates with disabilities; survey of managers on their familiarity with, and use of, the Schedule A hiring authority; and training managers on the various hiring authorities, including the benefits of hiring individuals with disabilities under Schedule A(u).

To ensure progress is made on the recommended actions, the implementation working group meets on a monthly basis and has scheduled accountability meetings with Agency leaders—including the Agency’s Operations Steering Committee (a standing committee that is consulted on various matters related to the Agency’s human capital), the Chief Operating Officer, and the two Senior Officer co-leads for the working group that developed the recommendations. These accountability meetings also serve to align resources and/or support from key stakeholders as the working group implements the recommendations.

B. Ongoing Progress in Hiring and Reasonable Accommodation of Employees

The SEC continued to continuously improve and evolve its disability hiring, and reasonable accommodation and religious accommodation programs.

1. Recruitment and Hiring of PWD

In FY 2022, the day-to-day operations of diversity recruitment and outreach was transitioned from OMWI to OHR to align with other efforts to develop and maintain pathways for diverse talent for future SEC employment. OMWI continues to serve as the project manager of key elements, including managing the Diversity Network. During the fiscal year, the SEC coordinated, participated in, sponsored, or facilitated over 60 diversity outreach and recruitment events and distributed approximately 384 (210 by OHR and 174 by OMWI) targeted job advertisements to educational organizations, institutions, and job boards to inform diverse professionals and students about job vacancies and internships.

In FY 2022, the SEC continued to take steps to improve overall disability recruitment efforts. The SEC issued the FY 2022–2024 *Recruitment Strategy* (which includes goals for hiring veterans with disabilities and persons with disabilities) and executed a number of actions, including the following activities to support the hiring of individuals with disabilities:

- Launched a web-form on [SEC.gov](https://www.sec.gov) to collect information from prospective candidates who identify as individuals with a disability to build a database of eligible candidates that can be non-competitively referred for future SEC vacancies.
- Streamlined the approach to the general hiring process by forwarding external hiring requests to the Selective Placement Program Coordinator (SPPC) for further review. The SPPC referred eligible applicants from the Schedule A PWD database to hiring managers prior to and/or concurrently with the general staffing process.
- Attended 13 virtual career events which allowed the SEC to maintain a recruitment presence and support efforts to build a talent pool for future employment.
- Continued to distribute Schedule A recruitment materials via social media and professional organizations. The SEC hired one employee under the Schedule A(u) hiring authority.
- Continued to work with hiring managers through training, meetings, and internal communications to encourage the use of special appointment authorities to hire individuals with disabilities.

Through these sustained efforts, the SEC hired 9.21% permanent employees with disabilities in FY 2022. This figure includes veterans with disabilities, persons with disabilities, and persons with targeted disabilities, including candidates who applied as Schedule A(u) applicants.

2. Reasonable Accommodation (RA) Program

In FY 2022, the SEC finalized and published (internally and externally) its updated *Reasonable Accommodation Policy* ([Reasonable Accommodation Program SECR 6-80](#)) and corresponding *Reasonable Accommodation Operating Procedures* ([SECOP 6-80](#)). The SEC processed 100% of the 65 requests for reasonable accommodations within the 45-day timeframe established by the new procedures. The SEC's personal assistance services (PAS) procedures and process are explained in the new RA operating procedures. *See Attachment 6.*

During the fourth quarter of FY 2022, the RA Program Office conducted several informational sessions on important process changes, RA program provisions, and policy updates. The sessions were recorded and remain available on the SEC's training platform for future employee use. Additionally, the RA Program Office updated new employee orientation materials and mandatory training for new supervisors which addressed information specific to federal statutes and regulations, how to recognize RA requests, where to submit RA requests, and program contact information.

The Agency plans to implement a web-based case management solution that will mitigate challenges related to tracking of current and recent cases, process reasonable and religious accommodation requests for decision, provide a secure storage repository for RA requests and supporting medical information, and analyze processing timeliness and trend data. The SEC has begun the development stage for the automated reasonable and religious accommodation case management solution. The case management system is expected to simplify case tracking, help identify systemic delays, improve customer service by allowing employees to request reasonable and/or religious accommodations personally and privately, and allow the Agency to continue to meet timeliness standards. The Agency expects to fully deploy the system in FY 2023 to capture all reasonable and religious accommodation requests, including requests for personal assistance services.

Additional information about the SEC's reasonable accommodation program can be found in *Part J, infra*.

C. Training and Career Development

The SEC invests significant resources to support and enhance employee and leadership development. In FY 2022, the SEC provided numerous virtual opportunities for employees to acquire the skills and certifications needed to succeed in their positions and to progress in their careers. The SEC University (SECU) offered an extensive array of learning opportunities in technical areas (e.g., courses on Hedge Funds, Mutual Funds, and Credit Derivatives) as well as in leadership development to SEC senior leaders and non-supervisory staff alike.

SECU's College of Leadership and Team Development offerings promote leadership behaviors that support OCOO's and OHR's vision to promote respect, honor the dignity of all people, develop others and cultivate the creativity, growth and diversity of thought and experience for leaders at all organizational levels. Virtual offerings during the pandemic incorporate 508-compliant content and the availability of on-demand sign language interpreters. SEC leaders can access leadership development offerings, regardless of one's learning style or location.

In FY 2022, the SEC finalized and launched the LEAD Program, which emphasizes the importance of certain leadership skills essential for success at the SEC. LEAD was implemented to improve the process for developing, identifying, and selecting future senior leaders by including validated standardized leadership assessments that screen candidates on essential leadership competencies in a fair and legally-compliant manner. LEAD also provides a framework for employees to investigate and seek leadership development resources and tools. In August 2022, OHR launched the LEAD website, which serves as a repository of LEAD program information and offers links and direct access to training and resources that support self-directed employee leadership development. The easy-to-navigate website is available to all SEC employees to learn about the program, use leadership development tools, and advocate for their own leadership development opportunities that are aligned to critical SO leadership competencies. A self-evaluation tool helps employees prioritize and create a strategy for engaging with the leadership development resources. In Q4 FY 2022, OHR provided a series of general informational briefings for all interested employees and to Division and Office management teams.

In FY 2022, OEEO continued to offer substantive training on EEO topics and one-on-one outreach to new supervisors. OMWI also offered various virtual live classes to help supervisors and managers develop diversity and inclusion skills. Courses included: *Language of Inclusion*, designed to establish a toolkit of key terminology and concepts for fostering an inclusive culture; *Gender Inclusive Language*, which explored the meaning of gender-inclusive language and practices for creating more inclusive workplaces; and *Mitigating Microaggressions in the Workplace*, which explored the negative impact of subtle derogatory words and behaviors in the workplace and strategies to mitigate the use and practice.

Through extensive training and career development opportunities, the SEC sought to reinforce and renew professional expertise, promoted diversity and inclusion practices and workplace interactions, and sponsored employees in their leadership development. For a listing of leadership and career development programs and training offerings in FY 2022, see *Attachments 8–10*.

D. Engagement Efforts

1. Employee Affinity Groups

The SEC's nine SEC Employee Affinity Groups³ (EAGs) help foster a supportive, inclusive, and fair work environment through their programs and activities, including events to commemorate special observances. OMWI provides guidance, resources, and management support to the EAGs (except to the Veterans Committee which is sponsored by OHR). In FY 2022, OMWI and OHR, SEC Commissioners, and Senior Officers continued to actively sponsor one or more EAGs and actively encouraged employees to participate in EAG events and activities held throughout the year. A list of some EAG activities and events that were held in FY 2022 is included in *Attachment 11*.

³ The SEC's nine EAGs are: African American Council; American Indian Heritage Committee; Asian American and Pacific Islander Committee; Caribbean American Heritage Committee; Disability Interests Advisory Committee; Hispanic and Latino Opportunity, Leadership, and Advocacy Committee; Pride Alliance; Veterans Committee; and Women's Committee.

2. Federal Employee Viewpoint Survey

The SEC’s 2022 FEVS response rate of 74% was a six percentage point improvement over last year. In 2022, the OPM instituted substantial changes to the FEVS—including the deletion of dozens of items, and inclusion of close to 40 new items.

These changes substantially impacted the SEC’s ability to conduct trend analyses, including the New Inclusion Quotient (IQ) index, of which the Agency has reported on in previous years. Utilizing statistical analyses, the Agency has identified seven constructs labeled “The 7 Key Drivers of Engagement.” The details of two of these drivers—“Diversity & Opportunity” and “Employee Inclusion”—are shown below. The SEC’s analyses found these drivers to be the most predictive of important organizational diversity, opportunity, inclusion, and equity outcome variables. The SEC’s scores on both of these drivers are significantly higher than the government-wide averages.

The below comparison shows the SEC benchmarked results against the government-wide scores on these and other drivers. The SEC’s 2022 results are as follows:

- **Diversity & Opportunity Driver:** 79% positive (+10 percentage points over the government average)
- **Employee Inclusion Driver:** 79% positive (+9 percentage points)
- **Empowerment Driver:** 72% positive (+11 percentage points)
- **Engagement Driver:** 85% positive (+11 percentage points)
- **Operational Excellence Driver:** 82% positive (+8 percentage points)
- **Senior Officer Driver:** 68% positive (+11 percentage points)
- **Supervisor Driver:** 88% positive (+9 percentage points)

Table 1: Underlying Items for *Diversity & Opportunity* and *Employee Inclusion* Key Drivers

Diversity & Opportunity		
Item #	When organizations implement meaningful diversity and professional advancement programs, they promote diversity as well as fairness and equity of opportunities in the workplace.	2022 SEC
Q71	My organization’s management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	81%
Q72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	83%
Q73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	73%
Q74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	80%
Driver Average Score		79%

Employee Inclusion		
Item #	When team members embrace the mindset, attitude, and belief that everyone has value to add, they promote feelings of belonging and appreciation, and can enhance employee engagement.	2022 SEC
Q76	Employees in my work unit treat me as a valued member of the team.	90%
Q77	Employees in my work unit make me feel I belong.	87%
Q78	Employees in my work unit care about me as a person.	85%
Driver Average Score		88%

Source: SEC-administered Federal Employee Viewpoint Survey 2022.

In FY 2023, the SEC will continue its ongoing work—including around the areas for improvement identified in the survey—to strengthen the Agency’s culture, climate, and community.

PLANNED ACTIVITIES

Among a number of programmatic initiatives in FY 2023, the SEC plans to focus intentional efforts on: (1) a barrier analysis study focused on promotions within the IT Management occupation; (2) advancing opportunities for Persons with Disabilities; and (3) finalizing its Religious Accommodation policy and procedures.

A. Barrier Analysis Program

OEEEO launched the IT Management barrier analysis study in Fall 2022 with interviews and focus groups of subject matter experts. In FY 2023, OEEEO will continue to gather qualitative data by engaging with management (managers of IT Management professionals, as well as hiring managers of IT professionals and those who have participated as selection panel members), and with bargaining unit employees through focus group discussions. The purpose for these engagements is to better understand the context of equal employment opportunities and practices at the SEC, as well as reveal possible concerns, patterns, or trends in the IT Management occupation. The results of this qualitative effort will help OEEEO in designing the quantitative phase of the research study to be conducted in FY 2023, including trends across year, root causes, and identify potential barriers to be eliminated.

In FY 2023, OEEEO will also contract support to launch two additional analyses focused on promotions—one analysis will focus on promotions to Executive/Senior Officer level and the second analysis will focus on promotions to SK-14 and SK-16 levels.

B. SEC's EEO and Anti-Harassment Programs

In FY 2023, OEEO will conduct the second phase of its “Zero-Base Review” of the Agency’s Anti-Harassment Program. The Zero-Base Review is designed to review every aspect of the SEC’s AHP and enhance its overall operations and productivity. The resulting enhanced program will ensure that staff and resources are allocated in an optimally-productive manner and will:

- Enhance transparency by involving stakeholders in the AHP improvement process;
- Provide business partners and staff an opportunity to provide input and recommendations on program enhancements; and
- Incorporate best practices recommended by the Equal Employment Opportunity Commission, Office of Personnel Management, Executive Orders, and other relevant guidance to ensure that the SEC’s AHP is a model program.

In FY 2023, OEEO will finalize anti-harassment policies and procedures and will relaunch an Anti-Harassment and Response Program post the conclusion of the Zero-Base Review.

In addition, OEEO plans to revise the Agency’s current EEO policy and develop EEO complaint procedures to conform to the SEC’s standards on administrative regulations and operating procedures. These documents will be published both internally and externally upon completion and review by the appropriate stakeholders.

C. Persons with Disabilities Initiatives for FY 2023 and Beyond

As noted above, the Implementation Working Group (OHR, OMWI, OIT, OCOO, and OEEO) developed action plans to implement the majority of the recommendations, meets monthly, and schedules accountability meetings with key stakeholders, including the Agency’s Operations Steering Committee, the Chief Operating Officer, and the two Senior Officers who led the recommendations working group. The working group intends to implement a majority of the recommendations (including, launching new training for hiring managers on Schedule A hiring authority for persons with disabilities, surveying hiring managers on use of Schedule A(u), planned recruitment events targeting candidates with disabilities, and surveying employees on barriers to career advancement for persons with disabilities, among other actions) in 2023.

In FY 2023, the SEC will explore the feasibility of: (1) establishing a permanent working group, with appropriate accountability and metrics, to focus on all matters involving disability accessibility and employment, maintain momentum, and assess progress against recommendations implemented in 2022 and 2023; and (2) (co)hosting webinars with colleges and universities, professional organizations, and/or employment organizations that serve a substantial percentage of individuals with disabilities on how to apply for federal internships and/or federal employment.

Accessibility initiatives in 2023 will focus, *inter alia*, on: (1) championing universal design; (2) training employees and managers on Section 508 compliance and the importance of creating work product that is accessible to all; and (3) enhancing the Agency’s existing complaint procedures for allegations of violation of Sections 504 and/or 508 of the Rehabilitation Act.

In recognition of the 50th Anniversary of the Rehabilitation Act, the SEC intends to host a variety of events in 2023 to highlight key accessibility topics, employment opportunities for persons with disabilities, access to capital for small businesses owned by entrepreneurs with disabilities, and efforts to protect investors with disabilities.

Finally, OHR’s Talent Acquisition Group (TAG) will continue to assist newly-selected employees who self-identify as a PWD/PWTD to determine the accessibility options, if any, they may need, so that solutions can be readily identified and made available when the employees report for duty at the SEC. Additional resources and information on reasonable accommodations are made available to employees, supervisors, and managers on the *AskHR* portal. Additional information about the status of these efforts are provided in *Part J* of this report, *infra*.

D. Religious Accommodation

In FY 2022, the SEC continued to enhance its *Religious Accommodation Program*. The Agency conducted an internal review, solicited input from SEC stakeholders, and will continue to work on program development in 2023. Additionally, the SEC *Religious Accommodation Program* Policy and corresponding *Religious Accommodation Operating Procedures* and associated forms are currently under development. The new guidance and materials will establish more structure for the program, increase awareness among SEC employees, and govern the processing and, where appropriate, implementation of religious accommodation requests by employees and applicants seeking employment in accordance with Title VII of the Civil Rights Act of 1964. In the interim, requests for religious accommodation are processed similarly to requests for disability accommodation and pursuant to the Agency’s Reasonable Accommodation Program policy and operating procedures.

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CERTIFICATION OF ESTABLISHMENT OF CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS (PART F)

EEOC FORM 715-01 PART F	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Rita M. Sampson, Director, OEE0/0905/SO-2, am the
 (Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for The U.S. Securities and Exchange Commission
 (Insert Agency/Component Name above)

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

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

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



5/31/23

Signature of Principal EEO Director/Official

Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



5/24/2023

Signature of Agency Head or Agency Head Designee

Date

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SELF-ASSESSMENT CHECKLIST (PART G)

ESSENTIAL ELEMENT A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP

This element requires the Agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.

Compliance Indicator → Measures ↓	A.1—The Agency issues an effective, up-to-date EEO policy statement.	Measure Met? (Yes/No/NA)	Comments
A.1.a	Does the Agency annually issue a signed and dated EEO policy statement on Agency letterhead that clearly communicates the Agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	Date of FY 2022 issuance: August 22, 2022
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes	

Compliance Indicator → Measures ↓	A.2—The Agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
A.2.a	Does the Agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes	
A.2.a.2	Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	Yes	
A.2.b	Does the Agency prominently post the following information throughout the workplace and on its public website:		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 CFR § 1614.102(b)(7)]	Yes	
A.2.b.2	Written materials concerning the EEO Program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR § 1614.102(b)(5)]	Yes	
A.2.b.3	Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	SEC.gov/files/secr-6-80-reasonable-accommodation-program-07142022.pdf SEC.gov/disability/sec_access.htm

Compliance Indicator → Measures ↓	A.2—The Agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
A.2.c	Does the Agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	During new employee orientation, the SEC provides employees with the SEC EEO Policy and information regarding the No FEAR Act. Within 90 days of onboarding, all new hires must complete No FEAR Act training. Each SEC employee is then required to complete No FEAR Act training every two years.
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	During new employee orientation, the SEC provides employees with SEC policies, including policies related to EEO and the ADR process. Within 90 days of onboarding, all new hires are informed of the ADR process, as part of the No FEAR Act training. Each SEC employee is then required to complete No FEAR Act training every two years. On-demand ADR training is also available.
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	During new employee orientation, the SEC provides employees with information regarding the Reasonable Accommodation Program. On-demand training is also available to assist managers and employees understand the SEC RA Program through the agency’s online training platform LEAP. Other materials are readily available on SEC’s internet and SEC.gov .
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	During new employee orientation, the SEC provides employees with information related to the Anti-Harassment program. The No FEAR Act training at the SEC includes training related to the Anti-Harassment Program and is required every two years.
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	The Chair provides an annual statement specific to workplace conduct and appropriate behavior in the workplace. This message also includes reiteration of the Anti-Harassment Policy statement which expresses a commitment to accountability measures.

Compliance Indicator → Measures ↓	A.3—The Agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments
A.3.a	Does the Agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	The <i>Isaac C. Hunt Award for Diversity and Inclusion</i> is given annually. Supervisors and managers are authorized to provide <i>On-the-Spot</i> awards to any employee demonstrating superior accomplishment in EEO. OEEO management has provided awards to persons outside of OEEO in support of programmatic efforts.
A.3.b	Does the Agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	

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

This element requires that the Agency's EEO Programs are structured to maintain a workplace that is free from discrimination and support the Agency's strategic mission.

Compliance Indicator → Measures ↓	B.1—The reporting structure for the EEO Program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure Met? (Yes/No/NA)	Comments
B.1.a	Is the Agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.a.1	If the EEO Director does not report to the Agency head, does the EEO Director report to the same Agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the Agency head designee in the comments. If "NA", provide an explanation in the comments.	NA	The OEEO Director reports to the Agency head.
B.1.a.2	Does the Agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.b	Does the EEO Director have a regular and effective means of advising the Agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the Agency's EEO Program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	
B.1.c	During this reporting period, did the EEO Director present to the head of the Agency, and other senior management officials, the "State of the Agency" briefing covering the six essential elements of the model EEO Program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	Beginning in August 2022, the EEO Director provided the FY 2021 State of the Agency briefing to SEC leadership, including the Chair and each Commissioner, and the Agency's Operations Steering Committee (this committee is comprised of SEC senior leaders).
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes	

Compliance Indicator → Measures ↓	B.2—The EEO Director controls all aspects of the EEO Program.	Measure Met? (Yes/No/NA)	Comments
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final Agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO Program and providing recommendations for improvement to the Agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
B.2.g	If the Agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)] If “NA”, provide a response in the comments column.	NA	The Agency does not have subordinate level components.

Compliance Indicator → Measures ↓	B.3—The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
B.3.a	Do EEO Program officials participate in Agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/ career development opportunities? [see MD-715, II(B)]	Yes	
B.3.b	Does the Agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If “yes”, please identify the EEO principles in the strategic plan in the comments column.	Yes	The SEC's 2022-2026 Strategic Plan, initiative 3.1 reads: “Focus on the workforce to increase capabilities, leverage shared commitment to investors, and promote diversity, equity, inclusion, accessibility, and equality of opportunity.”

Compliance Indicator → Measures ↓	B.4—The Agency has sufficient budget and staffing to support the success of its EEO Program.	Measure Met? (Yes/No/NA)	Comments
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the Agency allocated sufficient funding and qualified staffing to successfully implement the EEO Program, for the following areas:		
B.4.a.1	to conduct a self-assessment of the Agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
B.4.a.2	to enable the Agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final Agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes	
B.4.a.4	to provide all supervisors and employees with training on the EEO Program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO Programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	NA	The SEC has Regional Offices but does not have subordinate level components. See Part D.
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
B.4.b	Does the EEO office have a budget that is separate from other offices within the Agency? [see 29 CFR § 1614.102(a)(1)]	Yes	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	Does the Agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
B.4.e	Does the Agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	

Compliance Indicator → Measures ↓	B.5—The Agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the Agency EEO Program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	Yes	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	

Compliance Indicator → Measures ↓	B.6—The Agency involves managers in the implementation of its EEO Program.	Measure Met? (Yes/No/NA)	Comments
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes	
B.6.c	When barriers are identified, do senior managers assist in developing Agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into Agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	

ESSENTIAL ELEMENT C: MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the Agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the Agency’s EEO Program and Plan.

Compliance Indicator → Measures ↓	C.1—The Agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments
C.1.a	Does the Agency regularly assess its component and field offices for possible EEO Program deficiencies? [see 29 CFR §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	Yes	Annually
C.1.b	Does the Agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	Yes	Regional Office data are considered and included in barrier analysis research.
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes	

Compliance Indicator → Measures ↓	C.2—The Agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
C.2.a	Has the Agency established comprehensive anti-harassment policy and procedures that comply with EEOC’s enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
C.2.a.2	Has the Agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes	
C.2.a.3	Does the Agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.4	Does the Agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes	

Compliance Indicator → Measures ↓	C.2—The Agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
C.2.a.5	Does the Agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes	
C.2.a.6	Do the Agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	
C.2.b	Has the Agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes	
C.2.b.1	Is there a designated Agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the Agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes	
C.2.b.2	Has the Agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	
C.2.b.3	Does the Agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the Agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the Agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
C.2.b.5	Does the Agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	Yes	
C.2.c	Has the Agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	
C.2.c.1	Does the Agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	Yes	SEC's current procedures are here: SEC.gov/disability/sec_access.htm and SEC.gov/accessibility/sec-accommodation-procedures.pdf .

Compliance Indicator → Measures ↓	C.3—The Agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to Agency EEO policies and principles and their participation in the EEO Program?	Yes	
C.3.b	Does the Agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.]	Yes	
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	
C.3.b.7	Support the EEO Program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes	
C.3.b.9	Comply with settlement agreements and orders issued by the Agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes	
C.3.c	Does the EEO Director recommend to the Agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the Agency? [see 29 CFR §1614.102(c)(2)]	Yes	

Compliance Indicator → Measures ↓	C.4—The Agency ensures effective coordination between its EEO Programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes	
C.4.b	Has the Agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes	Internal Policy and Operating Procedures reviews adhere to a schedule as published in <i>SECR 1-2 - Administrative Regulations Program</i> .
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes	
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the affirmative action plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes	
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	

Compliance Indicator → Measures ↓	C.5—Following a finding of discrimination, the Agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments
C.5.a	Does the Agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <i>Douglas v. Veterans Administration</i> , 5 MSPR 280 (1981)]	Yes	The SEC has a policy; it does not have a Table of Penalties.
C.5.b	When appropriate, does the Agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	The SEC has processes and procedures in place to address misconduct and impose discipline in accordance with due process procedures. There were no findings of discrimination in FY 2022.
C.5.c	If the Agency has a finding of discrimination (or settles cases in which a finding was likely), does the Agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	

Compliance Indicator → Measures ↓	C.6—The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	Updates occur at least annually.
C.6.b	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	

ESSENTIAL ELEMENT D: PROACTIVE PREVENTION

This element requires that the Agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.

Compliance Indicator → Measures ↓	D.1—The Agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments
D.1.a	Does the Agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
D.1.b	Does the Agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; Union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes	
D.1.c	Does the Agency conduct exit interviews or surveys that include questions on how the Agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes	

Compliance Indicator → Measures ↓	D.2—The Agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments
D.2.a	Does the Agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
D.2.b	Does the Agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.c	Does the Agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.d	Does the Agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, Union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	Yes	See Sources of Data in Part I.

Compliance Indicator → Measures ↓	D.3—The Agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments
D.3.a	Does the Agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes	
D.3.b	If the Agency identified one or more barriers during the reporting period, did the Agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)] If “NA”, please provide a response in the comments column.	NA	<i>See Part I.</i>
D.3.c	Does the Agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	

Compliance Indicator → Measures ↓	D.4—The Agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments
D.4.a	Does the Agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	SEC.gov/eeoinfo/eeoreports.htm
D.4.b	Does the Agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	
D.4.c	Does the Agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes	
D.4.d	Has the Agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the Agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	

ESSENTIAL ELEMENT E: EFFICIENCY

This element requires the Agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the Agency’s EEO Programs and an efficient and fair dispute resolution process.

Compliance Indicator → Measures ↓	E.1—The Agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
E.1.a	Does the Agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
E.1.b	Does the Agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
E.1.c	Does the Agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
E.1.d	Does the Agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	Yes	During FY 2022, the average processing time from receipt of the written EEO Counselor report to issuance of acceptance letters/dismissal decisions was 48 days.
E.1.e	Does the Agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes	
E.1.f	Does the Agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	
E.1.g	If the Agency does not timely complete investigations, does the Agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)? If :NA", please provide a response in the comments column.	NA	OEE0 timely completes investigations and, in the event that an investigation was not completed timely, OEE0 would notify complainants of their rights.
E.1.h	When the complainant does not request a hearing, does the Agency timely issue the final Agency decision, pursuant to 29 CFR §1614.110(b)?	Yes	
E.1.i	Does the Agency timely issue final actions following receipt of the hearing file and the administrative judge’s decision, pursuant to 29 CFR §1614.110(a)?	Yes	
E.1.j	If the Agency uses contractors to implement any stage of the EEO complaint process, does the Agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If “yes”, please describe how in the comments column.	Yes	OEE0 works with the SEC’s Office of Acquisitions to define deliverables for EEO complaint work conducted by contractors. OEE0 provides feedback about work quality and/or timeliness, as necessary, through established protocols. For example, the timeliness of contractors in submitting information/reports is tracked. If the information/report is not submitted within applicable timeframes, the contractor is notified.
E.1.k	If the Agency uses employees to implement any stage of the EEO complaint process, does the Agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes	
E.1.l	Does the Agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes	

Compliance Indicator → Measures ↓	E.2—The Agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments
E.2.a	Has the Agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If “Yes” or “NA”, please provide a response in the comments column.	Yes	The EEO complaints program is housed within OEEO. The defensive function is housed within OGC. Both the OEEO Director and the General Counsel are direct reports to the SEC Chair.
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the Agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	OEEO's EEO case processing team has attorneys; legal sufficiency reviews are conducted within OEEO by this staff. Additionally, the EEO Director, Deputy Director, and Branch Chief of Compliance are each attorneys who conduct legal reviews in the course of regular operations.
E.2.c	If the EEO office relies on the Agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the Agency representative? [see MD-110, Ch. 1(IV)(D)] If “NA”, please provide a response in the comments column.	NA	The OEEO does not rely on the Agency's defensive function to conduct the legal sufficiency review.
E.2.d	Does the Agency ensure that its Agency representative does not intrude upon EEO counseling, investigations, and final Agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]. If “NA”, please provide a response in the comments column.	NA	The legal sufficiency process takes place within OEEO.

Compliance Indicator → Measures ↓	E.3—The Agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
E.3.a	Has the Agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes	
E.3.b	Does the Agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
E.3.c	Does the Agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	
E.3.d	Does the Agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes	
E.3.e	Does the Agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	
E.3.f	Does the Agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	

Compliance Indicator → Measures ↓	E.4—The Agency has effective and accurate data collection systems in place to evaluate its EEO Program.	Measure Met? (Yes/No/NA)	Comments
E.4.a	Does the Agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes	
E.4.a.2	The race, national origin, sex, and disability status of Agency employees? [see 29 CFR §1614.601(a)]	Yes	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes	
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes	
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes	
E.4.b	Does the Agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	

Compliance Indicator → Measures ↓	E.5—The Agency identifies and disseminates significant trends and best practices in its EEO Program.	Measure Met? (Yes/No/NA)	Comments
E.5.a	Does the Agency monitor trends in its EEO Program to determine whether the Agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	For example, OEEO compares its formal complaint rate to agencies of similar size.
E.5.b	Does the Agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO Program? [see MD-715, II(E)] If "yes", provide an example in the comments.	Yes	
E.5.c	Does the Agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes	

ESSENTIAL ELEMENT F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

Compliance Indicator → Measures ↓	F.1—The Agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
F.1.a	Does the Agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final Agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes	
F.1.b	Does the Agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
F.1.e	When EEOC issues an order requiring compliance by the Agency, does the Agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes	

Compliance Indicator → Measures ↓	F.2—The Agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments
F.2.a	Does the Agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
F.2.a.1	When a complainant requests a hearing, does the Agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes	
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the Agency, does the Agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	NA	There were no findings of discrimination during FY 2022.
F.2.a.3	When a complainant files an appeal, does the Agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes	OEEEO works with OGC to obtain the relevant hearing documents, and OEEEO uploads the investigative file and hearing materials, as appropriate, to the EEOC's FEDSEP portal.
F.2.a.4	Pursuant to 29 CFR §1614.502, does the Agency promptly provide EEOC with the required documentation for completing compliance?	Yes	

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

AGENCY EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM (PART H)

The SEC did not have any deficiencies in FY 2022.

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AGENCY EEO PLAN TO ELIMINATE IDENTIFIED BARRIER (PART I)

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

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

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER

Section I: Analysis of Promotions in IT Management

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Analysis of Promotions in IT Management	Table A6	In FY 2021, selections for promotion among minority IT Management employees were 30 percentage points below their representation among qualified applicants. There was also a four-year decline in selections for promotion among females in IT Management.

EEO Group(s) Affected by Trigger

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

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Applicant Flow Data and participation rates from FY 2018 – FY 2021 to review selections compared to qualified applicants in the IT Management workforce.
Complaint Data (Trends)	Yes	OEEEO will review complaint trends on potential surges in complaints, and patterns on the bases for complaints.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	Federal Employee Viewpoint Survey data on items related to promotion, training, and career development.
Exit Interview Data	No	
Focus Groups	Yes	Focus groups among subject matter experts, managers of IT employees, and bargaining unit IT employees.
Interviews	Yes	Interviews with subject matter experts in OIT, OHR, and OMWI.
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	Yes	Research from scientific journals related to factors influencing promotion and career development among IT employees, especially minorities and women. Data on differences in training and career development trends.

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Barrier Name (required)	Description of Policy, Procedure, or Practice
Analysis of promotions in IT	No barrier has been identified. This study is not complete.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date From (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Investigate the promotions process in the IT Management occupation to determine the existence of any barriers for women and minorities; if barriers exist, recommend improvements to eliminate barriers and foster equal employment opportunity.	09/30/2022	12/31/2023	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OEE0	Rita Sampson	Yes
Chief Human Capital Officer, OHR	Mark Reinhold	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date From (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	OEE0 will design qualitative phase of research study.		
03/01/2023	OEE0 will conduct focus groups of SMEs and managers to inform barrier analysis.		2/28/2023
4/15/2023	OEE0 will conduct focus groups of non-managerial employees to inform barrier analysis.		
6/30/2023	OEE0 will perform content analysis on focus group results and summarize themes.		
5/01/2023	OEE0 will begin to design quantitative phase of research study, integrating qualitative results.		
5/30/2023	OEE0 will make data requests for quantitative analysis.		
7/30/2023	OEE0 will analyze Applicant Flow Data and Snapshot data using inferential statistics.		
7/30/2023	OEE0 will collect and prepare other personnel data for quantitative analysis.		
8/30/2023	OEE0 will analyze other personnel data for quantitative analysis.		
9/30/2023	OEE0 will begin integrating and interpreting quantitative and qualitative data, trends across year, root causes, and identified triggers to establish evidence for any areas in need of improvement.		
10/30/2023	The SEC will begin to identify actions as appropriate to help foster equal employment opportunity.		
11/30/2023	OEE0 will begin conducting briefings for Division and Office leadership for the IT workforce.		
12/31/2023	OEE0 Director initiates project close out and transition to ongoing monitoring.		
1/31/2024	OEE0 will begin to design an evaluation plan to monitor results based on the work completed on this study.		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	OEE0 summarized initial trend data on areas in which triggers were identified, and briefed OHR, Division and Office Leadership, and SEC Chair to prepare SMEs and managers for focus groups.
	OEE0 contracted with a team of social scientists to assist in designing and executing the qualitative phase of the IT Barrier Analysis.
FY 2023	OEE0 conducted interviews and focus groups of SMEs in OIT, OHR, Office of the Managing Executive, and SEC University.
	OEE0 conducted interviews and focus groups of managers of IT employees.
	OEE0 coordinated with the employee union to conduct focus groups of non-managerial IT employees.
	OEE0 began content coding for interviews and focus groups of SMEs and managers.

SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING, ADVANCEMENT, AND RETENTION OF PERSONS WITH DISABILITIES (PART J)

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), Equal Employment Opportunity Commission (EEOC) regulations (29 CFR § 1614.203(e)) and Management Directive-715 (MD-715) require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.⁴

SECTION I: EFFORTS TO REACH REGULATORY GOALS

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

⁴ In FY 2022, Office of Personnel Management (OPM) changed the format of Applicant Flow Data with respect to disability identification. A new "disability omitted" category was added, which includes both applicants who did not submit a disability identification form and applicants who selected they did not wish to answer questions on their disability on the disability identification form. The U.S. Securities and Exchange Commission's (SEC) MD-715 workforce tables account for persons who did not submit a form in a new "No Form" column, and persons who selected they did not wish to answer questions on their disability in the "Not Identified" column. Since the Agency has no information on the disability status of persons who did not submit a form, persons who did not submit a form are not included in the totals.

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

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

This report presents separate results for both persons with disabilities (PWD) and persons with targeted disabilities (PWTD) employed, or seeking employment, with the SEC. As required by the EEOC, the analysis and report reflect the participation of persons with (targeted) disabilities in two different “clusters”—Cluster GS-1 to GS-10, and Cluster GS-11 to SES (Senior Officer-equivalent for the SEC). The clusters are calculated based on the locality adjusted salary specified in the revised regulations implementing Section 501 of the Rehabilitation Act of 1973. As a point of reference, in FY 2022, the locality adjusted salary of a GS-11, step 1, in the Washington, DC, area was \$74,950.

The EEOC has established numerical goals for the employment and utilization of persons with disabilities (12%) and persons with targeted disabilities (2%) for each of the two clusters. The SEC’s goal is to meet and exceed these relevant benchmarks for PWD and PWTD for each cluster.

The SEC included permanent and temporary employees hired under authorities that take disability into account as PWD under the relevant hiring authority. Permanent and temporary employees who did not self-identify on standard form 256 (SF-256) as having a disability but whose personnel record indicates they received veterans’ preference (e.g., *CPS—preference based on compensable service-connected disability of 30% or more*) are included in the total PWD workforce data tables. Similarly, permanent and temporary employees not self-identified on SF-256 but whose personnel record documents that they were hired or converted into the competitive service under Schedule A, part u (5 CFR § 213.3102(u) *Appointment of persons with intellectual disabilities, severe physical disabilities, or psychiatric disabilities*) are included in the total PWD workforce for purposes of utilization analysis.

For employees with salaries below a GS-11, step 1, the Agency achieved the numerical goal for PWD participation; three or 30.00% of employees in this cluster were PWD compared to the 12% benchmark.

For employees with locality adjusted salaries above a GS-11, step 1, the Agency did not achieve the required numerical goal: 10.14% of employees in this cluster were PWD compared to the 12% benchmark. While the numerical goal was not achieved, the current participation rate represents an increase of 3.57 percentage points since the end of FY 2015. Between FY 2015 and FY 2022, the participation of PWD in the total workforce increased from 6.57% to 9.21%.

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

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

The SEC achieved the numerical goal established for PWTD in the lower salary cluster during FY 2022. In the lower salary cluster, one of the ten permanent employees is a PWTD. The SEC did not achieve the numerical goal for PWTD among higher-salaried employees, as 1.85% of higher-salaried employees are PWTD.

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

The SEC’s Office of Human Resources (OHR) is implementing the *2022 – 2024 Recruitment Strategy (Recruitment Strategy)* to “Increase workforce representation for people with disabilities and people with targeted disabilities.” The *Recruitment Strategy* employs two goals towards this objective: (1) build a talent pool of qualified Schedule A applicants; and (2) improve veteran recruitment efforts. SEC senior leadership, OHR, the Office of Equal Employment Opportunity (OEEO), and Office of Minority and Women Inclusion (OMWI) are working together to communicate these goals throughout the Agency.

OHR continues to communicate opportunities to utilize special hiring authorities, including Schedule A hiring options, in conversations with hiring managers to reinforce how the Agency may improve progress toward achieving numerical goals. A checklist is used by OHR Staffing specialists when vacant positions are identified to ensure hiring managers understand all of their options for filling positions, including using Schedule A and veterans’ hiring authorities for those applicants with a service-connected disability of 30% or more.

SEC Division and Office heads have access to the Agency’s Diversity Dashboard, an interactive web-enabled data feed that aggregates workforce data. Multiple views of gender, race, generation, veteran, and disability status provide a real-time status on the progress the Agency is making toward its goals. SEC employees explored and engaged with the Diversity Dashboard throughout the year, resulting in 1,946 total visits in FY 2022.

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OHR also continues to share workforce data through the Human Capital Reporting & Analytics (HCRA) dashboard. The HCRA provides, among other key human capital metrics, aggregate data on the disability status for self-identified PWD and PWTD. A series of data filters enable leaders to understand employee gains and losses within their particular Division or Office for specific occupations, grades, and duty stations. OHR uses this information to support Human Capital strategic planning. In FY 2022, OHR held Human Capital Review sessions with each SEC Division and Office and shared PWD and PWTD on-board and target data points. These discussions enhanced transparency and awareness of the Agency's interests in improving workforce diversity.

SECTION II: MODEL DISABILITY PROGRAM

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

Plan to Provide Sufficient & Competent Staffing for the Disability Program

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

Yes **X** No 0

The Agency designated sufficient talent acquisition resources and Full Time Equivalents to Special Programs classification, recruitment, and staffing in support of the disability program.

2. Identify all staff responsible for implementing the Agency’s disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	Number of Full-Time Equivalent Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	15	0	0	Xiya Li, <i>Branch Chief</i> Office of Human Resources lixiy@sec.gov
Answering questions from the public about hiring authorities that take disability into account	15	0	0	Xiya Li, <i>Branch Chief</i> Office of Human Resources lixiy@sec.gov
Processing reasonable accommodation requests from applicants and employees	2	0	0	Dia Gonsalves, <i>Disability Program Officer</i> Office of Human Resources gonsalvesd@sec.gov
Section 508 Compliance	1	0	0	Sharvon Jones, <i>Section 508 Coordinator</i> Governance Branch Office of Information Technology jonessh@sec.gov
Architectural Barriers Act Compliance	0	0	3	Ray Ferrari, RA, LEED AP, <i>Architect</i> Office of Support Operations (OSO)-Office of Building Operations (OBO) ferrarir@sec.gov Jinhee Kim, RA, LEED AP, <i>Architect</i> OSO-OBO kimjin@sec.gov Carla Hairston, NCIDQ, COEE, <i>Space Management Specialist</i> OSO-OBO hairstonc@sec.gov
Special Emphasis Program for PWD and PWTD	3	0	0	Xiya Li, <i>Branch Chief</i> Office of Human Resources lixiy@sec.gov

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

Yes **X** No 0

Reasonable Accommodation (RA) Program Staff, to include the Disability Program Officer (DPO), receive on-the-job training and periodically attend training programs. The office also reviews recent case law to stay current with developments in this area. The RA Coordinator and the RA Program Staff completed courses specific to recruiting, accommodating disabilities, religious accommodations, performance management, hiring, and retaining PWD and PWTD via webinars sponsored by the EEOC, LRP Publications, and through the SEC’s on-demand learning management system, *LEAP*.

More generally, all of the SEC’s HR specialists have completed training courses related to staffing and placement offered by the USDA Graduate School or OPM and through various other platforms. The Agency’s training and development office, SECU, also offers learning options that include processing applications for PWD and PWTD. The Agency will continue these practices in the future.

Plan to Ensure Sufficient Funding for the Disability Program

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

Yes **X** No 0

The Agency was resourced adequately during the reporting period to successfully implement the disability program.

SECTION III: PLAN TO RECRUIT AND HIRE INDIVIDUALS WITH DISABILITIES

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

Plan to Identify Job Applicants with Disabilities

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

The SEC is committed to being a model employer for people with disabilities. The SEC streamlined the approach to the general hiring process using the Schedule A hiring authority for persons with disabilities. This streamlined approach for external hiring requests was filtered through the Selective Placement Program Coordinator (SPPC) for review. The SPPC referred qualified applicants to hiring managers prior to or concurrently with the general staffing process.

OHR also continued to take steps toward improving the representation of PWD and PWTD in applicant pools. Since implementation of the *FY 2022 – 2024 Recruitment Strategy*, the SEC has realized an increase in the overall representation of people with disabilities through effective recruitment and outreach efforts that identify the Agency as an Employer of Choice. The SEC used OPM's Agency Talent Portal to search for resumes of individuals with disabilities. Invitations to complete the web form and/or apply to jobs posted on USAJOBS.gov are sent to individuals with disabilities who demonstrated an interest in mission critical occupations (MCO) at the SEC. The SEC noted that in FY 2022, within the MCO of Accountant, Examiner, and IT Management, applications from PWD remained at the same rates as in FY 2021 or slightly declined.

Despite the mandatory telework posture, the Agency maintained a strong recruitment presence in FY 2022, and attended 13 virtual career fairs and events supporting disability recruitment efforts in building talent pools for future employment.

In FY 2023, OHR will host two job fairs specifically targeting individuals with disabilities and veterans seeking employment opportunities in the SEC's mission critical occupations and will seek opportunities to engage with law and business students interested in internships with the SEC. Further, OHR will continue to retain and review applications from people with disabilities for future openings and will conduct targeted outreach to connect with qualified candidates by collaborating with community-based partners such as nonprofit organizations, national and local disability organizations, and federally-funded state and local employment programs.

Finally, OHR will continue to leverage the employee affinity group Disability Interests Advisory Committee (DIAC) for recruitment resources and assistance.

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

The Agency uses a variety of available resources that support hiring through Schedule A and other hiring authorities that take disability into account.

The Disability Program Manager and/or SPPC receives notifications and newsletters from the following groups and transmits information to OHR staff engaged in recruitment:

- EARN—Employer Assistance Resource Network: [askearn.org](https://www.askearn.org)
- JAN—Job Accommodation Network: [askjan.org](https://www.askjan.org)
- ODEP—Office of Disability Employment Policy, Department of Labor: [dol.gov/agencies/odep](https://www.dol.gov/agencies/odep)
- OWF—Operation Warfighter Program: warriorcare.dodlive.mil/carecoordination/operation-warfighter/

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

The following describes two procedures for processing applications under the Schedule A hiring authority for persons with disabilities, one used in response to a specific vacancy posting and the other for unsolicited Schedule A applications.

1. The Office of Human Resources processes Schedule A applications in response to a Job Opportunity Announcement (JOA).

Applicants who wish to be considered for a specific vacancy under the Schedule A hiring authority must submit the appropriate documentation when applying for a current open JOA. The SEC defers to the OPM-identified appropriate documentation. Applications are reviewed by HR specialists to determine if the applicant is minimally qualified as identified in the JOA. If the applicant is minimally qualified, that individual is referred to the hiring manager on a separate certificate of eligible candidates. HR specialists provide written guidance to hiring managers via email that explains how Schedule A applicants can be selected once the certificate has been issued.

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2. The Office of Human Resources also processes unsolicited Schedule A applications.

Applicants who wish to be considered under the Schedule A hiring authority, outside the process for a specific vacancy posting, must submit the appropriate documentation as identified by OPM with their application. The SPPC will proactively contact the prospective applicant if the individual did not submit the required documentation. The application will not be processed until the appropriate documentation is received.

Resumes submitted directly to the SPPC are reviewed to determine the potential job series the applicant may be suitable for based on the knowledge, skills, and abilities identified on the applicant's application. Building a pool of qualified candidates is important to the SEC; as such, the Agency has developed a *Schedule A Resume Database*.

The SEC process for hiring starts with a Staffing Action Request Form (SARF) submitted by the hiring manager. Upon request, when a SARF is received by OHR, the SPPC compiles a certificate of eligible candidates from the database per the job series and refers candidates to hiring managers. The SPPC conducts a one-on-one consultation with the hiring manager to discuss the certificate of eligible candidates, as appropriate.

The SEC's administrative regulations on its Veterans Employment Program provides instruction for hiring veterans with disabilities and was last updated in December 2021. The Agency's administrative regulations are available upon request.

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

Yes **X** No 0 N/A 0

In FY 2022, OHR Staffing specialists used a hiring checklist in the one-on-one conversation with the hiring manager. The checklist contains a section on Schedule A hiring of persons with disabilities, and the specialist advises the hiring manager on the Schedule A hiring process and offers it as a course of action where applicable.

The SEC will continue to promote among hiring managers the successful use of Schedule A hiring to support the SEC's *Recruitment Strategy* and *Affirmative Action Plan for People with Disabilities*. In addition, in FY 2023, OHR will develop and launch a new training for hiring managers describing the various hiring authorities available to them, including Schedule A hiring authority for persons with disabilities.

Plan to Establish Contacts with Disability Employment Organizations

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

The SEC's SPPC continued to maintain established partnerships with organizations that assist PWD and PWTD in securing and maintaining employment. The SPPC updated the SEC's list of affinity organizations to maintain contact and foster relationships for recruitment events and candidate sourcing. The SEC continued to leverage the *Operation Warfighter (OWF)* program during FY 2022. *OWF* is an internship program created by the Department of Defense that matches qualified wounded, ill, and injured service members with non-funded federal internships for them to gain valuable work experience during recovery and rehabilitation.

The SPPC also maintains an ongoing relationship with the SEC's DIAC and the Veterans Committee members which help support the Agency's efforts to recruit PWD and PWTD.

In addition, the Agency continued work to strengthen partnerships with stakeholders to include SEC program offices, such as OMWI, the National Treasury Employees Union (NTEU), DIAC, and employee affinity groups to identify sustainable actions to improve the Agency's Diversity and Inclusion initiatives for the PWD and PWTD communities. These actions will promote greater inclusion of the PWD and PWTD communities in the SEC workforce and will support their immediate and long-term needs when the Agency transitions back to normal work posture post the COVID-19 pandemic.

Progression towards Goals (Recruitment and Hiring)

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

- a. **New Hires for Permanent Workforce (PWD)** Yes **X** No 0
- b. **New Hires for Permanent Workforce (PWTD)** Yes **X** No 0

In FY 2022, the Agency hired 260 permanent employees, of which PWD and PWTD represented 8.46% and 1.15%, respectively, of all new hires. As such, the Agency did not achieve the numerical goals of 2% participation of PWTD and 12% participation of PWD among permanent new hires. *See Table B1.*

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

a. New Hires for MCO (PWD)	Yes X	No 0
b. New Hires for MCO (PWTD)	Yes X	No 0

In FY 2022, the SEC hired and on-boarded a total of 260 permanent staff employees. Among these newly-hired staff members were 197 persons in MCO positions as follows: 130 attorneys; 14 accountants; 18 securities compliance examiners; 20 IT management specialists; and 15 economists. Fifteen of the 197 (7.61%) newly-on-boarded MCO permanent staff were PWD.

As a preliminary matter, differences may be observed in comparing the demographic statistics of the qualified applicant pool (QAP), selections, and new hires on-boarded. Reasons for these differences vary. Some newly-hired staff applied for a vacancy posted in the prior fiscal year or may have elected not to volunteer demographic information with their application. In addition, in FY 2022, one Division posted open continuous announcements for which the applicant flow data do not fall into a specific fiscal year based on the close dates of the postings. Triggers comparing the composition of PWD and PWTD in applicant flow versus new hire data should be interpreted with these differences in mind.

Triggers were observed for PWD in the hiring of permanent IT Management specialists, Economists, and Attorneys as follows:

- For IT Management, 15.00% of new hires were PWD, below their representation in the qualified applicant pool of 45.36%.
- For Economists, 20.00% of new hires were PWD, below their representation in the qualified applicant pool of 24.02%.
- For Attorneys, 4.62% of new hires were PWD, below their representation in the qualified applicant pool of 18.02%.
- For Accountants, 7.14% of new hires were PWD, above their representation in the qualified applicant pool of 5.26%.
- For Securities Compliance Examiners, 16.67% of new hires were PWD, above their representation in the qualified applicant pool of 9.77%.

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Triggers were also observed for PWTD in the Attorney, IT Management, Economist, and Accountant occupations:

- For Attorneys, the QAP for PWTD was 3.81%; no PWTD was hired.
- Sixteen PWTD were in the QAP (5.50%) for IT Management, and no PWTD was hired.
- Thirteen PWTD were in the QAP (6.37%) for Economist positions, and no PWTD was hired.
- Six PWTD were in QAP (3.45%) for Securities Compliance Examiners, and no PWTD was hired.
- One PWTD was in the QAP (2.63%) for an Accountant position, and no PWTD was hired.

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

a. Qualified Applicants for MCO (PWD)	Yes	<input checked="" type="checkbox"/>	No	0
b. Qualified Applicants for MCO (PWTD)	Yes	<input checked="" type="checkbox"/>	No	0

In the FY 2022 data presented differences were identified in the participation of PWD in the qualified internal applicants for competitive promotions as compared to the relevant applicant pool (RAP) within the Attorney occupation. Differences were also identified between the RAP and QAP for PWTD within the internal competitive promotion data for the MCOs of Securities Compliance Examiner and Economist.

The RAP was defined for each MCO based on the number of employees holding a qualifying occupation series and in the SK-levels encumbered at the Agency between SK-11 and SK-16. Specifically, for Attorneys, the RAP included all employees in the 0905 series. For Accountants, the RAP included all employees in the 0510 series. For Securities Compliance Examiners, the RAP included all employees in the 1831 and the 0501, Financial Administration and Program series. For the IT Management occupation, the RAP included all employees in the 2210 series, and for the Economist occupation, the RAP included all employees in the 0110 series.

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For Securities Compliance Examiners, the Agency observed a difference between the RAP and qualified internal applicants for PWTD. The RAP for PWTD was 1.38%, and PWTD represented none of the qualified internal applicants.

For Economists, the Agency observed a difference between the RAP and qualified internal applicants for PWD. The RAP for PWD was 5.43%, and PWD represented none of the qualified internal applicants. The RAP for PWTD was 3.26%, and there were no PWTD among qualified internal applicants.

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

- | | | |
|------------------------------|---|-----------------------------|
| a. Promotions for MCO (PWD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| b. Promotions for MCO (PWTD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

The selection data indicate a difference for PWD in the Attorney, Accountant, and IT Management occupations.

- For Attorneys, the QAP for PWD was 7.03%, and PWD were 5.56% of selections.
- For Accountants, the QAP for PWD was 18.18%, and PWD were 0.00% of selections.
- For IT Management, the QAP for PWD was 62.60%, and PWD were 50.00% of selections.

The selection data also indicate there were differences between selections and the qualified applicant pool for PWTD in the Accountant and IT Management occupations.

- For Accountants, the QAP for PWTD was 13.64%, and PWTD were 0.00% of selections.
- For IT Management, the QAP for PWTD was 6.50%, and PWTD were 0.00% of selections.

SECTION IV: PLAN TO ENSURE ADVANCEMENT OPPORTUNITIES FOR EMPLOYEES WITH DISABILITIES

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

Advancement Program Plan

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

To promote equal employment opportunity, the Agency takes a number of steps to ensure that opportunities for advancement are open and available to all in the workforce, including PWD and PWTD. The following describes efforts to promote opportunities for advancement.

Information about training, the Agency's Mentoring Program, and career development opportunities is widely shared with the workforce via *SEC Today*, which is the SEC's daily newsletter published agency wide.

OHR maintains a user-friendly, interactive portal, *AskHR*, on the SEC's intranet, which provides employees with information about hiring, compensation and benefits, employee development, performance management, and disability accommodations, among a number of other topics.

The Chief Human Capital Officer (CHCO) is an active member of the SEC Veterans Committee, which hosts a website that includes information concerning veterans' benefits, to include a link to the *Feds Hire Vets* website that highlights special hiring authorities for veterans.

DIAC regularly communicates with its membership, which includes PWD and PWTD, about its own activities, other events, developmental opportunities, and job postings or support available to the workforce. These more targeted communications help ensure that PWD and PWTD are aware of the available options and any processes for requesting participation or enrollment.

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In FY 2022, OHR reserved five (5) slots in the 2022 Mentoring Program cohort for employees with disabilities and collaborated with DIAC to communicate this opportunity. Through this collaboration, the SEC exceeded its goal—six PWD participated in the FY 2022 Mentoring Program.

In addition, in FY 2021, the SEC launched a cross-office working group comprised of Senior Officers who are champions of disability inclusion, subject matter experts in OHR, OEEO, OMWI, and key members of the DIAC. This working group began meeting in FY 2021 and, leveraging evidence-based data, made 17 recommendations to management in FY 2022 related to the recruitment, hiring, career development, promotion, reasonable accommodation, and retention of PWD and PWTD at the SEC (PWD Recommendations).

Subsequently, the SEC launched a new cross-office working group (comprised of accountable experts and/or leads in OHR, OMWI, OEEO, OIT, and OCOO) charged with implementing the PWD Recommendations. The majority of the 17 PWD Recommendations fall within OHR's jurisdiction, and OHR has already implemented a couple of recommendations, including, the sharing of the Schedule A PWD list with Division/Office hiring managers prior to the publication of a job announcement provided there are qualified candidates in the resume database to refer, and sharing aggregate disability data with Divisions/Offices as part of the Human Capital reviews.

The PWD Recommendations serve as guiding principles for this new working group. In FY 2022, for each recommendation accepted by the Agency for implementation, the working group identified the responsible office/branch and established projected timeframes for implementation. To ensure progress is made on the recommended actions, the implementation working group meets on a monthly basis and has scheduled accountability meetings with Agency leaders—including the Agency's Operations Steering Committee (a standing committee that is consulted on various matters related to the Agency's human capital), the Chief Operating Officer, and the two Senior Officer co-leads for the working group that developed the recommendations. The accountability meetings not only serve to hold the working group accountable but also as an opportunity to request needed resources and/or support from other Agency stakeholders in the implementation phase.

The PWD recommendations will be the focus of intentional effort in FY 2023.

Career Development Opportunities

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

The SEC provides numerous opportunities for employees to acquire the skills and certifications needed to succeed in their technical positions and to progress in their careers. Classroom-style and e-Learning programs offer an extensive array of learning opportunities in technical areas (e.g., courses on Hedge Funds, Mutual Funds, and Credit Derivatives), as well as in leadership development, to SEC senior leaders and non-supervisory staff alike. Among the variety of learning and development offerings, the SEC offers the career development training programs highlighted below. Data on participation in these programs is captured along with other training program data noted in the section below.

- The *C.O.R.E. Connections—Opportunity—Relationships—Equity* program is a transformative professional development experience designed to provide employees at the SEC with tools and techniques to increase their effectiveness, span of contributions and engagement within their function, and support their personal well-being and growth. The series equips employees with knowledge, skills, and strategies to successfully manage their unique challenges as they strive to reach senior-level positions at the SEC while helping to drive our Agency’s overall success and mission effectiveness. The series has five two-hour webinars, in which participants learn strategies for authentic and difficult conversations, managing conflict and exploring the role that emotions play in leadership outcomes.
- *Leadership Development for Women* program was developed by SECU in place of the Brookings Institute’s *Women in Leadership Program*. In FY 2022, CLTD offered three sessions of *Lead Forward: Leadership Development for Women at the SEC*. This course presents the opportunity for women to engage with other women, increase their support network, and further define their leadership style and mindset. Participants learn more about the leaders they want to be and make commitments about behavioral changes they want to implement to move their own careers forward, advocating for themselves and for other women.
- The *EIG Fellows Program*, coordinated by the Partnership for Public Service, strengthens the leadership skills of experienced federal employees through a combination of innovative coursework, best practices benchmarking, challenging action-learning projects, executive coaching, and government wide networking. This program is offered to SEC employees in the SK-14 to SK-17 (a mix of supervisory and non-supervisory) levels. SEC’s EIG Fellows attend facilitated sessions to share what they are learning and to explore how this information can be applied to improve organizational performance, workplace relationships, and productivity.

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- The *Aspiring Leaders Program* is an interactive blended-learning program designed to strengthen the leadership and management skills of SEC non-supervisory (SK-13 and SK-14) employees. The program covers: critical leadership skills for effective supervision; first-line management responsibilities; and understanding government policy, process, and regulations.
- The *Career Advancement Program (CAP)* is a 12-month external professional development program geared toward mid-career professionals who aspire to senior leadership roles. CAP is conducted by Management Leadership for Tomorrow (MLT), a nonprofit organization that aims to transform the career trajectories of diverse leaders by providing them the skills, coaching and connections needed to accelerate their careers. CAP's professional development journey includes realistic business simulations, sustainable strategies and tools for professional growth and development, and a cohort of peers representing various industries and functions.
- The *Upward Mobility Program* offers SEC employees in support staff positions the opportunity to expand their careers by competing for entry-level program specialist positions (series 301) starting at the SK-7 or SK-9 level and with promotion potential to the SK-12 level. These positions are open to all SEC employees serving under a permanent appointment. This program includes two years of formal training designed to foster the success of participants. The training, developed by SEC University, includes tailored guidance and mentoring for both the participants and their supervisors.

In addition to the career development programs referenced above, the Agency encourages employees, including PWD and PWTD, to pursue leadership development through a variety of program offerings, including both individual coaching and an agency-wide mentoring program. In FY 2022, 56 SEC managers engaged in coaching with an external coach. Due to confidentiality considerations, the SEC does not track demographic information for the employees engaged in coaching opportunities. Non-supervisory offerings developed for leaders without formal authority included, for example: *Empowering Your Development* and *Leading Without Authority* (courses are designed to enhance relationship-building and maintain effective relationships for SEC leaders at all levels).

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In FY 2022, the SEC finalized and launched a Leadership, Evaluation, Accession, and Development Program (LEAD Program), which emphasizes the importance of certain leadership skills essential for success at the SEC. The program is designed to improve the process for developing, identifying, and selecting future SEC Senior Officers (SOs) by including standardized leadership assessments that screen candidates on essential leadership competencies in a fair and legally-compliant manner. In August 2022, OHR launched the LEAD website, which serves as a repository of LEAD Program information and offers links to training and resources that support self-directed leadership development. The easy-to-navigate website is available to all SEC employees to learn about the program, use leadership development tools, and advocate for their own leadership development opportunities that are aligned to critical SO leadership competencies. The LEAD website also provides assessment information and self-preparation materials for employees interested in applying to SO positions. The Managing Board and LEAD team developed the leadership assessments, and worked with a leading HR consulting firm, to provide automated test delivery that ensures fair and standardized applicant testing. This standardized approach eliminates unintended test bias, providing all applicants a comparable testing process and experience. Trained raters score LEAD assessments, with candidate responses anonymized prior to scoring, where possible. In addition, internal SEC applicants receive feedback on the LEAD assessments, highlighting their leadership strengths and weaknesses, to support their ongoing leadership development.

In addition to targeted communications to educate employees and create awareness on the LEAD Program, in Q4 FY 2022, OHR offered a series of general informational briefings for all interested employees and provided briefings to Division and Office management teams. After an initial launch of the LEAD assessments with vacancies in the Division of Investment Management and OCOO offices, an agency-wide launch of the LEAD assessments is planned for FY 2023.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	52,770	6,219	3.51%	4.58%	1.68%	1.09%
Fellowship Programs	86	19	0.00%	0.00%	0.00%	0.00%
Mentoring Programs	31	31	12.90%	12.90%	9.68%	9.68%
Coaching Programs	NA	NA	NA	NA	NA	NA
Training Programs	38,837	38,837	9.22%	9.22%	1.67%	1.67%
Detail Programs	86	25	20.93%	16.00%	1.16%	0.00%
Other Career Development Programs	41	35	9.09%	9.09%	0.00%	0.00%

Notes to help the reader understand the data above:

The SEC’s *Mentoring Program* was open for registration to all employees. Mentees were selected on a first-come, first-served basis.

Due to confidentiality considerations, the SEC does not track demographic information for employees engaged in coaching programs.

Training Programs data show demographic data for all permanent employees’ registrations for training in *LEAP* and completed training opportunities during FY 2022. There is no competition for training class registration. All eligible employees who register or apply are invited or selected to complete the training course. Applicant and selectee participation records are thus identical. These Applicant registration and Selectee participation records may include more than one training opportunity per employee, representing both mandatory and elective courses. Therefore, the total registration and participation data exceed the total number of employees.

Detail Programs summarize information only for Temporary Promotions announced by the Agency for competitive selection. These data do not reflect detail opportunities that do not include a change to the employee’s personnel record, e.g., a detail to a job in the same pay grade and location.

In this report, the Agency included FY 2022 selection data for its leadership development programs, including the *Excellence in Government Fellows Program* and the *Aspiring Leaders Program*. While completion of these programs do not lead to placement at a specific grade (a criterion for inclusion in the MD-715 Workforce Data Tables), they do contribute to the pool of employees who may potentially be considered for leadership positions in the future. Data for these leadership programs have been consolidated into the “Other Career Development Programs” category.

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

a. Applicants (PWD)	Yes	<input checked="" type="checkbox"/>	No	0
b. Selections (PWD)	Yes	<input checked="" type="checkbox"/>	No	0

From the Career Development Opportunities table above, data on the participation of PWD and PWTd in applications and selections for various programs were reviewed.

For the Internship Program, 3.51% of applicants were PWD and PWD were 4.58% of selections. As selections had a higher percentage of PWD than the percentage of PWD among applicants, there was no trigger for internships.

For the Agency’s Economist, Accountant and Attorney Fellows Programs, the Agency noted no difference in the participation of PWD among (external) applicants for these programs and eventual selections for positions. While 0.00% of applicants were PWD, none of the Fellows hired were PWD (0.00%).

Within the Agency’s Mentoring Program (selections were on a first-come, first-served basis), the Agency found no evidence of a trigger in the participation rate among those who applied for the Mentoring Program (i.e., applicants) as compared to participation of PWD in the permanent workforce (9.21%). PWD represent 12.90% of those employees who expressed interest in the Mentoring Program and 12.90% of those selected for mentoring.

In FY 2022, training data includes trainings approved on standard form 182 through the Agency’s learning management system, LEAP, trainings from *Pluralsight*, *Becker*, the *Practising Law Institute*, and *Udemy*. Aggregate PWD participation in training programs matched their participation on rolls: 9.22% of trainings were completed by PWD, compared to 9.21% of permanent employees who are PWD. No trigger was found for applications or selections.

Data about detailed employees show evidence of differences in selection disadvantaging PWD among those who applied for details and among those selected. While 9.21% of permanent staff were PWD, 20.93% of applicants for temporary promotion were PWD, and PWD were 16.00% of selections. Selection data for PWD on Other Career Development Programs indicated no evidence of a trigger for PWD. PWD were 9.09% of selectees among the consolidated selectees of the *Excellence in Government* and *Aspiring Leaders* programs, and 9.21% of permanent SEC employees.

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

a. Applicants (PWTD) Yes **X** No 0
 b. Selections (PWTD) Yes **X** No 0

From the Career Development Opportunities table above, data on the participation of PWTD in various programs were reviewed for equality of employment opportunity in the applications and selections for these programs.

In the Agency’s Economist, Accountant, and Attorney Fellows Programs, 0.00% of applicants were PWTD, thus, no PWTD were selected as Fellows in FY 2022.

For the Internship Program, 1.68% of applicants were PWTD, and PWTD were 1.09% of selections. Within the Agency’s Mentoring Program, the participation rate for PWTD among applicants (9.68%) exceeded the percentage of PWTD among permanent staff (1.86%). Thus, no trigger was found among applicants. The participation of PWTD among employees selected for mentoring in FY 2022 (9.68%) exceeded the participation rate of PWTD in the permanent workforce. Thus, no trigger was found among selections.

No evidence of a trigger was found among applicants or selections in the training programs. In the aggregate, training records show that PWTD participated in training programs slightly above their participation on rolls; 1.67% of training opportunities requiring special approval were completed by PWTD, compared to 1.86% of permanent employees.

Data about Detailed employees show evidence of a difference disadvantaging PWTD among those who applied for Temporary Promotion and among those selected. While 1.16% of applicants for temporary promotion were PWTD, PWTD represent 0.00% of permanent staff employees selected.

Selection data for PWTD on Other Career Development Programs suggested a trigger at the application phase. Of 41 selectees among the consolidated selectees for the *Excellence in Government* and *Aspiring Leaders* programs, no applicants were PWTD, and as a result, none were selected.

Awards

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

a. Awards, Bonuses, & Incentives (PWD) Yes No 0
b. Awards, Bonuses, & Incentives (PWTD) Yes No 0

The EEOC has suggested that agencies consider awards distribution based on inclusion rates, the degree to which each employee group is distributed across workforce indicators, e.g., awarded or separated. This analysis requires aggregating data to the person level. Employees who received at least one award in any particular award category are counted once.

Aggregated data enables inclusion to be calculated as the proportion for all PWD and PWTD who received each type or category of award. One employee can and often does receive more than one award in a year. One employee is represented more than once if he or she received more than one award in that category.

The inclusion rate for PWD was calculated by comparing the number and percent of employees with disabilities who received at least one award in each applicable program element to the number and percent of employees without a disability (this category combines persons with no disability and those who did not identify as having a disability) who received at least one award in each applicable program element.

The inclusion rate for PWTD was calculated by comparing the number and percent of employees with targeted disabilities who received at least one award in each applicable program element to the number and percent of employees without a targeted disability (this category combines persons with no disability, those who did not identify as having a disability, and those with a disability that is not targeted) who received at least one award in each applicable program element.

The Agency found a trigger in the distribution of time-off awards of 11–40 hours for PWD. The inclusion rate for PWD was 18.05%, while the inclusion rate for people without disability was 19.07%. The inclusion rate for PWTD was 18.07%.

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For cash awards, the Agency found triggers for PWD and PWTD for cash awards of \$1,000–\$1,999 and \$2,000–\$2,999.

For cash awards at the \$1,000–\$1,999 level, the inclusion rate for PWD was 31.46%, and the inclusion rate for persons without disability was 41.07%. The inclusion rate for PWTD was 28.92%, and the inclusion rate for persons with no targeted disability was 40.40%.

For cash awards at the \$2,000–\$2,999 level, the inclusion rate for PWD was 6.34%, and the inclusion rate for persons without disability was 10.17%. The inclusion rate for PWTD was 6.02%, and the inclusion rate for persons with no targeted disability was 9.89%.

OEEO researched the observed differences in the distribution of discretionary awards, made recommendations, and is actively monitoring the implementation as part of our barrier analysis program.

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

a. Pay Increases (PWD)	Yes 0	No <input checked="" type="checkbox"/>
b. Pay Increases (PWTD)	Yes 0	No <input checked="" type="checkbox"/>

The Agency did not have a trigger for PWD or PWTD for performance-based pay increases.

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

a. Other Types of Recognition (PWD)	Yes 0	No 0	N/A <input checked="" type="checkbox"/>
b. Other Types of Recognition (PWTD)	Yes 0	No 0	N/A <input checked="" type="checkbox"/>

N/A

Promotions

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

a. SES

Qualified Internal Applicants (PWD)	Yes X	No 0
Internal Selections (PWD)	Yes 0	No X

b. Grade GS-15

Qualified Internal Applicants (PWD)	Yes 0	No X
Internal Selections (PWD)	Yes X	No 0

c. Grade GS-14

Qualified Internal Applicants (PWD)	Yes 0	No X
Internal Selections (PWD)	Yes X	No 0

d. Grade GS-13

Qualified Internal Applicants (PWD)	Yes 0	No X
Internal Selections (PWD)	Yes X	No 0

The SEC crosswalks the Agency’s SK alternative pay plan’s senior grade levels to the General Schedule according to the following equivalencies: SES = SO and EX; GS-15 = SK-15 and SK-17; GS-14 = SK-14 and SK-16; GS-13 = SK-13. We note that the relevant applicant pools for the SK grade equivalencies of the GS-14 and GS-15 levels combine data across SK-grade levels. This combination was made to conform analyses to the format provided, though the actual RAPs for the individual SK-levels differ.

Of 1,044 qualified internal applications for senior grade level positions, 374 (35.82%) were submitted by PWD.

A trigger was observed for qualified applicants compared to the Relevant Applicant Pool for PWD at the SES-equivalent level. However, there was only one posting, and two self-identified applicants. The Relevant Applicant Pool was 7.44%, and neither of the two applicants were PWD. No differences were observed among qualified applicants at any of the other senior grades.

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Among internal selections, differences were observed at the GS-15, GS-14, and GS-13 equivalent levels, but not the SES-equivalent level. Of the 100 selections for internal promotions to senior grade levels, 8.00% were PWD, which was below their availability in the QAP at 35.82%.

At the GS-15 equivalent level, PWD represented 31.31% of qualified applicants, while they represented 3.85% of selections.

At the GS-14 equivalent level, PWD represented 29.69% of qualified applicants, while they represented 15.00% of selections.

At the GS-13 equivalent level, PWD represented 53.25% of qualified applicants, while no selections were PWD.

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

a. SES

Qualified Internal Applicants (PWTD)	Yes <input checked="" type="checkbox"/>	No 0
Internal Selections (PWTD)	Yes 0	No <input checked="" type="checkbox"/>

b. Grade GS-15

Qualified Internal Applicants (PWTD)	Yes 0	No <input checked="" type="checkbox"/>
Internal Selections (PWTD)	Yes <input checked="" type="checkbox"/>	No 0

c. Grade GS-14

Qualified Internal Applicants (PWTD)	Yes 0	No <input checked="" type="checkbox"/>
Internal Selections (PWTD)	Yes <input checked="" type="checkbox"/>	No 0

d. Grade GS-13

Qualified Internal Applicants (PWTD)	Yes 0	No <input checked="" type="checkbox"/>
Internal Selections (PWTD)	Yes <input checked="" type="checkbox"/>	No 0

Applying the same comparisons to PWTD as described above, the Agency presents information on trigger identification for PWTD in promotions to senior grade levels. Of 1,044 qualified internal applications for senior grade level positions, 61 (5.84%) were submitted by PWTD, and no selections were PWTD.

A difference was observed in the qualified applicant pool for the SES-equivalent level, compared to the Relevant Applicant Pool. The Relevant Applicant Pool was 1.33% PWTD, and no qualified applicants were PWTD. However, there was only one posting, and it had two self-identified applicants. No differences were observed among qualified applicants at any of the other senior grades. Among selections, triggers were observed at the GS-15, GS-14, and GS-13 equivalent levels.

At the GS-15 equivalent level, PWTD represented 6.31% of qualified applicants, and represented no selections.

At the GS-14 equivalent level, PWTD represented 3.39% of qualified applicants, and represented no selections.

At the GS-13 equivalent level, PWTD represented 8.94% of qualified applicants, and represented no selections.

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

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

The QAP summarizes data where the applicant self-identified with a disability and qualified for the position. Data describe vacancies for permanent positions with the SEC that were posted in USAJOBS with a closing date during the fiscal year. Also presented is data on *new hires* on-boarded during the course of the fiscal year, some of whom applied for a vacancy posted prior to the start of the fiscal year, and some of whom were on-boarded from open, continuous postings. Differences may be observed in the demographic statistics of those selected versus those on-boarded as *new hires*. Triggers comparing the composition of PWD and PWTD (See *Question 5 immediately below*) in applicant flow versus new hire data should be interpreted with these differences in mind.

Applying the same grade equivalencies that were described above, the Agency presents information on trigger identification for PWD new hires to senior grade levels. Among the 260 newly-hired staff members in FY 2022 were 207 persons hired into senior grade level positions: four SOs, three into GS-15 equivalent positions, 109 into GS-14 equivalent positions, and 87 into GS-13 equivalent positions. Sixteen of those 207 (7.73%) newly-hired permanent staff in senior grade levels identified as PWD. The following evaluates participation of PWD in each senior grade equivalent level.

At the SES equivalent level, the QAP was 10.42% PWD, and none of the four newly-hired permanent SOs identified as PWD.

At the GS-15 equivalent level, the QAP was 31.94% PWD, and 14.29% of the seven newly-hired permanent staff for those positions identified as PWD.

At the GS-14 equivalent levels, the QAP was 19.94% PWD, and 9.17% of the 109 newly-hired permanent staff were PWD.

At the GS-13 equivalent level, the QAP was 24.24% PWD, while 5.75% of the 87 new hires to GS-13 equivalent positions identified as PWD.

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

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

Applying the same grade equivalencies that were described above, the Agency presents information on trigger identification for PWTD new hires to senior grade levels. The qualified applicant pool for PWTD was 2.32%.

The Agency found triggers in participation of PWTD between qualified applicants and new hires at the SES, GS-15, GS-14, and GS-13 equivalent levels.

More detail about each senior grade level follows in descending order by level.

At the SES equivalent level, none of the qualified applicants were PWTD, and none were hired.

At the GS-15 equivalent level, the QAP was 5.76%; no newly-hired staff members were PWTD (0.00%).

At the GS-14 equivalent level, the QAP was 4.59% PWTD; 1.83% of the newly-hired GS-14 equivalent staff were PWTD.

At the GS-13 equivalent level, the QAP was 5.37% PWTD; 1.15% of the newly-hired staff members were PWTD.

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

a. Executives

Qualified Internal Applicants (PWD)	Yes <input checked="" type="checkbox"/>	No 0
Internal Selections (PWD)	Yes 0	No <input checked="" type="checkbox"/>

b. Managers

Qualified Internal Applicants (PWD)	Yes 0	No <input checked="" type="checkbox"/>
Internal Selections (PWD)	Yes <input checked="" type="checkbox"/>	No 0

c. Supervisors

Qualified Internal Applicants (PWD)	Yes 0	No <input checked="" type="checkbox"/>
Internal Selections (PWD)	Yes <input checked="" type="checkbox"/>	No 0

The SEC cross-walked the Agency’s alternative pay plan supervisory levels to the Executive, Manager, and Supervisor levels according to the following equivalencies: Executives = SO; Managers = SK-17 and the supervisory Administrative Law Judges in pay plan Administrative Law (AL); and Supervisors = employees or positions at SK-levels below SK-17 who hold supervisory status. The Agency notes that, similar to the senior grade level equivalencies, the relevant applicant pools for supervisory levels at the Agency combine data across multiple SK levels. This combination was made to conform analyses to the format provided, though the actual RAPs for the specific leadership levels differ.

FY 2022 data are relevant for assessing whether triggers exist with regard to promotions to supervisory or managerial positions. Among the promotions in FY 2022 were 54 persons promoted to a leadership position at the supervisor, manager, or executive level: one SO, 27 managers, and 24 supervisors. The following evaluates participation of PWD in each leadership level.

For executives, a trigger was observed for qualified applicants compared to the Relevant Applicant Pool for PWD. However, there was only one posting, and two self-identified applicants. The Relevant Applicant Pool was 7.44%, and neither of the two applicants were PWD.

For the manager, and supervisor levels, there were no differences to the disadvantage of PWD in the qualified internal applicant pool compared to the RAP. However, there were triggers at both of these levels with respect to selections. For managers, the qualified applicant pool was 40.14%, and PWD were 3.70% of selections. For supervisors, the qualified applicant pool was 61.29%, and no PWD were selected.

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

a. Executives

Qualified Internal Applicants (PWTD)	Yes 0	No X
Internal Selections (PWTD)	Yes 0	No X

b. Managers

Qualified Internal Applicants (PWTD)	Yes 0	No X
Internal Selections (PWTD)	Yes X	No 0

c. Supervisors

Qualified Internal Applicants (PWTD)	Yes 0	No X
Internal Selections (PWTD)	Yes X	No 0

Applying the same grade equivalencies that were described above, the Agency presents information on trigger identification for PWTD internal promotions to supervisory positions. Of 54 individuals selected for promotion, none were PWTD.

At the Executive level, the Agency observed triggers with respect to qualified applicants and selections. The RAP was 1.33% PWTD, and none of the qualified applicants were PWTD. As such, no PWTD were selected. However, there was only one posting, for which there were two qualified applicants.

At the manager level, the Agency observed a trigger with respect to selections for promotions. The QAP for PWTD was 4.93%, while no selections were PWTD.

At the supervisor level, the Agency observed a trigger with respect to selections for promotions. The QAP for PWTD was 10.97%, while no selections were PWTD.

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

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

Applying the same grade equivalencies that were described above, the Agency presents information on trigger identification for PWD new hires into leadership positions.

A difference was found in FY 2022 new hire data for PWD at the executive and supervisor levels. No trigger was found at the manager level.

Among the 260 newly-hired staff members in FY 2022 were 12 persons hired into leadership positions: four SOs, four SK-17 managers, and four supervisors below SK-17. One of those 12 (8.33%) newly-hired permanent staff in leadership positions identified as PWD. The following evaluates participation of PWD in each leadership level.

For executives, the QAP was 10.42% PWD, and none of the four newly-hired permanent executives identified as PWD.

For managers, the QAP was 25.96% PWD, and 25.00% of the four newly-hired managers identified as PWD.

For supervisors, the QAP was 37.11%, and none of the four newly-hired permanent supervisors identified as PWD.

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

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

Differences were found in the new hire data for PWTD at the executive, manager, and supervisor levels.

For executives, the QAP was 2.08% PWTD, and no PWTD were hired for executive positions in FY 2022.

For managers, the QAP was 3.85% PWTD, and no PWTD were hired for manager positions in FY 2022.

For supervisors, the QAP was 7.22% PWTD, and no PWTD were hired for supervisor positions in FY 2022.

SECTION V: PLAN TO IMPROVE RETENTION OF PERSONS WITH DISABILITIES

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

Voluntary and Involuntary Separations

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

Yes **X** No 0 N/A 0

The SEC maintains discretion on conversions to a career or career-conditional appointment among employees on Schedule A appointments. As a general practice, those Schedule A employees who were not converted voluntarily accepted a new Schedule A appointment within the Agency. During FY 2022, one employee was converted to the competitive service under the Schedule A hiring authority within two years of their most recent Schedule A appointment. Five employees are currently serving on their most recent Schedule A appointment that was processed within the past two years. All five employees are serving on an initial Schedule A appointment that has not reached the two-year threshold. One staff member was newly-hired under Schedule A during FY 2022. A review of records for other Schedule A employees, who were hired or transferred to the SEC and remain on rolls at the close of FY 2022, confirms that all were converted to the competitive service within two years of their most recent Schedule A appointment.

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

- a. Voluntary Separations (PWD) Yes 0 No **X**
- b. Involuntary Separations (PWD) Yes 0 No **X**

Data on voluntary and involuntary separations by disability were used to calculate the inclusion rates. Inclusion rates were calculated as the number of PWD who separated among all PWD in the workforce, compared to the same proportion among persons with no disability (this category is combined with those who did not self-identify as having a disability).

The Agency did not have a trigger for voluntary separations in FY 2022. The inclusion rate on voluntary separations was 3.41% for PWD, and 5.76% for persons with no disability.

The inclusion rate on involuntary separations was 0.24% for PWD and 0.05% for persons with no disability.

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

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

The inclusion rates were calculated as the number of PWTD who separated among all PWTD in the workforce compared to that same proportion among persons with no targeted disability (this group also includes those who did not self-identify as having a disability and those with a disability that is not targeted).

The Agency did not have a trigger for voluntary separations in FY 2022. For PWTD, the inclusion rate on voluntary separations was 1.20%, and the inclusion rate for persons without targeted disability was 5.63%.

For PWTD, there were no involuntary separations in FY 2022, and among persons with no targeted disability, the inclusion rate for involuntary separations was 0.07%.

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

Not applicable. There were no triggers involving separation rates in FY 2022.

Accessibility of Technology and Facilities

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

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

Information about the SEC's Accessibility/Disability Program is posted on [SEC.gov: SEC.gov/disability/sec_access.htm](https://www.sec.gov/disability/sec_access.htm) and [SEC.gov/accessibility/sec-accommodation-procedures.pdf](https://www.sec.gov/accessibility/sec-accommodation-procedures.pdf). The SEC has also made available a Section 508 Resource Center to all SEC personnel. This online resource center provides links to accessibility training and resources, federal regulations and general guidance, as well as "how-to" instructions to make documents, presentations, and electronic files 508-compliant. Information specific to the accessibility of SEC facilities and technology under Sections 504 and 508 of the Rehabilitation Act is also available in a variety of sources, including 17 CFR §§ 200.601 to 200.670, *Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Securities and Exchange Commission* (SEC 504 regulations), SEC Administrative Regulation 24-10 (SECR 24-10), *Information and Communication Technology (ICT) Section 508/Accessibility Program*, and SEC Administrative Regulation 11-3 (SECR 11-3), *Leasing Program*.

The SEC continues to improve upon current practices in place to ensure all Information and Communication Technology (ICT) is accessible to internal and external parties, as mandated by the Rehabilitation Act of 1973. The Agency's testing and validation process includes dedicated resources, testing tools, documented test processes, and a remediation process. The majority of ICT products and tools are tested before they are deployed. If a product is deemed not 508-compliant, project teams are instructed to submit a Remediation Plan indicating a plan of action or timeline in which the vendor will make the respective product 508-compliant and obtain an approval from senior management before deploying.

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Every SEC vacancy announcement posted to USAJOBS includes information about obtaining accommodations, including alternative methods to apply. The name of SEC's Selective Placement Program Coordinator is posted on OPM's website. OHR has built a separate page providing more in-depth information about hiring PWD ([SEC.gov/sec-disability-programs-overview](https://www.sec.gov/sec-disability-programs-overview)). This page includes a link to an online form ([SEC.gov/forms/ADA-4Applicants](https://www.sec.gov/forms/ADA-4Applicants)) for requesting accommodations in the technology-enabled job application process and information on alternate methods for contacting the Disability Program at the SEC.

The SEC also posts information on how to file an EEO complaint under, *inter alia*, Section 501 of the Rehabilitation Act at [SEC.gov/eeoinfo/eeocomplaints.htm](https://www.sec.gov/eeoinfo/eeocomplaints.htm).

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

Information is posted on SEC.gov: [SEC.gov/disability/sec_access.htm](https://www.sec.gov/disability/sec_access.htm). This page contains the required notice explaining employees' and applicants' rights under the Architectural Barriers Act, including how to file a complaint alleging violations of the Architectural Barriers Act.

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

The SEC continues to improve upon current practices in place to ensure all ICT is accessible to internal and external parties, as mandated by the Rehabilitation Act of 1973. The Agency's testing and validation process includes dedicated resources, testing tools, documented test processes, and a remediation process. The majority of ICT products and tools are tested before they are deployed. Upon completion of testing, project teams are notified of the defects and are instructed to submit, for approval, a Remediation Plan, indicating a definitive timeline in which the vendor will make the respective product 508-compliant.

The Office of Public Affairs has been instrumental in educating SEC staff on the guidelines and importance of Section 508 of the Rehabilitation Act. Training courses have been offered, as well as "how to" videos that inform staff of the process with making electronic information technologies accessible to all parties.

The Office of Information Technology will be active in supporting the SEC Administrative Regulation that defines roles and responsibilities of SEC staff to address formal Section 508 Complaint Procedures related to accessibility of IT programs and services.

Reasonable Accommodation Program

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

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

In FY 2022, the SEC met its goal of processing 100% of accommodation requests within 45 business days, the timeframe specified in the Agency's policy, which has been approved by the EEOC.

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

Beginning in FY 2019, the SEC conducted an internal review of the SEC Reasonable Accommodation Regulation (SECR 6-80) and SEC Reasonable Accommodation Operating Procedures (SECOP 6-80), collected input from SEC stakeholders, negotiated with the SEC's union, and revised the reasonable accommodation policy and procedures. In March 2021, as required by regulation, the Equal Employment Opportunity Commission (EEOC) approved the SEC's procedures. The new procedures include a revised timeframe to process requests for accommodation—from 20 business days to 45 business days—absent undue hardship. The SEC published in FY 2022 the revised RA policy and operating procedures.

These policy and operating procedure documents ensure that employees and applicants know their right to receive a reasonable accommodation for disability-related limitations under the Rehabilitation Act, if needed, to perform the essential functions of their position, enjoy equal benefits and privileges of employment, or apply for a job at the SEC. Related operational guidance further explains stakeholder responsibilities for the provision of disability-related accommodation, how to request an accommodation, and how such requests are processed. The procedures also include information about the interactive process and how requestors may seek review of decisions when a request has been denied. A 508-compliant version of each document and form is available on the SEC's public website at [SEC.gov](https://www.sec.gov), as required under the Section 501 Affirmative Action Regulations. The documents are also available on the SEC's internal interactive portal *AskHR*. *AskHR* provides employees with information about reasonable accommodation and the processes for making requests. The SEC published additional resources and information for employees, supervisors, and managers on its *AskHR* portal that provides a general overview and insight into its reasonable accommodation program process.

Changes to RA procedures necessitated updates to training, job aids, notices, and other information sources in FY 2022. Information sessions describing updates, applicable forms, and procedures have been made available to manager/supervisors, employees, and all staff with responsibilities under the new policy and procedures. The updated RA procedures have been incorporated in the mandatory New Supervisors and New Employee trainings, and the on-demand trainings available in the SEC's LEAP training platform made available to Agency employees. At least annually, the Agency communicates to the entire SEC workforce regarding the reasonable accommodation program to assist managers and employees in their understanding of the SEC's disability accommodation program.

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In FY 2022, the SEC remained in a maximum telework/voluntary return to the office posture for its non-essential employees. The SEC's Temporary Medical Telework (TMT) program provides temporary telework to employees with short-term medical conditions that may not constitute a covered disability under the Rehabilitation Act of 1973 when supervisory officials and the Disability Program Office determine that it is appropriate. Since the SEC continued its maximum telework posture, the RA Program office administratively closed four (4) TMT requests without decision in FY 2022.

Given the issuance of the newly revised RA policy and procedures, general training for managers and supervisors was offered on the Rehabilitation Act, their role and responsibilities in the reasonable accommodation process to include the interactive process provision, and how to respond appropriately when an individual places them on notice of the need for reasonable accommodation. New managers and supervisors are also required to attend scheduled training to obtain an in-depth overview for the provision of reasonable accommodation. This includes disseminating program-specific information during the New Employee Orientation and CLTD 307 Fundamentals of Human Resources Management course offered by the SEC University's College of Leadership and Team Development.

In FY 2022, the SEC converted all in-person CLTD 307 content into a final capstone eLearning module to be added to the other CLTD 307 eLearning modules. This capstone offers self-paced review and practice opportunities that were previously encompassed by the live trainings, and serves to replace any need for live content. All CLTD 307 content is now in a fully self-paced eLearning format. CLTD 307 eLearning provides real-time, scenario-based specific illustrations for supervisors and managers to heighten their awareness of the: (1) Schedule A hiring authority; (2) SEC's RA Program; (3) TMT to ensure their awareness of their role in hiring and retaining employees with temporary or permanent disabilities; (4) types of requests made by employees with disabilities; and (5) roles and responsibilities with respect to the Agency's Reasonable Accommodation Program. This training was enhanced by the Reasonable Accommodation Program Office to ensure awareness of the SEC's newly published RA Program policy and operating procedures. In-depth, situation-specific training was provided as-needed to individual managers who supervise employees with disabilities. Additional information about CLTD 307 is provided earlier in this report, *supra*.

Moreover, refresher on-demand training course offerings are readily available online for employees and managers through the Agency's learning platform, Learn Engage Achieve Platform (LEAP), which provides an effective overview of the Rehabilitation Act and the federal and SEC reasonable accommodation process.

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The SEC maintains a contract vehicle with Deaf Access Solutions (DAS) for its Sign Language Interpretation Program. DAS provides enhanced interpretation solutions to include Communication Access Realtime Translation and Federal Relay Service to provide a more diverse pool of interpreters who can provide a greater array of support services for the Deaf/Hard-of-Hearing community.

In FY 2022, to complement the Agency's reasonable and religious accommodation processes, the SEC continued working with the Office of Information Technology to vet and configure an automated reasonable and religious accommodation case management solution. The system will enable the Agency to monitor trends and manage, track, and enhance reporting capabilities on all reasonable and religious accommodation requests, including requests for personal assistance services. The system will have a built-in reporting capability to produce all reporting and record keeping requirements consistent with 29 CFR § 1614.203(d)(5) and Executive Order 13164. The case management system is expected to simplify case tracking, help identify systemic delays, improve customer service by allowing employees to request reasonable accommodations personally and privately, and allow the Agency to continue to meet timeliness standards. The Agency expects to fully deploy the system in FY 2023. In the interim, OHR continues the current manual tracking process, including tracking timeliness for processing RA requests, and meeting on a monthly basis with the CHCO to review and discuss timeliness and processing of all RA cases.

Personal Assistance Services Allowing Employees to Participate in the Workplace

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

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

As reflected in the section immediately above, and incorporated herein by reference, the *SECOP 6-80 Reasonable Accommodation Operating Procedures* includes information regarding the process for requesting PAS, the process for determining whether such services are required, and the process for denying PAS requests when it would pose an undue hardship to the Agency. Similarly, medical information to include medical confidentiality and disclosure provisions and the responsibilities of the Disability Program Officer, the employee, and other relevant staff (e.g., supervisors, Reasonable Accommodation Coordinators) during the interactive process, as discussed in the Reasonable Accommodations Operating Procedures, apply to all requests for PAS. In FY 2022, the materials related to PAS were updated to explain eligibility requirements, types of PAS, how to request services, where to submit requests, and contact information. Program provisions for requesting and providing decisions on PAS reasonable accommodation requests are the same as the process for reasonable accommodation described in the new policy and related operating procedures and on the SEC public and internal websites. The SEC continues to use the *SEC Form 2943 Request for Personal Assistance Services* to capture requests, and data obtained by this form will provide the RA Program critical information that may be used to understand program adoption and effectiveness going forward.

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The SEC has a contract in place to support employees with targeted disabilities needing PAS services including reader and nurse services. In FY 2022, the SEC did not receive or process any new requests for PAS services. The Agency will continue to monitor its current contract for personal assistant and reader services to ensure the consistent delivery of healthcare services and will enhance the level of support as required.

During FY 2022, the Agency conducted general training for managers and supervisors on the Rehabilitation Act, their role and responsibilities in the reasonable accommodation process to include the interactive process provision, and how to respond appropriately when an individual places them on notice of the need for reasonable accommodation. New managers and supervisors are required to attend scheduled training to obtain in-depth overview for the provision of reasonable accommodation. This includes disseminating program-specific information during the New Employee Orientation and through the College of Leadership & Team Development Fundamentals of Human Resources Management course offered by the Agency's learning office, SEC University. The CLTD 307 training provides real-time, scenario-based specific illustrations for supervisors and managers to heighten awareness about the RA Program, details general characteristics of available accommodations typically requested by employees with disabilities (e.g., PAS) and clarifies assumptions about roles and responsibilities with respect to the Agency's reasonable accommodation program. Moreover, refresher training course offerings are readily available for employees and managers through the Agency's SECU learning platform LEAP; the training provides an effective overview of the Rehabilitation Act, Americans with Disabilities Act, and the federal and SEC reasonable accommodation process.

SECTION VI: EEO COMPLAINT AND FINDINGS DATA

EEO Complaint Data Involving Harassment

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

Yes 0 No **X** N/A 0

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

Yes 0 No **X** N/A 0

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

During FY 2022, the Agency did not have any findings of discrimination alleging harassment based on disability status.

EEO Complaint Data Involving Reasonable Accommodation

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

Yes 0 No **X** N/A 0

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

Yes **X** No 0 N/A 0

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

During FY 2022, the Agency did not have any findings of discrimination involving the failure to provide reasonable accommodation.

SECTION VII: IDENTIFICATION AND REMOVAL OF BARRIERS

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

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

Yes 0 No **X**

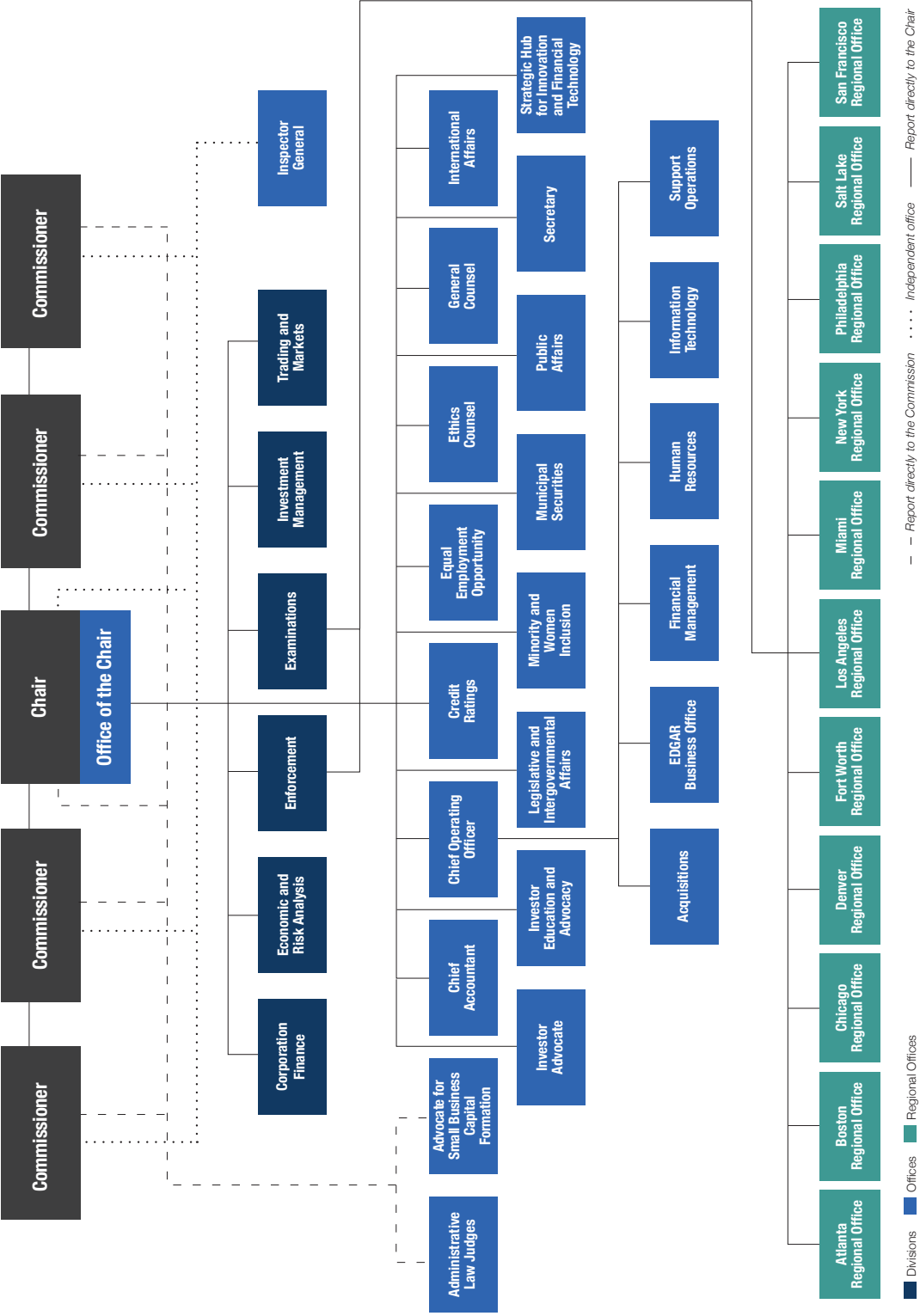
2. Has the Agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes 0 No 0 N/A **X**

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

Not applicable for the FY 2022 reporting period.

ATTACHMENT 1. SEC ORGANIZATIONAL CHART



SEC'S ORGANIZATIONAL STRUCTURE

The SEC's leadership includes a Chair and four Commissioners located at the SEC's Headquarters in Washington, DC.

The SEC consists of five presidentially-appointed Commissioners with staggered five-year terms. One of the Commissioners is designated by the President as the Chair of the Commission—the Commission's chief executive. The Agency's functional responsibilities are organized into 6 Divisions and 25 Offices, each of which is headquartered in Washington, DC. The Commission's staff is located in Washington, DC, and 11 Regional Offices throughout the country. Divisions and Offices include:

Six Divisions:

- Corporation Finance
- Economic and Risk Analysis
- Enforcement
- Examinations
- Investment Management
- Trading and Markets

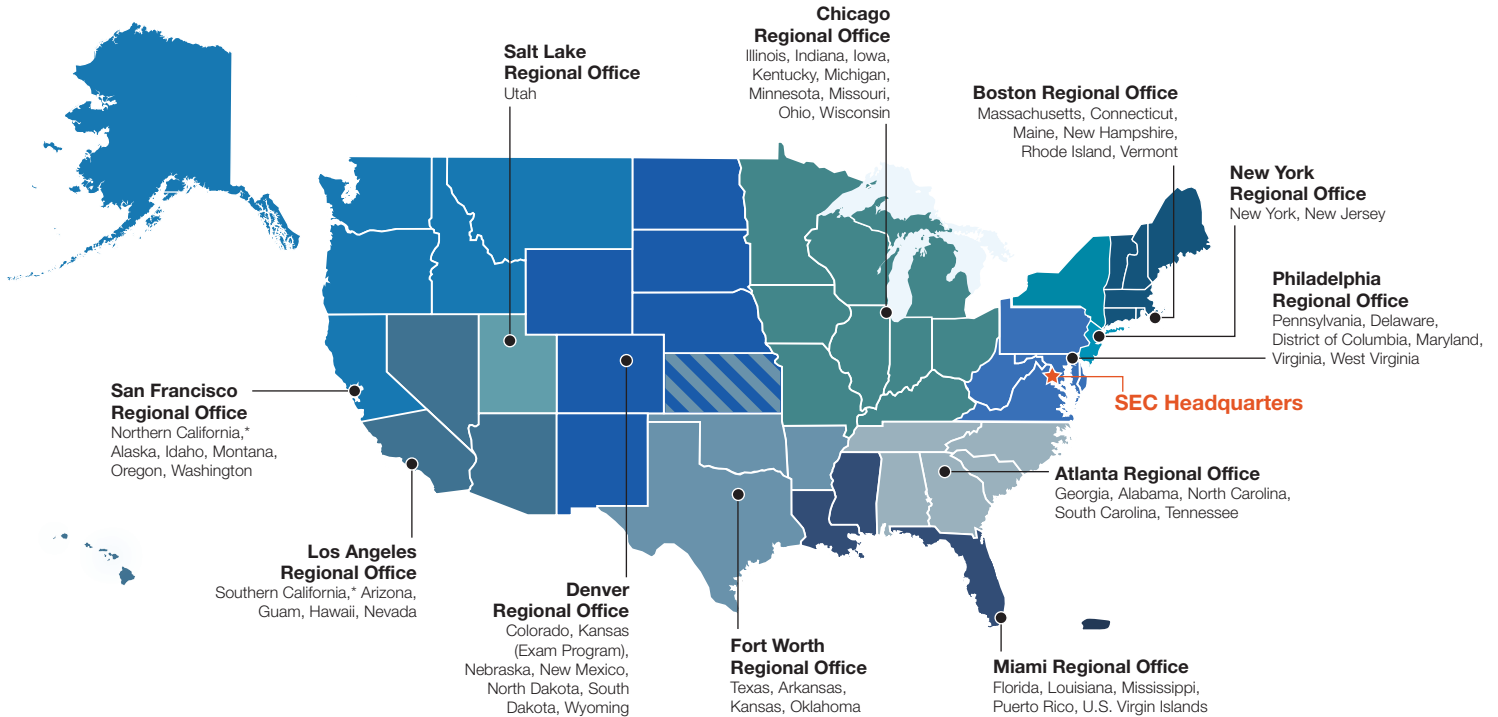
Twenty-five Offices:

- Acquisitions
- Administrative Law Judges
- Advocate for Small Business Capital Formation
- Chair
- Chief Accountant
- Chief Operating Officer
- Credit Ratings
- EDGAR Business Office
- Equal Employment Opportunity
- Ethics Counsel
- Financial Management
- General Counsel
- Human Resources
- Information Technology
- Inspector General
- International Affairs
- Investor Advocate
- Investor Education and Advocacy
- Legislative and Intergovernmental Affairs
- Minority and Women Inclusion
- Municipal Securities
- Public Affairs
- Secretary
- Strategic Hub for Innovation and Financial Technology (FinHub)
- Support Operations

The SEC's Regional Offices report to both the Division of Enforcement and the Division of Examinations and operate within the authority of the Commission.

- Atlanta Regional Office
- Boston Regional Office
- Chicago Regional Office
- Denver Regional Office
- Fort Worth Regional Office
- Los Angeles Regional Office
- Miami Regional Office
- New York Regional Office
- Philadelphia Regional Office
- Salt Lake Regional Office
- San Francisco Regional Office

U.S. SECURITIES AND EXCHANGE COMMISSION HEADQUARTERS AND REGIONAL OFFICES



* Northern California includes ZIP codes 93600 and above, and 93200–93299
Southern California includes ZIP codes 93599 and below, except 93200–93299

ATTACHMENT 2. SEC STRATEGIC PLAN FY 2022–2026

The Agency *Strategic Plan* is available at SEC Strategic Plan FY 2022–2026.

ATTACHMENT 3. OEEO STRATEGIC PLAN FY 2022–2024

The OEEO *Strategic Plan* is available at OEEO Strategic Plan FY 2022–2024.

ATTACHMENT 4. EQUAL EMPLOYMENT OPPORTUNITY POLICY



Equal Employment Opportunity Policy

We share the common mission of protecting investors, maintaining fair, orderly, and efficient markets, and facilitating capital formation. While our mission is at the core of what we do, the way we achieve success is through the commitment and expertise of SEC professionals, working together to make a positive impact on America's economy, our capital markets, and people's lives.

As Chair of the SEC, I am committed to attracting and maintaining a workforce that is diverse, inclusive, and fosters a sense of belonging, wherein everyone enjoys equality of employment opportunities.

Within the SEC, we must model supportive leadership while maintaining accountability for results. This includes working together to prevent unlawful discrimination and to timely and effectively respond when actions do not align with our corporate values. Equal employment opportunity (EEO) laws protect all employees, applicants for employment, and former employees from discrimination on the basis of race, color, sex (which is not limited to conduct that is sexual in nature and includes pregnancy, gender identity, sexual orientation, and transgender status), age (40 and older), religion, national origin, disability, and genetic information. In addition, Executive Orders safeguard employment discrimination based on status as a parent.

There should be no interference with the EEO process. The right of an individual to oppose discrimination and participate in EEO activity is foundational. Actions that deter individuals from engaging in the process or punish individuals who engages in EEO activity is prohibited. We can all contribute to making the SEC a model EEO employer by ensuring that discrimination, harassment, and retaliation are simply not tolerated. We must also seek to resolve workplace disputes at the earliest opportunity to preserve the collegial and respectful environment that we expect at the SEC.

All employees must fully participate in investigations into allegations of discrimination, harassment and/or retaliation and may use a reasonable amount of work time to do so. Managers and supervisors must also participate in the alternative dispute resolution program for resolving EEO allegations, Conflict2Resolution (C2R), when the use of C2R is approved by the EEO Director or Deputy Director.

If you believe you have been subjected to discrimination, harassment, or retaliation in violation of federal EEO laws or SEC policy, please contact the Office of Equal Employment Opportunity (OEEO) within 45 calendar days of the employment action you believe to be discriminatory, harassing, or retaliatory to preserve your right to legal redress. You can reach OEEO by email at OEEO@sec.gov, telephone (202) 551-6040, or in person (SPIII, Suite 2900) to allege discrimination and/or obtain additional information regarding your EEO rights and responsibilities. TTY users should call the Federal Relay Service at (800) 877-8339 to be connected with OEEO. [The SEC's No FEAR Act](#) notice and [The Exchange](#) provide additional information.

Thank you for your continuing efforts to make the promise of equal employment opportunity a reality.

August 18, 2022

DATE

GARY GENSLER

ATTACHMENT 5. POLICY ON PREVENTING HARASSMENT (PPH)



Policy on Preventing Harassment (PPH)

As Chair of the SEC, I am committed to a work environment that is respectful, inclusive, and allows you to deliver maximum performance in support of the SEC's mission. Harassment is absolutely prohibited because it is wrong, negatively impacts our collegial work environment, and undermines our mission.

The SEC prohibits harassment on each of the following protected equal employment opportunity (EEO) bases: race, color, sex (which is not limited to conduct that is sexual in nature and includes pregnancy, gender identity, sexual orientation, and transgender status), age (40 and older), religion, national origin, disability, genetic information, parental status or in retaliation for engaging in protected EEO activity. Harassing conduct against or by any employee, intern, contractor, or applicant for employment has no place at the SEC and will not be tolerated.

The SEC will address and put an end to conduct—whether verbal, written, or physical—of which it is aware that is offensive (i.e., degrading, derogatory, or demeaning) or unwelcome. Harassment may be illegal where: (1) enduring the conduct is a condition of continued employment or is the basis of a decision affecting the terms, conditions, or privileges of employment; or (2) the conduct is sufficiently severe or pervasive to create a hostile work environment. Lack of intent to offend does not excuse inappropriate conduct. Prompt and appropriate corrective and disciplinary action will be taken as appropriate when it is determined that harassment has occurred.

Among other things, the Policy on Preventing Harassment (PPH) prohibits the use of SEC equipment or networks to access or distribute material that is offensive on any protected EEO basis listed above, including, but not limited to, sexually explicit, pornographic, sexist, racist, or homophobic material, or material that is offensive to a religious belief or disability status. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature should never occur at the SEC. In addition, some personal relationships (romantic or otherwise) involving SEC employees—particularly between managers and supervisors and their subordinates—may raise harassment concerns.

Such relationships may create perceptions of favoritism by other employees that lead to allegations of a hostile work environment. Consensual relationships, once they end, may also give rise to claims that the relationships were not consensual or that continued overtures have become offensive or unwelcome. A supervisor who has a romantic or sexual relationship with a subordinate employee, or with an individual when the supervisor has a role in a selection process for a position or in conferring other employment benefits for that individual, must notify their supervisor immediately.

The PPH and its operating procedures (SECOP-27-1) apply in places where SEC employees, interns, and on-site contractors work, and at SEC-sanctioned activities and events, including those outside of the workplace and includes protection from harassing behavior by third parties such as registrants, opposing counsel and the general public. The PPH prohibits the use of social media (e.g., Twitter, Facebook, LinkedIn, Instagram, etc.) to engage in harassment covered by this policy.

Reporting Harassment

Those who believe they are victims of harassment, or are otherwise aware of conduct that is offensive or unwelcome on a protected EEO basis, are encouraged to report the conduct within three business days from the date of the alleged incident, to the Office of Equal Employment Opportunity (OEEO) and/or any SEC manager or supervisor.

To report harassment or to obtain more information on the SEC's PPH, EEO Policy, or other EEO-related matters, please contact OEEO by email at HarassmentConcerns@sec.gov, or telephone (202) 551-6040. OEEO will accept and process anonymous allegations to the extent possible. Additional information is also available at <https://theexchange.sec.gov/sec-organization/meet-compliance-and-resolutions-team#harassment>. TTY users should call the Federal Relay Service at (800) 877-8339 to be connected with OEEO.

Reporting Responsibility of Managers and Supervisors

Managers and supervisors must immediately contact OEEO within two days from learning of conduct that might be inconsistent with the PPH. Failure to do so may result in disciplinary or other corrective action.

Harassment Inquiry

SEC management in coordination with the Office of General Counsel, Office of Human Resources, Office of the Inspector General, and/or OEEO, as appropriate, will conduct a prompt, thorough, and impartial inquiry into conduct that may violate the PPH. All SEC employees must fully participate in any such inquiry. As part of this inquiry: (1) the rights and obligations under the PPH will be explained to the involved parties; and (2) the behavior considered objectionable will be explained to the alleged harasser who will be instructed to stop the behavior immediately.

Retaliation Prohibited

The SEC will not tolerate retaliation against anyone who reports harassing conduct or cooperates with or participates in any inquiry into alleged harassing conduct.

PPH Inquiry Versus EEO Complaint

A harassment inquiry conducted pursuant to the PPH is separate from, and may be conducted at the same time as a related EEO complaint processed under Equal Employment Opportunity Commission regulations set forth in 29 C.F.R. Part 1614. An inquiry under the PPH process does not satisfy an individual's responsibility to initiate EEO counseling within 45 calendar days of an act of alleged discrimination or retaliation under the EEO complaint process, should the individual choose to pursue an EEO complaint. In accordance with requirements of the Equal Employment Opportunity Commission, if a person requests EEO counseling alleging harassment, the SEC's harassment prevention team will be notified.

Confidentiality

Information provided to SEC officials in connection with a harassment inquiry conducted pursuant to the PPH will be kept confidential to the extent possible and will be shared only on a need-to-know basis or as required by law. Unauthorized disclosure of confidential information may result in disciplinary action.

Thank you for your continued efforts to make the SEC a workplace that is inclusive, respectful, and free of harassment.

September 29, 2022
DATE

GARY GENSLER

ATTACHMENT 6. REASONABLE ACCOMMODATION AND PERSONAL ASSISTANCE SERVICES PROCEDURES

SEC OPERATING PROCEDURES

U.S. Securities and Exchange Commission
Office of Human Resources
Washington, D.C. 20549

SECOP 6-80
July 14, 2022

REASONABLE ACCOMMODATION PROGRAM

These operating procedures implement the U.S. Securities and Exchange Commission's (SEC) policy governing the processing and, where appropriate, the implementation of requests for reasonable accommodation of individuals with disabilities, including qualified employees, applicants for employment, and visitors on official SEC business in accordance with section 501 of Public Law 93-112, "Rehabilitation Act of 1973," as amended (codified at 29 U.S.C. § 791); Public Law 110-325, "ADA Amendments Act of 2008," as amended (codified at 42 U.S.C. § 12101, et seq.); Executive Order 13164, "Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation;" U.S. Equal Employment Opportunity Commission (EEOC) regulations implementing section 501 of the Rehabilitation Act of 1973; and supplemental guidance established by the EEOC.

These operating procedures apply to covered individuals with disabilities, including qualified SEC employees, applicants seeking employment at the SEC, and visitors on official SEC business who require reasonable accommodation. They do not apply to contractors assigned to support the SEC or requests for the Temporary Medical Telework Program.

Nothing in these operating procedures is intended to deviate from any negotiated agreement(s) including, but not limited to, the Collective Bargaining Agreement (CBA) and memorandums of understanding. To the extent there is a conflict, the negotiated agreement(s) will apply for bargaining unit employees.

These operating procedures shall be reviewed at least once every 4 years to ensure the contents remain relevant and reflect current federal laws, rules, and regulations, and the SEC policies and operating procedures.

Summary of Changes. These operating procedures cancel and supersede the "SEC Accommodation Procedures, SEC Disability Accommodation Process," guide dated June 2015 and all other previously issued SEC guidance for the Reasonable Accommodation Program.

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James P. McNamara
Chief Human Capital Officer
Office of Human Resources

**SEC OPERATING PROCEDURES
REASONABLE ACCOMMODATION PROGRAM**

1. Purpose and Scope

1.1. These operating procedures implement the U.S. Securities and Exchange Commission’s (SEC) policy provided in SEC Administrative Regulation SECR 6-80, “Reasonable Accommodation Program,” and set forth procedures governing the processing and, where appropriate, the implementation of requests for reasonable accommodation (as defined in subsection 2.17. below) by employees, applicants for employment, and visitors on official SEC business with disabilities in accordance with section 501 of Public Law 93-112, “Rehabilitation Act of 1973,” as amended (codified at 29 U.S.C. § 791); Public Law 110-325, “ADA Amendments Act of 2008,” as amended (codified at 42 U.S.C. § 12101, et seq.); and Executive Order 13164, “Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation”; U.S. Equal Employment Opportunity Commission (EEOC) regulations implementing section 501 of the Rehabilitation Act of 1973; and supplemental guidance established by the EEOC.

1.2. For reasonable accommodation policies that are not specifically covered in these operating procedures, the SEC will follow the policies and procedures of the EEOC. These operating procedures supplement Executive Order 14035, “Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce”; Executive Order 13164; EEOC Enforcement Guidance on Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act, and 29 CFR part 1614. These documents are available on the EEOC’s website at <https://www.eeoc.gov/>.

1.3. These operating procedures cancel and supersede the “SEC Accommodation Procedures, SEC Disability Accommodation Process,” guide dated June 2015 and all other previously issued SEC guidance for the Reasonable Accommodation Program.

1.4. The EEOC approved SEC Operating Procedures SECOP 6-80, “Reasonable Accommodation Program,” on March 12, 2021.

2. Definitions

These terms and their definitions are for the purposes of these operating procedures.

2.1. Approved Reasonable Accommodation – Deciding official (as defined in subsection 2.2. below) makes an informed decision to grant the specific reasonable accommodation request (RA request; as defined in subsection 2.20. below) as described by the requesting individual or provide a comparably effective alternative accommodation.

2.2. Deciding Official (also referred to as the “Disability Program Officer” [DPO]) – An individual who has delegated authority to grant or deny requests for reasonable accommodation submitted by covered individuals with disabilities, including qualified SEC

employees, applicants seeking employment at the SEC, and visitors on official SEC business in accordance with section 501 of the Rehabilitation Act of 1973.

2.3. **Denied Reasonable Accommodation** – An informed decision by the DPO, or designee(s), to disapprove the specific RA request as described by the requesting individual and not to offer an alternative reasonable accommodation.

2.4. **Disability** – A physical or mental impairment (as defined in subsection 2.10. below) that substantially limits one or more of the major life activities (as defined in subsection 2.14. below); a record of such an impairment; or being regarded as having such an impairment.

2.5. **Disability Program Officer (see Deciding Official)** –The individual, or designee(s), in the SEC Office of Human Resources (OHR) who serves as the deciding official for reasonable accommodation requests submitted by applicants, visitors, and employees and has delegated authority to grant or deny reasonable accommodation requests submitted by qualified employees, applicants seeking employment at the SEC, and visitors on official SEC business with disabilities based on the Rehabilitation Act of 1973. In addition, the DPO, or designee(s), oversees the administration of the RA Program.

2.6. **Essential Functions** – Those job duties that are so fundamental to the position that the employee holds or desires that they cannot do the job appropriately without performing them. A function can be "essential" if, among other things, the position exists specifically to perform that function; there are a limited number of other employees who could perform the function; or the function is specialized and the individual is hired based on that person's ability to perform the function. Determination of the essential functions of a position must be done on a case-by-case basis so that it reflects the job as actually performed, and not simply the components of a generic or standardized position description.

2.7. **Extenuating Circumstances** – Factors that could not reasonably have been anticipated or avoided in advance of the request for reasonable accommodation or limited situations in which unforeseen or unavoidable events prevent prompt processing and delivery of an accommodation (e.g., identified software is not compatible with existing equipment).

2.8. **Federal Occupational Health (FOH)** – Designated physician or health care provider under contract with the SEC to provide medical review and consultation on request(s) for reasonable accommodation under the Rehabilitation Act of 1973.

2.9. **Genetic Information** – As defined in section 201(4) of Public Law 110-233, "Genetic Information Nondiscrimination Act of 2008," as amended (codified in 42 U.S.C. § 2000ff), includes information concerning the manifestation of disease/disorder in family members ("family medical history"), information about an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received services, and genetic information of a fetus carried by an individual or the individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

2.10. **Impairment** – Includes any physiological disorder or condition, such as cosmetic disfigurement, or anatomical loss affecting one or more body systems, such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin, and endocrine; or any mental or psychological disorder, such as an intellectual disability (formerly termed "mental retardation"), organic brain syndrome, emotional or mental illness (major depression, bipolar disorder, anxiety disorders), schizophrenia, and specific learning disabilities.

2.11. **Individual With a Disability** – A person who has an impairment (physical or mental) that substantially limits one or more of that person's major life activities, has a record of impairment, or is regarded as having such impairment.

2.12. **Interactive Process** – The flexible process by which the individual requesting an accommodation, the supervisor, and the DPO, or designee(s), and/or Reasonable Accommodation Coordinator (RAC; as defined in subsection 2.19. below) discuss the request for reasonable accommodation to determine whether an accommodation is needed, and to identify potential effective accommodations for the employee.

2.13. **Interim Reasonable Accommodation** – Any temporary or short-term reasonable accommodation put in place to assist the employee, and/or assess the effectiveness of a potential accommodation or until a longer-term solution is identified and becomes available.

2.14. **Major Life Activities** – Basic activities that the average person in the general population can perform with little or no difficulty, such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working. Major life activities also includes the operation of major bodily functions, including functions of the immune system, normal cell growth, digestive, bladder, bowel, neurological, brain, circulatory, respiratory, endocrine, and reproductive functions.

2.15. **Personal Assistance Services (PAS)** – Services that help individuals who, because of targeted disabilities, require assistance to perform basic activities of daily living, like removing and putting on clothing, eating, and using the restroom.

2.16. **Qualified Individual** – An individual with a disability (as defined in subsection 2.11. above) who has the skills, experience, education, and other requirements of the job the individual holds or desires, and can perform the essential functions (as defined in subsection 2.6. above) of the position with or without reasonable accommodation.

2.17. **Reasonable Accommodation (RA)** – A change or adjustment that enables a qualified person with a disability (as defined in subsection 2.4. above) to apply for a job, perform the essential job functions, or enjoy benefits and privileges of employment. There are three categories of reasonable accommodation:

2.17.1. Modifications or adjustments to a job application process to permit an individual with a disability to be considered for a job (such as providing application forms in alternative formats like large print or Braille);

2.17.2. Modifications or adjustments to enable a qualified individual (as defined in subsection 2.16. above) with a disability to perform the essential functions of the job (such as providing sign language interpreters) or to gain access to the workplace; and

2.17.3. Modifications or adjustments that enable employees with disabilities to enjoy equal benefits and privileges of employment (such as removing physical barriers in an organization or providing alternate methods for meeting an essential function).

2.18. **Reasonable Accommodation Agreement** – The official form which outlines the conditions of the approved reasonable accommodation (as defined in subsection 2.1. above) granted by the DPO, or designee(s).

2.19. **Reasonable Accommodation Coordinator(s)** – Individual(s) in the SEC, Office of Human Resources (OHR) assigned to process a request for reasonable accommodation from a qualified employee, applicant seeking employment, or visitor on official SEC business (or an individual acting on their behalf). Typically this assigned staff member will work with the employee's immediate supervisor or any SEC employee with whom an applicant or visitor has contacted in connection with the RA request, in order to propose a recommendation to the DPO, or designee(s).

2.20. **Reasonable Accommodation Request (RA Request)** – A statement (oral or written) that an individual (i.e., employee, applicant, or visitor) needs an adjustment or change in the application process, to perform the essential duties of their position, or to enjoy the benefits or privileges of the workplace for a reason related to a disability.

2.21. **Reassignment** – A form of reasonable accommodation that is provided to an employee who, because of a disability, can no longer perform the essential functions of the job with or without reasonable accommodation or if the only effective accommodation would cause undue hardship (as defined in subsection 2.28. below). Reassignments are made only to vacant funded positions and to employees who are qualified for the new position. If the employee is qualified for the position, the employee will be reassigned to the position noncompetitively. Other types of accommodations are considered or granted to accommodate an employee prior to granting a reassignment.

2.22. **Receiving Official** – The first individual to be notified by the requestor (as defined in subsection 2.24. below) or the requestor's third-party representative (as defined in subsection 2.27. below) of the need for reasonable accommodation. This may be the employee's immediate supervisor or management in the employee's chain of command, the DPO, or designee(s), or RAC. In the case of an applicant for employment, this may include a human resources specialist or hiring manager, or for a visitor on official SEC business, an SEC employee.

2.23. **Reconsideration** – An appeal request by an employee to reconsider the denied reasonable accommodation decision made by the DPO, or designee(s). The employee may present additional information or documentation in support of the reconsideration request. Reconsideration, including information in support of appeals, should be presented within 10 business days of the written denial notification.

2.24. **Requestor** – Any employee, applicant seeking employment at SEC, visitor on official SEC business with a disability, or an individual acting on that person’s behalf who requests a reasonable accommodation.

2.25. **Service Animal** – Any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. The work or tasks performed by a service animal must be directly related to the individual’s disability.

2.26. **Targeted Disability** – A disability that is designated as a “targeted disability or health condition” on the Office of Personnel Management Standard Form 256, “Self Identification of Disability,” or falls under one of the first 12 categories of disability listed in Part A of question 5 of the EEOC’s “Demographic Information on Applicants” form (Office of Management and Budget [OMB] No. 3046–0046).

2.27. **Third-Party Representative** – A person identified by the employee or applicant seeking employment, or visitor on official SEC business with a disability to represent them during the reasonable accommodation process. A family member, health professional, attorney, or other representative may, with proper authorization from the employee, applicant, or visitor, request an accommodation on their behalf.

2.28. **Undue Hardship** – An accommodation requiring significant difficulty or expense incurred by a covered entity when considered in light of various factors such as the agency’s size, financial resources, the nature and cost of the reasonable accommodation needed, and the impact of the reasonable accommodation on the agency’s operations. A determination regarding whether an undue hardship exists is made on a case-by-case basis.

3. Procedures

The following requirements apply to the Reasonable Accommodation Program for SEC federal employees, applicants seeking employment at the SEC, and visitors on official SEC business with disabilities. Reasonable Accommodation Program policy, operating procedures, forms, and other relevant program information are available on the askHR portal or the sec.gov website.

3.1. SEC’s Reasonable Accommodation Program: The obligation to provide a reasonable accommodation is a statutory requirement authorized under the Rehabilitation Act of 1973 and [Executive Order 13164](#). To satisfy this requirement, the SEC will administer this program pursuant to the statutory provisions mentioned above. The reasonable

accommodation process starts when an oral or written request is made to the agency as described in subsection 3.2. below.

3.2. Reasonable Accommodation Requests

3.2.1. Recognizing Requests

3.2.1.1. An individual can make an RA request to an SEC management official (i.e., OHR, first-level supervisor/hiring manager, etc.), and the employee need not explicitly use words such as “reasonable accommodation,” “disability,” or “Rehabilitation Act.” The requesting individual must advise an SEC receiving official (as defined in subsection 2.22. above and described in subsection 3.2.2.2. below) of their need for accommodation.

3.2.1.2. This request can be made orally or in writing, even if the employee or the requestor has not previously disclosed the existence of a disability.

3.2.1.3. Form SEC 2937, “Reasonable Accommodation Request,” is needed for recordkeeping purposes to document the RA request and the nature of the disability. However, employees, applicants, and visitors with disabilities are not required to use this form to initiate the reasonable accommodation.

3.2.2. Initiating Requests

3.2.2.1. The employee, applicant, and visitor (or their representative) may make an RA request at any time.

3.2.2.2. The RA process will begin as soon as an individual makes a request for a reasonable accommodation to any of the following receiving officials: (1) a supervisor or manager in the individual’s chain-of-command, (2) DPO, or designee(s), (3) any agency employee connected with the application process, or (4) any other individual designated by the agency to accept such requests.

3.2.2.3. To enable the SEC to keep accurate records of individuals with disabilities’ RA request, the receiving official should follow-up an oral request with written notification to the DPO, or designee(s), as described below.

3.2.2.4. Employees or applicants with disabilities are asked to document their need for a reasonable accommodation on form SEC 2937, “Reasonable Accommodation Request,” and submit it to reasonableaccommodation@sec.gov. This form enables the employee or applicant to state the nature of the disability and the desired accommodation. The requestor is not required to state the particular reasonable accommodation in mind before making the request.

3.2.2.4.1. If an employee or applicant chooses not to submit a request using the form, the receiving official must submit the request on the employee or applicant's behalf.

3.2.2.4.2. Third-party representative(s) who submit RA requests on behalf of employees with a disability should provide written notice to reasonableaccommodation@sec.gov. Third-party representative(s) who submit requests on behalf of the employee/requestor with a disability should communicate that authorization from the employee/requestor has been given in order for the SEC to begin processing the request.

3.2.2.4.3. If a supervisor receives direct notification of the need for a reasonable accommodation from an employee or the employee's representative, the supervisor should notify the DPO, or designee(s), within 1 business day of notification in order to initiate the reasonable accommodation process.

3.2.2.4.4. To the extent reasonably possible, an employee with a disability must be contacted by the DPO, or designee(s), to confirm that the employee wants a reasonable accommodation before action is taken on the request.

3.2.2.5. Employees requesting a similar type of accommodation on a repeated basis are not asked to submit form SEC 2937, "Reasonable Accommodation Request," for each subsequent occasion in which they need the same or similar reasonable accommodation (e.g., interpreter, reader, and/or personal assistance services [as defined in subsection 2.15. above]).

3.2.2.5.1. However, employees must give advance notice for each subsequent occasion the reasonable accommodation is needed, unless it is needed on a recurring basis.

3.2.2.5.2. If the reasonable accommodation is needed on a recurring basis, the supervisor should ensure that appropriate arrangements are made without requiring a request in advance of each occasion.

3.2.2.6. When an applicant with a disability requests a reasonable accommodation, the request will be considered if made to any agency employee with whom the applicant has contacted in connection with the application process.

3.2.2.6.1. Generally, such requests should be received by a hiring manager. In either case, the receiving official must notify the DPO, or designee(s), of the RA need and submit an RA request via email to

reasonableaccommodation@sec.gov on behalf of the applicant with a disability.

3.2.2.6.2. Third-party representative(s) who makes an RA request on behalf of the applicant with a disability should send written notice to reasonableaccommodation@sec.gov. The third-party representative(s) who submit a requests on behalf of the applicant with a disability should communicate that authorization from the applicant has been given in order for the SEC to begin processing the request.

3.2.2.6.3. To the extent reasonably possible, an applicant with a disability must be contacted by the DPO, or designee(s), to confirm that the applicant wants a reasonable accommodation before action is taken on the request.

3.2.3. Acknowledging Requests

3.2.3.1. The DPO, or designee(s), will acknowledge an RA request via email to the requestor.

3.2.3.2. If the employee's, applicant's, or visitor's disability is not apparent from the RA request or otherwise known to the DPO, or designee(s), the requestor will be asked to provide supporting medical documentation from an appropriate healthcare professional.

3.2.3.3. The medical documentation must contain sufficient information to make a determination regarding a requestor's eligibility for reasonable accommodation as a person with a disability as described in subsection 3.2.4. below.

3.2.4. Medical Documentation

3.2.4.1. When a disability and/or need for reasonable accommodation is not obvious or otherwise already known to the DPO, or designee(s), or RAC, the requestor will be asked to submit sufficient medical documentation describing the disability and the functional limitations to reasonableaccommodation@sec.gov.

3.2.4.1.1. Documentation must substantiate that the individual has a disability and needs a reasonable accommodation. Sufficient medical documentation should describe the nature, severity, and duration of the impairment, the activity or activities that the impairment limits, the extent to which the impairment limits the employee's ability to perform the activity or activities, and should also substantiate why the requested reasonable accommodation is needed.

3.2.4.1.2. Medical documentation must explain the nature of the individual's disability, the individual's need for reasonable accommodation, and how the requested accommodation, if any, will assist or enable the qualified individual with a disability to perform the essential functions of the position, apply for a job, or enjoy the benefits and privileges of the workplace.

3.2.4.1.3. If a determination is made by the DPO, or designee(s), or RAC that medical documentation is needed from the requestor to evaluate the RA request, the requestor will be notified in writing.

3.2.4.1.4. Any request for medical information, including genetic information (as defined in subsection 2.9. above), must comply with the Genetic Information Nondiscrimination Act of 2008 (commonly referred to as "GINA") and will be maintained in accordance with Privacy Act requirements.

3.2.4.2. Once medical documentation is received, the DPO, or designee(s), or RAC will acknowledge receipt and evaluate the documentation in order to determine if a disability exists and the most effective reasonable accommodation.

3.2.4.2.1. In some circumstances, the DPO, or designee(s), or RAC may request supplemental medical documentation or confidentially consult with recognized, external experts (e.g., the FOH; as defined in subsection 2.8. above) for review of the documentation to enable the DPO, or designee(s), or RAC to determine the most effective reasonable accommodation.

3.2.4.2.1.1. The employee has an obligation to provide sufficient medical documentation as described in subsection 3.2.4.1.1. above.

3.2.4.2.1.2. If the medical documentation requested and/or provided is insufficient, the DPO, or designee(s), or RAC may ask for further supplemental medical information in writing and will explain the specific deficiencies in the documentation that need to be corrected or supplemented, e.g., the need to clearly explain the nature of the disability, its effect on a major life activity or activities, or the need for the particular accommodation(s).

3.2.4.2.2. Review of medical documentation by external experts (e.g., the FOH) requires authorization of disclosure by the employee, applicant, or visitor with a disability prior to release of the information. The OHR will provide the applicable medical release form to the

requestor, as required. The release shall not extend to a release of the requestor's complete medical records and shall include supplemental medical information as described in *Section II: Medical Documentation* of form SEC 2937, "Reasonable Accommodation Request."

3.2.4.2.3. If the individual seeking the reasonable accommodation does not provide appropriate medical documentation or does not cooperate in the agency's efforts to obtain such documentation, the SEC may deny the RA request after explaining in writing why the information is insufficient and giving the requestor an opportunity to provide sufficient documentation. Failure to provide appropriate medical documentation or cooperate in the agency's efforts to obtain such documentation constitutes failure to participate in the interactive process (as defined in subsection 2.12. above) by the requestor (refer to subsection 3.2.5. below).

3.2.4.3. The DPO, or designee(s), or RAC may consult with employees; applicants; visitors; supervisors/hiring managers; representatives of the OHR, Office of Support Operations (OSO), Office of Information Technology (OIT), and Office of Financial Management (OFM); and external experts to discuss the RA request or to determine an equally effective alternative accommodation for decision by the DPO, or designee(s), as appropriate.

3.2.4.4. Confidentiality and Disclosure of Medical Documentation

3.2.4.4.1. All medical information obtained in connection with the reasonable accommodation process will be kept confidential in accordance with applicable laws and SEC regulations and will only be shared on a need-to-know basis. All SEC employees who receive such information are strictly bound by these confidentiality requirements.

3.2.4.4.2. The DPO, or designee(s), or RAC will respond to all requests for disclosure of medical information for the Reasonable Accommodation Program and provide guidance as necessary.

3.2.4.4.2.1. Medical documentation collected for RA requests will only be shared with individuals having a need-to-know to carry out the official duties of their position (i.e., DPO or RAC, external experts (e.g., the FOH), individuals involved in first aid and safety personnel, government officials investigating the compliance with the Rehabilitation Act of 1973, and in certain circumstances, the Office of the General Counsel (OGC) in connection with providing legal advice and representation.)

3.2.4.4.2.2. Supervisors and managers may not collect, maintain, or access any medical documentation pertaining to an employee's RA request. Instead, the DPO, or designee(s), or RAC will advise about work restrictions impacting the duties of the position and the necessary accommodation(s).

3.2.4.4.2.3. Whenever medical information is disclosed, the individual disclosing information must inform the recipients of the information about the confidentiality requirements that apply.

3.2.4.4.3. All records received in connection with an RA request, including information about the individual's functional limitations and reasonable accommodation needs, will be maintained by the DPO, or designee(s), or RAC and kept separate from the employee's personnel folder or in the case of a job applicant, the human resources staffing file.

3.2.4.4.4. The fact that an applicant, visitor, or employee has requested a reasonable accommodation, or that a reasonable accommodation is being provided is confidential information and should be shared on a need-to-know basis.

3.2.5. The Interactive Process

3.2.5.1. The interactive process begins upon receipt of the (oral or written) RA request. The DPO, or designee(s), or RAC will make a determination based on medical documentation, as to whether the individual has a physical or mental impairment that substantially limits a major life activity. The employee or applicant with a disability must be qualified to perform the essential duties of the position with or without a reasonable accommodation.

3.2.5.1.1. If the employee or applicant meets the criteria described in subsection 3.2.5.1. above, the DPO, or designee(s), or RAC will assess the medical documentation to determine the limitations of the medical condition and to identify a potentially effective reasonable accommodation.

3.2.5.1.2. The employee or applicant (or third-party representative) and the supervisor of the employee or hiring manager for the job applicant should participate in discussions to help identify an effective accommodation, to the extent possible. If the requestor is amenable a discussion with the supervisor and requestor may be held jointly to identify potentially effective accommodations.

3.2.5.2. Ongoing Communication During the Interactive Process

3.2.5.2.1. The DPO, or designee(s), or RAC, in consultation with the supervisor, should analyze and determine the essential duties of the position to explore the types of accommodations that would be most effective to address the employee's medical limitations.

3.2.5.2.2. The employee, supervisor, the DPO, or designee(s), and/or RAC must actively exchange information in order to reach a resolution within established timeframes as discussed in subsection 3.3.3. below.

3.2.5.2.3. Communication is critical when a specific problem or barrier exists, a need for accommodation is not obvious, or where there may be a number of alternatives to accommodate the person with a disability.

3.2.5.2.4. In cases where the disability, the need for accommodation, and type of accommodation that should be provided are clear, extensive discussions are not necessary. Even so, the DPO, or designee(s), and requester should talk to each other to make sure that there is a full exchange of relevant information.

3.3. Providing the Reasonable Accommodation

3.3.1. Once the DPO, or designee(s), makes a decision on the RA request, it will be communicated to the requestor.

3.3.1.1. The SEC is not required to provide the reasonable accommodation requested by the employee, applicant, or visitor. However, the DPO, or designee(s), will provide a comparably effective accommodation, absent undue hardship.

3.3.1.2. When the facts and circumstances known to the agency make it reasonably likely that the individual will be entitled to a reasonable accommodation, but the accommodation cannot be provided immediately, the DPO, or designee(s), shall authorize an interim reasonable accommodation (as defined in subsection 2.13. above) to enable the qualified employee with a disability to perform some or all of the essential functions of the job and/or enjoy the benefits and privileges of the job or to permit a qualified job applicant with a disability to participate in the employment process, absent undue hardship.

3.3.1.2.1. The DPO, or designee(s), may provide an interim reasonable accommodation to facilitate the employee's work, permit an applicant to apply for a job, or provide equal access to the benefits

and privileges of the workplace without imposing an undue hardship on the SEC.

3.3.1.2.2. The DPO, or designee(s), or RAC in consultation with the employee and their supervisor, applicant and the hiring manager, or the SEC official hosting the visitor will monitor an interim reasonable accommodation to ensure it does not take the place of the final approved reasonable accommodation and that all necessary steps to secure the approved reasonable accommodation are taken.

3.3.1.2.3. In the event the interim RA results in being ineffective for the employee, applicant, or visitor, or the SEC, the interactive process shall be reengaged to find a new interim RA.

3.3.2. Reasonable Accommodation Types. The DPO, or designee(s), may consider and provide a variety of items to accommodate employees with disabilities to enable the employee to perform the essential functions of the job or receive equal employment benefits and privileges as enjoyed by similarly situated employees without disabilities absent undue hardship. The SEC may also consider and provide accommodations to qualified applicants seeking employment at the SEC and visitors on official SEC business, absent hardship. The list of accommodations described in subsections 3.3.2.1. through 3.3.2.1.1. below is intended to provide examples of the types of reasonable accommodations that may be provided by the SEC to employees, applicants, and visitors. The examples shared in this subsection are not all inclusive.

3.3.2.1. Examples of Reasonable Accommodations for Individuals Who Are Deaf or Hard of Hearing

3.3.2.1.1. The SEC will accommodate employees, applicants and visitors who have disabilities affecting their speech or communication and may provide assistive technology, services, and/or other accommodations to facilitate effective communication.

3.3.2.1.2. Reasonable accommodations may include telecommunication devices for deaf individuals (TTY's), sign language interpreters and computer-assisted real-time transcription services.

3.3.2.2. Examples of Reasonable Accommodations for Individuals Who are Blind or Visually Impaired

3.3.2.2.1. The SEC will accommodate employees, applicants, and visitors who are visually impaired and may provide screen readers and assistive technology to ensure compatibility with the SEC network and other SEC issued computers, software, and devices, pursuant to the

provisions of section 508 of the Rehabilitation Act of 1973. The SEC may also provide an aide/assistant/attendant to assist the requestor.

3.3.2.2.2. All SEC publications and training materials will be made available in accessible formats (e.g., large print, Braille), as requested.

3.3.2.3. Examples of Reasonable Accommodations for Individuals With Disabilities Affecting Mobility

3.3.2.3.1. The SEC may provide office equipment to employees who have disabilities affecting mobility including desks, and other ergonomic equipment.

3.3.2.3.2. The SEC office worksites may be made accessible by adding ramps, automatic door openers, and accessible toilet stalls, and clearing hallways of obstructions.

3.3.2.4. Examples of Reasonable Accommodations for Individuals With Cognitive or Other Physical Disabilities

3.3.2.4.1. The SEC may provide alternatives to the traditional structured work environment to allow employees with mental or psychiatric illness to work full-time without compromising the quality and quantity of their work at the SEC, their health, or their ability to obtain frequent medical treatment, as necessary.

3.3.2.4.2. Where an employee provides sufficient medical documentation of need, the DPO, or designee(s), may grant flexible work schedules, the ability to telework and extended leave as possible accommodations. These accommodations will be considered on a case-by-case basis and require consideration of the impact on the mission/workload of the agency and other relevant factors.

3.3.2.5. Service Animals. The SEC permits use of service animals (as defined in subsection 2.25. above) for employees, applicants, and visitors with disabilities on a case-by-case basis with sufficient documentation of the need from an appropriate medical practitioner.

3.3.2.6. Job Restructuring. The SEC may redefine the job duties of an employee with a disability as a reasonable accommodation. An employee must be able to perform the essential functions of the job, but where it is possible to remove certain non-essential duties from an employee's work requirements, this may be done. Job restructuring will be evaluated and granted on a case-by-case basis and must be determined to be an effective reasonable accommodation.

3.3.2.7. Personal Assistance Service (PAS). PAS are provided to SEC employees with a targeted disability (as defined in subsection 2.26. above). Although distinguishable from other types of reasonable accommodation, requests for PAS will be initiated, processed, and otherwise addressed in the same manner.

3.3.2.7.1. An employee with a targeted disability may request PAS by sending an email to reasonableaccommodation@sec.gov. PAS may be requested during work hours (including telework) and for job-related travel.

3.3.2.7.2. The need for PAS services varies among severely physically disabled persons depending on the individual's circumstances and will be provided on a case-by-case basis.

3.3.2.7.3. Additional information about PAS can be obtained from the askHR portal or by sending an email to reasonableaccommodation@sec.gov.

3.3.2.8. Intermittent/Ongoing Accommodations

3.3.2.8.1. If an employee needs an accommodation on an intermittent basis, the employee does not need to make a new RA request each time. For example, a deaf employee may need an interpreter while attending meetings or training sessions.

3.3.2.8.2. Employees should make the request for specific instances of a reasonable accommodation with sufficient lead time to provide the reasonable accommodation in these instances. Employees are requested to notify the DPO, or designee(s), at least 5 business days in advance of the need/event to ensure the availability of the requested service.

3.3.2.9. Reassignment. Reassignment (as defined in subsection 2.21. above) is the accommodation of last resort and will only be made available to SEC employees and is not available as an accommodation for job applicants.

3.3.2.9.1. Non-competitive reassignment to a suitable funded vacant position can be an appropriate accommodation in the event the DPO, or designee(s), determine no other reasonable accommodation exists to permit the employee with a disability to perform the essential functions of their current position or if the only effective accommodation would cause undue hardship.

3.3.2.9.1.1. The employee must be qualified for the new position. This means that they: (1) satisfy the required skill, experience, education, and other job-related requirements of the position, and (2) can perform the essential functions of the new position with or without an RA.

3.3.2.9.1.2. When reassignment is appropriate, supervisors and the DPO, or designee(s), will attempt to identify jobs to which an individual can be reassigned. The SEC is not required to create a new position.

3.3.2.9.1.3. In this process, the SEC is required to reassign an employee with a disability to another funded vacant position for which the employee is qualified, based on the pool of vacant positions available at the time of the job search within the agency.

3.3.2.9.1.4. The employee does not need to be the best qualified individual for the position in order to be reassigned to it. If a position is identified as suitable, the OHR will reassign the individual to the position.

3.3.2.9.2. Prior to initiating the job search process, the employee must submit to the DPO, or designee(s), or RAC an updated resume to be used for determining positions for which they may qualify and job preference or limit information to be placed on the job search in terms of grade and/or geographic location.

3.3.2.9.3. In considering whether there are positions available for reassignment, the DPO, or designee(s), shall work with the Assistant Director (AD), Talent Acquisition Group (TAG), or designee(s), as well as the individual requesting the accommodation to identify positions that will become available within 6 consecutive pay periods from the date the search is initiated and for which the employee may be qualified.

3.3.2.9.3.1. The SEC will first focus on positions that are equivalent to the employee's current position (i.e., series, grade, occupation, pay and other relevant factors) in their home division/office and in the same geographic location.

3.3.2.9.3.2. If there are no funded vacant equivalent positions in the employee's home division/office, the SEC may consider equivalent positions outside of the employee's home division/office within the SEC.

3.3.2.9.3.3. If there are no funded vacant equivalent positions, the SEC may consider vacant lower level positions for which the employee is qualified in other occupations.

3.3.2.9.3.4. Reassignment may be made to a funded vacant position outside of the employee's commuting area if the employee is willing to relocate.

3.3.2.9.3.5. As with other transfers not required by management, the SEC will not pay for the employee's relocation costs associated with a reassignment.

3.3.2.10. Reasonable Accommodation Outside of the Office Location. All SEC-meetings, conferences, seminars, and training programs held either in public or private facilities must be accessible to individuals with disabilities. Managers and supervisors are responsible for assuring that all their employees can equally participate in office functions (e.g., staff meetings, training, awards ceremonies, and other work functions).

3.3.2.11. Reasonable Accommodation for Job Applicants. Accommodations for job applicants may include providing an accessible location for job interviews, sign language interpreters, providing other assistive devices, and other accommodations that may be needed in the application process.

3.3.3. Reasonable Accommodation Processing Timeframes. The time necessary to process an RA request will depend on the nature of the accommodation requested and whether it is necessary to obtain medical documentation. The SEC will act as quickly as possible to process RA requests and implement approved reasonable accommodation(s). Failure to provide a reasonable accommodation in a timely manner may result in a violation of the Rehabilitation Act of 1973.

To the extent possible, if there is a delay in providing an approved reasonable accommodation, the SEC will provide the individual with an interim reasonable accommodation that allows the individual to perform some or all of the aspects of the essential functions of the job, absent undue hardship.

The time limit for either providing or denying an accommodation starts on the date that the first RA request is made to the agency. At a minimum, requests shall be processed as outlined in subsections 3.3.3.1. and 3.3.3.2. below.

3.3.3.1. RA Requests Not Involving Extenuating Circumstances. If the RA request does not require medical documentation from the employee, the request shall be processed and the accommodation approved and provided as soon as

reasonably possible but not more than 45 business days from the date the DPO, or designee(s), receives the request.

3.3.3.1.1. Where a particular RA can be provided in less than the maximum amount of time permitted as described in subsection 3.3.3.1. above, all involved parties (i.e., DPO; RAC; supervisor; OHR, TAG; OSO; OIT; OFM, etc.) must work collaboratively to ensure that the reasonable accommodation is provided within 45 business days.

3.3.3.1.2. Examples of accommodations that can reasonably be provided within the 45 business days include:

3.3.3.1.2.1. A supervisor distributes detailed agendas at the beginning of each staff meeting. An employee with a learning disability asks that the agenda be distributed ahead of time because the employee needs more time to read the material and prepare for the meeting.

3.3.3.1.2.2. An employee, who takes certain prescribed medication(s), might find it difficult to arrive at the office by 10:00 a.m. and requests to be allowed to start work at 10:30 a.m. and still put in an 8-hour work day.

3.3.3.1.2.3. An employee who has mobility issues might find it difficult to commute to the office and requests to telework full-time.

3.3.3.2. Requests Involving Extenuating Circumstances. When extenuating circumstances (as defined in subsection 2.7. above) are present, the time for processing an RA request and providing the accommodation will be extended, as necessary. However, such extensions should be rare.

3.3.3.2.1. Typical extenuating circumstances may include:

3.3.3.2.1.1. There is an outstanding initial or follow-up request for medical documentation or the medical information that has been provided is being evaluated by external experts (e.g., the FOH).

3.3.3.2.1.2. The purchase of equipment may take longer than 45 business days because of requirements under the Federal Acquisition Regulation.

3.3.3.2.1.3. Equipment is not in stock, the vendor typically used for goods or services has unexpectedly gone out of business, or the vendor cannot promptly supply the needed

goods or services and another vendor is not immediately available.

3.3.3.2.1.4. New staff need to be hired or contracted for, or the accommodation involves the removal of architectural barriers.

3.3.3.2.1.5. The implementation of the accommodation requires/involves union negotiations.

3.3.3.3. Where there is a delay in either processing or implementing a reasonable accommodation, the DPO, or designee(s), or RAC will notify the individual of the reason for the delay, including the extenuating circumstances that justify the delay.

3.3.3.4. Expedited processing may be necessary in certain circumstances and occurs when an RA request requires an expedited review and decision in a time frame that is shorter than 45 business days. The DPO, or designee(s), will act promptly to make a decision on the RA request. Typical situations may include:

3.3.3.4.1. To enable an applicant to apply for a job. Depending on the timetable for receiving applications, conducting interviews, and making hiring decisions, there may be a need to expedite an RA request in order to ensure that an applicant for employment with a disability has an equal opportunity to apply for a job.

3.3.3.4.2. To enable an employee to attend a meeting scheduled to occur shortly. For example, an employee may need a sign language interpreter for a meeting scheduled to take place on the next business day after the request is received.

3.3.4. Implementing the Reasonable Accommodation Decision

3.3.4.1. After completing a review of all relevant medical documentation and information, the DPO, or designee(s), will make a decision on the RA request which may include the following:

3.3.4.1.1. Approval of the RA request;

3.3.4.1.2. Providing a comparable effective interim and/or alternative accommodation; or

3.3.4.1.3. Denial of the RA request.

3.3.4.2. The DPO, or designee(s), or RAC will notify the requestor and supervisor of the decision, which will be documented on form SEC 2938, "Reasonable Accommodation Agreement." Applicants should contact the DPO, or designee(s), or RAC to obtain information about the status of their RA requests.

3.3.4.3. If the DPO, or designee(s), provides the individual with an alternative reasonable accommodation, the requestor will be apprised of the reasons the DPO, or designee(s), believes the alternative accommodation will be equally effective.

3.4. Reasonable Accommodation Denials. An individual whose RA request has been denied or granted an alternative accommodation by the DPO, or designee(s), may seek reconsideration (as defined in subsection 2.23. above) of that decision. The DPO, or designee(s), will provide the requestor with a written explanation stating the specific reasons for the denial or granted alternative accommodation.

3.4.1. Undue Hardship. A determination of undue hardship means that the SEC finds that a specific accommodation would result in significant and adverse impact to the SEC's operations, resources, workforce, and budget. When evaluating whether undue hardship exists, the SEC will follow the standards outlined in the Rehabilitation Act of 1973, EEOC regulations and guidance such as "Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act."

3.4.2. Relationship of RA Program Policies and Procedures to Statutory and Collective Bargaining Claims. The administrative regulation and these operating procedures are in addition to the collective bargaining protections for persons with disabilities in the SEC's workforce. Requirements governing the initiation of statutory and collective bargaining claims remain unchanged. The time frames for processing administrative complaint claims also remain unchanged by the administrative regulation or these operating procedures. In addition, individuals who allege violations of antidiscrimination laws, must initiate a request for EEO counseling within 45 days from the matter alleged to be discriminatory. Such claims may be based on failure to provide a reasonable accommodation, denial of a reasonable accommodation, retaliation for opposing discrimination or participating in the EEO complaint process."

3.4.2.1. Executive Order 13164 does not create new rights for employees or applicants for employment nor does it limit an individual's rights under the Rehabilitation Act of 1973. The requirements governing the initiation of statutory and collective bargaining claims, including time frames for filing such claims, remain unchanged.

3.4.2.2. An individual may choose to pursue statutory or collective bargaining remedies for denial of reasonable accommodation. Such individual must:

3.4.2.2.1. For statutory remedies, contact an EEO counselor in the SEC, Office of Equal Employment Opportunity (OEEO) within 45 calendar days from the date of receipt of the written notice of denial for reasonable accommodation; or

3.4.2.2.2. For collective bargaining remedies, file a written grievance in accordance with the provisions of the SEC Collective Bargaining Agreement.

3.5. Requests for Reconsideration

3.5.1. Informal Dispute Resolution. The SEC provides a voluntary mechanism through which an individual can request reconsideration of a denied reasonable accommodation (as defined in subsection 2.3. above), regardless of whether the person has started the equal employment opportunity (EEO) complaint process.

3.5.1.1. Internal Appeal Process. Individuals whose RA request resulted in an alternative accommodation decision by the DPO, or designee(s), may seek reconsideration of that decision.

3.5.1.2. All reconsideration requests and supporting materials, including any additional medical documentation or information, must be submitted in writing to the DPO, or designee(s), within 10 business days from the date that the decision was issued. The reconsideration requests should be submitted to reasonableaccommodation@sec.gov.

3.5.1.2.1. Upon receipt of the initial reconsideration request, the DPO, or designee(s), will review the request and all related documentation and make a decision on the reconsideration request.

3.5.1.2.2. If the reconsideration request is denied by the DPO, or designee(s), the individual who requested the reasonable accommodation may submit an appeal to the AD, Total Rewards Group (TRG), or designee(s), for final decision on the reconsideration request.

3.5.1.2.3. In either instance, the DPO, or designee(s), or RAC will issue the reasonable accommodation reconsideration decision to the requestor within 15 business days from the date the request for reconsideration is received. In all cases, the DPO, or designee(s), will retain a case file to document actions taken.

3.5.2. Informal requests do not affect time limits for pursuing other available administrative remedies as described in subsection 3.4.2. above. The DPO, or designee(s), or RAC will inform the requestor of their right to file an EEO complaint with the OEEO pursuant to 29 CFR part 1614, statutory and SEC collective bargaining procedures and provide instructions on how to file such complaints.

3.6. Tracking and Reporting Reasonable Accommodation Requests

3.6.1. The SEC is required to monitor and evaluate the effectiveness of its Reasonable Accommodation Program. The DPO, or designee(s), will maintain appropriate records and documentation to substantiate an employee's disability in accordance with applicable laws and regulations. The OHR will periodically review the program and issue written reports regarding the status of the agency's reasonable accommodation procedures, including recommendations for improvement. The reports may not contain confidential information about specific requests for reasonable accommodation but will include general information sufficient to provide a qualitative assessment of the agency's disability program.

3.6.2. Supporting documentation, specifically relating to medical information, must not become part of an employee's Official Personnel Folder. The tracking system will contain the following data:

3.6.2.1. The number of RA requests by type that have been requested in the application process and whether those requests have been granted or denied;

3.6.2.2. The jobs (occupational series, grade level, and operating division/function) for RA requests;

3.6.2.3. The types of RA requests;

3.6.2.4. The number of RA requests, by type, for each job that have been approved, and the number of RA requests by type, that have been denied; and

3.6.2.5. The amount of time taken to process each RA request.

3.6.3. The DPO, or designee(s), will prepare an annual report and submit it to the OEEO based on their specified format and reporting time frames for program evaluation under the Equal Employment Opportunity Management Directive 715 (MD-715).

3.6.4. The OEEO and the DPO, or designee(s), will analyze the data in the annual report to provide a qualitative assessment of the Reasonable Accommodation Program including any recommendations for improvement of the agency's reasonable accommodation policies and operating procedures.

3.7. Reasonable Accommodation Program Information and Distribution

3.7.1. Any person wanting more information concerning these reasonable accommodation operating procedures may contact the DPO, or designee(s), via email at reasonableaccommodation@sec.gov.

3.7.2. These procedures can be viewed on the OHR's askHR portal and on the agency's external website located at www.sec.gov.

3.7.3. All employees shall be informed of the procedures herein upon issuance.

3.8. Program Evaluation. The OHR may perform a self-assessment of the agency's use of the Reasonable Accommodation Program to ensure consistency with, and adherence to, applicable federal laws, rules, and regulations, and the SEC policies and operating procedures.

3.9. Records Management. The SEC will maintain records pertaining to the execution and administration of the disability accommodation program in accordance with all applicable federal laws, rules, and regulations regarding the confidentiality of records including the Privacy Act of 1974 (codified at 5 U.S.C. § 552a), the records schedules of the SEC, and National Archives and Records Administration's (NARA) General Records Schedules (GRS). These records will be maintained until they become inactive, at which time they will be retired in accordance with the SEC records schedules and as prescribed by the NARA's GRS.

4. Responsibilities

4.1. Chief Human Capital Officer, Office of Human Resources (OHR), shall:

4.1.1. Establish policy and procedures for the Reasonable Accommodation Program.

4.1.2. Provide executive oversight and direction for the Reasonable Accommodation Program to ensure that the SEC is a model employer for employees and applicants with disabilities and is in compliance with all statutes, regulations, the SEC policies, and EEOC requirements.

4.1.3. Provide administrative support and establish controls to ensure effective implementation of the Reasonable Accommodation Program.

4.1.4. Delegate the administration and oversight of the Reasonable Accommodation Program.

4.2. Assistant Director, OHR, Total Rewards Group (TRG), or designee(s), shall:

4.2.1. Monitor RA requests to ensure consideration is being applied appropriately and equitably across the agency.

4.2.2. Serve as an alternate DPO for all reasonable accommodation decisions to grant or deny requests for reasonable accommodation submitted by qualified employees, applicants for employment at the SEC, and visitors on official business to the SEC with disabilities.

4.2.3. Review and decide on reconsideration requests for all DPO decisions to deny or offer an alternative to RA requests.

4.3. Branch Chief; OHR; TRG; Performance, Reasonable Accommodation, and Work Life Branch, or designee(s), shall:

4.3.1. Provide general oversight and direction and serves as the DPO for the Reasonable Accommodation Program.

4.3.2. Serve as the primary deciding official to review, evaluate, and grant/deny requests for reasonable accommodation submitted by qualified employees, applicants seeking employment at the SEC, and visitors on official SEC business with disabilities based on the Rehabilitation Act of 1973.

4.3.3. Develop and implement policy and related operating procedures governing the administration and use of the Reasonable Accommodation Program.

4.3.4. Ensure that the policy is implemented consistently throughout the SEC and is communicated to management and employees.

4.3.5. Oversee the development and implementation of training and communications regarding the Reasonable Accommodation Program.

4.3.6. Designate a TRG employee(s) to serve as the RA Coordinator (RAC).

4.3.7. Generally serve as a receiving official to receive and acknowledge employees, applicants, and visitor's requests for reasonable accommodation.

4.3.8. Ensure that standards for evaluating medical information are met.

4.3.9. Confer and coordinate actions with the OHR, TAG for employees being reassigned as a reasonable accommodation and to provide reasonable accommodations for applicants with disabilities seeking employment.

4.3.10. Consult with the OEEO and the OHR, TAG when reporting information related to the efforts regarding the hiring of individuals with disabilities and Reasonable Accommodation Program activities and decisions to ensure compliance with the EEOC guidelines and annual evaluation and reporting requirements.

- 4.3.11. Measure program effectiveness and validate appropriate internal controls for ensuring the confidentiality of medical information in accordance federal statutes, laws, and the SEC regulations.
- 4.3.12. Restrict discussions of reasonable accommodation matters and related information to individuals with a legitimate need-to-know basis.
- 4.4. Reasonable Accommodation Coordinator; OHR; TRG; Performance, Reasonable Accommodation, and Work Life Branch, or designee(s), shall:
 - 4.4.1. Acknowledge, review and process RA requests in accordance with the provisions of the administrative regulation and related operating procedures for the Reasonable Accommodation Program.
 - 4.4.2. Provide day-to-day administration of the Reasonable Accommodation Program to include initiating the interactive process and notifying the requestors and supervisors of the DPO's decision on the RA request.
 - 4.4.3. Process RA requests by evaluating medical information to determine if the requestor's medical condition meets the legal definition of a disability pursuant to the provisions of the Rehabilitation Act of 1973.
 - 4.4.4. Provide notice of medical sufficiency to requestors and supervisors related to the RA request and decision.
 - 4.4.5. Consult with external experts (e.g., the FOH) to obtain independent assessments of medical information for employees', applicants', and visitors' requests for reasonable accommodation, as appropriate.
 - 4.4.6. Confer with the OIT, OA, OFM, and OSO to implement approved requests for reasonable accommodation, as appropriate.
 - 4.4.7. Develop and provide program information, policy and/or procedural guidance, and training to employees and supervisors, in collaboration with the DPO, or designee(s), regarding the Reasonable Accommodation Program regulations and statutes.
 - 4.4.8. Restrict discussions regarding Reasonable Accommodation Program matters and related information to the DPO, or designee(s), or other SEC official(s) with a legitimate need-to-know.
 - 4.4.9. Compile and maintain data to evaluate agency's performance in responding to RA requests.

4.5. Assistant Director, OHR, Talent Acquisition Group, or designee(s), shall:

4.5.1. Ensure vacancy announcements contain appropriate notices to applicants regarding the agency's Reasonable Accommodation Program including appropriate contact information for accommodation-related matters.

4.5.2. Serve as a receiving official for job applicants who request an RA (as applicable) and promptly notify the DPO, or designee(s), via email at reasonableaccommodation@sec.gov upon receipt of an oral or written RA request from applicants.

4.5.3. Provide guidance and support when RA requests involve reassignment or reallocation of employee work assignments, change in position description, or other adjustments required.

4.5.4. Consult with the OEEO and the DPO, or designee(s), when reporting information related to the agency's efforts regarding the hiring of individuals with disabilities and Reasonable Accommodation Program activities and decisions to ensure compliance with the EEOC guidelines and annual reporting requirements.

4.5.5. Restrict discussions regarding reasonable accommodation matters and related information to the DPO, or designee(s), or other SEC official(s) with a legitimate need-to-know.

4.5.6. Designate a TAG employee(s) to serve as the HR-Coordinator to conduct the job search and identify available vacant, funded, positions associated with the Reasonable Accommodation Program reassignment process at the request of the DPO, or designee(s).

4.6. Chief Information Officer, Office of Information Technology, or designee(s), shall:

4.6.1. Provide information technology software and equipment for approved reasonable accommodations in a timely manner set forth with the conditions of the reasonable accommodation agreement (as defined in subsection 2.18. above) to qualified individuals with disabilities pursuant to the provisions of the SEC Reasonable Accommodation Program and other IT related agency policy and operating guidance.

4.6.2. Distribute, track, and collect all equipment and accountable property distributed to employees, applicants, or visitors, with approved reasonable accommodations.

4.6.3. Attend regular meetings with the DPO, or designee(s), and other relevant OHR officials to identify assistive technology software and/or equipment to support the needs of qualified individuals with disabilities medical limitations, discuss delivery status and/or scheduled implementation of approved reasonable accommodation items, and other relevant Reasonable Accommodation Program issues, as necessary.

- 4.6.4. Collaborate with the OHR in order to meet timeliness requirements for the SEC Reasonable Accommodation Program.
- 4.7. Director, Office of Support Operations, or designee(s), shall:
- 4.7.1. Ensure that SEC facilities are compliant with applicable federal laws, statutes, and agency regulations.
- 4.7.2. Implement approved reasonable accommodations for building-related accommodations throughout the agency.
- 4.7.3. Provide furniture and office equipment for approved reasonable accommodations in a timely manner set forth with the conditions of the reasonable accommodation agreement to qualified individuals with disabilities pursuant to the provisions of the SEC Reasonable Accommodation Program and other OSO-related agency policy.
- 4.7.4. Distribute, track, and collect all items issued to employees with approved reasonable accommodations.
- 4.7.5. Attend regular meetings with the DPO, or designee(s), and other relevant OHR officials to identify assistive devices and ensure SEC facilities adequately support the needs of qualified individuals with disabilities medical limitations, discuss delivery status and/or implementation for approved reasonable accommodation items, and other relevant Reasonable Accommodation Program issues, as necessary.
- 4.7.6. Collaborate with the OHR in order to meet timeliness requirements for the SEC Reasonable Accommodation Program.
- 4.8. Director, Office of Acquisitions, or designee(s), shall:
- 4.8.1. Ensure that all contracts executed by the OA for the use of facilities, such as leased buildings and hotels for training programs and conferences, reflect the obligation that such facilities be accessible to all participants including those with disabilities in accordance with applicable federal laws, statutes, and agency regulations.
- 4.8.2. Provide contracting support mechanisms for the provision of reasonable accommodation, such as interpreter, personal, and reader services.
- 4.8.3. Collaborate with the OHR in order to meet timeliness requirements for the SEC Reasonable Accommodation Program.
- 4.9. Chief Financial Officer, Office of Financial Management, or designee(s), shall:
- 4.9.1. Take appropriate steps to ensure that the SEC has adequate funding for the Reasonable Accommodation Program.

4.9.2. Provide travel-related allowances approved via the Reasonable Accommodation Program when possible and practical as determined by the OFM.

4.9.3. Track all travel-related allowances provided for employees with approved reasonable accommodations.

4.9.4. Collaborate with the OHR in order to meet timeliness requirements for the SEC Reasonable Accommodation Program.

4.10. General Counsel, Office of the General Counsel, or designee(s), shall provide advice and counsel on reasonable accommodation issues and decisions to the OHR, supervisors, and managers as needed to ensure that the SEC is a model employer for employees and applicants with disabilities and efforts to provide reasonable accommodations are in compliance with federal statutes, laws, regulations, and EEOC guidance.

4.11. Director, Office of Equal Employment Opportunity, or designee(s), shall:

4.11.1. Examine, report, and maintain statistics on the SEC's Reasonable Accommodation Program activities and support the design and implementation of the Agency's Affirmative Action Plan for persons with disabilities pursuant to 29 CFR § 1614.203.

4.11.2. Review Reasonable Accommodation Program policy and corresponding operating procedures and provide feedback to align with the SEC equal opportunity goals or principles.

4.11.3. Provide information about the administrative EEO complaint process to employees, including complainants, the OHR, and supervisors and managers who may be involved in claims of discrimination related to RA requests.

4.11.4. Provide support to the DPO, or designee(s), regarding data collection and reporting requirements on the SEC Reasonable Accommodation Program related activities.

4.12. First-Level Supervisors/Hiring Managers, or designee(s), shall:

4.12.1. Comply with the terms of the administrative regulation and these operating procedures for the Reasonable Accommodation Program.

4.12.2. Promptly notify the DPO, or designee(s), at reasonableaccommodation@sec.gov upon receipt of an oral or written RA request from a requestor(s).

4.12.3. Participate in the interactive process regarding RA requests and respond timely to the DPO, or designee(s), in support of efficient administration of the Reasonable

Accommodation Program. This includes, but is not limited to, providing a detailed description of the essential duties held by the qualified employee with a disability in order to determine if the reasonable accommodation is or would be effective.

4.12.4. Consult with the OGC and OHR when RA requests may implicate performance-related concerns.

4.12.5. Confer with the DPO, or designee(s), prior to implementing or suspending any approved reasonable accommodation.

4.12.6. Seek guidance from the DPO, or designee(s), if there are any questions regarding implementation of an approved reasonable accommodation.

4.12.7. Restrict discussions of reasonable accommodation matters and related information to the DPO, or designee(s), or other SEC official(s) with a legitimate need to know.

4.13. Requestors (i.e., employees, applicants for employment at the SEC, visitors on official SEC business) shall:

4.13.1. Comply with the terms of the administrative regulation and these operating procedures for the Reasonable Accommodation Program.

4.13.2. Submit RA requests using the designated forms, system, or approved alternative method. Participate in the interactive process regarding RA requests.

4.13.3. Submit all medical documentation supporting requests to the DPO, or designee(s), in the designated confidential medical information system.

4.13.4. Inform their supervisors and the DPO, or designee(s), when approved reasonable accommodations are no longer effective or necessary, per the requirements of the Reasonable Accommodation Program policy and operating procedures.

4.13.5. Return all SEC-issued IT equipment, furniture, or other items when the need for the reasonable accommodation ends, as applicable.

ATTACHMENT 7. ALTERNATIVE DISPUTE RESOLUTION C2R PROCEDURES

U.S. Securities and Exchange Commission Policy Statement

EQUAL EMPLOYMENT OPPORTUNITY DISPUTE RESOLUTION POLICY STATEMENT

U.S. Securities and Exchange Commission
Office of Equal Employment Opportunity
Washington, DC 20549

OEEO #2019-1
March 2019

1. Purpose

This statement sets forth the policy of the U.S. Securities and Exchange Commission (SEC) related to the use of alternative dispute resolution (ADR) to resolve equal employment opportunity (EEO) disputes.

2. Authorities and Related Guidance

Administrative Dispute Resolution Act of 1990
Administrative Dispute Resolution Act of 1996
29 C.F.R. Part 1614
Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 110 (MD-110)
SEC Equal Employment Opportunity Policy
SEC's Alternative Dispute Resolution Policy Statement (Aug. 5, 2008)
OEEO, Conflict-to-Resolution, Standard Operating Procedures (Chapter 3)
OEEO, Conflict-to-Resolution, Frequently Asked Questions

3. Effective Date

This policy statement is effective immediately. All prior policy statements issued by the Office of Equal Employment Opportunity (OEEO) related to ADR are rescinded.

4. Policy

The SEC is committed to resolving workplace disputes as soon as practicable. The SEC supports the use of ADR as a means of resolving employment-related disputes where appropriate and feasible.

OEEO offers a Conflict-to-Resolution Program (C2R or C2R Program) that provides an opportunity to resolve disputes alleging employment discrimination. Used properly in appropriate circumstances, ADR can provide faster, less expensive and contentious, and more productive results in resolving conflicts that include claims of workplace discrimination. The C2R Program is governed by the core principles of fairness and flexibility as set forth in [EEOC's MD-110](#) and [SEC's Alternative Dispute Resolution Policy Statement](#).

OEEO through its C2R Program offers ADR to employees, former employees, contract personnel, and applicants for employment who have entered the EEO process with the SEC's EEO Office. OEEO will offer ADR to participants in the EEO process unless the OEEO Director or Deputy Director determines it is not appropriate under the circumstances. The OEEO Director or Deputy Director will authorize ADR

on a case-by-case basis by assessing the totality of the circumstances and factors surrounding the matter.

The C2R Program provides a neutral, third-party ADR professional that assists participants—through open and honest dialogue—to focus on areas of commonality and interest to resolve workplace issues. The ADR technique generally available through the C2R Program is mediation; other techniques may be made available by OEEO depending on the circumstances. The expectation is that all participants in ADR through C2R will listen, be heard, and work together towards a resolution that supports positive working relationships that best serve the SEC’s primary mission of protecting the nation’s investors.

Supervisors and managers must participate in ADR through C2R to resolve EEO disputes when approved. All participants are expected to participate in the C2R Program promptly, in good faith, and with due respect for the confidentiality of the matters discussed.

5. Training

Managers and supervisors must take the training course [Conflict2Resolution \(C2R\) – Using Alternative Dispute Resolution to Resolve EEO Concerns](#), which is available in LEAP, SEC’s e-learning platform, upon hire or promotion into a supervisory position. Information about ADR is also included in the mandatory CLD 307 course (Fundamentals of Human Resource Management) for supervisors and managers.

All employees, contractors, and interns are strongly encouraged to take the C2R training course before participating in ADR through the C2R Program.

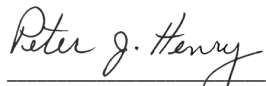
6. Evaluation

OEEO asks all participants in the C2R Program for voluntary feedback about their experience. OEEO will assess this feedback to determine how the C2R Program might be made more efficient and achieve increasingly better results.

7. Additional Information

For more information on the C2R Program, please contact OEEO at:

(202) 551-6040 (Phone)
1-800-877-8339 (TTY: Use Federal Relay Service)
(202) 772-9316 (Fax)



Peter Henry, Director, OEEO

March 5, 2019

Date

ATTACHMENT 8.

FY 2022 LEADERSHIP DEVELOPMENT PROGRAMS

Targeted Audience	Program Focus
New Supervisors	<p>The College of Leadership & Team Development facilitated a comprehensive, multi-month leadership development training for new supervisors that integrated existing relevant video courses with books and chapters as assignments between instructor-led virtual sessions. Leaders additionally participated in collaborative intra-session activities to promote leaders' connections SEC-wide.</p> <p>All new SEC supervisors are required to attend supervisory training that includes topics central to leading people, including Prohibited Personnel Practices, Merit Systems Principles, guidance from the Office of Equal Employment Opportunity and the Office of Minority and Women Inclusion, and topics required by 5 CFR Part § 412.202.</p> <p>New SEC leaders must also complete <i>Leader as Coach</i> during their first year managing the performance of others. This 2-day offering focuses on feedback and coaching; with dedicated time to practice giving and receiving both feedback and coaching.</p>
All Managers and Supervisors	<p>The following virtual learning sessions were offered to managers in FY 2022 to: (1) enhance managerial, communications, and interpersonal skills; (2) develop awareness of skills that enhance diversity and inclusion; (3) foster a connected culture where team members can feel empowered, psychologically safe; and (4) promote respect, honor the dignity of all people, develop others, and cultivate the creativity, growth and diversity of thought and experience:</p> <ul style="list-style-type: none"> • <i>Maintaining Energy & Stamina in Your Team;</i> • <i>Motivating and Influencing Others to Act;</i> • <i>Getting Results with Positive Accountability;</i> • <i>Creating a Shared Vision;</i> • <i>Maximizing Employee Engagement for Individual and Organizational Success;</i> • <i>Difficult Conversations for Supervisors;</i> • <i>Self Trust, and Relationship Trust;</i> • <i>Building an Accountable Culture;</i> • <i>Shifting to a Strategic Mindset;</i> • <i>Taking Control of Conflict;</i> • <i>Developing Your People;</i> • <i>Motivating and Influencing Others; and</i> • <i>Lead Forward: Leadership Development for Women at the SEC.</i>
All Managers and Supervisors	<p>Executive Coaching: SEC managers and supervisors are eligible to receive twelve sessions of private Executive Coaching by an International Coaching Foundation (ICF) certified coach. The coaching supports managers as they pause, reflect, and explore new options for their careers and actions. In FY 2022, 56 managers participated in this executive coaching program.</p>
All Managers and Supervisors	<p>SECU's FY 2022 Leadership Development Curricula was strategically designed and offered to provide easily-accessible and effective leadership content in the hybrid work environment. Offerings emphasized the importance of leadership skills and cultivated supervisors' baseline understanding of, and capacity to use, leadership behaviors in day-to-day work. In addition to the CLTD supervisory and open-enrollment curricula, SEC managers also elected to participate in external training opportunities in addition to attending SEC University offerings and programs during FY 2022.</p>

Continued on the next page

Targeted Audience	Program Focus
All Managers and Supervisors	<p>Fundamentals of Human Resource Management (CLTD 307): <i>CLTD 307</i> is required for all new managers. <i>CLTD 307</i> covers a broad range of human capital-related topics to educate SEC managers on the Agency's HR policies, statutory, regulatory, and procedural requirements, and on federal sector best practices. Topics include the SEC's policies on the prevention of workplace violence, providing reasonable and religious accommodations and the option for PAS, and EEO and whistleblower protections.</p> <p>In FY 2022, the SEC converted all in-person <i>CLTD 307</i> content into a final capstone eLearning module to be added to the other <i>CLTD 307</i> eLearning modules. This capstone offers self-paced review and practice opportunities that were previously encompassed by the live trainings, and serves to replace any need for live content. All <i>CLTD 307</i> content is now a fully self-paced eLearning format.</p> <p>OEEOs and OMWIs training modules provide in-depth teaching on the SEC's EEO complaint process and EEO laws and Dodd-Frank legislative requirements. <i>CLTD 307</i> covers the Merit System Principles and Prohibited Personnel Practices (PPPS) as foundational to federal employment; Merit Principles and PPP wallet cards are available to all participants. Subject matter experts facilitated the classroom portion of the course through the discussion of fact-based scenarios derived from a global case study read in advance. This allows participants to better understand the interconnectedness of managing the SEC's human capital.</p>
All Managers and Supervisors	<p>Leader as Coach (LAC): The LAC course is mandatory for all who supervise the performance of others, including Senior Officers. The LAC curriculum helps managers to provide effective coaching and feedback to all employees. Managers discussed a wide variety of case studies and role-played to practice listening and providing coaching and feedback. SEC managers develop an understanding of coaching as a conversation distinct from mentoring, feedback, supervising, or consulting with others and increased their knowledge of the basic "moves" of coaching and when to use them. This offering was updated to accommodate the Agency's ongoing telework posture, and offered 3 times in FY 2022.</p>
Open Enrollment	<ul style="list-style-type: none"> • <i>Building Resilience Amid Change;</i> • <i>Empathetic Listening;</i> • <i>Overcoming Difficult Relationships to Form Connections;</i> • <i>Communication Style;</i> • <i>Safe to Speak Cultures and Team;</i> • <i>Difficult Conversations (non-Supervisory);</i> • <i>Empathetic Listening and Motivating and Influencing Others;</i> • <i>Leading from the Front, Middle and Behind;</i> • <i>Lead Forward: Leadership Development for Women at the SEC;</i> • <i>Maintaining Momentum for Strategic Thinking; and</i> • <i>Cultivating an Innovative Organization.</i>
Aspiring Leaders	<p>The Aspiring Leaders program is a comprehensive leadership development program for SEC non-supervisory employees that provides 21st century leadership skills and techniques that will enable participants to better navigate their career path, expand their leadership capabilities, and recognize opportunities for growth at the SEC.</p>

ATTACHMENT 9.

FY 2022 CAREER DEVELOPMENT PROGRAMS

Program Name	Program Focus
C.O.R.E. Connections—Opportunity—Relationships—Equity	C.O.R.E. is a transformative professional development experience, with a focus on the unique perspectives of minority leaders at the SEC, and provides tools and techniques to increase their effectiveness, span of contributions and engagement within their function, and support their personal well-being and growth. The series equips minority leadership talent with knowledge, skills, and strategies to successfully manage unique challenges as they strive to reach senior-level positions at the SEC while helping to drive our Agency’s overall success and mission effectiveness. The series has five two-hour webinars, in which participants learn strategies for authentic and difficult conversations, managing conflict, and exploring the role that emotions play in leadership outcomes.
Leadership Development for Women	In FY 2022, CLTD offered three sessions of Lead Forward: Leadership Development for Women at the SEC . This course presents the opportunity for women to engage with other women, increase their support network, and further define their leadership style and mindset. Participants learn about the leaders they want to be and make commitments about behavioral changes they want to implement to move their own careers forward, advocating for themselves and for other women.
Strategic Management of Regulatory and Enforcement Agencies Executive Leadership Program	The SEC sponsored two Senior Officers to participate in Harvard University’s Strategic Management of Regulatory and Enforcement Agencies Executive Leadership Program during FY 2022. This program examines the distinctive strategic and managerial challenges that surround government agencies’ regulatory and enforcement functions, investigates cases spanning a range of regulatory and enforcement domains—from the environment to public health to crime—and uses case studies, small-group discussions, and workshops.
Excellence in Government (EIG) Fellows Program	The EIG Fellows Program , coordinated by the Partnership for Public Service, strengthens the leadership skills of experienced federal employees through a combination of innovative coursework, best practices benchmarking, challenging action-learning projects, executive coaching, and government wide networking. During this competitively-based program, Fellows remain in their full-time jobs, meet every six weeks, and spend approximately two days total in sessions. Fellows also devote up to five hours per week to their results project. This program is offered to employees in the SK-14 to SK-17 (a mix of supervisory and non-supervisory) levels. SEC’s EIG Fellows also participate in facilitated cohort meetings to share what they are learning and to explore how this information can be applied to improve organizational performance, workplace relationships, and productivity within the SEC.
Aspiring Leaders Program	The Aspiring Leaders Program is an interactive blended-learning program designed to strengthen the leadership and management skills of SEC non-supervisory (SK-13 and SK-14) employees. The learning objectives of the program include: <ul style="list-style-type: none"> • Applying critical leadership skills necessary for effective supervision; • Understanding first-line management responsibilities relating to human resource management, developing people, and building effective relationships; and • Increasing self-awareness through guided self-assessments and feedback from course instructors.

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Program Name	Program Focus
Upward Mobility Program	<p>The <i>Upward Mobility Program</i> includes two years of formal training designed to foster the success of participants. The training, developed by SEC University, includes tailored guidance and mentoring for participants and their supervisors. The SEC continued its <i>Upward Mobility Program</i> in FY 2022 with participants working toward completion of organized and individual developmental activities. Pursuant to the 2018 Collective Bargaining Agreement between the SEC and NTEU, the <i>Upward Mobility Program</i> offers SEC employees in support staff positions the opportunity to expand their careers by competing for entry-level program specialist positions (classification series 301) starting at the SK-7 or SK-9 level and with promotion potential to the SK-12 level. Positions are open to all SEC employees serving under a permanent appointment. No new applications for the program were sought in FY 2022 as the current cohort is still underway.</p>
Career Advancement Program	<p>In FY 2022, the SEC offered one employee the opportunity to participate in the Career Advancement Program (CAP)—a 12-month external professional development program geared toward mid-career professionals who aspire to senior leadership roles. CAP is conducted by Management Leadership for Tomorrow (MLT), a nonprofit organization that aims to transform the career trajectories of diverse leaders by providing the skills, coaching and connections needed to accelerate their careers. CAP's professional development journey includes realistic business simulations, sustainable strategies and tools for professional growth and development and a cohort of peers representing various industries and functions. The SEC also offered a Meet-and-Greet session with past CAP participants who talked about their experience with, and the benefits of, the program.</p>
Mentoring Program	<p>In FY 2022, the Agency offered a fourth cohort of 36 employees the opportunity to participate in the SEC's Mentoring Program. In response to the EEOC's recommendation that the SEC ensure PWDs participate in the SEC's <i>Mentoring Program</i>, OHR reserved five slots in the 2022 <i>Mentoring Program</i> for employees with disabilities and collaborated with DIAC to communicate this opportunity to its membership. The SEC exceeded the goal with six (6) PWD participants in the FY 2022 <i>Mentoring Program</i>.</p> <p>This offering started in February 2022 with an orientation session for both mentors and mentees, and the session ended with a Capstone event on June 3, 2022 with Chair Gensler. Throughout the <i>Mentoring Program's</i> duration, employees and their mentors engaged regularly to discuss career development among other topics. Formal program events for both mentors and participants were scheduled and facilitated by OCOO, OMWI, and SECU experts. The OCOO gathered feedback from both mentees and mentors about the program's efforts.</p>

ATTACHMENT 10. FY 2022 TRAINING ON EEO, DIVERSITY & INCLUSION, AND TEAM EFFECTIVENESS

In FY 2022, the SEC also provided the following training:

- *Diversity and Inclusion*: SECU continues to work with OMWI to procure and support web-based and classroom training related to diversity and inclusion. In addition, SECU offers non-conscious bias courses as requested for intact teams and within specific leadership programs (e.g., *Aspiring Leaders Program*) throughout the year.
- *Team Effectiveness*: SECU offers intact team training for supervisors/managers and their teams through a variety of team effectiveness workshops. These workshops are typically two-to-four hours in length, can be taken individually to address a need, learn about a specific topic or as part of a workshop series. Content is custom-designed for a team to address their unique challenges and opportunities. The *Team Effectiveness* workshops available to organizations in FY 2022 by SECU included:

Communication Styles;
Workplace Trust;
Achieving Results;
Emotional Intelligence;
Emotional Intelligence 2.0;
Leading with the Brain in Mind;
Leadership Presence;
Understanding Your Personality at
Work (Workplace Big 5 Assessment);
DiSC Behavioral Styles;

Simple Strategies to Engage Employees;
Becoming a More Collaborative
Leader;
Building Workplace Trust;
Developmental Coaching;
Developmental Conversations;
NASA Team Building Moon Survival;
and
Difficult Conversations (for supervisors
and non-supervisors).

ATTACHMENT 11. FY 2022 PROGRAMS FOR SPECIAL OBSERVANCES AND OTHER EVENTS CELEBRATING AFFINITY GROUPS

DATE	EVENT
10/6/2021	Hispanic and Latino Opportunity, Leadership, and Advocacy Committee (HALO) Book Club Discussion on “Esperanza—A Celebration of Hispanic Heritage and Hope” with Cecilia Muñoz.
10/13/2021	HALO Chicago Regional Office Hispanic Heritage Month program featuring guest speaker Lola Velazquez-Aquila.
10/14/2021	New York Regional Office (NYRO) HALO group hosted “Esperanza—A Celebration of Hispanic Heritage and Hope” with guest speaker Lorraine Cortés-Vázquez.
10/19/2021	Disability Interests Advisory Committee (DIAC) panel discussion with former and current DIAC co-chairs.
10/20/2021	HALO joint virtual event with the other Financial Institutions Reform, Recovery and Enforcement Act (FIRREA) agencies’ Hispanic/Latino employee groups—Amigos and Hispanics of Regulatory Agencies (AHORA).
10/26/2021	History Explored: “Cured” Film Discussion in recognition of LGBTQ+ Month.
10/27/2021	DIAC Professional Development Opportunities Open House.
10/28/2021	HALO Book Club for a discussion of “More Than Ready: Be Strong and Be You ... and Other Lessons for Women of Color on the Rise” by Cecilia Muñoz.
11/15/2021	Asian American Pacific Islander (AAPI) Committee Meeting featuring Enforcement Director, Gurbir Grewal.
11/17/2021	Native American Heritage Month—The American Indian Heritage Committee (AIHC) hosted Heather Dawn Thompson.
11/30/2021	National Adoption Month at the SEC.
12/8/2021	Native American Book Club: “Killers of the Flower Moon: The Osage Murders and the Birth of the FBI” by David Grann.
2/15/2022	CHRO Black History Month Presentation: The Story of Free Frank McWorter.
2/16/2022	MIRO Black History Month Event featuring Christina Proenza-Coles.
2/16/2022	Black History Month: College and Career Panel Discussion.
2/22/2022	ARO Black History Month Fireside Chat with April L. Spencer, M.D.
2/22/2022	Lunar New Year Celebration: Storytelling by Tracey Nguyen Mang, Beatriz Aurelio-Saguin, Christy Innouvong-Thornton, and Ly Nguyen.
2/22/2022	Black History Month: A Conversation About Taking Charge of Our Emotional and Physical Health with Dr. Marilyn Hughes Gaston and Dr. Gayle K. Porter.
2/23/2022	African American History Month Book Club Discussion: “The Immortal Life of Henrietta Lacks.”
2/23/2022	FWRO Black History Month Celebrations: ESG and Diversity in Practice featuring Thomas Bell.
2/24/2022	In celebration of Black History Month ARO, SFRO, and the AAC presented “A Conversation with Dr. Winston Thompson: Henrietta Lacks.”
3/1/2022	LARO Black History Month Event: Fireside chat with Yolanda Mangolini.

Continued on the next page

DATE	EVENT
3/21/2022	In celebration of Women's History Month, SFRO, AAC, and the Women's Committee hosted the U.S. Mint for a presentation on the Women Quarters Program.
3/23/2022	Women's History Month: "Women Providing Healing, Promoting Hope," with Dr. Redonda Miller.
3/28/2022	PLRO Women's History Month Celebration with Lisa Deguire.
3/29/2022	In celebration of Women's History Month, NYRO and the Alpha Kappa Alpha Sorority Inc., Tau Omega Chapter, hosted a panel discussion featuring four female SEC employees.
4/5/2022	Panel Discussion: Breaking Barriers for Women at the SEC.
4/28/2022	NYRO Women's Committee Event with Brenda Berkman.
5/10/2022	AAPJ Committee Celebrates AANHPI Heritage Month with Justice Goodwin Liu.
5/11/2022	Los Angeles Regional Office (LARO) hosts panel discussion for AANHPI Heritage Month on the Los Angeles Chinese massacre of 1871 and Los Angeles' memorial plan. Opening remarks included a welcome by Cherry-Marie Destura, Region 9 SW lead for the White House Initiative on Asian Americans, Native Hawaiians and Pacific Islanders. The panel featured co-chairs of the 1871 Memorial Steering Committee: Jessica Caloz Christopher Hawthorne David Louie Michael Woo Gay Yuen
5/24/2022	SEC Memorial Day Commemoration
5/25/2022	AAPJ Committee Quarterly Meeting During AANHPI Heritage Month Fireside Chat with SEC Enforcement Deputy Director Sanjay Wadwha.
6/1/2022	"Let's Celebrate Pride Month" with Justin Yoder.
6/16/2022	The Commodity Futures Trading Commission (CFTC)'s fireside chat with Commissioner Christy Goldsmith Romero.
6/22/2022	New DIAC Subcommittee for Caregivers of Persons with Disabilities: Meeting on Backup Care benefits and WorkLife programs.
6/28/2022	Caribbean American Heritage Month Celebration with Marla Dukharan.
6/30/2022	CAHC Book Discussion on "Island Queen" in recognition of Caribbean American Heritage Month.
8/3/2022	AAC hosted a conversation with Division of Examinations Director, Richard Best.
8/16/2022	ARO and FWRO hosted a fireside chat with Ryan Buchanan, U.S. Attorney for the Northern District of Georgia.
8/31/2022	New DIAC Subcommittee for Caregivers of Persons with Disabilities: Meeting on "Back to School."
9/13/2022	AAC Quarterly Membership Meeting.
9/20/2022	HALO's signature Hispanic Heritage Month program: "Unidos: Inclusivity for a Stronger Nation" with Tom Saenz.
9/28/2022	CFTC's and HALO's Hispanic Heritage Month program featuring SEC Commissioner Jaime Lizárraga.

ATTACHMENT 12. WORKFORCE DATA TABLES

The SEC's workforce data tables are attached.

The SEC previously submitted the FY 2022 462 Report to the EEOC.

TABLE A1: TOTAL WORKFORCE—DISTRIBUTION BY RACE/ETHNICITY AND SEX
PAY PERIODS 202122 TO 202222

EMPLOYMENT TENURE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
CLF (2018)	%	100%	51.79%	48.21%	6.82%	6.16%	35.65%	31.82%	5.70%	6.61%	2.19%	2.18%	0.08%	0.08%	0.31%	0.31%	1.05%	1.05%
TOTAL WORKFORCE																		
Prior FY	#	4,493	2,417	2,076	144	118	1,764	1,157	207	487	288	287	0	1	10	6	4	20
	%	100%	53.79%	46.21%	3.20%	2.63%	39.26%	25.75%	4.61%	10.84%	6.41%	6.39%	0.00%	0.02%	0.22%	0.13%	0.09%	0.45%
Current FY	#	4,722	2,530	2,192	150	136	1,805	1,192	240	503	317	333	0	2	13	6	5	20
	%	100%	53.58%	46.42%	3.18%	2.88%	38.23%	25.24%	5.08%	10.65%	6.71%	7.05%	0.00%	0.04%	0.28%	0.13%	0.11%	0.42%
Difference	#	229	113	116	6	18	41	35	33	16	29	46	0	1	3	0	1	0
Ratio Change	%	0.00%	-0.21%	0.21%	-0.02%	0.25%	-1.03%	-0.51%	0.47%	-0.19%	0.30%	0.66%	0.00%	0.02%	0.06%	0.00%	0.02%	-0.03%
Net Change	%	5.10%	4.68%	5.59%	4.17%	15.25%	2.32%	3.03%	15.94%	3.29%	10.07%	16.03%	0.00%	100%	30.00%	0.00%	25.00%	0.00%
EMPLOYEE GAINS																		
TOTAL NEW HIRES	#	652	364	288	21	16	260	161	33	51	48	56	0	1	2	1	0	2
	%	100%	55.83%	44.17%	3.22%	2.45%	39.88%	24.69%	5.06%	7.82%	7.36%	8.59%	0.00%	0.15%	0.31%	0.15%	0.00%	0.31%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A1: TOTAL WORKFORCE—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PAY PERIODS 202022 TO 202122 *continued*

EMPLOYMENT TENURE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EMPLOYEE LOSSES																	
Involuntary	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Voluntary	#	468	278	190	20	6	217	133	11	23	29	27	0	0	0	0	1
	%	100%	59.40%	40.60%	4.27%	1.28%	46.37%	28.42%	2.35%	4.91%	6.20%	5.77%	0.00%	0.00%	0.00%	0.00%	0.21%
Resignation	#	168	94	74	6	3	76	51	2	7	9	12	0	0	0	0	1
	%	100%	55.95%	44.05%	3.57%	1.79%	45.24%	30.36%	1.19%	4.17%	5.36%	7.14%	0.00%	0.00%	0.00%	0.00%	0.60%
Retirement	#	92	52	40	3	0	43	32	4	5	2	3	0	0	0	0	0
	%	100%	56.52%	43.48%	3.26%	0.00%	46.74%	34.78%	4.35%	5.43%	2.17%	3.26%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	#	208	132	76	11	3	98	50	5	11	18	12	0	0	0	0	0
	%	100%	63.46%	36.54%	5.29%	1.44%	47.12%	24.04%	2.40%	5.29%	8.65%	5.77%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Separations	#	471	278	193	20	6	217	135	11	24	29	27	0	0	0	0	1
	%	100%	59.02%	40.98%	4.25%	1.27%	46.07%	28.66%	2.34%	5.10%	6.16%	5.73%	0.00%	0.00%	0.00%	0.00%	0.21%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A1: TOTAL WORKFORCE—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PAY PERIODS 202122 TO 202222 *continued*

EMPLOYMENT TENURE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Prior FY	#	4,389	2,358	2,031	142	116	1,717	1,127	204	482	281	280	0	1	10	6	4	19
	%	100%	53.73%	46.27%	3.24%	2.64%	39.12%	25.68%	4.65%	10.98%	6.40%	6.38%	0.00%	0.02%	0.23%	0.14%	0.09%	0.43%
Current FY	#	4,452	2,396	2,056	142	130	1,718	1,116	222	474	298	312	0	1	11	5	5	18
	%	100%	53.82%	46.18%	3.19%	2.92%	38.59%	25.07%	4.99%	10.65%	6.69%	7.01%	0.00%	0.02%	0.25%	0.11%	0.11%	0.40%
Difference	#	63	38	25	0	14	1	-11	18	-8	17	32	0	0	1	-1	1	-1
Ratio Change	%	0.00%	0.09%	-0.09%	-0.05%	0.28%	-0.53%	-0.61%	0.34%	-0.33%	0.29%	0.63%	0.00%	0.00%	0.02%	-0.03%	0.02%	-0.03%
Net Change	%	1.44%	1.61%	1.23%	0.00%	12.07%	0.06%	-0.98%	8.82%	-1.66%	6.05%	11.43%	0.00%	0.00%	10.00%	-16.67%	25.00%	-5.26%
EMPLOYEE GAINS																		
Permanent New Hires	#	260	142	118	3	7	104	64	16	22	19	24	0	0	0	0	0	1
	%	100%	54.62%	45.38%	1.15%	2.69%	40.00%	24.62%	6.15%	8.46%	7.31%	9.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A1: TOTAL WORKFORCE—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PAY PERIODS 202122 TO 202222 *continued*

EMPLOYMENT TENURE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EMPLOYEE LOSSES																	
Involuntary	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Voluntary	#	247	142	105	9	1	117	78	7	14	8	12	0	0	0	0	1
	%	100%	57.49%	42.51%	3.64%	0.40%	47.37%	31.58%	2.83%	5.67%	3.24%	4.86%	0.00%	0.00%	0.00%	0.00%	0.40%
Resignation	#	135	79	56	6	1	66	41	2	5	4	9	0	0	0	0	1
	%	100%	58.52%	41.48%	4.44%	0.74%	48.89%	30.37%	1.48%	3.70%	2.96%	6.67%	0.00%	0.00%	0.00%	0.00%	0.74%
Retirement	#	90	51	39	3	0	42	31	4	5	2	3	0	0	0	0	0
	%	100%	56.67%	43.33%	3.33%	0.00%	46.67%	34.44%	4.44%	5.56%	2.22%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	#	22	12	10	0	0	9	6	1	4	2	0	0	0	0	0	0
	%	100%	54.55%	45.45%	0.00%	0.00%	40.91%	27.27%	4.55%	18.18%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Separations	#	250	142	108	9	1	117	80	7	15	8	12	0	0	0	0	1
	%	100%	56.80%	43.20%	3.60%	0.40%	46.80%	32.00%	2.80%	6.00%	3.20%	4.80%	0.00%	0.00%	0.00%	0.00%	0.40%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A1: TOTAL WORKFORCE—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PAY PERIODS 202122 TO 202222 *continued*

EMPLOYMENT TENURE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TEMPORARY																		
Prior FY	#	104	59	45	2	2	47	30	3	5	7	7	0	0	0	0	1	
	%	100%	56.73%	43.27%	1.92%	1.92%	45.19%	28.85%	2.88%	4.81%	6.73%	6.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.96%
Current FY	#	270	134	136	8	6	87	76	18	29	19	21	0	1	2	1	2	
	%	100%	49.63%	50.37%	2.96%	2.22%	32.22%	28.15%	6.67%	10.74%	7.04%	7.78%	0.00%	0.37%	0.74%	0.37%	0.00%	0.74%
Difference	#	166	75	91	6	4	40	46	15	24	12	14	0	1	2	1	1	
Ratio Change	%	0%	-7.10%	7.10%	1.04%	0.30%	-12.97%	-0.70%	3.79%	5.93%	0.31%	1.05%	0.00%	0.37%	0.74%	0.37%	0.00%	-0.22%
Net Change	%	159.62%	127.12%	202.22%	300.00%	200.00%	85.11%	153.33%	500.00%	480.00%	171.43%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100%
EMPLOYEE GAINS																		
Temporary New Hires	#	392	222	170	18	9	156	97	17	29	29	32	0	1	2	1	1	
	%	100%	56.63%	43.37%	4.59%	2.30%	39.80%	24.74%	4.34%	7.40%	7.40%	8.16%	0.00%	0.26%	0.51%	0.26%	0.00%	0.26%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A1: TOTAL WORKFORCE—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PAY PERIODS 202122 TO 202222 *continued*

EMPLOYMENT TENURE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
EMPLOYEE LOSSES																	
Involuntary	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Voluntary	#	221	136	85	11	5	100	55	4	9	21	15	0	0	0	0	1
	%	100%	61.54%	38.46%	4.98%	2.26%	45.25%	24.89%	1.81%	4.07%	9.50%	6.79%	0.00%	0.00%	0.00%	0.00%	0.45%
Resignation	#	33	15	18	0	2	10	10	0	2	5	3	0	0	0	0	1
	%	100%	45.45%	54.55%	0.00%	6.06%	30.30%	30.30%	0.00%	6.06%	15.15%	9.09%	0.00%	0.00%	0.00%	0.00%	3.03%
Retirement	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	#	186	120	66	11	3	89	44	4	7	16	12	0	0	0	0	0
	%	100%	64.52%	35.48%	5.91%	1.61%	47.85%	23.66%	2.15%	3.76%	8.60%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Separations	#	221	136	85	11	5	100	55	4	9	21	15	0	0	0	0	1
	%	100%	61.54%	38.46%	4.98%	2.26%	45.25%	24.89%	1.81%	4.07%	9.50%	6.79%	0.00%	0.00%	0.00%	0.00%	0.45%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A2: REGIONAL OFFICES AND HEADQUARTERS—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PERMANENT WORKFORCE—PAY PERIOD 202222

REGIONAL AND HQ STAFF PERMANENT		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CLF (2018)	%	52%	51.79%	48.21%	6.82%	6.16%	35.65%	31.82%	5.70%	6.61%	2.19%	2.18%	0.08%	0.08%	0.31%	0.31%	1.05%	1.05%
TOTAL WORKFORCE	#	4,452	2,396	2,056	142	130	1,718	1,116	222	474	298	312	0	1	11	5	5	18
	%	100%	53.82%	46.18%	3.19%	2.92%	38.59%	25.07%	4.99%	10.65%	6.69%	7.01%	0.00%	0.02%	0.25%	0.11%	0.11%	0.40%
HQ	#	2,893	1,531	1,362	76	70	1,073	705	169	372	201	197	0	0	9	3	3	15
	%	100%	52.92%	47.08%	2.63%	2.42%	37.09%	24.37%	5.84%	12.86%	6.95%	6.81%	0.00%	0.00%	0.31%	0.10%	0.10%	0.52%
NYRO	#	370	194	176	14	14	151	107	4	26	25	29	0	0	0	0	0	0
	%	100%	52.43%	47.57%	3.78%	3.78%	40.81%	28.92%	1.08%	7.03%	6.76%	7.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHRO	#	220	133	87	6	5	108	56	8	17	11	9	0	0	0	0	0	0
	%	100%	60.45%	39.55%	2.73%	2.27%	49.09%	25.45%	3.64%	7.73%	5.00%	4.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LARO	#	157	79	78	8	7	41	36	3	13	26	22	0	0	0	0	1	0
	%	100%	50.32%	49.68%	5.10%	4.46%	26.11%	22.93%	1.91%	8.28%	16.56%	14.01%	0.00%	0.00%	0.00%	0.00%	0.64%	0.00%
BRO	#	139	79	60	2	5	64	40	5	3	8	12	0	0	0	0	0	0
	%	100%	56.83%	43.17%	1.44%	3.60%	46.04%	28.78%	3.60%	2.16%	5.76%	8.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PLRO	#	125	75	50	3	4	62	36	4	7	6	3	0	0	0	0	0	0
	%	100%	60.00%	40.00%	2.40%	3.20%	49.60%	28.80%	3.20%	5.60%	4.80%	2.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FWRO	#	107	60	47	2	3	46	36	9	5	3	2	0	0	0	0	0	1
	%	100%	56.07%	43.93%	1.87%	2.80%	42.99%	33.64%	8.41%	4.67%	2.80%	1.87%	0.00%	0.00%	0.00%	0.00%	0.00%	0.93%
SFRO	#	125	68	57	6	4	40	20	3	6	17	25	0	0	1	1	1	1
	%	100%	54.40%	45.60%	4.80%	3.20%	32.00%	16.00%	2.40%	4.80%	13.60%	20.00%	0.00%	0.00%	0.80%	0.80%	0.80%	0.80%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A2: REGIONAL OFFICES AND HEADQUARTERS—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

REGIONAL AND HQ STAFF PERMANENT		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ARO	#	102	61	41	5	1	44	21	11	15	1	2	0	0	0	1	0	1
	%	100%	59.80%	40.20%	4.90%	0.98%	43.14%	20.59%	10.78%	14.71%	0.98%	1.96%	0.00%	0.00%	0.00%	0.98%	0.00%	0.98%
MIRO	#	105	57	48	20	14	32	17	5	10	0	6	0	1	0	0	0	0
	%	100%	54.29%	45.71%	19.05%	13.33%	30.48%	16.19%	4.76%	9.52%	0.00%	5.71%	0.00%	0.95%	0.00%	0.00%	0.00%	0.00%
DRO	#	94	53	41	0	2	52	35	0	0	0	4	0	0	1	0	0	0
	%	100%	56.38%	43.62%	0.00%	2.13%	55.32%	37.23%	0.00%	0.00%	0.00%	4.26%	0.00%	0.00%	1.06%	0.00%	0.00%	0.00%
SLRO	#	15	6	9	0	1	5	7	1	0	0	1	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	6.67%	33.33%	46.67%	6.67%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A3: OCCUPATIONAL CATEGORIES—DISTRIBUTION BY RACE/ETHNICITY AND SEX
PERMANENT WORKFORCE—PAY PERIOD 202222

OCCUPATIONAL CATEGORIES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
1. Management																		
Executives	#	127	70	57	9	1	56	40	4	9	1	5	0	0	0	0	0	2
	%	100%	55.12%	44.88%	7.09%	0.79%	44.09%	31.50%	3.15%	7.09%	0.79%	3.94%	0.00%	0.00%	0.00%	0.00%	0.00%	1.57%
Managers	#	394	237	157	8	5	194	108	9	19	25	24	0	1	1	0	0	0
	%	100%	60.15%	39.85%	2.03%	1.27%	49.24%	27.41%	2.28%	4.82%	6.35%	6.09%	0.00%	0.25%	0.25%	0.00%	0.00%	0.00%
Supervisors	#	368	228	140	21	9	158	75	16	34	33	21	0	0	0	0	0	1
	%	100%	61.96%	38.04%	5.71%	2.45%	42.93%	20.38%	4.35%	9.24%	8.97%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
TOTAL MANAGEMENT	#	889	535	354	38	15	408	223	29	62	59	50	0	1	1	0	0	3
	%	100%	60.18%	39.82%	4.27%	1.69%	45.89%	25.08%	3.26%	6.97%	6.64%	5.62%	0.00%	0.11%	0.11%	0.00%	0.00%	0.34%
2. Professional Workers	#	3,412	1,820	1,592	102	105	1,293	852	174	362	237	254	0	0	9	4	5	15
	%	100%	53.34%	46.66%	2.99%	3.08%	37.90%	24.97%	5.10%	10.61%	6.95%	7.44%	0.00%	0.00%	0.26%	0.12%	0.15%	0.44%
3. Technical Workers and Technologists	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A3: OCCUPATIONAL CATEGORIES—DISTRIBUTION BY RACE/ETHNICITY AND SEX
 PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

OCCUPATIONAL CATEGORIES	PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
4. Sales Workers	#	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	135	29	106	1	9	10	38	15	50	2	8	0	0	1	1	0	0
	%	100%	21.48%	78.52%	0.74%	6.67%	7.41%	28.15%	11.11%	37.04%	1.48%	5.93%	0.00%	0.00%	0.74%	0.74%	0.00%	0.00%
6. Skilled Craft and Repair Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operative and Transportation Operative Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	11	8	3	1	0	3	3	4	0	0	0	0	0	0	0	0	0
	%	100%	72.73%	27.27%	9.09%	0.00%	27.27%	27.27%	36.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A4P: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222

SK, SO, AND RELATED GRADES PERMANENT		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-04	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-05	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-06	#	4	1	3	0	0	1	0	0	3	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	38	5	33	1	2	2	12	2	15	0	4	0	0	0	0	0	0
	%	100%	13.16%	86.84%	2.63%	5.26%	5.26%	31.58%	5.26%	39.47%	0.00%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-08	#	12	1	11	0	1	0	1	1	8	0	1	0	0	0	0	0	0
	%	100%	8.33%	91.67%	0.00%	8.33%	0.00%	8.33%	8.33%	66.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-09	#	19	5	14	0	1	1	3	3	9	1	1	0	0	0	0	0	0
	%	100%	26.32%	73.68%	0.00%	5.26%	5.26%	15.79%	15.79%	47.37%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	88	22	66	3	8	13	15	5	42	1	0	0	0	0	0	0	1
	%	100%	25.00%	75.00%	3.41%	9.09%	14.77%	17.05%	5.68%	47.73%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.14%
SK-12	#	222	64	158	2	12	28	44	26	88	6	10	0	0	2	1	0	3
	%	100%	28.83%	71.17%	0.90%	5.41%	12.61%	19.82%	11.71%	39.64%	2.70%	4.50%	0.00%	0.00%	0.90%	0.45%	0.00%	1.35%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A4P: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK-13	#	400	178	222	12	17	98	72	36	102	29	30	0	0	2	0	1	1
	%	100%	44.50%	55.50%	3.00%	4.25%	24.50%	18.00%	9.00%	25.50%	7.25%	7.50%	0.00%	0.00%	0.50%	0.00%	0.25%	0.25%
SK-14	#	2,201	1,223	978	79	69	872	584	102	129	163	186	0	0	3	2	4	8
	%	100%	55.57%	44.43%	3.59%	3.13%	39.62%	26.53%	4.63%	5.86%	7.41%	8.45%	0.00%	0.00%	0.14%	0.09%	0.18%	0.36%
SK-15	#	370	235	135	22	8	166	76	15	31	32	19	0	0	0	0	0	1
	%	100%	63.51%	36.49%	5.95%	2.16%	44.86%	20.54%	4.05%	8.38%	8.65%	5.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
SK-16	#	571	351	220	6	6	285	160	18	18	39	32	0	0	3	2	0	2
	%	100%	61.47%	38.53%	1.05%	1.05%	49.91%	28.02%	3.15%	3.15%	6.83%	5.60%	0.00%	0.00%	0.53%	0.35%	0.00%	0.35%
SK-17	#	395	238	157	8	5	195	108	9	19	25	24	0	1	1	0	0	0
	%	100%	60.25%	39.75%	2.03%	1.27%	49.37%	27.34%	2.28%	4.81%	6.33%	6.08%	0.00%	0.25%	0.25%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	2	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	127	70	57	9	1	56	40	4	9	1	5	0	0	0	0	0	2
	%	100%	55.12%	44.88%	7.09%	0.79%	44.09%	31.50%	3.15%	7.09%	0.79%	3.94%	0.00%	0.00%	0.00%	0.00%	0.00%	1.57%
Permanent Workforce	#	4,452	2,396	2,056	142	130	1,718	1,116	222	474	298	312	0	1	11	5	5	18
	%	100%	53.82%	46.18%	3.19%	2.92%	38.59%	25.07%	4.99%	10.65%	6.69%	7.01%	0.00%	0.02%	0.25%	0.11%	0.11%	0.40%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A4T: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222

SK, SO, AND RELATED GRADES TEMPORARY		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-03	#	6	5	1	0	0	3	0	0	0	2	1	0	0	0	0	0	0
	%	100%	83.33%	16.67%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-04	#	29	17	12	2	1	10	6	1	1	4	4	0	0	0	0	0	0
	%	100%	58.62%	41.38%	6.90%	3.45%	34.48%	20.69%	3.45%	3.45%	13.79%	13.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-05	#	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-07	#	61	23	38	0	1	11	18	9	13	3	4	0	0	0	0	0	2
	%	100%	37.70%	62.30%	0.00%	1.64%	18.03%	29.51%	14.75%	21.31%	4.92%	6.56%	0.00%	0.00%	0.00%	0.00%	0.00%	3.28%
SK-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-09	#	62	26	36	2	2	19	17	2	10	2	5	0	1	1	1	0	0
	%	100%	41.94%	58.06%	3.23%	3.23%	30.65%	27.42%	3.23%	16.13%	3.23%	8.06%	0.00%	1.61%	1.61%	1.61%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	7	3	4	0	0	3	1	0	1	0	2	0	0	0	0	0	0
	%	100%	42.86%	57.14%	0.00%	0.00%	42.86%	14.29%	0.00%	14.29%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	4	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A4T: PARTICIPATION RATES WITHIN GRADES BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SK-13	#	6	4	2	0	0	1	0	1	1	2	1	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	16.67%	0.00%	16.67%	16.67%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	22	16	6	1	1	12	3	0	0	2	2	0	0	1	0	0	0
	%	100%	72.73%	27.27%	4.55%	4.55%	54.55%	13.64%	0.00%	0.00%	9.09%	9.09%	0.00%	0.00%	4.55%	0.00%	0.00%	0.00%
SK-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	39	21	18	0	0	17	17	3	0	1	1	0	0	0	0	0	0
	%	100%	53.85%	46.15%	0.00%	0.00%	43.59%	43.59%	7.69%	0.00%	2.56%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	27	16	11	2	0	9	9	2	1	3	1	0	0	0	0	0	0
	%	100%	59.26%	40.74%	7.41%	0.00%	33.33%	33.33%	7.41%	3.70%	11.11%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary Workforce	#	270	134	136	8	6	87	76	18	29	19	21	0	1	2	1	0	2
	%	100%	49.63%	50.37%	2.96%	2.22%	32.22%	28.15%	6.67%	10.74%	7.04%	7.78%	0.00%	0.37%	0.74%	0.37%	0.00%	0.74%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A5P: PARTICIPATION RATES WITHIN SALARY RANGES BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222

SALARY RANGE	PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent Workforce	#	4,452	2,396	2,056	142	130	1,718	1,116	222	474	298	312	0	1	11	5	5	18
	%	100%	53.82%	46.18%	3.19%	2.92%	38.59%	25.07%	4.99%	10.65%	6.69%	7.01%	0.00%	0.02%	0.25%	0.11%	0.11%	0.40%
\$20,001 – \$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$30,001 – \$40,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$40,001 – \$50,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$50,001 – \$60,000	#	6	1	5	0	0	1	2	0	1	0	2	0	0	0	0	0	0
	%	100%	16.67%	83.33%	0.00%	0.00%	16.67%	33.33%	0.00%	16.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$60,001 – \$70,000	#	2	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$70,001 – \$80,000	#	8	3	5	0	1	2	1	0	3	1	0	0	0	0	0	0	0
	%	100%	37.50%	62.50%	0.00%	12.50%	25.00%	12.50%	0.00%	37.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$80,001 – \$90,000	#	43	10	33	2	2	3	11	4	18	1	2	0	0	0	0	0	0
	%	100%	23.26%	76.74%	4.65%	4.65%	6.98%	25.58%	9.30%	41.86%	2.33%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$90,001 – \$100,000	#	33	8	25	0	0	5	8	3	16	0	1	0	0	0	0	0	0
	%	100%	24.24%	75.76%	0.00%	0.00%	15.15%	24.24%	9.09%	48.48%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$100,001 – \$110,000	#	51	11	40	0	8	7	7	4	23	0	1	0	0	0	0	0	1
	%	100%	21.57%	78.43%	0.00%	15.69%	13.73%	13.73%	7.84%	45.10%	0.00%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	1.96%
\$110,001 – \$120,000	#	64	23	41	5	4	15	11	3	22	0	3	0	0	0	0	0	1
	%	100%	35.94%	64.06%	7.81%	6.25%	23.44%	17.19%	4.69%	34.38%	0.00%	4.69%	0.00%	0.00%	0.00%	0.00%	0.00%	1.56%
\$120,001 – \$130,000	#	69	21	48	0	3	11	9	6	31	4	4	0	0	0	0	0	1
	%	100%	30.43%	69.57%	0.00%	4.35%	15.94%	13.04%	8.70%	44.93%	5.80%	5.80%	0.00%	0.00%	0.00%	0.00%	0.00%	1.45%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A5P: PARTICIPATION RATES WITHIN SALARY RANGES BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SALARY RANGE PERMANENT		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$130,001 – \$140,000	#	115	43	72	2	11	25	20	9	33	3	7	0	0	4	0	0	1
	%	100%	37.39%	62.61%	1.74%	9.57%	21.74%	17.39%	7.83%	28.70%	2.61%	6.09%	0.00%	0.00%	3.48%	0.00%	0.00%	0.87%
\$140,001 – \$150,000	#	152	67	85	6	5	36	42	13	29	12	9	0	0	0	0	0	0
	%	100%	44.08%	55.92%	3.95%	3.29%	23.68%	27.63%	8.55%	19.08%	7.89%	5.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$150,001 – \$160,000	#	171	78	93	6	10	51	32	13	29	8	20	0	0	0	0	0	2
	%	100%	45.61%	54.39%	3.51%	5.85%	29.82%	18.71%	7.60%	16.96%	4.68%	11.70%	0.00%	0.00%	0.00%	0.00%	0.00%	1.17%
\$160,001 – \$170,000	#	226	105	121	9	8	72	50	15	43	9	20	0	0	0	0	0	0
	%	100%	46.46%	53.54%	3.98%	3.54%	31.86%	22.12%	6.64%	19.03%	3.98%	8.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$170,001 – \$180,000	#	169	88	81	8	4	55	37	11	19	13	19	0	0	0	1	1	1
	%	100%	52.07%	47.93%	4.73%	2.37%	32.54%	21.89%	6.51%	11.24%	7.69%	11.24%	0.00%	0.00%	0.00%	0.59%	0.59%	0.59%
\$180,001 and Greater	#	3343	1937	1406	104	74	1435	886	140	207	247	223	0	1	7	4	4	11
	%	100%	57.94%	42.06%	3.11%	2.21%	42.93%	26.50%	4.19%	6.19%	7.39%	6.67%	0.00%	0.03%	0.21%	0.12%	0.12%	0.33%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A5P: PARTICIPATION RATES WITHIN SALARY RANGES BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SALARY RANGE PERMANENT		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$180,001 – \$190,000	#	218	118	100	7	6	69	53	19	18	21	21	0	0	0	1	2	1
	%	100%	54.13%	45.87%	3.21%	2.75%	31.65%	24.31%	8.72%	8.26%	9.63%	9.63%	0.00%	0.00%	0.00%	0.46%	0.92%	0.46%
\$190,001 – \$200,000	#	239	141	98	8	4	94	42	19	38	19	14	0	0	1	0	0	0
	%	100%	59.00%	41.00%	3.35%	1.67%	39.33%	17.57%	7.95%	15.90%	7.95%	5.86%	0.00%	0.00%	0.42%	0.00%	0.00%	0.00%
\$200,001 – \$210,000	#	208	129	79	3	5	97	51	7	9	22	12	0	0	0	0	0	2
	%	100%	62.02%	37.98%	1.44%	2.40%	46.63%	24.52%	3.37%	4.33%	10.58%	5.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.96%
\$210,001 – \$220,000	#	330	189	141	17	14	139	81	15	20	17	25	0	0	0	0	1	1
	%	100%	57.27%	42.73%	5.15%	4.24%	42.12%	24.55%	4.55%	6.06%	5.15%	7.58%	0.00%	0.00%	0.00%	0.00%	0.30%	0.30%
\$220,001 – \$230,000	#	819	455	364	21	17	332	241	37	44	62	58	0	0	2	1	1	3
	%	100%	55.56%	44.44%	2.56%	2.08%	40.54%	29.43%	4.52%	5.37%	7.57%	7.08%	0.00%	0.00%	0.24%	0.12%	0.12%	0.37%
\$230,001 – \$240,000	#	336	177	159	13	14	129	95	9	22	26	28	0	0	0	0	0	0
	%	100%	52.68%	47.32%	3.87%	4.17%	38.39%	28.27%	2.68%	6.55%	7.74%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$240,001 – \$250,000	#	311	192	119	14	4	143	68	10	20	24	25	0	0	1	1	0	1
	%	100%	61.74%	38.26%	4.50%	1.29%	45.98%	21.86%	3.22%	6.43%	7.72%	8.04%	0.00%	0.00%	0.32%	0.32%	0.00%	0.32%
\$250,001 – \$260,000	#	146	101	45	3	2	89	37	1	2	8	4	0	0	0	0	0	0
	%	100%	69.18%	30.82%	2.05%	1.37%	60.96%	25.34%	0.68%	1.37%	5.48%	2.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$260,001 – \$270,000	#	624	376	248	9	7	297	180	20	27	47	31	0	1	3	1	0	1
	%	100%	60.26%	39.74%	1.44%	1.12%	47.60%	28.85%	3.21%	4.33%	7.53%	4.97%	0.00%	0.16%	0.48%	0.16%	0.00%	0.16%
\$270,001 – \$280,000	#	24	10	14	2	0	7	10	1	1	0	2	0	0	0	0	0	1
	%	100%	41.67%	58.33%	8.33%	0.00%	29.17%	41.67%	4.17%	4.17%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	4.17%
\$280,001 – \$290,000	#	88	49	39	7	1	39	28	2	6	1	3	0	0	0	0	0	1
	%	100%	55.68%	44.32%	7.95%	1.14%	44.32%	31.82%	2.27%	6.82%	1.14%	3.41%	0.00%	0.00%	0.00%	0.00%	0.00%	1.14%
\$290,001 – \$300,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$300,001 and Greater	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A5T: PARTICIPATION RATES WITHIN SALARY RANGES BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222

SALARY RANGE	TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Temporary Workforce	#	270	134	136	8	6	87	76	18	29	19	21	0	1	2	1	0	2
	%	100%	49.63%	50.37%	2.96%	2.22%	32.22%	28.15%	6.67%	10.74%	7.04%	7.78%	0.00%	0.37%	0.74%	0.37%	0.00%	0.74%
\$20,001 – \$30,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$30,001 – \$40,000	#	14	8	6	0	1	6	1	0	1	2	3	0	0	0	0	0	0
	%	100%	57.14%	42.86%	0.00%	7.14%	42.86%	7.14%	0.00%	7.14%	14.29%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$40,001 – \$50,000	#	25	15	10	3	1	7	7	1	0	4	2	0	0	0	0	0	0
	%	100%	60.00%	40.00%	12.00%	4.00%	28.00%	28.00%	4.00%	0.00%	16.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$50,001 – \$60,000	#	67	24	43	0	1	12	20	9	15	3	4	0	0	0	1	0	2
	%	100%	35.82%	64.18%	0.00%	1.49%	17.91%	29.85%	13.43%	22.39%	4.48%	5.97%	0.00%	0.00%	0.00%	1.49%	0.00%	2.99%
\$60,001 – \$70,000	#	52	23	29	2	2	16	14	2	8	2	4	0	1	1	0	0	0
	%	100%	44.23%	55.77%	3.85%	3.85%	30.77%	26.92%	3.85%	15.38%	3.85%	7.69%	0.00%	1.92%	1.92%	0.00%	0.00%	0.00%
\$70,001 – \$80,000	#	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$80,001 – \$90,000	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$90,001 – \$100,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$100,001 – \$110,000	#	5	3	2	0	0	3	1	0	0	0	1	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0.00%	0.00%	60.00%	20.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$110,001 – \$120,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$120,001 – \$130,000	#	4	0	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A5T: PARTICIPATION RATES WITHIN SALARY RANGES BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SALARY RANGE TEMPORARY		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$130,001 – \$140,000	#	3	1	2	0	1	1	0	0	0	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$140,001 – \$150,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$150,001 – \$160,000	#	5	3	2	1	0	0	2	0	0	2	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	20.00%	0.00%	0.00%	40.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$160,001 – \$170,000	#	9	7	2	0	0	6	2	1	0	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	66.67%	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$170,001 – \$180,000	#	5	3	2	0	0	2	1	0	0	1	1	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0.00%	0.00%	40.00%	20.00%	0.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$180,001 and Greater	#	67	40	27	2	0	29	21	4	2	4	4	0	0	1	0	0	0
	%	100%	59.70%	40.30%	2.99%	0.00%	43.28%	31.34%	5.97%	2.99%	5.97%	5.97%	0.00%	0.00%	1.49%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A5T: PARTICIPATION RATES WITHIN SALARY RANGES BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SALARY RANGE TEMPORARY		TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$180,001 – \$190,000	#	7	5	2	0	0	4	1	0	0	0	1	0	0	1	0	0	0
	%	100%	71.43%	28.57%	0.00%	0.00%	57.14%	14.29%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%
\$190,001 – \$200,000	#	5	2	3	0	0	1	1	0	1	1	1	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	0.00%	20.00%	20.00%	0.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$200,001 – \$210,000	#	6	5	1	0	0	3	1	1	0	1	0	0	0	0	0	0	0
	%	100%	83.33%	16.67%	0.00%	0.00%	50.00%	16.67%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$210,001 – \$220,000	#	11	6	5	1	0	5	4	0	0	0	1	0	0	0	0	0	0
	%	100%	54.55%	45.45%	9.09%	0.00%	45.45%	36.36%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$220,001 – \$230,000	#	9	7	2	0	0	6	2	0	0	1	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	66.67%	22.22%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$230,001 – \$240,000	#	10	6	4	1	0	5	3	0	0	0	1	0	0	0	0	0	0
	%	100%	60.00%	40.00%	10.00%	0.00%	50.00%	30.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$240,001 – \$250,000	#	5	2	3	0	0	2	3	0	0	0	0	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$250,001 – \$260,000	#	4	2	2	0	0	1	2	1	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$260,001 – \$270,000	#	9	5	4	0	0	2	3	2	1	1	0	0	0	0	0	0	0
	%	100%	55.56%	44.44%	0.00%	0.00%	22.22%	33.33%	22.22%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$270,001 – \$280,000	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$280,001 – \$290,000	#	10	5	5	0	0	3	5	1	0	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	30.00%	50.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$290,001 – \$300,000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$300,001 and Greater	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0905 General Attorney																		
Occupational CLF	%	100%	62.64%	37.36%	3.09%	2.57%	54.38%	28.67%	2.26%	3.01%	1.92%	2.18%	0.02%	0.01%	0.11%	0.10%	0.87%	0.82%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	11	5	6	0	0	5	5	0	0	0	0	0	0	0	0	0	1
	%	100%	45.45%	54.55%	0.00%	0.00%	45.45%	45.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
SK-12	#	21	14	7	1	1	11	5	0	1	1	0	0	0	1	0	0	0
	%	100%	66.67%	33.33%	4.76%	4.76%	52.38%	23.81%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%
SK-13	#	65	36	29	0	2	29	18	4	2	3	7	0	0	0	0	0	0
	%	100%	55.38%	44.62%	0.00%	3.08%	44.62%	27.69%	6.15%	3.08%	4.62%	10.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	977	511	466	28	31	401	309	34	44	48	78	0	0	0	1	0	3
	%	100%	52.30%	47.70%	2.87%	3.17%	41.04%	31.63%	3.48%	4.50%	4.91%	7.98%	0.00%	0.00%	0.00%	0.10%	0.00%	0.31%
SK-15	#	98	53	45	4	3	44	33	0	3	5	5	0	0	0	0	0	1
	%	100%	54.08%	45.92%	4.08%	3.06%	44.90%	33.67%	0.00%	3.06%	5.10%	5.10%	0.00%	0.00%	0.00%	0.00%	0.00%	1.02%
SK-16	#	389	222	167	3	3	188	127	12	13	18	21	0	0	1	2	0	1
	%	100%	57.07%	42.93%	0.77%	0.77%	48.33%	32.65%	3.08%	3.34%	4.63%	5.40%	0.00%	0.00%	0.26%	0.51%	0.00%	0.26%
SK-17	#	230	133	97	4	3	117	74	1	8	11	12	0	0	0	0	0	0
	%	100%	57.83%	42.17%	1.74%	1.30%	50.87%	32.17%	0.43%	3.48%	4.78%	5.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	86	45	41	6	0	36	31	2	5	1	4	0	0	0	0	0	1
	%	100%	52.33%	47.67%	6.98%	0.00%	41.86%	36.05%	2.33%	5.81%	1.16%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	1.16%
TOTAL Population	#	1,877	1,019	858	46	43	831	602	53	76	87	127	0	0	2	3	0	7
	%	100%	54.29%	45.71%	2.45%	2.29%	44.27%	32.07%	2.82%	4.05%	4.64%	6.77%	0.00%	0.00%	0.11%	0.16%	0.00%	0.37%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX— PERMANENT WORKFORCE—PAY PERIOD 202222

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Internal Competitive Promotions¹																		
Job Series of Vacancy: General Attorney (0905)																		
Relevant Pool ²	%	100%	53.88%	46.12%	2.31%	2.56%	43.43%	31.84%	3.20%	4.04%	4.80%	7.11%	0.00%	0.00%	0.13%	0.19%	0.00%	0.38%
TOTAL Postings	#	47																
TOTAL Applications Received	#	328	189	139	3	3	160	92	8	9	18	26	0	0	0	8	0	1
	%	100%	57.62%	42.38%	0.91%	0.91%	48.78%	28.05%	2.44%	2.74%	5.49%	7.93%	0.00%	0.00%	0.00%	2.44%	0.00%	0.30%
Qualified	#	313	178	135	3	3	151	91	8	9	16	24	0	0	0	7	0	1
	%	100%	56.87%	43.13%	0.96%	0.96%	48.24%	29.07%	2.56%	2.88%	5.11%	7.67%	0.00%	0.00%	0.00%	2.24%	0.00%	0.32%
Referred	#	105	55	50	1	2	47	35	2	4	5	8	0	0	0	1	0	0
	%	100%	52.38%	47.62%	0.95%	1.90%	44.76%	33.33%	1.90%	3.81%	4.76%	7.62%	0.00%	0.00%	0.00%	0.95%	0.00%	0.00%
Selected ³	#	54	27	27	1	1	24	20	0	2	2	4	0	0	0	0	0	0
	%	100%	50.00%	50.00%	1.85%	1.85%	44.44%	37.04%	0.00%	3.70%	3.70%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
General Attorney (0905)																		
TOTAL Postings	#	88																
Voluntarily Identified	#	3,596	2033	1563	238	237	1217	735	296	351	249	224	8	0	9	12	16	4
	%	100%	56.54%	43.46%	6.62%	6.59%	33.84%	20.44%	8.23%	9.76%	6.92%	6.23%	0.22%	0.00%	0.25%	0.33%	0.44%	0.11%
Qualified of those Identified	#	3,118	1812	1306	217	165	1109	633	228	296	235	200	0	0	8	9	15	3
	%	100%	58.11%	41.89%	6.96%	5.29%	35.57%	20.30%	7.31%	9.49%	7.54%	6.41%	0.00%	0.00%	0.26%	0.29%	0.48%	0.10%
Referred of those Qualified	#	796	414	382	32	25	280	246	45	56	55	52	0	0	1	3	1	0
	%	100%	52.01%	47.99%	4.02%	3.14%	35.18%	30.90%	5.65%	7.04%	6.91%	6.53%	0.00%	0.00%	0.13%	0.38%	0.13%	0.00%
Selected of those Referred ²	#	140	67	73	3	2	47	43	4	17	13	10	0	0	0	1	0	0
	%	100%	47.86%	52.14%	2.14%	1.43%	33.57%	30.71%	2.86%	12.14%	9.29%	7.14%	0.00%	0.00%	0.00%	0.71%	0.00%	0.00%
0905 General Attorney Onboarded ³	#	130	76	54	0	3	65	36	6	7	5	7	0	0	0	0	0	1
	%	100%	58.46%	41.54%	0.00%	2.31%	50.00%	27.69%	4.62%	5.38%	3.85%	5.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.77%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0510 Accountant																		
Occupational CLF	%	100%	38.97%	61.03%	2.78%	5.18%	29.56%	42.69%	2.75%	5.88%	5.88%	5.80%	0.05%	0.09%	0.10%	0.27%	0.63%	1.12%
SK-09	#	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	2	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	14	4	10	0	0	3	3	0	1	1	6	0	0	0	0	0	0
	%	100%	28.57%	71.43%	0.00%	0.00%	21.43%	21.43%	0.00%	7.14%	7.14%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	573	294	279	21	20	223	165	22	35	27	57	0	0	1	1	0	1
	%	100%	51.31%	48.69%	3.66%	3.49%	38.92%	28.80%	3.84%	6.11%	4.71%	9.95%	0.00%	0.00%	0.17%	0.17%	0.00%	0.17%
SK-15	#	95	72	23	4	1	57	16	3	3	8	3	0	0	0	0	0	0
	%	100%	75.79%	24.21%	4.21%	1.05%	60.00%	16.84%	3.16%	3.16%	8.42%	3.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	56	33	23	0	1	29	17	1	1	3	3	0	0	0	0	0	1
	%	100%	58.93%	41.07%	0.00%	1.79%	51.79%	30.36%	1.79%	1.79%	5.36%	5.36%	0.00%	0.00%	0.00%	0.00%	0.00%	1.79%
SK-17	#	52	36	16	1	0	29	11	2	1	3	4	0	0	1	0	0	0
	%	100%	69.23%	30.77%	1.92%	0.00%	55.77%	21.15%	3.85%	1.92%	5.77%	7.69%	0.00%	0.00%	1.92%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	5	2	3	0	0	2	2	0	1	0	0	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	0.00%	40.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	800	443	357	27	22	343	215	28	44	43	73	0	0	2	1	0	2
	%	100%	55.38%	44.63%	3.38%	2.75%	42.88%	26.88%	3.50%	5.50%	5.38%	9.13%	0.00%	0.00%	0.25%	0.13%	0.00%	0.25%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX— PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Internal Competitive Promotions¹																		
Job Series of Vacancy: Accounting (0510)																		
Relevant Pool²	%	100%	54.52%	45.48%	3.51%	2.97%	42.11%	27.26%	3.51%	5.53%	5.26%	9.31%	0.00%	0.00%	0.13%	0.13%	0.00%	0.27%
TOTAL Postings	#	4																
TOTAL Applications Received	#	48	25	23	4	2	8	6	4	10	8	5	0	0	1	0	0	0
	%	100%	52.08%	47.92%	8.33%	4.17%	16.67%	12.50%	8.33%	20.83%	16.67%	10.42%	0.00%	0.00%	2.08%	0.00%	0.00%	0.00%
Qualified	#	34	20	14	4	1	6	4	2	5	7	4	0	0	1	0	0	0
	%	100%	58.82%	41.18%	11.76%	2.94%	17.65%	11.76%	5.88%	14.71%	20.59%	11.76%	0.00%	0.00%	2.94%	0.00%	0.00%	0.00%
Referred	#	29	16	13	4	1	4	3	2	5	5	4	0	0	1	0	0	0
	%	100%	55.17%	44.83%	13.79%	3.45%	13.79%	10.34%	6.90%	17.24%	17.24%	13.79%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%
Selected ³	#	4	1	3	0	0	0	0	1	2	0	1	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Accounting (0510)																		
TOTAL Postings	#	8																
Voluntarily Identified	#	200	104	96	12	6	34	22	31	42	27	23	0	0	0	0	0	3
	%	100%	52.00%	48.00%	6.00%	3.00%	17.00%	11.00%	15.50%	21.00%	13.50%	11.50%	0.00%	0.00%	0.00%	0.00%	0.00%	1.50%
Qualified of those Identified	#	74	38	36	2	2	18	11	10	12	8	11	0	0	0	0	0	0
	%	100%	51.35%	48.65%	2.70%	2.70%	24.32%	14.86%	13.51%	16.22%	10.81%	14.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred of those Qualified	#	57	33	24	2	1	18	11	7	4	6	8	0	0	0	0	0	0
	%	100%	57.89%	42.11%	3.51%	1.75%	31.58%	19.30%	12.28%	7.02%	10.53%	14.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	7	2	5	0	0	1	2	0	0	1	3	0	0	0	0	0	0
	%	100%	28.57%	71.43%	0.00%	0.00%	14.29%	28.57%	0.00%	0.00%	14.29%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 Accounting Onboarded ³	#	14	7	7	0	0	6	2	0	1	1	4	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	42.86%	14.29%	0.00%	7.14%	7.14%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1831 Securities Compliance Examining																		
Occupational CLF	%	100%	53.69%	46.31%	3.88%	4.80%	43.42%	32.84%	3.08%	5.15%	2.32%	2.38%	0.05%	0.06%	0.12%	0.18%	0.82%	0.91%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	6	3	3	0	0	0	0	2	0	1	2	0	0	0	0	0	1
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	16.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
SK-13	#	17	8	9	0	3	6	3	0	1	2	2	0	0	0	0	0	0
	%	100%	47.06%	52.94%	0.00%	17.65%	35.29%	17.65%	0.00%	5.88%	11.76%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	195	120	75	10	5	88	40	5	11	16	18	0	0	0	0	1	1
	%	100%	61.54%	38.46%	5.13%	2.56%	45.13%	20.51%	2.56%	5.64%	8.21%	9.23%	0.00%	0.00%	0.00%	0.00%	0.51%	0.51%
SK-15	#	65	45	20	5	2	30	12	1	3	9	3	0	0	0	0	0	0
	%	100%	69.23%	30.77%	7.69%	3.08%	46.15%	18.46%	1.54%	4.62%	13.85%	4.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	44	34	10	1	0	27	6	1	1	5	3	0	0	0	0	0	0
	%	100%	77.27%	22.73%	2.27%	0.00%	61.36%	13.64%	2.27%	2.27%	11.36%	6.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	38	24	14	1	1	15	9	2	2	6	2	0	0	0	0	0	0
	%	100%	63.16%	36.84%	2.63%	2.63%	39.47%	23.68%	5.26%	5.26%	15.79%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	367	235	132	17	11	167	71	11	18	39	30	0	0	0	0	1	2
	%	100%	64.03%	35.97%	4.63%	3.00%	45.50%	19.35%	3.00%	4.90%	10.63%	8.17%	0.00%	0.00%	0.00%	0.00%	0.27%	0.54%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX— PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	PERMANENT	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Internal Competitive Promotions¹																		
Job Series of Vacancy: Securities Compliance Examining (1831)																		
Relevant Pool²	%	100%	61.16%	38.84%	4.68%	3.03%	42.42%	19.28%	4.41%	8.26%	9.37%	7.71%	0.00%	0.00%	0.00%	0.00%	0.28%	0.55%
TOTAL Postings	#	17																
TOTAL Applications Received	#	231	147	84	19	18	64	22	29	29	33	13	0	0	0	0	2	2
	%	100%	63.64%	36.36%	8.23%	7.79%	27.71%	9.52%	12.55%	12.55%	14.29%	5.63%	0.00%	0.00%	0.00%	0.00%	0.87%	0.87%
Qualified	#	76	52	24	7	4	28	9	5	3	12	8	0	0	0	0	0	0
	%	100%	68.42%	31.58%	9.21%	5.26%	36.84%	11.84%	6.58%	3.95%	15.79%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	52	34	18	5	3	19	9	3	2	7	4	0	0	0	0	0	0
	%	100%	65.38%	34.62%	9.62%	5.77%	36.54%	17.31%	5.77%	3.85%	13.46%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected ³	#	17	10	7	0	2	7	3	1	2	2	0	0	0	0	0	0	0
	%	100%	58.82%	41.18%	0.00%	11.76%	41.18%	17.65%	5.88%	11.76%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Securities Compliance Examining (1831)																		
TOTAL Postings	#	10																
Voluntarily Identified	#	639	387	252	61	32	158	85	101	103	63	28	0	0	0	1	4	3
	%	100%	60.56%	39.44%	9.55%	5.01%	24.73%	13.30%	15.81%	16.12%	9.86%	4.38%	0.00%	0.00%	0.00%	0.16%	0.63%	0.47%
Qualified of those Identified	#	317	203	114	28	14	100	44	49	42	24	13	0	0	0	0	2	1
	%	100%	64.04%	35.96%	8.83%	4.42%	31.55%	13.88%	15.46%	13.25%	7.57%	4.10%	0.00%	0.00%	0.00%	0.00%	0.63%	0.32%
Referred of those Qualified	#	97	68	29	5	3	43	16	13	6	7	4	0	0	0	0	0	0
	%	100%	70.10%	29.90%	5.15%	3.09%	44.33%	16.49%	13.40%	6.19%	7.22%	4.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	17	8	9	0	0	7	8	0	0	1	1	0	0	0	0	0	0
	%	100%	47.06%	52.94%	0.00%	0.00%	41.18%	47.06%	0.00%	0.00%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1831 Securities Compliance Examining Onboarded ³	#	18	10	8	0	1	6	5	1	0	3	2	0	0	0	0	0	0
	%	100%	55.56%	44.44%	0.00%	5.56%	33.33%	27.78%	5.56%	0.00%	16.67%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	PERMANENT	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2210 Information Technology Management																		
Occupational CLF	%	100%	70.73%	29.27%	4.47%	1.67%	54.08%	21.73%	3.60%	2.53%	7.05%	2.58%	0.06%	0.03%	0.13%	0.06%	1.35%	0.66%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	5	2	3	0	0	0	0	2	3	0	0	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	96	64	32	6	1	27	8	12	15	17	8	0	0	1	0	1	0
	%	100%	66.67%	33.33%	6.25%	1.04%	28.13%	8.33%	12.50%	15.63%	17.71%	8.33%	0.00%	0.00%	1.04%	0.00%	1.04%	0.00%
SK-14	#	131	110	21	8	3	48	6	15	5	38	7	0	0	0	0	1	0
	%	100%	83.97%	16.03%	6.11%	2.29%	36.64%	4.58%	11.45%	3.82%	29.01%	5.34%	0.00%	0.00%	0.00%	0.00%	0.76%	0.00%
SK-15	#	45	33	12	5	0	16	5	3	5	9	2	0	0	0	0	0	0
	%	100%	73.33%	26.67%	11.11%	0.00%	35.56%	11.11%	6.67%	11.11%	20.00%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	26	23	3	0	0	15	1	1	1	6	1	0	0	1	0	0	0
	%	100%	88.46%	11.54%	0.00%	0.00%	57.69%	3.85%	3.85%	3.85%	23.08%	3.85%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%
SK-17	#	13	11	2	0	0	10	0	0	1	1	1	0	0	0	0	0	0
	%	100%	84.62%	15.38%	0.00%	0.00%	76.92%	0.00%	0.00%	7.69%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	318	245	73	19	4	117	20	34	30	71	19	0	0	2	0	2	0
	%	100%	77.04%	22.96%	5.97%	1.26%	36.79%	6.29%	10.69%	9.43%	22.33%	5.97%	0.00%	0.00%	0.63%	0.00%	0.63%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX— PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	PERMANENT	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Internal Competitive Promotions¹																		
Job Series of Vacancy: Information Technology Management (2210)																		
Relevant Pool²	%	100%	76.57%	23.43%	6.27%	1.32%	34.98%	6.60%	10.89%	9.57%	23.10%	5.94%	0.00%	0.00%	0.66%	0.00%	0.66%	0.00%
TOTAL Postings	#	9																
TOTAL Applications Received	#	592	431	161	33	14	127	47	97	50	167	45	0	0	1	0	6	5
	%	100%	72.80%	27.20%	5.57%	2.36%	21.45%	7.94%	16.39%	8.45%	28.21%	7.60%	0.00%	0.00%	0.17%	0.00%	1.01%	0.84%
Qualified	#	312	234	78	18	6	81	27	38	21	95	23	0	0	0	0	2	1
	%	100%	75.00%	25.00%	5.77%	1.92%	25.96%	8.65%	12.18%	6.73%	30.45%	7.37%	0.00%	0.00%	0.00%	0.00%	0.64%	0.32%
Referred	#	303	231	72	18	6	80	25	36	17	95	23	0	0	0	0	2	1
	%	100%	76.24%	23.76%	5.94%	1.98%	26.40%	8.25%	11.88%	5.61%	31.35%	7.59%	0.00%	0.00%	0.00%	0.00%	0.66%	0.33%
Selected ³	#	6	4	2	0	0	3	0	0	1	1	1	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	50.00%	0.00%	0.00%	16.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Information Technology Management (2210)																		
TOTAL Postings	#	12																
Voluntarily Identified	#	1,091	845	246	70	25	255	54	248	94	254	66	1	0	6	3	11	4
	%	100%	77.45%	22.55%	6.42%	2.29%	23.37%	4.95%	22.73%	8.62%	23.28%	6.05%	0.09%	0.00%	0.55%	0.27%	1.01%	0.37%
Qualified of those Identified	#	631	497	134	38	13	166	35	145	44	139	37	1	0	4	2	4	3
	%	100%	78.76%	21.24%	6.02%	2.06%	26.31%	5.55%	22.98%	6.97%	22.03%	5.86%	0.16%	0.00%	0.63%	0.32%	0.63%	0.48%
Referred of those Qualified	#	82	64	18	3	1	28	4	6	4	27	9	0	0	0	0	0	0
	%	100%	78.05%	21.95%	3.66%	1.22%	34.15%	4.88%	7.32%	4.88%	32.93%	10.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	8	6	2	0	0	5	0	0	0	1	2	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	62.50%	0.00%	0.00%	0.00%	12.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210 Information Technology Management Onboarded ³	#	20	17	3	1	0	10	1	2	0	4	2	0	0	0	0	0	0
	%	100%	85.00%	15.00%	5.00%	0.00%	50.00%	5.00%	10.00%	0.00%	20.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0110 Economist																		
Occupational CLF	%	100%	68.11%	31.89%	5.43%	1.92%	52.53%	23.99%	3.90%	1.70%	4.98%	3.02%	0.07%	0.00%	0.10%	0.41%	1.15%	0.86%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	9	6	3	1	0	2	1	3	0	0	2	0	0	0	0	0	0
	%	100%	66.67%	33.33%	11.11%	0.00%	22.22%	11.11%	33.33%	0.00%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	62	47	15	2	1	33	9	1	0	11	5	0	0	0	0	0	0
	%	100%	75.81%	24.19%	3.23%	1.61%	53.23%	14.52%	1.61%	0.00%	17.74%	8.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	19	13	6	1	0	9	4	1	0	1	2	0	0	1	0	0	0
	%	100%	68.42%	31.58%	5.26%	0.00%	47.37%	21.05%	5.26%	0.00%	5.26%	10.53%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%
SK-17	#	12	8	4	1	1	7	3	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	8.33%	8.33%	58.33%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	106	76	30	5	2	53	18	5	0	12	10	0	0	1	0	0	0
	%	100%	71.70%	28.30%	4.72%	1.89%	50.00%	16.98%	4.72%	0.00%	11.32%	9.43%	0.00%	0.00%	0.94%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	PERMANENT	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Internal Competitive Promotions¹																		
Job Series of Vacancy: Economist (0110)																		
Relevant Pool²	%	100%	72.83%	27.17%	4.35%	1.09%	48.91%	16.30%	5.43%	0.00%	13.04%	9.78%	0.00%	0.00%	1.09%	0.00%	0.00%	0.00%
TOTAL Postings	#	1																
TOTAL Applications Received	#	2																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	2																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	1																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected ³	#	1																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6P: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Economist (0110)																		
TOTAL Postings	#	3																
Voluntarily Identified	#	434	295	139	36	16	130	52	71	36	52	32	0	0	5	1	1	2
	%	100%	67.97%	32.03%	8.29%	3.69%	29.95%	11.98%	16.36%	8.29%	11.98%	7.37%	0.00%	0.00%	1.15%	0.23%	0.23%	0.46%
Qualified of those Identified	#	389	267	122	33	15	123	49	63	26	44	30	0	0	3	1	1	1
	%	100%	68.64%	31.36%	8.48%	3.86%	31.62%	12.60%	16.20%	6.68%	11.31%	7.71%	0.00%	0.00%	0.77%	0.26%	0.26%	0.26%
Referred of those Qualified	#	33	22	11	2	0	12	7	2	0	5	4	0	0	1	0	0	0
	%	100%	66.67%	33.33%	6.06%	0.00%	36.36%	21.21%	6.06%	0.00%	15.15%	12.12%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	4	2	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	25.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0110 Economist Onboarded ³	#	15	12	3	1	0	8	3	0	0	3	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	6.67%	0.00%	53.33%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022, including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0905 General Attorney																		
Occupational CLF	%	100%	62.64%	37.36%	3.09%	2.57%	54.38%	28.67%	2.26%	3.01%	1.92%	2.18%	0.02%	0.01%	0.11%	0.10%	0.87%	0.82%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	11	7	4	0	0	5	4	2	0	0	0	0	0	0	0	0	0
	%	100%	63.64%	36.36%	0.00%	0.00%	45.45%	36.36%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	20	12	8	1	0	6	7	2	1	3	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	5.00%	0.00%	30.00%	35.00%	10.00%	5.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	34	20	14	1	0	11	13	4	1	4	0	0	0	0	0	0	0
	%	100%	58.82%	41.18%	2.94%	0.00%	32.35%	38.24%	11.76%	2.94%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TEMPORARY																		
Internal Competitive Promotions¹																		
Job Series of Vacancy: General Attorney (0905)																		
Relevant Pool²	%	100%	53.88%	46.12%	2.31%	2.56%	43.43%	31.84%	3.20%	4.04%	4.80%	7.11%	0.00%	0.00%	0.13%	0.19%	0.00%	0.38%
TOTAL Postings	#	19																
TOTAL Applications Received	#	82	46	36	0	1	39	22	3	3	4	6	0	0	0	4	0	0
	%	100%	56.10%	43.90%	0.00%	1.22%	47.56%	26.83%	3.66%	3.66%	4.88%	7.32%	0.00%	0.00%	0.00%	4.88%	0.00%	0.00%
Qualified	#	72	40	32	0	0	35	22	2	3	3	6	0	0	0	1	0	0
	%	100%	55.56%	44.44%	0.00%	0.00%	48.61%	30.56%	2.78%	4.17%	4.17%	8.33%	0.00%	0.00%	0.00%	1.39%	0.00%	0.00%
Referred	#	39	20	19	0	0	18	14	1	2	1	3	0	0	0	0	0	0
	%	100%	51.28%	48.72%	0.00%	0.00%	46.15%	35.90%	2.56%	5.13%	2.56%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	22	11	11	0	0	10	9	1	0	0	2	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	45.45%	40.91%	4.55%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
General Attorney (0905)																		
TOTAL Postings	#	6																
Voluntarily Identified	#	136	82	54	9	7	50	27	10	6	7	11	0	0	3	2	3	1
	%	100%	60.29%	39.71%	6.62%	5.15%	36.76%	19.85%	7.35%	4.41%	5.15%	8.09%	0.00%	0.00%	2.21%	1.47%	2.21%	0.74%
Qualified of those Identified	#	122	74	48	9	6	46	24	9	6	5	10	0	0	2	1	3	1
	%	100%	60.66%	39.34%	7.38%	4.92%	37.70%	19.67%	7.38%	4.92%	4.10%	8.20%	0.00%	0.00%	1.64%	0.82%	2.46%	0.82%
Referred of those Qualified	#	24	18	6	2	1	11	2	3	0	2	1	0	0	0	1	0	1
	%	100%	75.00%	25.00%	8.33%	4.17%	45.83%	8.33%	12.50%	0.00%	8.33%	4.17%	0.00%	0.00%	0.00%	4.17%	0.00%	4.17%
Selected of those Referred ²	#	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	25.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 General Attorney Onboarded ³	#	9	6	3	1	0	4	3	1	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	11.11%	0.00%	44.44%	33.33%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0510 Accountant																		
Occupational CLF	%	100%	38.97%	61.03%	2.78%	5.18%	29.56%	42.69%	2.75%	5.88%	5.88%	5.80%	0.05%	0.09%	0.10%	0.27%	0.63%	1.12%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	15	9	6	0	0	9	5	0	0	0	1	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0.00%	0.00%	60.00%	33.33%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	19	12	7	0	0	12	6	0	0	0	1	0	0	0	0	0	0
	%	100%	63.16%	36.84%	0.00%	0.00%	63.16%	31.58%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Internal Competitive Promotions¹																		
Job Series of Vacancy: Accounting (0510)																		
Relevant Pool²	%	100%	54.52%	45.48%	3.51%	2.97%	42.11%	27.26%	3.51%	5.53%	5.26%	9.31%	0.00%	0.00%	0.13%	0.13%	0.00%	0.27%
TOTAL Postings	#	0																
TOTAL Applications Received	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected ³	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Accounting (0510)																		
TOTAL Postings	#	2																
Voluntarily Identified	#	4	1	3	0	0	1	1	0	1	0	1	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	25.00%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	3	1	2	0	0	1	1	0	0	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred of those Qualified	#	3	1	2	0	0	1	1	0	0	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 Accounting Onboarded ³	#	11	6	5	0	0	5	4	0	0	1	1	0	0	0	0	0	0
	%	100%	54.55%	45.45%	0.00%	0.00%	45.45%	36.36%	0.00%	0.00%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1831 Securities Compliance Examining																		
Occupational CLF	%	100%	53.69%	46.31%	3.88%	4.80%	43.42%	32.84%	3.08%	5.15%	2.32%	2.38%	0.05%	0.06%	0.12%	0.18%	0.82%	0.91%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	5	4	1	0	0	3	1	0	0	1	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	0.00%	0.00%	60.00%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	5	4	1	0	0	3	1	0	0	1	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	0.00%	0.00%	60.00%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Internal Competitive Promotions¹																		
Job Series of Vacancy: Securities Compliance Examining (1831)																		
Relevant Pool²	%	100%	61.16%	38.84%	4.68%	3.03%	42.42%	19.28%	4.41%	8.26%	9.37%	7.71%	0.00%	0.00%	0.00%	0.00%	0.28%	0.55%
TOTAL Postings	#	1																
TOTAL Applications Received	#	2																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	2																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	1																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected ³	#	1																
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Securities Compliance Examining (1831)																		
TOTAL Postings	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred of those Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1831 Securities Compliance Examining Onboarded ³	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
2210 Information Technology Management																		
Occupational CLF	%	100%	70.73%	29.27%	4.47%	1.67%	54.08%	21.73%	3.60%	2.53%	7.05%	2.58%	0.06%	0.03%	0.13%	0.06%	1.35%	0.66%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	4	2	2	0	0	0	0	1	1	1	1	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	8	4	4	0	0	2	1	1	1	1	2	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	25.00%	12.50%	12.50%	12.50%	12.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Internal Competitive Promotions¹																		
Job Series of Vacancy: Information Technology Management (2210)																		
Relevant Pool²	%	100%	76.57%	23.43%	6.27%	1.32%	34.98%	6.60%	10.89%	9.57%	23.10%	5.94%	0.00%	0.00%	0.66%	0.00%	0.66%	0.00%
TOTAL Postings	#	1																
TOTAL Applications Received	#	31	25	6	3	1	7	3	7	0	8	2	0	0	0	0	0	0
	%	100%	80.65%	19.35%	9.68%	3.23%	22.58%	9.68%	22.58%	0.00%	25.81%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected ³	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Information Technology Management (2210)																		
TOTAL Postings	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred of those Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210 Information Technology Management Onboarded ³	#	3	1	2	0	0	0	1	1	0	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0110 Economist																		
Occupational CLF	%	100%	68.11%	31.89%	5.43%	1.92%	52.53%	23.99%	3.90%	1.70%	4.98%	3.02%	0.07%	0.00%	0.10%	0.41%	1.15%	0.86%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	10	7	3	0	0	6	1	0	0	1	2	0	0	0	0	0	0
	%	100%	70.00%	30.00%	0.00%	0.00%	60.00%	10.00%	0.00%	0.00%	10.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-16	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Population	#	12	9	3	0	0	8	1	0	0	1	2	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	66.67%	8.33%	0.00%	0.00%	8.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TEMPORARY																		
Internal Competitive Promotions¹																		
Job Series of Vacancy: Economist (0110)																		
Relevant Pool²	%	100%	72.83%	27.17%	4.35%	1.09%	48.91%	16.30%	5.43%	0.00%	13.04%	9.78%	0.00%	0.00%	1.09%	0.00%	0.00%	0.00%
TOTAL Postings	#	1																
TOTAL Applications Received	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected ³	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding an occupational series and grade level that would qualify them for the position posted.

³ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A6T: PARTICIPATION IN MISSION CRITICAL OCCUPATIONS: DISTRIBUTION BY RACE/ETHNICITY AND SEX—
TEMPORARY WORKFORCE—PAY PERIOD 202222 *continued*

SK, SO, AND RELATED GRADES TEMPORARY	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires¹																		
Economist (0110)																		
TOTAL Postings	#	1																
Voluntarily Identified	#	12	8	4	0	0	4	0	0	0	4	4	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	10	6	4	0	0	2	0	0	0	4	4	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	40.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred of those Qualified	#	10	6	4	0	0	2	0	0	0	4	4	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	40.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ²	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0110 Economist Onboarded ³	#	12	9	3	0	0	8	1	0	0	1	2	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	66.67%	8.33%	0.00%	0.00%	8.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 202222 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 9/30/2022.

³ Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Upward Mobility Benchmark	100%	54.89%	45.11%	3.21%	2.84%	40.08%	25.25%	4.44%	9.44%	6.82%	7.04%	0.00%	0.02%	0.22%	0.10%	0.12%	0.42%	
GS Equivalent Senior Grade Levels																		
TOTAL	#	4,064	2,295	1,769	136	106	1,672	1,040	184	308	289	296	0	1	9	4	5	14
Senior Grade	%	100%	56.47%	43.53%	3.35%	2.61%	41.14%	25.59%	4.53%	7.58%	7.11%	7.28%	0.00%	0.02%	0.22%	0.10%	0.12%	0.34%
Internal Competitive Promotions¹																		
TOTAL All Senior Grade Levels																		
TOTAL Postings	#	123																
TOTAL Applications Received	#	3,745	2,053	1,692	200	181	846	446	556	827	417	181	3	1	10	15	21	41
	%	100%	54.82%	45.18%	5.34%	4.83%	22.59%	11.91%	14.85%	22.08%	11.13%	4.83%	0.08%	0.03%	0.27%	0.40%	0.56%	1.09%
Qualified	#	2,001	1,087	914	103	72	524	283	237	422	208	112	1	0	6	8	8	17
	%	100%	54.32%	45.68%	5.15%	3.60%	26.19%	14.14%	11.84%	21.09%	10.39%	5.60%	0.05%	0.00%	0.30%	0.40%	0.40%	0.85%
Referred	#	1,617	888	729	92	63	384	206	218	357	182	87	1	0	6	2	5	14
	%	100%	54.92%	45.08%	5.69%	3.90%	23.75%	12.74%	13.48%	22.08%	11.26%	5.38%	0.06%	0.00%	0.37%	0.12%	0.31%	0.87%
Selected	#	119	56	63	2	4	40	34	7	14	6	11	0	0	1	0	0	0
	%	100%	47.06%	52.94%	1.68%	3.36%	33.61%	28.57%	5.88%	11.76%	5.04%	9.24%	0.00%	0.00%	0.84%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
New Hires																		
TOTAL All Senior Grade Levels																		
TOTAL Postings	#	138																
Voluntarily Identified	#	6,802	4,156	2,646	489	322	1,892	893	948	967	762	407	4	2	23	20	38	35
	%	100%	61.10%	38.90%	7.19%	4.73%	27.82%	13.13%	13.94%	14.22%	11.20%	5.98%	0.06%	0.03%	0.34%	0.29%	0.56%	0.51%
Qualified of those Identified	#	4,908	3,036	1,872	341	227	1,546	721	606	591	496	300	4	0	17	14	26	19
	%	100%	61.86%	38.14%	6.95%	4.63%	31.50%	14.69%	12.35%	12.04%	10.11%	6.11%	0.08%	0.00%	0.35%	0.29%	0.53%	0.39%
Referred of those Qualified	#	1,171	706	465	67	37	401	221	116	104	113	94	0	0	3	3	6	6
	%	100%	60.29%	39.71%	5.72%	3.16%	34.24%	18.87%	9.91%	8.88%	9.65%	8.03%	0.00%	0.00%	0.26%	0.26%	0.51%	0.51%
Selected of those Referred ¹	#	132	73	59	7	1	51	37	6	3	9	17	0	0	0	1	0	0
	%	100%	55.30%	44.70%	5.30%	0.76%	38.64%	28.03%	4.55%	2.27%	6.82%	12.88%	0.00%	0.00%	0.00%	0.76%	0.00%	0.00%
TOTAL ONBOARDED²	#	207	120	87	3	5	88	50	13	13	16	19	0	0	0	0	0	0
	%	100%	57.97%	42.03%	1.45%	2.42%	42.51%	24.15%	6.28%	6.28%	7.73%	9.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for All Senior Grade Level Jobs																		
Slots ³	#	0																
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each GS-equivalent grade level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SES Equivalent Senior Grade Levels																		
Exec SES Equivalent	#	127	70	57	9	1	56	40	4	9	1	5	0	0	0	0	2	
	%	100%	55.12%	44.88%	7.09%	0.79%	44.09%	31.50%	3.15%	7.09%	0.79%	3.94%	0.00%	0.00%	0.00%	0.00%	0.00%	1.57%
Internal Competitive Promotions¹																		
Exec																		
Relevant Pool ²	%	100%	57.87%	42.13%	3.25%	2.49%	42.92%	26.24%	4.07%	5.57%	7.32%	7.38%	0.00%	0.03%	0.20%	0.11%	0.11%	0.31%
TOTAL Postings	#	1																
TOTAL Applications Received	#	2																
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	2																
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	2																
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1																
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding a grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
SES Equivalent Grade Level																		
TOTAL Postings	#	16																
Voluntarily Identified	#	148	86	62	6	12	51	23	18	17	10	8	0	0	0	2	1	0
	%	100%	58.11%	41.89%	4.05%	8.11%	34.46%	15.54%	12.16%	11.49%	6.76%	5.41%	0.00%	0.00%	0.00%	1.35%	0.68%	0.00%
Qualified of those Identified	#	91	58	33	4	4	43	17	6	7	5	5	0	0	0	0	0	0
	%	100%	63.74%	36.26%	4.40%	4.40%	47.25%	18.68%	6.59%	7.69%	5.49%	5.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred of those Qualified	#	50	36	14	2	1	27	8	3	2	4	3	0	0	0	0	0	0
	%	100%	72.00%	28.00%	4.00%	2.00%	54.00%	16.00%	6.00%	4.00%	8.00%	6.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ¹	#	11	6	5	0	0	5	3	0	0	1	2	0	0	0	0	0	0
	%	100%	54.55%	45.45%	0.00%	0.00%	45.45%	27.27%	0.00%	0.00%	9.09%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Exec Onboarded ²	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for SES Equivalent Jobs																		
Relevant Pool	%	100%	56.52%	43.48%	3.23%	2.67%	41.05%	25.40%	4.57%	7.59%	7.32%	7.39%	0.00%	0.03%	0.23%	0.10%	0.13%	0.30%
Slots ³	#	0																
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each GS-equivalent grade level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
GS-15 Equivalent Senior Grade Levels																		
GS-15 Equivalent	#	765	473	292	30	13	361	184	24	50	57	43	0	1	1	0	0	1
	%	100%	61.83%	38.17%	3.92%	1.70%	47.19%	24.05%	3.14%	6.54%	7.45%	5.62%	0.00%	0.13%	0.13%	0.00%	0.00%	0.13%
Internal Competitive Promotions¹																		
GS-15																		
Relevant Pool ²	%	100%	57.57%	42.43%	3.41%	2.64%	42.11%	26.10%	4.30%	5.67%	7.45%	7.54%	0.00%	0.00%	0.19%	0.13%	0.13%	0.35%
TOTAL Postings	#	52																
TOTAL Applications Received	#	1,180	737	443	55	47	349	149	157	174	166	65	2	0	3	1	5	7
	%	100%	62.46%	37.54%	4.66%	3.98%	29.58%	12.63%	13.31%	14.75%	14.07%	5.51%	0.17%	0.00%	0.25%	0.08%	0.42%	0.59%
Qualified	#	741	472	269	30	18	261	104	76	93	100	50	1	0	2	0	2	4
	%	100%	63.70%	36.30%	4.05%	2.43%	35.22%	14.04%	10.26%	12.55%	13.50%	6.75%	0.13%	0.00%	0.27%	0.00%	0.27%	0.54%
Referred	#	579	368	211	26	14	182	69	71	86	85	38	1	0	2	0	1	4
	%	100%	63.56%	36.44%	4.49%	2.42%	31.43%	11.92%	12.26%	14.85%	14.68%	6.56%	0.17%	0.00%	0.35%	0.00%	0.17%	0.69%
Selected	#	57	31	26	1	2	26	15	1	5	3	4	0	0	0	0	0	0
	%	100%	54.39%	45.61%	1.75%	3.51%	45.61%	26.32%	1.75%	8.77%	5.26%	7.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding a grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
GS-15 Equivalent Grade Level																		
TOTAL Postings	#	22																
Voluntarily Identified	#	570	395	175	38	23	184	76	87	51	84	22	0	0	1	3	1	0
	%	100%	69.30%	30.70%	6.67%	4.04%	32.28%	13.33%	15.26%	8.95%	14.74%	3.86%	0.00%	0.00%	0.18%	0.53%	0.18%	0.00%
Qualified of those Identified	#	427	307	120	27	14	149	57	66	31	63	15	0	0	1	3	1	0
	%	100%	71.90%	28.10%	6.32%	3.28%	34.89%	13.35%	15.46%	7.26%	14.75%	3.51%	0.00%	0.00%	0.23%	0.70%	0.23%	0.00%
Referred of those Qualified	#	92	58	34	5	4	41	17	4	8	8	3	0	0	0	2	0	0
	%	100%	63.04%	36.96%	5.43%	4.35%	44.57%	18.48%	4.35%	8.70%	8.70%	3.26%	0.00%	0.00%	0.00%	2.17%	0.00%	0.00%
Selected of those Referred ¹	#	9	5	4	0	0	4	3	0	1	1	0	0	0	0	0	0	0
	%	100%	55.56%	44.44%	0.00%	0.00%	44.44%	33.33%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15 Onboarded²	#	7	4	3	0	1	3	1	1	1	0	0	0	0	0	0	0	0
	%	100%	57.14%	42.86%	0.00%	14.29%	42.86%	14.29%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for SK 15 – 17																		
Relevant Pool	%	100%	57.87%	42.13%	3.25%	2.49%	42.92%	26.24%	4.07%	5.57%	7.32%	7.38%	0.00%	0.03%	0.20%	0.11%	0.11%	0.31%
Slots³	#	0																
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each GS-equivalent grade level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE PERMANENT	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-14 Equivalent Senior Grade Levels																		
GS-14 Equivalent	#	2,772	1,574	1,198	85	75	1,157	744	120	147	202	218	0	0	6	4	4	10
	%	100%	56.78%	43.22%	3.07%	2.71%	41.74%	26.84%	4.33%	5.30%	7.29%	7.86%	0.00%	0.00%	0.22%	0.14%	0.14%	0.36%
Internal Competitive Promotions¹																		
GS-14																		
Relevant Pool ²	%	100%	55.07%	44.93%	3.80%	3.16%	38.24%	24.64%	5.15%	8.82%	7.54%	7.91%	0.00%	0.00%	0.17%	0.07%	0.17%	0.34%
TOTAL Postings	#	54																
TOTAL Applications Received	#	1,722	974	748	103	91	386	203	259	335	212	87	1	0	4	11	9	21
	%	100%	56.56%	43.44%	5.98%	5.28%	22.42%	11.79%	15.04%	19.45%	12.31%	5.05%	0.06%	0.00%	0.23%	0.64%	0.52%	1.22%
Qualified	#	727	403	324	45	29	183	111	83	128	88	43	0	0	2	7	2	6
	%	100%	55.43%	44.57%	6.19%	3.99%	25.17%	15.27%	11.42%	17.61%	12.10%	5.91%	0.00%	0.00%	0.28%	0.96%	0.28%	0.83%
Referred	#	555	318	237	38	25	126	73	71	105	80	30	0	0	2	1	1	3
	%	100%	57.30%	42.70%	6.85%	4.50%	22.70%	13.15%	12.79%	18.92%	14.41%	5.41%	0.00%	0.00%	0.36%	0.18%	0.18%	0.54%
Selected	#	48	22	26	1	2	13	16	4	3	3	5	0	0	1	0	0	0
	%	100%	45.83%	54.17%	2.08%	4.17%	27.08%	33.33%	8.33%	6.25%	6.25%	10.42%	0.00%	0.00%	2.08%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding a grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
GS-14 Equivalent Grade Levels																		
TOTAL Postings	#	79																
Voluntarily Identified	#	4,136	2,612	1,524	278	186	1,173	540	572	491	545	279	2	0	16	13	26	15
	%	100%	63.15%	36.85%	6.72%	4.50%	28.36%	13.06%	13.83%	11.87%	13.18%	6.75%	0.05%	0.00%	0.39%	0.31%	0.63%	0.36%
Qualified of those Identified	#	2,953	1,862	1,091	186	126	955	430	354	316	338	203	2	0	11	10	16	6
	%	100%	63.05%	36.95%	6.30%	4.27%	32.34%	14.56%	11.99%	10.70%	11.45%	6.87%	0.07%	0.00%	0.37%	0.34%	0.54%	0.20%
Referred of those Qualified	#	670	403	267	35	18	232	147	54	34	79	67	0	0	2	1	1	0
	%	100%	60.15%	39.85%	5.22%	2.69%	34.63%	21.94%	8.06%	5.07%	11.79%	10.00%	0.00%	0.00%	0.30%	0.15%	0.15%	0.00%
Selected of those Referred ¹	#	77	43	34	4	0	27	20	5	0	7	13	0	0	0	1	0	0
	%	100%	55.84%	44.16%	5.19%	0.00%	35.06%	25.97%	6.49%	0.00%	9.09%	16.88%	0.00%	0.00%	0.00%	1.30%	0.00%	0.00%
GS-14 Onboarded²	#	109	69	40	1	0	48	27	7	2	13	11	0	0	0	0	0	0
	%	100%	63.30%	36.70%	0.92%	0.00%	44.04%	24.77%	6.42%	1.83%	11.93%	10.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for SK 13 – 14																		
Relevant Pool	%	100%	56.10%	43.90%	3.36%	2.82%	40.12%	25.18%	4.83%	7.91%	7.43%	7.54%	0.00%	0.00%	0.23%	0.11%	0.14%	0.34%
Slots ³	#	0																
Applied	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each GS-equivalent grade level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	PERMANENT	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-13 Equivalent Senior Grade Levels																		
GS-13 Equivalent	#	400	178	222	12	17	98	72	36	102	29	30	0	0	2	0	1	1
	%	100%	44.50%	55.50%	3.00%	4.25%	24.50%	18.00%	9.00%	25.50%	7.25%	7.50%	0.00%	0.00%	0.50%	0.00%	0.25%	0.25%
Internal Competitive Promotions¹																		
GS-13																		
Relevant Pool ²	%	100%	28.83%	71.17%	0.90%	5.41%	12.61%	19.82%	11.71%	39.64%	2.70%	4.50%	0.00%	0.00%	0.90%	0.45%	0.00%	1.35%
TOTAL Postings	#	16																
TOTAL Applications Received	#	841	341	500	42	43	111	94	139	317	39	29	0	1	3	3	7	13
	%	100%	40.55%	59.45%	4.99%	5.11%	13.20%	11.18%	16.53%	37.69%	4.64%	3.45%	0.00%	0.12%	0.36%	0.36%	0.83%	1.55%
Qualified	#	531	211	320	28	25	80	68	77	200	20	19	0	0	2	1	4	7
	%	100%	39.74%	60.26%	5.27%	4.71%	15.07%	12.81%	14.50%	37.66%	3.77%	3.58%	0.00%	0.00%	0.38%	0.19%	0.75%	1.32%
Referred	#	481	201	280	28	24	76	64	75	165	17	19	0	0	2	1	3	7
	%	100%	41.79%	58.21%	5.82%	4.99%	15.80%	13.31%	15.59%	34.30%	3.53%	3.95%	0.00%	0.00%	0.42%	0.21%	0.62%	1.46%
Selected	#	13	3	10	0	0	1	3	2	5	0	2	0	0	0	0	0	0
	%	100%	23.08%	76.92%	0.00%	0.00%	7.69%	23.08%	15.38%	38.46%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding a grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A7: PARTICIPATION RATES FOR SENIOR GRADE LEVELS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

SENIOR GRADE LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
GS-13 Equivalent Grade Level																		
TOTAL Postings	#	21																
Voluntarily Identified	#	1,948	1,063	885	167	101	484	254	271	408	123	98	2	2	6	2	10	20
	%	100%	54.57%	45.43%	8.57%	5.18%	24.85%	13.04%	13.91%	20.94%	6.31%	5.03%	0.10%	0.10%	0.31%	0.10%	0.51%	1.03%
Qualified of those Identified	#	1,437	809	628	124	83	399	217	180	237	90	77	2	0	5	1	9	13
	%	100%	56.30%	43.70%	8.63%	5.78%	27.77%	15.10%	12.53%	16.49%	6.26%	5.36%	0.14%	0.00%	0.35%	0.07%	0.63%	0.90%
Referred of those Qualified	#	359	209	150	25	14	101	49	55	60	22	21	0	0	1	0	5	6
	%	100%	58.22%	41.78%	6.96%	3.90%	28.13%	13.65%	15.32%	16.71%	6.13%	5.85%	0.00%	0.00%	0.28%	0.00%	1.39%	1.67%
Selected of those Referred ¹	#	35	19	16	3	1	15	11	1	2	0	2	0	0	0	0	0	0
	%	100%	54.29%	45.71%	8.57%	2.86%	42.86%	31.43%	2.86%	5.71%	0.00%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13 Onboarded²	#	87	44	43	2	4	34	21	5	10	3	8	0	0	0	0	0	0
	%	100%	50.57%	49.43%	2.30%	4.60%	39.08%	24.14%	5.75%	11.49%	3.45%	9.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for SK 13 – 14																		
Relevant Pool	%	100%	36.90%	63.10%	2.33%	5.21%	19.20%	18.38%	9.60%	33.06%	5.08%	5.62%	0.00%	0.00%	0.55%	0.14%	0.14%	0.69%
Slots ³	#	0																
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each GS-equivalent grade level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Upward Mobility Benchmark	100%	56.19%	43.81%	3.22%	2.68%	41.67%	26.05%	4.18%	7.42%	6.86%	7.15%	0.00%	0.03%	0.19%	0.11%	0.08%	0.38%	
Leadership Levels																		
TOTAL Management	#	889	535	354	38	15	408	223	29	62	59	50	0	1	1	0	0	3
	%	100%	60.18%	39.82%	4.27%	1.69%	45.89%	25.08%	3.26%	6.97%	6.64%	5.62%	0.00%	0.11%	0.11%	0.00%	0.00%	0.34%
Internal Competitive Promotions¹																		
TOTAL Leadership Levels																		
TOTAL Postings	#	112																
TOTAL Applications Received	#	1,038	643	395	52	43	270	119	157	171	155	54	2	1	3	1	4	6
	%	100%	61.95%	38.05%	5.01%	4.14%	26.01%	11.46%	15.13%	16.47%	14.93%	5.20%	0.19%	0.10%	0.29%	0.10%	0.39%	0.58%
Qualified	#	614	383	231	26	14	186	81	75	92	92	40	1	0	2	0	1	4
	%	100%	62.38%	37.62%	4.23%	2.28%	30.29%	13.19%	12.21%	14.98%	14.98%	6.51%	0.16%	0.00%	0.33%	0.00%	0.16%	0.65%
Referred	#	556	348	208	25	14	164	65	72	88	83	37	1	0	2	0	1	4
	%	100%	62.59%	37.41%	4.50%	2.52%	29.50%	11.69%	12.95%	15.83%	14.93%	6.65%	0.18%	0.00%	0.36%	0.00%	0.18%	0.72%
Selected	#	58	31	27	1	2	26	15	1	6	3	4	0	0	0	0	0	0
	%	100%	53.45%	46.55%	1.72%	3.45%	44.83%	25.86%	1.72%	10.34%	5.17%	6.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
TOTAL All Leadership Levels																		
TOTAL Postings	#	39																
Voluntarily Identified	#	739	490	249	46	39	238	102	108	72	94	31	1	0	1	5	2	0
	%	100%	66.31%	33.69%	6.22%	5.28%	32.21%	13.80%	14.61%	9.74%	12.72%	4.19%	0.14%	0.00%	0.14%	0.68%	0.27%	0.00%
Qualified of those Identified	#	538	373	165	32	22	195	77	75	42	68	21	1	0	1	3	1	0
	%	100%	69.33%	30.67%	5.95%	4.09%	36.25%	14.31%	13.94%	7.81%	12.64%	3.90%	0.19%	0.00%	0.19%	0.56%	0.19%	0.00%
Referred of those Qualified	#	143	94	49	7	5	68	25	7	11	12	6	0	0	0	2	0	0
	%	100%	65.73%	34.27%	4.90%	3.50%	47.55%	17.48%	4.90%	7.69%	8.39%	4.20%	0.00%	0.00%	0.00%	1.40%	0.00%	0.00%
Selected of those Referred ¹	#	20	11	9	0	0	9	6	0	1	2	2	0	0	0	0	0	0
	%	100%	55.00%	45.00%	0.00%	0.00%	45.00%	30.00%	0.00%	5.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL LEADERSHIP ONBOARDED²	#	12	7	5	0	1	6	3	1	1	0	0	0	0	0	0	0	0
	%	100%	58.33%	41.67%	0.00%	8.33%	50.00%	25.00%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for All Leadership Jobs																		
Slots ³	#	0																
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each leadership level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Executive Level																		
Executive	#	127	70	57	9	1	56	40	4	9	1	5	0	0	0	0	2	
	%	100%	55.12%	44.88%	7.09%	0.79%	44.09%	31.50%	3.15%	7.09%	0.79%	3.94%	0.00%	0.00%	0.00%	0.00%	0.00%	1.57%
SK-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Senior Officer	#	127	70	57	9	1	56	40	4	9	1	5	0	0	0	0	2	
	%	100%	55.12%	44.88%	7.09%	0.79%	44.09%	31.50%	3.15%	7.09%	0.79%	3.94%	0.00%	0.00%	0.00%	0.00%	1.57%	
Internal Competitive Promotions¹																		
Executive																		
Relevant Pool²	%	100%	57.87%	42.13%	3.25%	2.49%	42.92%	26.24%	4.07%	5.57%	7.32%	7.38%	0.00%	0.03%	0.20%	0.11%	0.11%	0.31%
TOTAL Postings	#	1																
TOTAL Applications Received	#	2																
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	2																
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred	#	2																
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1																
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding a grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
Executive Vacancy Level																		
TOTAL Postings	#	16																
Voluntarily Identified	#	148	86	62	6	12	51	23	18	17	10	8	0	0	0	2	1	0
	%	100%	58.11%	41.89%	4.05%	8.11%	34.46%	15.54%	12.16%	11.49%	6.76%	5.41%	0.00%	0.00%	0.00%	1.35%	0.68%	0.00%
Qualified of those Identified	#	91	58	33	4	4	43	17	6	7	5	5	0	0	0	0	0	0
	%	100%	63.74%	36.26%	4.40%	4.40%	47.25%	18.68%	6.59%	7.69%	5.49%	5.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred of those Qualified	#	50	36	14	2	1	27	8	3	2	4	3	0	0	0	0	0	0
	%	100%	72.00%	28.00%	4.00%	2.00%	54.00%	16.00%	6.00%	4.00%	8.00%	6.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred	#	11	6	5	0	0	5	3	0	0	1	2	0	0	0	0	0	0
	%	100%	54.55%	45.45%	0.00%	0.00%	45.45%	27.27%	0.00%	0.00%	9.09%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Executive Onboarded	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for Executive Levels																		
Relevant Pool	%	100%	56.52%	43.48%	3.23%	2.67%	41.05%	25.40%	4.57%	7.59%	7.32%	7.39%	0.00%	0.03%	0.23%	0.10%	0.13%	0.30%
Slots ¹	#	0																
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Slots shows the total number of available training slots for career development programs targeted each leadership level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Manager Level																		
Manager	#	394	237	157	8	5	194	108	9	19	25	24	0	1	1	0	0	0
	%	100%	60.15%	39.85%	2.03%	1.27%	49.24%	27.41%	2.28%	4.82%	6.35%	6.09%	0.00%	0.25%	0.25%	0.00%	0.00%	0.00%
SK-17	#	394	237	157	8	5	194	108	9	19	25	24	0	1	1	0	0	0
	%	100%	60.15%	39.85%	2.03%	1.27%	49.24%	27.41%	2.28%	4.82%	6.35%	6.09%	0.00%	0.25%	0.25%	0.00%	0.00%	0.00%
All Other (Non-SK, Non-SO)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Officer	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal Competitive Promotions¹																		
Manager																		
Relevant Pool ²	%	100%	62.13%	37.87%	5.72%	2.45%	43.05%	20.44%	4.36%	8.99%	8.99%	5.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
TOTAL Postings	#	27																
TOTAL Applications Received	#	538	337	201	30	25	129	61	90	78	84	32	0	0	2	1	2	4
	%	100%	62.64%	37.36%	5.58%	4.65%	23.98%	11.34%	16.73%	14.50%	15.61%	5.95%	0.00%	0.00%	0.37%	0.19%	0.37%	0.74%
Qualified	#	289	183	106	11	5	87	38	34	35	50	25	0	0	1	0	0	3
	%	100%	63.32%	36.68%	3.81%	1.73%	30.10%	13.15%	11.76%	12.11%	17.30%	8.65%	0.00%	0.00%	0.35%	0.00%	0.00%	1.04%
Referred	#	255	164	91	10	5	76	28	33	32	44	23	0	0	1	0	0	3
	%	100%	64.31%	35.69%	3.92%	1.96%	29.80%	10.98%	12.94%	12.55%	17.25%	9.02%	0.00%	0.00%	0.39%	0.00%	0.00%	1.18%
Selected	#	30	19	11	0	0	16	9	1	0	2	2	0	0	0	0	0	0
	%	100%	63.33%	36.67%	0.00%	0.00%	53.33%	30.00%	3.33%	0.00%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding a grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
Manager Vacancy Level																		
TOTAL Postings	#	13																
Voluntarily Identified	#	311	219	92	21	12	98	47	48	22	51	9	0	0	1	2	0	0
	%	100%	70.42%	29.58%	6.75%	3.86%	31.51%	15.11%	15.43%	7.07%	16.40%	2.89%	0.00%	0.00%	0.32%	0.64%	0.00%	0.00%
Qualified of those Identified	#	224	165	59	14	7	78	33	34	11	38	6	0	0	1	2	0	0
	%	100%	73.66%	26.34%	6.25%	3.13%	34.82%	14.73%	15.18%	4.91%	16.96%	2.68%	0.00%	0.00%	0.45%	0.89%	0.00%	0.00%
Referred of those Qualified	#	53	35	18	2	0	23	11	2	3	8	2	0	0	0	2	0	0
	%	100%	66.04%	33.96%	3.77%	0.00%	43.40%	20.75%	3.77%	5.66%	15.09%	3.77%	0.00%	0.00%	0.00%	3.77%	0.00%	0.00%
Selected of those Referred ¹	#	6	3	3	0	0	2	3	0	0	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	33.33%	50.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Manager Onboarded²	#	4	3	1	0	1	2	0	1	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	25.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for Managers																		
Relevant Pool	%	100%	57.87%	42.13%	3.25%	2.49%	42.92%	26.24%	4.07%	5.57%	7.32%	7.38%	0.00%	0.03%	0.20%	0.11%	0.11%	0.31%
Slots ³	#	0																
Applied	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each leadership level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	PERMANENT	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Supervisor Level																		
Supervisor	#	368	228	140	21	9	158	75	16	34	33	21	0	0	0	0	0	1
	%	100%	61.96%	38.04%	5.71%	2.45%	42.93%	20.38%	4.35%	9.24%	8.97%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
SK-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-11	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-13	#	7	1	6	0	1	1	3	0	1	0	1	0	0	0	0	0	0
	%	100%	14.29%	85.71%	0.00%	14.29%	14.29%	42.86%	0.00%	14.29%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-14	#	9	5	4	0	0	3	2	1	1	1	1	0	0	0	0	0	0
	%	100%	55.56%	44.44%	0.00%	0.00%	33.33%	22.22%	11.11%	11.11%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SK-15	#	351	222	129	21	8	154	70	15	31	32	19	0	0	0	0	0	1
	%	100%	63.25%	36.75%	5.98%	2.28%	43.87%	19.94%	4.27%	8.83%	9.12%	5.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%
SK-16	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
Internal Competitive Promotions¹																		
Supervisor																		
Relevant Pool ²	%	100%	51.90%	48.10%	3.29%	3.47%	35.35%	24.80%	5.81%	11.30%	7.01%	8.01%	0.00%	0.00%	0.25%	0.11%	0.18%	0.43%
TOTAL Postings	#	25																
TOTAL Applications Received	#	476	292	184	22	18	131	52	65	90	69	21	2	1	1	0	2	2
	%	100%	61.34%	38.66%	4.62%	3.78%	27.52%	10.92%	13.66%	18.91%	14.50%	4.41%	0.42%	0.21%	0.21%	0.00%	0.42%	0.42%
Qualified	#	303	188	115	15	9	90	37	40	54	40	14	1	0	1	0	1	1
	%	100%	62.05%	37.95%	4.95%	2.97%	29.70%	12.21%	13.20%	17.82%	13.20%	4.62%	0.33%	0.00%	0.33%	0.00%	0.33%	0.33%
Referred	#	292	179	113	15	9	85	35	38	54	38	14	1	0	1	0	1	1
	%	100%	61.30%	38.70%	5.14%	3.08%	29.11%	11.99%	13.01%	18.49%	13.01%	4.79%	0.34%	0.00%	0.34%	0.00%	0.34%	0.34%
Selected	#	25	10	15	1	2	8	6	0	5	1	2	0	0	0	0	0	0
	%	100%	40.00%	60.00%	4.00%	8.00%	32.00%	24.00%	0.00%	20.00%	4.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ This table contains Applicant Flow Data from USA Staffing for Permanent vacancies posted with close dates during the fiscal year ending on 09/30/2022 (i.e., between 10/1/2021 and 09/30/2022). Internal Competitive Promotions data includes vacancies posted for internal SEC-only and Merit Promotion (MP) government-wide consideration following EEOC instruction. Other methods of progressing to higher graded positions are not presented. Cancelled vacancies are excluded. Applicant Flow Data vary based on the date downloaded.

² The Relevant Pool includes all employees holding a grade level that would qualify them for the position posted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A8: PARTICIPATION RATES FOR MANAGEMENT POSITIONS BY RACE/ETHNICITY AND SEX—PERMANENT WORKFORCE—PAY PERIOD 202222 *continued*

LEADERSHIP LEVEL WORKFORCE	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT																		
New Hires																		
Supervisor Vacancy Level																		
TOTAL Postings	#	10																
Voluntarily Identified	#	280	185	95	19	15	89	32	42	33	33	14	1	0	0	1	1	0
	%	100%	66.07%	33.93%	6.79%	5.36%	31.79%	11.43%	15.00%	11.79%	11.79%	5.00%	0.36%	0.00%	0.00%	0.36%	0.36%	0.00%
Qualified of those Identified	#	223	150	73	14	11	74	27	35	24	25	10	1	0	0	1	1	0
	%	100%	67.26%	32.74%	6.28%	4.93%	33.18%	12.11%	15.70%	10.76%	11.21%	4.48%	0.45%	0.00%	0.00%	0.45%	0.45%	0.00%
Referred of those Qualified	#	40	23	17	3	4	18	6	2	6	0	1	0	0	0	0	0	0
	%	100%	57.50%	42.50%	7.50%	10.00%	45.00%	15.00%	5.00%	15.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Referred ¹	#	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Supervisor Onboarded²	#	4	1	3	0	0	1	2	0	1	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs																		
Career Development Programs for Supervisors																		
Relevant Pool	%	100%	56.10%	43.90%	3.36%	2.82%	40.12%	25.18%	4.83%	7.91%	7.43%	7.54%	0.00%	0.00%	0.23%	0.11%	0.14%	0.34%
Slots³	#	0																
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

¹ Selected in this reference reflects all candidates who were marked as selected for a vacancy that closed during the fiscal year ending on 09/30/2022 including those who chose not to voluntarily self-identify their race, ethnicity, or gender. As such, the number selected may exceed the number selected of those referred.

² Onboarded includes all newly hired staff with an effective date of hire during the fiscal year ending on 09/30/2022. The number onboarded may not equal the number selected from a vacancy posted during the fiscal year because USA Staffing does not report on vacancies with no close date. In addition, the time lag between selection and onboarding may cross fiscal years.

³ Slots shows the total number of available training slots for career development programs targeted each leadership level. During FY 2022, no career development programs were offered meeting the table's definition.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: USA Staffing Cognos Applicant Flow Data System, Datamart FPPS Application, and EEO-AT Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-1: EMPLOYEE RECOGNITION AND AWARDS—PARTICIPATION BY RACE/ETHNICITY AND SEX—
FY 2022 (10/1/2021 THROUGH 09/30/2022)

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent																		
Time-Off Awards																		
Time-Off Awards: 1 – 10 hours																		
TOTAL Time-Off Awards Given	#	1,196	559	637	39	55	411	341	55	164	49	74	0	0	4	0	1	3
	%	100%	46.74%	53.26%	3.26%	4.60%	34.36%	28.51%	4.60%	13.71%	4.10%	6.19%	0.00%	0.00%	0.33%	0.00%	0.08%	0.25%
TOTAL Hours		8,065	3,826	4,239	292	366	2,778	2,263	370	1,096	350	494	0	0	28	0	8	20
Average Hours		7	7	7	7	7	7	7	7	7	7	7	0	0	7	0	8	7
Time-Off Awards: 11 – 20 hours																		
TOTAL Time-Off Awards Given	#	584	302	282	19	11	228	177	23	49	32	44	0	0	0	0	0	1
	%	100%	51.71%	48.29%	3.25%	1.88%	39.04%	30.31%	3.94%	8.39%	5.48%	7.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%
TOTAL Hours		9,324	4,804	4,520	302	172	3,620	2,842	364	788	518	702	0	0	0	0	0	16
Average Hours		16	16	16	16	16	16	16	16	16	16	16	0	0	0	0	0	16
Time-Off Awards: 21 – 30 hours																		
TOTAL Time-Off Awards Given	#	330	154	176	7	12	115	102	9	27	21	31	0	0	2	1	0	3
	%	100%	46.67%	53.33%	2.12%	3.64%	34.85%	30.91%	2.73%	8.18%	6.36%	9.39%	0.00%	0.00%	0.61%	0.30%	0.00%	0.91%
TOTAL Hours		7,987	3,714	4,273	168	294	2,772	2,479	216	654	510	750	0	0	48	24	0	72
Average Hours		24	24	24	24	25	24	24	24	24	24	24	0	0	24	24	0	24

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-1: EMPLOYEE RECOGNITION AND AWARDS—PARTICIPATION BY RACE/ETHNICITY AND SEX—
 FY 2022 (10/1/2021 THROUGH 09/30/2022) *continued*

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent																		
Time-Off Awards: 31 – 40 hours																		
TOTAL Time-Off Awards Given	#	55	21	34	1	1	18	23	0	4	2	6	0	0	0	0	0	0
	%	100%	38.18%	61.82%	1.82%	1.82%	32.73%	41.82%	0.00%	7.27%	3.64%	10.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Hours		1,985	779	1,206	36	36	663	807	0	144	80	219	0	0	0	0	0	0
Average Hours		36	37	35	36	36	37	35	0	36	40	37	0	0	0	0	0	0
Time-Off Awards: 41+ hours																		
TOTAL Time-Off Awards Given	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Hours		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards: 11 – 40 hours																		
TOTAL Time-Off Awards Given	#	969	477	492	27	24	361	302	32	80	55	81	0	0	2	1	0	4
	%	100%	49.23%	50.77%	2.79%	2.48%	37.25%	31.17%	3.30%	8.26%	5.68%	8.36%	0.00%	0.00%	0.21%	0.10%	0.00%	0.41%
TOTAL Hours		19,296	9,297	9,999	506	502	7,055	6,128	580	1,586	1,108	1,671	0	0	48	24	0	88
Average Hours		20	19	20	19	21	20	20	18	20	20	21	0	0	24	24	0	22

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-1: EMPLOYEE RECOGNITION AND AWARDS—PARTICIPATION BY RACE/ETHNICITY AND SEX—
 FY 2022 (10/1/2021 THROUGH 09/30/2022) *continued*

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent																		
Cash Awards																		
Cash Awards: \$500 and Under																		
TOTAL Cash Awards Given	#	1,121	559	562	45	37	389	315	64	132	59	72	0	1	2	3	0	2
	%	100%	49.87%	50.13%	4.01%	3.30%	34.70%	28.10%	5.71%	11.78%	5.26%	6.42%	0.00%	0.09%	0.18%	0.27%	0.00%	0.18%
TOTAL Amount		\$464,657	\$231,735	\$232,922	\$18,058	\$14,526	\$162,982	\$128,533	\$25,060	\$56,633	\$24,855	\$30,531	\$0	\$491	\$780	\$1,208	\$0	\$1,000
Average Amount		\$415	\$415	\$414	\$401	\$393	\$419	\$408	\$392	\$429	\$421	\$424	\$0	\$491	\$390	\$403	\$0	\$500
Cash Awards: \$501 to \$999																		
TOTAL Cash Awards Given	#	1,061	566	495	34	31	431	293	52	97	47	72	0	0	1	1	1	1
	%	100%	53.35%	46.65%	3.20%	2.92%	40.62%	27.62%	4.90%	9.14%	4.43%	6.79%	0.00%	0.00%	0.09%	0.09%	0.09%	0.09%
TOTAL Amount		\$822,356	\$439,893	\$382,463	\$26,113	\$23,561	\$335,693	\$230,388	\$39,329	\$71,922	\$37,158	\$55,176	\$0	\$0	\$850	\$616	\$750	\$800
Average Amount		\$775	\$777	\$773	\$768	\$760	\$779	\$786	\$756	\$741	\$791	\$766	\$0	\$0	\$850	\$616	\$750	\$800
Cash Awards: \$1,000 to \$1,999																		
TOTAL Cash Awards Given	#	2,093	1156	937	72	51	860	562	71	179	148	138	0	0	3	1	2	6
	%	100%	55.23%	44.77%	3.44%	2.44%	41.09%	26.85%	3.39%	8.55%	7.07%	6.59%	0.00%	0.00%	0.14%	0.05%	0.10%	0.29%
TOTAL Amount		\$2,762,941	\$1,538,871	\$1,224,070	\$93,710	\$63,756	\$1,153,226	\$746,608	\$91,320	\$218,597	\$194,515	\$185,409	\$0	\$0	\$4,100	\$1,500	\$2,000	\$8,200
Average Amount		\$1,320	\$1,331	\$1,306	\$1,302	\$1,250	\$1,341	\$1,328	\$1,286	\$1,221	\$1,314	\$1,344	\$0	\$0	\$1,367	\$1,500	\$1,000	\$1,367

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-1: EMPLOYEE RECOGNITION AND AWARDS—PARTICIPATION BY RACE/ETHNICITY AND SEX—
 FY 2022 (10/1/2021 THROUGH 09/30/2022) *continued*

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	Permanent	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Cash Awards: \$2,000 to \$2,999																		
TOTAL Cash Awards Given	#	452	275	177	15	6	211	107	13	38	34	25	0	1	2	0	0	0
	%	100%	60.84%	39.16%	3.32%	1.33%	46.68%	23.67%	2.88%	8.41%	7.52%	5.53%	0.00%	0.22%	0.44%	0.00%	0.00%	0.00%
TOTAL Amount		\$985,565	\$599,771	\$385,794	\$33,428	\$12,500	\$459,093	\$231,692	\$27,450	\$84,343	\$75,800	\$54,750	\$0	\$2,509	\$4,000	\$0	\$0	\$0
Average Amount		\$2,180	\$2,181	\$2,180	\$2,229	\$2,083	\$2,176	\$2,165	\$2,112	\$2,220	\$2,229	\$2,190	\$0	\$2,509	\$2,000	\$0	\$0	\$0
Cash Awards: \$3,000 or More																		
TOTAL Cash Awards Given	#	64	32	32	1	0	25	18	2	9	4	5	0	0	0	0	0	0
	%	100%	50.00%	50.00%	1.56%	0.00%	39.06%	28.13%	3.13%	14.06%	6.25%	7.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Amount		\$206,854	\$105,104	\$101,750	\$3,000	\$0	\$79,628	\$54,000	\$6,000	\$29,250	\$16,476	\$18,500	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		\$3,232	\$3,285	\$3,180	\$3,000	\$0	\$3,185	\$3,000	\$3,000	\$3,250	\$4,119	\$3,700	\$0	\$0	\$0	\$0	\$0	\$0
Other Awards																		
Performance Based Pay Increase																		
TOTAL Perf Based Award	#	4,317	2,335	1,982	145	125	1,680	1,082	210	457	284	295	0	1	11	5	5	17
	%	100%	54.09%	45.91%	3.36%	2.90%	38.92%	25.06%	4.86%	10.59%	6.58%	6.83%	0.00%	0.02%	0.25%	0.12%	0.12%	0.39%
TOTAL Benefit		\$34,278,323	\$18,934,444	\$15,343,879	\$1,204,536	\$939,889	\$13,564,369	\$8,497,852	\$1,643,676	\$3,272,979	\$2,382,416	\$2,440,489	\$0	\$5,600	\$91,149	\$41,441	\$48,298	\$145,629
Average Benefit		\$7,940	\$8,109	\$7,742	\$8,307	\$7,519	\$8,074	\$7,854	\$7,827	\$7,162	\$8,389	\$8,273	\$0	\$5,600	\$8,286	\$8,288	\$9,660	\$8,566

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-2: EMPLOYEE RECOGNITION AND AWARDS—INCLUSION WITHIN THE PERMANENT WORKFORCE BY RACE/ETHNICITY AND SEX—FY 2022 (10/1/2021 THROUGH 09/30/2022)

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent																		
Time-Off Awards																		
Time-Off Awards: 1 – 10 hours																		
TOTAL Awarded Time-Off	#	925	444	481	31	40	321	261	46	123	41	55	0	0	4	0	1	2
	Inc.	20.78%	18.53%	23.39%	21.83%	30.77%	18.68%	23.39%	20.72%	25.95%	13.76%	17.63%	0.00%	0.00%	36.36%	0.00%	20.00%	11.11%
TOTAL Hours Awarded		8,065	3,826	4,239	292	366	2,778	2,263	370	1,096	350	494	0	0	28	0	8	20
Avg. Hours per Emp.		9	9	9	9	9	9	9	8	9	9	9	0	0	7	0	8	10
Time-Off Awards: 11 – 20 hours																		
TOTAL Awarded Time-Off	#	525	269	256	16	11	201	159	22	44	30	41	0	0	0	0	0	1
	Inc.	11.79%	11.23%	12.45%	11.27%	8.46%	11.70%	14.25%	9.91%	9.28%	10.07%	13.14%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%
TOTAL Hours Awarded		9,324	4,804	4,520	302	172	3,620	2,842	364	788	518	702	0	0	0	0	0	16
Avg. Hours per Emp.		18	18	18	19	16	18	18	17	18	17	17	0	0	0	0	0	16
Time-Off Awards: 21 – 30 hours																		
TOTAL Awarded Time-Off	#	319	147	172	6	12	109	100	9	27	21	29	0	0	2	1	0	3
	Inc.	7.17%	6.14%	8.37%	4.23%	9.23%	6.34%	8.96%	4.05%	5.70%	7.05%	9.29%	0.00%	0.00%	18.18%	20.00%	0.00%	16.67%
TOTAL Hours Awarded		7,987	3,714	4,273	168	294	2,772	2,479	216	654	510	750	0	0	48	24	0	72
Avg. Hours per Emp.		25	25	25	28	25	25	25	24	24	24	26	0	0	24	24	0	24

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-2: EMPLOYEE RECOGNITION AND AWARDS—INCLUSION WITHIN THE PERMANENT WORKFORCE BY RACE/ETHNICITY AND SEX—FY 2022 (10/1/2021 THROUGH 09/30/2022) *continued*

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent																		
Time-Off Awards: 31 – 40 hours																		
TOTAL Awarded Time-Off	#	53	19	34	1	1	17	23	0	4	1	6	0	0	0	0	0	0
	Inc.	1.19%	0.79%	1.65%	0.70%	0.77%	0.99%	2.06%	0.00%	0.84%	0.34%	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Hours Awarded		1,985	779	1,206	36	36	663	807	0	144	80	219	0	0	0	0	0	0
Avg. Hours per Emp.		37	41	35	36	36	39	35	0	36	80	37	0	0	0	0	0	0
Time-Off Awards: 41+ hours																		
TOTAL Awarded Time-Off	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Inc.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Hours per Emp.		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Avg. Hours per Emp.		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards: 11 – 40 hours																		
TOTAL Awarded Time-Off	#	845	414	431	23	23	311	260	29	70	49	73	0	0	2	1	0	4
	Inc.	18.98%	17.28%	20.96%	16.20%	17.69%	18.10%	23.30%	13.06%	14.77%	16.44%	23.40%	0.00%	0.00%	18.18%	20.00%	0.00%	22.22%
TOTAL Hours Awarded		19,296	9,297	9,999	506	502	7,055	6,128	580	1,586	1,108	1,671	0	0	48	24	0	88
Avg. Hours per Emp.		23	22	23	22	22	23	24	20	23	23	23	0	0	24	24	0	22

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-2: EMPLOYEE RECOGNITION AND AWARDS—INCLUSION WITHIN THE PERMANENT WORKFORCE BY RACE/ETHNICITY AND SEX—FY 2022 (10/1/2021 THROUGH 09/30/2022) *continued*

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent																		
Cash Awards																		
Cash Awards: \$500 and Under																		
TOTAL Awarded Cash	#	893	443	450	37	28	301	244	51	110	52	62	0	1	2	3	0	2
	Inc.	20.06%	18.49%	21.89%	26.06%	21.54%	17.52%	21.86%	22.97%	23.21%	17.45%	19.87%	0.00%	100%	18.18%	60.00%	0.00%	11.11%
TOTAL Cash Awarded		\$464,657	\$231,735	\$232,922	\$18,058	\$14,526	\$162,982	\$128,533	\$25,060	\$56,633	\$24,855	\$30,531	\$0	\$491	\$780	\$1,208	\$0	\$1,000
Avg. Cash per Emp.		\$520	\$523	\$518	\$488	\$519	\$541	\$527	\$491	\$515	\$478	\$492	\$0	\$491	\$390	\$403	\$0	\$500
Cash Awards: \$501 to \$999																		
TOTAL Awarded Cash	#	925	490	435	29	26	368	249	47	94	44	64	0	0	1	1	1	1
	Inc.	20.78%	20.45%	21.16%	20.42%	20.00%	21.42%	22.31%	21.17%	19.83%	14.77%	20.51%	0.00%	0.00%	9.09%	20.00%	20.00%	5.56%
TOTAL Cash Awarded		\$822,356	\$439,893	\$382,463	\$26,113	\$23,561	\$335,693	\$230,388	\$39,329	\$71,922	\$37,158	\$55,176	\$0	\$0	\$850	\$616	\$750	\$800
Avg. Cash per Emp.		\$889	\$898	\$879	\$900	\$906	\$912	\$925	\$837	\$765	\$845	\$862	\$0	\$0	\$850	\$616	\$750	\$800
Cash Awards: \$1,000 to \$1,999																		
TOTAL Awarded Cash	#	1,789	984	805	60	49	733	478	69	155	117	116	0	0	3	1	2	6
	Inc.	40.18%	41.07%	39.15%	42.25%	37.69%	42.67%	42.83%	31.08%	32.70%	39.26%	37.18%	0.00%	0.00%	27.27%	20.00%	40.00%	33.33%
TOTAL Cash Awarded		\$2,762,941	\$1,538,871	\$1,224,070	\$93,710	\$63,756	\$1,153,226	\$746,608	\$91,320	\$218,597	\$194,515	\$185,409	\$0	\$0	\$4,100	\$1,500	\$2,000	\$8,200
Avg. Cash per Emp.		\$1,544	\$1,564	\$1,521	\$1,562	\$1,301	\$1,573	\$1,562	\$1,323	\$1,410	\$1,663	\$1,598	\$0	\$0	\$1,367	\$1,500	\$1,000	\$1,367

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE A9-2: EMPLOYEE RECOGNITION AND AWARDS—INCLUSION WITHIN THE PERMANENT WORKFORCE BY RACE/ETHNICITY AND SEX—FY 2022 (10/1/2021 THROUGH 09/30/2022) *continued*

AWARDS	TOTAL			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent																		
Cash Awards: \$2,000 to \$2,999																		
TOTAL Awarded Cash	#	437	263	174	15	6	202	106	13	37	31	24	0	1	2	0	0	0
	Inc.	9.82%	10.98%	8.46%	10.56%	4.62%	11.76%	9.50%	5.86%	7.81%	10.40%	7.69%	0.00%	100%	18.18%	0.00%	0.00%	0.00%
TOTAL Cash Awarded		\$985,565	\$599,771	\$385,794	\$33,428	\$12,500	\$459,093	\$231,692	\$27,450	\$84,343	\$75,800	\$54,750	\$0	\$2,509	\$4,000	\$0	\$0	\$0
Avg. Cash per Emp.		\$2,255	\$2,280	\$2,217	\$2,229	\$2,083	\$2,273	\$2,186	\$2,112	\$2,280	\$2,445	\$2,281	\$0	\$2,509	\$2,000	\$0	\$0	\$0
Cash Awards: \$3,000 or More																		
TOTAL Awarded Cash	#	64	32	32	1	0	25	18	2	9	4	5	0	0	0	0	0	0
	Inc.	1.44%	1.34%	1.56%	0.70%	0.00%	1.46%	1.61%	0.90%	1.90%	1.34%	1.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL Cash Awarded		\$206,854	\$105,104	\$101,750	\$3,000	\$0	\$79,628	\$54,000	\$6,000	\$29,250	\$16,476	\$18,500	\$0	\$0	\$0	\$0	\$0	\$0
Avg. Cash per Emp.		\$3,232	\$3,285	\$3,180	\$3,000	\$0	\$3,185	\$3,000	\$3,000	\$3,250	\$4,119	\$3,700	\$0	\$0	\$0	\$0	\$0	\$0
Other Awards																		
Performance Based Pay Increase																		
TOTAL Awarded Perf. Based	#	4,317	2,335	1,982	145	125	1,680	1,082	210	457	284	295	0	1	11	5	5	17
	Inc.	96.97%	97.45%	96.40%	102.11%	96.15%	97.79%	96.95%	94.59%	96.41%	95.30%	94.55%	0.00%	100%	100%	100%	100%	94.44%
TOTAL Perf. Based		\$34,278,323	\$18,934,444	\$15,343,879	\$1,204,536	\$939,889	\$13,564,369	\$8,497,852	\$1,643,676	\$3,272,979	\$2,382,416	\$2,440,489	\$0	\$5,600	\$91,149	\$41,441	\$48,298	\$145,629
Avg. Benefit per Emp.		\$7,940	\$8,109	\$7,742	\$8,307	\$7,519	\$8,074	\$7,854	\$7,827	\$7,162	\$8,389	\$8,273	\$0	\$5,600	\$8,286	\$8,288	\$9,660	\$8,566
Permanent Workforce	#	4,452	2,396	2,056	142	130	1,718	1,116	222	474	298	312	0	1	11	5	5	18
	%	100%	53.82%	46.18%	3.19%	2.92%	38.59%	25.07%	4.99%	10.65%	6.69%	7.01%	0.00%	0.02%	0.25%	0.11%	0.11%	0.40%

Note: Total calculations shown may not match that derived from detail data presented due to rounding.
 Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE B1: TOTAL WORKFORCE—DISTRIBUTION BY DISABILITY [OPM FORM 256 SELF-IDENTIFICATION CODES]
PAY PERIODS 202122 TO 202222

EMPLOYMENT TENURE		TOTAL	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Other PWD ¹	Total PWD	PWTD	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
		TOTAL WORKFORCE																		
Prior FY	#	4,493	3,879	223	343	48	391	86	0	1	38	7	3	5	6	3	0	19	1	3
	%	100%	86.33%	4.96%	7.63%	1.07%	8.70%	1.91%	0.00%	0.02%	0.85%	0.16%	0.07%	0.11%	0.13%	0.07%	0.00%	0.42%	0.02%	0.07%
Current FY	#	4,722	4,005	283	374	60	434	86	1	1	38	7	2	3	6	4	0	20	1	3
	%	100%	84.82%	5.99%	7.92%	1.27%	9.19%	1.82%	0.02%	0.02%	0.80%	0.15%	0.04%	0.06%	0.13%	0.08%	0.00%	0.42%	0.02%	0.06%
Difference	#	229	126	60	31	12	43	0	1	0	0	0	-1	-2	0	1	0	1	0	0
Ratio Change	%	0.00%	-1.51%	1.03%	0.29%	0.20%	0.49%	-0.09%	0.02%	0.00%	-0.05%	-0.01%	-0.03%	-0.05%	0.00%	0.01%	0.00%	0.00%	0.00%	-0.01%
Net Change	%	5.10%	3.25%	26.91%	9.04%	25.00%	11.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-33.33%	-40.00%	0.00%	33.33%	0.00%	5.26%	0.00%	0.00%

¹ “Other PWD” include employees, who did not self-identify on SF-256, and who were coded on Veterans’ Preference for hiring as “CPS - preference based on a compensable service-connected disability of 30% or more” or were hired or converted into the competitive service under Schedule A(u).

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE B1: TOTAL WORKFORCE—DISTRIBUTION BY DISABILITY [OPM FORM 256 SELF-IDENTIFICATION CODES]
 PAY PERIODS 202122 TO 202222 *continued*

EMPLOYMENT TENURE	TOTAL	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Other PWD ¹	Total PWD	PWTD	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
PERMANENT																				
Prior FY	#	4,389	3,786	219	338	46	384	85	0	1	38	7	3	5	6	3	0	18	1	3
	%	100%	86.26%	4.99%	7.70%	1.05%	8.75%	1.94%	0.00%	0.02%	0.87%	0.16%	0.07%	0.11%	0.14%	0.07%	0.00%	0.41%	0.02%	0.07%
Current FY	#	4,452	3,819	223	353	57	410	83	1	1	36	7	2	3	6	3	0	20	1	3
	%	100%	85.78%	5.01%	7.93%	1.28%	9.21%	1.86%	0.02%	0.02%	0.81%	0.16%	0.04%	0.07%	0.13%	0.07%	0.00%	0.45%	0.02%	0.07%
Difference	#	63	33	4	15	11	26	-2	1	0	-2	0	-1	-2	0	0	0	2	0	0
Ratio Change	%	0.00%	-0.48%	0.02%	0.23%	0.23%	0.46%	-0.08%	0.02%	0.00%	-0.06%	0.00%	-0.03%	-0.04%	-0.01%	0.00%	0.00%	0.04%	0.00%	0.00%
Net Change	%	1.44%	0.87%	1.83%	4.44%	23.91%	6.77%	-2.35%	0.00%	0.00%	-5.26%	0.00%	-33.33%	-40.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%
Federal Goal	%						12.00%	2.00%												

¹ "Other PWD" include employees, who did not self-identify on SF-256, and who were coded on Veterans' Preference for hiring as "CPS - preference based on a compensable service-connected disability of 30% or more" or were hired or converted into the competitive service under Schedule A(u).

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE B1: TOTAL WORKFORCE—DISTRIBUTION BY DISABILITY [OPM FORM 256 SELF-IDENTIFICATION CODES]
 PAY PERIODS 202122 TO 202222 *continued*

EMPLOYMENT TENURE		TOTAL	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Other PWD ¹	Total PWD	PWTD	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TEMPORARY																				
Prior FY	#	104	93	4	5	2	7	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100%	89.42%	3.85%	4.81%	1.92%	6.73%	0.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.96%	0.00%	0.00%
Current FY	#	270	186	60	21	3	24	3	0	0	2	0	0	0	0	1	0	0	0	0
	%	100%	68.89%	22.22%	7.78%	1.11%	8.89%	1.11%	0.00%	0.00%	0.74%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%	0.00%	0.00%
Difference	#	166	93	56	16	1	17	2	0	0	2	0	0	0	0	1	0	-1	0	0
Ratio Change	%	0.00%	-20.53%	18.37%	2.97%	-0.81%	2.16%	0.15%	0.00%	0.00%	0.74%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	-0.96%	0.00%	0.00%
Net Change	%	159.62%	100%	1,400.00%	320.00%	50.00%	242.86%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%

¹ "Other PWD" include employees, who did not self-identify on SF-256, and who were coded on Veterans' Preference for hiring as "CPS - preference based on a compensable service-connected disability of 30% or more" or were hired or converted into the competitive service under Schedule A(u).

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

TABLE B1: TOTAL WORKFORCE—DISTRIBUTION BY DISABILITY [OPM FORM 256 SELF-IDENTIFICATION CODES]
 PAY PERIODS 202122 TO 202222 *continued*

EMPLOYMENT TENURE	TOTAL	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Other PWD ¹	Total PWD	PWTD	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
SCHEDULE A EMPLOYEES IN THE PERMANENT WORKFORCE²																				
Prior FY	#	7	0	0	7	0	7	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100%	0.00%	0.00%	100%	0.00%	100%	42.86%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%	0.00%	0.00%
Current FY	#	5	0	0	3	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	60.00%	40.00%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	-2	0	0	-4	2	-2	-3	0	0	-1	0	0	0	0	0	0	-2	0	0
Ratio Change	%	0.00%	0.00%	0.00%	-40.00%	40.00%	0.00%	-42.86%	0.00%	0.00%	-14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-28.57%	0.00%	0.00%
Net Change	%	-28.57%	0.00%	0.00%	-57.14%	0.00%	-28.57%	-100.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%

¹ “Other PWD” include employees, who did not self-identify on SF-256, and who were coded on Veterans’ Preference for hiring as “CPS - preference based on a compensable service-connected disability of 30% or more” or were hired or converted into the competitive service under Schedule A(u).

² Schedule A Employees in the Permanent Workforce are those currently serving under an appointment type covered by Schedule A(u). Employees previously converted to the permanent workforce are not counted.

Note: Total calculations shown may not match that derived from detail data presented due to rounding.

Source: Datamart FPPS and EEO-AT 2.0 Analytic File for pay period 202222, downloaded on 11/16/2022

An abstract graphic composed of various shades of teal and light blue, with thin yellow lines, forming a large, irregular shape that frames the central text. The shape resembles a stylized letter 'U' or a wide, open 'C'.

U.S. SECURITIES AND
EXCHANGE COMMISSION
Washington, DC 20549