EEOC FORM 715-01 PART A - D	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2007 , to September 30, 2008.

PART A Department or Agency Identifying Information	**1. Agency**		**1.** Department of Agriculture	
	1.a. 2nd level reporting component		Grain Inspection, Packers and Stockyards Administration	
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	2. Address		**2.** 1400 Independence Ave SW	
	3. City, State, Zip Code		**3.** Washington, D.C. 20250	
	4. CPDF Code	**5.** FIPS code(s)	**4.**	**5.**

PART B Total Employment	**1.** Enter total number of permanent full-time and part-time employees	**1. 663**
	2. Enter total number of temporary employees	**2. 122**
	3. Enter total number employees paid from non-appropriated funds	**3. 0**
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]	**4. 785**

PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	**1.** Terry D. Van Doren Administrator Grain Inspection, Packers and Stockyards Administration
	2. Agency Head Designee	**2.**
	3. Principal EEO Director/Official Official Title/series/grade	**3.** Eugene Bass, Jr. Director 360-GS-15
	4. Title VII Affirmative EEO Program Official	**4.** Linda Alston, EEO Specialist
	5. Section 501 Affirmative Action Program Official	**5.**
	6. Complaint Processing Program Manager	**6.** Kevin N. Smith Complaints Manager
	7. Other Responsible EEO Staff	Tracy Chesley, EEO Specialist
		Jacques Meadows, EEO Specialist
		Dawn Cowan, EEO Specialist

EEOC FORM 715-01 PART A - D	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	**Subordinate Component and Location (City/State)**	**CPDF and FIPS codes**	
	Office of the Administrator		
	Federal Grain Inspection Service		
	Packers and Stockyards Program		

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	N/A	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

EEOC FORM 715-01 PART E	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Grain Inspection, Packers and Stockyards Administration	**For period covering October 1, 2007 , to September 30, 2008.**

EXECUTIVE SUMMARY

The United States Department of Agriculture's (USDA) Grain Inspection, Packers and Stockyards Administration (GIPSA) facilitates the marketing of livestock, poultry, meat, cereals, oilseeds, and related agricultural products, and promotes fair and competitive trading practices for the overall benefit of consumers and American agriculture.

GIPSA has met 94% (100) of the 106 Essential Elements measures. Several of the measures identified in this report are beyond the control or not the responsibility of the Agency.

Workforce (Table A1)

At the end of FY 2008, the total of GIPSA's total workforce was 785 employees. This is a net change of 10.72% (76), an increase from 709 total workforce at the end of FY 2007.

Women made up 34.39% (270) of GIPSA's workforce, a net change 15.38% an increase from FY 2007. Minorities made up 38.21% (300) of the workforce – Black or African American 30.82% (242), Hispanics 4.20% (33), Asians 2.04% (16), and American Indian/Alaskan Natives (AI/AN) 1.14% (9).

The participation rates for several protected minority groups exceeded the comparable Civilian Labor Force (CLF) – Black or African American males 18.60% compared to the CLF rate of 4.80%, Black or African American females 12.23% compared to the CLF rate of 5.70%, and AI/AN males 0.85% compared to the CLF rate of 0.30%.

Although there were significant increases in the total female and minority categories, these categories were below their comparable CLF rates. Total females 34.39% compared to the CLF rate of 46.80%, Hispanic males 2.93% compared to the CLF rate of 6.20%, Hispanic females 1.27% compared to the CLF rate of 4.50% Asian males 1.15% compared to the CLF rate of 1.90%, Asian females 1.70% compared to the CLF rate of 1.70%, and AI/AN 0.25% compared to the CLF rate of 0.30%.

There was a net increase in employment of 91.67% for Hispanic Males, 75.00% for Asian females, 28.57 for Asian Males, 25.00% for Hispanic females, 16.67% for AI/AN males, 14.81% for White females, 14.06% for Black or African American males, 12.94% for Black or African American females. Additionally, the total female category increased by 15.38%.

There were no declines of employment in any of the categories.

The National Finance Center has not started to collect data for the categories of Native Hawaiian or Other Pacific Islander and Two or more races.

Occupational Groups (Table A3)

Of the nine occupational groups, the majority of GIPSA's permanent employees 48.03% (377) are in the Operatives category, 24.33% (191) are in the Officials and Managers category, and 17.96% (141) are in the Professional category.

EXECUTIVE SUMMARY

Occupational Groups (Table A3) (continued)

There is a high percentage of Females in the Administrative Support Workers category. Females represent 90.32% of the employees in this category – White females 50.00%, Black or African American females 33.87%, Asian females 3.23%, and Hispanic females 3.23%.

Females represent 10.53% of Officials and Managers GS 15 and above compared to Males 89.47%. There is also a low representation or no representation of Black or African American females, Asians, Hispanics, and AI/ANs at this grade level.

Grade Levels (Table A4)

Of the total number of permanent full-time and part-time Females, 46.41% are in the GS 1-8 grade levels compared to 19.31% of males in the same category. Of the 67 Black or African American women, 65.67% are within this category.

Major Occupations (A6)

Of the five major occupations identified (permanent employees), Females exceed the CLF rates in the categories of Auditor and IT Specialist. Black males and females, Hispanic males, and Asian females exceed the CLF rates in the Auditor positions. Black and AI/AN males exceed the CLF rate within the Agricultural Marketing Specialist and Agricultural Commodity Grader positions. White females, Black females, Hispanic males, and Asian males exceed the CLF within the IT Specialist position.

New Hires (Table A8)

Of the 50 permanent new hires 46.00% were females, with 30.00% White females, 12.00% Black females, and 4.00% were Asian females.

Employee With Disabilities (Table B1)

In FY 2008, 3.95% (31) of GIPSA's total workforce are classified as having a reported disability. The percent of employees with targeted disabilities totaled 0.13% (1). The number of employees with target disabilities decreased from 0.71% (5) in FY 2007. The Federal High rate is 2.27%.

EEO Plan Accomplishments

GIPSA is developing a formal training program for the Packers and Stockyards Program Resident Agent position to guide the employee from an entry level position to the full incumbent level. Also along with OPM a year-long Leadership Development Program was created to prepare selected GIPSA participants for increased responsibility in existing or future supervisory or managerial roles.

EOC FORM 715-01 PART F	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Eugene Bass, Jr. Director GS-15 am the

Principal EEO Director/Official for Department of Agriculture Grain Inspection, Packers and Stockyards Administration

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

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

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

Eugene Bass — 12/3/08

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

Terry Van Doren — 12/4/08

Signature of Agency Head or Agency Head Designee — Date

USDA

United States Department of Agriculture

Grain Inspection, Packers and Stockyards Administration

Stop 3601
1400 Independence Ave., SW
Washington, DC 20250-3601

MAY 13 2008

TO: All GIPSA Employees

FROM: James E. Link
Administrator

SUBJECT: Civil Rights Policy Statement

As your Administrator, I am firmly committed to ensuring that the Grain Inspection, Packers and Stockyards Administration (GIPSA) adheres to all Federal civil rights laws, regulations, rules, policies, and procedures. I fully support GIPSA's compliance with civil rights and equal employment opportunities for all employees regardless of age, color, disability, gender, national origin, race, religion, family, marital, or parental status, political beliefs, protected genetic information, or sexual orientation.

There is no principle more important. We must comply with every aspect of our Nation's civil rights laws. To do otherwise is simply not acceptable and will not be tolerated.

All GIPSA employees, especially managers and supervisors, are expected to support and comply with the Secretary's Civil Rights Policy Statement and the principles underlying that statement.

Furthermore, I expect support for GIPSA's policy on Equal Employment Opportunity and for ensuring that the workplace is free of discrimination. All personnel practices, including recruitment, selection, training, promotion, and transfers are required to be free of discrimination. Reprisal of any kind will not be tolerated.

GIPSA will promptly pursue appropriate disciplinary action against any employee who engages in unlawful discrimination.

With your help and commitment, we can create a better workplace for all employees and an Agency that delivers programs and services fairly and with equality and integrity.

I look forward to fulfilling this vision -- our goals -- together.

USDA

United States Department of Agriculture

Grain Inspection, Packers and Stockyards Administration

Stop 3601
1400 Independence Ave., SW
Washington, DC 20250-3601

GIPSA SEXUAL HARASSMENT POLICY STATEMENT

MAY 1 3 2008

As your Administrator, I am committed to creating a work environment that is free from discrimination and harassment. All employees have the right to work in an environment that is free of unsolicited and unwelcome sexual overtures. Therefore, all employees, especially managers and supervisors, are responsible for establishing and maintaining a workplace free from discrimination, including sexual harassment.

GIPSA defines sexual harassment as: (a) participating in coercive or repeated unsolicited and unwelcome verbal comments, gestures, or physical comments of a sexual nature; (b) using implicit or explicit coercive sexual behavior in the process of conducting agency business; (c) using implicit or explicit coercive sexual behavior to control, influence, or affect the career, salary, or job of an employee; or (d) displaying of material in the office or via e-mail or the internet that contains offensive images or textual references that are of a sexual nature.

Sexual harassment may include, but is not limited to, the use of sexual references that are overheard and found to be offensive by an employee or customer, the displaying of a poster that is found to be offensive by an employee or customer, or the physical cornering or trapping of an employee or customer. Although reports of sexual harassment are often filed by a woman against a man, reports may also be filed by a man against a man, a woman against a man, or a woman against a woman.

Sexual harassment is illegal according to Title VII of the Civil Rights Act of 1964. In GIPSA it will neither be condoned nor tolerated. All GIPSA employees are responsible for managing their behavior and for immediately reporting any allegations of sexual harassment. Substantiated sexual harassment complaints will receive swift, consistent and fair resolution; discipline may include letter of reprimand, suspension, or removal. Reports may be made to any of the following: (a) the harasser's supervisor; b) GIPSA's Civil Rights Staff (202-720-0216); (c) the USDA Inspector General (OIG) Hotline (calls may be made anonymously: 1-800-424-9121 or 202-690-1202 TTY); or (d) the Federal Women's Program (FWP) manager.

The reason that sexual harassment is of particular concern in GIPSA is that its consequences are harmful to individuals and to the workplace environment. For the individual, emotional or physical pain may result; costs to managers and to the agency may include a poor public image, absenteeism, and a high employee turnover rate. Supervisors are particularly charged with establishing and maintaining a safe and productive workplace that is free of sexual harassment. Managers and supervisors who tolerate sexual harassment or fail to take appropriate action on reports of such incidents may be disciplined.

Prevention is the best tool to eliminate sexual harassment. Managers must clearly communicate to employees that sexual harassment will not be tolerated. Employees may attend training on sexual harassment prevention. Training materials are available from the Civil Rights Office.

I am confident that you will continue to work with me to make GIPSA a workplace free of discrimination and harassment.

Please post this notice in prominent locations at all GIPSA worksites.

Sincerely,

James E. Link

James E. Link
Administrator

Treat Every Customer and Employee Fairly, Equitably, and with Dignity and Respect
Visit us on the Internet at www.usda.gov/gipsa

USDA

United States Department of Agriculture

Grain Inspection, Packers and Stockyards Administration

Stop 3601
1400 Independence Ave., SW
Washington, DC 20250-3601

GIPSA Anti-Harassment Policy Statement

MAY 13 2008

This Anti-Harassment Policy Statement reaffirms my commitment to prohibit sexual and non-sexual harassment in GIPSA. Managers, supervisors, and employees must remain cognizant of this policy and refrain from perpetuating acts of harassment. Any reported claim of harassment must be resolved before it becomes severe or pervasive.

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual; has the purpose or effect of creating an intimidating, hostile, or offensive work environment, unreasonably interfering with an individual's work performance, or otherwise adversely affects employment opportunities. Harassing conduct includes, but is not limited to epithets, slurs, negative stereotyping, threatening, intimidating, or hostile acts, and written or graphic material that denigrates or shows hostility or aversion toward an individual or group.

Employees seeking relief from harassment based on sex, with or without sexual conduct, race, color, religion, national origin, age, disability, sexual orientation, marital or parental status must contact the Civil Rights Staff (202-720-0216) within 45 days of an alleged incident. All other allegations of harassment should be reported to supervisors or managers.

Complaints of harassment may be expressed by an employee, applicant, or beneficiary of a GIPSA program or activity without fear of retaliation. All acts of retaliation must be reported immediately through the appropriate forum indicated in the previous paragraph All allegations will be investigated, and any individual(s) found to have violated prohibitions on harassment will be subject to disciplinary action.

Enforcement guidance from the Equal Employment Opportunity Commission on employer liability for acts of harassment states that **"An employer is always liable for harassment by a supervisor on a prohibited basis that culminates in a tangible employment action."** Tangible employment actions include: hiring and firing; promotion and failure to promote; demotion; undesirable reassignment; a decision causing significant change in benefits; compensation decisions; and work assignment. The guidance also provides that **"in some circumstances, an employer may be subject to vicarious liability for harassment by a supervisor who does not have actual authority over the employee."**

Managers must disseminate this policy statement to all employees within their program areas. Prevention is the most effective tool to successfully eliminate harassment in the workplace.

James E. Link
Administrator

James E. Link

EEOC FORM 715-01 PART G	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

Compliance Indicator / Measures	EEO policy statements are up-to-date.	Measure has been met: Yes	Measure has been met: No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
The Agency Head was installed on __2005_. The EEO policy statement was issued on August 2007_. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X		
Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		

Compliance Indicator / Measures	EEO policy statements have been communicated to all employees.	Measure has been met: Yes	Measure has been met: No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? **[see 29 CFR §1614.102(b)(5)]**		X		

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

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
Compliance Indicator **Measures**	**The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
Is the EEO Director under the direct supervision of the agency head? **[see 29 CFR §1614.102(b)(4)]** For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?				N/A
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?				N/A
If not, please describe how EEO program authority is delegated to subordinate reporting components.				

Compliance Indicator **Measures**	**The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		

Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? **[see 29 C.F.R. § 1614.102(b)(3)]**	X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		
Compliance Indicator / **Measures**	**The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes / **No**	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709	X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?	X		
Compliance Indicator / **Measures**	**The agency has committed sufficient budget to support the success of its EEO Programs.**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes / **No**	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X		

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

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

Compliance Indicator / **Measures**	**EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		

Compliance Indicator / Measures	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		
Compliance Indicator / Measures	**When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		

Essential Element D: PROACTIVE PREVENTION **Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.**				
Compliance Indicator / Measures	**Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	

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

Essential Element E: EFFICIENCY **Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.**			
Compliance Indicator / **Measures**	**The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes / **No**	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X		

Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	X		
Compliance Indicator / **Measures** — **The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Yes	**No**	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		
If yes, briefly describe how: We follow up with the complaint investigator according to the requirements outlined in our Statement of Work, whereby time frames are adhered to. Contractors are also made aware of EEOC and GIPSA's requirements for submitting reports timely. GIPS does not make use of contract counselors.			
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X		
Compliance Indicator / **Measures** — **The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
	Yes	**No**	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?	X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	X		
Does the agency complete the investigations within the applicable prescribed time frame?	X		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X	USDA, OCR responsibility.

When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	X		
Compliance Indicator / **Measures**	**There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes / **No**	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	X		
Does the responsible management official directly involved in the dispute have settlement authority?	X		
Compliance Indicator / **Measures**	**The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.**	**Measure has been met**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes / **No**	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X	USDA, OCR responsibility
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?	X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X	USDA, OCR responsibility. GIPSA Civil Rights tracks and monitors.
Do the agency's EEO programs address all of the laws enforced by the EEOC?	X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	X		

Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		

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

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

Compliance Indicator / Measures	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met: Yes	Measure has been met: No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		

Compliance Indicator / Measures	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met: Yes	Measure has been met: No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?			X	We have control over submission, but no control over the process
Are procedures in place to promptly process other forms of ordered relief?		X		

Compliance Indicator Measures	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		Director of Civil Rights or Complaints Manager		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?		X		
Compensatory Damages: The final agency decision and evidence of payment, if made?		X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?		X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s		X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.		X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).		X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.		X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.		X		

Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. *See* 29 C.F.R. § 1614.102.

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

EEOC FORM 715-01 PART H	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Grain Inspection, Packers and Stockyards Administration	FY 2007

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Any unmet measures have been addressed on EEOC Form 715-01 Part G.
OBJECTIVE:	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Grain Inspection, Packers and Stockyards Administration	FY 2008
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Increase Career Enhancement and Advancement Opportunities for Minorities.** A low representation of females and minorities in grade levels GS 14 and above. Females continue to be overrepresented in positions with limited career potential, such as the Administrative Support category.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Of the total number of permanent Black or African American females, 60.43% are in grade levels GS 1-8. There is a low representation rate for Black or African American males and Hispanics in grades levels GS 14 and above. There is no representation of Asians, American Indian or Alaskan Natives in grade levels GS 14 and above.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	GIPSA's career enhancement program could be better utilized to enhance or advance the careers (provide more opportunities) of Black or African American Females in grade levels 1-8, Black or African American Males, and Hispanic, Asians and American Indian or Alaskan Natives so they may achieve grade levels 14 and above.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	GIPSA should make effective use of extended details, developmental assignments, and cross training to further assist employees with career enhancement opportunities. The Agency should continue to provide training for employees to develop new skills and the knowledge necessary to provide new technology and services to our customers.
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish meetings with training staff to discuss training opportunities and career enhancement and cross training programs that are in place or could be developed.	September 2009

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

GIPSA'S Packers and Stockyards Program (P&SP) is developing a formal training program for the Resident Agent (RA) position. A multi-year training matrix was developed to guide an RA from the entry level position to the full incumbent level; the plan includes a mentoring program. The design is modular and flexible.

GIPSA and the Office of Personnel Management (OPM) Custom Leadership Training and Development Solutions group developed a year-long Leadership Development Program for calendar year 2007. The program was designed to prepare the participants (nineteen GIPSA employees) for increased responsibility in existing or future supervisory or managerial roles. The final residential session culminated with graduation on December 2, 2007. Participants presented their projects to an audience that included many members of GIPSA's management team. This year-long training provided knowledge, skills and experiential opportunities that benefitted both the individual and the Agency.

GIPSA continues to develop recruitment and hiring strategies that will increase he representation of women and minorities in the GIPSA workforce. The agency continues to use summer intern programs (e.g. WINS, HACU, Regulatory Science Initiative, 1890, and WRP) as a long-term approach to addressing identified workforce diversity needs in the future. We also continue to address and focus on implementing the Hispanic Employment 10 Point Plan to increase the employment of Hispanics in GIPSA. Also GIPSA has participated jointly with other USDA agencies in support of recruitment initiatives to increase the level of employment for person with disabilities.

GIPSA's organizational structure and staffing levels will be significantly impacted by changes and attrition. To prepare, a Human Capital team identified the competencies needed in the mission-critical occupation, Agricultural Commodity Grader. The team developed a matrix of competencies, skills and behaviors, suggested developmental activities, and identified those listed items for which a probable skill gap will exist under a changed structure. Based on this information, a new position description was developed and a training program designed to prepare employees to better compete for GS-9 mission critical grading positions. Participants were selected and the training is currently progressing in four export locations.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Grain Inspection, Packers and Stockyards Administration	FY 2008
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Promote a Workplace Free Age Discrimination.** A large percentage of USDA, GIPSA's EEO complaints allege age as a basis and/or promotion and non-selection as an issue.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Age is the basis cited most often when a complaint is filed against USDA/GIPSA. The issue cited most frequently is promotion/non-selection.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Out of the 13 complaints filed by GIPSA employees based on age, 92% (12), was the issue of non-selection. Out of the 22 issues of non-selection, 41% (9) were based on age.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	GIPSA will continue to provide career development opportunities and civil rights training to managers, supervisors, and other employees to reduce the number of EEO complaints in the workplace. The agency will also continue to promote and increase the use of ADR techniques to resolve disagreements and disputes.
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
GIPSA will continue to provide career development opportunities and civil rights training to managers, supervisors, and other employees to reduce the number of EEO complaints in the workplace.	September 2009

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Agency provided training to all managers on the updates of the USDA, ADR Directive 4710-001, dated April 16, 2006, to ensure the agency follows the new directives guidelines and to emphasize the use of ADR as a tool to resolve conflict.

In an effort to improve and enhance organizational effectiveness, GIPSA partnered with the Division for Human Resources Products and Services of OPM to administer the Organizational Assessment Survey to its employees. The survey provided information to assist in the evaluation of performance on 17 high-performance dimensions and to assess employee satisfaction.

The Civil Rights Staff provided “Prevention of Sexual Harassment” training to all the employees and managers of the Packers and Stockyards Program.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Grain Inspection, Packers and Stockyards Administration	FY 2008
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Establish and meet Hiring and Retention goals for employees with Targeted Disabilities.** Due to separations and retirements, the Agency' currently has one employee with a Targeted Disability.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	An analysis of Table A-1 shows that GIPSA had five employees with Targeted Disabilities in FY 2008. The current total for FY 2008 is one.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Standard recruiting practices are not acquiring qualified candidates with targeted disabilities to occupy vacant positions.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Encourage supervisors and managers to use the Work Force Recruitment Program for College Students to participate in the internship program and recruit applicants with targeted disabilities and seek to recruit disabled veterans.
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Promote and encourage supervisors and managers to use the Work Force Recruitment Program for College Students with Disabilities to employ qualified students majoring in mission-critical occupations for internships and permanent hires.	September 2009

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

An article was placed in the Agency's newsletter stating the percentage of employees in GIPSA with targeted disabilities against the Federal High percentage. The article defined what is meant by targeted disabilities and encouraged managers and supervisors to use all available special hiring authorities to increase the employment of persons with disabilities within GIPSA.

On GIPSA's behalf, APHIS has attended several recruitment conferences and job fairs to assist GIPSA's recruitment efforts.

EEOC FORM
715-01
PARTS J

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. **Grain Inspection, Packers and Stockyards Administration**
	1.a. 2nd Level Component	1.a.
	1.b. 3rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	709	100.00	785	100.00	76	10.72
	Reportable Disability	31	4.37	31	3.95	0	0.42
	Targeted Disability*	3	0.42	1	0.13	2	0.29
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. **Total Number of Applications Received From Persons With Targeted Disabilities** during the reporting period.					Data not available	
	2. **Total Number of Selections of Individuals with Targeted Disabilities** during the reporting period.					0	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	**TOTAL**	**Reportable Disability**		**Targeted Disability**		**Not Identified**		**No Disability**	
		#	**%**	**#**	**%**	**#**	**%**	**#**	**%**
3. Competitive Promotions	Data Not Available								
4. Non-Competitive Promotions	Data Not Available								
5. Employee Career Development Programs	22	0	0	0	0	1	4.55	21	95.45
5.a. Grades 5 - 12	12	0	0	0	0	1	8.33	11	91.67
5.b. Grades 13 - 14	8	0	0	0	0	0	0	8	100.00
5.c. Grade 15/SES	2	0	0	0	0	0	0	2	100.00
6. Employee Recognition and Awards	285	13	4.56	1	0.35	32	11.23	239	83.86
6.a. Time-Off Awards (Total hrs awarded)	1,786	68	3.81	0	0	280	15.67	1438	80.52
6.b. Cash Awards (total $$$ awarded)	$203,434	$6,728	3.31	$1,250	0.61	$35,539	17.47	$159,917	78.61
6.c. Quality-Step Increase	0	0	0	0	0	0	0	0	0

EEOC FORM **715-01** Part J	**Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities**
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities **using FORM 715-01 PART I**. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities. Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration **REPORTING PERIOD: FY** 2008

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	19	11
1. COUNSELED WITHIN 30 DAYS	9	7
2. COUNSELED WITHIN 31 TO 90 DAYS	7	5
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	1	1
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	4	4
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
3. COUNSELED BEYOND 90 DAYS	3	3
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0

COMBINED TOTAL	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	19	11
1. COUNSELED WITHIN 30 DAYS	9	7
2. COUNSELED WITHIN 31 TO 90 DAYS	7	5
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	1	1
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	4	4
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
3. COUNSELED BEYOND 90 DAYS	3	3
4. COUNSELED DUE TO REMANDS	0	0

	COUNSELINGS	INDIVIDUALS
D. COUNSELING ACTIVITIES		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	2	2
2. INITIATED DURING THE REPORTING PERIOD	22	12
3. COMPLETED/ENDED COUNSELINGS	19	11
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	2	2
b. WITHDRAWALS/NO COMPLAINT FILED	8	6
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	9	5
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	5	5

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	$ 50000.00
1. COMPENSATORY DAMAGES	1	1	$ 50000.00
2. BACKPAY/FRONTPAY	0	0	$ 0.00
3. LUMP SUM PAYMENT	0	0	$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	$ 0.00
5.			
6.			
7.			

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS
TOTAL	1	1
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	1	1
a. RETROACTIVE	1	1
b. NON-RETROACTIVE	0	0
3. EXPUNGEMENTS	0	0
4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	0	0
7. TRAINING	0	0
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	0	0
11. LEAVE RESTORED	0	0
12. Other		
13.		

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	$ 0.00
1. COMPENSATORY DAMAGES	0	0	$ 0.00
2. BACKPAY/FRONTPAY	0	0	$ 0.00
3. LUMP SUM PAYMENT	0	0	$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	$ 0.00
5.			
6.			
7.			

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS
TOTAL	1	1
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. EXPUNGEMENTS	0	0
4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	0	0
7. TRAINING	0	0
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	1	1
11. LEAVE RESTORED	0	0
12. Letter of Reference/Supervisor Reassigned from Committee	1	1
13. Other		

I. NON-ADR SETTLEMENTS

	COUNSELINGS	INDIVIDUALS
TOTAL	1	1

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration **REPORTING PERIOD:** FY 2008

PART II - FORMAL COMPLAINT ACTIVITIES

33	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
9	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A. OR B.)
0	C.2. REMANDS (INCLUDED IN A. OR B.)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1. OR C.2. ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
42	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
42	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
7	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
35	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]
5	J. INDIVIDUALS FILING COMPLAINTS
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE	785			
b. PERMANENT EMPLOYEES	663			
2. COUNSELOR	3		0	
a. FULL-TIME	3	100.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
3. INVESTIGATOR	0		0	
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR	0		0	
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	0	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	3	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	3	0	0	0	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: Eugene Bass, Jr.

		YES	NO
1a.	DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	X	

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?

PERSON:

TITLE:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?

PERSON: Eugene Bass, Jr.

TITLE: Director

4 WHO DOES THAT PERSON REPORT TO?

PERSON: James Link

TITLE: Administrator

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration

REPORTING PERIOD: FY 2008

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION: RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK / AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL			
A. APPOINTMENT/HIRE	0	0	0	0	1	0	0	0	0	1	0	0	0			1	0	0	3	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0			1	1	1	3	1	1
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	0	0	0	0			0	1	0	2	1	1
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	1	0	0	0	0			0	1	0	2	1	1
5.																					
6.																					
7.																					
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
G. EVALUATION/APPRAISAL	0	0	0	1	0	0	0	0	2	0	1	0	0			1	0	1	6	3	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	0	0	0	0	1	0	0	0	0			2	2	1	7	3	2
1. NON-SEXUAL	0	0	0	1	0	0	0	0	1	0	0	0	0			2	2	1	7	3	2
2. SEXUAL									0	0	0								0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	1	0	1	0	0	0	0			0	0	0	2	2	2
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
N. REASONABLE ACCOMMODATION								0	1								2	1	4	2	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
S. TIME AND ATTENDANCE	0	0	0	1	0	0	0	0	1	0	0	0	0			1	0	0	3	2	2
T. TRAINING	0	0	0	1	0	0	0	0	1	0	0	0	0			0	0	0	2	2	2
U. OTHER (Please specify below)																					
1. Letter of Caution	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. Removal of Authority	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
3. Denied Opportunity	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
4. Closing of Position	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
5. Violation of Confidentiality																					
TOTAL ISSUES BY BASES	0	0	0	4	1	0	1	0	8	1	1	0	0	0	0	6	6	4			
TOTAL COMPLAINTS FILED BY BASES	0	0	0	3	1	0	1	0	4	1	1	0	0	0	0	4	2	2			
TOTAL COMPLAINANTS BY BASES	0	0	0	2	1	0	1	0	2	1	1	0	0	0	0	4	1	2			

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration **REPORTING PERIOD: FY** 2008

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE **(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)**

7	1. TITLE VII
3	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
1	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

11 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	(1+2+3)	7	7340	1048.57
1. WITHDRAWALS		2	819	409.50
a. NON-ADR WITHDRAWALS		2	819	409.50
b. ADR WITHDRAWALS		0	0	0.00
2. SETTLEMENTS		1	1988	1988.00
a. NON-ADR SETTLEMENTS		1	1988	1988.00
b. ADR SETTLEMENTS		0	0	0.00
3. FINAL AGENCY DECISIONS	(B+C)	4	4533	1133.25
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	4	4533	1133.25
1. FINDING DISCRIMINATION		0	0	0.00
2. FINDING NO DISCRIMINATION		3	4474	1491.33
3. DISMISSAL OF COMPLAINTS		1	59	59.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	0	0	0.00
1. AJ DECISION FULLY IMPLEMENTED	(a+b)	0	0	0.00
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION	(i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration **REPORTING PERIOD: FY** 2008

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	(1+2+3+4)	3	3207	1069.00
1. COMPLAINANT REQUESTED IMMEDIATE FAD	(1a+1b)	2	2298	1149.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST		0	0	0.00
b.AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST		2	2298	1149.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD	(2a+2b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD		0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD		0	0	0.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION	(3a+3b)	1	909	909.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE		0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE		1	909	909.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE	(4a+4b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION		0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION		0	0	0.00

PART VII - SUMMARY OF COMPLAINTS CLOSED BY TYPES OF BENEFITS

DURING FORMAL COMPLAINT STAGE			AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		1	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		0	$ 0.00
1. BACK PAY/FRONT PAY		0	$ 0.00
2. LUMP SUM PAYMENT		0	$ 0.00
3. COMPENSATORY DAMAGES		0	$ 0.00
C. CLOSURES WITH ATTORNEY FEES AND COSTS		0	$ 0.00
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)		0	$ 0.00
E. CLOSURES WITH NON-MONETARY BENEFITS		1	
F. TYPES OF BENEFITS		NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NON-MONETARY BENEFITS
1. HIRES		0	0
a. RETROACTIVE		0	0
b. NON-RETROACTIVE		0	0
2. PROMOTIONS		0	1
a. RETROACTIVE		0	0
b. NON-RETROACTIVE		0	1
3. EXPUNGEMENTS		0	0
4. REASSIGNMENTS		0	1
5. REMOVALS RESCINDED		0	0
a. REINSTATEMENT		0	0
b. VOLUNTARY RESIGNATION		0	0
6. ACCOMMODATIONS		0	0
7. TRAINING		0	0
8. APOLOGY		0	0
9. DISCIPLINARY ACTIONS		0	0
a. RESCINDED		0	0
b. MODIFIED		0	0
10. PERFORMANCE EVALUATION MODIFIED		0	1
11. LEAVE RESTORED		0	0
12. LUMP SUM PAYMENT		0	0
13. Reference			
14. Desk Audit/Computer			

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration **REPORTING PERIOD: FY** 2008

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	35	30838		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgment)	2	283	141.50	229
2. COMPLAINTS PENDING IN INVESTIGATION	15	12548	836.53	3319
3. COMPLAINTS PENDING IN HEARINGS	15	13292	886.13	3459
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	3	4715	1571.67	3188

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)	0	0	0.00
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS		0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS		0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		0	0	0.00
2. AGENCY INVESTIGATION COSTS		$ 0.00		0.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS		0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS		0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS		$ 6039.00		0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration REPORTING PERIOD: FY 2008

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED BY AGENCY	13	10		
2. REJECTED BY COUNSELEE	6	4		
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4. TOTAL ACCEPTED INTO ADR PROGRAM	7	7		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS	4	4		
1. INHOUSE	2	2		
2. ANOTHER FEDERAL AGENCY	2	2		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS	4	4	167	41.75
1. MEDIATION	4	4	167	41.75
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4 FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6 OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	7	7	656	93.71
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	65	65.00
b. NO FORMAL COMPLAINT FILED	3	2	54	18.00
c. NO RESOLUTION (COMPLAINT FILED)	3	3	537	179.00
d. NO ADR ATTEMPT (COMPLAINT FILED)	0	0	0	0.00
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING				

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration REPORTING PERIOD: FY 2008

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD					
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1	ADR OFFERED BY AGENCY	0	0		
2.	REJECTED BY COMPLAINANT	0	0		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES		0	0		
1	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES		0	0	0	0.00
1.	MEDIATION	0	0	0	0.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	0	0	0	0.00
	a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
	b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
	c. NO RESOLUTION	0	0	0	0.00
	d. NO ADR ATTEMPT	0	0	0	0.00
2.	OPEN INVENTORY - ADR PENDING				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTAL)	0	0	$ 0.00	
	a. COMPENSATORY DAMAGES	0	0	$ 0.00	
	b. BACKPAY/FRONTPAY	0	0	$ 0.00	
	c. LUMP SUM	0	0	$ 0.00	
	d. ATTORNEY FEES AND COSTS	0	0	$ 0.00	
	e.			$	
	f.			$	
	g.			$	
2.	NON-MONETARY (INSERT TOTAL)	0	0		
	a. HIRES	0	0		
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	0	0		
	b. PROMOTIONS	0	0		
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	0	0		
	c. EXPUNGEMENTS	0	0		
	d. REASSIGNMENTS	0	0		
	e. REMOVALS RESCINDED	0	0		
	i. REINSTATEMENT	0	0		
	ii. VOLUNTARY RESIGNATION	0	0		
	f. ACCOMMODATIONS	0	0		
	g. TRAINING	0	0		
	h. APOLOGY	0	0		
	i. DISCIPLINARY ACTIONS	0	0		
	i. RESCINDED	0	0		
	ii. MODIFIED	0	0		
	j. PERFORMANCE EVALUATION MODIFIED	0	0		
	k. LEAVE RESTORED	0	0		
	l. Others/Retirement Benefits	0	0		
	m.				

Printed on 11/17/2008

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Grain Inspection, Packers and Stockyards Administration **REPORTING PERIOD: FY** 2008

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC EEO ADR ORIENTATION TRAINING		
1. MANAGERS	137	137
2. EMPLOYEES	648	648
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	785	
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	2	
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	2	
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0	
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
	AMOUNT	
D. ADR FUNDING SPENT	$ 0.00	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

TYPED NAME AND TITLE OF PREPARER: Linda Alston, EEO Specialist

SIGNATURE OF PREPARER:

DATE: 10/31/2008 TELEPHONE NUMBER: 202-720-1736 E-MAIL: linda.m.alston@usda.gov FAX:

This report is due to the following address on or before October 31st.

Printed on 11/17/2008

Appendix A - Comments

Printed on 11/17/2008

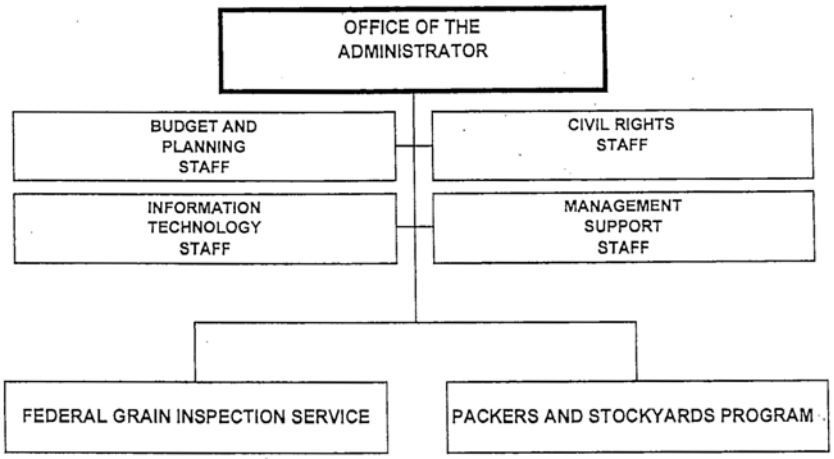
U.S. DEPARTMENT OF AGRICULTURE
GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

Supersedes GIPSA chart dated October 11, 2005

RECOMMENDED: James E. Link
Administrator

APPROVED: Charles D. Lambert
Deputy Under Secretary for
Marketing and Regulatory Programs

DATE: 7-31-06



The Grain Inspection, Packers and Stockyards Administration facilitates the marketing of livestock, poultry, meat, cereals, oilseeds, and related agricultural products, and promotes fair and competitive trading practices for the overall benefit of consumers and American agriculture.

Grain Inspection, Packers and Stockyards Administration

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex FY 2008

		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
FY 2007	#	**709**	475	234	12	8	322	135	128	85	6	2	7	4	-	-	-	-
	%	**100.00**	67.00	33.00	1.69	1.13	45.42	19.04	18.05	11.99	0.85	0.28	0.99	0.56	-	-	-	-
FY 2008	#	**785**	515	270	23	10	330	155	146	96	7	2	9	7	-	-	-	-
	%	**100.00**	65.61	34.39	2.93	1.27	42.04	19.75	18.60	12.23	0.89	0.25	1.15	0.89	-	-	-	-
CLF (2000)	***%***	***100%***	*53.20%*	*46.80%*	*6.20%*	*4.50%*	*39.00%*	*33.70%*	*4.80%*	*5.70%*	*0.30%*	*0.30%*	*1.90%*	*1.70%*	*0.10%*	*0.10%*	*0.80%*	*0.80%*
Difference	#	**76**	40	36	11	2	8	20	18	11	1	0	0	3	-	-	-	-
Ratio	%	**0.00**	-1.39	1.39	1.24	0.15	-3.38	0.70	0.55	0.24	0.05	-0.03	0.16	0.33	-	-	-	-
Net Change	%	**10.72**	8.42	15.38	91.67	25.00	2.48	14.81	14.06	12.94	16.67	0.00	28.57	75.00	-	-	-	-
PERMANENT																		
FY 2007	#	**613**	415	198	8	6	284	120	111	67	6	1	6	4	-	-	-	-
	%	**100.00**	67.70	32.30	1.31	0.98	46.33	19.58	18.11	10.93	0.98	0.16	0.98	0.65	-	-	-	-
FY 2008	#	**663**	435	228	17	8	285	131	119	81	6	1	8	7	-	-	-	-
	%	**100.00**	65.61	34.39	2.56	1.21	42.99	19.76	17.95	12.22	0.90	0.15	1.21	1.06	-	-	-	-
Difference	#	**50**	20	30	9	2	1	11	8	14	0	0	2	3	-	-	-	-
Ratio	%	**0.00**	-2.09	2.09	1.26	0.23	-3.34	0.18	-0.16	1.29	-0.07	-0.01	0.23	0.40	-	-	-	-
Net Change	%	**8.16**	4.82	15.15	112.50	33.33	0.35	9.17	7.21	20.90	0.00	0.00	33.33	75.00	-	-	-	-
TEMPORARY																		
FY 2007	#	**96**	60	36	4	2	38	15	17	18	-	1	1	-	-	-	-	-
	%	**100.00**	62.50	37.50	4.17	2.08	39.58	15.63	17.71	18.75	-	1.04	1.04	0.00	-	-	-	-
FY 2008	#	**122**	80	42	6	2	45	24	27	15	1	1	1	-	-	-	-	-
	%	**100.00**	65.57	34.43	4.92	1.64	36.89	19.67	22.13	12.30	0	0.82	0	-	-	-	-	-
Difference	#	**26**	20	6	2	0	7	9	10	-3	1	0	0	0	-	-	-	-
Ratio	%	**0.00**	3.07	-3.07	0.75	-0.44	-2.70	4.05	4.42	-6.45	0	-0.22	-1.03	0.00	-	-	-	-
Net Change	%	**0.27**	33.33	16.67	50.00	0.00	18.42	60.00	58.82	-16.67	-	0.00	0.00	0.00	-	-	-	-
NON-APPROPRIATED																		
FY 2007	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FY 2008	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex FY 2008

Employment Tenure Permanent Employees		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL FY	#	**785**	526	259	23	10	330	155	157	85	7	2	9	7	-	-	-	-
	%	**100.00**	67.01	32.99	2.93	1.27	42.04	19.75	20.00	10.83	0.89	0.25	1.15	0.89	-	-	-	-
CLF 2000		***100%***	*53.20%*	*46.80%*	*6.20%*	*4.50%*	*39.00%*	*33.70%*	*4.80%*	*5.70%*	*1.90%*	*1.70%*	*0.10%*	*0.10%*	*0.30%*	*0.30%*	*0.80%*	*0.80%*
Office of the Administrator	#	**59**	36	23	2	2	19	15	15	4	-	-	-	2	-	-	-	-
	%	**100.00**	61.02	38.98	3.39	3.39	32.20	25.42	25.42	6.78	-	-	-	3.39	-	-	-	-
Grain Inspection	#	**576**	410	166	16	5	248	96	130	60	7	2	9	3	-	-	-	-
	%	**100.00**	71.18	28.82	2.78	0.87	43.06	16.67	22.57	10.42	1.22	0.35	1.56	0.52	-	-	-	-
Packers and Stockyards Program	#	**150**	80	70	5	3	63	44	12	21	-	-	-	2	-	-	-	-
	%	**100.00**	53.33	46.67	3.33	2.00	42.00	29.33	8.00	14.00	-	-	-	1.33	-	-	-	-

GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Employees - FY 2008

Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	**19**	17	2	1	-	13	2	3	-	-	-	-	-	-	-	-	-
	%	**100.00**	89.47	10.53	5.26	-	68.42	10.53	15.79	-	-	-	-	-	-	-	-	-
Mid-level (Grades 13-14)	#	**66**	51	15	-	1	42	12	7	2	-	-	2	-	-	-	-	-
	%	**100.00**	77.27	22.73	-	1.52	63.64	18.18	10.61	3.03	-	-	3.03	-	-	-	-	-
First-Level (Grades 12 and Below)	#	**52**	42	10	-	-	17	9	23	1	1	-	1	-	-	-	-	-
	%	**100.00**	80.77	19.23	-	-	32.69	17.31	44.23	1.92	1.92	-	1.92	-	-	-	-	-
Other Officials and Managers	#	**54**	25	29	1	1	21	18	3	9	-	1	-	-	-	-	-	-
	%	**100.00**	46.30	53.70	1.85	1.85	38.89	33.33	5.56	16.67	-	1.85	-	-	-	-	-	-
TOTAL - Officials and Managers	#	**191**	135	56	2	2	93	41	36	12	1	1	3	-	-	-	-	-
	%	**100.00**	70.68	29.32	1.05	1.05	48.69	21.47	18.85	6.28	0.52	0.52	1.57	-	-	-	-	-
2. Professionals	#	**141**	82	59	6	2	66	41	8	11	1	-	1	5	-	-	-	-
	%	**100.00**	58.16	41.84	4.26	1.42	46.81	29.08	5.67	7.80	0.71	-	0.71	3.55	-	-	-	-
3. Technicians	#	**14**	9	5	-	-	8	2	1	3	-	-	-	-	-	-	-	-
	%	**100.00**	64.29	35.71	-	-	57.14	14.29	7.14	21.43	-	-	-	-	-	-	-	-
4. Sales Workers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	**62**	6	56	-	2	3	31	2	21	-	-	1	2	-	-	-	-
	%	**100.00**	9.68	90.32	-	3.23	4.84	50.00	3.23	33.87	-	-	1.61	3.23	-	-	-	-
6. Craft Workers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	#	**377**	283	94	15	4	160	40	99	49	5	1	4	-	-	-	-	-
	%	**100.00**	75.07	24.93	3.98	1.06	42.44	10.61	26.26	13.00	1.33	0.27	1.06	-	-	-	-	-
8. Laborers and Helpers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Employees - FY 2008

Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	19	17	2	1	-	13	2	3	-	-	-	-	-	-	-	-	-
	%	2.42	3.30	0.74	4.35	-	3.94	1.29	2.05	-	-	-	-	-	-	-	-	-
Mid-Level (Grades 13-14)	#	66	51	15	-	1	42	12	7	2	-	-	2	-	-	-	-	-
	%	8.41	9.90	5.56	-	10.00	12.73	7.74	4.79	2.08	-	-	22.22	-	-	-	-	-
First-Level (Grades 12 and Below)	#	52	42	10	-	-	17	9	23	1	1	-	1	-	-	-	-	-
	%	6.62	8.16	3.70	-	-	5.15	5.81	15.75	1.04	14.29	-	11.11	-	-	-	-	-
Other	#	54	25	29	1	1	21	18	3	9	-	1	-	-	-	-	-	-
	%	6.88	4.85	10.74	4.35	10.00	6.36	11.61	2.05	9.38	-	50.00	-	-	-	-	-	-
Officials and Managers -	#	**191**	**135**	**56**	**2**	**2**	**93**	**41**	**36**	**12**	**1**	**1**	**3**	**-**	**-**	**-**	**-**	**-**
TOTAL	%	**24.33**	**26.21**	**20.74**	**8.70**	**20.00**	**28.18**	**26.45**	**24.66**	**12.50**	**14.29**	**50.00**	**33.33**	**-**	**-**	**-**	**-**	**-**
2. Professionals	#	141	82	59	6	2	66	41	8	11	1	-	1	5	-	-	-	-
	%	17.96	15.92	21.85	26.09	20.00	20.00	26.45	5.48	11.46	14.29	-	11.11	71.43	-	-	-	-
3. Technicians	#	14	9	5	-	-	8	2	1	3	-	-	-	-	-	-	-	-
	%	1.78	1.75	1.85	-	-	2.42	1.29	0.68	3.13	-	-	-	-	-	-	-	-
4. Sales Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	62	6	56	-	2	3	31	2	21	-	-	1	2	-	-	-	-
	%	7.90	1.17	20.74	-	20.00	0.91	20.00	1.37	21.88	-	-	11.11	28.57	-	-	-	-
6. Craft Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	#	377	283	94	15	4	160	40	99	49	5	1	4	-	-	-	-	-
	%	48.03	54.95	34.81	65.22	40.00	48.48	25.81	67.81	51.04	71.43	50.00	44.44	-	-	-	-	-
8. Laborers and Helpers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	785	515	270	23	10	330	155	146	96	7	2	9	7	-	-	-	-
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table A4-1P: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - PERMANENT by Race/Ethnicity and Sex - FY 2008

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-02	#	**1**	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	100.00	-	-	-	-	-	-	-	-	-
GS-03	#	**6**	4	2	1	-	2	-	1	2	-	-	-	-	-	-	-	-
	%	100.00	66.67	33.33	16.67	-	33.33	-	16.67	33.33	-	-	-	-	-	-	-	-
GS-04	#	**32**	19	13	3	-	7	5	9	8	-	-	-	-	-	-	-	-
	%	100.00	59.38	40.63	9.38	-	21.88	15.63	28.13	25.00	-	-	-	-	-	-	-	-
GS-05	#	**47**	25	22	2	1	17	8	6	13	-	-	-	-	-	-	-	-
	%	100.00	53.19	46.81	4.26	2.13	36.17	17.02	12.77	27.66	-	-	-	-	-	-	-	-
GS-06	#	**31**	18	13	-	-	12	5	5	8	1	-	-	-	-	-	-	-
	%	100.00	58.06	41.94	-	-	38.71	16.13	16.13	25.81	3.23	-	-	-	-	-	-	-
GS-07	#	**76**	34	42	-	2	21	29	12	9	-	-	1	2	-	-	-	-
	%	100.00	44.74	55.26	-	2.63	27.63	38.16	15.79	11.84	-	-	1.32	2.63	-	-	-	-
GS-08	#	**18**	2	16	-	-	-	7	2	9	-	-	-	-	-	-	-	-
	%	100.00	11.11	88.89	-		-	38.89	11.11	50.00	-	-	-	-	-	-	-	-
GS-09	#	**135**	110	25	2	1	64	12	38	11	3	-	3	1	-	-	-	-
	%	100.00	81.48	18.52	1.48	0.74	47.41	8.89	28.15	8.15	2.22	0.00	2.22	0.74	-	-	-	-
GS-10	#	**9**	6	3	-	-	4	2	2	1	-	-	-	-	-	-	-	-
	%	100.00	66.67	33.33	-	-	44.44	22.22	22.22	11.11	-	-	-	-	-	-	-	-
GS-11	#	**78**	60	18	3	-	33	10	21	6	1	-	2	2	-	-	-	-
	%	100.00	76.92	23.08	3.85	-	42.31	12.82	26.92	7.69	1.28	-	2.56	2.56	-	-	-	-
GS-12	#	**89**	54	35	1	3	44	26	9	5	-	-	-	1	-	-	-	-
	%	100.00	60.67	39.33	1.12	3.37	49.44	29.21	10.11	5.62	-	-	-	1.12	-	-	-	-
GS-13	#	**82**	56	26	4	1	41	16	8	7	1	1	2	1	-	-	-	-
	%	100.00	68.29	31.71	4.88	1.22	50.00	19.51	9.76	8.54	1.22	1.22	2.44	1.22	-	-	-	-
GS-14	#	**44**	34	10	-	-	32	8	2	2	-	-	-	-	-	-	-	-
	%	100.00	77.27	22.73	-	-	72.73	18.18	4.55	4.55	-	-	-	-	-	-	-	-
GS-15	#	**14**	12	2	1	-	8	2	3	-	-	-	-	-	-	-	-	-
	%	100.00	85.71	14.29	7.14	0.00	57.14	14.29	21.43	-	-	-	-	-	-	-	-	-
All other (unspecified GS)	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Ex. Service	#	**5**	5	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table A4-1T: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - TEMPORARY- by Race/Ethnicity and Sex - FY 2008

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-02	#	3	1	2	-	-	-	1	1	1	-	-	-	-	-	-	-	-
	%	34.00	33.33	1	-	-	-	33.33	33.33	33.33	-	-	-	-	-	-	-	-
GS-03	#	56	33	23	5	1	16	12	12	9	-	1	-	-	-	-	-	-
	%	100.00	58.93	41.07	8.93	1.79	28.57	21.43	21.43	16.07	-	1.79	-	-	-	-	-	-
GS-04	#	25	13	12	1	-	8	8	3	4	1	-	-	-	-	-	-	-
	%	100.00	52.00	48.00	4.00	0.00	32.00	32.00	12.00	16.00	4.00	-	-	-	-	-	-	-
GS-05	#	31	25	6	-	1	13	4	11	1	-	-	1	-	-	-	-	-
	%	100.00	80.65	19.35	-	3.23	41.94	12.90	35.48	3.23	-	-	3.23	-	-	-	-	-
GS-06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-09	#	3	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-
GS-10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-13	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All other (unspecified	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Ex. Service	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

Table A4-2P: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - PERMANENT by Race/Ethnicity and Sex - FY 2008

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-02	#	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
	%	0.15	0.23	-	-	-	-	-	0.84	-	-	-	-	-	-	-	-	-
GS-03	#	6	4	2	1	-	2	-	1	2	-	-	-	-	-	-	-	-
	%	0.90	0.91	0.88	5.88	-	0.69	-	0.84	2.47	-	-	-	-	-	-	-	-
GS-04	#	32	19	13	3	-	7	5	9	8	-	-	-	-	-	-	-	-
	%	4.80	4.32	5.73	17.65	-	2.41	3.85	7.56	9.88	-	-	-	-	-	-	-	-
GS-05	#	47	25	22	2	1	17	8	6	13	-	-	-	-	-	-	-	-
	%	7.05	5.68	9.69	11.76	12.50	5.86	6.15	5.04	16.05	-	-	-	-	-	-	-	-
GS-06	#	31	18	13	-	-	12	5	5	8	1	-	-	-	-	-	-	-
	%	4.65	4.09	5.73	-	-	4.14	3.85	4.20	9.88	16.67	-	-	-	-	-	-	-
GS-07	#	76	34	42	-	2	21	29	12	9	-	-	1	2	-	-	-	-
	%	11.39	7.73	18.50	-	25.00	7.24	22.31	10.08	11.11	0.00	-	12.50	28.57	-	-	-	-
GS-08	#	18	2	16	-	-	-	7	2	9	-	-	-	-	-	-	-	-
	%	2.70	0.45	7.05	-	-	0.00	5.38	1.68	11.11	-	-	-	-	-	-	-	-
GS-09	#	135	110	25	2	1	64	12	38	11	3	-	3	1	-	-	-	-
	%	20.24	25.00	11.01	11.76	12.50	22.07	9.23	31.93	13.58	50.00	-	37.50	14.29	-	-	-	-
GS-10	#	9	6	3	-	-	4	2	2	1	-	-	-	-	-	-	-	-
	%	1.35	1.36	1.32	-	-	1.38	1.54	1.68	1.23	-	-	-	-	-	-	-	-
GS-11	#	78	60	18	3	-	33	10	21	6	1	-	2	2	-	-	-	-
	%	11.69	13.64	7.93	17.65	-	11.38	7.69	17.65	7.41	16.67	-	25.00	28.57	-	-	-	-
GS-12	#	89	54	35	1	3	44	26	9	5	-	-	-	1	-	-	-	-
	%	13.34	12.27	15.42	5.88	37.50	15.17	20.00	7.56	6.17	-	-	-	14.29	-	-	-	-
GS-13	#	82	56	26	4	1	41	16	8	7	1	1	2	1	-	-	-	-
	%	12.29	12.73	11.45	23.53	12.50	14.14	12.31	6.72	8.64	16.67	100.00	25.00	14.29	-	-	-	-
GS-14	#	44	34	10	-	-	32	8	2	2	-	-	-	-	-	-	-	-
	%	6.60	7.73	4.41	-	-	11.03	6.15	1.68	2.47	-	-	-	-	-	-	-	-
GS-15	#	14	12	2	1	-	8	2	3	-	-	-	-	-	-	-	-	-
	%	2.10	2.73	0.88	5.88	-	2.76	1.54	0	-	-		-	-	-	-	-	-
All other (unspecified GS)	#	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Ex. Service	#	5	5	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-
	%	0.75	1.14	-	-	-	1.72	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	667	440	227	17	8	290	130	119	81	6	1	8	7	-	-	-	-
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	97.50	100.00	100.00	100.00	100.00	100.00	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION

Table A4-2T: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - TEMPORARY by Race/Ethnicity and Sex - FY 2008

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-02	#	3	1	2	-	-	-	1	1	1	-	-	-	-	-	-	-	-
	%	2.54	1.33	4.65	-	-	-	4.00	3.70	6.67	-	-	-	-	-	-	-	-
GS-03	#	56	33	23	5	1	16	12	12	9	-	1	-	-	-	-	-	-
	%	47.46	44.00	53.49	83.33	50.00	40.00	48.00	44.44	60.00	-	100.00	-	-	-	-	-	-
GS-04	#	25	13	12	1	-	8	8	3	4	1	-	-	-	-	-	-	-
	%	21.19	17.33	27.91	16.67	0.00	20.00	32.00	11.11	26.67	100.00	-	-	-	-	-	-	-
GS-05	#	31	25	6	-	1	13	4	11	1	-	-	1	-	-	-	-	-
	%	26.27	33.33	13.95	-	50.00	32.50	16.00	40.74	6.67	-	-	100.00	-	-	-	-	-
GS-06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-09	#	3	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
	%	2.54	4.00	-	-	-	7.50	-	-	-	-	-	-	-	-	-	-	-
GS-10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-13	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All other (unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Ex. Service	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	118	75	43	6	2	40	25	27	15	1	1	1	-	-	-	-	-
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	-	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

Table A5-1: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex

WD/WG, WL/WS & OTHER Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-02	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-03	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-04	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-05	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-09	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-13	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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 Wade Grades	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex

WD/WG, WL/WS & OTHER Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-02	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-03	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-04	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-05	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-09	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-13	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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%
Grade-15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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 Wade Grades	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	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	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - FY 2008

Job Title/Series Agency Rate Occupational CLF		Permanent Employees			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0110 - Economist	#	12	8	4	1	-	7	2	-	1	-	-	-	1	-	-	-	-
	%	100.00	66.67	33.33	8.33	-	58.33	16.67	-	8.33	-	-	-	8.33	-	-	-	-
Occupational CLF		*100%*	*53.15%*	*46.85%*	*3.36%*	*3.39%*	*40.18%*	*33.35%*	*3.74%*	*4.50%*	*0.51%*	*0.34%*	*4.14%*	*4.26%*	*0.10%*	*0.04%*	*1.12%*	*0.98%*
0511 Auditor	#	25	16	9	2	-	13	6	1	2	-	-	-	1	-	-	-	-
	%	100.00	64.00	36.00	8.00	-	52.00	24.00	4.00	8.00	-	-	-	4.00	-	-	-	-
Occupational CLF		*100%*	*85.29%*	*14.71%*	*1.39%*	*0.53%*	*79.53%*	*13.25%*	*1.80%*	*0.23%*	*1.32%*	*0.30%*	*0.34%*	*0.23%*	*0.01%*	*0.00%*	*0.90%*	*0.17%*
1146 - Ag. Marketing Specialist	#	93	58	35	2	2	47	28	8	4	1	-	-	1			-	-
	%	100.00	62.37	37.63	2.15	2.15	50.54	30.11	8.60	4.30	1.08	-	-	1.08	-	-	-	-
Occupational CLF		*100%*	*44.68%*	*55.32%*	*2.80%*	*4.31%*	*36.99%*	*42.64%*	*3.04%*	*5.38%*	*0.13%*	*0.22%*	*1.19%*	*1.88%*	*0.04%*	*0.08%*	*0.50%*	*0.81%*
1980 - Ag. Commodity Grader	#	232	203	29	3	1	116	13	76	15	4	-	4	-	-	-	-	-
	%	100.00	87.50	12.50	1.29	0.43	50.00	5.60	32.76	6.47	1.72	-	1.72	-	-	-	-	-
Occupational CLF		*100%*	*43.44%*	*56.56%*	*4.74%*	*5.27%*	*30.24%*	*39.74%*	*4.89%*	*7.79%*	*0.24%*	*0.40%*	*2.57%*	*2.34%*	*0.07%*	*0.08%*	*0.67%*	*0.94%*
2210 - IT Specialist	#	27	16	11	1		14	7	1	3	-	-	-	1				
	%	100.00	59.26	40.74	3.70	-	51.85	25.93	3.70	11.11	-	-	-	3.70	-	-	-	-
Occupational CLF		*100%*	*66.77%*	*33.23%*	*3.14%*	*1.55%*	*50.42%*	*24.73%*	*4.29%*	*3.48%*	*0.24%*	*0.11%*	*7.40%*	*2.89%*	*0.05%*	*0.02%*	*1.23%*	*0.45%*

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - FY 2007

Job Title/Series Agency Rate Occupational CLF		Temporary Employees			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		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%	53.15%	46.85%	3.36%	3.39%	40.18%	33.35%	3.74%	4.50%	4.14%	4.26%	0.10%	0.04%	0.51%	0.34%	1.12%	0.98%
0511 Auditor	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	85.29%	14.71%	1.39%	0.53%	79.53%	13.25%	1.80%	0.23%	0.34%	0.23%	0.01%	0.00%	1.32%	0.30%	0.90%	0.17%
1146 - Ag. Marketing Specialist	#	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	44.68%	55.32%	2.80%	4.31%	36.99%	42.64%	3.04%	5.38%	1.19%	1.88%	0.04%	0.08%	0.13%	0.22%	0.50%	0.81%
1980 - Ag. Commodity Grader	#	3	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	100.00	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
2210 - IT Specialist	#	-	-	-	-		-	-	-	-		-						
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	66.77%	33.23%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%

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Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	100%	0.00%	0.00									0%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	100%	0.00%	0.00									0%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#																	
	%	100%	0.00%	0.00									0%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF																		
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	100%	0.00%	0.00									0%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																	
	%	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 Identified	#																	
	%	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%
CLF																		
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	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	#																	
	%	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 Identified	#																	
	%	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%
CLF																		
Job Title/Series:																		
Total Received	#																	
Voluntarily Identified	#																	
	%	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	#																	
	%	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 Identified	#																	
	%	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%

Data Not Available

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Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex - FY 2008

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	69	41	28	7	-	26	16	7	8	-	1	1	3	-	-	-	-
	%	100.00	59.42	40.58	10.14	-	37.68	23.19	10.14	11.59	-	1.45	1.45	4.35	-	-	-	-
Temporary	#	87	51	36	5	1	17	17	27	18	1	-	1	-	-	-	-	-
	%	100.00	58.62	41.38	5.75	1.15	19.54	19.54	31.03	20.69	1.15	-	1.15	-	-	-	-	-
NON-Appropriated	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce #	#	785	515	270	23	10	330	155	146	96	7	2	9	7	-	-	-	-
Total Workforce %	%	100.00	65.61	34.39	2.93	1.27	42.04	19.75	18.60	12.23	0.89	0.25	1.15	0.89	-	-	-	-
CLF	*%*	*100%*	*53.20%*	*46.80%*	*6.20%*	*4.50%*	*39.00%*	*33.70%*	*4.80%*	*5.70%*	*0.34%*	*0.32%*	*1.92%*	*1.71%*	*0.06%*	*0.05%*	*0.80%*	*0.80%*

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	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	#																	
	%	100%	0.00%	0.00%											0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	100%	0.00%	0.00%											0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	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	#																	
	%	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%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	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	#																	
	%	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%
Relevant Applicant Pool	%																	

Data Not Available

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

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Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex - FY 2008																			
		Permanent Workforce			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races		
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career Ladder Promotions	#	**723**	480	243	17	8	322	140	127	86	6	2	8	7	-	-	-	-	
	%	**100.00**	66.39	33.61	2.35	1.11	44.54	19.36	17.57	11.89	0.83	0.28	1.11	0.97	-	-	-	-	
Time in grade in excess of minimum																			
1 - 12 months	#	**29**	13	16	1	-	9	11	2	3	-	-	1	2	-	-	-	-	
	%	**100.00**	44.83	55.17	3.45	-	31.03	37.93	6.90	10.34	-	-	3.45	-	-	-	-	-	
13 - 24 months	#	**25**	17	8	2	1	11	4	4	3	-	-	-	-	-	-	-	-	
	%	**100.00**	68.00	32.00	8.00	4.00	44.00	16.00	16.00	12.00	-	-	-	-	-	-	-	-	
25+ months	#	**568**	375	193	8	7	248	111	106	70	6	1	7	4	-	-	-	-	
	%	**100.00**	66.02	33.98	1.41	1.23	43.66	19.54	18.66	12.32	1.06	0.18	1.23	0.70	-	-	-	-	

Grain Inspection, Packers and Stockyards Administration

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex - FY 2008

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	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	#																	
	%	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	#																	
	%	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%
Relevant Applicant Pool																		
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.										.00%	0.00%	0.00%	0.00%
Qualified	#																	
	%	100%	0.00%	0.00%	0.										.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.										.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	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	#																	
	%	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	#																	
	%	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%
Relevant Applicant Pool																		
Grade(s) of Vacancy:																		
Total Applications Received	#																	
	%	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	#																	
	%	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	#																	
	%	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%
Relevant Applicant Pool																		

Data Not Available

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

Grain Inspection, Packers and Stockyards Administration

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex FY 2008

		TOTAL WORKFORCE			RACE/ETHNICITY														
					Hispanic or Latino		Non- Hispanic or Latino												
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races		
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Career Development Programs for GS 5 - 12:																			
Slots	#																		
Relevant Pool	%																		
Applied	#	Data not available																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	12	8	4	-	1	4	1	3	2	-	-	1	-	-	-	-	-
	%	100.00	66.67	33.33	-	8.33	33.33	8.33	25.00	16.67	-	-	8.33	-	-	-	-	-
Career Development Programs for GS 13 - 14:																			
Slots	#																		
Relevant Pool	%																		
Applied	#	Data not available																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	8	3	5	-	-	3	2	-	3	-	-	-	-	-	-	-	-
	%	100.00	37.50	62.50	-	-	37.50	25.00	-	37.50	-	-	-	-	-	-	-	-
Career Development Programs for GS 15 and SES:																			
Slots	#																		
Relevant Pool	%																		
Applied	#	Data not available																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	2	2	0	-	-	1	-	1	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	0.00	-	-	50.00	-	50.00	-	-	-	-	-	-	-	-	-

"Relevant Pool" includes all employees in pay grades eligible for the career development program.

Grain Inspection, Packers and Stockyards Administration

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - FY 2008

Recognition or Award Program # Awards Given Total Cash		Permanent Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	49	37	12	1	-	19	6	16	6	1	-	-	-	-	-	-	-
	%	100.00	75.51	24.49	2.04	-	38.78	12.24	32.65	12.24	2.04	-	-	-	-	-	-	-
Total Hours		334	252	82	4	-	128	41	114	41	6	-	-	-	-	-	-	-
Average Hours		6.82	6.81	6.83	4.00	0.00	6.74	6.83	7.13	6.83	6.00	-	-	-	-	-	-	-
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	45	34	11	-	-	27	10	2	1	3	-	2	-	-	-	-	-
	%	100.00	75.56	24.44	-	-	60.00	22.22	4.44	2.22	6.67	-	4.44	-	-	-	-	-
Total Hours		1500	1242	258	-	-	978	240	64	18	120	-	80	-	-	-	-	-
Average Hours		33.33	36.53	23.45	0.00	0.00	36.22	24.00	32.00	18.00	40.00	0.00	40.00	-	-	-	-	-
Cash Awards - $100 - $500																		
Total Cash Awards Given	#	94	68	26	5	1	34	19	27	5	1	-	1	1	-	-	-	-
	%	100.00	72.34	27.66	5.32	1.06	36.17	20.21	28.72	5.32	1.06	-	1.06	1.06	-	-	-	-
Total Amount		$33,867	$ 24,407	$ 9,460	1,333	445	11,290	7,232	10,839	1,400	500	-	445	383	-	-	-	-
Average Amount		$ 360	$ 359	$ 364	$ 267	$ 445	$ 332	$ 381	$ 401	$ 280	$ 500	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Cash Awards $501+																		
Total Cash Awards Given	#	146	77	69	3	4	55	40	18	24	1	1	-	-	-	-	-	-
	%	100.00	52.74	47.26	2.05	2.74	37.67	27.40	12.33	16.44	0.68	0.68	-	-	-	-	-	-
Total Amount		$ 199,158	$107,552	$ 91,606	4,879	4,527	81,593	53,381	20,544	28,698	536	5,000	-	-	-	-	-	-
Average Amount		$ 1,364	$ 1,397	$ 1,328	$ 1,626	$ 1,132	$ 1,484	$ 1,335	$ 1,141	$ 1,196	$ 536	$ 5,000	$ -	$ -	$ -	$ -	$ -	$ -
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	14	5	9	-	-	5	8	-	1	-	-	-	-	-	-	-	-
	%	100.00	35.71	64.29	-	-	35.71	57.14	-	7.14	-	-	-	-	-	-	-	-
Total Benefit		14	5	9			5	8		1								
Average Benefit		100.00	100.00	100.00	-	-	100.00	100.00	-	100.00	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

TABLE A14: SEPARATIONS By Type of Separation - Distribution by Race/Ethnicity and Sex - -FY 2007																		
Permanent Employees		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	36	27	9	-	-	19	6	8	3	-	-	-	-	-	-	-	-
	%	100.00	75.00	25.00	-	-	52.78	16.67	22.22	8.33	-	-	-	-	-	-	-	-
Involuntary (RIF)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary (Other)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	45	33	12	-	-	25	8	8	4	-	-	-	-	-	-	-	-
	%	100.00	73.33	26.67	-	-	55.56	17.78	17.78	8.89	-	-	0.00	-	-	-	-	-
Total Workforce	#	785	515	270	23	10	330	155	146	96	7	2	9	7	-	-	-	-
	%	100.00	65.61	34.39	2.93	1.27	42.04	19.75	18.60	12.23	0.89	0.25	1.15	0.89	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B1: TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes] - FY 2008

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL															
Prior FY 2007	#	709	614	64	31	5	-	-	-	1	1	1	1	1	-
	%	100.00	86.60	9.03	4.37	0.71	-	-	-	0.14	0.14	0.14	0.14	0.14	-
Current FY 2008	#	785	698	56	31	1	-	-	-	-	-	-	1	-	-
	%	100.00	88.92	7.13	3.95	0.13	-	-	-	0.00	0.00	0.00	0.13	0.00	-
Difference	#	76	84	-8	0	-4.00	-	-	-	-1.00	-1.00	(1)	-	-1.00	-
Ratio Change	%	0	2.32	-1.89	-0.42	-0.58	-	-	-	-0.14	-0.14	-0.14	-0.01	-0.14	-
Net Change	%	10.72	13.68	-12.50	0.00	-80.00	-	-	-	-100.00	-100.00	-100.00	0.00	-100.00	-
Federal High	%					2.27%									
PERMANENT															
Prior FY 2007	#	613	521	63	29	5	-	-	-	1	1	1	1	1	
	%	100.00	84.99	10.28	4.73	0.82	-	-	-	0.16	0.16	0.16	0.16	0.16	-
Current FY 2008	#	662	578	56	28	1	-	-	-	-	-	-	1	-	
	%	100.00	87.31	8.46	4.23	0.15	-	-	-	0.00	0.00	0.00	0.15	0.00	-
Difference	#	49	57	-7	-1	-4.00	-	-	-	-1.00	-1.00	(1)	-	-1.00	-
Ratio Change	%	0.00	2.32	-1.82	-0.50	-0.66	-	-	-	-0.16	-0.16	-0.16	-0.01	-0.16	-
Net Change	%	7.99	10.94	-11.11	-3.45	-0.80	-	-	-	-100.00	-100.00	-100.00	0.00	-100.00	-
TEMPORARY															
Prior FY 2007	#	96	93	1	2	-	-	-	-	-	-	-	-	-	-
	%	100.00	96.88	1.04	2.08	0.00	-	-	-	-	-	-	-	-	-
Current FY 2008	#	123	120	0	3	-	-	-	-	-	-	-	-	-	-
	%	100.00	97.56	0.00	2.44	0.00	-	-	-	-	-	-	-	-	-
Difference	#	27	27	(1)	1	0.00	-	-	-	-	-	-	-	-	-
Ratio Change	%	0.00	0.69	-1.04	0.36	0.00	-	-	-	-	-	-	-	-	-
Net Change	%	28.13	29.03	-100.00	50.00	0.00	-	-	-	-	-	-	-	-	-
NON-APPROPRIATED															
Prior FY 2007	#	-				-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY 2008	#	-				-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes] - FY 2008																
Permanent Employment		**TOTAL**	**Total by Disability Status**				**Detail for Targeted Disabilities**									
			[05] No Disability	**[01] Not Identified**	**[06-94] Disability**	**Targeted Disability**	**[16, 17] Deafness**	**[23, 25] Blindness**	**[28, 32-38] Missing Limbs**	**[64-68] Partial Paralysis**	**[71-78] Total Paralysis**	**[82] Convulsive Disorder**	**[90] Mental Retardation**	**[91] Mental Illness**	**[92] Distortion of Limb/Spine**
Total Work Force	#	785	698	56	31	1	-	-	-	-	-	-	1	-	-
	%	100.00	88.92	7.13	3.95	0.13	-	-	-	-	-	-	0.13	-	-
Federal High						*2.23%*									
Office of the Administrator	#	59	52	4	3	1	-	-	-	-	-	-	1	-	-
	%	100.00	88.14	6.78	5.08	1.69	-	-	-	-	-	-	1.69	-	-
Grain Inspection	#	576	509	48	19	-	-	-		-	-	-	-	-	-
	%	100.00	88.37	8.33	3.30	-	-	-	-	-	-	-	-	-	-
Packers and Stockyards	#	150	137	4	9	-	-	-	-	-	-	-	-	-	-
	%	100.00	91.33	2.67	6.00	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees - Permanent Employees FY 2008

Occupational Category		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	**17**	16	1	-	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	94.12	5.88	-	-	-	-	-	-	-	-	-	-	-
Mid-Level (Grades 13-14)	#	**66**	57	5	4	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	86.36	7.58	6.06	-	-	-	-	-	-	-	-	-	-
First-Level (Grades 12 and Below)	#	**52**	38	13	1	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	73.08	25.00	1.92	-	-	-	-	-	-	-	-	-	-
Other Officials	#	**56**	51	3	2	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	91.07	5.36	3.57	-	-	-	-	-	-	-	-	-	-
Officials and Managers - TOTAL	#	**191**	162	22	7	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	84.82	11.52	3.66	-	-	-	-	-	-	-	-	-	-
2. Professionals	#	**141**	129	7	5	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	91.49	4.96	3.55	-	-	-	-	-	-	-	-	-	-
3. Technicians	#	**14**	12	1	1	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	85.71	7.14	7.14	-	-	-	-	-	-	-	-	-	-
4. Sales Workers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	**62**	55	-	7	1	-	-	-	-	-	-	1		-
	%	**100.00**	88.71	-	11.29	1.61	-	-	-	-	-	-	1.61	-	-
6. Craft Workers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	#	**377**	340	26	11	-	-	-	-	-	-	-	-	-	-
	%	**100.00**	90.19	6.90	2.92	-	-	-	-	-	-	-	-	-	-
8. Labors and Helpers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	#	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	**-**	-	-	-	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees - FY2008

Occupational Category		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	17	16	1	-	-	-	-	-	-	-	-	-	-	-
	%	2.17	2.29	1.79	-	-	-	-	-	-	-	-	-	-	-
Mid-Level (Grades 13-14)	#	66	57	5	4	-	-	-	-	-	-	-	-	-	-
	%	8.41	8.17	8.93	12.90	-	-	-	-	-	-	-	-	-	-
First-Level (Grades 12 and Below)	#	52	38	13	1	-	-	-	-	-	-	-	-	-	-
	%	6.62	5.44	23.21	3.23	-	-	-	-	-	-	-	-	-	-
Other	#	56	51	3	2	-	-	-	-	-	-	-	-	-	-
	%	7.13	7.31	5.36	6.45	-	-	-	-	-	-	-	-	-	-
Officials and Managers - TOTAL	#	191	162	22	7	-	-	-	-	-	-	-	-	-	0
	%	24.33	23.21	39.29	22.58	-	-	-	-	-	-	-	-	-	-
2. Professionals	#	141	129	7	5	-	-	-	-	-	-	-	-	-	-
	%	17.96	18.48	12.50	16.13	-	-	-	-	-	-	-	-	-	-
3. Technicians	#	14	12	1	1	-	-	-	-	-	-	-	-	-	-
	%	1.78	1.72	1.79	3.23	-	-	-	-	-	-	-	-	-	-
4. Sales Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	62	55	-	7	1	-	-	-	-	-	-	1	-	-
	%	7.90	7.88	-	22.58	100.00	-	-	-	-	-	-	100.00	-	-
6. Craft Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7. Operatives	#	377	340	26	11	-	-	-	-	-	-	-	-	-	-
	%	48.03	48.71	46.43	35.48	-	-	-	-	-	-	-	-	-	-
8. Labors and Helpers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9. Service Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL WORKFORCE	#	785	698	56	31	1	-	-	-	-	-	-	1	-	-
	%	100.00	100.00	100.00	100.00	100.00	-	-	-	-	-	-	100.00	-	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES Distribution by Disability - FY 2008																
GS/GM, SES, and Related Grade		TOTAL Permanent Employees	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	-				-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	1	1		-	-		-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
GS - 03	#	6	6	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
GS - 04	#	32	28	1	3	-	-	-	-	-	-	-	-	-	-
	%	100.00	87.50	3.13	9.38	-	-	-	-	-	-	-	-	-	-
GS - 05	#	47	45	-	2	-	-	-	-	-	-	-	-	-	-
	%	100.00	95.74	-	4.26	-	-	-	-	-	-	-	-	-	-
GS - 06	#	31	28	1	2	1	-	-	-	-	-	-	1	-	-
	%	100.00	90.32	3.23	6.45	3.23	-	-	-	-	-	-	3.23	-	-
GS - 07	#	76	71	1	4	-	-	-	-	-	-	-	-	-	-
	%	100.00	93.42	1.32	5.26	-	-	-	-	-	-	-	-	-	-
GS - 08	#	18	18	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
GS- 09	#	135	110	20	5	-	-	-	-	-	-	-	-	-	-
	%	100.00	81.48	14.81	3.70	-	-	-	-	-	-	-	-	-	-
GS - 10	#	9	8	1		-	-	-	-	-	-	-	-	-	-
	%	100.00	88.89	11.11	-	-	-	-	-	-	-	-	-	-	-
GS - 11	#	78	64	13	1	-	-	-	-	-		-	-	-	-
	%	100.00	82.05	16.67	1.28	-	-	-	-	-	-	-	-	-	-
GS - 12	#	89	72	13	4	-	-	-	-	-	-				-
	%	100.00	80.90	14.61	4.49	-	-	-	-	-	-	-	-	-	-
GS - 13	#	82	72	3	7	-	-	-	-						-
	%	100.00	87.80	3.66	8.54	-	-	-	-	-	-	-	-	-	-
GS - 14	#	44	42	2		-	-	-	-	-	-	-	-	-	-
	%	100.00	95.45	4.55	-	-	-	-	-	-	-	-	-	-	-
GS - 15	#	14	13	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	92.86	7.14	-	-	-	-	-	-	-	-	-	-	-
All Other (EX)	#	-		-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES	#	5	5	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES Distribution by Disability - FY 2008																
GS/GM, SES, and Related Grade		TOTAL Temporary Employees	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	-				-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	3	3	-	-	-		-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
GS - 03	#	56	54	-	2	-	-	-	-	-	-	-	-	-	-
	%	100.00	96.43	-	3.57	-	-	-	-	-	-	-	-	-	-
GS - 04	#	25	24	-	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	96.00	-	4.00	-	-	-	-	-	-	-	-	-	-
GS - 05	#	31	31	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
GS - 06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 07	#	-	-		-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS- 09	#	3	3	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
GS - 10	#	-	-	-		-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 12	#	-	-	-	-	-	-	-	-	-	-				-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 13	#	-	-	-	-	-	-	-	-	-				-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 14	#	-	-	-		-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (EX)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES Distribution by Disability - Permanent - FY 2007															
GS/GM, SES, and Related Grade		TOTAL Permanent Employees	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	1	1	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.15	0.17	-	-	-	-	-	-	-	-	-	-	-	-
GS - 03	#	6	6	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.90	1.03	-	-	-	-	-	-	-	-	-	-	-	-
GS - 04	#	32	28	1	3	-	-	-	-	-	-	-	-	-	-
	%	4.80	4.80	1.79	10.71	-	-	-	-	-	-	-	-	-	-
GS - 05	#	47	45	-	2	-	-	-	-	-	-	-	-	-	-
	%	7.05	7.72	-	7.14	-	-	-	-	-	-	-	-	-	-
GS - 06	#	31	28	1	2	1	-	-	-	-	-	-	1	-	-
	%	4.65	4.80	1.79	7.14	100.00	-	-	-	-	-	-	100.00	-	-
GS - 07	#	76	71	1	4	-	-	-	-	-	-	-	-	-	-
	%	11.39	12.18	1.79	14.29	-	-	-	-	-	-	-	-	-	-
GS - 08	#	18	18	-	-	-	-	-	-	-	-	-	-	-	-
	%	2.70	3.09	-	-	-	-	-	-	-	-	-	-	-	-
GS- 09	#	135	110	20	5	-	-	-	-	-	-	-	-	-	-
	%	20.24	18.87	35.71	17.86	-	-	-	-	-	-	-	-	-	-
GS - 10	#	9	8	1	0	-	-	-	-	-	-	-	-	-	-
	%	1.35	1.37	1.79	-	-	-	-	-	-	-	-	-	-	-
GS - 11	#	78	64	13	1	-	-	-	-	-	-	-	-	-	-
	%	11.69	10.98	23.21	3.57	-	-	-	-	-	-	-	-	-	-
GS - 12	#	89	72	13	4	-	-	-	-	-	-	-	-	-	-
	%	13.34	12.35	23.21	14.29	-	-	-	-	-	-	-	-	-	-
GS - 13	#	82	72	3	7	-	-	-	-	-	-	-	-	-	-
	%	12.29	12.35	5.36	25.00	-	-	-	-	-	-	-	-	-	-
GS - 14	#	44	42	2	-	-	-	-	-	-	-	-	-	-	-
	%	6.60	7.20	3.57	-	-	-	-	-	-	-	-	-	-	-
GS - 15	#	14	13	1	-	-	-	-	-	-	-	-	-	-	-
	%	2.10	2.23	1.79	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service	#	5	5	-	-	-	-	-	-	-	-	-	-	-	-
	%	0.75	0.86	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	667	583	56	28	1	-	-	-	-	-	-	1	-	-
	%	100.00	100.00	100.00	100.00	100.00	-	-	-	-	0.00	0.00	100.00	-	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES Distribution by Disability - TEMPORARY - FY 2007

GS/GM, SES, and Related Grade		TOTAL Temporary Employees	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 02	#	3	3	-	-	-	-	-	-	-	-	-	-	-	-
	%	2.54	2.61	-	-	-	-	-	-	-	-	-	-	-	-
GS - 03	#	56	54	-	2	-	-	-	-	-	-	-	-	-	-
	%	47.46	46.96	-	66.67	-	-	-	-	-	-	-	-	-	-
GS - 04	#	25	24	-	1	-	-	-	-	-	-	-	-	-	-
	%	21.19	20.87	-	33.33	-	-	-	-	-	-	-	-	-	-
GS - 05	#	31	31	-	-	-	-	-	-	-	-	-	-	-	-
	%	26.27	26.96	-	-	-	-	-	-	-	-	-	-	-	-
GS - 06	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 07	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 08	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS- 09	#	3	3	-	-	-	-	-	-	-	-	-	-	-	-
	%	2.54	2.61	-	-	-	-	-	-	-	-	-	-	-	-
GS - 10	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 11	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 12	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 13	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 14	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS - 15	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Workforce	#	118	115	-	3	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	100.00	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages computed down columns and NOT across rows.

Grain Inspection, Packers and Stockyards Administration

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent FY 2008																
Job Title/Series		Total Permanent Employees	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
0110 - Economist	#	12	11	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	91.67	8.33	-	-	-	-	-	-	-	-	-	-	-
0511 Auditor	#	25	22	1	2	-	-	-	-	-	-	-	-	-	-
	%	100.00	88.00	4.00	8.00	-	-	-	-	-	-	-	-	-	-
1146 - Ag. Marketing	#	93	84	4	5	-		-	-	-	-	-	-	-	-
	%	100.00	90.32	4.30	5.38	-	-	-	-	-	-	-	-	-	-
1980 - Ag. Commodity	#	232	188	38	6	-	-	-	-	-	-	-	-	-	-
	%	100.00	81.03	16.38	2.59	-	-	-	-	-	-	-	-	-	-
2210 - IT Specialist	#	27	23	3	1	-	-	-	-			-	-	-	-
	%	100.00	85.19	11.11	3.70	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Temporary - FY 2008															
Job Title/Series		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
0110 - Economist	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0511 Auditor	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1146 - Ag. Marketing	#	1	1	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
1980 - Ag. Commodity	#	3	3	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00	100.00	-	-	-	-	-	-	-	-	-	-	-	-
2210 - IT Specialist	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Grain Inspection, Packers and Stockyards Administration

Table B7: APPLICATIONS AND HIRES Distribution by Disability

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Schedule A															
Applications	#	0				0									
	%	0	0.00%	0									.00%	0.00%	0.00%
Hires	#	0													
	%		0.00%	0									.00%	0.00%	0.00%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hires	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Data Not Available

Grain Inspection, Packers and Stockyards Administration

Table B8: NEW HIRES By Type of Appointment - Distribution by Disability FY 2008															
		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Permanent	#	51	50	-	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	98.04	-	1.96	-	-	-	-	-	-	-	-	-	-
Temporary	#	78	75	-	3		-	-	-		-	-	-	-	-
	%	100.00	96.15	-	3.85	-	-	-	-	-	-	-	-	-	-
Non-Appropriated	#	-	-	-	-		-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	#	129	125	-	4	-	-	-	-	-	-	-	-	-	-
	%	100.00	96.90	-	3.10	-	-	-	-	-	-	-	-	-	-
Prior Year	%	100.00	84.00	10.91	5.20	1.04	-	-	-	0.26	0.26	0.13	0.13	0.13	0.13

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Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS Distribution by Disability FY 2007

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Job Series:															
tal Applications Receiv	#														
	%		0.00%									0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%		0.00%									0.00%	0.00%	0.00%	0.00%
Selected	#														
	%		0.00%									0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%														
Job Series:															
tal Applications Receiv	#														
	%		0.00%									0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%		0.00%									0.00%	0.00%	0.00%	0.00%
Selected	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%														
Job Series:															
tal Applications Receiv	#														
	%		0.00%	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	#														
	%		0.00%	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	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%														
Job Series:															
tal Applications Receiv	#														
	%		0.00%	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	#														
	%		0.00%	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	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Data Not Available

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

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Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability																
		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	723	629	62	32	2	-	-	-	-	-	1	1	-	-
	%	100.00	87.00	8.58	4.43	0.28	-	-	-	0.00	0.00	0.14	0.14	0.00	-
Time in Grade in excess of minimum																
1-12 months	#	29	27	1	1	0	-	-	-		-	-	-	-	-
	%	100.00	93.10	3.45	3.45	0.00	-	-	-	-	-	-	-	-	-
13-24 months	#	25	23	1	1	0	-	-	-	-		-		-	-
	%	100.00	92.00	4.00	4.00	0.00	-	-	-	-				-	-
25+ months	#	568	490	53	25	1	-	-	-	-	-	0	1	0	-
	%	100.00	86.27	9.33	4.40	0.18	-	-	-	-	-	-	0.18	-	-

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

		Total by Disability Status					Detail for Targeted Disabilities								
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications	#														
	%	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%
Qualified	#														
	%	100%	0.00%	0.00							00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00							00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications	#														
	%	100%	0.00%	0.00							00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00							00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00							00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications	#														
	%	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%
Qualified	#														
	%	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%
Selected	#														
	%	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%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications	#														
	%	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%
Qualified	#														
	%	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%
Selected	#														
	%	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%

Data Not Available

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

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Table B12: PARTICIPATION IN CAREER DEVELOPMENT - By Disability

		Total by Disability Status					Detail for Targeted Disabilities								
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Career Development Programs for GS 5-12															
Slots	#														
Relevant Pool	%		Data not available for this section												-
Applied	#				-										
	%		-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	12	11	1	-	-	-	-	-	-	-	-	-	-	-
	%	100.00%	91.67%	8.33%	0.00%	-	-	-	-	-	-	-	-	-	-
Career Development Programs for GS 13-14															
Slots	#														
Relevant Pool	%		-	-	-	-	-	-	-	-	-	-	-	-	-
Applied	#		Data not available for this section												
	%		-	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	8	8	-	-	-	-	-	-	-	-	-	-	-	-
	%	100.00%	100.00%	-	-	-	-	-	-	-	-	-	-	-	-
Career Development Programs for GS 15 and SES															
Slots	#														
Relevant Pool	%		-	-	-	-	-	-	-	-	-	-	-	-	-
Applied	#		Data not available for this section												
	%		0.00%	-	-	-	-	-	-	-	-	-	-	-	-
Participants	#	2	2		-	-	-	-	-	-	-	-	-	-	-
	%	100.00%	100.00%	-	-	-	-	-	-	-	-	-	-	-	-

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

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Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability FY 2007

Recognition or Award Program # Awards Given Total Cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	49	40	4	5	1						1			
	%	100.00	81.63	8.16	10.20	2	-	-	-	-	-	2	-	-	-
Total Hours		334	274	32	28	8						8			
Average Hours		6.82	6.85	8.00	5.60	8.00						8.00			
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	45	37	7	1	-									
	%	100.00	82.22	15.56	2.22	-	-	-	-	-	-	-	-	-	-
Total Hours		1,500	1212	248	40	-									
Average Hours		33.33	32.76	35.43	40.00										
Cash Awards: $100 - $500															
Total Cash Awards Given	#	94	69	20	5	-						-		-	
	%	100.00	73.40	21.28	5.32	-	-	-	-	-	-	-	-	-	-
Total Amount		$ 33,867	$ 23,747	$ 8,165	$ 1,955	-						-		-	
Average Amount		$ 360	$ 344	$ 408	$ 391										
Cash Awards: $501+															
Total Cash Awards Given	#	146	132	9	5	1						-	1	-	
	%	100.00	90.41	6.16	3.42	0.68	-	-	-	-	-	-	0.68	-	-
Total Amount		$ 199,158	$ 177,704	$ 14,406	$ 7,048	$ 1,250							$ 1,250		
Average Amount		$ 1,364	$ 1,346	$ 1,601	$ 1,410	$ 1,250							$ 1,250		
Quality Step Increases:															
Total QSI Award	#	14	12	1	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	85.71	7.14	7.14	-	-	-	-	-	-	-	-	-	-
Total Benefit		14	12	1	1	-	-	-	-	-	-	-	-	-	-
Average Benefit		100.00	100.00	100.00	100.00										

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Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Employees FY 2008

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Voluntary	#	36	29	6	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	80.56	16.67	2.78	-	-	-	-	-	-	-	-	-	-
Involuntary (RIF)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary (Other)	#	9	8	-	1	-	-	-	-	-	-	-	-	-	-
	%	100.00	88.89	-	11.11	-	-	-	-	-	-	-	-	-	-
Total Separations	#	45	37	6	2	-	-	-	-	-	-	-	-	-	-
	%	100.00	82.22	13.33	4.44	0.00	-	-	-	-	-	-	-	-	-
Total Workforce	#	785	698	56	31	1	-	-	-	-	-	-	1	-	-
	%	100.00	88.92	7.13	3.95	0.13	-	-	-	-	-	-	0.13	-	-