



Management Directive 715 Report – February 2017

**National Credit Union Administration
Office of Minority and Women Inclusion**

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT – FY2016

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National Credit Union Administration Organizational Chart



**The Honorable
J. Mark McWatters**
Acting Chairman



**The Honorable
Rick Metsger**
Board Member

Office of
Minority &
Women
Inclusion

Office of
Public &
Congressional
Affairs

Office of
General
Counsel

Office of the
Executive
Director

Office of
Inspector
General

Ombudsman

Deputy
Director

Office of
Examination
& Insurance

Field Program
Offices

Office of
the Chief
Economist

Office of
the Chief
Financial
Officer

Office of
the Chief
Information
Officer

Office of
Consumer
Financial
Protection
& Access

Office of
Human
Resources

Office of
Small Credit
Union
Initiatives

Office of
Continuity &
Security
Management

Asset
Management
& Assistance
Center

Office of National
Examinations
& Supervision

Region 1

Region 2

Region 3

Region 4

Region 5



National Credit Union Administration

Annual Equal Employment Opportunity Policy Statement November 28, 2016

The National Credit Union Administration supports and promotes the principles of Equal Employment Opportunity (EEO) in the workforce, where each employee is treated fairly and with dignity and respect. The agency prohibits discrimination on the basis of race, color, religion, national origin, sex (including sexual harassment, sexual orientation, pregnancy, and gender identity), age (40 years and over), mental and physical disability, genetic information, and retaliation for prior involvement in protected EEO activity. This policy covers all current employees, former employees, and applicants for employment. It also includes all agency employment programs, management practices, and decisions.

NCUA prohibits discrimination based on political affiliation, parental and marital status, military service or any other non-merit based factor. These protections apply to all employees, applicants for employment and former employees; and they extend to all management practices and decisions, including recruitment, hiring practices, appraisals, promotion, training and career development programs.

As a federal agency, NCUA is responsible for promoting and practicing workplace fairness and maintaining a workplace free of retaliation and harassment. Managers and supervisors must continue to monitor the work environment and ensure an environment free of unlawful employment practices. Managers and supervisors are required to take swift action when unlawful practices are identified. In addition to federal laws, NCUA complies with applicable state and local laws governing nondiscrimination in employment in every location in which we operate.

NCUA protects the rights and freedom of individuals who exercise their rights under EEO antidiscrimination statutes. Employees who are subjected to unlawful practices must be able to use any of the agency's dispute resolution processes and seek redress in an atmosphere free of retaliation.

All NCUA employees are responsible for implementing the agency's EEO policies and instructions in their daily conduct and activities, and for abiding by the letter, intent, and spirit of the equal opportunity laws and policies.

This statement reaffirms the principles of equal employment opportunity, which enhance the agency's ability to accomplish its mission. I am committed to making NCUA a workplace of choice where employees are valued, respected and included.

A handwritten signature in black ink, appearing to read 'Rick Metsger', written over a light blue background.

Rick Metsger
Chairman



Annual Diversity and Inclusion Statement

November 29, 2016

Diversity and inclusion are among the National Credit Union Administration's highest priorities. They are more than priorities, however. They are values, principles, practices and strategic business imperatives that make a difference in NCUA's ability to achieve our mission. In fact, diversity is at the core upon which the credit union system was founded: people helping people. Reflecting and respecting the diverse communities credit unions serve is critical to our ability to ensure a safe and sound credit union system.

One of this agency's three strategic goals for 2017 – 2021 is to cultivate an inclusive, collaborative workplace that maximizes productivity and enhances impact. This includes a strategic objective to recruit and retain a skilled, highly engaged, and diverse workforce. When we leverage each person's unique set of perspectives, skills and abilities, our employees are more engaged and better positioned to achieve their full potential.

NCUA is also committed to promoting diversity and inclusion in other ways. We support a robust and integrated supplier diversity program and ensure diversity and inclusion are embedded in our business activities. We assess the diversity policies and practices of the entities we regulate. We work to preserve Minority Depository Institutions, which serve the financial needs of historically underserved communities, such as African Americans, Asian Americans, Hispanic Americans, and American Indians.

All of these efforts reflect our dedication to upholding diversity and inclusion as both core values and strategic priorities. Diversity and inclusion strengthen our organization and the credit union industry. As NCUA's Chairman, I affirm our agency's commitment to strengthening the diversity of this agency and creating an inclusive culture where our differences make a difference.



Rick Metsger
Chairman

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PARTS A-D

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, 2015 , to September 30, 2016					
PART A Department or Agency Identifying Information	1. Agency		1. National Credit Union Administration		
	1.a. 2 nd level reporting component				
	1.b. 3 rd level reporting component				
	1.c. 4 th level reporting component				
	2. Address		2. 1775 Duke Street		
	3. City, State, Zip Code		3. Alexandria, Virginia 22314-3428		
	4. CPDF Code	5. FIPS code(s)	4. CU00	5.	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				1. 1,201
	2. Enter total number of temporary employees				2. 11
	3. Enter total number employees paid from non-appropriated funds				3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				4. 1,212
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Chairman J. Mark McWatters		
	2. Agency Head Designee		2. Executive Director Mark Treichel		
	3. Principal EEO Director/Official Official Title/series/grade		3. Director Office of Minority and Women Inclusion Monica Davy		
	4. Title VII Affirmative EEO Program Official		4. Director Office of Minority and Women Inclusion Monica Davy		
	5. Section 501 Affirmative Action Program Official		5. Equal Employment Opportunity Specialist Stephanie Smith		
	6. Complaint Processing Program Manager		6. Equal Employment Opportunity Specialist Stephanie Smith		
	7. Other Responsible EEO Staff		7. Agency Workforce Diversity & Inclusion POC and MD-715 Report Preparer – Diversity Outreach Program Specialist Scot Evans		

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	

EEOC FORMS and Documents Included With This Report

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

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PART E

EXECUTIVE SUMMARY

Introduction

The National Credit Union Administration is proud to present NCUA’s Management Directive 715 Equal Employment Opportunity Program Status Report for Fiscal Year 2016 and EEO Plan for Fiscal Year 2017. This report addresses all the required elements of EEOC’s Management Directive 715 toward building and sustaining a *Model EEO Program*.

Mission and Mission-Related Functions

NCUA is an independent federal agency under the Executive Branch of the United States Government. It charters, supervises and insures federal credit unions, and administers the National Credit Union Share Insurance Fund for federal and state credit unions. The agency’s mission is to “provide, through regulation and supervision, a safe and sound credit union system which promotes confidence in the national system of corporate credit.” NCUA seeks to achieve this mission through a system of examination, supervision and risk assessment. The agency further strives to recruit and retain a highly qualified and diverse workforce to carry on this mission. NCUA does not receive federal funding. Its expenses are funded by the operating fee charged to federal credit unions and interest earned through investments of the National Credit Union Share Insurance Fund.

This report constitutes the National Credit Union Administration’s Federal Agency Annual EEO Program Status Report for fiscal year 2016.

Agency Structure

NCUA Board

A full-time, three-member board appointed by the President of the United States and confirmed by the Senate governs NCUA. No more than two board members can be from the same political party, and each member serves a staggered six-year term. There currently is one vacancy. The NCUA Chairman serves as spokesperson and representative of the NCUA Board and the agency in its official relations with other branches of government. NCUA maintains a central office in Alexandria, Virginia, which sets policy and provides support services for the agency. Other components of the central office include the following:

Office of the Executive Director: responsible for the agency’s daily operation and the executive director reports directly to the NCUA Chairman. All regional and central office directors report to the executive director.

Office of Minority and Women Inclusion: responsible equal employment opportunity services such as handling complaints, mediation services and reasonable accommodations. OMWI is also

responsible for developing standards for: (a) equal employment opportunity and the racial, ethnic, and gender diversity of the workforce and senior management of the agency; (b) increased participation of minority-owned and women-owned business in the programs and contracts of the agency, including standards for coordinating technical assistance to such businesses; and (c) assessing the diversity policies and practices of entities regulated by the agency. OMWI was established in 2011 as required by Section 342 of the Dodd-Frank Act. In January of 2014, the equal Opportunity Programs Office merged into OMWI.

Office of Consumer Financial Protection & Access is responsible for consumer protection and consumer compliance policies, programs and rulemaking.

Office of Continuity and Security Management: responsible for addressing and managing security and continuity programs across NCUA and its regional offices.

Office of Examination and Insurance: provides national guidance to federally insured credit unions by overseeing the agency's examination and supervision program, along with directing the problem resolution program for credit unions.

Office of General Counsel: responsible for all legal matters. The General Counsel is the legal adviser to the NCUA Board and liaison with the Justice Department.

Office of Human Resources: provides the full range of human resources functions to all NCUA employees.

Office of Inspector General: strives to prevent and detect fraud, waste and abuse by conducting program audits and investigating allegations of misconduct by NCUA staff and financial contractors.

Office of National Examinations and Supervision: oversees the unique examinations and supervision issues related to consumer credit unions with assets greater the \$10 billion and all corporate credit unions.

Office of Public and Congressional Affairs: keeps the public, credit unions, Congress, the media and NCUA employees abreast of agency news, accomplishments and other vital information.

Office of Small Credit Union Initiatives: works to (a) foster business development within credit unions by providing guidance and education for delivery of financial services; (b) facilitate the expansion of credit union services by chartering new credit unions and field of expanding membership fields; and (c) coordinate efforts with third-party organizations to improve viability and successful operations in credit unions.

Office of the Chief Economist: works to improve understanding of economic conditions and their effect on credit unions; participates in policymaking; supports and conducts research on credit union issues.

Office of the Chief Financial Officer: executes the agency's budget, administers the NCUA Share Insurance Fund and collects operating fees from credit unions. The office also manages disbursements, procurements, contracting and facilities management.

Office of the Chief Information Officer: supports and maintains NCUA’s computer hardware, software, network and communications infrastructure.

Regional Offices: NCUA also has five regional offices as shown in Figure 1. They are located in New York, Virginia, Georgia, Texas and Arizona. These offices oversee the supervision and examination of credit unions and implement Board policy for credit unions throughout the United States, Puerto Rico and the U.S. Virgin Islands. Regional employees include field staff, examiners and supervisory examiners working on site at credit unions, and office staff assigned to specific regional offices. Credit Union Examiners help ensure credit unions operate in a safe and sound manner by reviewing financial records and ensuring compliance with NCUA and federal regulations. All examiners are assigned to a district of credit unions. Typically, a group of eight to ten examiners report directly to a supervisory examiner. The regional offices are comprised of Special Actions, Supervision and Management Services Divisions.



Figure 1
National Credit Union Administration Regional Offices

Asset Management and Assistance Center: Also located in Austin, Texas, oversees the liquidation of failed insured credit unions.

Demonstrated Commitment by Agency Leadership

NCUA leadership is committed to diversity, inclusion and equal employment opportunity. Agency leadership approved the inclusion of the following goal in the 2017-2021 NCUA Strategic Plan: “Strategic Goal 3, Cultivate an Inclusive Collaborative workplace that maximizes productivity and enhances impact.” In addition, Strategic Objective 3.1 is to recruit and retain a skilled, highly engaged and diverse workforce. The agency leadership is committed to and understands that equal opportunity is foundational to inclusion and diversity.

During his tenure, former Chairman Rick Metsger affirmed the agency’s dedication to EEO, diversity and inclusion by issuing the Annual Policy Statements on Equal Employment Opportunity and the Annual Diversity and Inclusion Policy Statement. The Chairman also showed his

commitment to strengthening the diversity of the agency and creating an inclusive culture where differences make a difference by supporting the agency's Diversity Advisory Council and providing opening remarks in person at the council's October 2017 quarterly meeting. The Diversity Advisory Council is a sub-committee of the agency's Talent Management Committee, which is led by the agency's Executive Director. The council provides advice and recommendations to senior leadership on areas related to the fair inclusion of all groups in the agency's workforce. The Talent Management Council also held monthly discussions and action planning to address the agency's diversity challenges. Agency leaders also participated in numerous Special Emphasis Program events, both as presenters and attendees.

Integration of EEO into Agency's Strategic Mission

As stated above, the agency's strategic plan has goals, objectives, strategies and performance metrics around diversity, inclusion and equal employment opportunity. Furthermore, in 2016, NCUA continued implementation of the agency's Diversity and Inclusion Strategic Plan while simultaneously formulating an updated five-year plan. Along with OMWI, the agency's Office of Human Resources, and directors of the central and regional office have worked together to accomplish many of the objectives in the current plan. These leaders remain eager to work together to accomplish the goals set forth in the updated plan. The updated plan will be instituted in early 2017.

The OMWI Director regularly updates and advises the agency's Executive Director and Deputy Executive Director on diversity, inclusion and EEO matters. Additionally, the OMWI Director participates on the agency's Partnership Council, Talent Management Council and attends monthly Interagency Meetings with OMWI directors from other financial regulatory agencies. The directors come together to share best practices and support one another's efforts. EEO, diversity and inclusion policies and initiatives are widely communicated through expansive agency-wide communication vehicles, such as the Chairman's quarterly webinar and the NCUA weekly.

As a result of the agency's diversity and inclusion efforts, NCUA has been consistently selected as one of the "Best Places to Work in the Federal Government" by the Partnership for Public Service – this year ranking 9th compared to similarly sized organizations. Another notable achievement for the agency is its repeated ranking of "Best of the Best" places to work by the award winning publications, Black EOE Journal, Hispanic Network Magazine and Professional Woman's Magazine. These leading diversity and inclusion magazines reach over 3 million diverse Americans.

NCUA was also named Outstanding Public Sector Partner by the Hispanic Association of Colleges and Universities. NCUA was selected as an exemplary partner supporting HACU's mission by sponsoring more than 50 semester and summer internships over five years for college students studying business, finance, accounting, human resources, and information technology.

Management and Program Accountability

In an effort to enhance and promote workforce diversity, employee engagement, and create an inclusive work environment, the following requirements were added to the agency's leadership performance plans:

- For senior service personnel, the following two performance standards are included under the "Leading People" critical element: "Builds and reinforces an organizational

culture committed to recruiting a high quality, diverse workforce while maintaining a high level of employee satisfaction. Takes proactive steps to diversify the workforce (including underrepresented groups, employees with disabilities, etc.) and to create an inclusive work environment that allows employees to contribute to their fullest potential.”

- For supervisory/managerial performance plans, the following was added under the “Leadership and Management of Staff” critical element: “Reinforce an organizational culture committed to recruiting a high quality, diverse workforce while maintaining a high level of employee satisfaction”

In 2016, there were no findings of discrimination. However, if there are ever findings of discrimination, the agency will consider disciplinary actions as ordered or as necessary to address the issue. NCUA does not have a table of penalties. However, the discipline/adverse action program is administered in accordance with federal regulations. Disciplinary actions against employees are based on the circumstances of the incident.

Executive Order 13164 requires federal agencies to establish written procedures for processing requests for reasonable accommodations. NCUA updated its reasonable accommodation policy and procedures in 2015 to include provisions of the Americans with Disabilities Amendments Act of 2008.

In 2016, NCUA proactively conducted workplace assessments to ensure that employees with and without disabilities were provided optimal ergonomic and appropriate workplace equipment both to accommodate disabilities and to maintain good physical health in the workplace. This, in turn, led to an increase in the number of accommodations requested and fulfilled. The increase of agency-wide accommodations provided during the 2016 calendar year resulted in a total depletion of the reasonable accommodations budget. Additional emergency funding was requested by the Office of Minority and Women Inclusion. The emergency funding was approved by agency leadership to support the remaining reasonable accommodation requests. Through the budgeting process, OMWI was able to double its 2017 reasonable accommodations budget, enabling further increases in the number and type of reasonable accommodations the agency can provide.

Proactive Prevention of Unlawful Discrimination

NCUA has placed increased emphasis on improving the participation rates of groups in the agency that show less-than-expected participation by expanding its focus during recruitment activities. Additionally, by providing hiring managers with continuous education to mitigate bias and conducting outreach to targeted groups, NCUA is working to expand the pool of applicants and selectees from these groups.

NCUA uses applicant flow data to inform and influence recruitment and outreach efforts. In fiscal year 2016, NCUA evaluated applicant pools for entry-level, consolidated recruitment efforts for its major occupation, Credit Union Examiner. Additionally, NCUA’s Diversity Advisory Council used applicant flow data to understand and identify strategies to address potential deficiencies in attracting diverse candidates and to assess their progression through the application process.

- As required by EEOC table formats, the MD-715 analysis of applicant flow data excludes in the calculation of percentages, applicants who omitted ethnic or racial information. The

analysis reveals the following: Rates of application for Credit Union Examiner (0580) positions audited during the reporting period were less than the civilian labor force for women, particularly White and Asian women, and individuals with disabilities.

- Rates of selection were below the civilian labor force for women, including the following groups of 0580-series female applicants: African American, Asian, White, American Indian or Alaska Native and Two or More Races.
- White male representation was lower throughout the application process for 0580-series positions compared to the civilian labor force.
- Compared to the civilian labor force, Hispanic or Latino and African American male applicants for positions within the 0580-series fared well throughout the application process for vacancies audited during the reporting period.

As a follow-up to barrier analysis studies conducted in fiscal year 2015, NCUA has requested additional data from OPM that could help identify factors that contribute to the drop-offs between stages of the application process. NCUA has been an active participant in OPM's Applicant Flow Data Workgroup meetings, sharing methodologies and insights, brainstorming about future data needs and assisting in the development of prototypes for universal applicant flow dashboards and reports.

The agency places heavy emphasis on inclusive leadership which encompasses equal opportunity. All new supervisors receive training from the Office of Minority and Women Inclusion on the importance of treating all employees fairly as the foundation of creating inclusive work environments where each employee can contribute to her or his fullest. In doing so, the agency believes that it is proactively decreasing unlawful discrimination. Each manager is trained on the value that each employee brings to the agency and that in order for the agency to benefit from the diverse skills and perspective, employees must feel as though they are being treated fairly and respected.

Efficiency

OMWI regularly analyzes and monitors agency workforce statistics and reviews HR policies and procedures as necessary to address employment triggers or barriers and to track and manage complaints. OMWI's access to Applicant Flow Data provided by OPM and the office's diversity database allows the staff to perform data mining on agency awards, on-board records and separations data. This information is critical when responding to in-house data requests and presentations to various audiences.

NCUA has an established alternative dispute resolution program. Managers have received ADR training and all new managers receive this instruction within six months of promotion or on boarding. The training emphasizes the government's interest in encouraging resolution of disputes. Managers are required to participate in mediation sessions at both stages in the complaint process. The program allows employees to request mediation of workplace disputes with another employee or with a supervisor, without alleging discrimination or employee relations grievance issues. OMWI reports progress and usage of the program in a monthly management report distributed to senior leaders and to other sources upon request.

Responsiveness and Legal Compliance

The Office of General Counsel maintains responsibility for monitoring agency compliance with EEOC orders. The Office of General Counsel also coordinates corrective actions as ordered and ensures agency compliance reports are submitted timely to the EEOC. Additionally, the OMWI Director has delegated authority to ensure compliance with EEOC orders. There were no reports of noncompliance during 2016.

Summary of Workforce Data Tables

Below represents a full review of NCUA's MD-715 workforce data tables. Some show comparisons to the national civilian labor force and the relevant civilian labor force.

Workforce Evaluation

At the end of fiscal year 2016, NCUA's total workforce was 1,212 employees, which represents a decrease of 22 employees or 1.78 percent from the previous fiscal year's total onboard of 1,234. The majority of the overall decrease in the onboard number is a direct result of voluntary separations. Notably, the bulk of the voluntary separations were in the agency's White population, 48 White males and 25 White females. The remaining voluntary separations were 16 African Americans, eight Asians, four Hispanics, one American Indian or Alaska Native.

Further analysis of table A1 reveals the agency's Hispanic, African American, and American Indian or Alaska Native populations each decreased by one employee from the previous year. However, since the total number of employees decreased, the percentage of the African American group increased. There was no change in the overall onboard number from the previous year for the Asian and Native Hawaiian or Other Pacific Islander populations, although the percentage of Asian American population increased slightly. The White population experienced the largest overall change, a decrease from the previous year of 21 employees.

Table A1 – Agency Two Year Comparison				
Demographic Group	Fiscal Year 2015		Fiscal Year 2016	
Men	693	56.16%	677	55.86%
Women	541	43.84%	535	44.14%
White	903	73.18%	882	72.77%
African American	184	14.91%	183	15.10%
Hispanic	55	4.46%	54	4.46%
Asian American	72	5.84%	72	5.94%
Native Hawaiian/pacific Islander	2	0.16%	2	0.17%
American Indian or Alaska Native	12	0.98%	11	0.91%
Multicultural	6	0.49%	8	0.67%
Total Minorities	331	26.84%	330	27.25%
Total	1234		1212	

Figure 2
Table A1 summation

According to Table A1, the gender distribution of the agency reveals the following:

Females

The total number of females in the agency decreased by six from the previous fiscal year. However, the percent of females increased from 43.84 to 44.18 percent. Despite the increase in percentage, the overall number of females in the agency remains below the CLF by 4.02 percent.

The representation of the agency's Hispanic, White, African American, and American Indian or Alaska Native females decreased from the previous fiscal year. The female representation of the Asian and Two or More Races increased, while the representation of Native Hawaiian or Other Pacific Islander females did not change.

Males

Males represent 55.86 percent of the workforce, which is a 0.30 percent decrease from the previous fiscal year based on ending the year with 16 fewer males on staff.

The number of White males decreased by 17, or 0.59 percent, while the number of Asian males decreased by one, or 0.03 percent. The African American and Two or More Races increased slightly, while the number of Hispanic, Native Hawaiian or Other Pacific Islander, and American Indian or Alaska Native males did not change.

Table A2 shows the workforce by central office and region. Location plays a large part in the distribution of the various groups in the agency, but this view provides the unique opportunity to streamline recruiting outreach methods performed by central office and the five regions. In the past, the agency's various entities performed separate recruitment outreach initiatives, some of which were very successful. The agency's Recruitment and Outreach Committee includes members from the agency's Office of Human Resources, Office of Minority and Women Inclusion, other central offices, and a members from each of the five regions. The committee is charged with streamlining the agency's recruitment outreach efforts for more effective use of agency resources. NCUA advertises the majority of its vacancy announcements nationally with a goal of attracting the most diverse qualified candidates to its applicant pool.

Comparing table A2 to the CLF, the central office does well in its representation of females overall. African American males and females, Asian males and females, Native Hawaiian/Pacific Islander males, and Multi-Racial males and females are also relatively well represented. Region I does well in its overall representation of males, White males, and American Indian or Alaska Native females. Region II does well in its representation of males overall, White males, African American females, and American Indian or Alaska Native males. Region III has a good representation of males overall, White males, African American males and females, and American Indian or Alaska Native females. Region IV has a balanced representation of both males and females overall, as well as Hispanic females, White males, African American females, Asian males, and American Indian or Alaska Native males. Region V does well in its representation of males overall, Asian males and females, Native Hawaiian/Pacific Islander males, American Indian males and females, and Multi-racial males. The agency's Asset Management and Assistance Center shows a good representation of females overall, Hispanic females, White females, African American females, and Asian males and females.

In summary, because of the Alexandria, VA headquarters location and the various occupational series the central office employs, it is expected to be the most diverse sector of the organization. However, Region V, which encompasses the states of Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Utah, and Washington, plus the territory of Guam, employs the most diverse make-up of all agency entities. Region I, which encompasses Connecticut, Maine, Massachusetts, Michigan, New Hampshire, New York, Rhode Island, Vermont and Wisconsin, has the least diverse make-up.

Occupational Categories

Table A3 is a profile of employees in nine occupational categories according to job series. The EEOC's Federal Sector Occupational Cross-Classification Table determines which job series falls into each category. Employees with supervisor or managerial status are reported in the first occupational category, supervisors and managers. The number and ratio of supervisors graded 14 or above are listed in the first two lines. The number and ratio of supervisors in grades 13 and 14 are reported in the third and fourth lines. The number and ratio of supervisors who are graded 12 and below are reported in the fifth and sixth lines. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees in these three sub-categories. The "Other" category contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibility. It is made up of the following series: 0080, 0089, 0201, 0260, 0301, 0343, 0501, 0560, 0580, 0599, 1102, 1160, 1165, and 1640. Per EEOC's website, this group "consists of non-supervisory officials who hold high level administrative or policy positions, or have jobs doing business or financial work within an agency and, in turn, are directly supervised by managerial employees." The pipeline for upper management positions is typically the Credit Union Examiner (0580) career field. Statistically, the numbers in this category should show a career progression from journeyman levels to management levels by all groups.

A review of table A3 indicates 86 percent of employees in the executive and senior level or grades 15 and above are White, 60 percent male and 40 percent female. Additionally, 83 percent of employees at mid-level, or grades 13 and 14, are White, but notably a higher percentage is female at 50 percent. Seventy-one percent of the "Other" [1] category (occupational code 0580, for employees who specifically examine credit unions) are White, which is close to the expected level when compared to the occupational civilian labor force, which is 73 percent. A category that stands out statistically is administrative support, where 72 percent are female. The agency dedicates a large amount of its resources to its leadership development programs and inclusion mechanisms, such as the Diversity Advisory Council and the formal Mentorship Program. OMWI will pay close attention to this population in future years.

Participation Rates for CU Pay Plans

Because of NCUA's specific mission, structure and single primary occupation, the majority of its employees are concentrated in grades CU11 through CU14. Table A4 indicates the most populated grade is CU12 with 304 employees, or 25 percent of the permanent workforce. The next three most populated grades in NCUA's workforce are grades CU14, with 234 employees, or 19 percent; CU11, with 197 employees, or 16 percent, and CU13, with 150 employees, or 12 percent of the agency's permanent workforce. Grades CU11 through CU14 represent 73 percent of the agency's permanent work force.

The distribution for grades CU11 through CU14:

	CU11	CU12	CU13	CU14
African American	19%	11%	14%	11%
Asian	9%	5%	7%	9%
Hispanic	4%	3%	3%	5%
White	66.5%	78%	72%	75%

Whites are represented above the CLF for grades CU11 through CU14, but most notable, their representation sharply increases at grade CU14 and continues through to the senior executive levels.

Participation Rates for Major Occupations

Because of NCUA’s size and its strategic mission, NCUA is only reporting one major occupation for table A6. The agency employs 40 total occupational series, but 73 percent, or 885 agency employees, are in the Credit Union Examiner (0580) occupational code.

The gender and racial distribution of the employees in NCUA’s major occupation compared to the occupational civilian labor force slightly differs from the comparison to the CLF. Table A6 indicates females make up less than the expected participation rate by 5.23 percent, more of a deficit than compared to the CLF. Meanwhile, males make up more than the expected rate by the same percentage. The disparity for the agency’s Hispanic population when compared to the CLF reveals a totally difference picture than when compared to the OCLF. Hispanic males are within 0.20 percent of the OCLF and females show a slightly higher variation at 1.91 percent. Hispanic males and females have much more disparate representation when compared to the CLF.

The other groups that show less than expected participation are White and African American females and Asians. White male participation is well above the expected occupational CLF by 4.28 percent.

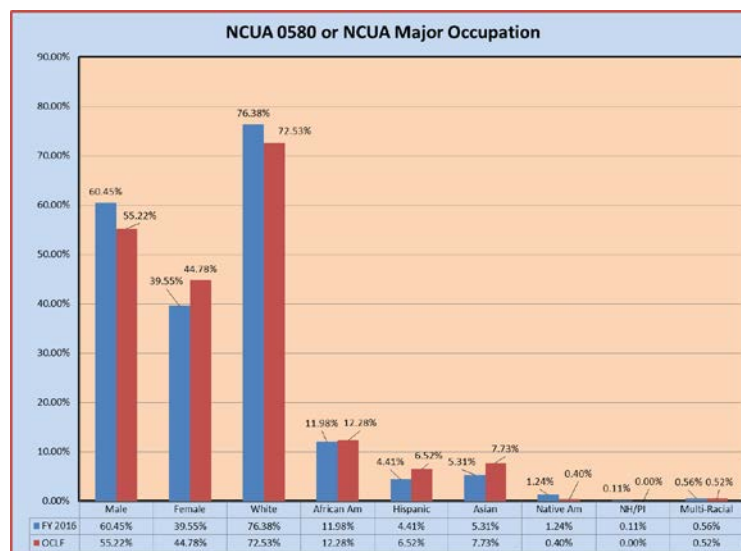


Figure 3
Major Occupation

Applicants and Hires for Major Occupations

Table A7 shows the statistics for applicants who applied for NCUA vacancies audited during the reporting period and self-identified their race, ethnicity and gender. This table features the agency's main occupation, so the OCLF benchmark is the comparator.

- Rates of females who applied qualified and were selected at less than the expected rate.
- Hispanics, applicants qualified were selected at higher than the expected rate.
- Rates of White males and females who applied qualified and were selected were lower than the expected rate.
- African American males who applied qualified at above the expected rate, while females were below.
- The rate of Asian males and females selected was below the expected rate.

NCUA uses applicant flow data to inform and influence recruitment and outreach efforts. In FY 2016, NCUA used applicant flow data to evaluate applicant pools for entry-level, consolidated recruitment efforts for our major occupation, the Credit Union Examiner. Additionally, NCUA's Diversity Advisory Council used applicant flow data to understand and discuss strategies to address potential deficiencies in attracting diverse candidates and assess their progression through the application process.

New Hires by Type of Appointment

During the fiscal year, NCUA hired 88 new employees, including two temporary employees. Of the total hires, the rate of female hires was 1.57 percent below the expected rate when compared to the CLF, while the rate of males hired was 1.57 percent above expected rates. Additionally, Hispanic hires were 7.69 percent below the expected rate and the rate of White hires was 5.31 percent below the expected rate. Notably, African Americans were hired at a rate that was 7.29 percent above the expected rate and Asians were hired at a rate that was 5.20 percent above the expected rate when compared to the CLF.

Selections for Internal Competitive Promotions for Major Occupations

NCUA receives OPM's USA Staffing quarterly data file for its vacancies. The data file includes the agency's main occupational series 0580 (Credit Union Examiner). The Applicant Flow Data provided by OPM does not specify whether an applicant is an internal applicant applying for a promotion through an NCUA vacancy announcement. Information on internal applicants is currently only available for internal merit vacancy announcements. The data file includes positions audited during the reporting period, which consists of total applications received, qualified and selected and in volunteered demographic data format. The aforementioned includes six vacancies for 0580 positions and the following is a summary of the data files for the reporting period:

Received

There were 36 total applications received during the reporting period for internal competitive promotions. Twenty-two applicants were males and 14 were females. The majority, or 53 percent, of the applications were received from White employees. Fourteen percent were from African Americans, 22 percent were from Hispanic, 0.08 percent were from Asians, and 0.03 percent were from the American Indian population.

Qualified

Of the 36 applications received for internal competitive promotions, 22 qualified. Of those 22, 13 were male and 9 were female, or 59 percent and 41 percent respectively. Thirty-two percent of the qualified candidates were White females and 27 percent were White males. The racial and ethnic demographics of the remaining qualified applicants was: five Hispanic males, one Hispanic female, one African American male, one Asian male, and one Asian female.

Selected

Four of the 36 applicants were selected to receive internal competitive promotions. The selectees included three Hispanic males and one White female.

Non-Competitive Promotions – Time in Grade

Table A10 shows the agency's non-competitive and time-in-grade promotions. NCUA differs in this area from some other agencies because of its major occupation and the requirements necessary to progress to the CU12 Principle Examiner level. In addition to achieving a satisfactory or above performance rating coupled with a supervisor's recommendation to proceed to the CU12 level, examiners are required to pass a certification test to become CU12 Principle Examiners.

The majority of the higher percentages of employees who stay in a grade in excess of 1-12 months, 13-24 months, and 25+ months are White males and females and the percentages range from 15 percent to 56 percent. African American females in the 25+ month category is the next highest category at 17 percent.

Internal Selections for Senior Level Positions

As in the case for table 9, table 11 includes only vacancies limited to internal candidates. NCUA received applications for the CU13, CU14 and CU15 internal merit promotion vacancies. There were no internal merit promotion only vacancies for senior executive positions. Below is a summary of table A11:

There were 19 total applications received for the CU13 grade level during the reporting period for internal selections for senior level positions. Of the 19 received, six males and five females qualified. The majority, or 47.34 percent, of the applications received were from the White population, followed by 21 percent from the African American population. Of the remaining applications 16 percent were from the Hispanic population, 11 percent were from the Asian population, and five percent were from the American Indian or Alaska Native population. The candidate selected was a White female.

There were 14 applications received for the CU14 grade level during the reporting period for internal selections for senior level positions. Of the 14 received, one male qualified and five females qualified. The majority, or 64 percent, of the applicants were White, 29 percent were African American and seven percent were Hispanic. The two selected candidates were a Hispanic male and a White female.

There were 13 total applications received for the CU15 grade level during the reporting period for internal selections for senior level positions. Of the 13 received, four qualified, six from the male

population and two from the female population. The majority or 54 percent of the applications received were from the White population, followed by 31 percent from the Hispanic population, and 8 percent from the African American and Asian populations. There were two selections made, two Hispanic males.

Participation in Career Development

NCUA offers multiple career development programs for its employees covering the three grade ranges (CU5-CU12, CU13-CU14, and CU15 - SSP) indicated on table A12. The following summarizes table A12:

For the grade range of CU5 through CU12, 13 males and 10 females applied. Seventeen of the applicants, or 74 percent, were White. The remaining five applicants included two Hispanics, three African Americans, and one American Indian or Alaska Native. There were four selections in this grade range: one White male, one White female, one African American male and one African America female.

For the CU13 through CU14 grade range, 16 males and 10 females applied. Nineteen of the applicants, or 73 percent, were White. The remaining seven applicants included four African Americans, two Asians, and one Hispanic. There were 14 selections in this grade range. Selectees included ten Whites, two African Americans, one Asian and one Hispanic.

For the CU15 and senior executive grade range, eight males and seven females applied. Twelve of the applicants, or 80 percent, were White. The remaining three applicants were two African Americans and one Hispanic. The ten selections in this grade range included seven Whites, two African Americans and one Hispanic.

Employee Recognition and Awards

Information shown on Table A13 indicates Whites received considerably more than their onboard percentage of \$500 and up cash awards as compared to African Americans. Although cash awards \$100 - \$500 were more equitably dispersed, Whites received slightly more than their onboard percentage and Asians received slightly less.

Separations by Type of Separation

Table A14 indicates males voluntarily separated from the agency at considerably higher rates than their onboard percentage. This can be attributed to the White male population. In addition, females involuntarily separated at considerably higher rates than their onboard percentage, which can be attributed to the White female population. Outside of the aforementioned, the other groups that show a noticeable higher-than-expected separation rate is Asian males, African American males and females, Hispanic males, and American Indian or Alaska Native female.

Individuals with Disabilities

A review of table B1 indicates at the end of fiscal year 2016, the reportable number of employees with disabilities totaled 9.4 percent of the agency's workforce. The aforementioned represents a 0.23 percent decrease of individuals with a reportable disability from the previous fiscal year. Additionally, the number of individuals in the agency's workforce with a reported targeted disability slightly decreased by 1 or from 0.97 percent to 0.41 percent. This number remains below the federal government goal of 2 percent.

Summary of Plan Action Items Implemented or Accomplished

The OMWI office worked closely with the agency's Diversity Advisory Council to create the new NCUA Diversity and Inclusion Strategic Plan for 2017-2021. The plan should be approved the agency's Board in early 2017. Below is a summary of various activities NCUA's central and regional offices accomplished during the last fiscal year as part of the previous strategic plan covering 2012-2016.

Regional Offices

- *Region I* – In support of the agency's recruitment outreach efforts, Region I collaborated with OHR and OMWI to attend two recruiting events for diverse candidates. Region I also attended two additional outreach events, one at a neighboring college, the other with the Fleet & Family Support Center in Groton, CT.

The region partnered with the following entities with a goal of spreading awareness about NCUA and its mission: (1) National Association of Black Accountants, (2) Capital District 100 Hispanic Women's Organization, (3) Tribal Employment Newsletter, and (4) the Workforce Recruitment Program. Also, the region offered detail opportunities to seventeen staff members for the purpose of knowledge sharing and succession planning.

- *Region II* – This region supported the agency's recruitment outreach efforts by attending six recruiting events for diverse candidates. These included (1) Bowie State University, (2) Baldwin Wallace University, (3) Ashland University, (4) LatPro, (5) Hiring Individuals with Disabilities, and (6) Ashland University (Meet the Accountant event).

In an attempt to address succession planning in the region, 19 detail opportunities were provided to help staff members increase their organizational knowledge and broaden skillsets.

With the intention of building cultural awareness, the region sponsored four Special Emphasis Program observances during the fiscal year for its staff.

- *Region III* – Supporting the agency's recruitment and outreach efforts, the region participated in three diverse recruitment outreach activities, including one LatPro event and two separate Hiring Our Heroes Career Fairs.

The region sponsored six Special Emphasis Program observances for its staff during the fiscal year. The events were intended to build cultural awareness.

Providing yearly detail opportunities for its staff addresses succession planning concerns. This region provided 42 detail opportunities for its staff to increase organizational knowledge and broaden skillsets.

- *Region IV* – In support of the agency's recruitment outreach efforts, this region attended two career fairs, one at Langston University and the other in St. Louis, MO.

The region collaborated with two diverse entities with a goal of spreading awareness about

NCUA and its mission. These included: (1) National Association of Black Accountants, and (2) Concordia University. Also, with a goal of spreading awareness about NCUA and its mission, the region partnered with OHR and advertised its vacant positions through an e-mail sent to minority-serving organizations. Additionally, two supervisory examiners attended events at a neighboring university or professional association targeting the African American and Hispanic populations with a goal of broadening the diversity of the agency's and the region's applicant pool.

The region sponsored three Special Emphasis Program observances for its staff during the fiscal year. The events were outside of the central office's yearly calendar of Special Emphasis Program events. In addition, the region offered detail opportunities to 30 of its staff members for the purpose of knowledge sharing and succession planning.

Another achievement within this region was the replacement of two members of the Regional Recruitment Team. These members had served on the team for several years and were replaced by three supervisory examiners who are better positioned to connect with a more diverse and developing generation.

A challenge experienced by Region IV has been recruiting veterans using the agency's Special Hiring Authority. The Regional Recruitment Team interacted with veterans from various backgrounds at community events and job fairs, however, the applicants did not meet the minimal qualifications. This can be attributed to disability ratings of less than thirty percent or grade point averages not meeting NCUA standards.

- *Region V* – The region supported the agency's recruitment outreach efforts by attending three diverse events: (1) California State University (CSU)--Northridge, (2) Workforce Recruitment Program—CSU Northridge, and (3) LatPro-Los Angeles.

In an attempt to address succession planning in the region, the region provided 31 detail opportunities for staff to increase their organizational knowledge and broaden skillsets.

With the intention of building cultural awareness, the region sponsored six Special Emphasis Program observances for its staff during the fiscal year.

Central Offices

- *Office of Human Resources* – During fiscal year 2016, the human resources office initiated strategic changes in the agency's recruitment procedures. Two of those changes were the agency's Merit Promotion Instruction, which was necessary for clarity and efficiency, and using a new consolidated recruitment process for entry-level credit union examiners. The process included online writing assessments validated by NCUA subject matter experts. Initial results indicate an increase in applicant pool diversity and an improvement in the quality of experience and education of referred candidates.

The office also created a supervisory orientation program and resource center for employees newly appointed into supervisory positions. The tool provides an overview of training requirements access to external training, webinars, and job aids.

Partnering with other offices in the agency, including the Office of Minority and Women Inclusion, the office updated the standard operating procedures on reorganizations. The desk guide details the important steps of the reorganization process to ensure management fully considers the impact and results of reorganization and partners with OMWI in the process. The steps defined in the draft desk guide are being followed pending finalization of the document.

Per the agency's Collective Bargaining Agreement, updates to the Merit Promotion Program Policy and Procedures are routed through the office to ensure the removal of systemic barriers that may impede full participation in promotion opportunities by all groups. Additionally, the office meets quarterly with OMWI to discuss all diversity and inclusion related topics.

The agency participated in a number of activities to enhance outreach to people with disabilities and veterans. Examples include:

- Attending job fairs, sponsored by Equal Opportunity Publications, and consisting of career expositions for minorities, women, people with disabilities and wounded warriors
 - Maintaining a "talent bank" of Schedule A applicants who apply for agency positions
 - Increasing the number of veterans with disabilities within the agency's existing Schedule A database using USA Jobs' Resume Mining feature
 - Attending additional career fairs to identify and/or recruit veterans and other individuals with disabilities.
- *Office of National Examinations and Supervision* – In support of the agency's diversity and inclusion efforts, the office has an employee that serves on the Diversity Advisory Council. ONES staff participated in the Unconscious Bias training, office staff attended and participated in Special Emphasis events held in the central office, and we promoted one diverse employee to a supervisor and hired two new diverse employees.
 - *Office of the Inspector General* – This office posted two job announcements to the inspector general community via the Council of the Inspectors General on Integrity and Efficiency website (<https://www.ignet.gov/>) and by direct email to members of Inspector General professional groups.

In support of the agency's diversity and inclusion efforts, the office managers and staff regularly participated in or attended the full array of diversity and cultural events sponsored by the agency. The office also selected a diverse candidate to fill a vacant full-time senior auditor position.

- *Office of Continuity and Security Management* – This office worked with OMWI's supplier diversity analyst during the year to create a diverse listing of vendors to suit its contracting needs. In support of the agency's diversity and inclusion efforts, staff participated in planning and hosting the annual Marine Corps birthday celebration. Continuing to improve the agency's security and continuity missions, the office hires and retains a diverse

workforce. This year, the office selected a diverse candidate who is also a veteran for a new security specialist position.

In an effort to improve inclusion in the agency, the office worked with the Office of Public Affairs and Congressional Affairs to develop a new safety and security video that provides specific tips for the agency's field staff. The video is a result of feedback from field staff indicating a lack of inclusion in training and events targeted at central office and regional staff who work in fixed facilities.

- *Office of Minority and Women Inclusion* – During 2016, the office focused on a number of diversity, inclusion and EEO initiatives.

In April 2016, NCUA launched its first agency-wide formal mentoring program. Approved by the NCUA Board in December 2015, the mentoring program is a strategic effort to accomplish specific goals set forth in agency plans:

- Goal 4 of the 2014-2017 NCUA Strategic Plan: Cultivate an environment that fosters a diverse, well-trained and motivated staff.
- Goal 2 of the 2012-2016 NCUA Diversity and Inclusion Strategic Plan: Cultivate an environment that encourages collaboration, flexibility and fairness to enable individuals to contribute to their full potential and further retention.

The mentoring program is a coordinated effort to increase diversity, build cross-cultural understanding, create a more inclusive environment and serve as a developmental resource to all agency employees.

NCUA's external internship program is run by OMWI. The office maintains strategic partnerships with multiple diverse professional organizations that provide internship opportunities for minorities and women, including the Hispanic Association of Colleges and Universities, the Washington Center, the Conference on Asian Pacific American Leadership, and INROADS.

Since the program's inception in June 2010, NCUA has increased the number of interns sponsored each year. In 2016, the agency hosted 21 interns who were selected through these organizations, which serve groups with traditionally low participation rates in the workforce. Many offices at NCUA's headquarters hosted one or more interns, helping the students gain valuable work experience. Notably, since 2010, the agency has hired three former interns for full-time, permanent employment. A number of internships have also been extended well beyond the initial summer timeframe.

In 2016, the office hosted a Hispanic Student Open House during National Hispanic Heritage Month. This event allowed the agency to host Hispanic students from local universities. The students spent a day at the agency's central office in Alexandria, VA, where they participated in job shadowing and other learning activities. The students were paired with NCUA volunteer leaders whose roles closely aligned with the students' fields of

study. The students shadowed their agency host during the morning, joining them in meetings and participating in question and answer sessions. The shadowing was followed by an agency-sponsored lunch with a guest speaker, who discussed the importance of building a professional portfolio. The program ended with the participants sharing learnings from their shadowing experiences.

The OMWI Director and Deputy Director attended leadership meetings throughout the agency/regions and conducted diversity and inclusion training/briefings. These presentations provided current workforce data, the business case for diversity and inclusion, follow-up on unconscious bias and strategies for inclusive leadership.

The office hosted Unconscious Bias training, which was provided in-person to central office and regional staff, and virtually to field staff. The office also launched the agency's second annual mandatory on-line annual No-Fear Act training. Disability Awareness training was also available via the agency's on-line Learning Management System.

This year, OMWI hosted its traditional special emphasis events for the following groups: African American, Women, Asian, Disability, Hispanic and Native American. In an effort to be more inclusive, for the first time, OMWI also hosted a Pride event for the LGBT community and a Veterans Day program to honor those who have served in the military. This past year, OMWI ensured that each event was broadcast to all of the regions and to the field staff to ensure inclusion.

Continuously attracting diverse and talented candidates to the agency's applicant pool, the office partnered with the Office of Human Resources and the Office of Consumer Protection to perform recruitment outreach at events and entities targeting groups with less than expected participation rates in the agency. Additionally, and as prescribed by section 342 of the Dodd-Frank Act, the office performs separate recruitment and outreach activities such as:

- Recruiting at historically African American colleges and universities, Hispanic-serving institutions, women's colleges, and colleges that typically serve majority minority populations
 - Sponsoring and recruiting at job fairs in urban communities
 - Placing employment advertisements in newspapers and magazines oriented toward minorities and women
 - Partnering with organizations focused on developing opportunities to place talented young minorities and women in industry internships, summer employment, and full-time positions.
- *Office of Public Affairs and Congressional Affairs* – In support of the agency's diversity and inclusion efforts, the office helped staff the NCUA booth on Capitol Hill for an event entitled "Financial Literacy on Capitol Hill." Participants in the event included individuals from groups underrepresented in the workplace. Additionally, the office consistently participates in the OMWI-managed agency Student Internship Program and selected a college student in 2016 who remains employed with the agency as a result of the internship. Moreover, the office's director participated as a panelist in an OMWI-facilitated discussion

on creating workplace allies for Lesbian, Gay, Bisexual and Transgender employees.

The office produced two diversity videos for the Office of Minority and Women Inclusion. The first was, “Unique Challenges and Opportunities in Serving Hispanic Credit Union Members,” and the second was a promotional video for the Voluntary Credit Union Diversity Self-Assessment.

With a goal of obtaining a diverse listing of vendors to suit its contracting needs, the office worked with OMWI during the year. On two contract solicitations in 2016, the office solicited bids from minority and women-owned business. In both instances, women-owned businesses were awarded the final contract.

- *Office of Small Credit Union Initiatives* - In support of the agency’s diversity and inclusion efforts, the office’s Deputy Director serves as a member of the agency’s Diversity Advisory Council whose mission is to promote diversity and inclusion within the agency. Additionally, office staff attended the African American Credit Union Coalition annual conference. Using the agency’s internship program, the office hosted an intern from the Hispanic Association of Colleges and Universities.
- *Office of the Chief Financial Officer* – In support of the agency’s diversity and inclusion efforts, office staff participated in the full array of agency sponsored yearly special emphasis programming and cultural events and fully supports the agency’s diversity and inclusion efforts.
- *Office of Consumer Financial Protection & Access* – The office supported the agency’s recruitment outreach efforts by partnering with OMWI at two major diverse recruiting events: (1) Federally Employed Women’s annual recruiting event, and (2) Blacks in Government’s annual recruiting event. Office staff also participated in the full array of agency sponsored yearly special emphasis programming and cultural events and fully supports the agency’s diversity and inclusion efforts—to include participating on panels and hosting diverse interns.

Outreach efforts by the office include teaching and informing consumers and the public about financial literacy. Two notable efforts in this area include:

- The office director presented the keynote address at the National Savings Forum. The office director discussed the importance of building long-term savings, how financial literacy helps consumers understand how to save, and how financial inclusion of consumers within the mainstream banking system is important, especially to those who are underserved and underbanked.
- An office outreach analyst presented NCUA consumer financial protection and financial literacy resources at the 2016 Youth Development Symposium. The workshop presented several financial education tools available at no cost from the federal government and provided tips on how to collaborate with financial education providers, banks and credit unions in local communities.

The office partnered with the following diverse entities and events with a goal of spreading awareness about NCUA and its mission: (1) Financial Literacy and Education Commission, (2) Jump\$tart Coalition National Partner, (3) Financial Literacy Day on Capitol Hill, (4) American Savings and Education Council Government Interagency Group, (5) American Savings and Education Council, (6) American Saves National Savings Forum, (7) America Saves, (8) Military Saves, (9) Department of Defense Financial Readiness Roundtable, (10) Military Saves Week DoD Financial Readiness Fair, (11) Department of Defense Financial Readiness Communication Working Group, (12) Consumer Protection Partner Calls, (13) National Consumer Protection Week, (14) Government Affairs Conference, (15) Americas Credit Union Conference, (16) Annual Financial Literacy and Economic Education Conference, and (17) Advisory Committee on Economic Inclusion.

This office also provided four office staff with detail opportunities to increase their organizational knowledge and broaden their skillsets.

Asset Management & Assistance Center (AMAC)

In support of the agency's diversity and inclusion efforts, AMAC staff planned and attended diversity cultural events during 2016. These events included:

- A Staff member attended training on EEO in the Federal Sector through the Graduate School USA.
- A Staff member completed both a 90-day developmental detail and a Management Development Program-related 30 day detail.
- Staff attended events planned by Region IV for African American History month, Asian Pacific Heritage Month and Hispanic Heritage month.
- Staff planned the National Women's History month observance, showing film clips of women recognized by the government for their service and contributions.
- Staff planned the Disability Awareness month observance, showing film and following up with an activity where staff were assigned a disability and task to perform as if they had the disability.
- Staff invited local Native American, Mr. Sandy Duncan to speak at AMAC and Region IV about the local Pow Wow and misconceptions of Native Americans during November.

In addition to the above, AMAC offers an optional lunch break Spanish language group to meet bi-weekly to converse in Spanish, leveraging the experience of native Spanish speakers employed by our organization.

[1] The EEOC updated its Job Classification Guide in 2006, moving some business and financial jobs from *Officials and Managers* to *Professionals*. This included the category *financial examiners*. Although we recognize that some Financial Institutions Reform Recovery and Enforcement Act (FIRREA) agencies classify their examiners in the Professional category, the agency was advised by EEOC Office of Federal Operations that this change applied to private sector employees only.

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PART F

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

I, Director Office of Minority and Women Inclusion
Monica Davy am the

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

Principal EEO Director/Official for The National Credit Union Administration

(Insert Agency/Component Name above)

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

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

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

Monica Davy

2/15/17

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

Date

Mark Tria





2/15/17



Signature of Agency Head or Agency Head Designee





Date





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PART G

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		EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	No	
<p>The Agency Head was installed on May 1, 2016. The EEO policy statement was issued on November 28, 2016. The Diversity and Inclusion policy statement was issued on November 29, 2016. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.</p>			X		
<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.</p>			X		
<p>Are new employees provided a copy of the EEO policy statement during orientation?</p>			X		
<p>When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?</p>			X		
 Compliance Indicator		EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	No	
<p>Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?</p>					N/A NCUA does not have subordinate components.
<p>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?</p>			X		
<p>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)]</p>			X		



 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:				
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			OMWI Includes in new supervisor training modules
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			
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	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
 Measures		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 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?				N/A
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?				N/A
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		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		The state of the agency was presented to agency leadership April 16, 2016.
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		Partnering with other offices in the agency, including OMWI, OHR updated the

			standard operating procedures on reorganizations.	
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		These topics are discussed during the OMWI and OHR quarterly meetings.	
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X			
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of 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		The OMWI provides assistance to central offices' and the regions in their special emphasis planning and programming.	
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	


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





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





 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		Updates to the Policy are routed through OHR to ensure full participation by all groups. Additionally, OHR and OMWI meet quarterly to discuss all diversity and inclusion related topics.
	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		OHR and OMWI meet quarterly to discuss all diversity and inclusion related topics.
	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		OHR and OMWI meet quarterly to discuss all diversity and inclusion related topics.
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		Agency administrative policies covering non-bargaining unit staff and CBA provisions commit to promote a workplace free of discrimination. No table of penalties exist, but disciplinary/adverse actions policies cover taking action against any agency employee/supervisor/manager found to have discriminated.
	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		<p>Agency policies and CBA provisions (Article 33, Equal Employment Opportunity), define for all employees the agency commitment to promoting a workplace free of discrimination as well as procedures for disciplining anyone engaged in discrimination and all other types of misconduct.</p> <p>Mandatory supervisory training provided by EEO and OHR staff (online and live training) cover definitions of discriminatory behavior as well as all other possible misconduct.</p>
	Has the agency, when appropriate, disciplined or sanctioned	N/A	N/A	No findings of any agency





managers/supervisors or employees found to have discriminated over the past two years?			employee/supervisor/manager engaging in discrimination have occurred within the past 3 years, so there was no need to discipline or sanction anyone. However, if someone was found to have discriminated, appropriate discipline/sanctions would definitely have been imposed by the agency.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.			
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		







Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
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		In 2016, senior service personnel were added to the Diversity Advisory Council—rotating on an annual basis.
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		

 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?		X		

Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		A more efficient system was implemented in January of 2016.
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		There are contingencies in place to ensure timely processing.

If yes, briefly describe how:				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
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	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compare the agency's 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		
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and 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	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		The agency's Diversity Advisory Council and the Recruitment Outreach Committee assist in identifying potential barriers in the recruitment process.
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.			
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.			
	Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		
	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
	Are procedures in place to promptly process other forms of ordered relief?	X		
 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.			
	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	X		The OMWI Director
	If so, please identify the employees by title in the comments section, and state how performance is measured.			
	Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X		The OMWI Director and the Equal Opportunity Specialist

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:			
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.

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PART I

Note - there is no Part H; It should go from Part G to Part I.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
The National Credit Union Administration	October 1, 2015 , to September 30, 2016	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>NCUA continues to have less than expected participation of Hispanic males and females, White females, African American males, and People with Disabilities.</p> <p>This condition was recognized by analyzing OMWI's database reports, OHR's quarterly reports, and the MD-715 tables.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The agency's Hispanic population has shown less than expected participation when compared to the CLF for some time. Applicant flow data reveals the agency does not have an issue attracting Hispanics to its applicant pool. In order for this population to increase in onboard representation, the hires have to outpace the separations, and this has to be a consistent trend. This trend is substantially harder to achieve because of the agency's size and skillset of the main occupation.</p> <p>The agency's White female population has shown less than expected participation when compared to the CLF, like the Hispanic population, for some time. Two areas were noticed during the analysis process: (1) rates of application for 0580 (CUE) positions audited during the reporting period were less than the CLF, and (2) separations from this group were higher than other groups. Over the last two years the agency has increased its focus on targeted recruitment outreach to this community, particularly in recruitment events and circular advertisement area.</p> <p>The African American population as a whole is over 3 percent above the CLF, but the male population has been slightly below the expected rate for more than five years. Notably, African American males who applied for NCUA's major occupation and voluntarily identified, qualified, were above the expected rate. This and the slight increase in representation over the last two years indicates a positive trend, which we attribute to the increased outreach to the African American population.</p> <p>Representation of individuals with disabilities declined slightly between FY2015 and FY2016. Representation of individuals with targeted disabilities is slightly below 1 percent, which is lower than the 2 percent federal goal. Applicant flow data shows that in FY2016 application, qualification, and referral rates for individuals with disabilities were below current overall representation of individuals with disabilities. Overall rates of promotion (competitive and noncompetitive together) for individuals with disabilities was higher than representation. Data shows that the percentage of separations that are individuals with disabilities, including individuals with targeted disabilities, is higher than onboard and new hire representation. The vast majority of the separations were voluntary. NCUA is revamping its exit survey process and content to gather more information from departing employees. Further examination of the policies, procedures, and practices impacting the hiring, retention, and separation processes is needed to determine causes in areas of low representation.</p>	

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>In 2015, the agency hired a vendor to conduct a barrier analysis for two of the underrepresented groups identified above. The results highlighted areas of deficiencies that NCUA is working to further evaluate and address.</p> <p>The agency was unable to identify the barrier due to lack of applicant flow data. We will continue to examine data and known triggers to identify the barrier.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The agency's Office of Minority and Women Inclusion, Office of Human Resources, the Diversity Advisory Council and the Recruitment Outreach Committee now utilize Applicant Flow Data (AFD) along with quarterly reporting and already utilized analysis tools to better identify and understand barriers and establish future plans of action to address the agency's underrepresented groups.</p> <p>AFD provides a better understanding of the hiring process and how different groups fair during the hiring process. Until the availability of AFD, the agency was unable to identify where in the hiring process underrepresented groups seem to not do as well as other groups. Currently the AFD provided by OPM does not include reasons for drop off between the hiring stages. NCUA has brought this to the attention of OPM and expects additional data will be provided in the revamped AFD data model. NCUA will evaluate additional data as it becomes available.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>OMWI Director Monica Davy</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>FY2016</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>FY2017 and beyond</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
OMWI's management analyst will provide quarterly Applicant Flow Data (AFD) analysis and in-depth understanding of those analysis to the agency's Recruitment Outreach Committee (ROC). The Committee will utilize the latest AFD and other available information to identify which groups in the agency have the lowest application percentage rate. Theoretically, these would be the groups most likely to be the focus of the agency's recruitment outreach efforts.	Two of the four 2017 quarterly ROC meetings.	
The Office of Human Resources and the Office of Minority and Women Inclusion plan to collaborate on a workforce dashboard that includes workforce diversity. The project is a topic of discussion in the OMWI/OHR quarterly meetings.	September 2017	
With the assistance of the agency Diversity Advisory Council and agency directors, the Office of Minority and Women Inclusion will ensure the diversity and inclusion goals set forth in the agency's 2017-2021 Strategic Plan and the 2017-2021 Diversity and Inclusion Strategic Plan are achieved.	2017 - 2021	
OHR is in the process of updating the agency's current Plan for Recruitment and Hiring People with Disabilities as required under Executive Order 13548.	September 2017	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

In 2016, NCUA leadership committed to undertaking unconscious bias training for the entire agency, as a first step to intentional inclusion. OMWI identified and led the procurement of a leading diversity consultant, Cook Ross Inc. a certified woman-owned consulting firm to provide "unconscious bias" training for the entire workforce including two in-person facilitated sessions during NCUA's National Examiner Program Training (NEPT) on April 4 and April 11 with an additional session offered at the central office for those who did not attend the NEPT on June 14.

A follow up to the sessions, "Shifting to Neutral: Disengaging from Bias" was offered to all supervisors on September 28, providing practical tools to help identify and mitigate unconscious biases. Feedback from all four sessions yielded very positive responses and have had an impact on NCUA staff being aware of their bias and checking their biases before making decisions.

As a next step, the OMWI Director is working with the Talent Management Council (TMC) in evaluating and redesigning systems and processes to mitigate opportunities for bias to come into play. With an understanding that it is impossible to de-bias the brain, the agency is committed to improving systems where bias can come into play. As such the TMC is evaluating the expanded use of structured interviews and building transparency in the succession planning process, both areas that are more prone to bias.

The Recruitment Outreach Committee was able to coordinate a more streamlined and partnered approach to the agency's recruitment outreach program. The effort has reduced the amount of agency resources needed to perform the recruitment outreach function. Applicant Flow Data shows the agency's outreach and recruitment efforts have resulted in an increase in the number of underrepresented groups in the applicant pool.

The 2017-2021 Diversity and Inclusion Strategic Plan was developed by the Office of Minority and Women Inclusion in collaboration with the Diversity Advisory Council and approved by the NCUA Talent Management Council. The plan is expected to be approved by agency leadership in early 2017.

In 2015, OMWI was successful in gaining the approval for the establishment of the agency's first Employee Resource Group (ERG program). OMWI is currently in the process of working out operational and implementation matters to ensure program effectiveness. In late 2016 the agency's Partnership Council, Office of General Counsel and agency leadership provided input and feedback for the ERG instruction. . The first ERG's are expected to be up and running in 2017.

In 2016, NCUA launched a formal mentoring program. The mentoring program is a coordinated effort to increase diversity, build cross-cultural understanding, create a more inclusive environment, and serve as a developmental resource to all agency employees. The first class of the program, which includes 25 mentees and 25 mentors, will graduate in the spring of 2017. Evaluation of the participants' experience to date show that 86 percent of participants rate the program positively.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
The National Credit Union Administration	October 1, 2015 , to September 30, 2016	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The agency continues to experience a lack of diversity in the senior staff positions (SSP), the following are the statistical percentages:</p> <ul style="list-style-type: none"> - Minorities represent 12% of all SSPs - Women represent 41% of all SSPs <p>The potential barrier was identified by comparing SSP onboard data to the CLF.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The condition was recognized as a result of analyzing data derived from the OMWI database, the OHR quarterly reports, and the MD-715 data tables.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the less than expected participation rate for minorities and women in the SSP ranks is unknown. However, the agency SSP group represents a very small population, 51 to be exact, so there is little movement in numbers. Retirements are usually the only time a position becomes available, and they are usually one possibly two per year. As such it is difficult to effect change in this group that has been traditionally populated by White males.</p>	

<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Continue to develop leadership skills in SSP pipeline, e.g. Ensure leadership development programs are well advertised to potentially influence and increase the overall diversity in the application pool. Additionally, for any SSP vacancies filled, evaluate and address any barriers in the application process. The agency also strongly believes that the long-term focus on unconscious bias, inclusive leadership, objective, structured interviewing and transparent succession plan will result in increased diversity within agency leadership.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>OHR and OMWI Directors</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>9/30/2015</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/2016</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Implement goals set forth in the 2017-2021 NCUA Diversity and Inclusion Strategic Plan		
OMWI will continue to partner with minority serving organizations to increase public awareness of the NCUA.		
OPM plans to make modifications to the data model that captures applicant flow data in 2017 to provide additional data. Once these changes are implemented, OMWI will refine and update internal processes to align with OPM's new model.		
NCUA will continue to administer leadership development programs targeting the relevant pool of potential SSP successors.		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>OMWI has continued to meet with staff to insure the office has input when updating NCUA-wide strategic plans to ensure diversity and inclusion are imbedded within. To date, language exists in the agency strategic plan, as well as the Diversity and Inclusion Strategic Plan.</p> <p>NCUA continues to partner with and support minority serving institutions such as Federally Employed Women and Blacks in Government and advertising in diverse circulars such as Black EOE Journal, Hispanic Network Magazine, and Professional Woman's Magazine to increase awareness about NCUA and its opportunities.</p> <p>OMWI will continue to monitor the diversity of the agency's leadership development programs to ensure no barriers exist.</p> <p>OMWI will research possible executive level circular advertisement venues with a goal of attracting more diverse executives to its applicant pool.</p> <p>Introducing the concept of unconscious bias and providing strategies to recognize and mitigate bias was a priority in 2016 and will be further developed in future years.</p>		

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PART J

EEOC FORM 715-01 PART 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
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PART I Department or Agency Information	1. Agency	1. National Credit Union Administration
	1.a. 2 nd Level Component	1.a.
	1.b. 3 rd 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	1,234	100.00%	1,212	100.00%	-22	-1.78%
	Reportable Disability	119	9.64%	114	9.41%	-5	-4.20%
	Targeted Disability*	12	0.97%	11	0.91%	-1	-8.33%
* 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.						345	
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	37	2	5.41%	0	0%	0	0%	35	94.59%
4. Non-Competitive Promotions	106	14	13.21%	0	0%	5	4.72%	87	82.08%
5. Employee Career Development Programs									
5.a. Grades 5 - 12	4	0	0	0	0	0	0	4	100%
5.b. Grades 13 - 14	14	0	0	0	0	0	0	14	100%
5.c. Grade 15/SES	7	0	0	0	0	1	14.29%	6	85.71%
6. Employee Recognition and Awards									

6.a. Time-Off Awards (Total hrs awarded)	72	24	33.33%	0	0%	0	0	48	66.67%
6.b. Cash Awards (total \$\$\$ awarded)	812,925	56,800	6.99%	4,000	0.49%	15,100	1.86%	741,025	91.16%
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	A barrier analysis study was conducted in 2015. The analysis confirmed what the agency know about separations, separations were outpacing hires. However, the lack of Applicant Flow Data prevents the identification of the actual barrier.
Part V Goals for Targeted Disabilities	<p>At the time of MD-715 report preparation, the agency's 2017 recruitment and outreach plan for the disabled and veteran populations was not complete. Notably, in 2016, NCUA participated in a number of activities to enhance outreach to individuals with disabilities and veterans. These efforts included:</p> <ul style="list-style-type: none"> - Attending outreach events targeting veterans and people with disabilities. The job fairs were sponsored by Equal Opportunity Publications and consisted of career expos for minorities, women, people with disabilities, and wounded warriors. - Maintaining a "talent bank" of Schedule A applicants who apply for agency positions. - Utilizing LinkedIn Recruiter and the USAJOBS Resume Mining tool to significantly expand the outreach footprint to diverse applicants. These tools allow NCUA to: <ul style="list-style-type: none"> ✓ Reach out, and connect (follow), and send vacancies to people with disabilities groups. ✓ Reach out to people with disabilities with high skills and/or degrees. ✓ Post vacancies on LinkedIn with auto-search capability (searches and automatically contacts potential matches with information about our vacancies). ✓ Market the Agency and expand the outreach footprint to a variety of potential candidates who may not be familiar with USAJOBS or Federal government opportunities. - Utilizing the Bender Consulting Services as an avenue for managers to use, in addition to the competitive recruitment process, to fill positions. <p>Additionally, NCUA Partnered with Cameron's Coffee & Chocolates during Disability Employment Awareness Month. The Office of Minority and Inclusion and the Combined Federal Campaign invited Cameron's owner, Ellen Graham, and staff to visit the agency to sample their products and learn about the family business, which employs young adults with varied disabilities. The business named after Ellen's daughter, Cameron and other employees were present to tell their stories. The company motto is <i>Even I Can Work</i>. Located in Fairfax, VA., the sandwiches, cookies and chocolates they made brought from Cameron's were delicious. This demonstrated to agency leadership, and specifically hiring managers, the possibilities of this underrepresented group.</p> <p>In addition to the above accomplishments, the agency posted one-page advertisements in two diverse circulars to expand its recruitment and outreach efforts to the disabled and veteran communities. The circulars were the DIVERSEability magazine and the U.S. Veterans magazine.</p>

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Tables A1-A14

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

Employment Tenure	RACE/ETHNICITY																	
	TOTAL WORKFORCE						Hispanic or Latino						Non- Hispanic or Latino					
	All		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL																		
Prior FY	#	1234	693	541	30	25	551	352	62	122	37	35	2	0	6	6	5	1
	%	100.00	56.16	43.84	2.43	2.03	44.65	28.53	5.02	9.89	3.00	2.84	0.16	0.00	0.49	0.49	0.41	0.08
Current FY	#	1212	677	535	30	24	534	348	63	120	36	36	2	0	6	5	6	2
	%	100.00	55.86	44.14	2.48	1.98	44.06	28.71	5.20	9.90	2.97	2.97	0.17	0.00	0.50	0.41	0.50	0.17
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Difference	#	-22	-16	-6	0	-1	-17	-4	1	-2	-1	1	0	0	0	-1	1	1
Ratio Change	%	0.00	-0.30	0.30	0.04	-0.05	-0.59	0.19	0.17	0.01	-0.03	0.13	0.00	0.00	0.01	-0.07	0.09	0.08
Net	%	-1.78	-2.31	-1.11	0.00	-4.00	-3.09	-1.14	1.61	-1.64	-2.70	2.86	0.00	0.00	0.00	-16.67	20.00	100.00
PERMANENT																		
Prior FY	#	1217	684	533	30	25	542	345	62	121	37	35	2	0	6	6	5	1
	%	100.00	56.20	43.80	2.47	2.05	44.54	28.35	5.09	9.94	3.04	2.88	0.16	0.00	0.49	0.49	0.41	0.08
Current FY	#	1201	669	532	30	24	526	345	63	120	36	36	2	0	6	5	6	2
	%	100.00	55.70	44.30	2.50	2.00	43.80	28.73	5.25	9.99	3.00	3.00	0.17	0.00	0.50	0.42	0.50	0.17
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Difference	#	-16.00	-15.00	-1.00	0.00	-1.00	-16.00	0.00	1.00	-1.00	-1.00	1.00	0.00	0.00	0.00	-1.00	1.00	1.00
Ratio Change	%	0.00	-0.50	0.50	0.03	-0.06	-0.74	0.38	0.15	0.05	-0.04	0.12	0.00	0.00	0.01	-0.08	0.09	0.08
Net	%	-1.31	-2.19	-0.19	0.00	-4.00	-2.95	0.00	1.61	-0.83	-2.70	2.86	0.00	0.00	0.00	-16.67	20.00	100.00
TEMPORARY																		
Prior FY	#	17	9	8	0	0	9	7	0	1	0	0	0	0	0	0	0	0
	%	100.00	52.94	47.06	0.00	0.00	52.94	41.18	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Current FY	#	11	8	3	0	0	8	3	0	0	0	0	0	0	0	0	0	0
	%	100.00	72.73	27.27	0.00	0.00	72.73	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Difference	#	-6	-1	-5	0	0	-1	-4	0	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	19.79	-19.79	0.00	0.00	-19.79	-13.90	0.00	-5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net	%	-35.29	-11.11	-62.50	0.00	0.00	-11.11	-57.14	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

		RACE/ETHNICITY																	
		TOTAL EMPLOYEES						Hispanic or Latino						Non-Hispanic or Latino					
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
								male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	1212	677	535	24	30	24	534	348	63	120	36	36	0	6	5	6	2	
	%	100.00	55.86	44.14	1.98	2.48	44.06	28.71	5.20	9.90	2.97	2.97	0.00	0.50	0.41	0.50	0.17		
CLF 2010	#	377	180	197	4	4	138	115	25	55	10	20	0	0	1	2	2		
	%	100.00	51.84	48.16	4.79	5.17	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.55	0.53	0.26	0.28		
Central Office	#	100.00	47.75	52.25	1.06	1.06	36.60	30.50	6.63	14.59	2.65	5.31	0.27	0.00	0.27	0.53	0.53		
	%	100.00	47.75	52.25	1.06	1.06	36.60	30.50	6.63	14.59	2.65	5.31	0.27	0.00	0.27	0.53	0.53		
Region 1	#	161	106	55	3	3	97	46	4	5	2	1	0	0	1	0	0		
	%	100.00	65.84	34.16	1.86	1.86	60.25	28.57	2.48	3.11	1.24	0.62	0.00	0.00	0.62	0.00	0.00		
Region 2	#	165	97	68	3	3	82	50	8	15	3	1	0	0	1	0	0		
	%	100.00	58.79	41.21	1.82	1.82	49.70	30.30	4.85	9.09	1.82	0.61	0.00	0.00	0.61	0.00	0.00		
Region 3	#	161	94	67	5	5	72	40	17	23	0	2	0	0	0	1	0		
	%	100.00	58.39	41.61	3.11	3.11	44.72	24.84	10.56	14.29	0.00	1.24	0.00	0.00	0.00	0.62	0.00		
Region 4	#	161	90	71	8	8	70	48	5	14	5	1	0	0	1	0	0		
	%	100.00	55.90	44.10	4.97	4.97	43.48	29.81	3.11	8.70	3.11	0.62	0.00	0.00	0.62	0.00	0.00		
Region 5	#	154	99	55	7	5	65	33	4	5	15	10	1	4	2	3	0		
	%	100.00	64.29	35.71	4.55	3.25	42.21	21.43	2.60	3.25	9.74	6.49	0.65	0.00	2.60	1.30	1.95		
Asset Management Assistance Center	#	33	11	22	0	0	10	16	0	3	1	1	0	0	0	0	0		
	%	100.00	33.33	66.67	0.00	0.00	30.30	48.48	0.00	9.09	3.03	3.03	0.00	0.00	0.00	0.00	0.00		

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories	RACE/ETHNICITY														
	TOTAL EMPLOYEES						Non-Hispanic or Latino								
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers	#	156	94	62	5	2	84	50	4	10	1	0	0	0	0
	%	100.00	60.26	39.74	3.21	1.28	53.85	32.05	2.56	6.41	0.64	0.00	0.00	0.00	0.00
- Executive/Senior Level (Grades 15 and Above)	#	12	6	6	0	0	6	4	0	1	0	1	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	50.00	33.33	0.00	8.33	0.00	8.33	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	6	2	4	0	1	0	2	2	1	0	0	0	0	0
	%	100.00	33.33	66.67	0.00	16.67	0.00	33.33	33.33	16.67	0.00	0.00	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	864	503	361	22	14	395	245	45	73	28	24	1	0	6
	%	100.00	58.22	41.78	2.55	1.62	45.72	28.36	5.21	8.45	3.24	2.78	0.12	0.00	0.69
Officials and Managers - TOTAL	#	1038	605	433	27	17	485	301	51	85	29	25	1	0	6
	%	100.00	58.29	41.71	2.60	1.64	46.72	29.00	4.91	8.19	2.79	2.41	0.10	0.00	0.58
2. Professionals	#	97	50	47	1	0	39	25	4	10	5	11	1	0	0
	%	100.00	51.55	48.45	1.03	0.00	40.21	25.77	4.12	10.31	5.15	11.34	1.03	0.00	0.00
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	76	21	55	2	7	9	22	8	25	2	0	0	0	0
	%	100.00	27.63	72.37	2.63	9.21	11.84	28.95	10.53	32.89	2.63	0.00	0.00	0.00	0.00
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce	#	1212	677	535	30	24	534	348	63	120	36	36	2	0	6
	%	100.00	55.86	44.14	2.48	1.98	44.06	28.71	5.20	9.90	2.97	2.97	0.17	0.00	0.50

Table A4: PARTICIPATION RATES FOR CREDIT UNION (CU) PAY PLANS by Race/Ethnicity and Sex (PERMANENT EMPLOYEES)

CU AND SS GRADES		RACE/ETHNICITY																	
		Non- Hispanic or Latino																	
		TOTAL EMPLOYEES			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
#	%	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
CU-04	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-05	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-06	#	12	4	8	1	2	1	1	8.33	8.33	16.67	16.67	41.67	41.67	5	0	0	0	0
	%	100.00	33.33	66.67	8.33	16.67	8.33	16.67	41.67	41.67	16.67	16.67	41.67	41.67	5	0	0	0	0
CU-07	#	33	14	19	0	2	10	9	27.27	27.27	6.06	6.06	21.21	21.21	7	0	0	0	1
	%	100.00	42.42	57.58	0.00	6.06	30.30	27.27	6.06	21.21	3.03	3.03	0.00	0.00	0.00	0.00	0.00	3.03	3.03
CU-08	#	17	4	13	1	3	1	5	29.41	29.41	11.76	11.76	29.41	29.41	5	0	0	0	0
	%	100.00	23.53	76.47	5.88	17.65	5.88	29.41	11.76	29.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-09	#	69	30	39	3	1	14	19	27.54	27.54	11.59	11.59	24.64	24.64	17	4	1	0	1
	%	100.00	43.48	56.52	4.35	1.45	20.29	27.54	11.59	24.64	5.80	5.80	1.45	1.45	0.00	0.00	0.00	1.45	1.45
CU-11	#	197	118	79	5	3	85	46	36.67	36.67	11.33	11.33	16	16	23	12	5	2	0
	%	100.00	59.90	40.10	2.54	1.52	43.15	23.35	7.11	11.68	6.09	6.09	2.54	2.54	0.00	0.00	0.00	1.02	1.02
CU-12	#	304	178	126	3	7	146	91	29.93	29.93	4.93	4.93	6.25	6.25	19	8	8	1	3
	%	100.00	58.55	41.45	0.99	2.30	48.03	29.93	4.93	6.25	2.63	2.63	6.25	6.25	19	8	8	1	3
CU-13	#	150	64	86	2	3	53	55	36.67	36.67	11.33	11.33	16	16	23	12	5	2	0
	%	100.00	42.67	57.33	1.33	2.00	35.33	36.67	11.33	11.33	2.67	2.67	11.33	11.33	16	13	8	1	0
CU-14	#	234	145	89	10	1	117	59	25.21	25.21	3.85	3.85	6.84	6.84	7	0	0	0	0
	%	100.00	61.97	38.03	4.27	0.43	50.00	25.21	3.85	6.84	3.42	3.42	6.84	6.84	7	0	0	0	0
CU-15	#	138	85	53	5	1	75	45	32.61	32.61	5.07	5.07	11.33	11.33	16	13	8	1	0
	%	100.00	61.59	38.41	3.62	0.72	54.35	32.61	5.07	11.33	2.67	2.67	11.33	11.33	16	13	8	1	0
SS-00	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-01	#	23	13	10	0	1	12	8	34.78	34.78	4.35	4.35	4.35	4.35	1	0	0	0	0
	%	100.00	56.52	43.48	0.00	4.35	52.17	34.78	4.35	4.35	0.00	0.00	4.35	4.35	1	0	0	0	0
SS-02	#	12	5	7	0	0	4	5	41.67	41.67	8.33	8.33	16.67	16.67	2	0	0	0	0
	%	100.00	41.67	58.33	0.00	0.00	33.33	41.67	8.33	16.67	0.00	0.00	16.67	16.67	2	0	0	0	0
SS-03	#	9	7	2	0	0	7	2	22.22	22.22	0.00	0.00	0.00	0.00	0	0	0	0	0
	%	100.00	77.78	22.22	0.00	0.00	77.78	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0	0	0	0	0
TOTAL	#	1201	669	532	30	24	526	345	287.3	287.3	63	63	120	120	36	36	36	6	2
	%	100.00	55.70	44.30	2.50	2.00	43.80	28.73	5.25	9.99	5.25	5.25	9.99	9.99	3.00	3.00	3.00	0.50	0.17

Table A4: PARTICIPATION RATES FOR CREDIT UNION (CU) PAY PLANS by Race/Ethnicity and Sex (TEMPORARY EMPLOYEES)

CU AND SS GRADES		RACE/ETHNICITY																				
		TOTAL EMPLOYEES						Non-Hispanic or Latino														
		All		male		female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
CU-11	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-12	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-13	#	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-14	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-15	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-01	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-02	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX-03	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX-04	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	11	8	3	0	0	0	0	8	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	72.73	27.27	0.00	0.00	0.00	0.00	72.73	27.27	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 A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (PERMANENT EMPLOYEES)

Job Title/Series Agency Rate Occupational CLF		RACE/ETHNICITY														
		TOTAL EMPLOYEES						Non- Hispanic or Latino								
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
CREDIT UNION	#	885	535	350	26	13	431	245	40	66	26	21	1	0	6	5
EXAMINER (0580)	%	100.00	60.45	39.55	2.94	1.47	48.70	27.68	4.52	7.46	2.94	2.37	0.11	0.00	0.68	0.56
Occupational CLF	%	100.00	55.22	44.78	3.14	3.38	44.42	28.11	3.66	8.62	3.66	4.07	0.00	0.00	0.08	0.32

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (TEMPORARY EMPLOYEES)

Job Title/Series Agency Rate Occupational CLF		RACE/ETHNICITY															
		TOTAL EMPLOYEES						Non-Hispanic or Latino								Two or more races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
CREDIT UNION	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
EXAMINER (0580)	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100.00	55.22	44.78	3.14	3.38	28.11	8.62	3.66	4.07	0.00	0.00	0.08	0.32	0.24	0.28	

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

Employment Tenure	RACE/ETHNICITY																	
	TOTAL WORKFORCE						Non-Hispanic or Latino								Two or more races			
	All		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male	female		
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Job Title/Series: 0580																		
Total Received	#	12776																
Voluntarily Identified	#	7409	4235	3174	674	464	1865	871	1133	1476	485	271	8	9	30	35	40	48
	%	100.00	57.16	42.84	9.10	6.26	25.17	11.76	15.29	19.92	6.55	3.66	0.11	0.12	0.40	0.47	0.54	0.65
Qualified of those Identified	#	4535	2637	1898	407	248	1213	552	653	878	321	169	4	5	17	19	22	27
	%	100.00	58.15	41.85	8.97	5.47	28.75	12.17	14.40	19.36	7.08	3.73	0.09	0.11	0.37	0.42	0.49	0.60
Selected of those Identified	#	47	29	18	8	2	14	12	3	3	1	1	0	0	1	0	2	0
	%	100.00	61.70	38.30	17.02	4.26	29.79	25.53	6.38	6.38	2.13	2.13	0.00	0.00	2.13	0.00	4.26	0.00
Occupational CLF	#	100.00	55.22	44.78	3.14	3.38	44.42	28.11	3.66	8.62	3.66	4.07	0.00	0.00	0.08	0.32	0.24	0.28
	%	100.00	55.22	44.78	3.14	3.38	44.42	28.11	3.66	8.62	3.66	4.07	0.00	0.00	0.08	0.32	0.24	0.28

Data source: OPM's USA Staffing quarterly data file for NCUA vacancies. Includes positions audited during the reporting period.

Total Applications Identified, Qualified and Selected includes volunteered demographic data only.

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

Employment Tenure		RACE/ETHNICITY														
		TOTAL WORKFORCE						Non-Hispanic or Latino								
		Hispanic or Latino		White		Black or African American		Asian		Hawaiian or Native		American Indian or		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
PERMANENT	#	86	45	41	2	0	31	26	7	10	4	4	4	0	0	1
	%	100.00	52.33	47.67	2.33	0.00	36.05	30.23	8.14	11.63	4.65	4.65	0.00	0.00	0.00	1.16
TEMPORARY	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	88	47	41	2	0	33	26	7	10	4	4	4	0	0	1
	%	100.00	53.41	46.59	2.27	0.00	37.50	29.55	7.95	11.36	4.55	4.55	0.00	0.00	0.00	1.14
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.55	0.53	0.28

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

Employment Tenure	RACE/ETHNICITY																			
	TOTAL WORKFORCE						Non-Hispanic or Latino												Two or more races	
	All	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		male	female			
		male	female	male	female	male	female	male	female	male	female	male	female	male	female					
Total Applications Received	#	36	22	14	6	2	12	7	2	3	2	1	0	0	0	0	1	0	0	
Qualified	#	22	13	9	5	1	6	7	1	0	1	1	0	0	0	0	0	0	0	
	%	100.00	59.09	40.91	22.73	4.55	27.27	31.82	4.55	0.00	4.55	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Selected	#	4	3	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00	75.00	25.00	75.00	0.00	0.00	25.00	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	%	100.00	60.72	39.28	2.84	1.53	49.23	27.35	4.38	7.33	3.06	2.41	0.11	0.00	0.66	0.66	0.44	0.00	0.00	

Job Series of Vacancy: 0580

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

Data source: OPMs USA Staffing quarterly data file for NCUA vacancies. Includes 0580 series "Internal Merit Promotion" jobs only.

Includes positions audited during the reporting period. Total Applications Received, Qualified and Selected includes volunteered demographic data only.

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

Employment Tenure		RACE/ETHNICITY																																	
		TOTAL WORKFORCE				Non-Hispanic or Latino																													
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races																					
#	%	male		female		male		female		male		female		male		female																			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%																		
Total Employees Eligible for Career Ladder Promotions		276	100.00	168	60.87	108	39.13	9	3.26	6	2.17	114	41.30	61	22.10	23	8.33	33	11.96	16	5.80	5	1.81	0	0.00	0	0.00	4	1.45	2	0.72	2	0.72	1	0.36
Time in grade in excess of minimum																																			
1 - 12 Months		43	100.00	32	74.42	11	25.58	2	4.65	0	0.00	24	55.81	8	18.60	3	6.98	2	4.65	3	6.98	1	2.33	3	6.98	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
13 - 24 Months		27	100.00	19	70.37	8	29.63	0	0.00	0	0.00	15	55.56	4	14.81	3	11.11	3	11.11	1	3.70	1	3.70	1	3.70	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
25+ Months		88	100.00	42	47.73	46	52.27	3	3.41	3	3.41	25	28.41	27	30.68	8	9.09	15	17.05	3	3.41	3	3.41	1	1.14	0	0.00	2	2.27	0	0.00	1	1.14	1	1.14

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

Employment Tenure	RACE/ETHNICITY																			
	TOTAL WORKFORCE										Non- Hispanic or Latino									
	Hispanic or Latino					White					Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade(s) of Vacancy: CU-13																				
Total Applications Received	#	19	10	9	2	1	1	5	4	1	3	2	0	0	0	0	0	1	0	0
	%	100.00	52.63	47.37	10.53	5.26	26.32	21.05	15.79	5.26	10.53	0.00	0.00	0.00	0.00	0.00	0.00	5.26	0.00	0.00
Qualified	#	11	6	5	1	1	3	4	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00	54.55	45.45	9.09	9.09	27.27	36.36	0.00	9.09	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	44.71	55.29	1.18	1.18	38.24	35.88	11.76	2.35	5.29	2.35	0.00	0.00	0.00	0.00	0.00	1.18	0.59	0.00
Grade(s) of Vacancy: CU-14																				
Total Applications Received	#	14	7	7	1	0	3	6	1	3	1	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	7.14	0.00	21.43	42.86	7.14	21.43	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	6	1	5	1	0	0	4	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	16.67	83.33	16.67	0.00	0.00	66.67	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	62.93	37.07	6.34	0.49	50.24	23.41	7.32	3.90	1.95	5.85	1.95	0.00	0.00	0.00	0.49	0.00	0.00	0.00
Grade(s) of Vacancy: CU-15																				
Total Applications Received	#	13	10	3	3	1	6	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	76.92	23.08	23.08	7.69	46.15	7.69	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	8	6	2	3	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	75.00	25.00	37.50	0.00	37.50	12.50	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	#	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	62.22	37.78	2.22	1.48	57.78	30.37	5.19	2.22	0.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Data source: OPM's USA Staffing quarterly data file for NCUA vacancies. Includes "Internal Merit Promotion" jobs only.

The CU-13 category includes CU-13 and CU13/14 positions; The CU-14 category includes CU-14 and CU-14/15 positions.

There were no SS Internal Merit Promotions during the reporting period.

Includes positions audited during the reporting period. Total Applications Received, Qualified and Selected includes volunteered demographic data only.

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

Employment Tenure	RACE/ETHNICITY																	
	TOTAL WORKFORCE						Non- Hispanic or Latino											
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Career Development Programs for CU 5 - 12																		
Slots	#																	
Relevant Pool	%	100.00	55.54	44.46	1.80	2.84	41.17	27.40	6.89	11.53	4.04	1.95	0.30	0.00	0.75	0.60	0.15	
Applied	#	23	13	10	1	1	11	6	1	2	0	0	0	0	0	1	0	0
	%	100.00	56.52	43.48	4.35	4.35	47.83	26.09	4.35	8.70	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
Participants	#	4	2	2	0	0	1	1	1	1	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	25.00	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for CU 13 - 14																		
Slots	#																	
Relevant Pool	%	100.00	54.67	45.33	4.00	0.80	44.80	29.07	3.20	9.33	2.13	5.60	0.00	0.00	0.27	0.53	0.27	0.00
Applied	#	26	16	10	1	0	13	6	2	2	0	2	0	0	0	0	0	0
	%	100.00	61.54	38.46	3.85	0.00	50.00	23.08	7.60	7.60	0.00	7.60	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	14	10	4	1	0	8	2	1	1	0	1	0	0	0	0	0	0
	%	100.00	71.43	28.57	7.14	0.00	57.14	14.29	7.14	7.14	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for CU 15 and SS																		
Slots	#																	
Relevant Pool	%	100.00	61.17	38.83	1.60	1.60	56.38	31.38	2.13	5.32	1.06	0.53	0.00	0.00	0.00	0.00	0.00	0.00
Applied	#	8	5	3	0	0	4	2	1	1	0	0	0	0	0	0	0	0
	%	100.00	62.50	37.50	0.00	0.00	50.00	25.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	7	4	3	0	0	3	2	1	1	0	0	0	0	0	0	0	0
	%	100.00	57.14	42.86	0.00	0.00	42.86	28.57	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
"Relevant Pool" includes all employees in pay grades eligible for the career development program.																		

* Note: Includes applicants and participants for leadership program sessions beginning in FY16. Continuing participants that applied and were selected in FY15 were included last year.

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

Employment Tenure	RACE/ETHNICITY																	
	TOTAL WORKFORCE																	
	Hispanic or Latino						Asian						Non-Hispanic or Latino					
	White		Black or African American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races									
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours																		
Total Time-Off Awards Given	#	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%		57.14	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours		32	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		8.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards - 9+ hours																		
Total Time-Off Awards Given	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%		100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours		16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	622	558	23	26	505	379	58	122	22	23	3	6	3	5	5	5	5
%		52.71	47.29	1.95	2.20	42.80	32.12	4.92	10.34	1.86	1.95	0.25	0.51	0.25	0.42	0.42	0.42	0.42
Total Amount		167,700	148,825	6,300	6,650	135,250	102,250	16,150	31,175	6,350	6,150	450	1,900	750	1,300	1,850	1,850	1,850
Average Amount		269.61	266.71	273.91	255.77	267.82	269.79	278.45	255.53	288.64	267.39	150.00	316.67	250.00	260.00	370.00	260.00	370.00
Cash Awards - \$500+																		
Total Cash Awards Given	#	484	274	14	12	226	144	15	33	11	18	0	5	3	3	0	3	0
%		100.00	56.61	2.89	2.48	46.69	29.75	3.10	6.82	2.27	3.72	0.00	1.03	0.62	0.62	0.00	0.62	0.00
Total Amount		278,650	217,750	11,300	10,000	236,500	156,700	13,750	32,300	10,450	16,250	0	4,550	2,500	2,100	0	2,100	0
Average Amount		1025.62	1016.97	807.14	833.33	1046.46	1088.19	916.67	978.79	950.00	902.78	0.00	910.00	833.33	700.00	0.00	700.00	0.00

*Note: Cash awards includes gift cards.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY																			
		TOTAL WORKFORCE						Non- Hispanic or Latino												Two or more races	
		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native									
#	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
Voluntary	#	102	40	1	25	6	10	5	3	0	0	0	0	0	0	0	1	0			
	%	100.00	39.22	0.98	24.51	5.88	9.80	4.90	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.98	0.00			
Involuntary	#	4	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0			
	%	100.00	75.00	0.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Separations	#	106	43	1	27	6	11	5	3	0	0	0	0	0	0	0	1	0			
	%	100.00	40.57	0.94	25.47	5.66	10.38	4.72	2.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.94	0.00			
Total Workforce	#	1212	535	24	348	63	120	36	36	2	0	0	0	0	0	6	5	6			
	%	100.00	44.14	1.98	28.71	5.20	9.90	2.97	2.97	0.17	0.00	0.00	0.00	0.00	0.50	0.41	0.50	0.17			

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Tables B1-B14

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

Employment Tenure	Total by Disability Status										Detail for Targeted Disabilities						
	Total	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
TOTAL																	
Prior FY	#	1083	32	119	12	1	0	1	1	0	1	0	8	0			
	%	87.76	2.59	9.64	0.97	0.08	0.00	0.08	0.08	0.00	0.08	0.00	0.65	0.00			
Current FY	#	1064	34	114	11	1	0	1	1	0	0	0	8	0			
	%	87.79	2.81	9.41	0.91	0.08	0.00	0.08	0.08	0.00	0.00	0.00	0.66	0.00			
Difference	#	-19	2	-5	-1	0	0	0	0	0	-1	0	0	0			
Ratio Change	%	0.03	0.21	-0.24	-0.06	0.00	0.00	0.00	0.00	-0.08	0.00	0.00	0.01	0.00			
Net Change	%	-1.75	6.25	-4.20	-8.33	0.00	0.00	0.00	0.00	-100.00	0.00	0.00	0.00	0.00			
PERMANENT																	
Prior FY	#	1069	30	118	12	1	0	1	1	0	1	0	8	0			
	%	87.84	2.47	9.70	0.99	0.08	0.00	0.08	0.08	0.00	0.08	0.00	0.66	0.00			
Current FY	#	1055	33	113	11	1	0	1	1	0	0	0	8	0			
	%	87.84	2.75	9.41	0.92	0.08	0.00	0.08	0.08	0.00	0.00	0.00	0.67	0.00			
Difference	#	-14	3	-5	-1	0	0	0	0	-1	0	0	0	0			
Ratio Change	%	0.00	0.28	-0.29	-0.07	0.00	0.00	0.00	0.00	-0.08	0.00	0.00	0.01	0.00			
Net Change	%	-1.31	10.00	-4.24	-8.33	0.00	0.00	0.00	0.00	-100.00	0.00	0.00	0.00	0.00			
TEMPORARY																	
Prior FY	#	14	2	1	0	0	0	0	0	0	0	0	0	0			
	%	82.35	11.76	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Current FY	#	9	1	1	0	0	0	0	0	0	0	0	0	0			
	%	81.82	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Difference	#	-5	-1	0	0	0	0	0	0	0	0	0	0	0			
Ratio Change	%	-0.53	-2.67	3.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Net Change	%	-35.71	-50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self - Identification Codes]

		Total by Disability Status										Detail for Targeted Disabilities						
Total		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]				
Total Work Force	#	1064	34	114	11	1	0	1	1	0	0	0	8	0				
	%	87.79	2.81	9.41	0.91	0.08	0.00	0.08	0.08	0.00	0.00	0.00	0.66	0.00				
Central Office	#	326	14	37	1	0	0	0	1	0	0	0	0	0				
	%	86.47	3.71	9.81	0.27	0.00	0.00	0.00	0.27	0.00	0.00	0.00	0.00	0.00				
Region 1	#	139	7	15	2	0	0	0	0	0	0	0	2	0				
	%	86.34	4.35	9.32	1.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.24	0.00				
Region 2	#	153	2	10	1	0	0	0	0	0	0	0	1	0				
	%	92.73	1.21	6.06	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.61	0.00				
Region 3	#	143	4	14	1	0	0	0	0	0	0	0	1	0				
	%	88.82	2.48	8.70	0.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.62	0.00				
Region 4	#	141	2	18	3	1	0	0	0	0	0	0	2	0				
	%	87.58	1.24	11.18	1.86	0.62	0.00	0.00	0.00	0.00	0.00	0.00	1.24	0.00				
Region 5	#	132	5	17	1	0	0	0	0	0	0	0	1	0				
	%	85.71	3.25	11.04	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.65	0.00				
Asset Management Assistance Center	#	30	0	3	2	0	0	1	0	0	0	0	1	0				
	%	90.91	0.00	9.09	6.06	0.00	0.00	3.03	0.00	0.00	0.00	0.00	3.03	0.00				

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

Employment Tenure	RACE/ETHNICITY																				
	TOTAL WORKFORCE									Non- Hispanic or Latino											
	Hispanic or Latino			White			Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaska Native			Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL																					
Prior FY	#	1234	693	541	30	25	352	62	122	37	35	2	0	6	6	5	1				
	%	100.00	56.16	43.84	2.43	2.03	28.53	5.02	9.89	3.00	2.84	0.16	0.00	0.49	0.49	0.41	0.08				
Current FY	#	1212	677	535	30	24	348	63	120	36	36	2	0	6	5	6	2				
	%	100.00	55.86	44.14	2.48	1.98	28.71	5.20	9.90	2.97	2.97	0.17	0.00	0.50	0.41	0.50	0.17				
CLF 2010	#	100.00	51.84	48.16	5.17	4.79	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28				
	%	-22	-16	-6	0	-1	-4	1	-2	-1	1	0	0	0	-1	1	1				
Difference	#	0.00	-0.30	0.30	0.04	-0.05	0.19	0.17	0.01	-0.03	0.13	0.00	0.00	0.01	-0.07	0.09	0.08				
	%	-1.78	-2.31	-1.11	0.00	-4.00	-1.14	1.61	-1.64	-2.70	2.86	0.00	0.00	0.00	-16.67	20.00	100.00				
PERMANENT																					
Prior FY	#	1217	684	533	30	25	345	62	121	37	35	2	0	6	6	5	1				
	%	100.00	56.20	43.80	2.47	2.05	28.35	5.09	9.94	3.04	2.88	0.16	0.00	0.49	0.49	0.41	0.08				
Current FY	#	1201	669	532	30	24	345	63	120	36	36	2	0	6	5	6	2				
	%	100.00	55.70	44.30	2.50	2.00	28.73	5.25	9.99	3.00	3.00	0.17	0.00	0.50	0.42	0.50	0.17				
CLF 2010	#	100.00	51.84	48.16	5.17	4.79	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28				
	%	-16.00	-15.00	-1.00	0.00	-1.00	0.00	1.00	-1.00	-1.00	1.00	0.00	0.00	0.00	-1.00	1.00	1.00				
Difference	#	0.00	-0.50	0.50	0.03	-0.06	0.38	0.15	0.05	-0.04	0.12	0.00	0.00	0.01	-0.08	0.09	0.08				
	%	-1.31	-2.19	-0.19	0.00	-4.00	0.00	1.61	-0.83	-2.70	2.86	0.00	0.00	0.00	-16.67	20.00	100.00				
TEMPORARY																					
Prior FY	#	17	9	8	0	0	7	0	1	0	0	0	0	0	0	0	0				
	%	100.00	52.94	47.06	0.00	0.00	41.18	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
Current FY	#	11	8	3	0	0	3	0	0	0	0	0	0	0	0	0	0				
	%	100.00	72.73	27.27	0.00	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
CLF 2010	#	100.00	51.84	48.16	5.17	4.79	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28				
	%	-6	-1	-5	0	0	-4	0	-1	0	0	0	0	0	0	0	0				
Difference	#	0.00	19.79	-19.79	0.00	0.00	-13.90	0.00	-5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
	%	-35.29	-11.11	-62.50	0.00	0.00	-57.14	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				

Table B4: PARTICIPATION RATES FOR CREDIT UNION (CU) PAY PLANS BY Disability (PERMANENT EMPLOYEES)

CU and SS Grades	TOTAL	Total by Disability Status					Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
CU-04	#	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-05	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-06	#	9	0	3	2	0	0	0	0	0	0	0	1	0	0	1	0
	%	75.00	0.00	25.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00	8.33	0.00
CU-07	#	29	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	9.09	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-08	#	11	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	64.71	0.00	35.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-09	#	55	3	11	2	0	0	0	0	0	1	0	0	0	0	1	0
	%	100.00	4.35	15.94	2.90	0.00	0.00	1.45	0.00	0.00	1.45	0.00	0.00	0.00	0.00	1.45	0.00
CU-11	#	154	10	33	5	0	0	0	0	0	0	0	0	0	0	5	0
	%	78.17	5.08	16.75	2.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.54	0.00
CU-12	#	282	3	19	2	1	0	0	0	0	0	0	0	0	0	1	0
	%	92.76	0.99	6.25	0.66	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00
CU-13	#	135	4	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	90.00	2.67	7.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-14	#	234	7	13	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	2.99	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-15	#	121	2	15	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	87.68	1.45	10.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-00	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-01	#	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-02	#	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-03	#	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	1201	1055	33	113	11	1	1	0	0	1	1	1	0	0	8	0
	%	100.00	87.84	2.75	9.41	0.92	0.08	0.08	0.00	0.08	0.08	0.08	0.08	0.00	0.00	0.67	0.00

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (PERMANENT EMPLOYEES)

Job Title/Series	TOTAL		Detail for Targeted Disabilities										
	Total by Disability Status		Total by Disability Status										
	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
CREDIT UNION EXAMINER (0580)	#	23	78	6	1	0	0	0	0	0	0	5	0
	%	2.60	8.81	0.68	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.56	0.00

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (TEMPORARY EMPLOYEES)

Job Title/Series	Total by Disability Status										Detail for Targeted Disabilities						
	TOTAL	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
		#															
CREDIT UNION EXAMINER (0580)	0	0	0	0	0	0	0	0	0	0	0	0	0				
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.56	0.00				

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)

Occupation Series Code (0580)	TOTAL		Detail for Targeted Disabilities											
	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Total Paralysis	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Schedule A														
Applications	#													
	%													
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Voluntarily Identified (Outside of Schedule A Applicants)														
Applications	#													
	%													
Hires	#	79	7	7	0	0	0	0	0	0	0	0	0	0
	%	100.00	8.86	8.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupation Series Code: 0580														
Total Received	#	12776												
Voluntarily Identified	#	12776	414	164	44	11	6	0	0	13	24	3	74	0
	%	100.00	3.24	1.28	0.34	0.09	0.05	0.00	0.00	0.10	0.19	0.02	0.58	0.00
Qualified of those Identified	#	7689	216	76	30	8	4	0	0	6	10	2	23	0
	%	100.00	2.81	0.99	0.39	0.10	0.05	0.00	0.00	0.08	0.13	0.03	0.30	0.00
Selected of those Identified	#	76	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Data source for voluntarily identified by disability, qualified of those identified by disability, selected of those identified by disability: OPM's USA Staffing quarterly data file for NCUA vacancies. Includes positions audited during the reporting period. *No Disability* and *Not identified* categories are combined according to the data provided by OPM.

Data source for Schedule A and Non-Schedule A 0580 Hires: CHRIS System; Voluntarily identified outside of Schedule A hires includes competitive promotions, conversions, as well as new hires.

Table B8: NEW HRES BY TYPE OF APPOINTMENT - Distribution by Disability

Type of Appointment	Total		Total by Disability Status						Detail for Targeted Disabilities						
	#	%	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
PERMANENT	#	86	69	7	10	0	0	0	0	0	0	0	0	0	0
	%	100.00	80.23	8.14	11.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TEMPORARY	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	88	70	8	10	0	0	0	0	0	0	0	0	0	0
	%	100.00	79.55	9.09	11.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PRIOR YEAR	%	100.00	75.93	10.19	13.89	2.78	0.00	0.00	0.00	0.93	0.00	0.00	0.00	1.85	0.00

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Job Series: 0580															
Total Applications Received	#	0	46	3	1	1	0	0	0	0	0	0	0	0	0
	%	0.00	93.88	6.12	2.04	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	0	37	2	1	1	0	0	0	0	0	0	0	0	0
	%	0.00	94.87	5.13	2.56	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	88.62	2.63	8.75	0.66	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.55	0.00

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

Data source: OPM's USA Staffing quarterly data file for NCUA vacancies. Includes 0580 series "Internal Merit Promotion" jobs only. "No Disability" and "Not Identified" categories are combined according to the data provided by OPM. Includes positions audited during the reporting period.

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

		Total by Disability Status					Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
Total Employees in Career Ladder	#	218	17	41	5	0	0	0	0	0	0	0	0	0	0	0	
	%	78.99	6.16	14.86	1.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Time in Grade in excess of minimum																	
1 - 12 Months	#	26	5	12	2	0	0	0	0	0	0	0	0	0	0	2	0
	%	60.47	11.63	27.91	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.65	0.00
13 - 24 Months	#	23	3	1	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	85.19	11.11	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00
25+ Months	#	78	0	10	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	88.64	0.00	11.36	1.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.14	0.00

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	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 24]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
Grade(s) of Vacancy: CU-13																	
Relevant Pool	%	100.00	90.59	2.35	7.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Applications Received	#	27	0	26	1	1	0	0	0	0	0	0	0	0			
	%	100.00	0.00	96.30	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Qualified	#	19	0	18	1	1	0	0	0	0	0	0	0	0			
	%	100.00	0.00	94.74	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Selected	#	3	0	3	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Grade(s) of Vacancy: CU-14																	
Relevant Pool	%	100.00	91.22	2.93	5.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Applications Received	#	17	0	17	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Qualified	#	9	0	9	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Selected	#	2	0	2	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Grade(s) of Vacancy: CU-15																	
Relevant Pool	%	100.00	88.15	0.74	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Applications Received	#	17	0	15	2	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	88.24	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Qualified	#	12	0	11	1	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Selected	#	2	0	2	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

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

Data source: OPW's USA Staffing quarterly data file for NCUA vacancies. "Internal Merit Promotion" jobs only. "No Disability" and "Not Identified" categories are combined according to the data provided by OPM.

The CU-13 category includes CU-13 and CU-13/14 positions; The CU-14 category includes CU-14 and CU-14/15 positions.

Includes positions audited during the reporting period. There were no SS Internal Merit Promotions during the reporting period.

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

Detail for Targeted Disabilities													
Total by Disability Status					Detail for Targeted Disabilities								
	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 24]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total													
Career Development Programs for CU 5-12													
Slots	#												
Relevant Pool	%	100.00	2.99	11.68	1.80	0.15	0.00	0.15	0.00	0.15	0.00	1.20	0.00
	#	23	1	0	0	0	0	0	0	0	0	0	0
Applied	%	100.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	4	0	0	0	0	0	0	0	0	0	0	0
Participants	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for CU 13-14													
Slots	#												
Relevant Pool	%	100.00	2.67	6.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	26	2	2	0	0	0	0	0	0	0	0	0
Applied	%	100.00	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	14	0	0	0	0	0	0	0	0	0	0	0
Participants	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for CU 15 and SS													
Slots	#												
Relevant Pool	%	100.00	1.06	9.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	8	1	0	0	0	0	0	0	0	0	0	0
Applied	%	100.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	7	1	0	0	0	0	0	0	0	0	0	0
Participants	%	100.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	100.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

* Note: Includes applicants and participants for leadership program sessions beginning in FY16. Continuing participants that applied and were selected in FY15 were included last year.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Recognition or Award Program # Awards Given Total Cash	Total by Disability Status										Detail for Targeted Disabilities						
	Total	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
Time-Off Awards - 1-9 hours																	
Total Time-Off #	7	4	0	3	0	0	0	0	0	0	0	0	0	0			
Awards Given %	100.00	57.14	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Hours	56	32	0	24	0	0	0	0	0	0	0	0	0	0			
Average Hours	8.00	8.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Time-Off Awards - 9+ hours																	
Total Time-Off #	1	1	0	0	0	0	0	0	0	0	0	0	0	0			
Awards Given %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Hours	16	16	0	0	0	0	0	0	0	0	0	0	0	0			
Average Hours	16.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Cash Awards - \$100 - \$500																	
Total Cash #	1180	1040	42	98	9	1	0	1	1	0	0	0	0	0			
Awards Given %	100.00	88.14	3.56	8.31	0.76	0.08	0.00	0.08	0.08	0.00	0.00	0.00	0.51	0.00			
Total Amount	316,525	280,025	12,100	24,400	1,700	300	0	100	250	0	0	0	1,050	0			
Average Amount	268.24	269.25	288.10	248.98	188.89	300.00	0.00	100.00	250.00	0.00	0.00	0.00	175.00	0.00			
Cash Awards - \$500+																	
Total Cash #	484	450	3	31	3	0	0	0	0	0	0	0	3	0			
Awards Given %	100.00	92.98	0.62	6.40	0.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.62	0.00			
Total Amount	496,400	461,000	3,000	32,400	2,300	0	0	0	0	0	0	0	2,300	0			
Average Amount	1025.62	1024.44	1000.00	1045.16	766.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	766.67	0.00			

*Note: Cash awards includes gift cards.

Table B14: SEPARATIONS By Type of Separation - Distribution by Disability

Type of Separation	Total by Disability Status											Detail for Targeted Disabilities						
	Total		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
	#	%																
Voluntary	#	102	83	5	14	1	0	0	0	0	0	1	0	0	0			
	%	100%	81.37%	4.90%	13.73%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%			
Involuntary	#	4	3	0	1	1	0	0	0	0	0	0	0	1	0			
	%	100%	75.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%			
Total Separations	#	106	86	5	15	2	0	0	0	0	0	1	0	1	0			
	%	100%	81.13%	4.72%	14.15%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.94%	0.00%	0.94%	0.00%			
Total Workforce	#	1212	1064	34	114	11	1	0	1	0	0	0	0	8	0			
	%	100%	87.79%	2.81%	9.41%	0.91%	0.08%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.66%	0.00%			

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total	Total by Disability Status										Detail for Targeted Disabilities						
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1. Officials and Managers																		
1. Officials and Managers Executive/Senior Level (Grades 15 and Above)	156	144	3	9	0	0	0	0	0	0	0	0	0	0	0	0	0	
- Mid-Level (Grades 13-14)		92.31	1.92	5.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
- First-Level (Grades 12 and Below)	6	4	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0	
- Other	864	66.67	0.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	
Officials and Managers - TOTAL	1038	87.73	3.36	8.91	0.69	0.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.58	0.00	0.00	
2. Professionals	97	88	1	8	0	0	0	0	0	0	0	0	0	0	0	0	0	
3. Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Administrative Support Workers	76	57	1	18	4	0	0	0	0	0	1	1	0	0	2	0	0	
6. Craft Workers	100.00	75.00	1.32	23.68	5.26	0.00	0.00	0.00	0.00	0.00	1.32	1.32	0.00	0.00	2.63	0.00	0.00	
7. Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
8. Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9. Service Workers	1	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total Workforce	1212	1064	34	114	11	1	0	0	0	0	1	1	0	0	8	0	0	
	100.00	87.79	2.81	9.41	0.91	0.08	0.00	0.00	0.00	0.00	0.08	0.08	0.00	0.00	0.66	0.00	0.00	

Table B4: PARTICIPATION RATES FOR CREDIT UNION (CU) PAY PLANS BY Disability (PERMANENT EMPLOYEES)

CU and SS Grades	TOTAL	Total by Disability Status					Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
CU-04	#	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-05	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-06	#	9	0	3	2	0	0	0	1	0	0	0	0	0	0	0	0
	%	75.00	0.00	25.00	16.67	0.00	0.00	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-07	#	29	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	87.88	9.09	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-08	#	11	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	64.71	0.00	35.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-09	#	55	3	11	2	0	0	0	0	0	1	0	0	0	0	0	0
	%	79.71	4.35	15.94	2.90	0.00	0.00	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-11	#	154	10	33	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	78.17	5.08	16.75	2.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-12	#	282	3	19	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	92.76	0.99	6.25	0.66	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-13	#	135	4	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	90.00	2.67	7.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-14	#	214	7	13	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	91.45	2.99	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-15	#	121	2	15	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	87.68	1.45	10.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-00	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-01	#	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-02	#	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-03	#	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	1055	33	113	11	1	0	1	1	0	1	0	1	0	0	8	0
	%	87.84	2.75	9.41	0.92	0.08	0.00	0.08	0.08	0.00	0.00	0.00	0.08	0.00	0.00	0.67	0.00

Table B4: PARTICIPATION RATES FOR CREDIT UNION (CU) PAY PLANS BY Disability (TEMPORARY EMPLOYEES)

CU and SS Grades	TOTAL	Total by Disability Status					Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
CU-11	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-12	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-13	#	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-14	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-15	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-01	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SS-02	#	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX-03	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX-04	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	9	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	81.82	9.09	9.09	0.00	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 B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (PERMANENT EMPLOYEES)

Job Title/Series	TOTAL		Detail for Targeted Disabilities										
	Total by Disability Status		Total by Disability Status										
	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
CREDIT UNION EXAMINER (0580)	#	23	78	6	1	0	0	0	0	0	0	5	0
	%	2.60	8.81	0.68	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.56	0.00

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (TEMPORARY EMPLOYEES)

Job Title/Series	TOTAL		Detail for Targeted Disabilities										
	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
CREDIT UNION EXAMINER (0580)	#	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.56	0.00

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)

Occupation Series Code (0580)	TOTAL		Detail for Targeted Disabilities											
	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Total Paralysis	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Schedule A														
Applications	#													
	%													
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Voluntarily Identified (Outside of Schedule A Applicants)														
Applications	#													
	%													
Hires	#	79	7	7	0	0	0	0	0	0	0	0	0	0
	%	100.00	8.86	8.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupation Series Code: 0580														
Total Received	#	12776												
Voluntarily Identified	#	12776	414	164	44	11	6	0	0	13	24	3	74	0
	%	100.00	3.24	1.28	0.34	0.09	0.05	0.00	0.00	0.10	0.19	0.02	0.58	0.00
Qualified of those Identified	#	7689	216	76	30	8	4	0	0	6	10	2	23	0
	%	100.00	2.81	0.99	0.39	0.10	0.05	0.00	0.00	0.08	0.13	0.03	0.30	0.00
Selected of those Identified	#	76	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Data source for voluntarily identified by disability, qualified of those identified by disability, selected of those identified by disability: OPM's USA Staffing quarterly data file for NCUA vacancies. Includes positions audited during the reporting period. *No Disability* and *Not identified* categories are combined according to the data provided by OPM.

Data source for Schedule A and Non-Schedule A 0580 Hires: CHRIS System; Voluntarily identified outside of Schedule A hires includes competitive promotions, conversions, as well as new hires.

Table B8: NEW HRES BY TYPE OF APPOINTMENT - Distribution by Disability

Type of Appointment	Total		Total by Disability Status											Detail for Targeted Disabilities						
	#	%	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]					
PERMANENT	#	86	69	7	10	0	0	0	0	0	0	0	0	0	0					
	%	100.00	80.23	8.14	11.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
TEMPORARY	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0					
	%	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
TOTAL	#	88	70	8	10	0	0	0	0	0	0	0	0	0	0					
	%	100.00	79.55	9.09	11.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
PRIOR YEAR	#	100.00	75.93	10.19	13.89	2.78	0.00	0.00	0.00	0.93	0.00	0.00	0.00	1.85	0.00					
	%	100.00	75.93	10.19	13.89	2.78	0.00	0.00	0.00	0.93	0.00	0.00	0.00	1.85	0.00					

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

	Detail for Targeted Disabilities													
	Total by Disability Status					Total by Targeted Disabilities								
	TOTAL	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Job Series: 0580														
Total Applications Received	#	49	46	3	1	1	0	0	0	0	0	0	0	0
	%	100.00	93.88	6.12	2.04	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	39	37	2	1	1	0	0	0	0	0	0	0	0
	%	100.00	94.87	5.13	2.56	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	88.62	8.75	0.66	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.55	0.00

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

Data source: OPM's USA Staffing quarterly data file for NCUA vacancies. Includes 0580 series "Internal Merit Promotion" jobs only. "No Disability" and "Not Identified" categories are combined according to the data provided by OPM. Includes positions audited during the reporting period.

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

		Total by Disability Status				Detail for Targeted Disabilities											
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
Total Employees in Career Ladder	#	218	17	41	5	0	0	0	0	0	0	0	0	0	5	0	
	%	78.99	6.16	14.86	1.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.81	0.00	
Time in Grade in excess of minimum																	
1 - 12 Months	#	26	5	12	2	0	0	0	0	0	0	0	0	0	2	0	
	%	60.47	11.63	27.91	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.65	0.00	
13 - 24 Months	#	23	3	1	1	0	0	0	0	0	0	0	0	0	1	0	
	%	85.19	11.11	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	
25+ Months	#	78	0	10	1	0	0	0	0	0	0	0	0	0	1	0	
	%	88.64	0.00	11.36	1.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.14	0.00	

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	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [74-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
Grade(s) of Vacancy: CU-13																	
Relevant Pool	%	100.00	90.59	2.35	7.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Applications Received	#	27	0	26	1	1	0	0	0	0	0	0	0	0			
	%	100.00	0.00	96.30	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Qualified	#	19	0	18	1	1	0	0	0	0	0	0	0	0			
	%	100.00	0.00	94.74	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Selected	#	3	0	3	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Grade(s) of Vacancy: CU-14																	
Relevant Pool	%	100.00	91.22	2.93	5.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Applications Received	#	17	0	17	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Qualified	#	9	0	9	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Selected	#	2	0	2	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Grade(s) of Vacancy: CU-15																	
Relevant Pool	%	100.00	88.15	0.74	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Total Applications Received	#	17	0	15	2	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	88.24	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Qualified	#	12	0	11	1	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Selected	#	2	0	2	0	0	0	0	0	0	0	0	0	0			
	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

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

Data source: OPM's USA Staffing quarterly data file for NCUA vacancies. "Internal Merit Promotion" jobs only. "No Disability" and "Not Identified" categories are combined according to the data provided by OPM. The CU-13 category includes CU-13 and CU-13/14 positions; The CU-14 category includes CU-14 and CU-14/15 positions. Includes positions audited during the reporting period. There were no SS Internal Merit Promotions during the reporting period.

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

		Total by Disability Status					Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [04]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Total															
Career Development Programs for CU 5-12															
Slots	#														
Relevant Pool	%	100.00	2.99	11.68	1.80	0.15	0.00	0.15	0.15	0.00	0.15	0.00	0.00	0.00	0.00
	#	23	1	0	0	0	0	0	0	0	0	0	0	0	0
Applied	%	100.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for CU 13-14															
Slots	#														
Relevant Pool	%	100.00	2.67	6.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	26	2	2	0	0	0	0	0	0	0	0	0	0	0
Applied	%	100.00	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	14	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for CU 15 and SS															
Slots	#														
Relevant Pool	%	100.00	1.06	9.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	8	1	0	0	0	0	0	0	0	0	0	0	0	0
Applied	%	100.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	#	7	1	0	0	0	0	0	0	0	0	0	0	0	0
Participants	%	100.00	14.29	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" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

* Note: Includes applicants and participants for leadership program sessions beginning in FY16. Continuing participants that applied and were selected in FY15 were included last year.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Recognition or Award Program # Awards Given Total Cash	Total by Disability Status											Detail for Targeted Disabilities										
	Total																					
	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]									
Time-Off Awards - 1-9 hours																						
Total Time-Off #	7	0	3	0	0	0	0	0	0	0	0	0	0									
Awards Given %	100.00	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00									
Total Hours	56	0	24	0	0	0	0	0	0	0	0	0	0									
Average Hours	8.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00									
Time-Off Awards - 9+ hours																						
Total Time-Off #	1	0	0	0	0	0	0	0	0	0	0	0	0									
Awards Given %	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00									
Total Hours	16	0	0	0	0	0	0	0	0	0	0	0	0									
Average Hours	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00									
Cash Awards - \$100 - \$500																						
Total Cash #	1180	1040	42	98	1	0	1	1	0	0	0	6	0									
Awards Given %	100.00	88.14	3.56	8.31	0.08	0.00	0.08	0.08	0.00	0.00	0.00	0.51	0.00									
Total Amount	316,525	280,025	12,100	24,400	300	0	100	250	0	0	0	1,050	0									
Average Amount	268.24	269.25	288.10	248.98	300.00	0.00	100.00	250.00	0.00	0.00	0.00	175.00	0.00									
Cash Awards - \$500+																						
Total Cash #	484	450	3	31	0	0	0	0	0	0	0	3	0									
Awards Given %	100.00	92.98	0.62	6.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.62	0.00									
Total Amount	496,400	461,000	3,000	32,400	0	0	0	0	0	0	0	2,300	0									
Average Amount	1025.62	1024.44	1000.00	1045.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	766.67	0.00									

*Note: Cash awards includes gift cards.

Table B14: SEPARATIONS By Type of Separation - Distribution by Disability

Type of Separation	Total by Disability Status											Detail for Targeted Disabilities							
	Total		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]				
	#	%																	
Voluntary	#	102	83	5	14	1	0	0	0	0	0	1	0	0	0				
	%	100%	81.37%	4.90%	13.73%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%				
Involuntary	#	4	3	0	1	1	0	0	0	0	0	0	0	1	0				
	%	100%	75.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%				
Total Separations	#	106	86	5	15	2	0	0	0	0	0	1	0	1	0				
	%	100%	81.13%	4.72%	14.15%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.94%	0.00%	0.94%	0.00%				
Total Workforce	#	1212	1064	34	114	11	1	0	1	0	0	0	0	8	0				
	%	100%	87.79%	2.81%	9.41%	0.91%	0.08%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.66%	0.00%				

