



NCUA
National Credit Union Administration

Management Directive 715
(MD-715)
Federal Agency Annual EEO Program
Status Report

Fiscal Year 2017





FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT – FY2017

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For period covering October 1, 2016 to September 30, 2017				
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. 1,140
	2. Enter total number of temporary employees			2. 8
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 1,148
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 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 Analyst 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

National Credit Union Administration

For period covering October 1, 2016 to September 30, 2017.

EXECUTIVE SUMMARY

Introduction

The National Credit Union Administration is proud to present the NCUA's Management Directive 715 Equal Employment Opportunity Program Status Report for Fiscal Year 2017 and EEO Plan for Fiscal Year 2018. 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

The 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. The NCUA seeks to achieve this mission through a system of examination, supervision, and risk assessment. The agency strives to recruit and retain a highly qualified and diverse workforce to carry out this mission. The NCUA does not receive federal funding. It is fully funded by operating fees charged to federal credit unions and interest earned through investments of the National Credit Union Share Insurance Fund.

Agency Structure

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

Office of the Executive Director: Responsible for the agency's daily operations. The executive director reports directly to the NCUA Chairman. All regional directors report to the executive director and the central office directors report to the deputy executive director.

Office of Minority and Women Inclusion: Responsible for 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. The OMWI director reports to the NCUA Board Chairman.

Office of Consumer Financial Protection: Responsible for consumer protection compliance policies and rulemaking, fair lending examinations, consumer inquiries and complaints and consumer financial literacy efforts.

Office of Continuity and Security Management: Responsible for addressing and managing security and continuity programs across the 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 the 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 than \$10 billion and all corporate credit unions.

Office of Public and Congressional Affairs: Provides information to the public, credit unions, Congress, credit union leagues, trade organizations, the media, and NCUA employees about the NCUA and its functions, Board actions, and other matters. PACA keeps the NCUA Board and staff informed of pending federal legislation and serves as a liaison with members of Congress and congressional committee staff members.

Office of Credit Union Resources and Expansion: Provides support to low-income, minority, and other credit unions seeking assistance with chartering, charter conversions, by-law amendments, field of membership expansion requests, and low-income designations. CURE also provides access to online training and resources, grants and loans, and a program for minority depository institutions.

Office of the Chief Economist: Works to improve understanding of economic conditions and their effect on credit unions, participates in policymaking, and 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 the NCUA’s computer hardware, software, network, and communications infrastructure.

Regional Offices: The NCUA has five regional offices. The offices 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 office staff, field staff, examiners, and supervisory examiners working on site at credit unions. Credit union examiners help ensure credit unions operate in a safe and sound manner by reviewing financial records and ensuring compliance with the NCUA and federal regulations. The regional offices are comprised of special actions, supervision, and management services divisions.

Asset Management and Assistance Center: Conducts credit union liquidations and performs management and recovery of assets. Assists NCUA regional offices with the review of large complex loan portfolios and actual or potential bond claims. Also located in Texas.

Demonstrated Commitment by Agency Leadership

Upon the President’s appointment of J. Mark McWatters as the NCUA Board Chairman, McWatters confirmed his commitment to equal employment opportunity by issuing a new Equal Employment Opportunity policy statement on March 31, 2017. A diversity and inclusion policy statement was issued in September 2017.

The NCUA’s leadership is committed to equal employment opportunity, diversity, and inclusion. Creating a workplace that is inclusive, where all employees are valued and able to contribute to their fullest is one of the NCUA’s strategic priorities. All managers and leaders are provided with training and are held accountable through performance measurements in these areas.

Integration of EEO into the Agency’s Strategic Mission

The agency’s strategic plan incorporates diversity and inclusion through goal 3.1, which is to “attract, engage, and retain a highly-skilled, diverse workforce and cultivate an inclusive environment.” To further support and advance diversity and inclusion, the agency has also established a separate diversity and inclusion strategic plan with five additional goals related to diversity and inclusion, including three specific goals for workforce diversity, inclusion, and equal employment opportunity. Between these three goals, there are twelve objectives to accomplish during the five year plan period. During FY 2018, the agency plans to focus on the following subset of objectives and strategies:

- **Goal 1 – Workforce Diversity:** Sustain a skilled, highly engaged, and diverse workforce at all levels, including leadership
 - *Objective: Engage and train leadership in understanding and implementing sustainable diversity and inclusion strategies.*
 - Strategy 1: Develop and promote an agency business case for workforce diversity and inclusion
 - Strategy 2: Communicate to the workforce the organizational commitment to diversity and inclusion

- Strategy 3: Identify and embed diversity and inclusion training module(s) in managers' learning plans to develop inclusion competencies
- **Goal 2 – Inclusion:** Cultivate an inclusive workplace where employees' unique talents, skills, and perspectives are valued and leverage
 - *Objective: Develop inclusive workplace initiatives.*
 - Strategy 1: Build agency-wide inclusion competencies, skills, and awareness
 - Strategy 2: Develop and support business aligned employee resource groups
 - Strategy 3: Develop a general D&I eLearning module for staff
 - *Objective: Develop inclusive behaviors in leaders*
 - Strategy 1: Develop a D&I toolkit to increase cross-cultural leadership competencies
- **Goal 3 – Equal Opportunity:** Ensure equal opportunity with proactive workplace resolutions
 - *Objective: Maintain a workplace free of discrimination.*
 - Strategy 1: Improve employees' knowledge of and access to EEO programs and sources
 - Strategy 2: Provide effective and reasonable workplace accommodations for employees with disabilities

The OMWI director regularly updates and advises the agency's senior leadership on diversity, inclusion, and EEO matters. Additionally, the OMWI director attends monthly interagency meetings with OMWI directors from other financial regulatory agencies. The directors share best practices and support one another's efforts. EEO, diversity, and inclusion policies and initiatives are widely communicated through agency-wide communications vehicles.

The NCUA has been consistently selected as one of the "Best Places to Work in the Federal Government" by the Partnership for Public Service, ranking 13th in 2017 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, Professional Woman's Magazine, and new for fiscal year 2017, U.S. Veterans Magazine. These leading diversity and inclusion magazines reach over 3 million diverse Americans.

Management and Program Accountability

There were no findings of discrimination at the NCUA in 2017. The NCUA administers the Discipline and Adverse Action program in accordance with 5 C.F.R. 752. The NCUA does not have a table of penalties. Disciplinary actions against employees for conduct inconsistent with federal antidiscrimination laws and whistleblower protections or for conduct which constitutes a prohibited personnel practice are determined based on the circumstances.

In December 2017, the NCUA issued a memo reiterating the agency's zero tolerance policy for discrimination or harassment in any form and reinforcing the agency's commitment to maintaining a workplace of inclusion and respect.

Proactive Prevention of Unlawful Discrimination

The NCUA has several programs that aim to proactively prevent unlawful discrimination. These programs are further designed to cultivate an inclusive environment within the agency by educating the workforce on the value of diversity and inclusion. Examples of these programs include:

Differences Make a Difference Campaign: The Office of Minority and Women Inclusion launched a brand identity campaign to help promote the key message that differences make a difference for NCUA employees. Campaign materials included: a new circular advertisement and exhibit booth for recruitment events, signage on each floor of the central office, and a suite of distinctive templates for OMWI messages and communications. The campaign gives OMWI a platform to promote its services and heighten awareness of critical OMWI programs.

OMWI Talks: Each month, OMWI hosts a semi-facilitated open discussion for NCUA employees. These OMWI Talks are intended to create a safe space for employees to discuss critical, sensitive, diversity and inclusion related topics. By having conversations about our differences, we can leverage our diversity and foster greater inclusion. These discussions give employees opportunities to analyze and discuss sensitive topics and learn how to manage situations that may affect the workplace environment. These monthly discussions are generally attended by 20 to 30 employees including 5 to 10 executives and managers.

OMWI offers discussion guides for all of its OMWI Talks topics and encourages employees in the field to review the resources and reflect on them individually or with one or two co-workers, or to host conversations in their own offices.

During 2017, the Office of Minority and Women Inclusion hosted OMWI Talks featuring these topics:

- Disabilities (October)
- Gender (March)
- Personality (December)
- Privilege (April)
- Race (February, May, September, November)
- Sexual Orientation (June)

Special Emphasis Programs: The NCUA's Special Emphasis Program builds inclusion within the agency's workplaces. For each of the eight programs, the Office of Minority and Women Inclusion hosts an event featuring guest speakers who provide a range of experience and insight into how we can be more intentionally inclusive of the various special emphasis populations. These events are very well attended both in person and virtually.

Supervisor Training: The agency places heavy emphasis on inclusive leadership. This encompasses equal opportunity. All new supervisors receive diversity, inclusion, and EEO training from the Office of Minority and Women Inclusion. Each manager learns the benefits of leveraging diverse talents, skills, and perspectives and cultivating an environment where each employee can contribute to his or her fullest while being treated fairly and respected. This training contributes proactively to eliminating unlawful discrimination.

Recruitment Outreach Committee: In the past, the agency's various entities performed separate recruitment outreach initiatives, some of which were very successful. The agency's Recruitment Outreach Committee includes members from the agency's Office of Human Resources, Office of Minority and Women Inclusion, other central offices, and members from each of the five regions. The committee did not meet during fiscal year 2017 due to the government hiring freeze and reduced recruitment activity. The committee will resume quarterly meetings in fiscal year 2018 and the mission of streamlining the agency's recruitment outreach efforts for more effective use of agency resources will resume.

Diversity Advisory Council: In 2015, the agency established its first Diversity Advisory Council. The council provides advice and recommendations to senior leadership on areas related to the fair inclusion of all groups in the agency's workforce. This past fiscal year, the Office of the Executive Director appointed two senior staff members to the council. Their purpose is to represent the council's interest to agency leadership. The council's main objective is to ensure the agency accomplishes the goals set forth in the agency diversity and inclusion strategic plan.

Efficiency

The agency has 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, such as complaints management, workforce analysis, and alternative dispute resolutions.

Complaints Management: OMWI uses iComplaints, a commercial, off-the-shelf, web-based system, hosted by an off-site vendor, MicroPact Inc. The system is used by NCUA to store and track complaints filed by current employees, former employees, and applicants for employment pursuant to 29 C.F.R. part 1614. The system has the ability to generate federally-mandated reports and trends and analysis reports for Congressional inquiries.

Workforce Analysis: OMWI regularly analyzes and monitors agency workforce statistics and reviews 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.

Alternative Dispute Resolution: The NCUA has an established alternative dispute resolution program. 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. Managers involved in the complaint process are required to participate in mediation sessions at both stages in the complaint process.

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 a delegation of authority to ensure compliance with EEOC orders. There were no reports of non-compliance during 2017.

In 2017, all NCUA employees took online No FEAR Act training. The No FEAR Act training is required to be completed within 30 days of onboarding for all new employees. All employees responsible for hiring, including supervisors, also took the Uniformed Services Employment and Reemployment Rights Act course.

Summary of Action Items Implemented or Accomplished

A number of strategic actions in support of equal employment opportunity, diversity, and inclusion were taken throughout the agency in 2017. Examples of these include the following.

Diversity and Inclusion Strategic Plan for 2018-2022: The OMWI office worked closely with the agency's Diversity Advisory Council to create the new NCUA Diversity and Inclusion Strategic Plan for 2018-2022. Many of the goals and objectives specifically address the results of previous workforce analysis and identified barriers to full participation for all groups.

Detail Opportunities: Providing detail opportunities for the purpose of staff development is not only an agency priority, but it is also a regional priority. For example, in Region 1, thirty developmental opportunities were made available to staff members for the purpose of knowledge sharing and succession planning; 34 were provided by Region II; 60 were available for Region III; 56 were provided in Region IV; and 21 were available in Region V.

Inclusive Recruitment and Selection: Despite minimal hiring opportunities, several regional offices and the central office participated in diverse recruitment events targeting specific racial and ethnic populations. As an alternative to traditional recruitment and outreach efforts, the NCUA has been using the LinkedIn Recruiter candidate search solution to significantly expand the footprint of our outreach to highly qualified and diverse applicants. This year the NCUA maximized outreach in LinkedIn by using new tools and data to help inform marketing and outreach strategies. Specifically, the NCUA is using smart analysis tools to understand the candidate pool and adjust the marketing strategy based on the potential engagement and interest of LinkedIn users. This tool was also used to complete enhanced outreach to targeted groups. Use of these tools resulted in an increase in engagement with potential highly qualified and diverse applicants by more than 100%.

In addition, inclusive interviewing techniques were incorporated into the hiring process. The agency hired one individual using OPM's Pathways Program during the fiscal year. Additionally, the agency converted nine previous Pathways Program hires to permanent status during the fiscal year.

New Employee Orientation Working Group: Although there were no changes to the NCUA's new employee orientation process during the fiscal year, the Office of Human Resources established a New Employee Orientation Working Group which is focused on the development of a more cohesive approach that will be implemented during the 2018 fiscal year.

Exit Surveying: The Office of Human Resources' review of the agency's exit survey results indicated that retirement was the most common reason for separation, at 61 percent, and better offers of employment resulted in 22 percent of separations. The survey results also revealed that work/life balance was the top reason cited for separating employee dissatisfaction, at 44 percent;

followed by business travel at 39 percent, and lack of career opportunity, which accounted for 39 percent.

EEOC FORM
715-01
PART F

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

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I,

Director Office of Minority and Women Inclusion, Monica Davy,
SSP/301/2

am the

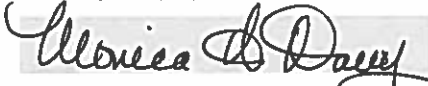
Principal EEO Director/Official for

The National Credit Union Administration

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

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

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

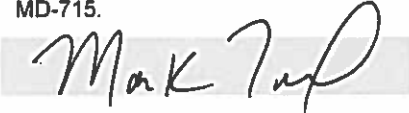


Signature of Principal EEO Director/Official

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

5/24/18





Date









Signature of Agency Head or Agency Head Designee





5/29/18

Date



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	
The Agency Head was installed on June 23, 2017. The EEO policy statement was issued on March 31, 2017 (The Agency Head served as acting Agency Head before being appointed to Agency Head by the President). Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X		March 31, 2017
Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?				N/A NCUA does not have subordinate components.
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		





 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
Resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
Support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
Ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
Ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		X		
Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
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	
	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?	X		
	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?	X		
	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	
	Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X		
	Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X		
	Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X		
	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X		




Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	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		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		


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

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each 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 have non-rotating seats on the agency's Diversity Advisory Council where all diversity and inclusion related topics are addressed.
	Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		
	Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		
 Compliance Indicator	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 administration 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		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.
	Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X		No findings of any agency employee/supervisor/manager engaging in discrimination have occurred within the past 3 years, so there was no need to discipline or sanction anyone. 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	
 Measures				
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		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		Plans to eliminate barriers are addressed in the updated Diversity and Inclusion Strategic Plan.
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





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





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


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






 Compliance Indicator	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
 Measures		Yes	No	
	Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X		
	Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		

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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		
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	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met	For all unmet measures, provide a brief explanation in the space

 Measures		Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		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 control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		
	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
	Are procedures in place to promptly process other forms of ordered relief?	X		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	X		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.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
National Credit Union Administration/Office of Minority and Women Inclusion	FY 2017	
<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 NCUA has three groups that have overall substantively less than expected participation rates when compared to their labor force benchmarks. The three groups are Hispanic males and females and White females.</p> <p>These conditions were recognized by reviewing MD-715 tables, analyzing OMWI's database reports, and analyzing Applicant Flow Data.</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 NCUA's workforce structure is very different than most other organizations. While most agencies have multiple mission critical or main occupational series, the NCUA has one: the Credit Union Examiner series (0580), which represents over seventy percent of the agencies workforce. The remaining occupations are considered mission support.</p> <p>As Table A6 indicates, Hispanics are below the occupational CLF (OCLF) for the 0580 series by 1.86 percent. However, this is a 0.26 percent improvement from the previous fiscal year. Additionally, as shown in Table A1, Hispanic participation when compared to the CLF also show increases in both male and female populations. The 0580 series provides a concentrated area of focus. As Table A7 shows, applicant flow data for this population related to the 0580 series reveal some very promising trends. Of qualified applications received from individuals who voluntarily identified race and gender information, Hispanic males were more than twice the expected rate and Hispanic females almost twice the expected rate when compared to the occupational CLF. The rate of Hispanic male applicants selected from those identified was almost three times the expected rate and the rate of selection for Hispanic females was more than four times the expected rate. It is important to note that selections in applicant flow data do not always equate to new hires on board during the fiscal year for varying reasons, including timing differences based on vacancy audit date, selection of agency employees for competitive actions, and differences in self-identification. However, the trend reveals an overall uptick in the onboard percentage of Hispanic employees.</p> <p>The agency's White female population experienced a net reduction of 20 onboard employees during FY 2017. Notably, 18 separations were within the 0580 series (10 retirements, six resignations, two removals, and one transfer to another agency). As shown in table A7, 0580 series applicant flow data for Voluntarily Identified, Qualified of those Identified, and Selected of those Identified were all below the occupational CLF for White females.</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>During fiscal year 2017, the agency's recruitment was limited by the federal-wide hiring freeze, which seriously reduced its recruitment efforts.</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 and the Diversity Advisory Council will work closely on accomplishing the relevant goals set forth in the updated NCUA 2018-2022 Diversity and Inclusion Strategic Plan.</p>	

RESPONSIBLE OFFICIAL:	OMWI Director Monica Davy
DATE OBJECTIVE INITIATED:	FY2018
TARGET DATE FOR COMPLETION OF OBJECTIVE:	FY2018 and Beyond

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 to the agency's Diversity Advisory Council (DAC). The DAC will use the latest AFD and other available information to track progress made on the four groups identified as having less than expected participation.	Both of the DAC's in-person meetings.	
The Office of Human Resources and the Office of Minority and Women Inclusion plan to collaborate on a workforce dash board that includes workforce diversity.	September 2018	
With the assistance of the DAC and agency directors, the Office of Minority and Women Inclusion will diligently work to achieve the diversity and inclusion goals set forth in the agency's 2017-2021 Strategic Plan and the 2018-2022 Diversity and Inclusion Strategic Plan are achieved.	2018-2022	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>I. Throughout 2017, the Office of Minority and Women Inclusion worked with partners throughout the NCUA to develop a new Diversity and Inclusion Strategic Plan. This plan outlines goals and objectives in five key areas, and each aligns with specific goals within the NCUA's overall strategic plan. Initiatives to achieve the plan's goals are already underway. Three of the five goals established in the new strategic plan are:</p> <ol style="list-style-type: none"> 1. Workforce Diversity: Sustain a skilled, highly engaged, and diverse workforce at all levels, including leadership 2. Inclusion: Cultivate an inclusive workplace where employees' unique talents, skills, and perspectives are valued and leveraged 3. Equal Opportunity: Ensure equal opportunity with proactive workplace resolutions <p>II. The NCUA established a new Employee Resource Group program in December 2017. In 2018, the agency intends to launch at least three groups. These will contribute to creating a more inclusive work environment for employees.</p> <p>III. The inaugural year of the NCUA's mentorship program wrapped up in April 2017. This program was created to provide development opportunities, build cross-cultural understanding, and cultivate greater inclusion of all employees. The year-long program served 25 mentoring pairs in its first year. It was a tremendous success, with 93 percent of participants reporting that the experience was both positive and productive. In May 2017, the program launched its second year with a class of 18 mentoring pairs. In mid-year evaluations conducted in October 2017, the second group of mentoring pairs also reported positive experiences and offered ideas for continuous enhancement of the program.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
National Credit Union Administration/Office of Minority and Women Inclusion	FY 2017	
<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>Although the agency has historically had challenges with diverse representation in the senior staff positions (SSP), the percentages for minorities and women have improved since the last fiscal year. The following are the statistical percentages.</p> <ul style="list-style-type: none"> • In fiscal year 2016, minorities represented twelve percent of all SSPs, in fiscal year 2017 they represented nineteen percent. • In fiscal year 2016, women represented forty one percent of all SSPs, in fiscal year 2017 they represented almost forty five percent. <p>The trigger for 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 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, 47 at the end of fiscal year 2017, so opportunities to impact significant change in a short period of time is minimal. Retirements are usually the only time a position becomes available and they are usually very few vacancies per year. It is difficult to effect change in this group that has low turnover.</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 NCUA will continue to develop leadership skills in the 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, we will evaluate and address any barriers identified in the application process. The agency also strongly believes the long term focus on unconscious bias, inclusive leadership, objective structured interviewing, and transparent succession planning will result in increased diversity within agency leadership.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	OHR and OMWI Directors	
<p>DATE OBJECTIVE INITIATED:</p>	FY2018	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	FY2018 and Beyond	
EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>		<p>TARGET DATE (Must be specific)</p>
Implement goals set forth in the 2018-2022 NCUA Diversity and Inclusion Strategic Plan.		FY2018 – FY2022

OMWI will continue to partner with minority serving organizations to increase public awareness of the NCUA.	September 2018
NCUA will continue to administer leadership development programs targeting the relevant pool of potential SSP successors.	FY2018 and beyond
Refine and update Applicant Flow Data internal processes to align with OPM's latest models	Annually

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

- I. OMWI will continue to provide input when the NCUA-wide strategic plans are updated or revised to ensure diversity and inclusion are imbedded within. To date, language exist in the agency strategic plan, as well as the diversity and inclusion strategic plan.
- II. To attract diverse and highly talented applicants who qualify specifically for the NCUA's unique skillsets, the NCUA participates in national recruiting events sponsored by nationally recognized minority serving institutions, such as the National Association of Women MBAs, the National Black MBA Association, and Prospanica (formerly the National Society of Hispanic MBAs).
- III. OMWI will research possible executive level circular advertisement venues with a goal of attracting more diverse executives to its applicant pool.
- IV. Providing training and strategies to recognize and mitigate bias was a priority in past years and will be further developed in future years.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
National Credit Union Administration/Office of Minority and Women Inclusion		FY 2017
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>The NCUA requested assistance from the U.S. Office of Personnel Management (OPM) to analyze their Principal Examiner (PE) promotional process for adverse impact.</p> <p>OPM psychologists evaluated whether the NCUA assessment process violated the four-fifths rule.¹ As part of its analysis, OPM examined gender, race and ethnicity, age, and disability</p>	

¹ Guideline that shows whether disparate impact exists. Demonstrates whether a less preferred group was selected at least 80% as often as the most preferred group was selected.

	<p>status, comparing the selection rate of minority candidates to the selection rate of majority candidates. The NCUA provided OPM with testing data (including all test attempts) for all examiners (N=414) who completed one or multiple assessments in the promotional process from the time testing began in January 2010 until July 2016.</p> <p>Overall, the results indicated adverse impact for employees who are Black or African American, Asian, 40 years and older, and for those with disabilities.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>For each analysis, OPM examined gender, race and ethnicity, age, and disability status based on the data provided by the NCUA for each employee/candidate. The dataset included testing data by test date and attempt for each candidate for the four assessments (i.e., multiple choice test, job simulation, writing exercise, structured interview), as well as total score (i.e., multiple choice test), competency scores (i.e., job simulation, writing exercise, structured interview) and pass/fail outcomes (for all assessments). The data included results for 13 testing cycles, where a testing cycle begins with the administration of the multiple choice test, simulation, and writing exercise (which are all administered on a single day) and concludes with the administration of the structured interview to those who have passed the multiple choice test, simulation, and writing exercise.</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 results indicated the situations in which the selection rate of minority candidates compared to the selection rate of majority candidates violated the 4/5ths rule. In some cases, there would not have been a violation of the 4/5ths rule if one additional candidate or two additional candidates, respectively, had passed rather than failed the overall selection procedure or assessment. Excluding these instances and summarizing all attempts and phases of the test, OPM's results indicated adverse impact for employees who are Black or African American, Asian, 40 years and older, and those who have a disability. OPM also conducted analysis separately for each attempt and phase of the test cycle to aid in identifying specific impact areas.</p> <p>Policies, procedures, or practice causing the impact is not yet known. NCUA plans to conduct additional analysis in 2018 for further determination.</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 NCUA is evaluating results and plans to conduct further analysis to better understand and develop strategies to identify and correct any barriers.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>OHR and OMWI Directors</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>FY2018</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>FY2018 and Beyond</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>
<p>NCUA is evaluating results and working with its Talent Management Council for further analysis to better understand and develop strategies to identify and correct any barriers. The</p>	<p>2018 and beyond</p>

agency plans to continue to conduct the assessment annually and use the results to improve the process.	
Root cause analysis/ Further adverse impact analysis of PE test	12-31-2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
No report of accomplishments and modifications to objective at this time.	

MD-715 – Part J

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

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

Section I: Efforts to Reach Regulatory Goals

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

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

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

The NCUA was above the benchmark at each of the grade level clusters at the end of FY17.

25.8 percent of employees CU-10 and below reported a disability.

13.1 percent of employees CU-11 and above reported a disability.

Additionally, EEOC 501 regulations specify that employees not paid under the General Schedule can be compared by salary to those under the General Schedule based on salary cut-offs at the Washington, D.C. locality. When the CU pay scale was converted to the GS scale at each of the clusters, the NCUA was also above the benchmark at each level.

15.4 percent of employees paid at total salary at the GS-10 and below level reported a disability.

14.1 percent of employees paid a total salary at the GS-11 and above level reported a disability.

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

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

The NCUA was above the benchmark at each of the grade level clusters at the end of FY17.

7.5 percent of employees CU-10 and below reported a targeted disability.

3.0 percent of employees CU-11 and above reported a targeted disability.

Additionally, EEOC 501 regulations specify that employees not paid under the General Schedule can be compared by salary to those under the General Schedule based on salary cut-offs at the Washington, D.C. locality. When the CU pay scale was converted to the GS scale at each of the clusters, the NCUA was above the benchmark at both of the clusters.

7.7 percent of employees paid at total salary at the GS-10 and below level reported a targeted disability.

3.2 percent of employees paid a total salary at the GS-11 and above level reported a targeted disability.

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

The agency’s Office of Minority and Women Inclusion sent out correspondence to all agency directors and offices informing managers of the new disability goals.

Section II: Model Disability Program

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

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

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

Yes 0 No 0

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	6		6	Lisa Bazemore, Lead Human Resources Specialist, Office of Human Resources, mbazemore@ncua.gov
Answering questions from the public about hiring authorities that take disability into account	6		6	Lisa Bazemore, Lead Human Resources Specialist, Office of Human Resources, mbazemore@ncua.gov
Processing reasonable accommodation requests from applicants and employees	1			Stephanie Smith, Senior EEO Specialist, Office of Minority and Women Inclusion, ssmith@ncua.gov
Section 508 Compliance	1			Nickol Davenport, Website Administrator/Section 508 Coordinator, Office of the Chief Information Officer, edavenport@ncua.gov
Architectural Barriers Act Compliance	1			Alejandro Holguin, Facilities Manager, Office of the Chief Financial

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				Officer/Division of Procurement and Facilities Management, aholguin@ncua.gov
Special Emphasis Program for PWD and PWTD	1			Carmen Reynolds, Special Emphasis Program Manager, Office of Minority and Women Inclusion, creynolds@ncua.gov

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

Yes 0 No 0

Staff attend yearly disability workshops at the Federal Dispute Resolution Conference and/or EEOC’s Examining Conflicts in Employment Laws (EXCEL) training conference.

Additionally, human resources staff are provided training regarding various hiring appointing authorities, required documentation, etcetera, on the job. New specialists are trained by senior specialists on the program and responsibilities.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

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

Yes 0 No 0

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below

are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

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

The NCUA participated in a number of activities to enhance outreach to individuals with disabilities. These efforts included:

- Attending outreach and job fair 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 database of Schedule A applicants who apply for agency positions.
- Using LinkedIn Recruiter and the USAJOBS Resume Mining tool to significantly expand outreach to diverse applicants.
- Using Bender Consulting Services as an avenue for managers to identify qualified candidates in addition to the competitive recruitment process to fill positions.

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

The agency uses all available and appropriate hiring authorities to employ persons with disabilities. During , the NCUA's recruitment and outreach efforts were limited due to the federal hiring freeze. In addition, the NCUA implemented a comprehensive agency-wide reform plan. The plan included an evaluation of the agency's business model and a streamlined recruitment and outreach approach. Nonetheless, the NCUA's recruitment/outreach efforts included the following:

- Used LinkedIn to improve outreach efforts. This tool allowed the NCUA to expand outreach efforts to a more diverse pool of applicants by targeting and connecting with various groups of veterans with disabilities and communities in LinkedIn.
- The Office of Human Resources distributed NCUA vacancy announcements to more than 550 diverse organizations, colleges, and universities. This included veterans' organizations and organizations focused on hiring individuals with disabilities.
- All NCUA vacancy announcements were posted on targeted websites to ensure maximum distribution to a diverse audience.

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- The NCUA database of Schedule A applicants included veterans with disabilities who applied for positions with the agency.
- The NCUA used the USAJobs Resume Mining database to search for highly qualified individuals with disabilities and/or veterans whose disability is 30 percent or more.
- The agency participated in job fairs sponsored by Equal Opportunity Publications. These targeted individuals with disabilities and veterans. These job fairs consisted of career expositions for minorities, women, people with disabilities, and wounded warriors.

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

The Disability Recruitment Program Manager uses a searchable Schedule A candidate database for hiring managers. Managers are encouraged to consider all available candidates prior to posting a vacancy. Additionally, once vacancy announcements are posted each specialist is responsible for confirming the eligibility of qualified Schedule A candidates prior to issuing certificates to the hiring managers.

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

Yes 0 No 0 N/A 0

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

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

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

The Office of Human Resources distributed all vacancy announcements to more than 550 diverse organizations. This included organizations focused on hiring individuals with disabilities.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

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

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

8.11 percent of permanent new hires were persons with disabilities compared to the 12 percent benchmark. There was limited hiring in FY2017 due to a hiring freeze. The prior year percentage for permanent new hires was closer to the benchmark at 11.6 percent.

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

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

Triggers do not exist.

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

- | | | |
|--|-------|------|
| a. Qualified Applicants for MCO (PWD) | Yes 0 | No 0 |
| b. Qualified Applicants for MCO (PWTD) | Yes 0 | No 0 |

The Office of Personnel Management provides applicant flow data to the NCUA. OPM does not provide any identifying information, including whether an applicant is a current employee. OPM, through its rules of behavior and subsequent direction, in order to protect the integrity of the selection process, prevents the agency from matching demographic data to specific individuals applicants. The only demographic data OPM currently provides on internal employees is for internal merit vacancies. There were a limited number of internal merit vacancies for the agency's mission critical occupational series (0580 – Credit Union Examiner) as indicated in Table B9. Evaluation of this data shows that there is a trigger for qualified applicants with disabilities for positions in the 0580 series. Persons with disabilities made up 4.82 percent of the qualified applicants but 6.99 percent of the relevant applicant pool.

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

- | | | |
|------------------------------|-------|------|
| a. Promotions for MCO (PWD) | Yes 0 | No 0 |
| b. Promotions for MCO (PWTD) | Yes 0 | No 0 |

Using the qualified applicant pool in table B9, which provides applicant data on competitive internal merit vacancies audited during the fiscal year, there are triggers for persons with disabilities and persons with targeted disabilities. None of the selections in these areas were individuals with disabilities.

It is important to note that within the 0580 series, 5.7 percent of employees promoted within the fiscal year, including career ladder and temporary promotions, were individuals with disabilities. Of those employees, 0.81 percent were persons with targeted disabilities.

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

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

A. ADVANCEMENT PROGRAM PLAN

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

The NCUA's primary occupation is the Credit Union Examiner (CUE). Entry level CUEs are advertised and recruited as a career ladder position to with promotion opportunity to a target level of CU-12. CUEs are provided extensive training to develop and reach the full performance level. As a result, 7 individuals with disabilities in this series (as identified on the SF-256) and 20 employees in this series with disabled veteran status were promoted in FY 17.

B. CAREER DEVELOPMENT OPPORTUNITIES

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

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Leadership development training opportunities were offered through the Office of Human Resources Division of Training and Development. The programs are designed to provide competency-based leadership training. These programs included:

The Aspiring Leader Program: a program offered by the Graduate School's Center for Leadership and Management.

The Executive Leadership Program: a 9-month program offered to non-supervisors. Participants complete a variety of activities including a developmental detail, formal training sessions, and more.

The Management Development Program: an 18-month program for non-supervisors. Candidates gain experience in defining project scopes, delegating work, developing others, and more.

The Excellence in Government Fellows: a 12-month program for supervisors/managers. Candidates are able to enhance their skills through a combination of coursework, action-learning projects, executive coaching, and government-wide networking. Fellows remain in their full-time jobs, meet every six weeks, and spend a total of 24 days in session.

The NCUA Executive Training Program: an 18-month program for senior level supervisors. This program is designed to help prepare executives to transition from supervisory/managerial positions into senior leadership positions within the agency.

The Executive Coaching Program: a 12-month program for the NCUA's executive staff. The program is designed to help managers become more highly effective leaders, reinforce leadership competencies, enhance performance, and more.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

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

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Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs						

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

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

As indicated in table B12, triggers exist for applicants at the CU-5 through 12 and the CU-15 through senior staff levels. The difference at the CU-15 through senior staff is less than 1 percentage point. Please note that the agency did not recruit for a number of its career development programs during FY17, so the number of applicants was small.

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

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

As indicated in Table B12, triggers do not exist.

C. AWARDS

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

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

Using data from table B13, there are triggers for persons with disabilities and persons with targeted disabilities for cash awards (cash awards include gift cards). In terms of

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time off awards, there was only one time off award of 9+ hours that went to a person without a disability/targeted disability, so the discrepancy is minimal.

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

a. Pay Increases (PWD)	Yes 0	No 0
b. Pay Increases (PWTD)	Yes 0	No 0

The NCUA does not have quality step increases. The agency has merit-based pay increases based on performance ratings and corresponding merit pools. In 2018, the agency will consolidate merit pools that will result in approximately a 50 percent reduction in the number of groups. Because the NCUA has a small number of employees, the larger groups will assist in results that are more measurable than those resulting from evaluation of very small groups. The agency will develop a plan to evaluate merit-based pay increases for the new pools by disability status for reporting for 2018.

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

a. Other Types of Recognition (PWD)	Yes 0	No 0	N/A 0
b. Other Types of Recognition (PWTD)	Yes 0	No 0	N/A 0

The NCUA presents annual awards to recognize extraordinary contributions made by employees during the prior year. These honors come with monetary awards, which are represented in question C1. In evaluating triggers for this program based on the inclusion rate, there is a trigger for persons with disabilities. Of permanent employees with disabilities, 3.7 percent were selected for recognition while 4.8 percent of permanent employees without disabilities were selected.

D. PROMOTIONS

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

a. SES

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

b. Grade GS-15

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

c. Grade GS-14

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

d. Grade GS-13

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

The Office of Personnel Management provides applicant flow data to the NCUA. OPM does not provide any identifying information, including whether an applicant is a current employee. OPM’s rules of behavior and subsequent direction to the NCUA, in order to protect the integrity of the selection process, prevent the agency from matching demographic information provided by employees to specific job applicants. The only demographic data OPM currently provides specifically regarding internal employees is relative to internal merit vacancies. There were a limited number of internal merit vacancies, only at the CU-13 and CU-14 grade levels, for this analysis as indicated in Table B11. Based on this limited data, there were triggers at these grade levels for persons with disabilities compared to the benchmark. At the CU-13 level, the relevant applicant pool is 6.23 percent, while persons with disabilities accounted for 5.80 percent of the qualified applicants. Similarly, no persons with disabilities were selected while these applicants made up 5.80 percent of qualified applicants. At the CU-14 level, the relevant applicant pool is 7.28 percent, while persons with disabilities accounted for zero percent of the qualified applicants. There was no trigger at the selection stage at the CU-14 level compared to the qualified stage for persons with disabilities.

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

a. SES

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

ii. Internal Selections (PWTD) Yes 0 No 0

b. Grade GS-15

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

ii. Internal Selections (PWTD) Yes 0 No 0

c. Grade GS-14

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

ii. Internal Selections (PWTD) Yes 0 No 0

d. Grade GS-13

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

ii. Internal Selections (PWTD) Yes 0 No 0

The Office of Personnel Management provides applicant flow data to the NCUA. OPM does not provide any identifying information, including whether an applicant is a current employee. OPM’s rules of behavior and subsequent direction to the NCUA, in order to protect the integrity of the selection process, prevent the agency from matching demographic information provided by employees to specific job applicants. The only demographic data OPM currently provides specifically regarding internal employees is relative to internal merit vacancies. There were a limited number of internal merit vacancies, only at the CU-13 and CU-14 grade levels, for this analysis as indicated in Table B11. Based on this limited data, there was a trigger for persons with targeted disabilities at the GS-13 level at the selection stage. Persons with targeted disabilities represented 1.45 percent of applicants at the qualified stage but none were selected.

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

a. New Hires to SES (PWD) Yes 0 No 0

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

OPM applicant flow data was used for the qualified applicant pool benchmark. For FY17, this includes all vacancies at each level that was audited during the reporting period. Excluding internal merit promotion vacancies, the data provides the only qualified applicant pool benchmark available to measure new hires that came on board during the fiscal year. While the applicant pool and new hires onboard is not a direct comparison, the comparison broadly suggests a trigger at the senior staff, CU-14, and CU-13 levels. At each of these levels, none of the new hires were individuals with disabilities which was below the qualified applicant pool availability.

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

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

OPM applicant flow data was used as the qualified applicant pool benchmark. For FY17, this includes all vacancies at each level that was audited during the reporting period. OPM’s data does not specify whether the applicant is internal or external to the agency. Excluding internal merit promotion vacancies, the data provides the only qualified applicant pool benchmark available to measure new hires that came on board during the fiscal year. There was a trigger for persons with targeted disabilities at the CU-13 and CU-14 levels. The qualified applicant pool included little more than 1 percent persons with targeted disabilities at both levels. However, no persons with targeted disabilities came on board as a new hire during the fiscal year at this level. As indicated previously, the qualified applicant pool and new hires onboard is not a direct comparison, but offers some indication of a trigger.

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

a. Executives

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

b. Managers

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

c. Supervisors

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

The Office of Personnel Management provides applicant flow data to the NCUA. OPM does not provide any identifying information, including whether an applicant is a current employee. OPM’s rules of behavior and subsequent direction to the NCUA, in order to protect the integrity of the selection process, prevent the agency from matching demographic information provided by employees to specific job applicants. The only demographic data OPM currently provides specifically regarding internal employees is relative to internal merit vacancies. There were only two internal merit vacancies for supervisory positions. No individuals with disabilities applied to these vacancies.

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

a. Executives

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

b. Managers

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

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c. Supervisors

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

The Office of Personnel Management provides applicant flow data to the NCUA. OPM does not provide any identifying information, including whether an applicant is a current employee. OPM's rules of behavior and subsequent direction to the NCUA, in order to protect the integrity of the selection process, prevent the agency from matching demographic information provided by employees to specific job applicants. The only demographic data OPM currently provides specifically regarding internal employees is relative to internal merit vacancies. There were only two internal merit vacancies for supervisory positions. No individuals with targeted disabilities applied to these vacancies.

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

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

OPM applicant flow data was used for the qualified applicant pool benchmark. For FY17, this includes all vacancies at each level that was audited during the reporting period. OPM's data does not specify whether the applicant is internal or external to the agency. Excluding internal merit promotion vacancies, the data provides the only qualified applicant pool benchmark available to measure new hires that came on board during the fiscal year.

There is a trigger involving persons with disabilities for new hires to the senior service (executives). However, the difference is small. The qualified applicant pool included 1.5 percent qualified individuals with disabilities, whereas none of the onboard new senior service hires identified as an individual with a disability.

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

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

OPM applicant flow data was used for the qualified applicant pool benchmark. For FY17, this includes all vacancies at each level that was audited during the reporting period. OPM's data does not specify whether the applicant is internal or external to the agency. Excluding internal merit vacancies, the data provides the only qualified applicant pool benchmark available to measure new hires that came on board during the fiscal year.

There is a trigger involving persons with targeted disabilities for new hires to manager/supervisor positions. However, the difference is small. None of the new hires to these positions were persons with targeted disabilities; 1.9 percent of the qualified applicant pool were persons with targeted disabilities.

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

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

Yes 0 No 0 N/A 0

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

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

There is a trigger for involuntary separations for persons with disabilities. However, the difference is small. The inclusion rate for persons with disabilities is 1.2 percent versus 0.7 percent for those without disabilities.

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

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

Triggers do not exist.

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

Using the inclusion rate as a benchmark, there is a trigger for involuntary separations for persons with disabilities. However, there was a small number of involuntary separations during the fiscal year. There were two persons with disabilities who involuntarily separated during the fiscal year. Of the two, one died and the other separated in lieu of involuntary action.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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

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

<https://www.ncua.gov/About/Pages/open-government/accessibility-limited-english-proficiency.aspx>

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

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Individuals can contact the NCUA to file a complaint. Notice of rights and responsibilities under the Architectural Barriers Act and specifics on how to file a complaint will be included on the public-facing website.

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

With regard to technology, the first iteration of the Section 508 Policy was recently approved and distributed in December of 2017. The agency's Office of the Chief Information Officer (OCIO) created a Section 508 Resource Center on the internal NCUA website. On that site is training available to staff and contractors as well as other resources for meeting and learning about accessibility. There is also a dashboard available that allows staff to see the progress of improving accessibility of the most used sites and applications on the NCUA internal site. The OCIO has identified, and continues to actively identify, areas that need remediation and/or updating. Content has to be accessible before it is posted on the public-facing websites so the OCIO works with content owners to remediate deficiencies. Accessibility language has been updated in the agency's communications manual as well as included in the soon-to-be published web posting procedures instruction to staff.

In the coming year, the agency will add automatic door openers on two parking garage levels and in some other doors in common areas in its central office in Alexandria, VA.

C. REASONABLE ACCOMMODATION PROGRAM

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

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

10-20 business days.

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

The NCUA is consistently timely in processing requests, approving accommodations, conducting training for managers and supervisors, and being proactive regarding the needs of persons with disabilities.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

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

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

Managers and supervisors were provided information and guidance on personal assistance services. There have been no requests to date for this service.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?
Yes 0 No 0 **N/A 0**
2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?
Yes 0 No 0 **N/A 0**

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

N/A.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Yes 0 No 0 N/A 0

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

Yes 0 No 0 N/A 0

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

N/A. With regard to question B1, 2 out of 6 formal complaints alleged failure to accommodate.

Section VII: Identification and Removal of Barriers

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

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

Yes 0 No 0

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

Yes 0 No 0 N/A 0

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

Trigger 1	There are triggers for individuals with disabilities and individuals with targeted disabilities in the areas of new hires, promotions, and awards.
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Barrier(s)	Not yet identified			
Objective(s)	Review policies, practices and procedures that may be creating a barrier for the employment and career advancement of individuals with disabilities and targeted disabilities.			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
OMWI and OHR Directors		Yes		
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)		
No		No		
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected		
Workforce Data Tables	Yes	Onboard; new hires, separations, applicant flow for mission critical occupation and internal merit promotions; separations, awards		
Complaint Data (Trends)	No			
Grievance Data (Trends)	No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	N/A		
Climate Assessment Survey (e.g., FEVS)	No			
Exit Interview Data	Yes			
Focus Groups	No			
Interviews	No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes			
Other (Please Describe)	Principal Examiner Test Data	Demographic as well as data regarding attempts and success failure in passing promotional test.		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2018	Root cause analysis / Further adverse impact analysis of PE test	Yes		

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Fiscal Year	Accomplishments
2017	Adverse impact analysis of PE test

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

The NCUA analyzed and will continue to analyze data relative to individuals with disabilities and targeted disabilities. Further work is needed to identify and verify barriers in policies, procedures, and/or practices that cause the triggers.

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

The NCUA used services from the Office of Personnel Management (OPM) to evaluate the Principal Examiner (PE) promotional process for adverse impact. The PE test is the process through which NCUA examiners obtains promotions. The results of this test and adverse impact relative to individuals with disabilities were evaluated by agency leadership in its Talent Management Council and plans have been established to evaluate any contributing barriers in the coming year.

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

To the extent the NCUA identifies barriers for individuals with disabilities in policies, practices, or procedures that are the root cause(s) of triggers, the agency will develop and implement an action plan to eliminate the identified barriers.

Table A4: Participation Rates For NCUA Grades by Race/Ethnicity and Sex (Permanent)

Grade Level	All Employees		All Males		All Females		Hispanic or Latino Males		Hispanic or Latino Females		White Males		White Females		Black or African American Males		Black or African American Females		Asian Males		Asian Females		Native Hawaiian or Other Pacific Islander Males		Native Hawaiian or Other Pacific Islander Females		American Indian or Alaska Native Males		American Indian or Alaska Native Females		Two or More Races Males		Two or More Races Females	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
CU-1	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-2	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-3	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-4	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-5	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-6	12	100.00	4	33.33	8	66.67	1	8.33	2	16.67	1	8.33	1	8.33	2	16.67	5	41.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-7	10	100.00	1	10.00	9	90.00	0	0.00	2	20.00	1	10.00	3	30.00	4	40.00	5	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-8	16	100.00	3	18.75	13	81.25	0	0.00	3	18.75	2	12.50	4	25.00	1	6.25	5	31.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-9	54	100.00	27	50.00	27	50.00	1	1.85	0	0.00	14	25.91	15	27.78	7	12.96	12	22.22	3	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	3.70	0	0.00
CU-10	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-11	174	100.00	100	57.47	74	42.53	7	4.02	4	2.30	68	39.08	43	24.71	12	6.90	22	12.64	11	6.32	3	1.72	0	0.00	0	0.00	1	0.57	1	0.57	3	1.72	0	0.00
CU-12	305	100.00	180	59.02	125	40.98	4	1.31	6	1.97	147	48.20	87	28.52	13	4.26	21	6.89	11	3.61	2	0.66	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-13	147	100.00	59	40.14	88	59.86	3	2.04	4	2.72	46	31.29	52	35.37	7	4.76	20	13.61	2	1.36	10	6.80	0	0.00	0	0.00	0	0.00	0	0.00	1	0.68	0	0.00
CU-14	237	100.00	144	60.76	93	39.24	9	3.80	9	3.79	115	48.52	63	26.58	9	3.80	15	6.33	8	3.38	12	5.06	0	0.00	0	0.00	3	1.27	0	0.00	0	0.00		
CU-15	140	100.00	89	63.57	51	36.43	6	4.29	1	0.71	78	55.71	43	30.71	4	2.86	7	5.00	1	0.71	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CU-16	44	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SS	44	100.00	24	54.55	20	45.45	0	0.00	1	2.27	22	50.00	15	34.09	2	4.55	4	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EX	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Senior Executive Service	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Senior Pay (Non-SES)	0	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total CU Workforce (Permanent)	1140	100.00	632	55.44	508	44.56	31	2.72	26	2.28	494	43.33	326	28.60	58	5.09	115	10.09	36	3.16	35	3.07	2	0.18	0	0.00	4	0.35	4	0.35	7	0.61	2	0.18

Table A4: Participation Rates For NCUA Grades by Race/Ethnicity and Sex (Temporary)

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

Occupation Series Code (Four Digits)	TOTAL EMPLOYEES				RACE/ETHNICITY																	
	All		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	male	female	male	female	male	female	male	female
0580	#	815	492	323	25	13	395	225	36	61	25	20	1	0	4	4	6	0				
	%	100.00	60.37	39.63	3.07	1.60	48.47	27.61	4.42	7.48	3.07	2.45	0.12	0.00	0.49	0.49	0.74	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				
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Occupational CLF	%	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

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

Employment Tenure		TOTAL WORKFORCE		RACE/ETHNICITY															
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more Races			
																		Non-Hispanic or Latino	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees	#	199	122	77	8	5	83	45	15	23	12	2	0	0	1	1	3	1	
Eligible for Career Ladder Promotions	%	100.00	61.31	38.69	4.02	2.51	41.71	22.61	7.54	11.56	6.03	1.01	0.00	0.00	0.50	0.50	1.51	0.50	
Time in grade in excess of minimum																			
1-12 months	#	34	27	7	0	0	19	3	4	2	4	1	0	0	0	1	0	0	
	%	100.00	79.41	20.59	0.00	0.00	55.88	8.82	11.76	5.88	11.76	2.94	0.00	0.00	0.00	2.94	0.00	0.00	
13-24 months	#	28	20	8	2	0	14	6	2	1	2	1	0	0	0	0	0	0	
	%	100.00	71.43	28.57	7.14	0.00	50.00	21.43	7.14	3.57	7.14	3.57	0.00	0.00	0.00	0.00	0.00	0.00	
25+ months	#	69	34	35	2	3	21	22	5	10	3	0	0	0	1	0	2	0	
	%	100.00	49.28	50.72	2.90	4.35	30.43	31.88	7.25	14.49	4.35	0.00	0.00	0.00	1.45	0.00	2.90	0.00	

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

Employment Tenure		TOTAL WORKFORCE		RACE/ETHNICITY															
				Hispanic or Latino							Non-Hispanic or Latino								
				male	female	male	female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	male	female	male	female	male	female
Career Development Programs for GS 5-12																			
Slots	#	0																	
Relevant Applicant Pool	%	100.00	54.80	45.20	2.05	2.83	40.47	27.24	6.77	12.13	3.94	2.20	0.31	0.00	0.47	0.47	0.79	0.31	
Applied	#	19	12	7	1	0	8	2	1	3	2	0	0	0	0	0	2	0	0
	%	100.00	63.16	36.84	5.26	0.00	42.11	10.53	5.26	15.79	10.53	0.00	0.00	0.00	0.00	0.00	10.53	0.00	0.00
Participants	#	14	8	6	1	0	5	2	0	2	2	0	0	0	0	0	2	0	0
	%	100.00	57.14	42.86	7.14	0.00	35.71	14.29	0.00	14.29	14.29	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00
Career Development Programs for GS 13-14																			
Slots	#	0																	
Relevant Applicant Pool	%	100.00	54.66	45.34	3.11	1.04	44.56	29.53	3.37	8.55	2.59	5.70	0.00	0.00	0.78	0.52	0.26	0.00	0.00
Applied	#	11	5	6	0	0	3	4	1	2	1	0	0	0	0	0	0	0	0
	%	100.00	45.45	54.55	0.00	0.00	27.27	36.36	9.09	18.18	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	11	5	6	0	0	3	4	1	2	1	0	0	0	0	0	0	0	0
	%	100.00	45.45	54.55	0.00	0.00	27.27	36.36	9.09	18.18	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Career Development Programs for GS 15 and SES																			
Slots	#	0																	
Relevant Applicant Pool	%	100.00	61.17	38.83	2.66	1.06	54.79	32.45	3.19	5.32	0.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applied	#	13	6	7	1	1	5	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	46.15	53.85	7.69	7.69	38.46	46.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants	#	13	6	7	1	1	5	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	46.15	53.85	7.69	7.69	38.46	46.15	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" includes all employees in pay grades eligible for the career development program.

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

Employment Tenure	TOTAL WORKFORCE	RACE/ETHNICITY																
		Hispanic or Latino		Non-Hispanic or Latino										Two or more races				
		male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male	female			
Voluntary	#	89	51	38	0	1	44	24	3	9	2	3	0	0	2	1	0	0
	%	100.00	57.30	42.70	0.00	1.12	49.44	26.97	3.37	10.11	2.25	3.37	0.00	0.00	2.25	1.12	0.00	0.00
Involuntary	#	9	5	4	0	0	3	2	2	2	0	0	0	0	0	0	0	0
	%	100.00	55.56	44.44	0.00	0.00	33.33	22.22	22.22	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	98	56	42	0	1	47	26	5	11	2	3	0	0	2	1	0	0
	%	100.00	57.14	42.86	0.00	1.02	47.96	26.53	5.10	11.22	2.04	3.06	0.00	0.00	2.04	1.02	0.00	0.00
Total Workforce	#	1148	636	512	31	28	497	328	58	115	37	35	2	0	4	4	7	2
	%	100.00	55.40	44.60	2.70	2.44	43.29	28.57	5.05	10.02	3.22	3.05	0.17	0.00	0.35	0.35	0.61	0.17

Grade Level	All Employees	No Disability [05]	Not Identified [011]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [24, 32-38 or 68 or 69]	Partial Paralysis [64]	Complete Paralysis [71]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
CU-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
CU-2	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-3	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-4	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-5	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-6	100.00	75.00	0.00	25.00	25.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00
CU-7	100.00	80.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-8	100.00	75.00	6.25	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-9	100.00	68.52	3.78	27.78	7.41	3.78	0.00	0.00	0.00	0.00	0.00	0.00	1.85	0.00
CU-10	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-11	100.00	71.84	6.32	21.84	8.05	3.45	0.57	0.00	0.00	0.00	0.00	0.57	1.72	0.00
CU-12	100.00	85.25	1.64	13.11	2.62	0.33	0.66	0.00	0.00	0.00	0.00	0.00	1.31	0.00
CU-13	100.00	88.44	2.72	8.84	2.04	1.56	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-14	100.00	85.23	3.80	10.97	1.77	0.84	0.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-15	100.00	84.29	2.14	13.57	2.86	2.14	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-16	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	100.00	88.64	6.82	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX	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
Senior Executive Service	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
Other Senior Pay (Non-SSES)	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 CU Workforce (Permanent)	1140	940	38	162	39	17	6	0	0	0	0	1	9	0
	100.00	82.46	3.33	14.21	3.42	1.49	0.53	0.00	0.00	0.00	0.00	0.09	0.79	0.00

Table Bf: Participation Rates For NCUA Grades by Disability (Temporary)

Grade Level	All Employees	No Disability [05]	Not Identified [011]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [24, 32-38 or 68 or 69]	Partial Paralysis [64]	Complete Paralysis [71]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
CU-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
CU-2	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-3	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-4	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-5	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-6	100.00	75.00	0.00	25.00	25.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	8.33	0.00
CU-7	100.00	80.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-8	100.00	75.00	6.25	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-9	100.00	68.52	3.78	27.78	7.41	3.78	0.00	0.00	0.00	0.00	0.00	0.00	1.85	0.00
CU-10	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-11	100.00	71.84	6.32	21.84	8.05	3.45	0.57	0.00	0.00	0.00	0.00	0.57	1.72	0.00
CU-12	100.00	85.25	1.64	13.11	2.62	0.33	0.66	0.00	0.00	0.00	0.00	0.00	1.31	0.00
CU-13	100.00	88.44	2.72	8.84	2.04	1.56	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-14	100.00	85.23	3.80	10.97	1.77	0.84	0.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-15	100.00	84.29	2.14	13.57	2.86	2.14	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU-16	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	100.00	88.64	6.82	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EX	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
Senior Executive Service	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
Other Senior Pay (Non-SSES)	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 CU Workforce (Permanent)	1140	940	38	162	39	17	6	0	0	0	0	1	9	0
	100.00	82.46	3.33	14.21	3.42	1.49	0.53	0.00	0.00	0.00	0.00	0.09	0.79	0.00

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

Internal Competitive Promotions	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]																				
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																																		
Occupation Series Code (Four Digits): 0580																																		
Total Applications Received	# 139	0	132	7	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	% 100.00	0.00	94.96	5.04	1.44	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00								
Qualified	# 83	0	79	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
	% 100.00	0.00	95.18	4.82	1.20	1.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	# 33	0	33	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00								
Relevant Applicant Pool	% 100.00	91.54	1.47	6.99	0.18	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00								
Occupation Series Code (Four Digits):																																		
Total Applications Received	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Qualified	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Selected	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Occupation Series Code (Four Digits):																																		
Total Applications Received	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Qualified	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Selected	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Occupation Series Code (Four Digits):																																		
Total Applications Received	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Qualified	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Selected	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Occupation Series Code (Four Digits):																																		
Total Applications Received	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Qualified	# 0	0	0	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Selected	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							
Occupation Series Code (Four Digits):																																		

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

Non-Competitive Promotions	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]							
Total Employees in Career Ladder	#	199	142	13	44	15	6	1	0	0	0	0	0	0	1	4	0				
	%	100.00	71.36	6.53	22.11	7.54	3.02	0.50	0.00	0.00	0.00	0.00	0.50	2.01	0.00						
Time In Grade in excess of minimum																					
1-12 months	#	34	23	2	9	15	0	0	0	0	0	0	0	0	0	0	0				
	%	100.00	67.65	5.88	26.47	44.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
13-24 months	#	28	12	5	11	2	1	0	0	0	0	0	0	0	0	1	0				
	%	100.00	42.86	17.86	39.29	7.14	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.57	0.00				
25+ months	#	69	55	2	12	8	3	1	0	0	0	0	0	1	2	2	0				
	%	100.00	79.71	2.90	17.39	11.59	4.35	1.45	0.00	0.00	0.00	0.00	0.00	1.45	2.90	0.00	0.00				

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

Internal Selections for Senior Level	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]				
Plan - Grade: GS-13																		
Relevant Applicant Pool	%	100.00	92.79	0.98	6.23	0.66	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00		
Total Applications Received	#	107	0	101	6	2	1	0	0	0	0	0	0	0	1	0		
	%	100.00	0.00	94.39	5.61	1.87	0.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.93	0.00		
Qualified	#	69	0	65	4	1	1	0	0	0	0	0	0	0	0	0		
	%	100.00	0.00	94.20	5.80	1.45	1.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Selected	#	7	0	7	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		
Plan - Grade: GS-14																		
Relevant Applicant Pool	%	100.00	89.40	3.31	7.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total Applications Received	#	30	0	29	1	0	0	0	0	0	0	0	0	0	0	0		
	%	100.00	0.00	96.67	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Qualified	#	13	0	13	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		
Selected	#	6	0	6	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		
Plan - Grade: GS-15																		
Relevant Applicant Pool	%	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		
Total Applications Received	#	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		
Qualified	#	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		
Selected	#	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		
Plan - Grade: SES																		
Relevant Applicant Pool	%	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		
Total Applications Received	#	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		
Qualified	#	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		
Selected	#	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		
Plan - Grade: SES																		
Relevant Applicant Pool	%	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		
Total Applications Received	#	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		
Qualified	#	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		
Selected	#	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		

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

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

Career Development	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 [29, 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]							
Career Development Programs for GS 5-12																					
Slots	# 0																				
Relevant Applicant Pool	% 100.00	85.51	2.99	11.50	1.73	0.16	0.00	0.16	0.16	0.00	0.00	0.00	0.00	0.00	1.26	0.00					
Applied	# 19	15	3	1	1	0	0	0	0	0	0	0	0	0	1	0					
	% 100.00	78.95	15.79	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.26	0.00						
Participants	# 14	10	3	1	1	0	0	0	0	0	0	0	0	1	0						
	% 100.00	71.43	21.43	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	0.00						
Career Development Programs for GS 13-14																					
Slots	# 0																				
Relevant Applicant Pool	% 100.00	90.67	3.11	6.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
Applied	# 11	9	1	1	1	0	0	0	0	0	0	0	0	0	0						
	% 100.00	81.82	9.09	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
Participants	# 11	9	1	1	1	0	0	0	0	0	0	0	0	0	0						
	% 100.00	81.82	9.09	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
Career Development Programs for GS 15 and SES																					
Slots	# 0																				
Relevant Applicant Pool	% 100.00	89.89	1.60	8.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
Applied	# 13	12	0	1	0	0	0	0	0	0	0	0	0	0	0						
	% 100.00	92.31	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
Participants	# 13	12	0	1	0	0	0	0	0	0	0	0	0	0	0						
	% 100.00	92.31	0.00	7.69	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.

Table B14: SEPARATION by Type of Separation - Distribution by Disability

Type of Separation	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]							
Voluntary	#	89	81	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100.00	91.01	3.37	5.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Involuntary	#	9	7	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100.00	77.78	0.00	22.22	0.00	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 Separations	#	98	88	3	7	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100.00	89.80	3.06	7.14	0.00	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	#	1148	948	38	162	39	17	6	0	0	0	0	0	0	1	9	0	0			
	%	100.00	82.58	3.31	14.11	3.40	1.48	0.52	0.00	0.00	0.00	0.00	0.00	0.09	0.78	0.00	0.00				