

DOT Workforce Demographic Trends -- Fiscal Years '92 to '04

Hires, Separations, and Onboard Strength

Females, Minorities, Employees with Disabilities, and Total DOT

(Permanent Employees)

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Females										
FY 1992	1510	39.4%	8.4%	1117	31.3%	6.2%	18076	26.4%		
FY 1993	771	46.0%	4.3%	954	31.3%	5.3%	18290	26.9%	214	1.2%
FY 1994	298	39.0%	1.6%	1486	30.1%	8.1%	17181	26.8%	-1109	-6.1%
FY 1995	583	32.1%	3.4%	955	28.8%	5.6%	16882	26.9%	-299	-1.7%
FY 1996	676	32.0%	4.0%	907	31.1%	5.4%	16803	26.9%	-79	-0.5%
FY 1997	1097	33.2%	6.5%	929	32.9%	5.5%	17095	27.1%	292	1.7%
FY 1998	1000	30.6%	5.8%	895	32.0%	5.2%	17328	27.2%	233	1.4%
FY 1999	701	38.2%	4.0%	875	32.2%	5.0%	17244	27.3%	-84	-0.5%
FY 2000	753	34.4%	4.4%	934	32.4%	5.4%	17137	27.4%	-107	-0.6%
FY 2001	1414	32.4%	8.3%	1499	54.2%	8.7%	17810	27.6%	673	3.9%
FY 2002	11212	28.8%	63.0%	832	27.9%	4.7%	28465	28.2%	10655	59.8%
FY 2003	628	28.9%	2.2%	1026	29.8%	3.6%	15346	26.5%	-13119	-46.1%
FY 2004	420	39.6%	2.7%	841	28.3%	5.5%	15015	26.6%	-331	-2.2%
Average for Period	1620	35.0%	9.1%	1019	32.5%	5.7%	17898	27.0%		

DOT Workforce Demographic Trends -- Fiscal Years '92 to '04

Hires, Separations, and Onboard Strength

Females, Minorities, Employees with Disabilities, and Total DOT

(Permanent Employees)

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Males										
FY 1992	2326	60.6%	4.6%	2451	68.7%	4.9%	50498	73.6%		
FY 1993	906	54.0%	1.8%	2098	68.7%	4.2%	49765	73.1%	-733	-1.5%
FY 1994	467	61.0%	0.9%	3444	69.9%	6.9%	46958	73.2%	-2807	-5.6%
FY 1995	1232	67.9%	2.6%	2359	71.2%	5.0%	45907	73.1%	-1051	-2.2%
FY 1996	1438	68.0%	3.1%	2012	68.9%	4.4%	45642	73.1%	-265	-0.6%
FY 1997	2210	66.8%	4.8%	1899	67.1%	4.2%	46089	72.9%	447	1.0%
FY 1998	2268	69.4%	4.9%	1901	68.0%	4.1%	46477	72.8%	388	0.8%
FY 1999	1132	61.8%	2.4%	1842	67.8%	4.0%	45852	72.7%	-625	-1.3%
FY 2000	1436	65.6%	3.1%	1948	67.6%	4.2%	45429	72.6%	-423	-0.9%
FY 2001	2949	67.6%	6.5%	1265	45.8%	2.8%	46662	72.4%	1233	2.7%
FY 2002	27712	71.2%	59.4%	2145	72.1%	4.6%	72571	71.8%	25909	55.5%
FY 2003	1542	71.1%	2.1%	2418	70.2%	3.3%	42636	73.5%	-29935	-41.2%
FY 2004	635	0.9%	1.5%	2046	5.0%	4.8%	41337	73.4%	-1299	-3.0%
Average for Period	4007	64.9%	8.6%	2124	66.9%	4.5%	49259	72.9%		

DOT Workforce Demographic Trends -- Fiscal Years '92 to '04

Hires, Separations, and Onboard Strength

Females, Minorities, Employees with Disabilities, and Total DOT

(Permanent Employees)

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Minorities										
FY 1992	697	18.2%	5.4%	764	21.4%	6.0%	12805	18.7%		
FY 1993	309	18.4%	2.4%	620	20.3%	4.8%	12969	19.1%	164	1.3%
FY 1994	151	19.7%	1.2%	899	18.2%	6.9%	12424	19.4%	-545	-4.2%
FY 1995	280	15.4%	2.3%	658	19.9%	5.3%	12281	19.6%	-143	-1.2%
FY 1996	367	17.4%	3.0%	611	20.9%	5.0%	12330	19.7%	49	0.4%
FY 1997	404	12.2%	3.3%	568	20.1%	4.6%	12550	19.9%	220	1.8%
FY 1998	408	12.5%	3.3%	579	20.7%	4.6%	12692	19.9%	142	1.1%
FY 1999	327	17.8%	2.6%	551	20.3%	4.3%	12747	20.2%	55	0.4%
FY 2000	357	16.3%	2.8%	583	20.2%	4.6%	12809	20.5%	62	0.5%
FY 2001	840	19.3%	6.6%	579	20.9%	4.5%	13502	20.9%	693	5.4%
FY 2002	12754	32.8%	94.5%	652	21.9%	4.8%	26088	25.8%	12586	93.2%
FY 2003	376	17.3%	1.4%	775	22.5%	3.0%	12370	21.3%	-13718	-52.6%
FY 2004	323	29.9%	2.6%	624	21.2%	5.0%	12212	21.7%	-158	-1.3%
Average for Period	1353	19.0%	10.1%	651	20.7%	4.9%	13675	20.5%		

DOT Workforce Demographic Trends -- Fiscal Years '92 to '04

Hires, Separations, and Onboard Strength

Females, Minorities, Employees with Disabilities, and Total DOT

(Permanent Employees)

Employees with Disabilities	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
FY 1992	99	2.6%	2.7%	159	4.5%	4.3%	3705	5.4%		
FY 1993	78	4.7%	2.1%	260	8.5%	7.0%	3646	5.4%	-59	-1.6%
FY 1994	43	5.6%	1.2%	434	8.8%	11.9%	3285	5.1%	-361	-9.9%
FY 1995	67	3.7%	2.0%	330	10.0%	10.0%	3093	4.9%	-192	-5.8%
FY 1996	98	4.6%	3.2%	226	7.7%	7.3%	3025	4.8%	-68	-2.2%
FY 1997	117	3.5%	3.9%	209	7.4%	6.9%	3080	4.9%	55	1.8%
FY 1998	101	3.1%	3.3%	200	7.2%	6.5%	3046	4.8%	-34	-1.1%
FY 1999	55	3.0%	1.8%	190	7.0%	6.2%	3006	4.8%	-40	-1.3%
FY 2000	101	4.6%	3.4%	225	7.8%	7.5%	2966	4.7%	-40	-1.3%
FY 2001	185	4.2%	6.2%	212	7.7%	7.1%	3140	4.9%	174	5.9%
FY 2002	2046	5.3%	65.2%	235	7.9%	7.5%	5112	5.1%	1972	62.8%
FY 2003	85	3.9%	1.7%	229	6.6%	4.5%	2841	4.9%	-2271	-44.4%
FY 2004	81	7.7%	2.9%	212	7.4%	7.5%	2872	5.1%	31	1.1%
Average for Period	243	4.3%	7.6%	240	7.6%	7.3%	3294	5.0%		

DOT Workforce Demographic Trends -- Fiscal Years '92 to '04

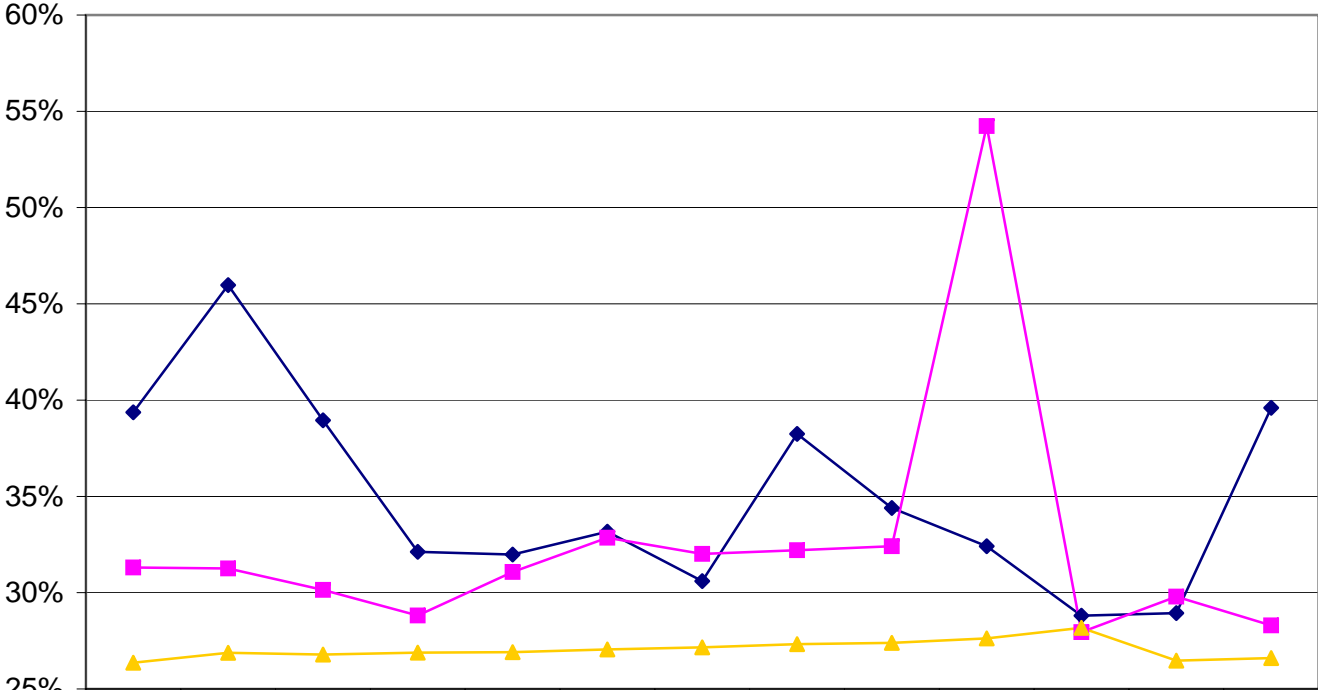
Hires, Separations, and Onboard Strength

Females, Minorities, Employees with Disabilities, and Total DOT

(Permanent Employees)

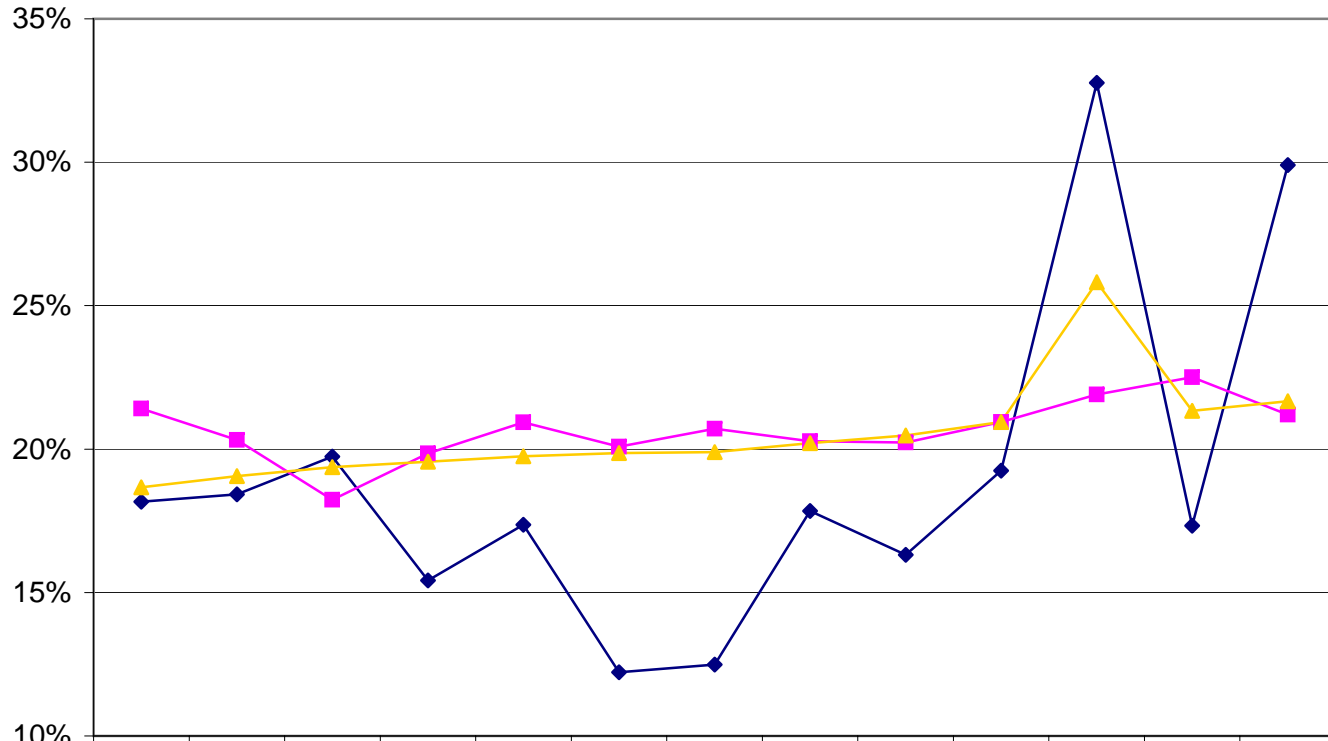
	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Total DOT										
FY 1992	3836	100.0	5.6%	3568	100.0	5.2%	68574	100.0		
FY 1993	1677	100.0	2.4%	3052	100.0	4.5%	68055	100.0	-519	-0.8%
FY 1994	765	100.0	1.1%	4930	100.0	7.2%	64139	100.0	-3916	-5.8%
FY 1995	1815	100.0	2.8%	3314	100.0	5.2%	62789	100.0	-1350	-2.1%
FY 1996	2114	100.0	3.4%	2919	100.0	4.6%	62445	100.0	-344	-0.5%
FY 1997	3307	100.0	5.3%	2828	100.0	4.5%	63184	100.0	739	1.2%
FY 1998	3268	100.0	5.2%	2796	100.0	4.4%	63805	100.0	621	1.0%
FY 1999	1833	100.0	2.9%	2717	100.0	4.3%	63096	100.0	-709	-1.1%
FY 2000	2189	100.0	3.5%	2882	100.0	4.6%	62566	100.0	-530	-0.8%
FY 2001	4363	100.0	7.0%	2764	100.0	4.4%	64472	100.0	1906	3.0%
FY 2002	38924	100.0	60.4%	2977	100.0	4.6%	101036	100.0	36564	56.7%
FY 2003	2170	100.0	2.1%	3444	100.0	3.4%	57982	100.0	-43054	-42.6%
FY 2004	1055	100.0	1.8%	2877	100.0	5.0%	56354	100.0	-1628	-2.8%
Total for Period	67316			41068						
Average for Period	5178	100.0	8.0%	3159	100.0	4.8%	66845	100.0		

DOT Female Hires, Separations and Onboard Strength
 Permanent Employees
FY92-FY04



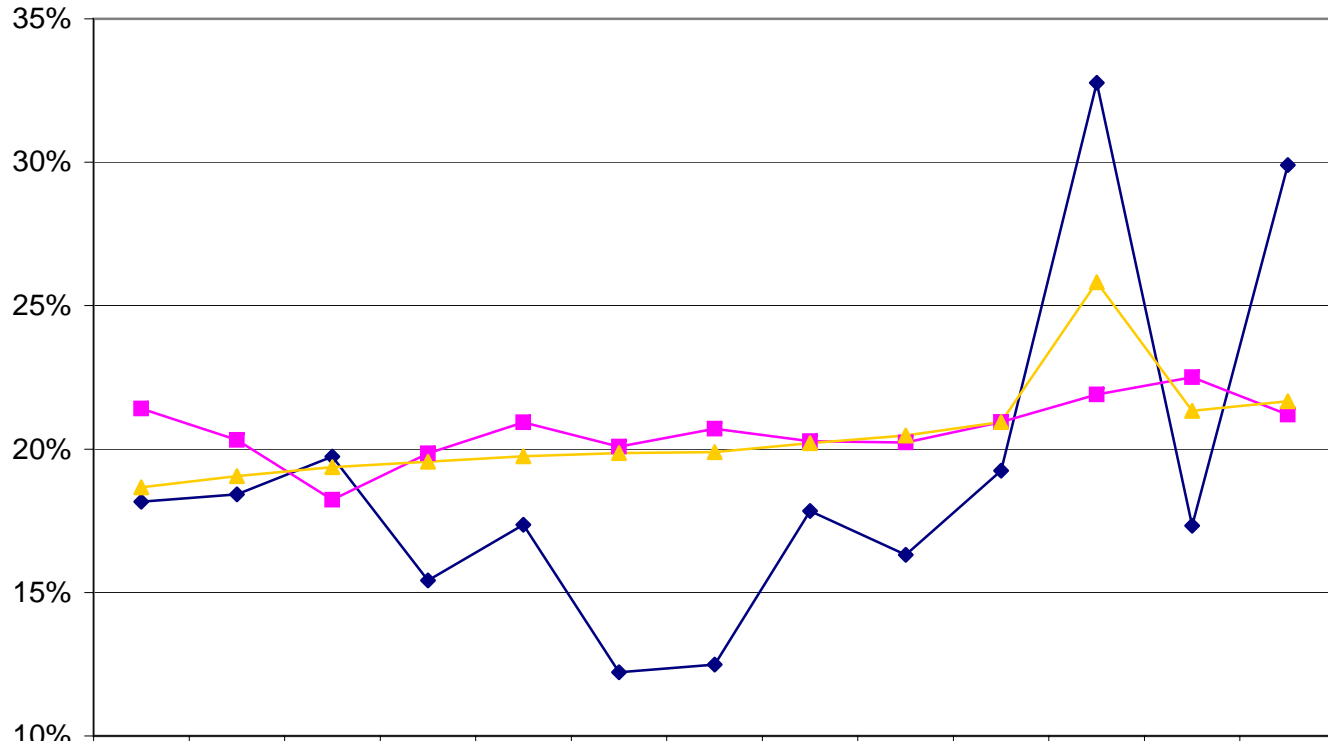
	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
◆ Hires, As % of DOT Hires	39.4%	46.0%	39.0%	32.1%	32.0%	33.2%	30.6%	38.2%	34.4%	32.4%	28.8%	28.9%	39.6%
■ Losses, As % of DOT Losses	31.3%	31.3%	30.1%	28.8%	31.1%	32.9%	32.0%	32.2%	32.4%	54.2%	27.9%	29.8%	28.3%
▲ Onboard, As % of DOT Onboard	26.4%	26.9%	26.8%	26.9%	26.9%	27.1%	27.2%	27.3%	27.4%	27.6%	28.2%	26.5%	26.6%

DOT Minority Hires, Separations and Onboard Strength
 Permanent Employees
 FY92-FY04



	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
◆ Hires, As % of DOT Hires	18.2%	18.4%	19.7%	15.4%	17.4%	12.2%	12.5%	17.8%	16.3%	19.3%	32.8%	17.3%	29.9%
■ Losses, As % of DOT Losses	21.4%	20.3%	18.2%	19.9%	20.9%	20.1%	20.7%	20.3%	20.2%	20.9%	21.9%	22.5%	21.2%
▲ Onboard, As % of DOT Onboard	18.7%	19.1%	19.4%	19.6%	19.7%	19.9%	19.9%	20.2%	20.5%	20.9%	25.8%	21.3%	21.7%

DOT Minority Hires, Separations and Onboard Strength
 Permanent Employees
 FY92-FY04

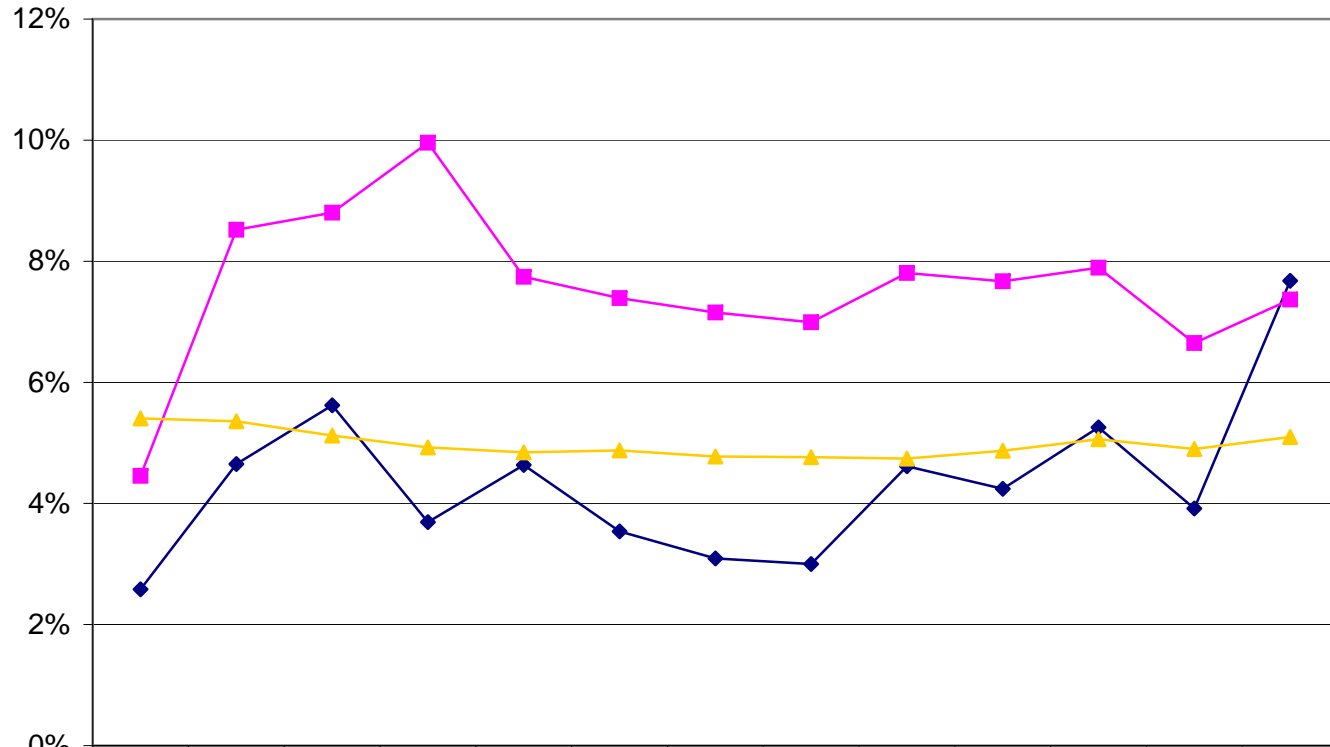


	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
◆ Hires, As % of DOT Hires	18.2%	18.4%	19.7%	15.4%	17.4%	12.2%	12.5%	17.8%	16.3%	19.3%	32.8%	17.3%	29.9%
■ Losses, As % of DOT Losses	21.4%	20.3%	18.2%	19.9%	20.9%	20.1%	20.7%	20.3%	20.2%	20.9%	21.9%	22.5%	21.2%
▲ Onboard, As % of DOT Onboard	18.7%	19.1%	19.4%	19.6%	19.7%	19.9%	19.9%	20.2%	20.5%	20.9%	25.8%	21.3%	21.7%

DOT Hires, Separations and Onboard Strength of People with Disabilities

Permanent Employees

FY92-FY04



	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
◆ Hires, As % of DOT Hires	2.6%	4.7%	5.6%	3.7%	4.6%	3.5%	3.1%	3.0%	4.6%	4.2%	5.3%	3.9%	7.7%
■ Losses, As % of DOT Losses	4.5%	8.5%	8.8%	10.0%	7.7%	7.4%	7.2%	7.0%	7.8%	7.7%	7.9%	6.6%	7.4%
▲ Onboard, As % of DOT Onboard	5.4%	5.4%	5.1%	4.9%	4.8%	4.9%	4.8%	4.8%	4.7%	4.9%	5.1%	4.9%	5.1%