U. S. Fish and Wildlife Service

SERVICEWIDE

EEOC MD 715 Plans



FY 2008



United States Department of the Interior

FISH AND WILDLIFE SERVICE Washington, D.C. 20240

In Reply Refer To: FWS/ABHR/HC/EOD

DEC 15 2008

Memorandum

To:

Sharon D. Eller

Director, Office of Civil Rights

From: Acting Director

Subject:

MD 715 FY 2008 Federal Agency Annual EEO Program Status Report

and FY 2009 Plan Update

Attached are two copies of the U.S. Fish and Wildlife Service's Management Directive (MD) 715 FY 2008 Federal Agency Annual EEO Program Status Report and FY 2009 Plan Update.

If you have any questions, please contact Ahmad Razavi, EEO Officer at (703) 358-2566.

Attachment

EEOC FORM 715-01 PART A - D

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report

	For the period co	overing October	1, 2007 t	o September 30, 200	08			
PART A	1. Agency			1. U. S. Department of the Interior				
Department	1.a. 2 nd level reporting	component		1.a. U. S. Fish and Wildlife Service				
or Agency Identifying Information	1.b. 3 rd level reporting	component						
mormation	1.c. 4 th level reporting	component						
	2. Address			2. 1849 C Street, N	ſ. W.			
	3. City, State, Zip Cod	e		3. Washington, DC	20240			
	4. CPDF Code	5. FIPS Code		4. IN15	5. 1448			
PART B Total	Enter total number of permanent full-time and part-time employees			1. 8,129				
Employment	2. Enter total number of temporary employees			2. 1,268				
	3. Enter total number employees paid from non-appropriated funds			3. Not applicable				
	4. Total Employment [add lines B 1 through 3]			4. 9,397				
PART C	1. Head of Agency Off	ficial Title	1. H. D					
Agency Official(s)	2. Agency Head Desig	nee		nise Sheehan, Assistant Director-Budget, ng and Human Capital				
Responsible For Oversight of EEO Program(s)				mad Razavi, EEO Officer -260-14				
1 Togram(s)	4. Title VII Affirmative EEO 4. Car			4. Carolyn McGuire, EEO Specialist GS-260-14				
	5. Section 501 Affirmative Action Program Official 5.		5. Ahmad Razavi, EEO Officer					
	6. Complaint Processir Manager	ng Program	6. Ahr	ficer				
	7. Other Responsible Staff 7. Ch				7. Charles Davis, Statistician, GS-1530-14 Duane Harris, EEO Specialist, GS-260-12 Abigail Terrones, EEO Specialist, GS-260-12 Inez Uhl, EEO Specialist, GS-260-13			

EEOC FORM 715-01 PART A - D

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes		
List of Subordinate Components Covered in this Report	Region 1, Portland, Oregon	IN1501	1448	
Report	Region 2, Albuquerque, New Mexico	IN1502	1448	
	Region 3, Twin Cities, Minnesota	IN1503	1448	
	Region 4, Atlanta, Georgia	IN1504	1448	
	Region 5, Hadley, Massachusetts	IN1505	1448	
	Region 6, Denver, Colorado	IN1506	1448	
	Region 7, Anchorage, Alaska	IN1507	1448	
	Region 8, Sacramento, California	IN1508	1448	
	Region 9, Arlington, Virginia	IN1509	1448	

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

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report For the period covering October 1, 2007 to September 30, 2008

Executive Summary

The Service's mission is to work with others to conserve, protect and enhance fish, wildlife, and plants, and their habitats for the continuing benefit of the American people.

The Service's permanent workforce was 8,129 as of the end of FY 2008, an increase of three from last fiscal year. There was an increase in the participation of Asians (4), Hispanics (4), White women (43) and men identifying with two or more races (2). There was a decrease in the participation of White men (-13), Blacks (-18), Native Hawaiian or Other Pacific Islanders (-1), American Indian or Alaska Natives (-15) and women identifying with two or more races (-3).

Minorities:

The participation of minorities as a group in the permanent workforce is quite low in the Service in comparison with their participation in the Civilian Labor Force (CLF), especially for Blacks, Asians, and employees identifying with two or more races. Although Black women and persons identifying with two or more races were hired at rates comparable to their availability in the CLF, the accession rates for Black men and Asians continue to be quite low. The net effect was that the participation of minorities as a group declined significantly during FY 2008.

Women:

The participation of women as a group in the permanent workforce in the Service is quite low in comparison with its participation in the CLF. When considered separately, this also holds for Black women, Asian women, White women, and women identifying with two or more races. Significantly, women were hired in all race and national origin groups at rates comparable to their availability in the CLF, with the notable exception of Asian women. The participation of minority women as a group declined. This is also true of the participation of Black women when considered separately. The participation of Hispanic women increased to the point where it is no longer significantly below their participation in the CLF. Although the participation of White women increased by a full half a percentage point, the increase was not quite significant at the level.

Professional Biology Series and Biology Students:

The participation of women in the professional biology series is low in comparison to the participation of women in comparable occupations in the CLF. This is also the case for Black women, Hispanic women, Asian women, White women, and women identifying with two or more races when considered separately. For men in the professional biology series, only Asian men have an unexpectedly low participation rate.

This year 199 professional biologists and biology students were hired in the permanent workforce. The accessions of Asians were statistically lower then their availability in the CLF. The number of White women hired in these professional biology series achieved a 0.7% increase in their participation rate this year.

During FY 2008, 1 Hispanic woman, 1 Native American woman, 1 woman identifying with two or more races and 6 White women completed their Student Career Experience Program (SCEP) and were converted into the mission-critical biology permanent workforce. Also, during FY 2008 the Service appointed 1 Black woman, 1 Hispanic woman, 1 Asian man, and 18 White women to the biology SCEP program.

During FY 2008, 52 of the 167 permanent hires in the mission-critical biology series came from temporary positions, although 2 Hispanics were the only minority group members.

Of the 73 employees obtaining temporary appointments in the mission-critical biology series during FY 2008, only 5 were members of minority groups (1 Hispanic woman, 1 Hispanic man, 2 Native American women, and 1 man identifying with two or more races).

Senior Workforce (GS-13 through SES):

The participations of women as a group, of minorities as a group, and of persons with disabilities as a group in the senior workforce in the Service are comparable to the participations of these groups in similar occupations in the senior workforce in Department of the Interior (excluding BIA). The participation of Native American women is quite low and the low participation of Black women requires monitoring.

The only significant change in the senior workforce during FY 2008 was a modest decrease in Black men.

It is noted that there were no accessions or promotions into the senior workforce among Native American women during the past 3 years. There also has been no participation of Native American women in the leadership development programs during the same 3 year period.

Disabled:

During FY 2008 the Service added 40 employees with disabilities to the permanent workforce, representing 6.9% of permanent hires. Thirty-one (31) of these were hired into permanent positions directly, while 9 came from temporary rolls. This success rate is somewhat less than the 7.1% of permanent hires obtained by the Department of the Interior overall. It is also notable that 10 of these 40 permanent disability hires were in our mission-critical professional biology series, 2 having targeted disabilities.

Mission-critical Criminal Investigators:

The participation of women as a group in series 1811 is quite low in comparison with the participation of women in similar occupations in the civilian labor force. This is also the case when the participations of Black women, of Hispanic women, and of White women are examined separately. For men in the mission-critical Criminal Investigating series, only Black men have an unexpectedly low participation rate.

During FY 2008, 15 criminal investigators were hired (including 3 women), and 16 left (all men), slightly increasing the participation of women and of Asian and White women, in particular. None of these changes were significant.

Our self-assessment shows that the Service has the following program deficiencies:

- Information for reporting and monitoring accessibility improvements for programs and facilities is not currently collected nationally, thereby making it difficult to determine progress in meeting overall program objectives and tracking accomplishments. (See page 22 for our plan to improve.)
- There is no process in place to track the discipline or sanction taken against managers, supervisors or employees found to have discriminated. (See page 23 for our plan to improve.)
- The Service has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715. There is no applicant background tracking or data collection and analysis system that permit tracking of recruitment and outreach efforts to determine whether there is a recruitment problem, a hiring problem or both. (See page 24 for our plan to improve.)
- The Service has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715. The Service does not collect and evaluate exit interview information to determine why employees are leaving. (See page 25 for our plan to improve.)
- The Service does not have a process to coordinate and track recruitment efforts. (See page 26 for our plan to improve.)

Our barrier analyses show that we have the following program deficiencies:

- A review of the Service's professional biology major mission occupations revealed that no Black males or females have been hired in the GS-401, GS-480, GS-485, and GS-486. (See page 28 for our plan to improve.)
- The Service hired 10 individuals with targeted disabilities, 37.0% of the Director's established annual goal of hiring 27. There was a decrease of 5 individuals with targeted disabilities in the permanent and temporary workforce from last fiscal year (98 to 93). (See page 30 for our plan to improve.)

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report

Certification of Establishment of Continuing Equal Employment Opportunity Programs

I, Ahmad Razavi, EEO Officer, GS 260-14, am the Principal EEO Director/Officer for the U.S. Fish and Wildlife Service (Service).

The Service has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEOC MD-715. If an essential element was not fully compliant with the standards of EEOC 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 Service 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.

Ahmad Razavi, EEO Officer

Date

Dec. 12, 2008

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

Acting Director

Date

Part G

EEO Program Status Report Agency Self-Assessment Checklist Measuring Essential Elements

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

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		Meas met	ure has been	For all unmet measures, provide a brief explanation in	
Measures	EEO policy statements are up-to-date.	Yes	No	the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
Was the EEO policy	is installed on October 12, 2005. Statement issued within 6 - 9 months of the installation If no, provide an explanation.	X			
	gency Head's tenure, has the EEO Policy Statement been f no, provide an explanation.	X			
Are new employees porientation?	provided a copy of the EEO Policy Statement during		X	One Region reported no. They are currently reestablishing a process after a re-organization. Equal Opportunity and Diversity will coordinate with Humar Resources to ensure this occurs.	
When an employee is copy of the EEO poli	promoted into the supervisory ranks, is s/he provided a cy statement?		X	One Region reported no. They are currently reestablishing a proces after a re-organization. Equal Opportunity and Diversity will coordinate with Human Resources to ensure this occurs.	
Compliance Indicator			leasure has een met	For all unmet measures, provide a brief explanation in	
Measures	EEO policy statements have been communicated to all employees.	Y	es No	the space below or complete and attach an EEOC FORM 71 01 PART H to the agency's status repo	
Have the heads of sul	pordinate reporting components communicated support of	3	ζ		

all agency EEO policies	through the ranks?			
	vritten materials available to all employees and applicants, ariety of EEO programs and administrative and judicial ailable to them?	X		
	ently posted such written materials in all personnel d on the agency's internal website? [see 29 CFR	X		
Compliance Indicator		Meas been	sure has met	For all unmet measures, provide a brief explanation in
Measures	Agency EEO policy is vigorously enforced by agency management.	Yes	No	the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
	rvisors evaluated on their commitment to agency EEO including their efforts to:	X		
resolve problems/d environments as th	isagreements and other conflicts in their respective work ey arise?	X		
	whether perceived or real, raised by employees and appropriate action to correct or eliminate tension in the	X		
to participate in con	's EEO program through allocation of mission personnel mmunity out-reach and recruitment programs with private schools and universities?	X		
	tion of employees under his/her supervision with EEO h as EEO Counselors, EEO Investigators, etc.?	X		
ensure a workplace and retaliation?	e that is free from all forms of discrimination, harassment	X		
communication and effectively in a wor	nate supervisors have effective managerial, d interpersonal skills in order to supervise most rkplace with diverse employees and avoid disputes ctive communications?	X		
	n of requested religious accommodations when such o not cause an undue hardship?	X		
	on of requested disability accommodations to qualified sabilities when such accommodations do not cause an	X		
	n informed about what behaviors are inappropriate in the behavior may result in disciplinary actions?	X		Penalties for
Describe what means was about the penalties for u	ere utilized by the agency to so inform its workforce inacceptable behavior.			unacceptable behavior were referenced in a Director's Memorandum.
disabilities been made re	reasonable accommodation for individuals with eadily available/accessible to all employees by redures during orientation of new employees and by		X	Two Regions reported no. All employees will be provided a link to

making such procedures available on the World Wide Web or Internet?		the Department's Policy on Reasonable Accommodation. New employees will be provided a copy of the Policy in their Orientation Package.
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X	Two Regions reported no. Managers and supervisors will be required to take the Service's new on-line training course "USFWS Reasonable Accommodations in the Workplace."

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

Compliance Indicator Measures	The reporting structure for the EEO Program			For all unmet measures, provide a brief explanation in the space below or	
	provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Yes	No	complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
[see 29 CFR §161 For subordinate le	or/Officer under the direct supervision of the agency head? 4.102(b)(4)] vel reporting components, is the EEO Director/Officer at the supervision of the lower level component's head		X	The EEO Officer reports to the Human Capital Officer, who reports to the Assistant Director-Budget, Planning and Human Capital, who in turn reports to the Deputy Director.	
Are the duties and	responsibilities of EEO officials clearly defined?	X			
	als have the knowledge, skills, and abilities to carry out the ibilities of their positions?	X			
	end level reporting components, are there organizational define the reporting structure for EEO programs?	X			
	end level reporting components, does the agency-wide EEO ave authority for the EEO programs within the subordinate ents?		X	Per 060 FW 1, the Director delegates responsibility and leadership to the Regional Directors to develop and	
	describe how EEO program authority is delegated to eporting components.			implement an effective EEO program consistent with Servicewide goals and objectives, within their Region. The EOD Office in the National Headquarters provides general oversight and technical guidance to Regional EEO officials.	

Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head	Measure been me		For all unmet measures, provide a brief explanation in the space below or complete
Measures	and conjur management officials of the status of		No	and attach an EEOC FORM 715-01 PART H to the agency's status report
informing the age	rector/Officer have a regular and effective means of ncy head and other top management officials of the ciency and legal compliance of the agency's EEO	X		The Assistant Director- Budget, Planning and Human Capital serves as the conduit between Equal Opportunity Officer and the Director.
did the EEO Directory senior officials the components of the performance of the Program and a representation.	mission of the immediately preceding FORM 715-01, ctor/Officer present to the head of the agency and other e "State of the Agency" briefing covering all e EEO report, including an assessment of the e agency in each of the six elements of the Model EEO out on the progress of the agency in completing its cluding any barriers it identified and/or eliminated or et of?	X		
decisions regardin	officials present during agency deliberations prior to g recruitment strategies, vacancy projections, succession as for training/career development opportunities, and hanges?		X	Two Regions reported they are currently developing a process.
might be negative	consider whether any group of employees or applicants ly impacted prior to making human resource decisions ations and re-alignments?	X		
at regular interval realization of equa	personnel policies, procedures and practices examined is to assess whether there are hidden impediments to the ality of opportunity for any group(s) of employees or 9 C.F.R. § 1614.102(b)(3)]	X		
especially the age	or/Officer included in the agency's strategic planning, ncy's human capital plan, regarding succession, etc., to ensure that EEO concerns are integrated into egic mission?	X		The Service implements the Department of the Interior's Human Capital Strategic Plan.
Compliance Indicator	The agency has committed sufficient human	Measur been me		For all unmet measures, provide a brief explanation in the space below or complete
Measures	resources and budget allocations to its EEO programs to ensure successful operation.	Yes	No	and attach an EEOC FORM 715-01 PART H to the agency's status report
implementation o	rector/Officer have the authority and funding to ensure f agency EEO action plans to improve EEO program eliminate identified barriers to the realization of equality	X		The EEO Officer does not have an operating budget. The Director retains the ultimate authority for appropriated funds.
ensure that agency	sonnel resources allocated to the EEO Program to y self-assessments and self-analyses prescribed by re conducted annually and to maintain an effective sing system?		X	One Region reported no; however, limited resources is a common concern throughout the Bureau in all Programs.
Are statutory/regusufficiently staffe	nlatory EEO related Special Emphasis Programs d?	X		In collaboration with the Department of the Interior
Federal Women's Subpart B, 720.20	Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR,	X		In collaboration with the Department of the Interior

Hispanic Employr	nent Program - Title 5 CFR, Subpart B, 720.204	X		In collaboration with the Department of the Interior
for Individuals Wi	politicis Program Manager; Selective Placement Program (th Disabilities - Section 501 of the Rehabilitation Act; opart B, Chapter 31, Subchapter I-3102; 5 CFR (a); 5 CFR 315.709	X		
Office for coordin principles, such as Programs; and Bla	special emphasis programs monitored by the EEO action and compliance with EEO guidelines and FEORP - 5 CFR 720; Veterans Employment ack/African American; American Indian/Alaska Native, Pacific Islander programs?	X		
Compliance Indicator		Measur been m		For all unmet measures, provide a brief explanation
Measures	The agency has committed sufficient budget to support the success of its EEO Programs.	Yes	No	in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	nt resources to enable the agency to conduct a thorough its workforce, including the provision of adequate data cking systems		X	Three Regions reported no; however, limited resources is a common concern throughout the Bureau in all Programs.
desired, all EEO p and ADR, and to	budget allocated to all employees to utilize, when programs, including the complaint processing program make a request for reasonable accommodation? inate level reporting components?)	X		
	secured for publication and distribution of EEO assment policies, EEO posters, reasonable procedures, etc.)?	X		
	fund or other mechanism for funding supplies, rvices necessary to provide disability accommodations?	X		
	und major renovation projects to ensure timely Jniform Federal Accessibility Standards?		X	See Part H.
	am allocated sufficient resources to train all employees s, including administrative and judicial remedial ble to employees?	X		
	funding to ensure the prominent posting of written rsonnel and EEO offices? [see 29 C.F.R. §	X		
Is there sufficient training and inform	funding to ensure that all employees have access to this nation?	X		
	funding to provide all managers and supervisors with dic up-dates on their EEO responsibilities:	X		
	a workplace that is free from all forms of on, including harassment and retaliation?	X		
to provide re	ligious accommodations?	X		
	sability accommodations in accordance with the ten 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	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM
Measures managers or supervisor's area or responsibility.		Yes	No	715-01 PART H to the agency's status report
	hly/quarterly/semi-annually) EEO updates provided to rvisory officials by EEO program officials?	X		
of EEO Plans with	officials coordinate the development and implementation all appropriate agency managers to include Agency Resource Officials, Finance, and the Chief Information	X		
Compliance Indicator	Indicator Director meet regularly to assess whether personnel programs, policies, and procedures are in		sure een	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM
Measures	conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Yes	No	715-01 PART H to the agency's status report
Merit Promotion I	or schedules been established for the agency to review its Program Policy and Procedures for systemic barriers that full participation in promotion opportunities by all groups?	X		The Service's Merit Promotion Program Policy is currently out for review and comment (December 2008). Statistics are reviewed annually during the MD-715 Barrier Analysis.
Employee Recogn	or schedules been established for the agency to review its action Awards Program and Procedures for systemic barriers ling full participation in the program by all groups?	X		Statistics are reviewed annually during the MD-715 Barrier Analysis.
Employee Develo	or schedules been established for the agency to review its pment/Training Programs for systemic barriers that may be icipation in training opportunities by all groups?	X		Statistics are reviewed annually during the MD-715 Barrier Analysis.
Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions	Meas has b met		For all unmet measures, provide a brief explanation in the space below or complete
Measures	should be taken.	Yes	No	and attach an EEOC FORM 715-01 PART H to the agency's status report
	nave a disciplinary policy and/or a table of penalties that found to have committed discrimination?	X		Agency follows the Douglas Factors.
	es, supervisors, and managers been informed as to the g found to perpetrate discriminatory behavior or for taking	X		

Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X	See Part H.
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If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.

In FY 2008, there have been three findings of discrimination:

- One manager retired from the Service and therefore was not disciplined.
- One manager has received anti-discrimination and anti-harassment training. A determination of appropriate disciplinary action has not yet been made.
- One manager has completed anti-discrimination and anti-harassment training. It was determined that the manager's action was made in good faith in consultation with Human Resources and his supervisor.

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	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an
Measures	the year.	Yes	No	EEOC FORM 715-01 PART H to the agency's status report
	eet with and assist the EEO Director/Officer and/or other in the identification of barriers that may be impeding the ployment opportunity?	X		
	tified, do senior managers develop and implement, with ency EEO Office, agency EEO Action Plans to eliminate	X		
	ccessfully implement EEO Action Plans and incorporate Objectives into agency strategic plans?	X		
Are trend analyses of v and disability?	vorkforce profiles conducted by race, national origin, sex	X		
Are trend analyses of to national origin, sex and	he workforce's major occupations conducted by race, disability?	X		
Are trends analyses of race, national origin, se	the workforce's grade level distribution conducted by ex and disability?	X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
	he effects of management/personnel policies, procedures d by race, national origin, sex and disability?	X		

Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measu has be met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART
Measures		Yes	No	H to the agency's status report
Are all employees e	ncouraged to use ADR?	X		
Is the participation of required?	of supervisors and managers in the ADR process	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		been met provide a brief ex	For all unmet measures, provide a brief explanation in the space below or
Measures	authority to achieve the elimination of identified barriers.	Yes	No	complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	e employ personnel with adequate training and et the analyses required by MD-715 and these	X		
	emented an adequate data collection and analysis racking of the information required by MD-715 and		X	See Part H.
facilities' efforts to a	arces been provided to conduct effective audits of field chieve a model EEO program and eliminate Title VII and the Rehabilitation Act?	X		
	agency official or other mechanism in place to with processing requests for disability accommodations ents of the agency?	X		
	odation requests processed within the time frame set rocedures for reasonable accommodation?	X		
Compliance Indicator	The agency has an effective complaint tracking	Measure has been met		For all unmet measures, provide a brief explanation in the space below or
Measures	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.		No	complete and attach an EEOC FORM 715-01 PART H to the agency's status report
identification of the l	a complaint tracking and monitoring system that allows ocation and status of complaints and length of time of the agency's complaint resolution process?	X		
complaints, the aggri	acking system identify the issues and bases of the leved individuals/complainants, the involved and other information to analyze complaint activity and	X		

nvestigation proces	-		<u> </u>	
	escribe how: The Service holds the contractors accountable sterminated three contractors in the past five years in part for the past five years in part five years in part five years in part for the past five years in part five years in par			
ncluding contract a	nitor and ensure that new investigators, counselors, and collateral duty investigators, receive the 32 hours of accordance with EEO Management Directive MD-110?	X		
nvestigators, includ	nitor and ensure that experienced counselors, ing contract and collateral duty investigators, receive the training required on an annual basis in accordance with 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)		Measi has be met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM
Measures	regulations for processing EEO complaints of employment discrimination.	Yes	No	715-01 PART H to the agency's status report
Are benchmarks in porocesses with 29 C	place that compare the agency's discrimination complaint F.R. Part 1614?	X		
	y provide timely EEO counseling within 30 days of the or within an agreed upon extension in writing, up to 60	X		
	y provide an aggrieved person with written notification of nd responsibilities in the EEO process in a timely fashion?	X		
Does the agenc prescribed time	y complete the investigations within the applicable frame?	X		
	ninant requests a final agency decision, does the agency on within 60 days of the request?	N/A		Departmental responsibility.
upon receipt of	tinant requests a hearing, does the agency immediately the request from the EEOC AJ forward the investigative C Hearing Office?	X		
	nent agreement is entered into, does the agency timely bligations provided for in such agreements?	X		
	y ensure timely compliance with EEOC AJ decisions he 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		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM
Measures	impact and effectiveness of the agency's EEO complaint processing program.	Yes	No	715-01 PART H to the agency's status report
	29 C.F.R. §1614.102(b), has the agency established an age the pre-complaint and formal complaint stages of the	X		

training in accordate emphasis on the fee	quire all managers and supervisors to receive ADR nee with EEOC (29 C.F.R. Part 1614) regulations, with deral government's interest in encouraging mutual res and the benefits associated with utilizing ADR?	X			
	as offered ADR and the complainant has elected to are the managers required to participate?	X			
Does the responsib have settlement aut	le management official directly involved in the dispute hority?		X	The Assistant Director- Budget, Planning and Human Capital has Settlement Authority for any settlement that involves monetary benefits or monetary payment.	
Compliance Indicator The agency has effective systems in place for maintaining and evaluating the impact and		Measu has be met		For all unmet measures, provide a brief explanation in the space below or complete	
Measures	effectiveness of its EEO programs.	Yes	No	and attach an EEOC FORM 715-01 PART H to the agency's status report	
	eve a system of management controls in place to ensure the simplete and consistent reporting of EEO complaint data to	X			
	ovide reasonable resources for the EEO complaint process and successful operation in accordance with 29 C.F.R. §	X			
and ensure that the	EO office have management controls in place to monitor data received from Human Resources is accurate, timely ins all the required data elements for submitting annual C?	X			
Do the agency's EEEOC?	O programs address all of the laws enforced by the	X			
	entify and monitor significant trends in complaint mine whether the agency is meeting its obligations under ehabilitation Act?	X			
	ack recruitment efforts and analyze efforts to identify accordance with MD-715 standards?		X	See Part H.	
	onsult with other agencies of similar size on the ir EEO programs to identify best practices and share	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		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete	
Measures	agency or other offices with conflicting or competing interests.	Yes	No	and attach an EEOC FORM 715-01 PART H to the agency's status report	
	by reviews of EEO matters handled by a functional unit apart from the unit which handles agency representation?	N/A		We do not request legal sufficiency reviews.	
Does the agency di	scrimination complaint process ensure a neutral on?	X			

If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	N/A	We do not request legal sufficiency reviews.
annually research, fractional grant and an arrangement		""""""

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 below or complete and attach an
Measures		Yes	No	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
Measures		Yes	No	EEOC FORM 715-01 PART H to the agency's status report
Does the agency have If Yes, answer the two	control over the payroll processing function of the agency? o questions below.	X		
Are there steps in place processing of ordered	e to guarantee responsive, timely, and predictable monetary relief?	X		
Are procedures in place	ee to promptly process other forms of ordered relief?	X		

Compliance Indicator	Agency personnel are accountable for the timely	Measure has been met		For all unmet measures, provide a brief explanation in the space below or
Measures	completion of actions required to comply with orders of EEOC.	Yes	No	complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Is compliance with E standards of any age	EOC orders encompassed in the performance acy employees?	X		
Supervisors and	the employees by title in the comments section, and state managers are evaluated on compliance if an issue arises aluated on ensuring compliance.	•		
Is the unit charged w orders located in the	ith the responsibility for compliance with EEOC EEO Office?	X		
	the unit in which it is located, the number of employees	in the uni	t, and the	ir grade levels in the comme

Have the involved employees received any formal training in EEO compliance?	X	
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X	
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	Х	
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, and 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 the 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.

Part H EEO Plan to Attain the Essential Elements of a Model EEO Program

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report EEO Plan to Attain the Essential Elements of a Model EEO Program

STATEMENT of	Essential Element B: Integration of EEO into	the Agencies Strategic Mission			
MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Information for reporting and monitoring accessibility improvements for program and facilities is not currently collected nationally, thereby making it difficult to determine progress in meeting overall program objectives and tracking accomplishments.				
OBJECTIVE:	Establish a process to collect information annually on the Regional progress on meeting the 504 compliance reviews of field facilities to assure that Service programs, facilities and activities are accessible to individuals with disabilities.				
RESPONSIBLE OFFICIALS:	Director Regional Directors Assistant Director-National Wildlife Refuge System				
DATE OBJECTIVE INITIATED:	December 15, 2008				
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011				
PLANNED ACTIVITIES TOW	ARD COMPLETION OF OBJECTIVE:	TARGET DATE			
	4.html to provide guidance to Regions on their reviews in accordance with Departmental	September 30, 2010			
	providing guidance, training and program support Director, National Wildlife Refuge System, for	September 30, 2009			
3. Review existing asset database compliance information.	es to determine feasibility for reporting Section 504	September 30, 2009			
meeting the 504 compliance review	nnual information on the Regional progress on ws of field facilities to assure that Service are accessible to individuals with disabilities.	September 30, 2009			

Report of accomplishments and modifications to objective:

The Regional Directors continue to follow the guidance in Service Manual Chapter FWS 063.4 http://www.fws.gov/policy/063fw4.html and a Director's memorandum dated May 8, 2001, which includes the development of a yearly schedule to evaluate and possibly renovate facilities once identified. The Service's Implementation Guidelines for Accessibility are still in effect.

The Service convened a team in FY 2008, consisting of regional representatives from Refuges, Engineering, Wildlife and Sport Fish Restoration Programs and Diversity and Civil Rights, to review existing policy, guidance and reporting systems on the Section 504 program. The team has developed a series of recommendations for the Assistant Director, National Wildlife Refuge System, for consideration. The Service has developed a draft 504 program checklist for use in the Visitor Services Program Evaluation Handbook which will be released in late FY 2009.

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report EEO Plan to Attain the Essential Elements of a Model EEO Program

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element C: Management and Program Accountability There is no process in place to track the discipline or sanction taken against managers, supervisors or employees found to have discriminated.					
OBJECTIVE:	Develop a system to require management officials to report discipline or sanction taken against managers, supervisors or employees found to have discriminated. Provide a justification if no discipline or sanction is taken.					
RESPONSIBLE OFFICIALS:	Division of Human Capital Branch of Equal Opportunity and Diversity					
DATE OBJECTIVE INITIATED:	December 15, 2008					
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010					
PLANNED ACTIVITIES TOW.	ARD COMPLETION OF OBJECTIVE:	TARGET DATE				
	that management officials report to the EEO Officer the teir subordinate managers, supervisors and employees who ated.	September 30, 2009				
2. Provide anti-discrimination and who have been found to have discr	anti-harassment training to all managers and employees riminated.	September 30, 2010				
employees found to have discrimin	ipline or sanction proposed for managers, supervisors or nated, ensure the discipline or sanction is imposed within mpletion in appropriate report.	September 30, 2010				
proper time-frames and include co Report of accomplishments and	mpletion in appropriate report.					

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report EEO Plan to Attain the Essential Elements of a Model EEO Program

Essential Element E: Efficiency					
The Service has not implemented adequate data collect that permit tracking of all information required by EEC					
There is no applicant background tracking or data collection and analysi that permit tracking of recruitment and outreach efforts to determine wh is a recruitment problem, a hiring problem or both.					
Collect the information necessary to track applicants in order coordinate and evaluate the effectiveness of recruitment activities within the Service.					
Division of Human Capital Branch of Equal Opportunity and Diversity					
December 15, 2007					
September 30, 2010					
	The Service has not implemented adequate data collect that permit tracking of all information required by EEC. There is no applicant background tracking or data collect that permit tracking of recruitment and outreach effort is a recruitment problem, a hiring problem or both. Collect the information necessary to track applicants in evaluate the effectiveness of recruitment activities with Division of Human Capital Branch of Equal Opportunity and Diversity December 15, 2007				

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Advertise all vacancies through USA Staffing to enable the collection of race, ethnicity and disability status of applicants for Service vacancies.	December 31, 2008
2. Report recruitment activities in the Quarterly Equal Opportunity and Diversity Accomplishment Reports to assist in tracking and evaluating recruitment strategies identified in the Department of the Interior Strategic Plan for Achieving and Maintaining a Highly Skilled and Diverse Workforce.	September 30, 2009
3. Evaluate outcome to ensure the USA Staffing reports provide all of the data necessary to complete the applicant flow tables.	September 30, 2009
4. Prepare the applicant flow tables, in compliance with the requirements of MD-715 and analyze the applicant demographics provided by USA Staffing.	September 30, 2010
5. Analyze and evaluate the race, ethnicity and disability status from the data collected through the Applicant Background Tracking system in USA Staffing.	September 30, 2010

Report of accomplishments and modification to objective:

The automated staffing tool, USA Staffing, was implemented in the Service to advertise all Service vacancies. The Office of Personnel Management (OPM) has developed a new interface to access individual ethnicity, race and disability status, by vacancy, in USA Staffing AD HOC report system. The data will be collected in the "Personal Background Information, Section 24" of the USA Staffing application form. USA Staffing will provide the data necessary to complete the MD-715 Tables A7 Applicants and Hires for Major Occupations by Race, Ethnicity and Sex and B7 Applicants and Hires by Disability.

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2008 - U.S. Fish and W	ildlife Service					
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E: Efficiency The Service has not implemented adequate data collection and analysis systems that permit tracking of all information required by EEOC MD-715. The Service does not collect and evaluate exit interview information to determine why employees are leaving.					
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Collect and evaluate exit interview information and develop recommendations to address the barriers to retention, if needed.					
RESPONSIBLE OFFICIAL:	Division of Human Capital Branch of Equal Opportunity and Diversity					
DATE OBJECTIVE INITIATED:	December 15, 2004					
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010					

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Develop Exit and Post Exit Interview Questionnaires to be administered to all employees leaving the Service.	COMPLETED
2. Determine whether to use the Department's or the Service's Exit Interview Questionnaire.	COMPLETED
3. Collect information and analyze the data to better understand the reasons why employees are leaving the Service.	Extended: September 30, 2009
4. Develop appropriate remedies to address the barriers to retention based on the findings.	September 30, 2010

Report of accomplishments and modifications to objective:

In accordance with DOI Personnel Bulletin (PB) No. 07-06 (300), Employee Exit Interview Process, the Fish and Wildlife Service implemented a voluntary, anonymous employee exit interview in August 2007. The web-based exit interview, part of the Service's formal exit clearance process implemented in October 2007 (http://www.fws.gov/policy/223fw13.html), will provide useful demographic information and feedback on why employees leave and how they feel about the workplace. It will be used to improve employee recruitment, increase employee retention, and improve the quality of work life for current and future employees. The information gathered through the interview will also meet Office of Personnel Management requirements.

The Department will provide the Bureaus with an FY 2008 final / end-of-year report on the employee exit interview data for their review and analysis. The Service will review the information and provide appropriate corrections.

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report EEO Plan to Attain the Essential Elements of a Model EEO Program

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E: Efficiency The Service does not have a process to coordinate and track recruitment efforts.					
OBJECTIVE:	Establish a Recruitment Council to more effectively develop, coordinate and evaluate recruitment efforts.					
RESPONSIBLE OFFICIALS:	Division of Human Capital Branch of Equal Opportunity and Diversity					
DATE OBJECTIVE INITIATED:	December 15, 2007					
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010					
PLANNED ACTIVITIES TOW	ARD COMPLETION OF OBJECTIVE:	TARGET DATE				
Division of Human Capital, will w Civil Rights Offices to establish a of sharing information on the lega following: reasonable accommod	es and Branch of Equal Opportunity and Diversity, ork with the Regional Human Resources and Diversity Recruitment Council to enhance the Service's capabilities and regulatory requirements associated with the ation; competitive examining and merit promotion at employment programs; employment programs for externas.	Extended September 30, 2009				
training, advice and guidance on e	ouncil, and/or its designees, will assist in providing ffective policies governing the hiring flexibilities and/or will identify broad and diverse candidate pools, including eterans.	Extended September 30, 2010				
	ouncil, and/or its designees, will assist managers and recruitment strategies that will be effective and productive ith the Service.	Extended September 30, 2010				
	ouncil, and/or its designees, will participate in a variety of a nsored by colleges, universities, and other organizations, at will be of benefit to the Service.	Extended September 30, 2010				
with managers and supervisors that						

Part I EEO Plan to Eliminate Identified Barriers

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report EEO Plan to Eliminate Identified Barrier

FY 2008 - U.S. Fish and Wil	ldlife Service
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	A review of the Service's professional biology major mission occupations revealed that no Black males or females have been hired in the major mission series: GS-401, GS-480, GS-482, GS-485 and GS-486.
Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	
Provide a description of the steps taken and data analyzed to determine cause of the condition.	We have reviewed our recruitment efforts and determined that we continue to recruit from the same sources that have not produced sufficient Black male and female candidates.
STATEMENT OF IDENTIFIED BARRIER:	Traditional targeted recruitment sources do not reach Black male and female candidates qualified for GS-401, GS-480, GS-482, GS-485 and GS-486 positions.
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE:	Expand recruitment sources and develop strategies to reach Black male and female candidates.
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Regional/Assistant Directors Division of Human Capital Branch of Equal Opportunity and Diversity
DATE OBJECTIVE INITIATED:	December 15, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 1, 2010

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Partner with External Affairs and Career Builder, Inc. to brand the Service as an "Employer of Choice" and increase the visibility and exposure of careers in the Service.	COMPLETED
2. Establish and maintain a relationship with 15 to 20 of the most competitive majority serving, minority serving, and women's colleges and universities that have qualifying natural resource degree programs to develop recruitment sources.	Extended September 30, 2010
3. Partner with the Gates Millennium Scholars Program to recruit highly qualified candidates to meet the Service's current and future hiring needs.	September 30, 2009
4. Provide guidance to managers and supervisors on recruitment strategies and sources that will be effective and productive in reaching qualified candidates interested in careers with the Service.	September 30, 2009
5. Monitor workforce statistics on professional biology major mission occupations quarterly.	September 30, 2009

Report of accomplishments and modifications to objective:

The Division of Human Capital partnered with External Affairs to increase visibility and exposure of careers in the Service by redesigning and reorganizing the Service web pages and developing recruitment materials to create more appealing information for a broader, diverse audience. An audio visual presentation branding the Fish and Wildlife Service as an "Employer of Choice" was developed to be sent to natural resources departments and career counselors at colleges and universities and minority and women's organizations. A copy of the CD will be e-mailed to the students to provide information on careers in natural resources.

The Division of Human Capital and Career Builder, Inc., have partnered together to provide awareness to the public about the Service. Career Builder assisted in branding the Service by featuring the Service on their "Federal Connection" web page. They created a Service page on their site, Service logo banner and Work for America featured employee.

The Service has initiated a Student Sponsorship Program initiative was developed to provide targeted recruitment of diverse students in the mission critical series at selected majority serving, minority serving, and women's colleges and universities. Colleges and universities were selected based on the Service's mission critical disciplines from the list of colleges and universities with diversity in their graduates for 2003-2005. The Branch of Equal Opportunity and Diversity has established relationships with the natural resources departments and career counselors at the targeted colleges and universities to brand the Service as an Employer of Choice, develop a recruitment source and provide coaching/mentoring resources from Service employees.

The Service is partnering with Gates Millennium Scholars Program (GMS) and the Washington Internships for Native Students (WINS) program to recruit highly qualified, diverse candidates at the targeted colleges and universities and provide them with information on career opportunities and benefits of working for the Service in an effort to recruit highly qualified candidates to meet the current and future hiring needs.

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report EEO Plan to Eliminate Identified Barrier

FY 2008 - U. S. Fish and W	ildlife Service
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	The Service hired 10 individuals with targeted disabilities, 37.0% of the Director's established annual goal of hiring 27. There was a decrease of 5 individuals with targeted disabilities in the permanent and temporary workforce from last fiscal year (98 to 93).
Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Seven of the nine Regions did not accomplish their goal of hiring three individuals with targeted disabilities. The participation of individuals with targeted disabilities is 1.0% which is below the Federal high of 2.2%.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of	Targeted recruitment sources and contacts have not been included in the recruitment process Servicewide. Special hiring authorities and employment programs have not been effectively used to hire individuals with disabilities and disabled veterans.
the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE:	To increase the number of individuals with targeted disabilities hired annually.
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIALS:	Managers and Supervisors Division of Human Capital Branch of Equal Opportunity and Diversity
DATE OBJECTIVE INITIATED:	December 15, 2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE		
1. Identify resources for recruitment and update list annually. Note which resources are particularly effective and under what circumstances and add to the Servicewide master list.	COMPLETED		
2. Identify various methods for recruitment. Determine what works and what does not. Create a best practices list for recruitment methods and for recruitment resources.	COMPLETED		
3. Create a Recruitment Guide for recruitment of individuals with disabilities to be used Servicewide.	COMPLETED		
4. Distribute the guide and provide disability recruitment training within each Region.	COMPLETED		
5. Continue the Director's hiring goals for individuals with targeted disabilities.	September 30, 2009		
6. Continue to develop targeted recruitment initiatives to reach individuals with targeted disabilities. Activities are required to be reported in the Quarterly Equal Opportunity and Diversity Accomplishment Report.	September 30, 2009		
7. Continue to monitor statistics on hires of individuals with targeted disabilities quarterly.	September 30, 2009		
8. The Branch of Human Resources and Branch of Equal Opportunity and Diversity, Division of Human Capital, will continue to provide training, advice and guidance on the legal and regulatory requirements associated with special employment programs that can be used to hire individuals with disabilities and veterans (i.e., Schedule A – Appointment of Individuals with disabilities; Appointment of 30% or More Disabled Veterans; Veterans Employment Opportunities Act; and Veterans Recruitment Appointment Authority); and other special employment programs that can be used to hire individuals with disabilities and veterans (i.e. Federal Career Intern Program; and Student Temporary Employment Program and Student Career Experience Program).	September 30, 2009		

Report of accomplishments and modifications to objective:

During the fiscal year the Service identified a list of resources for recruitment. In coordination with the Regional DCR and Human Resources Offices, a master list of best practices for recruitment of individuals with disabilities was developed. Best practices were grouped by Region.

A Servicewide Recruitment Guide was developed from the Regional best practices. The guide was distributed to the Regions to be used as a resource and training tool for managers and supervisors.

Recruitment activities are reported in the Quarterly Equal Opportunity and Diversity Accomplishment Report. Statistics on hiring individuals with targeted disabilities are analyzed quarterly and reported to the Service Directorate.

Part J

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

U.S. Equal Employment Opportunity Commission

U. S. Fish and Wildlife Service's Annual EEO Program Status Report Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or	1. Agency		1. Department of the Interior						
Agency Information	1.a. 2 nd Level Component		1.a. U. S. Fish and Wildlife Service						
	1.b. 3 rd Level or	lower	1.b.						
PART II Employment	Enter Actual Octo		ober 1, 2007	Septembe	er 30, 2008	Net Change			
Trend and Special Recruitment	Tvamber	Numbe	r %	Number	%	Number	Percentage Change		
for Individuals With Targeted Disabilities	Total Work Force	9,20	9 100.00%	9,397	100.00%	188	2.0%		
	Reportable Disability	64	7.0 %	627	6.7%	-16	-2.5%		
	Targeted Disability*	98	8 1.1 %	93	1.0%	-5	-5.1%		
	* If the rate of change for individuals with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).								
	1. Total Number of Applications Received From Individuals with targeted disabilities during the reporting period. Data not available.								
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period. Data not available.								

Other Employment/Personnel Programs	TOTAL Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%
3. Competitive Promotions	440	19	4.3	1	.2	0	0	421	95.
4. Non-Competitive Promotions	442	34	7.7	7	1.6	0	0	408	92.3
5. Employee Career Development Programs	77	4	5.2	0	0	0	0	73	94.8
5.a. Grades 5 to12	48	2	4.2	0	0	0	0	46	95.8
5.b. Grades 13 – 14	24	2	8.3	0	0	0	0	22	91.
5.c. Grade 15/SES	5	0	0	0	0	0	0	5	100
6. Employee Recognition and Awards	8,701	536	6.2	61	0.7	184	2.1	7,981	91.
6.a. Time-Off Awards (Total hrs awarded)	15,657	1,335	8.5	189	1.2	382	2.4	13,940	89.0
6.b. Cash Awards (total \$ awarded)	11,393,567	617,225	5.4	64,220	0.6	257,053	2.3	10,519,289	92.3
6.c. Quality-Step Increase	254	14	5.5	2	0.8	7	2.8	233	91.

Part IV

Identification and Elimination of Barriers Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities **using FORM 715-01 PART I.** Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.

Part V: Objectives for Individuals with Targeted Disabilities

In FY 2008, the U.S. Fish and Wildlife Service (Service) employed a total of 93 individuals with targeted disabilities, an on-board participation rate of 1.0%. This is a decrease of 5 individuals from the total of 98 (1.1%) individuals with targeted disabilities on-board in FY 2007.

Accessions: There were a total of 10 individuals with targeted disabilities hired into permanent and temporary positions, or 1.2% of the total new hires.

Separations: There were a total of 6 (1.1%) individuals with targeted disabilities separated from the permanent workforce, which is above their on-board participation rate of 1.0%.

Promotions: There were a total of 440 competitive promotions in the permanent workforce. Of these, 1 was an individual with a targeted disability or 0.2%, which is below their on-board participation rate of 1.0%. There were a total of 442 non-competitive promotions in the permanent workforce. Of these, 7 were individuals with targeted disabilities or 1.6%, which is above their on-board participation rate of 1.0%.

Objective: The Service has an objective, listed in Part I of this Plan, to continue the Director's goal of hiring 27 individuals with disabilities in an effort to increase the number of individuals with targeted disabilities hired in FY 2009.

Summary of Recruitment Guide for Individuals with Targeted Disabilities

Recruitment Strategies

- Establish recruitment teams with participation of managers, Human Resources and Equal Opportunity and Diversity staff.
- Share successful recruitment of individuals with targeted disabilities, best practices with the Regions/Programs so that they may benefit from proven successful practices.
- Maximize recruiting from all sources when filling positions, including those in the Senior Executive Service, managerial and supervisory positions at grades GS-13 to15, in an effort to attract a broader pool of candidates with disabilities.
- Develop collaborative recruiting partnerships with community, academic and governmental groups to locate and market potential applicants to managers.
- Improve outreach and access to employment opportunities for individuals with disabilities.
- Cultivate contacts at colleges and universities and other placement offices to increase the awareness of the Service's interests to identify applicants/candidates for positions.
- Participate in college career fairs to reach students with disabilities.
- Use the Service's website to raise awareness of the Service as an employer of choice.
- Use targeted list serves and websites to recruit individuals with disabilities and disabled veterans separating from military service.
- Increase the Service's presence at meetings and conferences of organizations serving individuals with disabilities to target a larger pool of potential candidates.
- Contact students with disabilities listed in the Workforce Recruitment Program (WRP) annual on-line recruitment list to encourage students to visit the Service's website for job vacancy announcements and inform them about student employment opportunities.

Recruitment Sources

Expand the use of recruitment sources of applicants with disabilities including:

- State/local Vocational Rehabilitation Agencies (SVRAs)
- U.S. Department of Veterans Affairs (VA)
- Job Accommodation Network (JAN)
- Workforce Recruitment Program for College Students with Disabilities (WRP)
- Employer Assistance Referral Network (EARN)
- Rehabilitation Services Administration (RSA)
- Professional organizations and publications serving the interests of individuals with disabilities, and
- National and local community organizations and disability advocacy groups.

Hiring Strategies

The Branch of Human Resources and the Branch of Equal Opportunity and Diversity, Division of Human Capital will provide guidance to managers on the use of the special appointing authorities available when hiring individuals with disabilities, including but not limited to:

- Schedule A, 5 CFR 213.3102(ll) for hiring readers, interpreters, and personal assistants. This excepted authority is used to appoint readers, interpreters, and personal assistants for employees with severe disabilities.
- Schedule A, 5 CFR 213.3102(t) for hiring people with mental retardation. This excepted authority is used to appoint persons with cognitive disabilities (mental retardation). Persons appointed under this authority may qualify for conversion to permanent status after two years of satisfactory service.
- Schedule A, 5 CFR 213.3102(u) for hiring people with severe physical disabilities. This excepted authority is used to appoint persons with severe physical disabilities who have demonstrated satisfactory performance through a temporary appointment, or have been certified as likely to succeed in performing the duties of the job. After two years of satisfactory service, they may qualify for conversion to permanent status.
- Schedule A, 5 CFR 213.3102(gg) for hiring people with psychiatric disabilities. This excepted authority is used to appoint persons who have demonstrated their ability to perform satisfactorily under a temporary appointment or who are certified as likely to be able to perform the essential functions of the job, with or without reasonable accommodation. Upon completion of two years of satisfactory service under this authority, the employee may be converted to competitive status.
- 5 CFR 315.604 for hiring disabled veterans enrolled in a Department of Veterans Affairs (VA) training program. This authority is used to hire veterans with disabilities who are eligible for training under the VA vocational rehabilitation program (38 U.S.C. Chapter 31). The veterans may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. Veterans in this program are beneficiaries of the VA, thus for most purposes are not Federal employees. Upon successful completion of the program, the Region may appoint the veterans non-

competitively under a status quo appointment that may be converted to permanent status at any time.

- 5 CFR 316.201(b) for hiring worker-trainees for programs such as the Welfare to Work program. Federal agencies are encouraged to expand the use of the worker-trainee authority under TAPER (Temporary Appointment Pending Establishment of a Register) and other excepted service hiring authorities to appoint welfare recipients to entry-level positions. Accordingly, the worker-trainee authority may be used as an additional tool to increase employment opportunities for people with disabilities under the Welfare to Work program.
- 5 CFR 316.302(b)(4) and 5 CFR 316.402(b)(4) for hiring 30 percent or more disabled veterans. These authorities are used to hire veterans with a compensable service connected disability of 30% or more who was issued a notice of retirement or discharge from active military service due to the disability; or who was rated by the VA within the preceding year, as having a compensable service-connected disability of 30 percent or more. If the appointment is for more than 60 days, they may be converted, without a break in service, to permanent status at any time during the appointment.

Retention Strategies

- Monitor the participation of individuals with targeted disabilities in career development and formal leadership training programs.
- Strengthen the Individuals with Disabilities Special Emphasis Program to provide awareness and education to management and employees on issues relating to employees with disabilities, especially during the observance for Disability Employment Awareness Month (October).
- Educate managers on how to make the workplace accessible for individuals with disabilities and how to assess the ability of a potential employee with disabilities to perform the essential functions of the job.
- Provide managers information on the Department of the Interior's Reasonable Accommodation Policy.



United States Department of the Interior



FISH AND WILDLIFE SERVICE Washington, D.C. 20240

In Reply Refer to: FWS/ABHR/HR/DCR/O31357

Memorandum

To:

All Service Employees

From:

Acting Director

JUL 1 0 2007

Subject:

Service Policy on Harassment and Zero Tolerance

Kenneth Stanell

It is the policy of the U.S. Fish and Wildlife Service (Service) to provide employees with a work environment that is free from harassment of all kinds. The Service prohibits employment-related harassment on the basis of race, color, religion, age, disability, national origin, reprisal, sex (whether or not of a sexual nature) or sexual orientation, and genetic information.

Harassment on-the-job can take place in a variety of forms. Unlawful workplace harassment is defined as any unwelcome verbal or physical conduct that is so objectively offensive as to alter the victim's terms and conditions of employment. A hostile work environment results from harassment that is so sufficiently severe or pervasive that it unreasonably interferes with an employee's work performance or creates an intimidating, abusive, or offensive work environment. Anyone, including a management official, co-worker, or a non-employee can commit workplace harassment.

Examples of actions that may result in hostile work environment harassment include, but are not limited to:

- Use of racially derogatory words, phrases, or epithets.
- Demonstrations of a racial or ethnic nature, such as gestures, pictures, or drawings that would offend a particular racial or ethnic group.
- Comments about an individual's skin color or other racial/ethnic characteristics.
- Negative comments about an employee's religious beliefs.
- Negative stereotypes regarding an employee's birthplace or ancestry.
- Negative stereotypes regarding an employee's age when referring to employees 40 and over.
- Derogatory or intimidating references to an employee's mental or physical impairment.



In reference to sexual harassment, the Equal Employment Opportunity Commission provides the following definition:

"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- 1. Submission to such conduct is made ether explicitly or implicitly a term or condition of an individual's employment;
- 2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- 3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

Examples of sexual harassment include, but are not limited to:

- Making offensive remarks about an employee's appearance, clothing, or specific body parts;
- Pressure for social interaction (dating) outside of the workplace;
- Physical contact in a manner that may make an employee feel uncomfortable, such as bumping up or brushing against the person, kissing, pinching, grabbing, poking, patting, stroking, massaging, hugging, etc.;
- Telling sexual jokes, whistling, asking probing questions about personal sexual habits, throwing kisses, etc.;
- Non-verbal actions that may make an employee feel uncomfortable, such as leering or staring; and
- Displaying material of a sexual nature, such as cartoons, graffiti, reading materials, calendars, pictures, t-shirts, posters, etc.

Employees should report any harassment immediately to their servicing Diversity and Civil Rights (DCR) or Human Resources (HR) office, their immediate supervisor, or an appropriate management official. Allegations of any type of harassment cannot be ignored. Once the Service is made aware of a report, it must be taken seriously and management must immediately take appropriate action. It is also important for employees to be aware that once an issue of harassment (particularly sexual harassment) is made known to DCR, HR, or management, an inquiry must be initiated and completed. Any action taken to resolve and address issues of harassment will be confidential and retaliatory action against an employee who raises a claim of harassment will not be tolerated. Any employee found to have participated in harassment of any kind will be subject to appropriate administrative or disciplinary action, which may include removal from federal service.

If you have any questions or require additional information on the Service's policy on Harassment and Zero Tolerance, contact your servicing DCR or HR office, or the Branch of Diversity and Civil Rights, Washington Office, at (703) 358-1724.



United States Department of the Interior

FISH AND WILDLIFE SERVICE Washington, D.C. 20240

IN REPLY REFER TO

In Reply Refer To: FWS/ABHR/HR/DCR/031358

JUN 0 8 2007

Memorandum

To:

All FWS Employees

Acting

From:

Director

Kenneth Stangell

Subject:

Equal Employment Opportunity and Diversity

Non-Discrimination Policy

I am committed to the total integration of Equal Employment Opportunity (EEO) and Diversity principles in all aspects of employment at U.S. Fish and Wildlife Service (Service). Equal employment opportunity protection includes all Human Resources (HR)/employment programs, management practices and decisions, including, but not limited to, recruiting/hiring, merit promotion, transfer, reassignments, training, career development, benefits and separation.

All employees, applicants for employment, and members of the public who seek to participate in Service programs, activities, and services will be protected from being discriminated against because of race, color, sex, religion, age (over 40), national origin, disability, sexual orientation, and genetic information. In addition, reprisal against an employee who has opposed unlawful discriminatory practice at the Service or engaged in protected EEO activity is prohibited and will not be tolerated.

The Service will ensure that EEO program requirements are implemented and enforced in accordance with the governing statutory and regulatory laws. Allegations of discrimination will be addressed promptly and professionally. Managers and supervisors must take reports of harassment seriously and take immediate appropriate action. I can assure you that appropriate disciplinary action, such as reprimand, suspension, or removal from the federal service, will be taken if evidence confirms allegations of discrimination, harassment, or reprisal.

Employees who believe they have been the subject of unlawful harassment or discrimination should contact an EEO counselor at the Diversity and Civil Rights (DCR) office, within 45 calendar days of the alleged harassment or discriminatory event. For

further information on the EEO process, please visit our HR website at: http://www.fws.gov/dcr/complaints.htm

This policy shall be posted in all Human Resources Offices, DCR offices, on the Service's official bulletin boards, and the internal website as means to communicate the high level of importance that is attached to equal employment opportunity at the Service.

Secretary Kempthorne's recent <u>Policy on Equal Opportunity</u> emphasizes to all employees of the Department his "firm commitment to a policy that requires individuals be given equal opportunities in employment or program delivery, free from discrimination." It is important that each employee make every effort to adhere to the Non-Discrimination Policy. Each of us at the Service is held accountable to take part in ensuring that harassment and discrimination are eliminated and do not occur in this bureau.

Inquiries concerning either this policy or specific situations relevant to this policy should be directed to the Branch of Diversity and Civil Rights at 703-358-1724.

Date: 09/25/08

Grade = Dapary GS 15



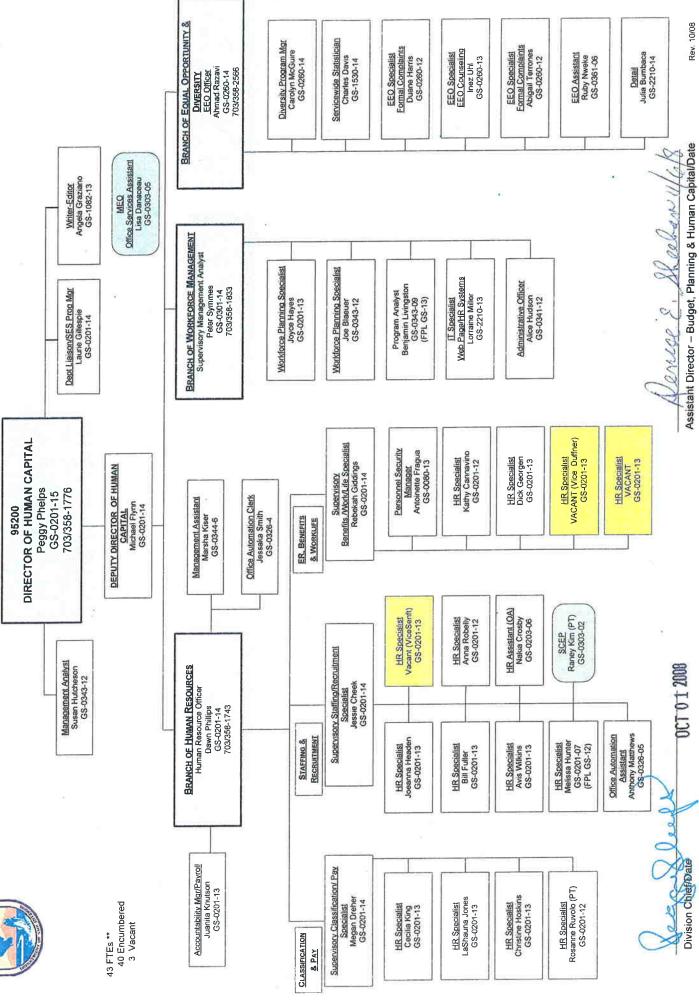
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Sector Advisor—10s in Small
Science Advisor—10s in Astro
Sector Advisor—10s in Astro
Special Assistant—Margaret Hopkins

Information
Resources and
Technology
Management (CRO) Regional Director
Region 8
Renne Lohoeioner
unions intragal
Sucramento, CA
Nest McContract Division of Information Resources and Technology Management Bope Mentore Smith Division of Economics John Charbonneau Division of Safety and Health Mary Parkinson Division of Engineering Paul Reach
Division of Contracting & Radibles
Management James McCaffury
Division of Francial
Management
Management
George Foller Regional Director Region 7 Geoff Haskett George, AK Gary Georges, AK Date Division of Human Capital Peggy Phelps Division of Policy & Directives Management Michael Schwartz Division of Cost and Performance Management Kathleen Tyuan Division of Budget Christine Nolin Director, U.S. Fish and Wildlife Service Regional Director Steve Guernia Denver, CO Division of Congressional & Legislative Affairs Lesli Gray Division of Communications Chris Tollefson Conservation Training Center Native American Liaison Patrick Durham Assistant Director External Affairs Vacant Division of Program and Partnership Support vacant National Regional Special Agents-in-Charge Regions 1-6 Clarke R. Bavin National Forensics Laboratory Kenneth Goddard Division of Law Enforcement Operations Juliana Scully Division of Technical and Field Support Office of Special Operations vacant Chief. Law Enforcement Office of Professional Responsibility Richard Winn Regional Director Region 5 Marvin Moriary Hadley, MA Regin P Mena Webs Division of International Conservation Herbert Raffisele Assistant
Director
International
Affaire
Toke Sade
Gasting Division of Management Authority Robert Gabel Division of Scientific Authority Rosemarie Gnam Regional Director Region 4 Sem Hamilton Atlanta, GA Division of
Consultation, Habitat
Conservation
Planning, Recovery &
State Grants
Richard Sayers Cynthia Dahngi Division of Conservation and Classification vacant Office of Program
Support
Martha BalieLareen Assistant Director Endangered Species Division of
Partnerships and
Outreach
Claire Cassel Office of ESA Litigation Nicole Alt Division of Fish & Widdlic Management & Habitat Restoration Hamilal Bolton Davision of the National Fish Habitat State State Leon Struct Leon Office of Strategic Planning & Performance Management Bob Batky Division of Environmental Quality Roger Belm Division of Habitat and Resource Conservation David Stout Office of Program Operations Jill Parker Fort Snelling, MN Regional Directo Region 3 Ton Melins Charles Wooley Assistant Director Migratory Birds Division of Bird Habitat Conservation Michael Johnson Division of Migratory Bird Management Robert Blohm Office of Aviation Management Michael Grant Jeromy Ford Regional Director
Region 2
Benjamin Tuggle
Albuquerque, NM Assumment Director Wildlife and Sport Fish Restoration Division of Policy and Programs Joyce Johnson Division of Administration and Information Management Steve Barton Jun Kyrn
Division of Natural
Resources and
Conservation
Planning
Andre Loranger Assistant Director National Wildlife Refuge System Division of Visitors Services and Communication Mark Museus Office of NWRS
Budget
Lawrence Williame
Division of
Information
Technology and
Management
Kenneth
Grannemann Division of Realty A. Eric Alvarez Regional Director Division of Refuge Law Enforcement Mark Chase Robyn Thorson cateries 10/12/05) Portland, OR Dave Wester



U.S. FISH & WILDLIFE SERVICE

Division of Human Capital - Budget, Planning & Human Capital



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

AGENCY OR DEPARTMENT:					REPORTING PE	RIOD: FY	
	PAR	TI - PRE-CO	OMF	PLAINT COUNSELING			
			וו	E. NON-ADR SETTLEMENTS WITH MON	NETARY BENEFITS		
EEO COUNSELOR			41		COUNSELINGS	INDIVIDUALS	AMOUNT
	COUNSELINGS	INDIVIDUALS	- 1	TOTAL			\$
A. TOTAL COMPLETED/ENDED COUNSELINGS			1 1-	COMPENSATORY DAMAGES BACKPAY/FRONTPAY			\$ ¢
A. TOTAL CONFEETED/ENDED COONSELINGS	1		-1 1-	3. LUMP SUM PAYMENT			Ф \$
1. COUNSELED WITHIN 30 DAYS				4. ATTORNEY FEES AND COSTS			\$
			11	5.			·
2. COUNSELED WITHIN 31 TO 90 DAYS			П	6.			ĺ
a. COUNSELED WITHIN WRITTEN EXTENSION			16	7.			
PERIOD NO LONGER THAN 60 DAYS			Ш				
b. COUNSELED WITHIN 90 DAYS WHERE			H	F. NON-ADR SETTLEMENTS WITH NON		•	1
INDIVIDUAL PARTICIPATED IN ADR c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY			41	TOTAL	COUNSELINGS	INDIVIDUALS	l
3. COUNSELED BEYOND 90 DAYS			41	1. HIRES			ł
4. COUNSELED DUE TO REMANDS			┪┠	a. RETROACTIVE			
II GOORGEEED DOE TO KEIM WIDE			ш	b. NON-RETROACTIVE			1
ADR INTAKE OFFICER		ı	16	2. PROMOTIONS			
	COUNSELINGS	INDIVIDUALS		a. RETROACTIVE			
B. TOTAL COMPLETED/ENDED COUNSELINGS][b. NON-RETROACTIVE			l
			1 1	3. EXPUNGEMENTS			
COUNSELED WITHIN 30 DAYS	1		-11	4. REASSIGNMENTS			
2. COUNSELED WITHIN 31 TO 90 DAYS			П	5. REMOVALS RESCINDED a. REINSTATEMENT			ł
a. COUNSELED WITHIN 31 TO 90 DATS a. COUNSELED WITHIN WRITTEN EXTENSION			┪┢	b. VOLUNTARY RESIGNATION			
PERIOD NO LONGER THAN 60 DAYS			Н	6. ACCOMMODATIONS			1
b. COUNSELED WITHIN 90 DAYS WHERE			11	7. TRAINING			1
INDIVIDUAL PARTICIPATED IN ADR			I	8. APOLOGY			1
C. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY] [9. DISCIPLINARY ACTIONS			
3. COUNSELED BEYOND 90 DAYS			┛┡	a. RESCINDED			
4. COUNSELED DUE TO REMANDS			41	b. MODIFIED 10. PERFORMANCE EVALUATION MODIFIED			
COMBINED TOTAL			-	11. LEAVE RESTORED			ł
	COUNSELINGS	INDIVIDUALS		12.			1
			16	13.			1
C. TOTAL COMPLETED/ENDED COUNSELINGS							
4. COUNCELED WITHIN 20 DAYS			ш	G. ADR SETTLEMENTS WITH MONETA	•	INDIVIDUAL O	AMOUNT
1. COUNSELED WITHIN 30 DAYS	-		41	TOTAL	COUNSELINGS	INDIVIDUALS	AMOUNT \$
2. COUNSELED WITHIN 31 TO 90 DAYS				1. COMPENSATORY DAMAGES		 	\$
a. COUNSELED WITHIN WRITTEN EXTENSION				2. BACKPAY/FRONTPAY			\$
PERIOD NO LONGER THAN 60 DAYS			I	3. LUMP SUM PAYMENT			\$
b. COUNSELED WITHIN 90 DAYS WHERE			H	4. ATTORNEY FEES AND COSTS			\$
INDIVIDUAL PARTICIPATED IN ADR			1 4	5.			
C. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY			4 1	6.			
COUNSELED BEYOND 90 DAYS COUNSELED DUE TO REMANDS			┨┟	<i>t</i> .			
4. COUNSELED DOE TO REMAINDS			11	H. ADR SETTLEMENTS WITH NON-MON	IETARY BENEFITS		
	П		7 F		COUNSELINGS	INDIVIDUALS	
	COUNSELINGS	INDIVIDUALS	;	TOTAL			1
D. COUNSELING ACTIVITIES				1. HIRES			
1. ON HAND AT THE BEGINNING OF THE				a. RETROACTIVE			
REPORTING PERIOD 2. INITIATED DURING THE REPORTING PERIOD			41.	b. NON-RETROACTIVE			
COMPLETED/ENDED COUNSELINGS	-		4 F	2. PROMOTIONS a. RETROACTIVE			
a. SETTLEMENTS (MONETARY AND	1		-11	b. NON-RETROACTIVE			
NON-MONETARY)			H	3. EXPUNGEMENTS			
b. WITHDRAWALS/NO COMPLAINT FILED			-1 1-	4. REASSIGNMENTS			1
c. COUNSELINGS COMPLETED/ENDED IN			1	5. REMOVALS RESCINDED			1
REPORTING PERIOD THAT RESULTED				a. REINSTATEMENT			
IN COMPLAINT FILINGS IN REPORTING			11	b. VOLUNTARY RESIGNATION			
PERIOD	1			6. ACCOMMODATIONS			
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD			1 1	7. TRAINING 8. APOLOGY			
COUNSELINGS PENDING AT THE END OF THE				9. DISCIPLINARY ACTIONS			
REPORTING PERIOD			H	a. RESCINDED			
	Ī		1	b. MODIFIED			1
				10. PERFORMANCE EVALUATION MODIFIED]
			1 1-	11. LEAVE RESTORED			
			1 1	12.			l
			H	13.			
			H	I. NON-ADR SETTLEMENTS			
			Ţ		COUNSELINGS	INDIVIDUALS	
			11	TOTAL			1

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:	REPORTING P	ERIOD: I	FY				
PART II - FORMAL COMPLAINT ACTIVITIES	PART III - AGENCY RESOU	RCES, TF	RAINING,	REPORTI	NG LINE		
A. COMPLAINTS ON HAND AT THE BEGINNING	A. AGENCY & CONTRACT F	RESOURC	CES				
OF THE REPORTING PERIOD			AGE	NCY	CONTR	RACT	
			NUMBER	PERCENT	NUMBER	PERCENT	l
B. COMPLAINTS FILED	1. WORK FORCE						l
	a. TOTAL WORK F	ORCE					l
C. REMANDS (sum of lines C1+C2+C3)	b. PERMANENT E		3				l
C.1. REMANDS (NOT INCLUDED IN A. OR B.)	2. COUNSELOR						l
C.2. REMANDS (INCLUDED IN A. OR B.)	a. FULL-TIME						l
C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING	b. PART-TIME						l
		NITV					l
PERIOD THAT ARE NOT CAPTURED IN C.1. OR C.2. ABOVE	c. COLLATERAL D	JUTY					l
C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT							l
REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS	3. INVESTIGATOR						l
	a. FULL-TIME				<u> </u>	igsquare	l
D. TOTAL COMPLAINTS (sum of lines A+B+C1)	b. PART-TIME						l
	c. COLLATERAL D	DUTY					l
E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED							l
	4. COUNSELOR/INVESTIGATOR						l
F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD	a. FULL-TIME						l
	b. PART-TIME						l
G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED	c. COLLATERAL D	DUTY					l
	B. AGENCY & CONTRACT S		AINING	<u> </u>			
H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD	B. AGENOT & GONTHAGT	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					
TI. GOINI EANVIONVENIVE G GEOGED DOMING REPORT FERIOD		COLING	SELORS	INI/FSTI	IGATORS	COUNS/IN	VECTIC
L COMPLAINTS ON HAND AT THE END OF THE						-	
I. COMPLAINTS ON HAND AT THE END OF THE		AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]	1. NEW STAFF - TOTAL				<u> </u>		——
	a. STAFF RECEIVING REQUIRED						
J. INDIVIDUALS FILING COMPLAINTS	32 OR MORE HOURS						
	b. STAFF RECEIVING 8 OR MORE						
K. NUMBER OF JOINT PROCESSING UNITS FROM	HOURS, USUALLY GIVEN TO						
CONSOLIDATION OF COMPLAINTS	EXPERIENCED STAFF						
	c. STAFF RECEIVING NO						
	TRAINING AT ALL						
	2. EXPERIENCED STAFF - TOTAL						
	a. STAFF RECEIVING REQUIRED				 	\vdash	
					├──	\vdash	
	8 OR MORE HOURS						1
	b. STAFF RECEIVING 32 OR				<u> </u>		——
	MORE HOURS, GENERALLY						ļ
	GIVEN TO NEW STAFF						l
	c. STAFF RECEIVING NO						
	TRAINING AT ALL						
	C. REPORTING LINE	•				·	
	1 EEO DIRECTOR'S	NAME:					
	1a. DOES THE EEO D	IRECTOR R	EPORT			YES	NO
	TO THE AGENCY				ļ		
	2. IF NO, WHO DOES	THE EEO I	DIRECTOR I	REPORT TO	2		
	PERSON:	INE EEU I	DIRECTOR	KEFOKI IO	f		
	FERSON.						
	TITLE.						
	TITLE:						
	3. WHO IS RESPONS					HE EEO	
	PROGRAM IN YOU	JR DEPART	MENT/AGE	NCY/ORGAN	IZATION?		
	PERSON:						
	TITLE:						
	4 WHO DOES THAT	PERSON R	EPORT TO?	1			
	PERSON:						
	TITLE:						

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

			BASES OF ALLEGED DISCRIMINATION																		
			RA	.CE			COLOR	RELIGION	REPRISAL	S	EX	NATIONA	AL ORIGIN		UAL ACT	AGE	DISAI	BILITY	TOTAL BASES	TOTAL	TOTAL COMPLAINA
ISSUES OF ALLEGED DISCRIMINATION . APPOINTMENT/HIRE	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK / AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	BY ISSUE	BY ISSUE	BY ISSU
. APPOINTMENT/HIRE																					
. ASSIGNMENT OF DUTIES																					
. AWARDS																					
O. CONVERSION TO FULL TIME																					
DISCIPLINARY ACTION																					
1. DEMOTION																					
2. REPRIMAND																					
3. SUSPENSION																					
4. REMOVAL																					
5.																					
6.																					
7.																					
F. DUTY HOURS																					
i. EVALUATION/APPRAISAL																					
I. EXAMINATION/TEST																					
HARASSMENT																					
NON-SEXUAL																					
2. SEXUAL																					
. MEDICAL EXAMINATION														1							
. PAY INCLUDING OVERTIME																					
PROMOTION/NON-SELECTION																					
f. REASSIGNMENT																					
DENIED																					
2. DIRECTED																					
I. REASONABLE ACCOMMODATION														1							
). REINSTATEMENT												 									1
. RETIREMENT								-				 									-
. TERMINATION												<u> </u>									-
. TERMS/CONDITIONS OF EMPLOYMENT												<u> </u>									-
. TIME AND ATTENDANCE												1									1
. TRAINING																					
. OTHER (Please specify below)																					<u> </u>
1.												<u> </u>									ļ
2.																ļ					<u> </u>
3.																					ļ
4.																					ļ
5.																					
OTAL ISSUES BY BASES																					

EEOC FORM 462 (REVISED DECEMBER 2007)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

(REPORTING PERIOD BEGINS OCTOBER 1)	31 AND LINDS SEPTEM	IDER 30111)		
AGENCY OR DEPARTMENT:	REPOR ⁻	TING PERIO	D: FY	
PART V - SUMMARY OF CL	OSURES BY S	TATUTE		
A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES I 1. TITLE VII 2. AGE DISRIMINATION IN EMPLOYMENT ACT 3. REHABILITATION ACT 4. EQUAL PAY ACT (EPA) B. TOTAL BY STATUTES THIS NUMBER MAY BE LARGER THAN THE TOTAL STATUTES (A1+A2+A3+A4)	(ADEA)).
PART VI - SUMMARY OF CLO	SURES BY CA	TEGOR	Y	
		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	(1+2+3)			
1. WITHDRAWALS				
a. NON-ADR WITHDRAWALS				
b. ADR WITHDRAWALS				
2. SETTLEMENTS				
a. NON-ADR SETTLEMENTS				
b. ADR SETTLEMENTS				
3. FINAL AGENCY DECISIONS	(B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECIS	SION (1+2+3)			
1. FINDING DISCRIMINATION				
2. FINDING NO DISCRIMINATION				
3. DISMISSAL OF COMPLAINTS				
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISIO	N (1+2)			
1. AJ DECISION FULLY IMPLEMENTED	(a+b)			
(a) FINDING DISCRIMINATION				
(b) FINDING NO DISCRIMINATION				
(c) DISMISSAL OF COMPLAINTS				
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)			
(a) FINDING DISCRIMINATION	(i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY				
ii. AGENCY APPEALED REMEDY BUT NOT FINDING				

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iii. AGENCY APPEALED BOTH FINDING AND REMEDY

(b) FINDING NO DISCRIMINATION(c) DISMISSAL OF COMPLAINTS

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION CON (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS S	_	30TH)	
AGENCY OR DEPARTMENT:	REPORTING	PERIOD: FY	
PART VI - SUMMARY OF CLOSURES BY CATE			
	TOTAL	TOTAL	AVERAGE
	NUMBER	DAYS	DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)		271.0	271.0
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST			
b.AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST			
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD			
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)			
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION			
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION			
PART VII - SUMMARY OF COMPLAINTS CLOSED BY TYP	ES OF BENEI	FITS	L
DURING FORMAL COMPLAINT STAGE			
			AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS			
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT			\$
BACK PAY/FRONT PAY			\$
2. LUMP SUM PAYMENT			\$
3. COMPENSATORY DAMAGES			\$
C. CLOSURES WITH ATTORNEY FEES AND COSTS			\$
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)			\$
E. CLOSURES WITH NON-MONETARY BENEFITS			·
F. TYPES OF BENEFITS		NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
		WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12. LUMP SUM PAYMENT			
13.			
14.			

EEOC FORM 462 (REVISED November 2008)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

	PERIOD: FY	REPORTING		AGENCY OR DEPARTMENT:							
	TEGORY	TS BY CA	MPLAIN	PART VIII - SUMMARY OF PENI							
	NUMBER OF DA FOR OLDES	AVERAGE DAYS	NUMBER OF DAYS	NUMBER PENDING	TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)						
					COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgment)						
					COMPLAINTS PENDING IN INVESTIGATION						
					COMPLAINTS PENDING IN HEARINGS						
	TED	COMPLE	ATIONS	VESTIG	COMPLAINTS PENDING A FINAL AGENCY ACTION PART IX - SUMMARY OF IN						
AVERAGE	TOTAL DAYS	TOTAL									
			(1+3)		INVESTIGATIONS COMPLETED DURING REPORTING PERIOD						
		\$	(a+b+c)		1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS 1. TIMELY COMPLETED INVESTIGATIONS 2. UNTIMELY COMPLETED INVESTIGATIONS c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS 2. AGENCY INVESTIGATION COSTS 3. INVESTIGATIONS COMPLETED BY CONTRACTORS a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS 1. TIMELY COMPLETED INVESTIGATIONS 2. UNTIMELY COMPLETED INVESTIGATIONS c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS 4. CONTRACTOR INVESTIGATION COSTS						
		\$			c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS						

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: REPORTING PERIOD: FY

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

B. ADR ACTION 1. AC 2. RE 3. RE 4. TO C. ADR RESOURC 1. INI 2. AN 3. PF BA OF	NG FROM PREVIOUS REPORTING PERIOD NS IN COMPLETED/ENDED COUNSELINGS DR OFFERED BY AGENCY EJECTED BY COUNSELEE EJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS) OTAL ACCEPTED INTO ADR PROGRAM CES USED IN COMPLETED/ENDED COUNSELINGS NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
B. ADR ACTION 1. AC 2. RE 3. RE 4. TO C. ADR RESOURC 1. INI 2. AN 3. PF BA OF 4. MI 5. FE 6.	NS IN COMPLETED/ENDED COUNSELINGS DR OFFERED BY AGENCY EJECTED BY COUNSELEE EJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS) OTAL ACCEPTED INTO ADR PROGRAM CES USED IN COMPLETED/ENDED COUNSELINGS NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
1. AE 2. RE 3. RE 4. TO C. ADR RESOURC 1. INI 2. AN 3. PF BA OF 4. MU 5. FE 6.	DR OFFERED BY AGENCY EJECTED BY COUNSELEE EJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS) OTAL ACCEPTED INTO ADR PROGRAM CES USED IN COMPLETED/ENDED COUNSELINGS NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
2. RE 3. RE 4. TO C. ADR RESOURC 1. INI 2. AN 3. PF BA OF 4. MI 5. FE 6.	EJECTED BY COUNSELEE EJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS) OTAL ACCEPTED INTO ADR PROGRAM CES USED IN COMPLETED/ENDED COUNSELINGS NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
3. RE 4. TO C. ADR RESOURC 1. INI 2. AN 3. PF BA OF 4. MI 5. FE 6.	EJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS) OTAL ACCEPTED INTO ADR PROGRAM CES USED IN COMPLETED/ENDED COUNSELINGS NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
4. TO C. ADR RESOURCE 1. INI 2. AN 3. PF BA OF 4. MI 5. FE 6.	OTAL ACCEPTED INTO ADR PROGRAM CES USED IN COMPLETED/ENDED COUNSELINGS NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
1. INI 2. AN 3. PF BA OF 4. MI 5. FE	CES USED IN COMPLETED/ENDED COUNSELINGS NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
1. INI 2. AN 3. PF BA OF 4. MI 5. FE 6.	NHOUSE NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
2. AN 3. PR BA OF 4. MI 5. FE 6.	NOTHER FEDERAL AGENCY RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
3. PR BA OF 4. MI 5. FE 6.	RIVATE ORGANIZATIONS, (e.g., CONTRACTORS, AR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
4. MU 5. FE 6.	D. COLLEGE WWW.FDCITY. DEDCOMMEN				
5. FE 6.	R COLLEGE/UNIVERSITY PERSONNEL)				
6.	IULTIPLE RESOURCES USED (Please specify in a comment box)				
	EDERAL EXECUTIVE BOARD				
7.					
D. ADR TECHNIQ	QUES USED IN COMPLETED/ENDED COUNSELINGS				<u> </u>
1. ME	IEDIATION				
2. SE	ETTLEMENT CONFERENCES				
3. EA	ARLY NEUTRAL EVALUATIONS				
4 FA	ACTFINDING				
5. FA	ACILITATION				
6 ON	MBUDSMAN				
7. PE	EER REVIEW				
8. MI	IULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.					
10.					
11.					
E. STATUS OF A	ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TO	OTAL CLOSED				_
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b.	NO FORMAL COMPLAINT FILED				
c.	NO RESOLUTION (COMPLAINT FILED)				
d.	NO ADR ATTEMPT (COMPLAINT FILED)				
e.	,		1		I
2. OF	DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				

EEOC FORM 462 (REVISED DECEMBER 2007)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

		COMPLAINITO	COMPLAINANTO	DAVO	AVEDAGE DAVO
A ADD DENDING E	DOM DDENIOUS DEPOSITING DEDIOD	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
	ROM PREVIOUS REPORTING PERIOD				
	COMPLAINT CLOSURES				
	OFFERED BY AGENCY				
	CTED BY COMPLAINANT				
	TED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)				
	L ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCE	S USED IN COMPLAINT CLOSURES				
1 INHOU	JSE				
ANOTI	HER FEDERAL AGENCY				
PRIVA	ATE ORGANIZATIONS, (e.g., CONTRACTORS,				
BAR A	ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
OR CC	OLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIF	PLE RESOURCES USED (Please specify in a comment box)				
	RAL EXECUTIVE BOARD				
6.					
7.					
D. ADR TECHNIQUE	ES USED IN COMPLAINT CLOSURES				
1. MEDIA					
	LEMENT CONFERENCES				
	Y NEUTRAL EVALUATIONS				
	FINDING				
	ITATION				
	ITATION IDSMAN				1
	FRIALS				
	REVIEW				
	IPLE TECHNIQUES USED (Please specify in a comment box)				
10.					
11.					
12.					
	ES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL	L CLOSED				
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. '	WITHDRAWAL FROM EEO PROCESS				
c.	NO RESOLUTION				
d.	NO ADR ATTEMPT				
2. OPEN	INVENTORY - ADR PENDING				
. BENEFITS RECEI					
. DEITE HORLOL	IVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
	IVED TARY (INSERT TOTAL)	COMPLAINTS	COMPLAINANTS	AMOUNT \$	
1. MONE		COMPLAINTS	COMPLAINANTS	AMOUNT \$ \$	
1. MONE a. CO	TARY (INSERT TOTAL)	COMPLAINTS	COMPLAINANTS	AMOUNT \$ \$ \$	
1. MONE a. CO b. BAG	TARY (INSERT TOTAL) MPENSATORY DAMAGES	COMPLAINTS	COMPLAINANTS	AMOUNT \$ \$ \$ \$ \$	
1. MONE a. CO b. BA0 c. LUN	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM	COMPLAINTS	COMPLAINANTS	AMOUNT \$ \$ \$ \$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATI	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BA0 c. LUN	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM	COMPLAINTS	COMPLAINANTS	AMOUNT S S S S S S S S S S S S S S S S S S S	
1. MONE a. CO b. BAG c. LUN d. ATT e. f.	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. ATT e. f.	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. ATT e. f. g. 2. NON-N	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL)	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. AT e. f. g. 2. NON-N a. HIR	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. AT e. f. g. 2. NON-N a. HIR	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAC c. LUN d. AT e. f. g. 2. NON-N a. HIR i. R	TARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAC c. LUN d. AT e. f. g. 2. NON-N a. HIR i. R ii. N b. PRC	MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE OMOTIONS	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAC c. LUN d. AT e. f. g. 2. NON-N a. HIR i. R ii. N b. PRO i. F	MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE OMOTIONS RETROACTIVE	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAC c. LUN d. AT e. f. g. 2. NON-N a. HIR i. R ii. N b. PRC ii. F	MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BA(c. LUN d. ATT e. f. g. 2. NON-N a. HIR i. R ii. N b. PRC i. F ii. c. EXF	MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. ATT e. f. g. 2. NON-N a. HIR ii. N b. PRG i. F ii. C. EXF	MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS RASSIGNMENTS	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. ATT e. f. g. 2. NON-N a. HIR ii. N b. PRG i. F ii. C. EXF	MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. ATT e. f. g. 2. NON-N a. HIR i. R ii. N b. PRG i. F ii. C c. EXF	MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS RASSIGNMENTS	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUN d. ATT e. f. g. 2. NON-N a. HIR i. R ii. N b. PRG i. F ii. C. EXF d. RE e. RE	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS EASSIGNMENTS EMOVALS RESCINDED	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M a. HIR i. R ii. N b. PRG ii. I c. EXF d. RE e. RE	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS EASSIGNMENTS EMOVALS RESCINDED REINSTATEMENT	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG i. F ii. C c. EXF d. RE e. RE ii. f	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE MON-RETROACTIVE OMOTIONS RETROACTIVE NON-RETROACTIVE PUNGEMENTS EASSIGNMENTS EMOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG ii. F iii. c. EXF d. RE e. RE ii. f iii. f. ACG g. TRA	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS RASSIGNMENTS RASSIGNMENTS MOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG i. F iii. I c. EXF d. RE e. RE ii. f c. ACG g. TRA	ETARY (INSERT TOTAL) IMPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE OMOTIONS RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE RON-RETROACTIVE NON-RETROACTIVE NON-RETROACTIVE RON-RETROACTIVE PUNGEMENTS RASSIGNMENTS RASSIGNMENTS ROVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING POLOGY	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG ii. I c. EXF d. RE e. RE ii. f d. ACG g. TRA	ETARY (INSERT TOTAL) IMPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE OMOTIONS RETROACTIVE NON-RETROACTIVE PUNGEMENTS RASSIGNMENTS RASSIGNMENTS MOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING POLOGY SCIPLINARY ACTIONS	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M a. HIR i. R ii. N b. PRG i. f iii. c. EXF d. RE e. RE i. f ii. f f. ACG g. TRA h. AP i. DIS	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE NON-RETROACTIVE OMOTIONS RETROACTIVE PUNGEMENTS EASSIGNMENTS MOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING POLOGY SCIPLINARY ACTIONS RESCINDED	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG ii. f c. EXF d. RE e. RE ii. f d. RE e. RE ii. f ii. o c. EXF d. RE ii. f ii. o c. EXF d. RE iii. o c. EXF d. o c. EXF d. o c. e	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS EASSIGNMENTS EASSIGNMENTS EMOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING POLOGY SCIPLINARY ACTIONS RESCINDED MODIFIED	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG ii. f c. EXF d. RE e. RE ii. f d. RE e. RE ii. f ii. o c. EXF d. RE iii. o c. EXF d. C c. e	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS EASSIGNMENTS EASSIGNMENTS MOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING POLOGY SCIPLINARY ACTIONS RESCINDED MODIFIED FORMANCE EVALUATION MODIFIED	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG ii. f c. EXF d. RE e. RE ii. f d. RE e. RE ii. f ii. o c. EXF d. RE iii. o c. EXF d. C c. e	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS EASSIGNMENTS EASSIGNMENTS EMOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING POLOGY SCIPLINARY ACTIONS RESCINDED MODIFIED	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	
1. MONE a. CO b. BAG c. LUM d. ATT e. f. g. 2. NON-M i. R ii. N b. PRG ii. f c. EXF d. RE e. i. f iii. f ACG g. TR/ h. AP ii. DIS i. III. III. III. III. III. III. III. I	ETARY (INSERT TOTAL) MPENSATORY DAMAGES CKPAY/FRONTPAY MP SUM TORNEY FEES AND COSTS MONETARY (INSERT TOTAL) RES RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE MON-RETROACTIVE NON-RETROACTIVE PUNGEMENTS EASSIGNMENTS EASSIGNMENTS MOVALS RESCINDED REINSTATEMENT VOLUNTARY RESIGNATION COMMODATIONS AINING POLOGY SCIPLINARY ACTIONS RESCINDED MODIFIED FORMANCE EVALUATION MODIFIED	COMPLAINTS	COMPLAINANTS	\$ \$ \$ \$	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

PART XII - SUMMARY OF EEO ADR	REPORTING PERIOD:	FY	
	PROGRAM ACTIV	/ITIES	
EEO ADR TRAINING AND F	RESOURCES		
A. BASIC EEO ADR ORIENTATION TRAINING	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED	
 MANAGERS EMPLOYEES 			
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR			
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.) 1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY) 2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY) 3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT) 4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	AMOUNT		
D. ADR FUNDING SPENT	\$		
Report of Discrimination Complaints, for the reporting period October 1, through	ugh September 30, are ad	ccurate and complete	
TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)	a)	ocidic und complete.	
	a)		
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature	e)		
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature TYPED NAME AND TITLE OF PREPARER:	e) E-MAIL:	FAX:	

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Appendix A - Comments

Fish & Wildlife Service - Servicewide FY 2008 Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

										RACI	E/ETH	NICIT	Y					
			TOTAL								Non- H	isnanic	or Lati	ino				
Employment Tenu	re	W	ORKFOR	CE	_	Hispanic or Latino White		Black or Ame		As	ian	or Oth	Hawaiian er Pacific ander	Ame India Alaska			r more ces	
	•	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Workforce																		
Prior FY	#	9209	5614	3595	289	224	4850	2917	158	231	81	95	5	8	188	87	43	33
11101 F 1	%	100%	61.0%	39.0%	3.1%	2.4%	52.7%	31.7%	1.7%	2.5%	0.9%	1.0%	0.1%	0.1%	2.0%	0.9%	0.5%	0.4%
Current FY	#	9397	5690	3707	292	230	4937	3026	149	220	81	101	4	6	179	93	48	31
	%	100%	60.6%	39.4%	3.1%	2.4%	52.5%	32.2%	1.6%	2.3%	0.9%	1.1%	0.0%	0.1%	1.9%	1.0%	0.5%	0.3%
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.5%	45.5%	3.2%	3.0%	43.9%	34.7%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%
Difference	#	188	76	112	3	6	87	109	-9	-11	0	6	-1	-2	-9	6	5	-2
Ratio Change	%	-	-0.4%	0.4%	0.0%	0.0%	-0.1%	0.5%	-0.1%	-0.2%	0.0%	0.0%	0.0%	0.0%	-0.1%	0.0%	0.0%	0.0%
Net Change	%	2.0%	1.4%	3.1%	1.0%	2.7%	1.8%	3.7%	-5.7%	-4.8%	0.0%	6.3%	-20.0%	-25.0%	-4.8%	6.9%	11.6%	-6.1%
Permanent Workforce	9																	
Prior FY	#	8126	4920	3206	267	208	4203	2570	154	217	75	92	5	6	174	83	42	30
Prior F 1	%	100%	60.5%	39.5%	3.3%	2.6%	51.7%	31.6%	1.9%	2.7%	0.9%	1.1%	0.1%	0.1%	2.1%	1.0%	0.5%	0.4%
Current FY	#	8129	4893	3236	270	209	4190	2613	143	210	78	93	4	6	164	78	44	27
Current F 1	%	100%	60.2%	39.8%	3.3%	2.6%	51.5%	32.1%	1.8%	2.6%	1.0%	1.1%	0.0%	0.1%	2.0%	1.0%	0.5%	0.3%
Difference	#	3	-27	30	3	1	-13	43	-11	-7	3	1	-1	0	-10	-5	2	-3
Ratio Change	%	-	-0.4%	0.4%	0.0%	0.0%	-0.2%	0.5%	-0.1%	-0.1%	0.0%	0.0%	0.0%	0.0%	-0.1%	-0.1%	0.0%	0.0%
Net Change	%	0.0%	-0.5%	0.9%	1.1%	0.5%	-0.3%	1.7%	-7.1%	-3.2%	4.0%	1.1%	-20.0%	0.0%	-5.7%	-6.0%	4.8%	-10.0%
Temporary Workforce	e																	
Prior FY	#	1083	694	389	22	16	647	347	4	14	6	3		2	14	4	1	3
F110F F 1	%	100%	64.1%	35.9%	2.0%	1.5%	59.7%	32.0%	0.4%	1.3%	0.6%	0.3%	0.0%	0.2%	1.3%	0.4%	0.1%	0.3%
Current EV	#	1268	797	471	22	21	747	413	6	10	3	8			15	15	4	4
Current FY	%	100%	62.9%	37.1%	1.7%	1.7%	58.9%	32.6%	0.5%	0.8%	0.2%	0.6%	0.0%	0.0%	1.2%	1.2%	0.3%	0.3%
Difference	#	185	103	82	0	5	100	66	2	-4	-3	5	0	-2	1	11	3	1
Ratio Change	%	-	-1.2%	1.2%	-0.3%	0.2%	-0.8%	0.5%	0.1%	-0.5%	-0.3%	0.4%	0.0%	-0.2%	-0.1%	0.8%	0.2%	0.0%
Net Change	%	17.1%	14.8%	21.1%	0.0%	31.3%	15.5%	19.0%	50.0%	-28.6%	-50.0%	166.7%	-	-100.0%	7.1%	275.0%	300.0%	33.3%

Fish & Wildlife Service - Servicewide FY 2008 Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

										RACI	E/ETH	NICIT	Ϋ́					
			TOTAL								Non- H	ispanic	or Lat	ino				
Employment T			RCE	Hispanic or Latino		White			Black or African American		Asian		Hawaiian er Pacific ander	Indian or Alaska Native			or more aces	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Non-Appropriate	ed Work	force																
Prior FY	#																	
Prior F 1	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Command EV	#																	
Current FY	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbants in each occupation in the organization.

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

										RAC	E/ETH	NICIT	Ϋ́					
Organizationa			TOTAI								Non- F	Iisnanic	1		ı			
Organizationa Component	L	EM	IPLOY	EES	Hispa Lat		WI	nite	Black or Ame	African rican	As	ian	Native H or Other Islan		Indi	rican an or Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total	#	8129	4893	3236	270	209	4190	2613	143	210	78	93	4	6	164	78	44	27
Total	%	100%	60.2%	39.8%	3.3%	2.6%	51.5%	32.1%	1.8%	2.6%	1.0%	1.1%	0.0%	0.1%	2.0%	1.0%	0.5%	0.3%
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.9%	45.1%	3.2%	2.8%	44.6%	34.8%	2.7%	3.5%	3.0%	2.9%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%
Region 1	#	989	592	397	30	13	508	348	8	5	19	21	1	2	22	4	4	4
Region 1	%	100%	59.9%	40.1%	3.0%	1.3%	51.4%	35.2%	0.8%	0.5%	1.9%	2.1%	0.1%	0.2%	2.2%	0.4%	0.4%	0.4%
Region 2	#	812	518	294	79	71	391	200	6	4	8	3			29	14	5	2
Region 2	%	100%	63.8%	36.2%	9.7%	8.7%	48.2%	24.6%	0.7%	0.5%	1.0%	0.4%	0.0%	0.0%	3.6%	1.7%	0.6%	0.2%
Region 3	#	892	566	326	9	7	527	292	7	12	1	7			21	6	1	2
Region 5	%	100%	63.5%	36.5%	1.0%	0.8%	59.1%	32.7%	0.8%	1.3%	0.1%	0.8%	0.0%	0.0%	2.4%	0.7%	0.1%	0.2%
Pagion 4	#	1241	806	435	41	21	685	343	55	60	5	2	1		13	6	6	3
Region 4	%	100%	64.9%	35.1%	3.3%	1.7%	55.2%	27.6%	4.4%	4.8%	0.4%	0.2%	0.1%	0.0%	1.0%	0.5%	0.5%	0.2%
Decies 5	#	728	414	314	15	7	361	285	14	10	10	8			8	3	6	1
Region 5	%	100%	56.9%	43.1%	2.1%	1.0%	49.6%	39.1%	1.9%	1.4%	1.4%	1.1%	0.0%	0.0%	1.1%	0.4%	0.8%	0.1%
Pagion 6	#	879	560	319	23	21	501	279	3	3	2	4			24	10	7	2
Region 6	%	100%	63.7%	36.3%	2.6%	2.4%	57.0%	31.7%	0.3%	0.3%	0.2%	0.5%	0.0%	0.0%	2.7%	1.1%	0.8%	0.2%
Pagion 7	#	516	313	203	3	7	265	162	3	8	4	7	1	1	30	17	7	1
Region 7	%	100%	60.7%	39.3%	0.6%	1.4%	51.4%	31.4%	0.6%	1.6%	0.8%	1.4%	0.2%	0.2%	5.8%	3.3%	1.4%	0.2%
Dagian 9	#	766	438	328	24	16	392	266	4	9	9	20		2	4	9	5	6
Region 8	%	100%	57.2%	42.8%	3.1%	2.1%	51.2%	34.7%	0.5%	1.2%	1.2%	2.6%	0.0%	0.3%	0.5%	1.2%	0.7%	0.8%
Dogian 0	#	1306	686	620	46	46	560	438	43	99	20	21	1	1	13	9	3	6
Region 9	%	100%	52.5%	47.5%	3.5%	3.5%	42.9%	33.5%	3.3%	7.6%	1.5%	1.6%	0.1%	0.1%	1.0%	0.7%	0.2%	0.5%

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbents in each occupation in the organization.

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

										RAC	E/ETI	INICI	TY					
Occupational			TOTAI								Non-	Hisnani	c or La	tino				
Occupational Categories		EM	IPLOY1	EES	_	nnic or tino	WI	nite		r African erican	Asi	ian	Hawa	tive iian or Pacific		an Indian ka Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive/Senior Level	#	132	97	35	6	2	85	30	3	1	1	1	1		1	1		
(Grades 15 and Above)	%	100%	73.5%	26.5%	4.5%	1.5%	64.4%	22.7%	2.3%	0.8%	0.8%	0.8%	0.8%	0.0%	0.8%	0.8%	0.0%	0.0%
Mid-level (Grades 13-14)	#	953	688	265	35	12	598	234	14	9	8	6			20	3	13	1
Mid-level (Grades 13-14)	%	100%	72.2%	27.8%	3.7%	1.3%	62.7%	24.6%	1.5%	0.9%	0.8%	0.6%	0.0%	0.0%	2.1%	0.3%	1.4%	0.1%
First-Level (Grades 12 and	#	521	358	163	17	12	320	134	3	8	5	4		1	9	3	4	1
Below)	%	100%	68.7%	31.3%	3.3%	2.3%	61.4%	25.7%	0.6%	1.5%	1.0%	0.8%	0.0%	0.2%	1.7%	0.6%	0.8%	0.2%
	#	865	285	580	20	43	223	448	21	60	11	13		1	10	12		3
- Other	%	100%	32.9%	67.1%	2.3%	5.0%	25.8%	51.8%	2.4%	6.9%	1.3%	1.5%	0.0%	0.1%	1.2%	1.4%	0.0%	0.3%
Officials and Managers -	#	2471	1428	1043	78	69	1226	846	41	78	25	24	1	2	40	19	17	5
TOTAL	%	100%	57.8%	42.2%	3.2%	2.8%	49.6%	34.2%	1.7%	3.2%	1.0%	1.0%	0.0%	0.1%	1.6%	0.8%	0.7%	0.2%
2. Professionals	#	3278	2012	1266	86	76	1766	1068	45	52	32	35	2		61	24	20	11
2. Frotessionals	%	100%	61.4%	38.6%	2.6%	2.3%	53.9%	32.6%	1.4%	1.6%	1.0%	1.1%	0.1%	0.0%	1.9%	0.7%	0.6%	0.3%
3. Technicians	#	370	320	50	29	1	273	45	5	1	4	2			8		1	1
5. Technicians	%	100%	86.5%	13.5%	7.8%	0.3%	73.8%	12.2%	1.4%	0.3%	1.1%	0.5%	0.0%	0.0%	2.2%	0.0%	0.3%	0.3%
4. Sales Workers	#																	
4. Sales Workers	%	ı	-	ı	-	ı	-	-	-	-	ı	-	-	-	-	-	ı	-
5. Administrative Support	#	778	99	679	6	53	60	488	21	77	7	25		2	3	26	2	8
Workers	%	100%	12.7%	87.3%	0.8%	6.8%	7.7%	62.7%	2.7%	9.9%	0.9%	3.2%	0.0%	0.3%	0.4%	3.3%	0.3%	1.0%
6. Craft Workers	#	583	575	8	42	1	481	7	18		3		1		28		2	
o. Clait Workers	%	100%	98.6%	1.4%	7.2%	0.2%	82.5%	1.2%	3.1%	0.0%	0.5%	0.0%	0.2%	0.0%	4.8%	0.0%	0.3%	0.0%
7. Operatives	#	22	21	1	1		14	1	2						4			
7. Operauves	%	100%	95.5%	4.5%	4.5%	0.0%	63.6%	4.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	67	52	15	2		40	14			1				9	1		
o. Laborers and Helpers	%	100%	77.6%	22.4%	3.0%	0.0%	59.7%	20.9%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	13.4%	1.5%	0.0%	0.0%
0 Couries Works	#	553	379	174	26	9	323	144	11	2	6	7		2	11	8	2	2
9. Service Workers	%	100%	68.5%	31.5%	4.7%	1.6%	58.4%	26.0%	2.0%	0.4%	1.1%	1.3%	0.0%	0.4%	2.0%	1.4%	0.4%	0.4%

Fish & Wildlife Service - Servicewide as of September 30, 2008

Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

										RAC	E/ETI	INICI	TY					
Occupational			TOTAI (PLOY)		_	anic or			Black o	r African		Hisnani	Na	tive	America	an Indian	Two o	or more
Categories					La	tino	WI	nite		erican	Asi	ian		iian or Pacific		ka Native		ices
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers								ı		ı								
Executive/Senior Level (Grades 15 and Above)	#	132	97	35	6	2	85	30	3	1	1	1	1	0.00/	1	1	0.00/	0.004
(Grades 13 and Above)	%	1.6%	2.0%	1.1%	2.2%	1.0%	2.0%	1.1%	2.1%	0.5%	1.3%	1.1%	25.0%	0.0%	0.6%	1.3%	0.0%	0.0%
Mid-level (Grades 13-14)	#	953	688	265	35	12	598	234	14	9	8	6			20	3	13	1
	%	11.7%	14.1%	8.2%	13.0%	5.7%	14.3%	9.0%	9.8%	4.3%	10.3%	6.5%	0.0%	0.0%	12.2%	3.8%	29.5%	3.7%
First-Level (Grades 12 and Below)	# %	521	358 7.3%	163 5.0%	6.3%	12 5.7%	320 7.6%	134 5.1%	3 2.1%	3.8%	5 6.4%	4.3%	0.0%	1 16.7%	9 5.5%	3.8%	9.1%	3.7%
201011)	70 #	865	285	580	20	43	223	448	2.1%	60	11	13	0.0%	10.7%	10	12	9.1%	3.7%
- Other	%	10.6%	5.8%	17.9%	7.4%	20.6%	5.3%	17.1%	14.7%	28.6%	14.1%	14.0%	0.0%	16.7%	6.1%	15.4%	0.0%	11.1%
	#	2471	1428	1043	7.4%	69	1226	846	41	78	25	24	1	2	40	19.4%	17	5
Officials and Managers - TOTAL	<i>#</i>	30.4%	29.2%	32.2%	28.9%	33.0%	29.3%	32.4%	28.7%	37.1%	32.1%	25.8%	25.0%	33.3%	24.4%	24.4%	38.6%	18.5%
	#	3278	2012	1266	86	76	1766	1068	45	52	32.176	35	2	33.370	61	24	20	11
2. Professionals	%	40.3%	41.1%	39.1%	31.9%	36.4%	42.1%	40.9%	31.5%	24.8%	41.0%	37.6%	50.0%	0.0%	37.2%	30.8%	45.5%	40.7%
	#	370	320	50	29	1	273	45	5	1	4	2			8		1	1
3. Technicians	%	4.6%	6.5%	1.5%	10.7%	0.5%	6.5%	1.7%	3.5%	0.5%	5.1%	2.2%	0.0%	0.0%	4.9%	0.0%	2.3%	3.7%
4 Colos Worksons	#																	
4. Sales Workers	%	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%	0.0%	0.0%	0.0%	0.0%
5. Administrative Support	#	778	99	679	6	53	60	488	21	77	7	25		2	3	26	2	8
Workers	%	9.6%	2.0%	21.0%	2.2%	25.4%	1.4%	18.7%	14.7%	36.7%	9.0%	26.9%	0.0%	33.3%	1.8%	33.3%	4.5%	29.6%
6. Craft Workers	#	583	575	8	42	1	481	7	18		3		1		28		2	
o. Clait Workers	%	7.2%	11.8%	0.2%	15.6%	0.5%	11.5%	0.3%	12.6%	0.0%	3.8%	0.0%	25.0%	0.0%	17.1%	0.0%	4.5%	0.0%
7. Operatives	#	22	21	1	1		14	1	2						4			
7. Operatives	%	0.3%	0.4%	0.0%	0.4%	0.0%	0.3%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	67	52	15	2		40	14			1				9	1		-
o. Laborers unu merpers	%	0.8%	1.1%	0.5%	0.7%	0.0%	1.0%	0.5%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	5.5%	1.3%	0.0%	0.0%
9. Service Workers	#	553	379	174	26	9	323	144	11	2	6	7		2	11	8	2	2
	%	6.8%	7.7%	5.4%	9.6%	4.3%	7.7%	5.5%	7.7%	1.0%	7.7%	7.5%	0.0%	33.3%	6.7%	10.3%	4.5%	7.4%
Permanent Workforce	# %	8129 100%	4893 100%	3236 100%	270 100%	209 100%	4190 100%	2613 100%	143 100%	210 100%	78 100%	93 100%	4 100%	6 100%	164 100%	78 100%	44 100%	27 100%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

										RAC	E/ETI	HNICI	TY					
			TOTAI								Non-	Hispani	ic or Lat	tino				
GS/GM, SES, AND RELATED GRADE			IPLOY		Hispa Lat		W	hite	Black or Ame	· African rican		ian	Native H or Othe	Iawaiian r Pacific nder		an Indian ka Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	14	3	11		1	2	8	1			1						1
	%	100%	21.4%	78.6%	0.0%	7.1%	14.3%	57.1%	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%
GS-02	#	80	48	32	2	6	44	22	1	1		1			1	2		
	%	100%	60.0%	40.0%	2.5%	7.5%	55.0%	27.5%	1.3%	1.3%	0.0%	1.3%	0.0%	0.0%	1.3%	2.5%	0.0%	0.0%
GS-03	#	181	120	61		3	114	52	2	1	1	1			1	4	2	
G5 05	%	100%	66.3%	33.7%	0.0%	1.7%	63.0%	28.7%	1.1%	0.6%	0.6%	0.6%	0.0%	0.0%	0.6%	2.2%	1.1%	0.0%
GS-04	#	249	150	99	2	4	143	86		1		3			4	4	1	1
35 01	%	100%	60.2%	39.8%	0.8%	1.6%	57.4%	34.5%	0.0%	0.4%	0.0%	1.2%	0.0%	0.0%	1.6%	1.6%	0.4%	0.4%
GS-05	#	281	168	113	5	4	159	99		2	2	2			2	4		2
GD-03	%	100%	59.8%	40.2%	1.8%	1.4%	56.6%	35.2%	0.0%	0.7%	0.7%	0.7%	0.0%	0.0%	0.7%	1.4%	0.0%	0.7%
GS-06	#	45	29	16	2		26	15	1	1								
GD-00	%	100%	64.4%	35.6%	4.4%	0.0%	57.8%	33.3%	2.2%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-07	#	136	81	55	2		77	54	1	1							1	
GD-07	%	100%	59.6%	40.4%	1.5%	0.0%	56.6%	39.7%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
GS-08	#	2	2												2			
GD-00	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
GS-09	#	68	35	33	2	3	33	28		1						1		
GD-07	%	100%	51.5%	48.5%	2.9%	4.4%	48.5%	41.2%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%
GS-10	#																	
GD-10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-11	#	49	23	26	1		22	25		1								
G 5-11	%	100%	46.9%	53.1%	2.0%	0.0%	44.9%	51.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-12	#	9	6	3			6	2		1								
GD-12	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	22.2%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-13	#	3	2	1	1		1	1										
GD-13	%	100%	66.7%	33.3%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-14	#	1		1				1										
05-14	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-15	#																	
G0-13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All other (unspecified	#																	
GS)	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Conion Evropythus Country	#	1	1												1			
Senior Executive Service	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008

Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

										RAC	CE/ETI	HNICI	TY					
			TOTAL	L							Non-	Hisnani	c or Lat	ino				
GS/GM, SES, AND RELATED GRADE		EM	IPLOY		Hispa Lat		W	hite	Black or Ame	· African rican	As	ian	Native E or Othe Islan			an Indian ka Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	# %	-	_	_	-		_	_	_	_	_	_	_	_	_	_	_	_
GS-02	#	3		3				3										
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	# %	12 100%	6 50.0%	6 50.0%	3 25.0%	2 16.7%	3 25.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	75	28	47	1	3	20	35	4	2	3	5	0.070	0.070	0.070	1	0.070	1
GS-04	%	100%	37.3%	62.7%	1.3%	4.0%	26.7%	46.7%	5.3%	2.7%	4.0%	6.7%	0.0%	0.0%	0.0%	1.3%	0.0%	1.3%
	#	321	129	192	13	19	93	132	11	23	3	5		2	7	7	2	4
GS-05	%	100%	40.2%	59.8%	4.0%	5.9%	29.0%	41.1%	3.4%	7.2%	0.9%	1.6%	0.0%	0.6%	2.2%	2.2%	0.6%	1.2%
CC AC	#	280	81	199	5	12	66	149	4	22	2	6		2	3	6	1	2
GS-06	%	100%	28.9%	71.1%	1.8%	4.3%	23.6%	53.2%	1.4%	7.9%	0.7%	2.1%	0.0%	0.7%	1.1%	2.1%	0.4%	0.7%
CC 07	#	595	234	361	15	27	190	270	14	29	6	17			8	14	1	4
GS-07	%	100%	39.3%	60.7%	2.5%	4.5%	31.9%	45.4%	2.4%	4.9%	1.0%	2.9%	0.0%	0.0%	1.3%	2.4%	0.2%	0.7%
GS-08	#	134	53	81		7	47	53	2	14	1	2	1		2	3		2
G5-00	%	100%	39.6%	60.4%	0.0%	5.2%	35.1%	39.6%	1.5%	10.4%	0.7%	1.5%	0.7%	0.0%	1.5%	2.2%	0.0%	1.5%
GS-09	#	859	431	428	29	29	357	346	15	23	8	13		1	15	15	7	1
d5-07	%	100%	50.2%	49.8%	3.4%	3.4%	41.6%	40.3%	1.7%	2.7%	0.9%	1.5%	0.0%	0.1%	1.7%	1.7%	0.8%	0.1%
GS-10	#	11	2	9	1		1	8		1								
GD-10	%	100%	18.2%	81.8%	9.1%	0.0%	9.1%	72.7%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	1352	769	583	45	40	648	483	23	28	17	15		1	26	12	10	4
GB 11	%	100%	56.9%	43.1%	3.3%	3.0%	47.9%	35.7%	1.7%	2.1%	1.3%	1.1%	0.0%	0.1%	1.9%	0.9%	0.7%	0.3%
GS-12	#	1844	1169	675	47	37	1053	572	19	33	14	15			29	12	7	6
	%	100%	63.4%	36.6%	2.5%	2.0%	57.1%	31.0%	1.0%	1.8%	0.8%	0.8%	0.0%	0.0%	1.6%	0.7%	0.4%	0.3%
GS-13	#	1295	850	445	41	22	745	377	23	26	13	12	1		19	5	8	3
	% #	100% 496	65.6% 353	34.4% 143	3.2%	1.7%	57.5% 309	29.1% 124	1.8%	2.0%	1.0%	0.9%	0.1%	0.0%	1.5%	0.4%	0.6% 6	0.2%
GS-14	%	100%	71.2%	28.8%	3.2%	1.6%	62.3%	25.0%	1.0%	1.6%	0.8%	0.4%	0.0%	0.0%	2.6%	0.2%	1.2%	0.0%
	#	120	84	36	4	2	75	31	2	1.070	1	1	1	0.070	1	1	1.270	0.070
GS-15	%	100%	70.0%	30.0%	3.3%	1.7%	62.5%	25.8%	1.7%	0.8%	0.8%	0.8%	0.8%	0.0%	0.8%	0.8%	0.0%	0.0%
All other (unspecified	#	1	1				1											
GS)	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	20	17	3	3		13	3	1									
Semor Executive Service	%	100%	85.0%	15.0%	15.0%	0.0%	65.0%	15.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

										RACI	E/ETI	INICI	TY					
			TOTAL	L							Non- I	Hisnani	c or La	tino				
WD, WG, WL, XD, XL, & X	P	E	MPLOY		Hispa Lat		WI	nite		· African rican	As	ian	Hawa	tive iian or Pacific	America or Alask			or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	21	10	11	<u> </u>	1	9	11	1	1	I				1	T	1	
Grade-01	<i>π</i> %	100%	47.6%	52.4%	0.0%	0.0%	42.9%	52.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%
	#	3	3	32.470	1	0.070	1	32.470	0.070	0.070	1	0.070	0.070	0.070	7.070	0.070	0.070	0.070
Grade-02	%	100%	100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	3	3	0.070	33.370	0.070	1	0.070	0.070	0.070	33.370	0.070	0.070	0.070	2	0.070	0.070	0.070
Grade-03	%	100%	100.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%
	#	3	2	1			2	1	0.070	010,1	0.070	010,0	31373					3.373
Grade-04	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	55	51	4	2		38	3	3		1				7	1		
Grade-05	%	100%	92.7%	7.3%	3.6%	0.0%	69.1%	5.5%	5.5%	0.0%	1.8%	0.0%	0.0%	0.0%	12.7%	1.8%	0.0%	0.0%
	#	42	40	2	3		29	2	2		1				4		1	
Grade-06	%	100%	95.2%	4.8%	7.1%	0.0%	69.0%	4.8%	4.8%	0.0%	2.4%	0.0%	0.0%	0.0%	9.5%	0.0%	2.4%	0.0%
C 1 07	#	46	45	1	3		33	1	2						7			
Grade-07	%	100%	97.8%	2.2%	6.5%	0.0%	71.7%	2.2%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	15.2%	0.0%	0.0%	0.0%
C 1- 00	#	215	211	4	22	1	177	3	3						8		1	
Grade-08	%	100%	98.1%	1.9%	10.2%	0.5%	82.3%	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	0.5%	0.0%
Grade-09	#	114	113	1	4		99	1	4						6			
Grade-09	%	100%	99.1%	0.9%	3.5%	0.0%	86.8%	0.9%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%
Grade-10	#	178	178		9		157		4		2		1		5			
Graue-10	%	100%	100.0%	0.0%	5.1%	0.0%	88.2%	0.0%	2.2%	0.0%	1.1%	0.0%	0.6%	0.0%	2.8%	0.0%	0.0%	0.0%
Grade-11	#	10	10		2		5		2						1			
Grade-11	%	100%	100.0%	0.0%	20.0%	0.0%	50.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%
Grade-12	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#										<u> </u>							
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage	#	3	3	0.05	0.000	0.0	3	0.00	0.01	0.000	0.0	0.0	0.00	0.00	6.0	0.00	0.0	6.0
Grades	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

			-						RACI							,		
			TOTAL	L					1		Non- I	Hisnani	c or La		1			
WD, WG, WL, XD, XL, & X	P	E	MPLOY	EES	Hispa Lat		WI	nite	Black or Ame	African rican	As	sian	Hawa	tive iian or Pacific	American or Alaska			or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	ш	10	7	11		1	7	11	1			1	Ī	1	Ī			I
Grade-01	# %	18 100%	7 38.9%	61.1%	0.0%	0.0%	7 38.9%	11 61.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	14	9	5	0.0%	0.0%	9	5	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-02	%	100%	64.3%	35.7%	0.0%	0.0%	64.3%	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	16	16	33.770	1	0.070	15	33.170	0.070	0.070	0.070	0.070	0.070	0.070	0.070	0.070	0.070	0.070
Grade-03	π %	100%	100.0%	0.0%	6.3%	0.0%	93.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	6	5	1	0.5/0	0.070	4	1	0.070	0.070	0.070	0.070	0.070	0.070	1	0.070	0.070	0.070
Grade-04	π %	100%	83.3%	16.7%	0.0%	0.0%	66.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%
	#	25	24	10.770	1	0.070	23	1	0.070	0.070	0.070	0.070	0.070	0.070	10.770	0.070	0.070	3.370
Grade-05	%	100%	96.0%	4.0%	4.0%	0.0%	92.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	27	26	1	2		23	1	0.070	0.070	0.070		313,7		1	3.375		0.000
Grade-06	%	100%	96.3%	3.7%	7.4%	0.0%	85.2%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%
	#	16	15	1			15	1										
Grade-07	%	100%	93.8%	6.3%	0.0%	0.0%	93.8%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	20	20		1		18								1			
Grade-08	%	100%	100.0%	0.0%	5.0%	0.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%
G 1 00	#	6	6				5								1			
Grade-09	%	100%	100.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%
C 1. 10	#	1	1				1											
Grade-10	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#																	
Grade-11	%	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#																	
01au6-12	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	ı	-
Grade-13	#																	
Graut-13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																	
02440 27	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage	#																	
Grades	%	-	-	_	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

Table A5NS-2: PARTICI	ΓA	1101	NAIL	BIUK	11011-	SULEI	7 A 1201	NI WA	JU JK	ADES	by Ka	CE/EU	писну	anu S	tx - rer		t vv Of	MUTCE
										RACI	E/ETH	INICI	TY					
			TOTAL	Γ,							Non- F	Iisnani	c or Lat	tino				
WD, WG, WL, XD, XL, & X	P	EN	MPLOY		Hispa Lat		WI	hite	Black or Ame			ian	Nat Hawai Other	tive iian or	America or Alask			or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	T ,, 1	21	10	11	1		0	11	1							<u> </u>		1
Grade-01	#	21	10	11	0.00/	0.00/	9	11	0.00/		0.00/		0.00/		2.40/	0.00/	0.00/	
	%		1.5%	45.8%	0.0%	0.0%	1.6%	50.0%	0.0%	-	0.0%	-	0.0%	-	2.4%	0.0%	0.0%	-
Grade-02	#	3	3	0.00/	2 20/	0.00/	0.20/	0.00/	0.00/		20.00/		0.00/		0.00/	0.00/	0.00/	
	%	0.4%	0.4%	0.0%	2.2%	0.0%	0.2%	0.0%	0.0%	-	20.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-03	#	3	3	0.00/	0.00/	0.007	0.20/	0.00/	0.007		0.00/		0.00/		2	0.00/	0.00/	
	% и	0.4%	0.4%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	0.0%	-	0.0%	-	4.9%	0.0%	0.0%	-
Grade-04	#	3	2	1 20/	0.00/	0.00/	2	1	0.00/		0.00/		0.00/		0.00/	0.00/	0.00/	
	% и	0.4%	0.3%	4.2%	0.0%	0.0%	0.4%	4.5%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Grade-05	#	55	51	4	2	0.007	38	3	3		20.00/		0.00/		7	100.004	0.00/	
	%	7.9%	7.6%	16.7%	4.3%	0.0%	6.9%	13.6%	15.0%	-	20.0%	-	0.0%	-	17.1%	100.0%	0.0%	-
Grade-06	#	42	40	2	3	0.007	29	2	2		20.00/		0.00/		4	0.00/	1 50.004	
	%	6.1%	6.0%	8.3%	6.5%	0.0%	5.2%	9.1%	10.0%	-	20.0%	-	0.0%	-	9.8%	0.0%	50.0%	-
Grade-07	#	46	45	1 20/	3	0.007	33	1 70/	2		0.007		0.00/		7	0.00/	0.00/	
	%	6.6%	6.7%	4.2%	6.5%	0.0%	6.0%	4.5%	10.0%	-	0.0%	-	0.0%	-	17.1%	0.0%	0.0%	-
Grade-08	#	215	211	4	22	1	177	3	3		0.051		0.054		8	0.0-1	1	
	%	31.0%	31.5%	16.7%	47.8%	100.0%	31.9%	13.6%	15.0%	-	0.0%	-	0.0%	-	19.5%	0.0%	50.0%	-
Grade-09	#	114	113	1	4		99	1	4						6			
	%	16.5%	16.9%	4.2%	8.7%	0.0%	17.9%	4.5%	20.0%	-	0.0%	-	0.0%	-	14.6%	0.0%	0.0%	-
Grade-10	#	178	178		9		157		4		2		1		5			
	%	25.7%	26.6%	0.0%	19.6%	0.0%	28.3%	0.0%	20.0%	-	40.0%	-	100.0%	-	12.2%	0.0%	0.0%	-
Grade-11	#	10	10		2		5		2						1			
	%	1.4%	1.5%	0.0%	4.3%	0.0%	0.9%	0.0%	10.0%	-	0.0%	-	0.0%	-	2.4%	0.0%	0.0%	-
Grade-12	#																	
	%	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%	-
Grade-13	#																	
	%	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%	-
Grade-14	#																	
	%	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%	-
Grade-15	#																	
	%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
All Other Non-supervisory Wage	#	3	3				3											
Grades	%		0.4%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	-
Total Non-supervisory Wage	#	693	669	24	46	1	554	22	20		5		1		41	1	2	
Grades	%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	100%	-	100%	100%	100%	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

Table A5N5-2: PARTICI												INICI				<u> </u>		
			TOTA	L							Non- l	Hisnani	c or La	tino				
WD, WG, WL, XD, XL, & X	(P	E	MPLOY		Hispa Lat		W	hite		· African rican		sian	Na Hawa	tive iian or Pacific	American or Alaska			or more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	18	7	11			7	11		Ι		I						
Grade-01	%	12.1%	5.4%	55.0%	0.0%	-	5.8%	55.0%	_	-	-	_	_	_	0.0%	-	_	_
	#	14	9	5			9	5										
Grade-02	%	9.4%	7.0%	25.0%	0.0%	-	7.5%	25.0%	-	-	-	-	-	-	0.0%	-	-	-
	#	16	16		1		15											
Grade-03	%	10.7%	12.4%	0.0%	20.0%	-	12.5%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
G 1 04	#	6	5	1			4	1							1			
Grade-04	%	4.0%	3.9%	5.0%	0.0%	-	3.3%	5.0%	-	-	-	-	-	-	25.0%	-	-	-
G 1.05	#	25	24	1	1		23	1										
Grade-05	%	16.8%	18.6%	5.0%	20.0%	-	19.2%	5.0%	-	-	-	-	-	-	0.0%	-	-	-
G 1 06	#	27	26	1	2		23	1							1			
Grade-06	%	18.1%	20.2%	5.0%	40.0%	-	19.2%	5.0%	-	-	-	-	-	-	25.0%	-	-	-
G 1 0=	#	16	15	1			15	1										
Grade-07	%	10.7%	11.6%	5.0%	0.0%	-	12.5%	5.0%	-	-	-	-	-	-	0.0%	-	-	-
G 1 00	#	20	20		1		18								1			
Grade-08	%	13.4%	15.5%	0.0%	20.0%	-	15.0%	0.0%	-	-	-	-	-	-	25.0%	-	-	-
G 1 00	#	6	6				5								1			
Grade-09	%	4.0%	4.7%	0.0%	0.0%	-	4.2%	0.0%	-	-	-	-	-	-	25.0%	-	-	-
G 1 10	#	1	1				1											
Grade-10	%	0.7%	0.8%	0.0%	0.0%	-	0.8%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
G 1.44	#																	
Grade-11	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
G 1 12	#																	
Grade-12	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
G 1 12	#																	
Grade-13	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
G 1 14	#																	
Grade-14	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
C 1- 15	#																	
Grade-15	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
All Other Non-supervisory Wage	#																	
Grades		0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	-
Total Non-supervisory Wage	#	149	129	20	5		120	20							4			
Grades	%	100%	100%	100%	100%	_	100%	100%	-	-	_	-	-	-	100%	-	_	_

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

										RACI	E/ETH	INICI	TY					
			TOTA	L							Non- I	Hispani	c or La	tino				
WS & XS		E	MPLOY		Hispar Lat		WI	hite		· African rican		ian	Na Hawa	tive iian or Pacific	America or Alask			or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#																	
Grade-01	%	-	-	-	-	_	-	-	-	-	_	-	-	_	-	-	-	-
	#																	
Grade-02	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
G 1 02	#	1	1		1													
Grade-03	%	100%	100.0%	0.0%	100.0%	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%
Crode 04	#	2	2				1				1							
Grade-04	%	100%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-05	#																	
Grade-05	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-06	#																	
Grade-00	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#	2	2				2											
Grade-07	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-08	#	3	2	1			2	1										
Grade vo	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	4	4				4										ļ	
0.14.0	%		100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	5	5				5											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-12	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	# %																	
	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	# %	_	_	_			_		_		_	_	_		_	_	_	
	% o #	4	 	_	-	-	-	-	_	-	_	-		-	 	-		-
Grade-15	%		_	_	_	_	_	_	_	_	_		_	_	-	_	_	_
All Other Supervisory Wage	#		-	-	-		_	_	<u>-</u>	-	_			 	-	-	-	-
Grades	%		_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_
	/0		_	_	_	_	_	_	_	_		_	_	_	_	_		_

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

			TOTAL							RACI	E/ETI	INICI	TY					
			TOTA	L							Non- l	Hisnani	c or La	tino				
WS & XS		E	MPLOY			nic or tino	W	hite		r African rican		sian	Na Hawa	itive iian or Pacific	America or Alask			or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#													I				
Grade-01	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#																	
Grade-02	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-04	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-06	#				-							<u> </u>	<u> </u>	1				
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	# %	-	_	_	_	_	-	-	_	_	_	_	_	_	_	_	_	_
	#																	
Grade-08	%	-	-	-	_	-	-	-	-	-	_	-	-	-	-	-	_	-
G 1 00	#																	
Grade-09	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C 1- 10	#																	
Grade-10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-11	#																	
Grade-11	%	ı	-	-	-	-	ı	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#																	
Grade-12	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	=	-
Grade-13	#																	
31440 10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																	
411 O.4 G	% #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage	#																	
Grades	%	-	-	-	-	-	-	_	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

										RAC	E/ETH	INICI	TY					
			TOTA	L							Non- I	Iisnani	c or La	tino				
WS & XS		EN	MPLOY		Hispa Lat		WI	nite		· African rican		ian	Na Hawa	ntive niian or Pacific		n Indian a Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#																	
Grade-01	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	1	-
Grade-02	#																	
G1aue-02	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	_
Grade-03	#	1	1		1													
Grade-03	%	5.6%	5.9%	0.0%	100.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-04	#	2	2				1				1							
	%	11.1%	11.8%	0.0%	0.0%	-	6.7%	0.0%	-	-	######	-	-	-	-	-	-	-
Grade-05	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-06	#																	
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-07	#	2	2				2											
	%	11.1%	11.8%	0.0%	0.0%	-	13.3%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-08	#	3	2	1			2	1						1				
	%	16.7%	11.8%	100.0%	0.0%	-	13.3%	100.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-09	#	4	4				4							1				
	%	22.2%	23.5%	0.0%	0.0%	-	26.7%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-10	#	5	5				5							1				
	%	27.8%	29.4%	0.0%	0.0%	-	33.3%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-11	#	1	1				1											
	%	5.6%	5.9%	0.0%	0.0%	-	6.7%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-12	#	0.001	0.0	0.051	0.0		0.0	0.0			0.00							
	%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-13	#	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%	-	-	-	-	-	-	-
Grade-14	#	0.00/	0.00/	0.00/	0.00/		0.00/	0.00/			0.00/			+				
	% и	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
Grade-15	#	0.00/	0.00/	0.00/	0.00/		0.00/	0.00/			0.00/			+				
All of C . W	% #	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	-
All Other Supervisory Wage Grades	#	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%	-	-	-	-	-	-	-
Total Supervisory Wage Grades	# %	18 100%	100%	100%	100%		15 100%	100%	_	-	100%			_	_			_

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table A5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

										RACI	E/ETI	INICI	TY					
			TOTA	L							Non- l	Hisnani	c or La	tino				
WS & XS		E	MPLOY			nic or tino	W	hite		· African rican		sian	Na Hawa	tive iian or Pacific	America or Alask			r more ces
	ŀ	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	1 1		1	1	1	1		-	-	-	1			1	1			
Grade-01	# %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	_	-
Grade-02	#																	
	% #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-04	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	# %																	
	%o #	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-06	%	-	-	-	-	-	-	-	-	-	-	-	-	_	-	-	-	-
C 1 0F	#																	
Grade-07	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-08	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-09	# %	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_
	#		_		_							_				_		
Grade-10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-11	#																	
Grade-11	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#					1												
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	# %	_		-		_					_	_	_	_	-	-	_	
	#		-	_	-	 	-	-	-	-	-	-			-	_	_	
Grade-14	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																	
Graue-15	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage	#					<u> </u>												
Grades	%		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Supervisory Wage Grades	# %		_	_		_				_				_				
	70	-	-	_	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2008

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

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		White		Black or African American		Non- Hispan Asian		ic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
General Natural Resources Management (0401) ##	-	1647 100%	1016 61.7%	631 38.3%	36 2.2%	26 1.6%	931 56.5%	562 34.1%	10 0.6%	13 0.8%	7 0.4%	18 1.1%	0.1%	0.0%	23	8 0.5%	8 0.5%	0.2%
Occupational CLF	0	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.1%	0.0%	0.4%	0.2%	0.9%	0.2%
Biological Science	<i>‡</i>	136	108	28	8	1	96	25			1	1			2		1	1
	6	100%	79.4%	20.6%	5.9%	0.7%	70.6%	18.4%	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	1.5%	0.0%	0.7%	0.7%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife	‡	169	122	47	6	3	110	42	3	1	1				2	1		
Administration (0480)	ó	100%	72.2%	27.8%	3.6%	1.8%	65.1%	24.9%	1.8%	0.6%	0.6%	0.0%	0.0%	0.0%	1.2%	0.6%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)	#	556	441	115	19	3	381	106	12	3	10	1			17	2	2	
1 ish blology (0402)	ó	100%	79.3%	20.7%	3.4%	0.5%	68.5%	19.1%	2.2%	0.5%	1.8%	0.2%	0.0%	0.0%	3.1%	0.4%	0.4%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management #	‡	615	476	139	22	10	413	116	8	7	2	3			14	2	17	1
(0485)	ó	100%	77.4%	22.6%	3.6%	1.6%	67.2%	18.9%	1.3%	1.1%	0.3%	0.5%	0.0%	0.0%	2.3%	0.3%	2.8%	0.2%
Occupational CLF	1	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)	+	533	342	191	15	11	310	171	2	1	4	6			9	2	2	
Ð√ (*/	o	100%	64.2%	35.8%	2.8%	2.1%	58.2%	32.1%	0.4%	0.2%	0.8%	1.1%	0.0%	0.0%	1.7%	0.4%	0.4%	0.0%
Occupational CLF	1	100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)	_	201	179 89.1%	22 10.9%	18 9.0%	0.0%	143 71.1%	19 9.5%	5 2.5%	0.0%	2.0%	1.0%	0.5%	0.0%	7 3.5%	0.0%	0.5%	0.5%
Occupational CLF	o l	100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.3%	0.0%	0.5%	0.0%	1.0%	0.3%

Fish & Wildlife Service - Servicewide as of September 30, 2008

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

Job Title/Series Agency Rate Occupational CLF					RACE/ETHNICITY													
		TOTAL EMPLOYEES				Non- Hispanic or Latino												
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
General Patara Resources	# %	83	33 39.8%	50 60.2%	0.0%	1.2%	32 38.6%	48 57.8%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science	#	595	385	210	7	7	368	191	2		2	3			5	6	1	3
Technician (0404)	%	100%	64.7%	35.3%	1.2%	1.2%	61.8%	32.1%	0.3%	0.0%	0.3%	0.5%	0.0%	0.0%	0.8%	1.0%	0.2%	0.5%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
isii ana viitaire	#	1	1												1			
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)	#	74	55	19	4	1	51	16								2		
	%	100%	74.3%	25.7%	5.4%	1.4%	68.9%	21.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Management	#	3	2	1	1		1	1										
(0485)	%	100%	66.7%	33.3%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)	#	26	14	12	1		13	12										
	%	100%	53.8%	46.2%	3.8%	0.0%	50.0%	46.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (1811)	# %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%

Fish & Wildlife Service - Servicewide FY 2008 Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

										RAC	CE/ET	HNICI	TY					
Job Title/Series Ager			TOTAI	ച					T		Non-	Hispan	ic or La	tino	•			
Rate Occupational C	•	EN	IPLOY	EES	Hispa Lat	nic or ino	WI	nite	Black or Ame	· African rican	As	ian	or Othe	Hawaiian er Pacific ander	America or Alask	n Indian a Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
General Natural Resou	rces l	Manag	ement (0	0401)														
Accessions	#	58	38	20	1		35	18			2	2						
Accessions	%	100%	65.5%	34.5%	1.7%	0.0%	60.3%	31.0%	0.0%	0.0%	3.4%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
F T	#	28	17	11		1	17	10										
From Temporary	%	100%	60.7%	39.3%	0.0%	3.6%	60.7%	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-4-1 II	#	86	55	31	1	1	52	28			2	2						
Total Hires	%	100%	64.0%	36.0%	1.2%	1.2%	60.5%	32.6%	0.0%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Tech	micia	n (0404	4)															
A	#	3	3				3											
Accessions	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
F T	#	6	5	1			5											1
From Temporary	%	100%	83.3%	16.7%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
T. 4 1 TT	#	9	8	1			8											1
Total Hires	%	100%	88.9%	11.1%	0.0%	0.0%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%
Occupational CLF	•	100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Adm	inistr	ation (0480)															
Accesions	#	1	1				1											
Accessions	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Evon Tompovo	#																	
From Temporary	%	-	-	-	-	-	-	ı	-	-	_	-	_	-		_	_	-
Total Hires	#	1	1				1											
Total files	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%

Fish & Wildlife Service - Servicewide FY 2008 Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

										RAC	CE/ET	HNICI	TY					
Job Title/Series Agenc	₹7		TOTAI						ı		Non-	Hispan	ic or Lat		1			
Rate Occupational CL	·	EM	(IPLOY	EES	Hispa Lat	nic or ino	WI	nite		· African rican	As	ian	or Othe	Hawaiian er Pacific inder	America or Alask	n Indian a Native		or more ices
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Fish Biology (0482)																		
Accessions	#	20	15	5			14	4				1			1			
Accessions	%	100%	75.0%	25.0%	0.0%	0.0%	70.0%	20.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%
From Temporary	#	14	10	4	1		9	4										
From Temporary	%	100%	71.4%	28.6%	7.1%	0.0%	64.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	34	25	9	1		23	8				1			1			
Total Hires	%	100%	73.5%	26.5%	2.9%	0.0%	67.6%	23.5%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Manage	mer	nt (0485	5)															
Aggasians	#	7	6	1			6	1										
Accessions	%	100%	85.7%	14.3%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Гиона Тонаномоми	#	2	1	1			1	1										
From Temporary	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	9	7	2			7	2										
Total IIII'es	%	100%	77.8%	22.2%	0.0%	0.0%	77.8%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)																		
Accessions	#	24	14	10	1		13	10										
ACCESSIONS	%	100%	58.3%	41.7%	4.2%	0.0%	54.2%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	8	5	3			5	3										
rrom remporary	%	100%	62.5%	37.5%	0.0%	0.0%	62.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	32	19	13	1		18	13										
Total IIII cs	%	100%	59.4%	40.6%	3.1%	0.0%	56.3%	40.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%

Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

RACE/ETHNICITY

Fish & Wildlife Service - Servicewide FY 2008

										NAC			111					
			TOTAL	L							Non-	Hispan	ic or La	tino				
Job Title/Series Agenc Rate Occupational CL	•	EM	MPLOY.	EES	Hispa Lat	nic or ino	WI	hite		r African rican	As	ian	or Othe	Hawaiian er Pacific inder	America or Alask	n Indian a Native		or more ices
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Criminal Investigating (181	1)																
Accessions	#	11	8	3			8	2				1						
Accessions	%	100%	72.7%	27.3%	0.0%	0.0%	72.7%	18.2%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#																	
rrom remporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	11	8	3			8	2				1						
Total IIII es	%	100%	72.7%	27.3%	0.0%	0.0%	72.7%	18.2%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%

Fish & Wildlife Service - Servicewide FY 2008 Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

										RAC	CE/ET	HNICI	TY					
Ich Title/Coming Agence			TOTAL	L							Non-	Hispan	ic or La	tino	•			
Job Title/Series Agenc Rate Occupational CL	•	EM	IPLOY.	EES	Lat	nic or tino	W	hite		rican	As	ian	or Oth	Hawaiian er Pacific ander	America or Alask	a Native	ra	or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
General Natural Resource	ces I		· `	<u> </u>	ı	1	1	1				1		1	1			1
Accessions	#	34	12	22		1	11	21									1	
	%	100%	35.3%	64.7%	0.0%	2.9%	32.4%	61.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Biological Science Techn	icia	T	T	T	ı		ı	Г		T		ı	T	1	T	1 1		
Accessions	#	606	376	230	5	3	356	210	1		2	3	1	1	10	9	1	4
	%	100%	62.0%	38.0%	0.8%	0.5%	58.7%	34.7%	0.2%	0.0%	0.3%	0.5%	0.2%	0.2%	1.7%	1.5%	0.2%	0.7%
Occupational CLF		100%	49.0%	51.0%	2.8%	4.8%	35.8%	34.0%	3.7%	4.5%	4.8%	6.4%	0.2%	0.0%	0.7%	0.4%	1.1%	0.8%
Fish and Wildlife Admin	istr	ation ((0480)			•				_				_	_			
Accessions	#																	
Accessions	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Fish Biology (0482)																		
Accessions	#	21	14	7	1		13	5								2		
Accessions	%	100%	66.7%	33.3%	4.8%	0.0%	61.9%	23.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Refuge Manage	mer	nt (0485	5)															
A	#	1		1				1										
Accessions	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Wildlife Biology (0486)																		
A	#	17	11	6			11	6										
Accessions	%	100%	64.7%	35.3%	0.0%	0.0%	64.7%	35.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	55.9%	44.1%	1.9%	2.1%	47.3%	35.0%	1.2%	1.8%	4.1%	4.3%	0.0%	0.0%	0.4%	0.2%	0.9%	0.7%
Criminal Investigating (181	l)																
	#																	
Accessions	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	79.0%	21.0%	7.1%	2.0%	62.3%	14.7%	7.0%	3.6%	1.0%	0.3%	0.1%	0.0%	0.5%	0.1%	1.0%	0.3%

Fish & Wildlife Service - Servicewide FY 2008 Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

										RA	CE/ET	HNIC	TY					
			TOTAL	1							Non	- Hispar	ic or La	tino				
Employment Ten	ure		ORKFOI		_	nic or tino	WI	nite		· African rican	As	ian		Iawaiian r Pacific nder		n Indian a Native		r more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent Workfor	ce																	
Accessions	#	457	247	210	13	10	215	169	4	17	6	9			6	4	3	1
Accessions	%	100%	54.0%	46.0%	2.8%	2.2%	47.0%	37.0%	0.9%	3.7%	1.3%	2.0%	0.0%	0.0%	1.3%	0.9%	0.7%	0.2%
From Temporary	#	123	75	48	2	3	71	37	1	5	1			1				2
From Temporary	%	100%	61.0%	39.0%	1.6%	2.4%	57.7%	30.1%	0.8%	4.1%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	1.6%
Total Hires	#	580	322	258	15	13	286	206	5	22	7	9		1	6	4	3	3
Total filles	%	100%	55.5%	44.5%	2.6%	2.2%	49.3%	35.5%	0.9%	3.8%	1.2%	1.6%	0.0%	0.2%	1.0%	0.7%	0.5%	0.5%
Temporary Workfor	ce																	
Accesions	#	1194	751	443	18	10	699	391	4	8	3	7	1	1	22	22	4	4
Accessions	%	100%	62.9%	37.1%	1.5%	0.8%	58.5%	32.7%	0.3%	0.7%	0.3%	0.6%	0.1%	0.1%	1.8%	1.8%	0.3%	0.3%
Non-Appropriated V	Vork	force																
A	#																	
Accessions	%	-	-	-	-	-	_	-	-	-	-	-	_	-	-	-	-	-
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.5%	45.5%	3.2%	3.0%	43.9%	34.7%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbants in each occupation in the organization.

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

										RA	CE/ET	'HNICI	TY					
			TOTAL	1							Non	- Hispar	ic or La	tino				
Permanent Workfor	ce	WC	ORKFO	RCE	_	nic or tino	WI	nite		· African rican	As	ian	or Othe	Iawaiian r Pacific nder		n Indian ka Native		r more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Employees Eligible	#	508	290	218	25	14	227	168	17	21	7	9		1	13	3	1	2
for Career Ladder	%	100%	57.1%	42.9%	4.9%	2.8%	44.7%	33.1%	3.3%	4.1%	1.4%	1.8%	0.0%	0.2%	2.6%	0.6%	0.2%	0.4%
Time in grade in excess	of n	ninimun	n															
	of n	<mark>ninimun</mark> 49	n 33	16	3	2	27	12		2					3			
Time in grade in excess 1 - 12 months	т т		<u> </u>	16 32.7%	3 6.1%	2 4.1%	27 55.1%	12 24.5%	0.0%	2 4.1%	0.0%	0.0%	0.0%	0.0%	3 6.1%	0.0%	0.0%	0.0%
1 - 12 months	#	49	33		_				0.0%		0.0%	0.0%	0.0%	0.0%	_	0.0%	0.0%	0.0%
	# %	49 100%	33 67.3%	32.7%	_	4.1%	55.1%	24.5%	0.0% 1 4.3%		0.0%	0.0%	0.0%	0.0%	6.1%	0.0%	0.0%	0.0%
1 - 12 months	# % #	49 100% 23	33 67.3% 14	32.7% 9	6.1%	4.1%	55.1%	24.5%	1	4.1%					6.1%			

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

Table A12	2; P	AKII	JIPAI	ION IN	CARE	LEK DI	LVELU	PMEN	1 - DIS	Stributio	on by K	ace/Et	nnicity	and Sex	x - Perr	nanent	vv orki	orce
										RA	CE/ET	HNIC	ITY					
7 50 A			TOTAL	1							Non	- Hispaı	nic or La	tino				
Type of Program		WO	RKFOI	RCE	_	nnic or tino	W	hite		r African erican	As	ian	or Othe	Hawaiian er Pacific inder		an Indian ka Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Career Develo	pme	nt Progi	rams for	GS 11 -	12:													
Slots	#																	
Relevant Pool	%	100%	60.6%	39.4%	2.9%	2.4%	53.2%	33.0%	1.3%	1.9%	1.0%	0.9%	0.0%	0.0%	1.7%	0.8%	0.5%	0.3%
Annlied	#																	
Applied	%	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Douti oin onto	#	48	30	18	4	2	25	15		1	1							
Participants	%	100%	62.5%	37.5%	8.3%	4.2%	52.1%	31.3%	0.0%	2.1%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Develo	pme	nt Progi	rams for	GS 13 -	14:													
Slots	#																	
Relevant Pool	%	100%	67.2%	32.8%	3.2%	1.7%	58.8%	28.0%	1.6%	1.9%	0.9%	0.8%	0.1%	0.0%	1.8%	0.3%	0.8%	0.2%
	#																	
Applied	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	#	24	12	12		1	10	10		1							2	
Participants	%	100%	50.0%	50.0%	0.0%	4.2%	41.7%	41.7%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%
Career Develo	pme	nt Progi	rams for	GS 15 a	nd SES:													
Slots	#																	
Relevant Pool	%	100%	72.1%	27.9%	5.0%	1.4%	62.9%	24.3%	2.1%	0.7%	0.7%	0.7%	0.7%	0.0%	0.7%	0.7%	0.0%	0.0%
	#	13	9	4	3		6	3		1								
Applied	%	100%	69.2%	30.8%	23.1%	0.0%	46.2%	23.1%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	5	3	2	1		2	1		1								
Participants	%	100%	60.0%	40.0%	20.0%	0.0%	40.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

[&]quot;Relevant Pool" includes all employees in pay grades eligible for the career development program.

Fish & Wildlife Service - Servicewide FY 2008 Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

										RA	CE/ET	HNICI'	TY					
			TOTAL	,							Non-	Hispan	ic or Lat	ino				
Type of Award			RKFOF		-	nic or ino	Wh	iite	Black or Ame		Asi		Native H or Other Islar	lawaiian r Pacific	America or Alask		Two or	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awards - 1-9) ho		ı	, , , , , , , , , , , , , , , , , , ,			<u> </u>		ı						T .			
Total Time-Off Awards	#	312	183	129	9	8	158	94	7	15	2	9			6	3	1	
Given	%	100%	58.7%	41.3%	2.9%	2.6%	50.6%	30.1%	2.2%	4.8%	0.6%	2.9%	0.0%	0.0%	1.9%	1.0%	0.3%	0.0%
Total Hours		2306	1373	933	71	60	1181	666	53	121	17	62			43	24	8	
Average Hours		7	8	7	8	8	7	7	8	8	9	7	-	-	7	8	8	-
Time-Off awards - 9+	ho	urs	1				1		ı						1			T
Total Time-Off Awards	#	415	173	242	6	11	160	202	1	11	1	4		1	4	10	1	3
Given	%	100%	41.7%	58.3%	1.4%	2.7%	38.6%	48.7%	0.2%	2.7%	0.2%	1.0%	0.0%	0.2%	1.0%	2.4%	0.2%	0.7%
Total Hours		13351	5206	8145	130	501	4868	6724	32	298	20	122		30	116	328	40	142
Average Hours		32	30	34	22	46	30	33	32	27	20	31	-	30	29	33	40	47
Cash Awards - \$100 -	\$50	00																
Total Cash Awards	#	1310	720	590	37	34	624	466	24	48	10	24		1	23	11	2	6
Given	%	100%	55.0%	45.0%	2.8%	2.6%	47.6%	35.6%	1.8%	3.7%	0.8%	1.8%	0.0%	0.1%	1.8%	0.8%	0.2%	0.5%
Total Amount		\$483,687	\$259,862	\$223,825	\$11,773	\$13,911	\$227,075	\$177,062	\$9,121	\$17,885	\$3,337	\$8,664		\$182	\$7,965	\$4,089	\$591	\$2,032
Average Amount		\$369	\$361	\$379	\$318	\$409	\$364	\$380	\$380	\$373	\$334	\$361	-	\$182	\$346	\$372	\$296	\$339
Cash Awards \$501+																		
Total Cash Awards	#	6393	3744	2649	187	151	3268	2154	116	190	48	81	3	4	94	50	28	19
Given	%	100%	58.6%	41.4%	2.9%	2.4%	51.1%	33.7%	1.8%	3.0%	0.8%	1.3%	0.0%	0.1%	1.5%	0.8%	0.4%	0.3%
Total Amount		\$10,716,662	\$6,343,652	\$4,373,010	\$314,543	\$227,410	\$5,561,990	\$3,614,020	\$190,958	\$303,685	\$72,938	\$127,896	\$9,733	\$4,507	\$147,909	\$70,394	\$45,581	\$25,098
Average Amount		\$1,676	\$1,694	\$1,651	\$1,682	\$1,506	\$1,702	\$1,678	\$1,646	\$1,598	\$1,520	\$1,579	\$3,244	\$1,127	\$1,574	\$1,408	\$1,628	\$1,321
Senior Executive Serv	ice	Perform	nance Av	vards														
Total Cash Awards	#	17	13	4	1		12	3		1								
Given	%	100%	76.5%	23.5%	5.9%	0.0%	70.6%	17.6%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$193,218	\$147,514	\$45,704	\$10,800		\$136,714	\$32,264		\$13,440								
Average Amount		\$11,366	\$11,347	\$11,426	\$10,800	-	\$11,393	\$10,755	-	\$13,440		-	-	-	-	-		-
Quality Step Increase	s ((QSI)																
Total OCIa A J. J	#	254	119	135	6	10	102	112	1	8	5	1	1		4	2		2
Total QSIs Awarded	%	100%	46.9%	53.1%	2.4%	3.9%	40.2%	44.1%	0.4%	3.1%	2.0%	0.4%	0.4%	0.0%	1.6%	0.8%	0.0%	0.8%
Total Benefit		\$568,138	\$291,559	\$276,579	\$15,922	\$18,761	\$251,107	\$235,217	\$1,104	\$13,270	\$12,520	\$2,175	\$1,192		\$9,714	\$4,219		\$2,937
Average Benefit		\$2,237	\$2,450	\$2,049	\$2,654	\$1,876	\$2,462	\$2,100	\$1,104	\$1,659	\$2,504	\$2,175	\$1,192	-	\$2,429	\$2,110	-	\$1,469

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

										RA	CE/ET	HNIC	ITY					
			TOTAL	ı							No	n- Hispar	nic or Lati	no				
Type of Separation	on	WC	ORKFOI	RCE	_	nic or tino	W	hite		· African rican	As	ian	or Othe	Iawaiian r Pacific nder		n Indian a Native		r more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	550	334	216	12	11	285	156	15	28	4	8	1	1	16	7	1	5
v oruntar y	%	100%	60.7%	39.3%	2.2%	2.0%	51.8%	28.4%	2.7%	5.1%	0.7%	1.5%	0.2%	0.2%	2.9%	1.3%	0.2%	0.9%
Invalento m	#	21	9	12		1	8	7	1	1						2		1
Involuntary	%	100%	42.9%	57.1%	0.0%	4.8%	38.1%	33.3%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	4.8%
DIE	#																	
RIF	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Compactions	#	571	343	228	12	12	293	163	16	29	4	8	1	1	16	9	1	6
Total Separations	%	100%	60.1%	39.9%	2.1%	2.1%	51.3%	28.5%	2.8%	5.1%	0.7%	1.4%	0.2%	0.2%	2.8%	1.6%	0.2%	1.1%
Permanent Workforce	#	8126	4920	3206	267	208	4203	2570	154	217	75	92	5	6	174	83	42	30
(09/30/2007)	%	100%	60.5%	39.5%	3.3%	2.6%	51.7%	31.6%	1.9%	2.7%	0.9%	1.1%	0.1%	0.1%	2.1%	1.0%	0.5%	0.4%

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Table B1: TOTAL WORKFORCE - Distribution by Disability

			Ī						որաւոցու ո	<u> </u>					
			Tot	tal by Disa	ability Sta	atus]	Detail for	Targeted	Disabiliti	ies		
Employment Tenur	e	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Total Workforce															
D . 1007	#	9209	8375	191	643	98	13	5	4	22	7	7	1	36	3
Prior FY	%	100%	90.9%	2.1%	7.0%	1.1%	0.1%	0.1%	0.0%	0.2%	0.1%	0.1%	0.0%	0.4%	0.0%
G	#	9397	8586	184	627	93	12	4	5	23	6	8	1	31	3
Current FY	%	100%	91.4%	2.0%	6.7%	1.0%	0.1%	0.0%	0.1%	0.2%	0.1%	0.1%	0.0%	0.3%	0.0%
Federal High	%					2.2%									
Difference	#	188	211	-7	-16	-5	-1	-1	1	1	-1	1	0	-5	0
Ratio Change	%	-	0.4%	-0.1%	-0.3%	-0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-0.1%	0.0%
Net Change	%	2.0%	2.5%	-3.7%	-2.5%	-5.1%	-7.7%	-20.0%	25.0%	4.5%	-14.3%	14.3%	0.0%	-13.9%	0.0%
Permanent Workforce															
D 4 1777	#	8126	7378	172	576	82	10	4	3	21	6	7	1	27	3
Prior FY	%	100%	90.8%	2.1%	7.1%	1.0%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%
C 1777	#	8129	7422	157	550	82	11	4	4	21	5	8	1	25	3
Current FY	%	100%	91.3%	1.9%	6.8%	1.0%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%
Difference	#	3	44	-15	-26	0	1	0	1	0	-1	1	0	-2	0
Ratio Change	%	-	0.5%	-0.2%	-0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Net Change	%	0.0%	0.6%	-8.7%	-4.5%	0.0%	10.0%	0.0%	33.3%	0.0%	-16.7%	14.3%	0.0%	-7.4%	0.0%
Temporary Workforce															
	#	1083	997	19	67	16	3	1	1	1	1			9	
Prior FY	%	100%	92.1%	1.8%	6.2%	1.5%	0.3%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.8%	0.0%
Current FY	#	1268	1164	27	77	11	1		1	2	1			6	
	% и	100%	91.8%	2.1%	6.1%	0.9%	0.1%	0.0%	0.1%	0.2%	0.1%	0.0%	0.0%	0.5%	0.0%
Difference Ratio Change	# %	185	167 -0.3%	8 0.4%	-0.1%	-5 -0.6%	-2 -0.2%	-1 -0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	-3 -0.4%	0.0%
Net Change	%	17.1%	16.8%	42.1%	14.9%	-31.3%	-66.7%	-100.0%	0.0%	100.0%	0.0%	-	-	-33.3%	-
Non-Appropriated Wor					•			•			•	•			•
Prior FY	#														
I IIVI F I	% и	=	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	# %	_	-	-	-	_	_	_	-	_	-	-	_	_	_
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability

			Tot	al by Disa	ability Sta	itus]	Detail for	Targeted	Disabiliti	es		
Component		Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Total	#	8129	7422	157	550	82	11	4	4	21	5	8	1	25	3
Total	%	100%	91.3%	1.9%	6.8%	1.0%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%
Federal High	%					2.2%									
Dogian 1	#	989	907	19	63	5			2	2		1			
Region 1	%	100%	91.7%	1.9%	6.4%	0.5%	0.0%	0.0%	0.2%	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%
Region 2	#	812	744	13	55	6				2	1	1		2	
Region 2	%	100%	91.6%	1.6%	6.8%	0.7%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.0%	0.2%	0.0%
Dogian 2	#	892	805	7	80	15	2	2	1	3	1	1		4	1
Region 3	%	100%	90.2%	0.8%	9.0%	1.7%	0.2%	0.2%	0.1%	0.3%	0.1%	0.1%	0.0%	0.4%	0.1%
Dogion 4	#	1241	1144	35	62	6				3	2			1	
Region 4	%	100%	92.2%	2.8%	5.0%	0.5%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%
Destan 5	#	728	665	19	44	11	2			4		2		1	2
Region 5	%	100%	91.3%	2.6%	6.0%	1.5%	0.3%	0.0%	0.0%	0.5%	0.0%	0.3%	0.0%	0.1%	0.3%
Dogion 6	#	879	800	10	69	11	1	1		2			1	6	
Region 6	%	100%	91.0%	1.1%	7.8%	1.3%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.1%	0.7%	0.0%
Davion 7	#	516	470	9	37	5	1			1		1		2	
Region 7	%	100%	91.1%	1.7%	7.2%	1.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%	0.4%	0.0%
Region 8	#	766	701	14	51	4				2				2	
Negion o	%	100%	91.5%	1.8%	6.7%	0.5%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%
Docion 0	#	1306	1186	31	89	19	5	1	1	2	1	2		7	
Region 9	%	100%	90.8%	2.4%	6.8%	1.5%	0.4%	0.1%	0.1%	0.2%	0.1%	0.2%	0.0%	0.5%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Permanent Workforce

			To	tal by Disa	ability Sta	atus]	Detail for	Targeted	Disabiliti	es		
Occupational Category	y	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
1. Officials and Managers															
Executive/Senior Level	#	132	124	3	5	1				1					
(Grades 15 and Above)	%	100%	93.9%	2.3%	3.8%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Mid-level (Grades 13-14)	#	953	881	31	41	3				1		1		1	
Wild-level (Grades 13-14)	%	100%	92.4%	3.3%	4.3%	0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%
First-Level (Grades 12 and	#	521	487	11	23										
Below)	%	100%	93.5%	2.1%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
O.I	#	865	770	16	79	9				3	2	2		1	1
- Other	%	100%	89.0%	1.8%	9.1%	1.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.2%	0.0%	0.1%	0.1%
Officials and Managers -	#	2471	2262	61	148	13				5	2	3		2	1
TOTAL	%	100%	91.5%	2.5%	6.0%	0.5%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.0%	0.1%	0.0%
2. Professionals	#	3278	3035	56	187	30	6	1		3	2	3		14	1
2. I Torcssionals	%	100%	92.6%	1.7%	5.7%	0.9%	0.2%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.4%	0.0%
3. Technicians	#	370	335	9	26	3	2		1						
5. Technicians	%	100%	90.5%	2.4%	7.0%	0.8%	0.5%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
4. Sales Workers	#														
4. Baics Workers	%	-	-	-	-	-	_	-	-	-	-	-	-	-	-
5. Administrative Support	#	778	658	11	109	27	3	2	3	8	1	2		8	
Workers	%	100%	84.6%	1.4%	14.0%	3.5%	0.4%	0.3%	0.4%	1.0%	0.1%	0.3%	0.0%	1.0%	0.0%
6. Craft Workers	#	583	527	7	49	3		1		2					
o. Clair Workers	%	100%	90.4%	1.2%	8.4%	0.5%	0.0%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
7. Operatives	#	22	17	2	3	1				1					
·· Operantes	%	100%	77.3%	9.1%	13.6%	4.5%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	67	59	3	5	2							1	1	
o. Laborero una ricipero	%	100%	88.1%	4.5%	7.5%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%	0.0%
9. Service Workers	#	553	524	8	21	3				2					1
2. Del vice vi ul Rel s	%	100%	94.8%	1.4%	3.8%	0.5%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.2%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability - Permanent Workforce

			Tot	al by Disa	ability Sta	atus			1	Detail for	Targeted	Disabiliti	es		
Occupational Category	y	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
1. Officials and Managers															
Executive/Senior Level	#	132	124	3	5	1				1					
(Grades 15 and Above)	%	1.6%	1.7%	1.9%	0.9%	1.2%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Mid-level (Grades 13-14)	#	953	881	31	41	3				1		1		1	
wiid-level (Grades 13-14)	%	11.7%	11.9%	19.7%	7.5%	3.7%	0.0%	0.0%	0.0%	4.8%	0.0%	12.5%	0.0%	4.0%	0.0%
First-Level (Grades 12 and	#	521	487	11	23										
Below)	%	6.4%	6.6%	7.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	865	770	16	79	9				3	2	2		1	1
- Other	%	10.6%	10.4%	10.2%	14.4%	11.0%	0.0%	0.0%	0.0%	14.3%	40.0%	25.0%	0.0%	4.0%	33.3%
Officials and Managers -	#	2471	2262	61	148	13				5		3		2	1
TOTAL	%	30.4%	30.5%	38.9%	26.9%	15.9%	0.0%	0.0%	0.0%	23.8%	40.0%	37.5%	0.0%	8.0%	33.3%
2. Professionals	#	3278	3035	56	187	30	6	1		3	2	3		14	1
2. F1 ofessionals	%	40.3%	40.9%	35.7%	34.0%	36.6%	54.5%	25.0%	0.0%	14.3%	40.0%	37.5%	0.0%	56.0%	33.3%
3. Technicians	#	370	335	9	26	3	2		1						
5. Technicians	%	4.6%	4.5%	5.7%	4.7%	3.7%	18.2%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
4. Sales Workers	#														
4. Sales Workers	%	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%	0.0%
5. Administrative Support	#	778	658	11	109	27	3	2	3	8	1	2		8	
Workers	%	9.6%	8.9%	7.0%	19.8%	32.9%	27.3%	50.0%	75.0%	38.1%	20.0%	25.0%	0.0%	32.0%	0.0%
6. Craft Workers	#	583	527	7	49	3		1		2					
o. Craft workers	%	7.2%	7.1%	4.5%	8.9%	3.7%	0.0%	25.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%
7 Openatives	#	22	17	2	3	1				1					
7. Operatives	%	0.3%	0.2%	1.3%	0.5%	1.2%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Q I ahawara and Halmana	#	67	59	3	5	2							1	1	
8. Laborers and Helpers	%	0.8%	0.8%	1.9%	0.9%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.0%	0.0%
9. Service Workers	#	553	524	8	21	3				2					1
3. Service workers	%	6.8%	7.1%	5.1%	3.8%	3.7%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	33.3%
Permanent Workforce	#	8129	7422	157	550	82	11	4	4	21	5	8	1	25	3
i ei manent vvorkiorce	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce

00/01/ 07/ 07/			Tot	tal by Disa	ability Sta	itus			J	Detail for	Targeted	Disabiliti	es		
GS/GM, SES & Relate Pay Plans	d	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
GS-01	#														
GS-01	%	-	-	-	ı	-	-	-	-	-	-	-	-	-	-
GS-02	#	3	1		2										
GS-02	%	100%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CC M	#	12	9		3										
GS-03	%	100%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CC M	#	75	65		10	4	2			1		1			
GS-04	%	100%	86.7%	0.0%	13.3%	5.3%	2.7%	0.0%	0.0%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%
CC AF	#	321	279	4	38	6		1		2	1			2	
GS-05	%	100%	86.9%	1.2%	11.8%	1.9%	0.0%	0.3%	0.0%	0.6%	0.3%	0.0%	0.0%	0.6%	0.0%
CC AC	#	280	238	7	35	7			1	2				4	
GS-06	%	100%	85.0%	2.5%	12.5%	2.5%	0.0%	0.0%	0.4%	0.7%	0.0%	0.0%	0.0%	1.4%	0.0%
CC AM	#	595	532	11	52	13	3	1	2	3		1		3	
GS-07	%	100%	89.4%	1.8%	8.7%	2.2%	0.5%	0.2%	0.3%	0.5%	0.0%	0.2%	0.0%	0.5%	0.0%
CC 00	#	134	123	2	9	1			1						
GS-08	%	100%	91.8%	1.5%	6.7%	0.7%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CC 00	#	859	777	9	73	16	4			5	2	2		2	1
GS-09	%	100%	90.5%	1.0%	8.5%	1.9%	0.5%	0.0%	0.0%	0.6%	0.2%	0.2%	0.0%	0.2%	0.1%
CC 10	#	11	10		1										
GS-10	%	100%	90.9%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CC 11	#	1352	1256	24	72	9				2		1		5	1
GS-11	%	100%	92.9%	1.8%	5.3%	0.7%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.4%	0.1%
GG 14	#	1844	1707	35	102	10	2			1	1	1		5	
GS-12	%	100%	92.6%	1.9%	5.5%	0.5%	0.1%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.3%	0.0%
GG 12	#	1295	1202	31	62	4					1	1		2	
GS-13	%	100%	92.8%	2.4%	4.8%	0.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.2%	0.0%
CC 14	#	496	453	18	25	5		1		1		1		1	1
GS-14	%	100%	91.3%	3.6%	5.0%	1.0%	0.0%	0.2%	0.0%	0.2%	0.0%	0.2%	0.0%	0.2%	0.2%
CC 15	#	120	113	3	4	1				1					
GS-15	%	100%	94.2%	2.5%	3.3%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%
All (1 ()00 1 CC	#	1	1												
All other (unspecified GS)	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	#	20	19		1										
Senior Executive Service	%	100%	95.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce

			Tot	tal by Disa	ability Sta	atus]	Detail for	Targeted	Disabiliti	ies		
GS/GM, SES & Relate Pay Plans	d	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive	(90) Mental	(91) Mental Illness	(92) Distortion Limb/Spine
GS-01	#	14	12		2	1					1				
G5-01	%	100%	85.7%	0.0%	14.3%	7.1%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%
GS-02	#	80	75	1	4	1								1	
G5-02	%	100%	93.8%	1.3%	5.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%
GS-03	#	181	162	5	14	1								1	
G5-03	%	100%	89.5%	2.8%	7.7%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%
GS-04	#	249	228	4	17	2			1					1	
G5-0 4	%	100%	91.6%	1.6%	6.8%	0.8%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%
GS-05	#	281	266	4	11	2				1				1	
G5-03	%	100%	94.7%	1.4%	3.9%	0.7%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.4%	0.0%
GS-06	#	45	41	3	1										
G5-00	%	100%	91.1%	6.7%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-07	#	136	125	4	7										
G5-07	%	100%	91.9%	2.9%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CC 00	#	2	2												
GS-08	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CC 00	#	68	64	2	2										
GS-09	%	100%	94.1%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CC 10	#														
GS-10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CC 11	#	49	45	1	3	1	1								
GS-11	%	100%	91.8%	2.0%	6.1%	2.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GG 12	#	9	9												
GS-12	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GG 12	#	3	2		1	1								1	
GS-13	%	100%	66.7%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%
GG 14	#	1	1												
GS-14	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GG 15	#														
GS-15	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	#														
All other (unspecified GS)	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	#	1	1					1							
Senior Executive Service	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce

COLON SEC O D 1 4					ability Sta							Disabiliti			
GS/GM, SES & Relate Pay Plans	d	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
GS-01	#														
05-01	%	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%
GS-02	#	3	1		2										
05-02	%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-03	#	12	9		3										
GD-03	%	0.2%	0.1%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-04	#	75	65		10	4	2			1		1			
G5-04	%	1.0%	1.0%	0.0%	2.0%	5.3%	18.2%	0.0%	0.0%	5.6%	0.0%	12.5%	-	0.0%	0.0%
GS-05	#	321	279	4	38	6		1		2	1			2	
GB-03	%	4.3%	4.1%	2.8%	7.8%	7.9%	0.0%	33.3%	0.0%	11.1%	20.0%	0.0%	-	8.3%	0.0%
GS-06	#	280	238	7	35	7			1	2				4	
GS-00	%	3.8%	3.5%	4.9%	7.2%	9.2%	0.0%	0.0%	25.0%	11.1%	0.0%	0.0%	-	16.7%	0.0%
GS-07	#	595	532	11	52	13	3	1	2	3		1		3	
GS-07	%	8.0%	7.8%	7.6%	10.6%	17.1%	27.3%	33.3%	50.0%	16.7%	0.0%	12.5%	-	12.5%	0.0%
GS-08	#	134	123	2	9	1			1						
GS-00	%	1.8%	1.8%	1.4%	1.8%	1.3%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-09	#	859	777	9	73	16	4			5	2	2		2	1
GS-07	%	11.6%	11.5%	6.3%	14.9%	21.1%	36.4%	0.0%	0.0%	27.8%	40.0%	25.0%	-	8.3%	33.3%
GS-10	#	11	10		1										
GS-10	%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
GS-11	#	1352	1256	24	72	9				2		1		5	1
G5-11	%	18.2%	18.5%	16.7%	14.7%	11.8%	0.0%	0.0%	0.0%	11.1%	0.0%	12.5%	-	20.8%	33.3%
GS-12	#	1844	1707	35	102	10	2			1	1	1		5	
GS-12	%	24.9%	25.2%	24.3%	20.9%	13.2%	18.2%	0.0%	0.0%	5.6%	20.0%	12.5%	-	20.8%	0.0%
CC 12	#	1295	1202	31	62	4					1	1		2	
GS-13	%	17.5%	17.7%	21.5%	12.7%	5.3%	0.0%	0.0%	0.0%	0.0%	20.0%	12.5%	-	8.3%	0.0%
CS 14	#	496	453	18	25	5		1		1		1		1	1
GS-14	%	6.7%	6.7%	12.5%	5.1%	6.6%	0.0%	33.3%	0.0%	5.6%	0.0%	12.5%	-	4.2%	33.3%
CS 15	#	120	113	3	4	1				1					
GS-15	%	1.6%	1.7%	2.1%	0.8%	1.3%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	-	0.0%	0.0%
All other (#	1	1												
All other (unspecified GS)	%	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%
Conion Evoqueting Comion	#	20	19		1										
Senior Executive Service	%	0.3%	0.3%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
TOTAL	#	7418	6785	144	489	76	11	3	4	18	5	8		24	3
TOTAL	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce

CC/CM CEC 0 D.L.				al by Disa		1						Disabiliti			
GS/GM, SES & Relate Pay Plans	d	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
CC 01	#	14	12		2	1				-	1				
GS-01	%	1.3%	1.2%	0.0%	3.2%	11.1%	0.0%	-	0.0%	0.0%	100.0%	-	-	0.0%	-
GS-02	#	80	75	1	4	1								1	
GS-02	%	7.1%	7.3%	4.2%	6.5%	11.1%	0.0%	-	0.0%	0.0%	0.0%	-	-	20.0%	-
GS-03	#	181	162	5	14	1								1	
GS-03	%	16.2%	15.7%	20.8%	22.6%	11.1%	0.0%	-	0.0%	0.0%	0.0%	-	-	20.0%	-
GS-04	#	249	228	4	17	2			1					1	
GS-04	%	22.3%	22.1%	16.7%	27.4%	22.2%	0.0%	-	100.0%	0.0%	0.0%	-	-	20.0%	-
GS-05	#	281	266	4	11	2				1				1	
G8-03	%	25.1%	25.8%	16.7%	17.7%	22.2%	0.0%	-	0.0%	100.0%	0.0%	-	-	20.0%	-
CC M	#	45	41	3	1										
GS-06	%	4.0%	4.0%	12.5%	1.6%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
CC 07	#	136	125	4	7										
GS-07	%	12.2%	12.1%	16.7%	11.3%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
CC 00	#	2	2												
GS-08	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
CC 00	#	68	64	2	2										
GS-09	%	6.1%	6.2%	8.3%	3.2%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
CC 10	#														
GS-10	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
00.11	#	49	45	1	3	1	1								
GS-11	%	4.4%	4.4%	4.2%	4.8%	11.1%	100.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
GG 14	#	9	9												
GS-12	%	0.8%	0.9%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
GG 12	#	3	2		1	1								1	
GS-13	%	0.3%	0.2%	0.0%	1.6%	11.1%	0.0%	-	0.0%	0.0%	0.0%	-	-	20.0%	-
00.44	#	1	1												
GS-14	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
00.15	#														
GS-15	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
All (1 (100 1 CC)	#														
All other (unspecified GS)	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
	#	1	1												
Senior Executive Service	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	-	0.0%	-
TOTAL	#	1119	1033	24	62	9	1		1	1	1			5	
TOTAL	%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	-	-	100%	-

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

TYO THE OFFI			Tot	tal by Disa	ability Sta	atus			1	Detail for	Targeted	Disabiliti	ies		
WG, WL & Equivalent l Plans	Yay	Total	(04, 05) No	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive	(90) Mental	(91) Mental Illness	(92) Distortion Limb/Spine
	#	21	18		3	2							1	1	
Grade-01	%	100%	85.7%	0.0%	14.3%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	4.8%	0.0%
G 1 00	#	3	3												
Grade-02	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
C 1.02	#	3	3												
Grade-03	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Crodo M	#	3	3												
Grade-04	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-05	#	55	48	3	4										
Graue-05	%	100%	87.3%	5.5%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-06	#	42	34	1	7	1				1					
Graue-00	%	100%	81.0%	2.4%	16.7%	2.4%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-07	#	46	41		5	1				1					
Graue-07	%	100%	89.1%	0.0%	10.9%	2.2%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-08	#	215	191	3	21	2		1		1					
Graue-vo	%	100%	88.8%	1.4%	9.8%	0.9%	0.0%	0.5%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	114	109	1	4										
Grauc-07	%	100%	95.6%	0.9%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	178	160	3	15										
Grauc-10	%	100%	89.9%	1.7%	8.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#	10	8	1	1										
Grauc-11	%	100%	80.0%	10.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-12	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory	#	3	3												
Wage Grades	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

			Tot	tal by Disa	ability Sta	atus			I	Detail for	Targeted	Disabiliti	ies		
WG, WL & Equivalent l Plans	Pay	Total	(04, 05) No	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental	(91) Mental Illness	(92) Distortion Limb/Spine
	Ι ,, Ι	10	1.7	<u> </u>	2			Ī			<u> </u>	<u> </u>			1
Grade-01	#	18	15	0.004	3	0.004	0.00/	0.007	0.00/	0.004	0.00/	0.007	0.004	0.004	0.007
	%	100%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-02	#	14	14	0.0	0.0	0.0	0.0-4	0.054	0.001	0.0	0.054	0.054	0.001	0.0-1	0.000
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-03	#	16	14	0.004	2	0.004	0.00/	0.007	0.00/	0.004	0.00/	0.007	0.004	0.004	0.00/
	%	100%	87.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-04	#	6	4		2										
	%	100%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-05	#	25	23	1	1										
	%	100%	92.0%	4.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-06	#	27	20	1	6	2				1				1	
	%	100%	74.1%	3.7%	22.2%	7.4%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	3.7%	0.0%
Grade-07	#	16	15		1										
	%	100%	93.8%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-08	#	20	19	1											
	%	100%	95.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	6	6												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#														
Grade-12	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#														
Grauc-13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
01adC-17	%	-	-	-	-	_	_	-	-	-	-	-	-	-	-
Grade-15	#														
G1auc-13	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory	#														
Wage Grades	%	-	-	-	-	-		-	-	-	-	-	-	_	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

					ability Sta							Disabiliti	ies		
WS, XS & Equivalent Pa Plans	ay	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder		(91) Mental Illness	(92) Distortion Limb/Spine
	#														
Grade-01	%	-	-	-	_	-	-	_	-	-	-	-	-	_	-
C 1 02	#														
Grade-02	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Crada 03	#	1	1												
Grade-03	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-04	#	2	2												
Graue-04	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-05	#														
Grade-02	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-06	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-08	#	3	2	1											
	%	100%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	4	4												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	5	4		1										
	%	100%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#	1	1	0.007	0.007	0.007	0.00/	0.007	0.00/	0.004	0.00/	0.007	0.004	0.004	0.007
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-12	# %														
	% #	-	-	-	-	-	-	-	-	-	-	-	-	_	-
Grade-13	# %	_	_	_	_	_	_	_	-	_	_	_	-		_
	#	-	-	-	_	-		_	-	-	_	-	-	<u>-</u>	-
Grade-14	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C 1 15	#														
Grade-15	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage	#														
Grades	%	-	=	=	-	-	-	-	-	=	-	-	-	=	=

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

			Tot	al by Disa	ability Sta	atus			I	Detail for	Targeted	Disabiliti	ies		
WS, XS & Equivalent Pa Plans	ay	Total	(04, 05) No	(01) Not	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental	(91) Mental Illness	(92) Distortion Limb/Spine
	ш							<u> </u>							
Grade-01	# %														
	% o #	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	%	_	_	-	_	-	-	_	-	_	_	_	-	_	_
	#		_	-	-	-	-	_	-			_	-		-
Grade-03	<i>π</i> %		_	-	-	-	-	_	-	_	_	_	_	_	_
	#				_	_	_	_	_			_	_		
Grade-04	%	_	_	-	-	-	-	_	-	-	_	_	_	_	_
	#														
Grade-05	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	#														
Grade-06	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C 1 05	#														
Grade-07	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C 1- 00	#														
Grade-08	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-09	#														
Grade-09	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-10	#														
Grade-10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-11	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage Grades	#														
Grades	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

			Tot	tal by Disa	ability Sta	atus			J	Detail for	Targeted	Disabiliti	ies		
WG, WL & Equivalent P Plans	ay	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder		(91) Mental Illness	(92) Distortion Limb/Spine
	#	21	18	Π	3	2		<u> </u>	Π		<u> </u>	1	1	1	
Grade-01	<i>π</i> %	3.0%	2.9%	0.0%	5.0%	33.3%	_	0.0%	_	0.0%	_	_	100.0%	100.0%	_
	#	3.070	3	0.070	3.070	33.370		0.070		0.070			100.070	100.070	
Grade-02	%	0.4%	0.5%	0.0%	0.0%	0.0%	_	0.0%	_	0.0%	_	_	0.0%	0.0%	_
	#	3	3	0.070	0.070	0.070		0.070		0.070			0.070	0.070	
Grade-03	%	0.4%	0.5%	0.0%	0.0%	0.0%	_	0.0%	_	0.0%	-	-	0.0%	0.0%	-
	#	3	3												
Grade-04	%	0.4%	0.5%	0.0%	0.0%	0.0%	_	0.0%	-	0.0%	-	-	0.0%	0.0%	-
G 1 0 5	#	55	48	3	4										
Grade-05	%	7.9%	7.7%	25.0%	6.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
C 1 00	#	42	34	1	7	1				1					
Grade-06	%	6.1%	5.5%	8.3%	11.7%	16.7%	-	0.0%	-	33.3%	-	-	0.0%	0.0%	-
C 1 07	#	46	41		5	1				1					
Grade-07	%	6.6%	6.6%	0.0%	8.3%	16.7%	-	0.0%	-	33.3%	-	-	0.0%	0.0%	-
Cuada 00	#	215	191	3	21	2		1		1					
Grade-08	%	31.0%	30.8%	25.0%	35.0%	33.3%	-	100.0%	-	33.3%	-	-	0.0%	0.0%	-
Grade-09	#	114	109	1	4										
Grade-09	%	16.5%	17.6%	8.3%	6.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-10	#	178	160	3	15										
Graue-10	%	25.7%	25.8%	25.0%	25.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-11	#	10	8	1	1										
Graue-11	%	1.4%	1.3%	8.3%	1.7%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-12	#														
Grade-12	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	_	0.0%	-	0.0%	-	-	0.0%	0.0%	-
All Other Non-supervisory	#	3	3												
Wage Grades	%	0.4%	0.5%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	0.0%	0.0%	-
Total Non-supervisory Wage	#	693	621	12	60	6		1		3		ļ	1	1	
Grades	%	100%	100%	100%	100%	100%	-	100%	-	100%	-	-	100%	100%	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WG WI A T			Tot	al by Dis	ability Sta	atus			I	Detail for	Targeted	Disabiliti	es		
WG, WL & Equivalent P Plans	'ay	Total	(04, 05) No Disability	(01) Not	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
	#	18	15		3	1		1							<u> </u>
Grade-01	<i>π</i> %	12.1%	11.5%	0.0%	20.0%	0.0%	_	_	-	0.0%		_	_	0.0%	_
	#	14	14	0.070	20.070	0.070		_		0.070			_	0.070	
Grade-02	%	9.4%	10.7%	0.0%	0.0%	0.0%	_	_	-	0.0%	_	_	_	0.0%	_
	#	16	14	0.070	2	0.070				0.070				0.070	
Grade-03	%	10.7%	10.7%	0.0%	13.3%	0.0%	_	_	-	0.0%	-	_	_	0.0%	-
	#	6	4		2										
Grade-04	%	4.0%	3.1%	0.0%	13.3%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
	#	25	23	1	1										
Grade-05	%	16.8%	17.6%	33.3%	6.7%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
G 1 06	#	27	20	1	6	2				1				1	
Grade-06	%	18.1%	15.3%	33.3%	40.0%	100.0%	-	-	=	100.0%	-	-	-	100.0%	-
C 1- 07	#	16	15		1										
Grade-07	%	10.7%	11.5%	0.0%	6.7%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
C 1- 00	#	20	19	1											
Grade-08	%	13.4%	14.5%	33.3%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-09	#	6	6												
Grade-09	%	4.0%	4.6%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-10	#	1	1												
Graue-10	%	0.7%	0.8%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-11	#														
Grauc-11	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-12	#														
Grade 12	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-13	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-
All Other Non-supervisory	#	0.511	0.5	0.5	0.5	0.5				0.511				0.5	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	=	-	0.0%	-	-	-	0.0%	-
1 0	#	149	131	3	15	2				1				1	
Grades	%	100%	100%	100%	100%	100%	-	-	-	100%	-	-	-	100%	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WG VG O F			Tot	al by Disa	ability Sta	atus			I		Targeted	Disabiliti	ies		
WS, XS & Equivalent Pa Plans	ay	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder		(91) Mental Illness	(92) Distortion Limb/Spine
	I ,, I					<u> </u>						1			
Grade-01	#	0.00/	0.00/	0.00/	0.00/										
	%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Grade-02	# %	0.0%	0.00/	0.0%	0.00/										
	-	1	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Grade-03	# %	5.6%	6.3%	0.0%	0.0%										
	% o #	2	2	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Grade-04	%	11.1%	12.5%	0.0%	0.0%	_	-	_	-		_	_	-		_
	#	11.170	12.370	0.070	0.070	-	-	-	-	-	-	-	-	-	-
Grade-05	# %	0.0%	0.0%	0.0%	0.0%	-	-	-	_	_	-	-	_	_	_
	#	0.070	0.070	0.070	0.070								_		_
Grade-06	%	0.0%	0.0%	0.0%	0.0%	_	_	_	-	_	_	_	-	_	_
	#	2	2	0.070	0.070										
Grade-07	%	11.1%	12.5%	0.0%	0.0%	_	_	_	_	-	_	_	_	_	_
	#	3	2	1											
Grade-08	%	16.7%	12.5%	100.0%	0.0%	-	-	-	-	-	-	-	-	-	-
	#	4	4												
Grade-09	%	22.2%	25.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
G 1 10	#	5	4		1										
Grade-10	%	27.8%	25.0%	0.0%	100.0%	-	-	=	=	-	-	-	-	-	-
C 1- 11	#	1	1												
Grade-11	%	5.6%	6.3%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Grade-12	#														
Graue-12	%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Grade-13	#														
Grauc-13	%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
	%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Grade-15	#														
	%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage	#														
Grades	%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-
Total Supervisory Wage	#	18	16	1	1										
Grades	%	100%	100%	100%	100%	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2008 Table B5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

			Tot	al by Disa	ability Sta	atus			I	Detail for	Targeted	Disabiliti	es		
WS, XS & Equivalent Pa Plans	ay	Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental	(91) Mental Illness	(92) Distortion Limb/Spine
	,,				Ι	ı		Ι			1	ī			1
Grade-01	#														
	% #	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	# %														
	% o #	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	%	_	-	-		-	-	-	_	-	-	-	_		_
	#	_	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-04	%	_	_	_	_	_	_	_	-	-	_	_	-	_	-
	#												_		_
Grade-05	%	_	_	-	-	-	_	-	-	-	-	_	-	_	-
	#														
Grade-06	%	-	-	-	-	-	-	-	-	-	-	-	-	_	-
	#														
Grade-07	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
G 1 00	#														
Grade-08	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
G 1 00	#														
Grade-09	%	_	-	-	-	-	-	-	-	-	-	-	-	-	-
Crada 10	#														
Grade-10	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-11	#														
Graue-11	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#														
G14uc-12	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Supervisory Wage	#														
Grades	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Supervisory Wage	#														
Grades	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2008

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

			Tot	al by Disa	ability Sta	itus]	Detail for	Targeted	Disabiliti	ies		
Job Title/Series		Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
General Natural Resources	#	1647	1544	33	70	9	1			1				6	1
Management (0401)	%	100%	93.7%	2.0%	4.3%	0.5%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.4%	0.1%
Biological Science	#	136	121	3	12	1			1						
Technician (0404)	%	100%	89.0%	2.2%	8.8%	0.7%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Fish and Wildlife	#	169	160	5	4										
Administration (0480)	%	100%	94.7%	3.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Eigh Dialogy (0492)	#	556	520	7	29	1				1					
Fish Biology (0482)	%	100%	93.5%	1.3%	5.2%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Refuge Management	#	615	575	18	22	3	1			1				1	
(0485)	%	100%	93.5%	2.9%	3.6%	0.5%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%
Wildlife Dielogy (0496)	#	533	497	7	29	2	1							1	
Wildlife Biology (0486)	%	100%	93.2%	1.3%	5.4%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Cuiminal Investigating (1911)	#	201	193	8	_	_		-	-	-	_	-	_	-	_
Criminal Investigating (1811)	%	100%	96.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2008

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Temporary Workforce

			Tot	al by Disa	ability Sta	itus			I	Detail for	Targeted	Disabiliti	es		
Job Title/Series		Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
General Natural Resources	#	83	77	3	3	1	1								
Management (0401)	%	100%	92.8%	3.6%	3.6%	1.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Biological Science	#	595	553	13	29	2			1	1					
Technician (0404)	%	100%	92.9%	2.2%	4.9%	0.3%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Fish and Wildlife	#	1	1												
Administration (0480)	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Figh Diology (0492)	#	74	71		3	1								1	
Fish Biology (0482)	%	100%	95.9%	0.0%	4.1%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%
Wildlife Refuge Management	#	3	3												
(0485)	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Pielogy (0486)	#	26	23	1	2										
Wildlife Biology (0486)	%	100%	88.5%	3.8%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Criminal Investigating (1911)	#														
Criminal Investigating (1811)	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide FY 2008 Table B7-ALT: HIRES by Disability - Permanent Workforce

			Tot	tal by Dis	ability Sta	itus			I	Detail for	Targeted	Disabiliti	ies		
Job Title/Series		Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
General Natural Resources M	anaş	gement (04	101)												
Accessions	#	58	56	1	1										
Accessions	%	100%	96.6%	1.7%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	28	26		2	1	1								
From Temporary	%	100%	92.9%	0.0%	7.1%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	86	82	1	3	1	1								
Total filles	%	100%	95.3%	1.2%	3.5%	1.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Biological Science Technician	(040	04)													
Accessions	#	3	2		1										
Accessions	%	100%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	6	5		1										
Trom remporary	%	100%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	9	7		2										
Total Tilles	%	100%	77.8%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Fish and Wildlife Administrat	ion	(0480)													
Accessions	#	1	1												
Ticeessions	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#														
110m 1emporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	1	1												
1001111105	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Fish Biology (0482)			•	1	1	Ī		1				1	_		1
Accessions	#	20	18		2										
	%	100%	90.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	14	12	1	1										
	%	100%	85.7%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	34	30	1	3										
	%	100%	88.2%	2.9%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY 2008 Table B7-ALT: HIRES by Disability - Permanent Workforce

			Tot	al by Dis	ability Sta	itus			I	Detail for	Targeted	Disabiliti	es		
Job Title/Series		Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Wildlife Refuge Managemen	t (048	35)													
Accessions	#	7	6		1										
Accessions	%	100%	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Every Terror every	#	2	1		1	1	1								
From Temporary	%	100%	50.0%	0.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total III:	#	9	7		2	1	1								
Total Hires	%	100%	77.8%	0.0%	22.2%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Biology (0486)															
A	#	24	22		2										
Accessions	%	100%	91.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
F T	#	8	8												
From Temporary	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-4-1 II:	#	32	30		2										
Total Hires	%	100%	93.8%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Criminal Investigating (1811))														
Accesions	#	11	10	1											
Accessions	%	100%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
E	#														
From Temporary	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
m 4 1 11'	#	11	10	1											
Total Hires	%	100%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY 2008 Table B7-ALT: HIRES by Disability - Temporary Workforce

			Tot	tal by Dis	ability Sta	atus			I	Detail for	Targeted	Disabiliti	ies		
Job Title/Series		Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
General Natural Resources M	[ana	gement (04	01)								_				-
A	#	34	32	2											
Accessions	%	100%	94.1%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Biological Science Technician	(040	04)													
	#	606	556	11	39	2				1				1	
Accessions	%	100%	91.7%	1.8%	6.4%	0.3%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%
Fish and Wildlife Administra	tion	(0480)													
	#														
Accessions	%	=	-	-	-	-	-	-	=	-	-	-	-	-	-
Fish Biology (0482)			•	•		•	•					•			
	#	21	21												
Accessions	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Refuge Management	(048	B5)	•	•	•	•	•	•							
	#	1	1												
Accessions	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife Biology (0486)			•	•	•	•	•	•							
	#	17	14	1	2										
Accessions	%	100%	82.4%	5.9%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Criminal Investigating (1811)			•	•	•	•	•	•				•	<u>. </u>		•
	#														
Accessions	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fish & Wildlife Service - Servicewide FY 2008 Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

										RA	CE/ET	HNIC	TY					
			TOTAL	1							Non	- Hispar	ic or La	tino				
Employment Ten	ure		ORKFOI		_	nic or tino	WI	nite		· African rican	As	ian		Iawaiian r Pacific nder		n Indian a Native		r more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent Workfor	ce																	
Accessions	#	457	247	210	13	10	215	169	4	17	6	9			6	4	3	1
Accessions	%	100%	54.0%	46.0%	2.8%	2.2%	47.0%	37.0%	0.9%	3.7%	1.3%	2.0%	0.0%	0.0%	1.3%	0.9%	0.7%	0.2%
From Temporary	#	123	75	48	2	3	71	37	1	5	1			1				2
From Temporary	%	100%	61.0%	39.0%	1.6%	2.4%	57.7%	30.1%	0.8%	4.1%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	1.6%
Total Hires	#	580	322	258	15	13	286	206	5	22	7	9		1	6	4	3	3
Total filles	%	100%	55.5%	44.5%	2.6%	2.2%	49.3%	35.5%	0.9%	3.8%	1.2%	1.6%	0.0%	0.2%	1.0%	0.7%	0.5%	0.5%
Temporary Workfor	ce																	
Accesions	#	1194	751	443	18	10	699	391	4	8	3	7	1	1	22	22	4	4
Accessions	%	100%	62.9%	37.1%	1.5%	0.8%	58.5%	32.7%	0.3%	0.7%	0.3%	0.6%	0.1%	0.1%	1.8%	1.8%	0.3%	0.3%
Non-Appropriated V	Vork	force																
A	#																	
Accessions	%	-	-	-	-	-	_	-	-	-	-	-	_	-	-	-	-	-
All Occupations CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Organizational CLF	%	100%	54.5%	45.5%	3.2%	3.0%	43.9%	34.7%	2.9%	3.7%	3.1%	3.1%	0.1%	0.0%	0.4%	0.3%	0.9%	0.7%

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbants in each occupation in the organization.

		Fish & Wildlife Service - S	Servicewide as of September 30, 2008
Table B10): NON	-COMPETITIVE PROMOTION	NS - TIME IN GRADE by Disability - Permanent Workforce
		Total by Disability Status	Detail for Targeted Disabilities

		Total	(04, 05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Total Employees Eligible for	#	508	467	13	28	6	1			1	2			2	
Career Ladder Promotions	%	100%	91.9%	2.6%	5.5%	1.2%	0.2%	0.0%	0.0%	0.2%	0.4%	0.0%	0.0%	0.4%	0.0%

Time in grade	in excess o	t m	ınımum													
1 - 12 months		#	49	42	1	6	2				1	1				
1 - 12 months		%	100%	85.7%	2.0%	12.2%	4.1%	0.0%	0.0%	0.0%	2.0%	2.0%	0.0%	0.0%	0.0%	0.0%
13 - 24 months		#	23	18		5										
13 - 24 months		%	100%	78.3%	0.0%	21.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25+ months		#	42	38	1	3	1	1								
25+ months		%	100%	90.5%	2.4%	7.1%	2.4%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY 2008 Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability - Permanent Workforce **Detail for Targeted Disabilities Total by Disability Status** (28, 32-38)(64-68)(71-78)(90) **Type of Program** Total (04, 05)(01)(82)(91)(92)(06-94)(23, 25)**Targeted** (16, 17)No Not Missing **Partial** Convulsive Distortion Total Mental Mental Disability Disability **Blindness Deafness** Disability Identified Limbs **Paralysis Paralysis** Disorder Retardation Illness Limb/Spine Career Development Programs for GS 11 - 12: Slots % 100% 92.7% Relevant Pool 1.8% 5.4% 0.6% 0.1% 0.0% 0.0% 0.1% 0.0% 0.1% 0.0% 0.3% 0.0% Applied % 48 2 46 **Participants** 100% 95.8% 0.0% 4.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Career Development Programs for GS 13 - 14: # Slots % 100% 92.4% 2.7% 4.9% 0.5% 0.0% 0.1% 0.1% 0.0% Relevant Pool 0.0% 0.1% 0.1% 0.2% 0.1% Applied % # 24 22 2 **Participants** 100% 91.7% 0.0% 8.3% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Career Development Programs for GS 15 and SES: # Slots % 100% 94.3% 2.1% 3.6% 0.7% 0.0% 0.0% Relevant Pool 0.0% 0.0% 0.0% 0.0% 0.7% 0.0% 0.0% 13 13 Applied % 100% 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 5 5 **Participants** 100% 0.0% 0.0% 0.0% 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%

[&]quot;Relevant Pool" includes all employees in pay grades eligible for the career development program.

Fish & Wildlife Service - Servicewide FY 2008 Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability - Permanent Workforce **Total by Disability Status Detail for Targeted Disabilities** Type of Award (28, 32-38) (64-68) (71-78) (82) **Total** (04, 05)(01)**(90)** (91) **(92)** (06-94)**Targeted** (16, 17)(23, 25)Missing Partial Total Convulsive Mental Not Mental Distortion No Disability Disability **Blindness Deafness** Disability Identified Disorder Retardation Paralysis Paralysis Limbs Illness Limb/Spine Time-Off awards - 1-9 hours

Section Sec	Time-Off awards - 1-9 ho	ours	3													
	Total Time-Off Awards	#	312	278	8	26	5			1	3				1	
Part	Given	%	100%	89.1%	2.6%	8.3%	1.6%	0.0%	0.0%	0.3%	1.0%	0.0%	0.0%	0.0%	0.3%	0.0%
Procedure Pro	Total Hours		2306	2062	54	190	32			4	20				8	
Note 1	Average Hours		7	7	7	7	6	-	-	4	7	-	-	-	8	-
Note 10 10 10 10 10 10 10 1	Time-Off awards - 9+ ho	urs														
Total Hours 13351 11878 328 1145 157 90 40 1 1 27 27 28 28 28 28 28 28	Total Time-Off Awards	#	415	369	11	35	4	2		1					1	
Name of Standard S	Given	%	100%	88.9%	2.7%	8.4%	1.0%	0.5%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Ash Awards - \$100 - \$500	Total Hours		13351	11878	328	1145	157	90		40					27	
# 1310 1184 27 99 16 4 4 4 2 2 4 2 2 4 2 2	Average Hours		32	32	30	33	39	45	-	40	-	-	-	-	27	-
	Cash Awards - \$100 - \$5	00														
100	Total Cook Awards Circa	#	1310	1184	27	99	16	4			4		2		4	2
Same	Total Cash Awards Given	%	100%	90.4%	2.1%	7.6%	1.2%	0.3%	0.0%	0.0%	0.3%	0.0%	0.2%	0.0%	0.3%	0.2%
H 6393 5902 130 361 34 2 3 13 1 4 8 8 3 3 4 4 5 5 5 5 5 5 5 5	Total Amount		\$483,687	\$433,385	\$10,242	\$40,060	\$6,345	\$1,806			\$1,343		\$800		\$1,396	\$1,000
13	Average Amount		\$369	\$366	\$379	\$405	\$397	\$452	-	-	\$336	-	\$400	-	\$349	\$500
Cotal Cash Awards Given	Cash Awards \$501+															
100% 92.3% 2.0% 5.6% 0.5% 0.0% 0.0% 0.0% 0.2% 0.0% 0.1% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.0%	T-4-1 C1 A1- Class	#	6393	5902	130	361	34	2	3		13	1	4		8	3
Senior Executive Service Performance Awards Given	Total Cash Awards Given	%	100%	92.3%	2.0%	5.6%	0.5%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	0.0%	0.1%	0.0%
Senior Executive Service Performance Awards Cotal Cash Awards Given	Total Amount		\$10,716,662	\$9,916,295	\$233,371	\$566,996	\$57,875	\$3,284	\$7,018		\$16,507	\$1,305	\$7,662		\$16,709	\$5,390
# 17 15 1 1 1 1 1 1 1 1	Average Amount		\$1,676	\$1,680	\$1,795	\$1,571	\$1,702	\$1,642	\$2,339	-	\$1,270	\$1,305	\$1,916	-	\$2,089	\$1,797
Total Cash Awards Given % 100% 88.2% 5.9% 5.9% 0.0%	Senior Executive Service	Per	formance	e Awards												
% 100% 88.2% 5.9% 5.9% 0.0% 0.	Total Cook Amonda Circon	#	17	15	1	1										
Average Amount \$11,366 \$11,307 \$13,440 \$10,169	Total Cash Awards Given	%	100%	88.2%	5.9%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Quality Step Increases (QSI) Cotal QSIs Awarded # 254 233 7 14 2 1 8 1 2 <th>Total Amount</th> <th></th> <th>\$193,218</th> <th>\$169,609</th> <th>\$13,440</th> <th>\$10,169</th> <th></th>	Total Amount		\$193,218	\$169,609	\$13,440	\$10,169										
Cotal QSIs Awarded # 254 233 7 14 2 1 2 1 1 2 2 1 2 2 1 2 2 3 2 2 3 2 2 3 3 2 3 3 2 3 1 2 3 1 3 3 3 3 3 3 3 3 2 3 1 3 3 1 3 3 3 3 3 3 3 3 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	Average Amount		\$11,366	\$11,307	\$13,440	\$10,169	-	-	_	-	-	-	-	-	-	-
Total QSIs Awarded % 100% 91.7% 2.8% 5.5% 0.8% 0.0% 0.4% 0.0% 0.	Quality Step Increases (Control of the Control of t	QSI))													
Total QSIs Awarded % 100% 91.7% 2.8% 5.5% 0.8% 0.0% 0.4% 0.0% 0.	T-4-1 OCI- A 1-1	#	254	233	7	14	2		1						1	
	1 otal QSIs Awarded		100%	91.7%	2.8%	5.5%	0.8%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%
Average Benefit \$2,237 \$2,259 \$1,814 \$2,085 \$2,446 - \$3,127 \$1,765 -	Total Benefit	•	\$568,138	\$526,251	\$12,698	\$29,189	\$4,892		\$3,127						\$1,765	
	Average Benefit		\$2,237	\$2,259	\$1,814	\$2,085	\$2,446		\$3,127		-			-	\$1,765	-
	-															

Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Workforce **Total by Disability Status Detail for Targeted Disabilities** (28, 32-38) (64-68) (04, 05)(71-78)**Type of Separation Total** (01)

Fish & Wildlife Service - Servicewide FY 2008

	- 1, p = 01			No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion Limb/Spine
Voluntary	lumtour.	#	550	464	25	61	6	1				1			4	
	untary	%	100%	84.4%	4.5%	11.1%	1.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%
Tnv	columntown	#	21	16	2	3										
Involuntar	oiuntary	%	100%	76.2%	9.5%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RII	7	#														
KI	1	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tot	al Separations	#	571	480	27	64	6	1				1			4	
10	ai sepai auons	%	100%	84.1%	4.7%	11.2%	1.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%

·	%	100%	84.4%	4.5%	11.1%	1.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%
Involuntary	#	21	16	2	3										
	%	100%	76.2%	9.5%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RIF	#														
	%	-	=	-	ı	1	-	1	-	1	1	1	-	-	=
Total Separations	#	571	480	27	64	6	1				1			4	
Total Separations	%	100%	84.1%	4.7%	11.2%	1.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%
Total Permanent Workforce	#	8126	7378	172	576	82	10	4	3	21	6	7	1	27	3
(09/30/2007)	%	100%	90.8%	2.1%	7.1%	1.0%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%
				·			·		·					·	

(91)

(92)