



**Pension Benefit  
Guaranty Corporation**

# **Management Directive 715**

**Annual EEO Program Status Report**

**Fiscal Year 2019**

**Pension Benefit Guaranty Corporation  
 FY 2019 Annual EEO Program Status Report  
 Management Directive 715**

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PBGC Organization Chart



# MD-715 Parts A Through E

## Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code	FIPS Code
Pension Benefit Guaranty Corporation		1200 K Street NW	Washington, DC		20005	BG	11

## Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	902	46	948

## Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Gordon Hartogensis	PBGC Director
Head of Agency Designee	N/A	

## Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Principal EEO Director/Official	Brenecia Watson	EEO Director	260	GS-15	202-229-6868	watson.brenecia@pbgc.gov
Affirmative Employment Program Manager	Hope Fuller	Lead EEO Specialist	260	GS-14	202-229-3345	fuller.hope@pbgc.gov
Complaint Processing Program Manager	Dianne Wood	Attorney Advisor	905	GS-14	202-229-3307	wood.dianne@pbgc.gov
Diversity & Inclusion Officer	Karen Esser	Problem Resolution Specialist	301	GS-14	202-229-3275	esser.karen@pbgc.gov
Hispanic (Affirmative Employment) Program Manager (SEPM)	Kimberly Rodgers	EEO Specialist	260	GS-11	202-229-3575	rodgers.kimberly@pbgc.gov

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Women's (Affirmative Employment) Program Manager (SEPM)	Beverley Hebron	Management Analyst	343	GS-13	202-229-6237	hebron.beverley@pbgc.gov
Disability (Affirmative Employment) Program Manager (SEPM)	Cynthia Searles	EEO Specialist	260	GS-11	202-229-3405	searles.cynthia@pbgc.gov
Selective Placement Program Coordinator (Individuals with Disabilities)	Donald Beasley	HR Specialist	201	GS-13	202-229-3637	beasley.donald@pbgc.gov
Reasonable Accommodation Program Manager	Donald Beasley	HR Specialist	201	GS-13	202-229-3637	beasley.donald@pbgc.gov
Anti-Harassment Program Manager	Karen Esser	Problem Resolution Specialist	301	GS-14	202-229-3275	esser.karen@pbgc.gov
ADR Program Manager	Dianne Wood	Attorney Advisor	905	GS-14	202-229-3307	wood.dianne@pbgc.gov
Compliance Manager	Dianne Wood	Attorney Advisor	905	GS-14	202-229-3307	wood.dianne@pbgc.gov
Principal MD-715 Preparer	Hope Fuller	Lead EEO Specialist	260	GS-14	202-229-3345	fuller.hope@pbgc.gov

**Part D.1 – List of Subordinate Components Covered in this Report**

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.). If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State		Country (Optional)	Agency Code	FIPS Codes

**Part D.2 – Mandatory and Optional Documents for this Report**

In the table below, the agency must submit these documents with its MD-715 report.

<b>Did the agency submit the following mandatory documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Organizational Chart	YES	
EEO Policy Statement	YES	
Strategic Plan	YES	
Anti-Harassment Policy and Procedures	YES	
Reasonable Accommodation Procedures	YES	
Personal Assistance Services Procedures	YES	
Alternative Dispute Resolution Procedures	YES	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

<b>Did the agency submit the following optional documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Federal Equal Opportunity Recruitment Program (FEORP) Report	YES	
Disabled Veterans Affirmative Action Program (DVAAP) Report	YES	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	YES	
Diversity and Inclusion Plan under Executive Order 13583	YES	
Diversity Policy Statement	YES	
Human Capital Strategic Plan	YES	
EEO Strategic Plan	YES	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	YES	

Pension Benefit Guaranty Corporation

For period covering October 1, 2018 to September 30, 2019

## EXECUTIVE SUMMARY

### E.1: Mission

The Pension Benefit Guaranty Corporation (PBGC or Corporation) protects the retirement incomes of over 35 million American workers, retirees, and beneficiaries in both single-employer and multiemployer private sector pension plans. PBGC was created by the Employee Retirement Income Security Act of 1974 to encourage the continuation and maintenance of private sector defined benefit pension plans, provide timely and uninterrupted payment of pension benefits, and keep pension insurance premiums at a minimum. For over 45 years, the PBGC has protected the pension benefits of millions of America's workers and retirees, and it is critical to our nation's retirement security. During FY 2019, PBGC assumed responsibility for the benefits of 103,000 participants in newly trusted plans and paid over \$6 billion to more than 932,000 retirees.

PBGC promotes full and fair opportunities for employment, career advancement and access to programs so that employees of PBGC are valued, respected and are free to develop their full potential in a culture aligned with the Corporation's priorities. The Office of Equal Employment Opportunity (OEEO) manages the agency's Equal Employment Opportunity (EEO) program and follows the Equal Employment Opportunity Commission's (EEOC) regulations and policy.

Management Directive 715 (MD-715) is the policy guidance which the EEOC provides to federal agencies for their use in establishing and maintaining effective programs of equal employment opportunity under Section 717 of Title VII of the Civil Rights Act of 1964 (Title VII), as amended, and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended.

MD-715 provides a roadmap for creating effective EEO programs for all federal employees as required by Title VII and the Rehabilitation Act. The stated objective of the Directive is to ensure that all employees and applicants for employment enjoy equality of opportunity in the federal workplace, regardless of race, sex, national origin, color, religion, disability or reprisal for engaging in prior protected activity. Additionally, the EEOC seeks to ensure the same opportunities to all groups regardless of age, genetic information, pregnancy, sexual orientation, or other prohibited bases.

MD-715 requires agencies to take appropriate steps to ensure that all employment decisions are free from discrimination. It sets forth standards by which agencies' EEO programs will be reviewed by the EEOC, including, but not limited to, the requirement that agencies conduct periodic self-assessments and barrier analysis to identify and remove barriers which may preclude access to equal employment opportunities in the workplace.

As required by the EEOC, this report was completed utilizing data compiled at the end of FY 2019 and covers the period from October 1, 2018 through September 30, 2019. The workforce data utilized includes permanent employees and was extracted from DataMart, the Interior Business Center of the Department of the Interior.

PBGC's noteworthy progress in FY 2019 in developing an equitable work environment and its plans for enhancing the EEO program are described in the remainder of the document.

The major occupations at PBGC during FY 2019 include Auditor (Series 0511), General Attorney (Series 0905), Actuary (Series 1510), Information Technology Specialist (Series 2210), Accountant (Series 0510),

Employee Benefit Law Specialist (Series 0958), Financial Analyst (Series 1160), and Contract Specialist (Series 1102). These occupations represent a significant portion of the PBGC workforce. Planned affirmative employment and outreach efforts include collaborating with management and the Human Resources Department on recruitment and retention in these major categories.

**Results of the Agency’s Annual Self-Assessment**

PBGC conducted its annual self-assessment of the Six Essential Elements as regulated by EEOC’s Management Directive (MD) 715 and continues to report steady progress towards model EEO program status. The following chart reflects the percentage met for each essential element of a model EEO program over the past three fiscal years:

Element	FY 2019		FY 2018		FY 2017	
	Number of Deficiencies	Percentage	Number of Deficiencies	Percentage	Number of Deficiencies	Percentage
A - Demonstrated Leadership Commitment	0	100%	2	86%	0	100%
B - Integration of EEO in Strategic Mission	0	100%	0	100%	0	100%
C - Management & Program Accountability	0	100%	1	98%	0	100%
D - Proactive Discrimination Prevention	0	100%	0	100%	1	90%
E - Efficiency	1	97%	1	97%	2	94%
F - Responsive & Legal Compliance	0	100%	0	100%	0	100%
Summary Score		99.5%		97%		97%

**E.2: Essential Elements A - F**

**Essential Element A: Demonstrated Commitment from Agency Leadership**

- The EEO Director met with the Agency Head, Senior Leadership and/or Department Directors to discuss EEO programs and initiatives throughout the year.
- The State of the Agency’s EEO Program briefing was delivered to the Agency Head and Senior Leadership. The presentation was posted to the OEEO’s intranet which is employee accessible.

**Agency leadership supported the following:**

- Posting of MD-715 and No FEAR Act Quarterly and Annual Reports on internal and external websites.
- Dissemination of information about PBGC’s EEO programs to employees in new employee orientations and on the agency’s internal website.

- Equal opportunity, diversity, and inclusion by supporting the PBGC Diversity Council's "Community Day" event which showcased the agency's organizational diversity and by supporting the various special emphasis observances held throughout the year.
- Affirmative Employment Committee agency staff participation.

### **Essential Element B: Integration of EEO into the Agency's Strategic Mission**

- PBGC enhanced collaborative departmental partnerships involving OEEEO to support improved integration of EEO, diversity and inclusion principles throughout the agency's strategic operations in FY 2019.
- Collaboration with HRD in preparation of Federal Equal Opportunity Recruitment Program (FEORP) and Disabled Veterans Affirmative Action Program (DVAAP) for FY 2019.
- PBGC continued barrier and trends analysis (BATA) on key human capital areas, e.g. recruitment and hiring, separations, promotions.
- The agency developed, conducted, delivered, and participated in multiple trainings on EEO, diversity and inclusion, anti-harassment, and reasonable accommodation, as well as seven educationally focused Special Emphasis Program and three Disability Awareness observances.

### **Essential Element C: Management and Program Accountability**

- PBGC managers and supervisors are evaluated on their commitment to PBGC's affirmative employment principles, and EEO and Diversity goals.
- Agency policies, procedures, and practices were examined to identify if there were barriers to equal employment opportunity for employees and applicants.
- PBGC has a policy discouraging offensive conduct before it rises to the level of discriminatory harassment. Employees are encouraged to report offensive, unwanted conduct. In FY 2019, the Office of the General Counsel and the Human Resources Department jointly evaluated 15 reports of potential harassment and conducted inquiries as appropriate through the Agency's Harassment Inquiry Committee (HIC).
- PBGC has an annual mandatory reasonable accommodation and diversity and inclusion training requirement for all supervisors and managers and HRD delivered multiple training sessions in these areas in FY 2019. The agency's Reasonable Accommodations Coordinator briefs all new employees on reasonable accommodation procedures during New Employee Orientation.

### **Essential Element D: Proactive Prevention of Unlawful Discrimination**

- PBGC provided managers, supervisors, and employees with information regarding their rights and responsibilities under various anti-discrimination and anti-retaliation laws through posters, intranet content, all-employee emails, and policy statements.
- The Agency conducted formal trainings for PBGC managers and staff in the areas of EEO, Diversity, Inclusion, anti-harassment and reasonable accommodation.
- Agency organizations supported the EEO program in identifying and/or correcting potential barriers to equal employment opportunity and supported EEO-related committees and projects.



### **Essential Element E: Efficiency**

- The agency offers early resolution of complaints with the use of alternative dispute resolution (ADR) as an option to its traditional administrative EEO process. The commitment to ADR is communicated to employees through the intranet, training, and during individual meetings with parties seeking assistance from OEEO.
- For FY 2019, ADR was offered at a rate of 17 percent for the 23 Informal EEO Complaints cases filed. Of the four cases where it was offered, three individuals, or 75 percent accepted.
- PBGC received and processed 14 formal complaints alleging employment discrimination in FY 2019.

### **Essential Element F: Responsiveness and Legal Compliance**

- Annual Federal EEO Statistical Report on Discrimination Complaints (EEOC Form 462) and Annual Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (NO FEAR) report were submitted in advance of established timeframes.
- Provided the required No FEAR training to Agency employees with 100% completion rate.
- The Agency successfully processed 95 percent of informal complaints within regulatory time frames.
- The following reflects PBGC's formal complaints activity in FY 2019:
- By the end of the fiscal year, the agency had 12 formal complaints in inventory:
  - 32 formal complaints were on hand from FY2018
  - 14 formal complaints were filed in FY 2019
  - 0 formal complaints were remanded from the EEOC
  - 32 formal complaints were closed
- Of the 12 formal complaints on hand at the end of the fiscal year:
  - 0 pending letter of acknowledgement
  - 0 pending accept/dismiss
  - 4 in the investigative phase
  - 7 investigations completed within regulatory timeframes; average number of days to complete investigations was 133
  - 8 pending hearing with administrative judge
  - 0 pending final agency decisions

### **E.4 – E.5: PBGC's Accomplishments and Ongoing Commitment to a Model EEO Program**

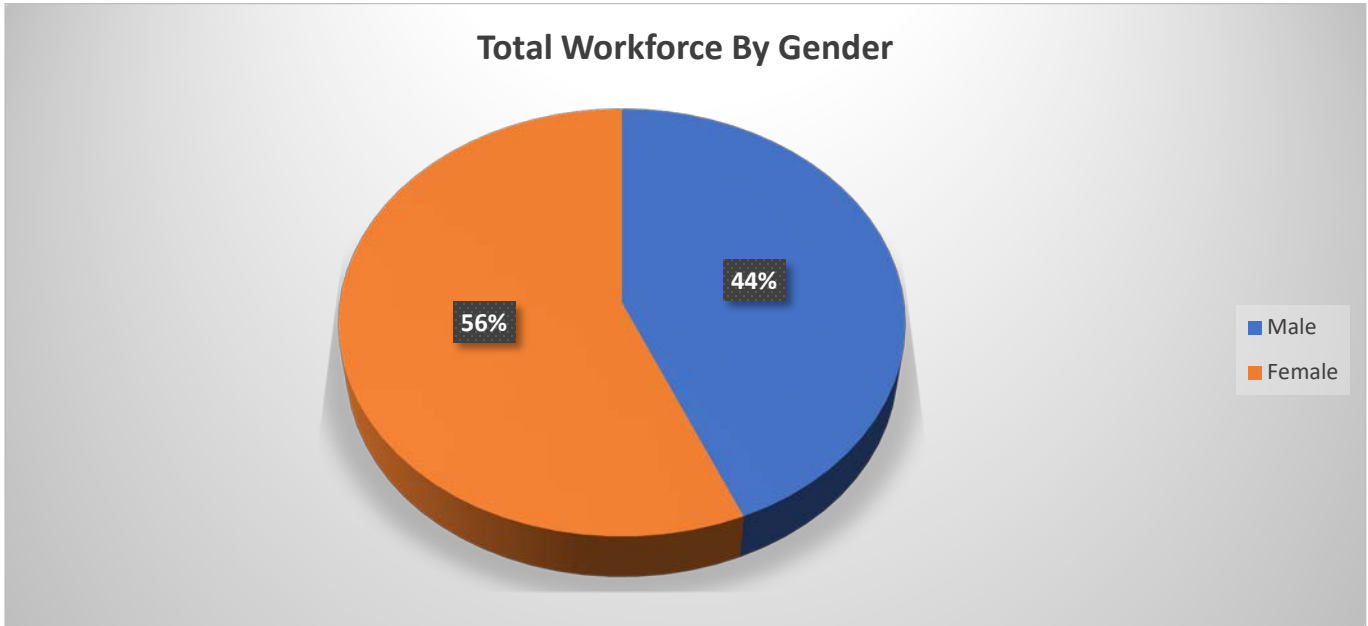
- PBGC's senior leadership team, including its Director, demonstrates its commitment to moving the corporation to model EEO program status via support of barrier analysis and annual EEO training.
- During FY 2019, OEEO offered Supervisory EEO training and EEO Employee training and will review and establish a schedule for ongoing EEO training courses for both current and new managers and supervisors.
- Agency senior leaders have provided continued support for barrier analysis by providing organizational points of contact to work with OEEO so that equal opportunity and diversity and inclusion are integrated into the agency's strategic operations. The goal is to be proactive in the prevention of discrimination.

- OEEEO will continue to engage senior leaders, human resource staff, outreach coordinator and hiring officials to examine ways to improve recruitment and retention and discuss process improvement to determine whether the recruitment and selection process should be refined internally.
- OEEEO introduced a book club focused on topics that support equity, diversity, and inclusion in order to create a more engaged workforce.
- OEEEO established one Special Emphasis Program Committee (Disability Affirmative Employment Committee).
- During FY 2019, OEEEO implemented YOUiversity, a bias awareness program.
- PBGC's Affirmative Employment Committees assisted in barrier analysis to help identify barriers to equal employment opportunity.
- During FY 2019, PBGC's Diversity and Inclusion Council implemented and provided "Be an Inclusion Agent" training to managers and supervisors and began offering the training to employees in FY 2020.
- The D & I Council partnered with PBGC's Section 508 Compliance Team to launch "PBGC Tech U" an event highlighting how to make PBGC technology usable to employees of all ability levels.
- PBGC's D & I Council launched a Diversity & Inclusion Speaker Series in partnership with the agency's Special Emphasis Program.
- PBGC's Section 508 Compliance Team conducted multiple "Acclimate to Section 508" Learning Series.
- During FY 2019, HRD sponsored various Disability Awareness events.
- During FY 2019, OGC focused its recruitment efforts on increasing the representation of minority attorneys in OGC. Targeted recruitment activities included recruitment at the Southeast Minority Job Fair; the Northeast Black Law Students convention; the Mid-Atlantic Black Law Students Career Fair; the Hispanic National Bar Association job fair, and an ABA Labor and Employment outreach event in Puerto Rico.
- OBA started working more closely with CMO on a workforce planning strategy that will allow the recruitment of new hires at lower grades with career ladders to GS12 or GS13.
- OBA requested the expansion of the use of the Hispanic Association of Colleges and Universities (HACU) program to multiple semesters and to recruit students for permanent positions.
- PBGC ranked 3rd among small agencies and 4th among large agencies in inclusiveness according to FY 2019 FedView scores.

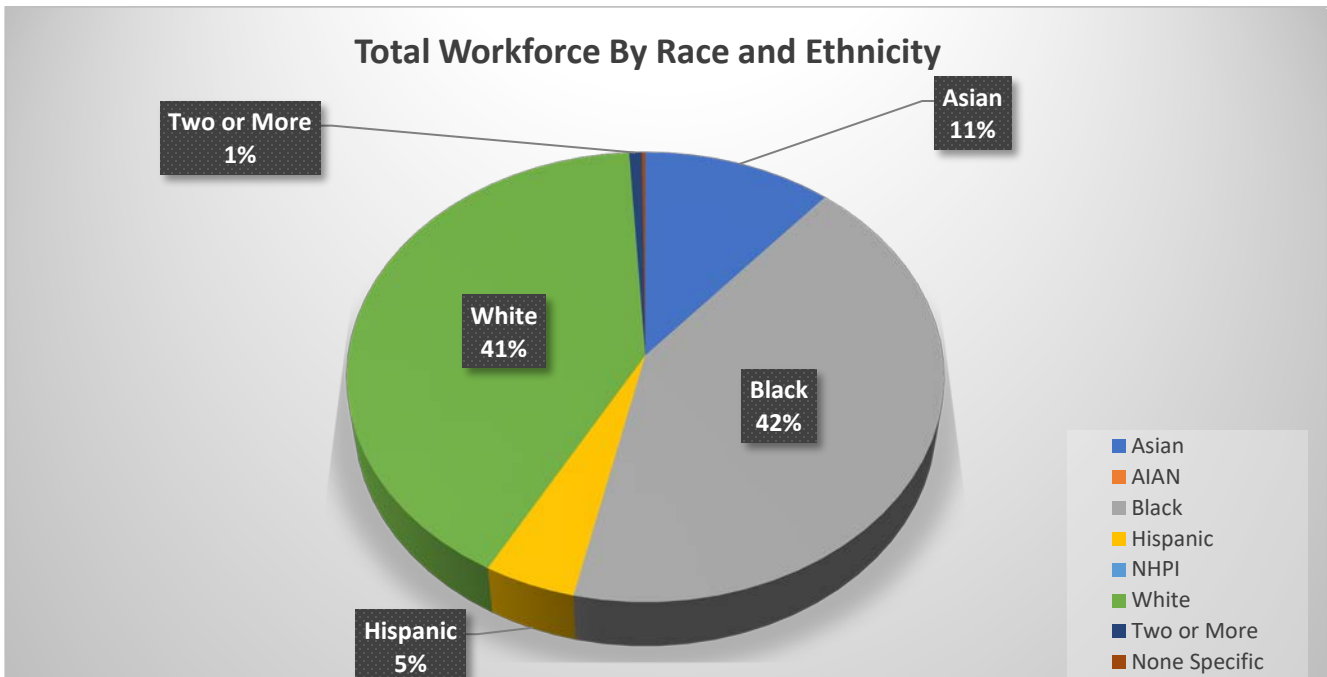
## **E.3: Workforce Analysis**

## 2019 Total Workforce - Comparative Analysis

During the reporting period PBGC had a total of 948 employees. Females represented 56% of the workforce and males represented 44%. The representation rates of both demographics remained consistent with the prior year percentages.

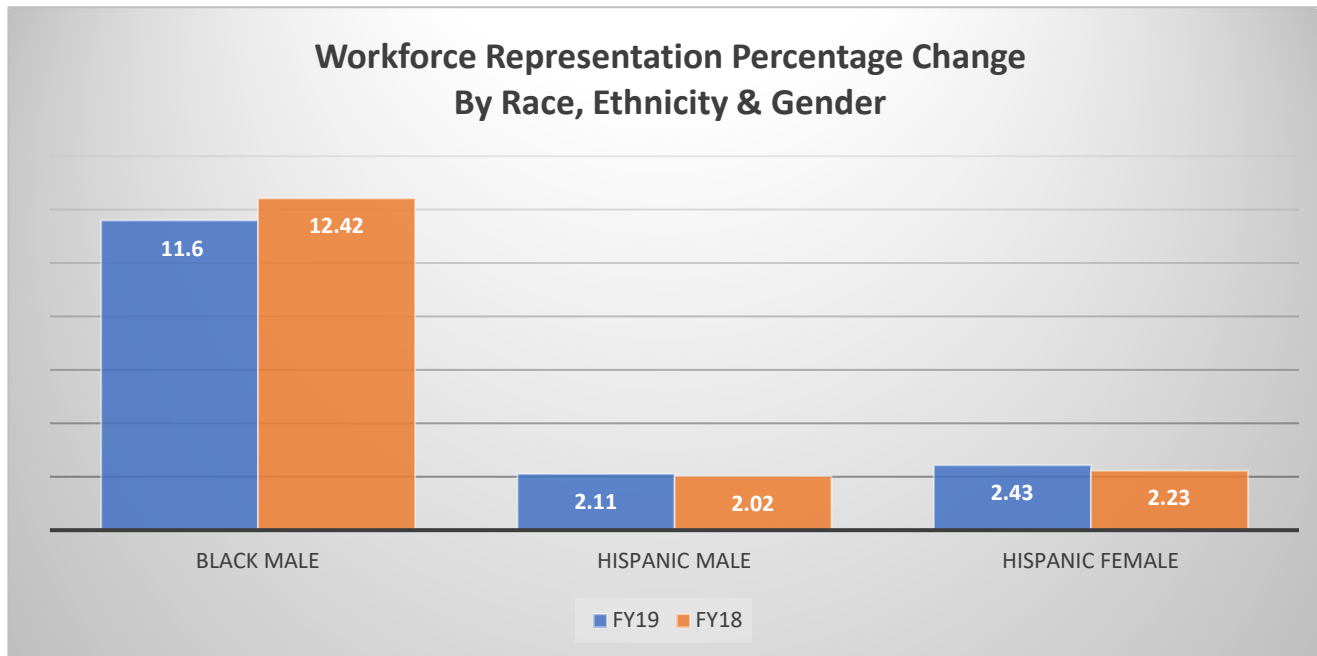


The percentages by demographics for race and ethnicity remain constant. When comparing groups by race and ethnicity it should be noted that there is no representation for Native Hawaiian or Other Pacific Islanders and PBGC is above parity for Asians, American Indian or Alaskan Natives and Two-or-More Races. This year, a non-specified category was added due to employees that have not self-identified.



To identify significant changes and/or inconsistencies in the representation rates by Race, Ethnicity and Gender of PBGC’s workforce in comparison to the Civilian Labor Force (CLF) benchmark, a review was conducted. While the workforce demographic remains consistent amongst most groups, it should be noted that Hispanic representation rates have increased slightly in FY 2019 and Black male representation slightly decreased in FY 2019. Both changes are reflected on Table 1.

**Table 1.**



The benchmark for grade representation is the total workforce. When reviewing PBGC’s grade representation, we identified that Black females and Hispanic females are represented in grades GS-14 through SL below their representation in the total PBGC workforce. Hispanic males are below representation at GS-15 through SL. Asian females are below representation in grades GS-15 through SL. Asian and Black males are below representation at the SL level. Asian and Hispanic Males and Hispanic females are not reflected in grades GS-09. However, grades GS-11 through GS-13 reflect a feeder pool that is more representative of PBGC’s workforce representation.

	Benchmark %	GS-9 %	GS-11 %	GS-12 %	GS-13 %	GS-14 %	GS-15 %	SL %
Asian Male	5.91	0	4.88	7.37	6.7	6.91	4.86	2.44
Asian Female	5.91	12.5	2.44	11.58	5.8	5.26	6.25	2.44
Black/African American Male	11.6	12.5	19.51	9.47	14.29	11.51	11.11	7.32
Black/African American Female	29.64	62.5	43.9	45.26	37.95	20.72	14.58	9.76
Hispanic Male	2.11	0	2.44	3.16	2.23	2.3	1.39	0
Hispanic Female	2.43	0	7.32	3.16	2.68	1.97	1.39	0

In reviewing data to identify significant changes in representation rates of PBGC’s eight major occupations by race, ethnicity, and gender, we noted that in comparison to the FY18 PBGC data, Hispanic male and Black female representation rates changed in the General Attorney (0905) major occupation. The Occupational Civilian Labor Force (OCLF) benchmark was also used as a comparison. These changes are also reflected in Table 2.

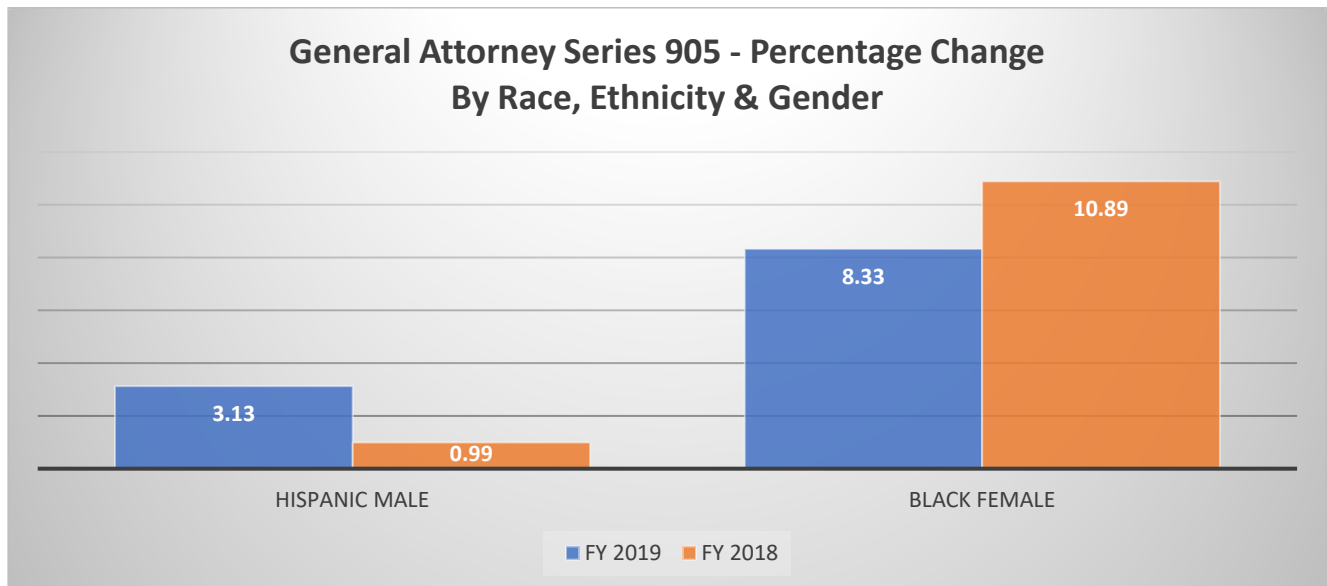
**Hispanic Male**

- FY 2019 General Attorney: 3.13% (PBGC) vs. 2.52% (OCLF)
- FY 2018 General Attorney: 0.99% (PBGC) vs. 2.52% (OCLF)

**Black Female**

- FY 2019: General Attorney: 8.33% (PBGC) vs. 2.60% (OCLF)
- FY 2018: General Attorney: 10.89% (PBGC) vs. 2.60% (OCLF)

**Table 2.**



A review was conducted to identify significant changes in representation rates of PBGC’s eight major occupations by race, ethnicity, and gender. Hispanic males, White males and White female representation changed in the Financial Analysis (1160) major occupation over the 2-year reporting period. The Occupational Civilian Labor Force (OCLF) benchmark was also used as a comparison. These changes are also reflected in Table 3.

**Hispanic Males**

- FY 2019 Financial Analysis: 2.13% (PBGC) vs. 3.10% (OCLF)
- FY 2018 Financial Analysis: 4.44% (PBGC) vs. 3.10% (OCLF)

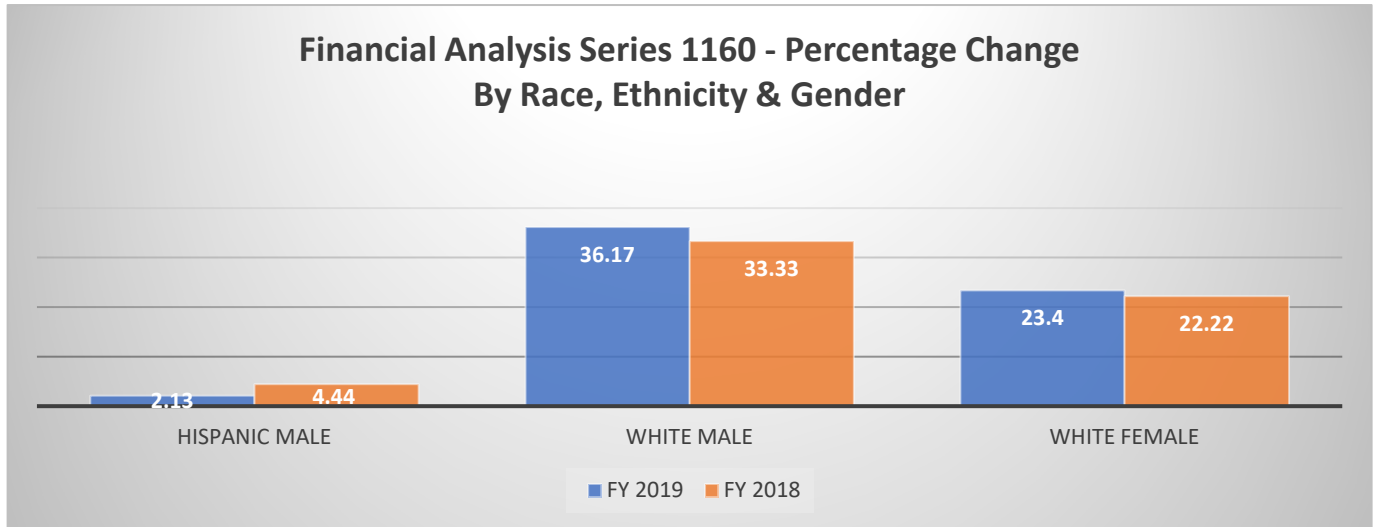
**White Males**

- FY 2019 Financial Analysis: 36.17% (PBGC) vs. 53.98% (OCLF)
- FY 2018 Financial Analysis: 33.33% (PBGC) vs. 53.98% (OCLF)

**White Females**

- FY 2019 Financial Analysis: 23.40% (PBGC) vs. 22.01% (OCLF)
- FY 2018 Financial Analysis: 22.22% (PBGC) vs. 22.01% (OCLF)

**Table 3.**



A review was conducted to identify significant changes in representation rates of PBGC’s eight major occupations by race, ethnicity, and gender. White males, White females and Black male representation changed in the Contract Specialist (1102) major occupation over 2-year reporting period. The Occupational Civilian Labor Force (OCLF) benchmark was also used as a comparison. These changes are also reflected in Table 4.

**White Male**

- FY 2019 Contract Specialist: 25.00% (PBGC) vs. 38.09% (OCLF)
- FY 2018 Contract Specialist: 31.58% (PBGC) vs. 38.09% (OCLF)

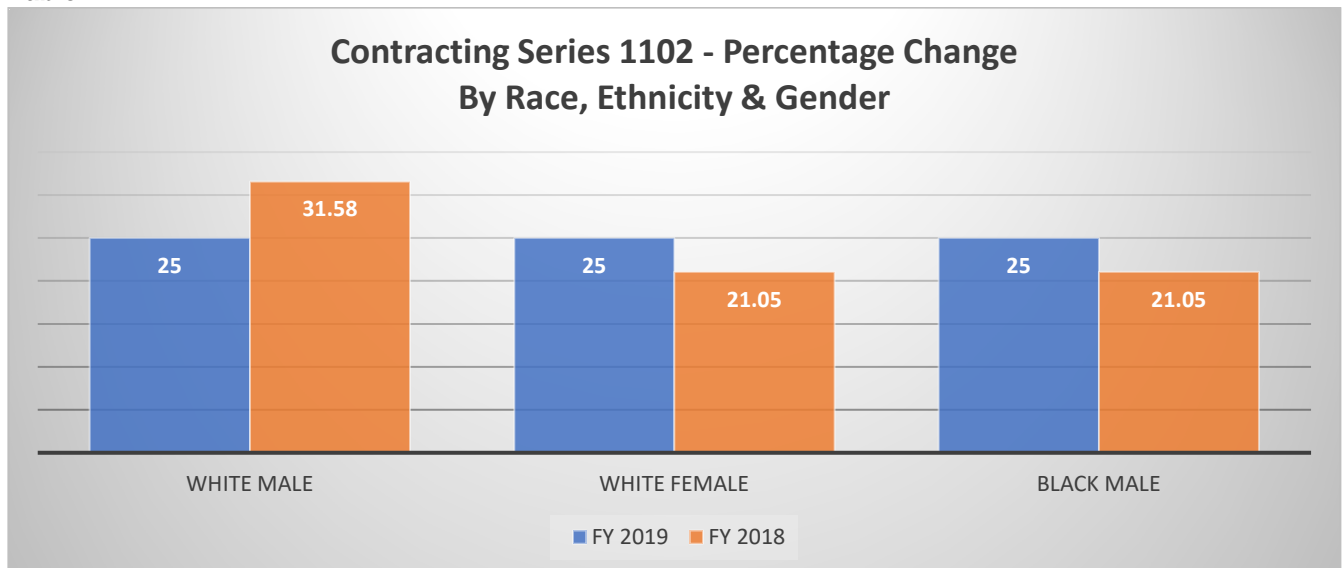
**White Female**

- FY 2019: Contract Specialist: 25.00% (PBGC) vs. 41.87% (OCLF)
- FY 2018: Contract Specialist: 21.05% (PBGC) vs. 41.87% (OCLF)

**Black Male**

- FY 2019: Contract Specialist: 25.00% (PBGC) vs. 3.01% (OCLF)
- FY 2018: Contract Specialist: 21.05% (PBGC) vs. 3.01% (OCLF)

**Table 4.**



A review was conducted to identify significant changes in representation rates of PBGC’s eight major occupations by race, ethnicity, and gender. Changes were noted in the Accounting (0510) major occupation over 2-year reporting period for Hispanic males and females, White males and females, Black males and Asian males. The Occupational Civilian Labor Force (OCLF) benchmark was also used as a comparison. These changes are also reflected in Table 5.

**Hispanic Males**

- FY 2019 Accounting: 0.00% (PBGC) vs. 2.19% (OCLF)
- FY 2018 Accounting: 1.64% (PBGC) vs. 2.19% (OCLF)

**Hispanic Females**

- FY 2019 Accounting: 0.00% (PBGC) vs. 3.93% (OCLF)
- FY 2018 Accounting: 1.64% (PBGC) vs. 3.93% (OCLF)

**White Males**

- FY 2019 Accounting: 21.43% (PBGC) vs. 31.79% (OCLF)
- FY 2018 Accounting: 18.03% (PBGC) vs. 31.79% (OCLF)

**White Females**

- FY 2019 Accounting: 8.93% (PBGC) vs. 44.23% (OCLF)
- FY 2018 Accounting: 6.56% (PBGC) vs. 44.23% (OCLF)

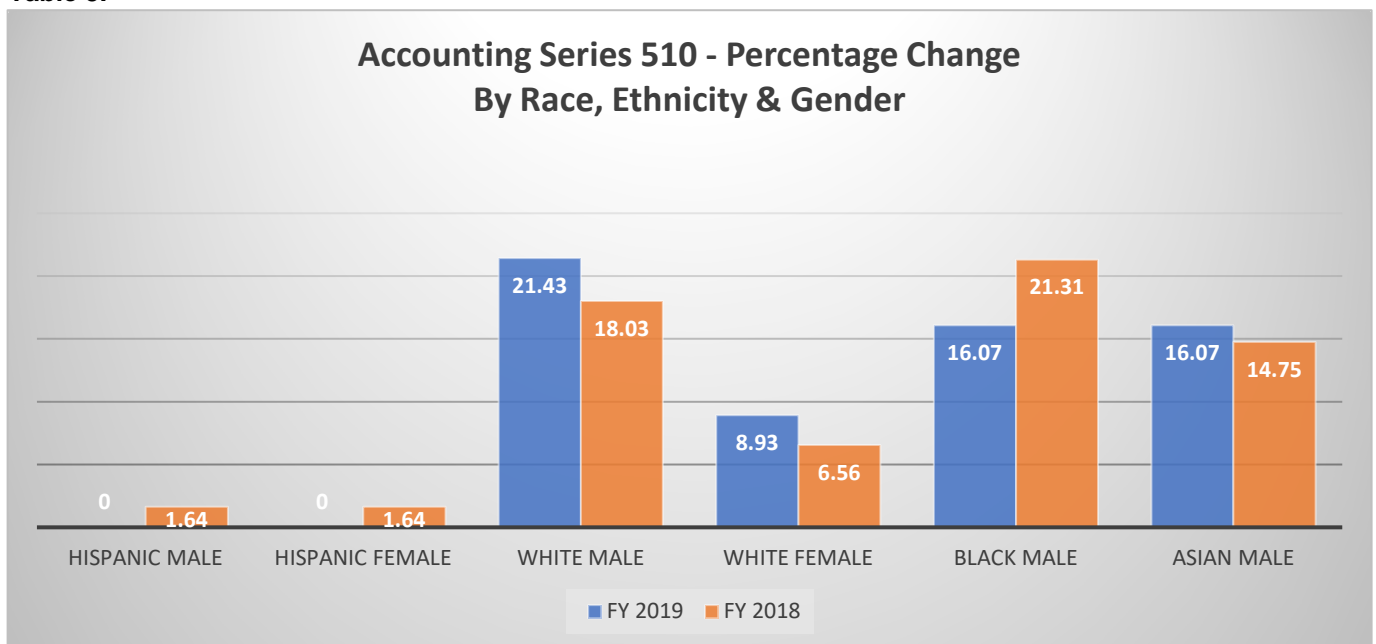
**Black Males**

- FY 2019 Accounting: 16.07% (PBGC) vs. 2.49% (OCLF)
- FY 2018 Accounting: 21.31% (PBGC) vs. 2.49% (OCLF)

**Asian Males**

- FY 2019 Accounting: 16.07% (PBGC) vs. 3.06% (OCLF)
- FY 2018 Accounting: 14.75% (PBGC) vs. 3.06% (OCLF)

Table 5.





A review was conducted to identify significant changes in representation rates of PBGC’s eight major occupations by race, ethnicity, and gender. White males, Black males and Black female representation changed in the Information Technology Specialist (2210) major occupation over the 2-year reporting period. The Occupational Civilian Labor Force (OCLF) benchmark was also used as a comparison. These changes are also reflected in Table 6.

**White Male**

- FY 2019 Information Technology Specialist: 30.00% (PBGC) vs. 33.33% (OCLF)
- FY 2018 Information Technology Specialist: 33.33% (PBGC) vs. 52.21% (OCLF)

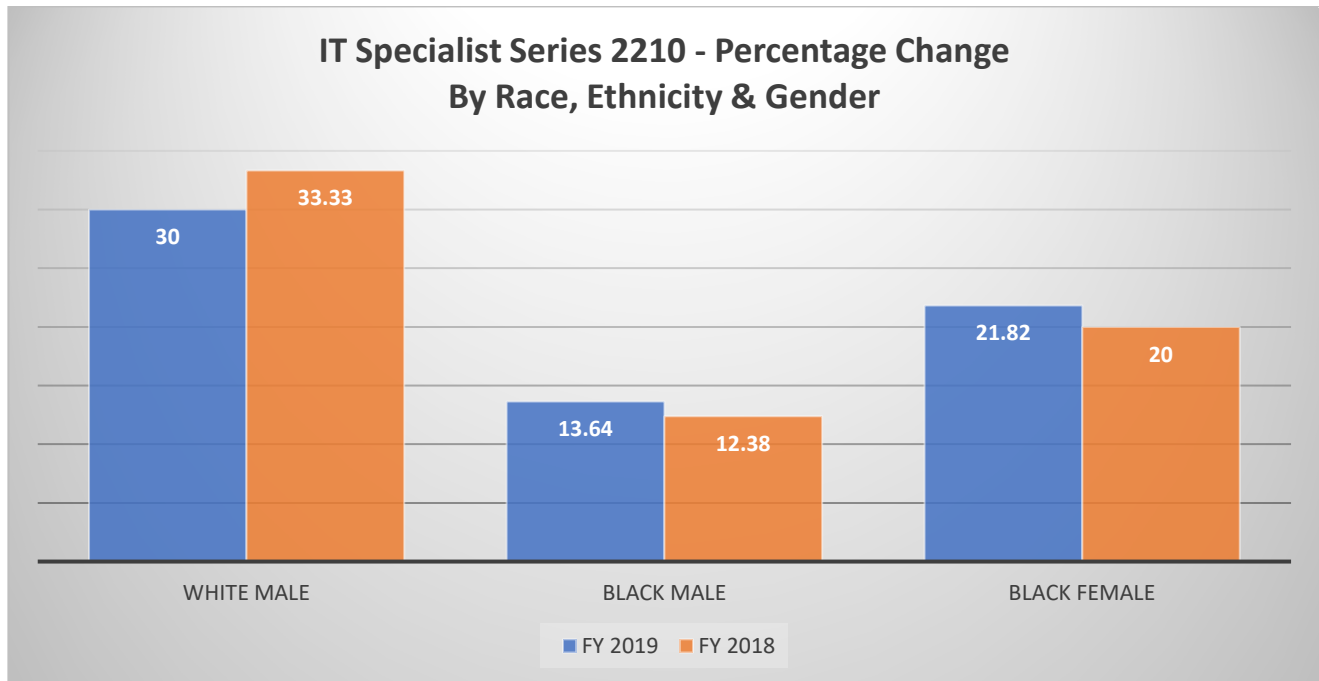
**Black Male**

- FY 2019: Information Technology Specialist: 13.64% (PBGC) vs. 6.61% (OCLF)
- FY 2018: Information Technology Specialist: 13.64% (PBGC) vs. 6.61% (OCLF)

**Black Female**

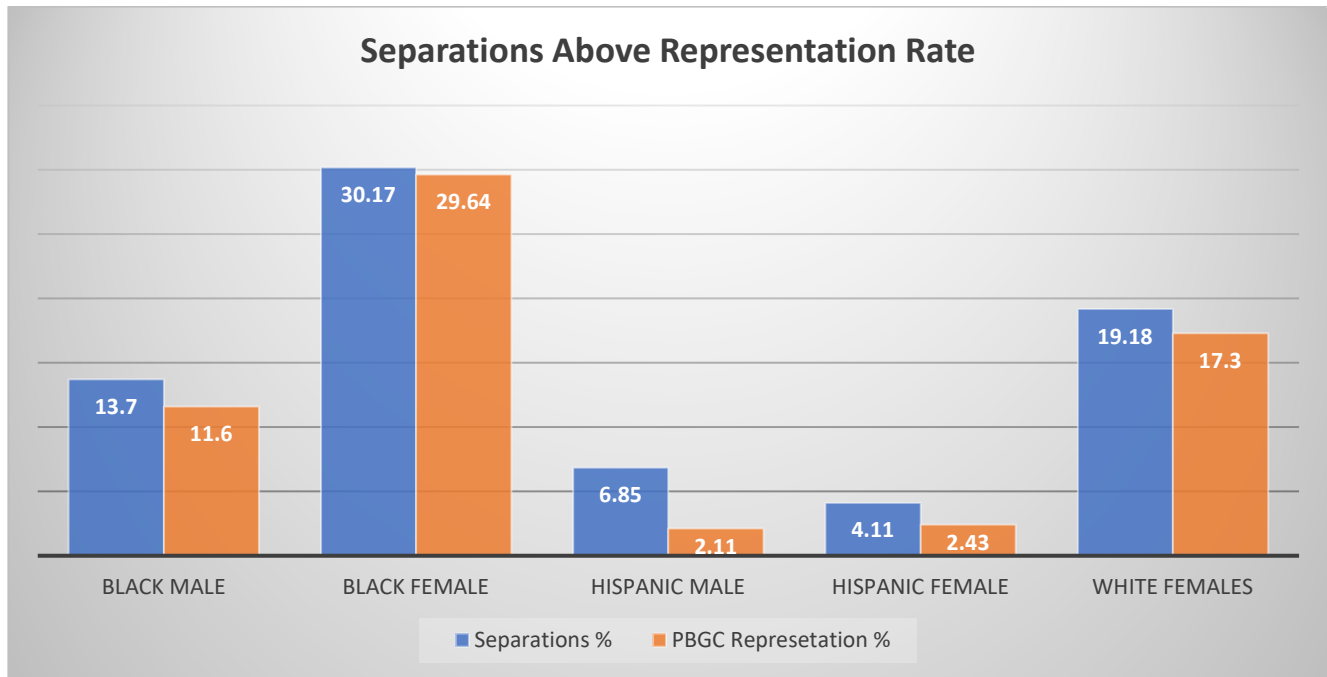
- FY 2019: Information Technology Specialist: 21.82% (PBGC) vs. 4.50% (OCLF)
- FY 2018: Information Technology Specialist: 20.00% (PBGC) vs. 4.50% (OCLF)

**Table 6.**



During FY 2019, OEE0 continued to conduct barrier analysis for the demographic groups that separated from PBGC's workforce at a rate higher than their representation in the agency. The demographics that separated above the rate of representation is reflected in the Table 7.

**Table 7.**



It should be noted that Hispanic males and females have been consistently below representation in PBGC and the Federal government. Their rates of separation are significant and while there has not been any barriers identified regarding policies and procedures that impede Hispanic employment at PBGC, we will continue to conduct barrier analysis.

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

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

I, Brenecia Watson, Equal Employment Opportunity Series 260, Grade 15 am the  
(Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official Pension Benefit Guaranty Corporation  
for  
(Insert Agency/Component Name above)

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

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

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



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

2/28/20  
Date



Signature of Agency Head or Agency Head Designee

2/28/20  
Date

## **MD-715 - PART G**

### **Agency Self-Assessment Checklist**

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.





All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).





For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.



A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

## MD-715 - PART G Agency Self-Assessment Checklist



<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.				
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
<b>A.1.a</b>	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	August 8, 2019	A.1.a.2
<b>A.1.b</b>	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes		
<hr/>				
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments	
<b>A.2.a</b>	Does the agency disseminate the following policies and procedures to all employees:			
<b>A.2.a.1</b>	Anti-harassment policy? [see MD 715, II(A)]	Yes		
<b>A.2.a.2</b>	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes		
<b>A.2.b</b>	Does the agency prominently post the following information throughout the workplace and on its public website:			



<b>A.2.b.1</b>	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes		
<b>A.2.b.2</b>	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes		A.2.c
<b>A.2.b.3</b>	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	<a href="https://www.pbgc.gov/sites/default/files/pbgc-procedures-for-processing-requests-for-reasonable-accommodation.pdf">https://www.pbgc.gov/sites/default/files/pbgc-procedures-for-processing-requests-for-reasonable-accommodation.pdf</a>	A.3.c
<b>A.2.c</b>	Does the agency inform its employees about the following topics:			
<b>A.2.c.1</b>	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	The complaint process is always posted on the intranet and in lounge areas. Classes are offered annually and new employees are informed of the process during orientation.	A.2.a
<b>A.2.c.2</b>	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	The ADR process is always posted on the intranet. Classes that include information on the ADR process are offered annually. New employees are also informed of the process during orientation.	
<b>A.2.c.3</b>	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	The Reasonable Accommodation brochure is provided to all employees during NEO and the PBGC Reasonable Accommodation Coordinator provides a briefing to all new employees during NEO on reasonable accommodation procedures. In addition, the information is available on the intranet.	
<b>A.2.c.4</b>	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	HRD provides training regarding workplace behavior, Harassment Inquiry Committee (HIC), agency policy, arbitration/mediation, and inappropriate behaviors/ethics in the workplace. During these sessions, employees are provided information tools such as the PBGC’s Anti-harassment Policy brochure, the current OEEOP Prevention of Workplace Harassment Policy Statement and the Equal Employment Opportunity Policy Statement to give notice to federal employees of inappropriate	

			behaviors in the workplace and the potential result of such actions.	
<b>A.2.c.5</b>	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	Notices are also publicly displayed in HRD’s front office and the agency intranet site.	A.3.b
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.3 – The agency assesses and ensures EEO principles are part of its culture.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Compliance Indicator</b>	
<b>A.3.a</b>	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	EEO Merit Award and Certificates	
<b>A.3.b</b>	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes		
<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION</b> <b>This element requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.1.a</b>	Is the agency head the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.a
<b>B.1.a.1</b>	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If “yes,”	NA		





	please provide the title of the agency head designee in the comments.			
<b>B.1.a.2</b>	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.d
<b>B.1.b</b>	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes		B.2.a
<b>B.1.c</b>	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comment's column.	Yes	April 30, 2019	B.2.b
<b>B.1.d</b>	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.2 – The EEO Director controls all aspects of the EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Compliance Indicator</b>
<b>B.2.a</b>	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes		B.3.a
<b>B.2.b</b>	Is the EEO Director responsible for overseeing the completion of	Yes		







	EEO counseling [see 29 CFR §1614.102(c)(4)]			
<b>B.2.c</b>	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes		
<b>B.2.d</b>	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes		
<b>B.2.e</b>	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes		F.3.b
<b>B.2.f</b>	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes		
<b>B.2.g</b>	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	NA		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.3.a</b>	Does EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes		B.2.c & B.2.d
<b>B.3.b</b>	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO	Yes	PBGC Strategic reference: Encourage and support a diverse and inclusive work environment that encourages employee engagement; Foster a diverse, high-performing workforce; Foster	

	principles in the strategic plan in the comments column.		a culture of inclusion that encourages collaboration, flexibility and fairness.	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>B.4.a</b>	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:			
<b>B.4.a.1</b>	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes		B.3.b
<b>B.4.a.2</b>	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes		B.4.a
<b>B.4.a.3</b>	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes		E.5.b
<b>B.4.a.4</b>	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes		B.4.f & B.4.g
<b>B.4.a.5</b>	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	NA		E.1.c
<b>B.4.a.6</b>	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations	Yes		B.4.c



	procedures)? [see MD-715, II(B)]			
<b>B.4.a.7</b>	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes		
<b>B.4.a.8</b>	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes		B.3.c, B.3.c.1, B.3.c.2, & B.3.c.3
<b>B.4.a.9</b>	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		
<b>B.4.a.10</b>	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes		B.4.d
<b>B.4.a.11</b>	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes		
<b>B.4.b</b>	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes		
<b>B.4.c</b>	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes		B.1.b
<b>B.4.d</b>	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes		E.2.d
<b>B.4.e</b>	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher	Yes		E.2.e

	training, pursuant to Ch. 2(II)(C) of MD-110?			
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>B.5.a</b>	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:			
<b>B.5.a.1</b>	EEO Complaint Process? [see MD-715(II)(B)]	Yes		
<b>B.5.a.2</b>	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes		A.3.d
<b>B.5.a.3</b>	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes		
<b>B.5.a.4</b>	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes		
<b>B.5.a.5</b>	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes		E.4.b
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.6 – The agency involves managers in the implementation of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>B.6.a</b>	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes		
<b>B.6.b</b>	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes		D.1.a
<b>B.6.c</b>	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the	Yes		D.1.b



	Executive Summary)? [see MD-715 Instructions, Sec. I]			
<b>B.6.d</b>	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	During FY 2019 action plans were established and implemented. We anticipate measuring results by 2021.	D.1.c
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
<b>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.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.1 – The agency conducts regular internal audits of its component and field offices.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.1.a</b>	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	N/A	PBGC does not have any field offices	
<b>C.1.b</b>	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	N/A	PBGC does not have any field offices	
<b>C.1.c</b>	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	N/A	PBGC does not have any field offices	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.2 – The agency has established procedures to prevent all forms of EEO discrimination.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>C.2.a.1</b>	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		



<b>C.2.a.2</b>	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes		
<b>C.2.a.3</b>	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes		
<b>C.2.a.4</b>	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes		
<b>C.2.a.5</b>	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes		
<b>C.2.a.6</b>	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes		
<b>C.2.b</b>	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes		





<b>C.2.b.1</b>	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes		E.1.d
<b>C.2.b.2</b>	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes		
<b>C.2.b.3</b>	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes		
<b>C.2.b.4</b>	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes		
<b>C.2.b.5</b>	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests in the comments column.	Yes		E.1.e
<b>C.2.c</b>	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC’s regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes		
<b>C.2.c.1</b>	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.	Yes	<a href="https://www.pbgc.gov/sites/default/files/pbgc-procedures-for-processing-requests-for-reasonable-accommodation.pdf">https://www.pbgc.gov/sites/default/files/pbgc-procedures-for-processing-requests-for-reasonable-accommodation.pdf</a>	



 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>C.3.a</b>	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes		
<b>C.3.b</b>	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:			
<b>C.3.b.1</b>	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.]	Yes		A.3.a.1
<b>C.3.b.2</b>	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes		A.3.a.4
<b>C.3.b.3</b>	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes		A.3.a.5
<b>C.3.b.4</b>	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes		A.3.a.6
<b>C.3.b.5</b>	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes		A.3.a.7
<b>C.3.b.6</b>	Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]	Yes		A.3.a.8
<b>C.3.b.7</b>	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes		









<b>C.3.b.8</b>	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes		A.3.a.2
<b>C.3.b.9</b>	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes		
<b>C.3.c</b>	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes		
<b>C.3.d</b>	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.4.a</b>	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes		
<b>C.4.b</b>	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes		C.2.a, C.2.b, & C.2.c

<b>C.4.c</b>	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes		
<b>C.4.d</b>	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes		
<b>C.4.e</b>	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
<b>C.4.e.1</b>	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes		
<b>C.4.e.2</b>	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes		
<b>C.4.e.3</b>	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes		
<b>C.4.e.4</b>	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes		
<b>C.4.e.5</b>	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.5.a</b>	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes		C.3.a.



<b>C.5.b</b>	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	There were no managers or supervisors disciplined/sanctioned for this fiscal year.	C.3.c
<b>C.5.c</b>	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.6 – The EEO office advises managers/supervisors on EEO matters.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>C.6.a</b>	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	EEO provides annual updates to management and supervisors.	C.1.a
<b>C.6.b</b>	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes		
<b>Essential Element D: PROACTIVE PREVENTION</b>				
<b>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</b>				
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>D.1.a</b>	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes		

<b>D.1.b</b>	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes		
<b>D.1.c</b>	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	<b>New Indicator</b>
<b>D.2.a</b>	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes		
<b>D.2.b</b>	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.2
<b>D.2.c</b>	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.1





<b>D.2.d</b>	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	Yes	The EEO programs reviews workforce data. Agency HR and corporate strategic plans, complaints data, survey data, reasonable accommodations data and conducts focus groups to identify potential barriers.	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.3 – The agency establishes appropriate action plans to remove identified barriers.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>D.3.a.</b>	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes	No barriers have been identified	
<b>D.3.b</b>	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes	No barriers identified during reporting period; however, triggers were investigated.	
<b>D.3.c</b>	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b> <b>New Indicator</b>	
<b>D.4.a</b>	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	<a href="https://www.pbgc.gov/sites/default/files/fy2018-md715-report.pdf">https://www.pbgc.gov/sites/default/files/fy2018-md715-report.pdf</a>	



<b>D.4.b</b>	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes		
<b>D.4.c</b>	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes		
<b>D.4.d</b>	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes		
<b>Essential Element E: EFFICIENCY</b>				
<b>This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.</b>				
 <b>Compliance Indicator</b>	<b>E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>E.1.a</b>	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes		E.3.a.1
<b>E.1.b</b>	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes		E.3.a.2
<b>E.1.c</b>	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	Yes		
<b>E.1.d</b>	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	Yes	Yes, the Agency issues acceptance letter/dismissal decisions within a reasonable time. The internal office policy is to issue within 14 days of receipt of the formal complaint.	





<b>E.1.e</b>	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes		
<b>E.1.f</b>	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes		E.3.a.3
<b>E.1.g</b>	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	Yes		
<b>E.1.h</b>	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	Yes		E.3.a.4
<b>E.1.i</b>	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes		E.3.a.7
<b>E.1.j</b>	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	Yes, the Agency uses contract investigators to conduct EEO discrimination investigations. The EEO attorney-advisor requires weekly progress reports from the contract investigators during an investigation. In addition, the EEO attorney-advisor, reviews the report of investigation for legal sufficiency before it is issued. If there are any identified problems, the contract investigator is required to fix the problem.	E.2.c



<b>E.1.k</b>	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes		
<b>E.1.l</b>	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.2 – The agency has a neutral EEO process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments Revised Indicator</b>	
<b>E.2.a</b>	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes		
<b>E.2.b</b>	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	The Equal Employment Opportunity Office has an attorney Advisor on staff to insure legal sufficiency reviews are separate and apart from the agency representative.	E.6.a
<b>E.2.c</b>	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	Yes		
<b>E.2.d</b>	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes		E.6.b
<b>E.2.e</b>	If applicable, are processing time frames incorporated for the legal counsel’s sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency</i>	Yes		E.6.c



	<i>Program: Efficiency (Dec. 1, 2004)]</i>			
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.3.a</b>	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes		E.4.a
<b>E.3.b</b>	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	No	While not required, it is strongly encouraged and managers participate.	E.4.c
<b>E.3.c</b>	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes		D.2.a
<b>E.3.d</b>	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes		
<b>E.3.e</b>	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes		E.4.d
<b>E.3.f</b>	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.4.a</b>	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:			
<b>E.4.a.1</b>	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes		E.5.a

<b>E.4.a.2</b>	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes		E.5.c
<b>E.4.a.3</b>	Recruitment activities? [see MD-715, II(E)]	Yes		E.5.f
<b>E.4.a.4</b>	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes		
<b>E.4.a.5</b>	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes		
<b>E.4.a.6</b>	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes		
<b>E.4.b</b>	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes		
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>E.5.a</b>	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	By conducting Barrier and Trend Analysis.	E.5.e
<b>E.5.b</b>	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	PBGC remains current regarding industry best practices and seeks to implement external best practices when identified and appropriate.	E.5.g
<b>E.5.c</b>	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes		E.3.a

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
<b>This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b>				
 <b>Compliance Indicator</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>				
<b>F.1.a</b>	<b>F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</b>	Yes		F.1.a
<b>F.1.a</b>	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes		F.1.a
<b>F.1.b</b>	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes		E.3.a.6
<b>F.1.c</b>	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes		F.2.a.1
<b>F.1.d</b>	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes		F.2.a.2
<b>F.1.e</b>	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes		F.3.a.
 <b>Compliance Indicator</b>	<b>F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
 <b>Measures</b>			<b>Indicator moved from E-III Revised</b>	
<b>F.2.a</b>	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes		C.3.d
<b>F.2.a.1</b>	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes		E.3.a.5

<b>F.2.a.2</b>	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes		E.3.a.7
<b>F.2.a.3</b>	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes		
<b>F.2.a.4</b>	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes		F.3.d (1 to 9)
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.3 - The agency reports to EEOC its program efforts and accomplishments.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>	
<b>F.3.a</b>	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes		
<b>F.3.b</b>	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes		

**MD-715 – Part I  
Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger												
Hispanic representation in PBGC is below the CLF benchmark	All Data Tables	<p>The Office of Equal Employment Opportunity continued to conduct its barrier analysis with the review of FY 2019 MD-715 workforce data tables. Triggers were identified through analysis of the data.</p> <p>Compared to the National Civilian Labor Force (NCLF), <b>Hispanic</b> employees have lower than anticipated representation in the PBGC workforce. The participation rates of Hispanic males and females in PBGC compared to the NCLF benchmark are as follows:</p> <table border="1" data-bbox="630 884 1141 1010"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>PBGC</td> <td>2.11%</td> <td>2.43%</td> <td><b>4.54%</b></td> </tr> <tr> <td>NCLF</td> <td>5.17%</td> <td>4.79%</td> <td><b>9.96%</b></td> </tr> </tbody> </table> <p>It should be noted, that during FY 2019, there were a total of 11 Hispanics hires. However, there were no Hispanic Career-Ladder promotions even though there were a total of 7 Hispanic employees eligible for Time-in-Grade promotions.</p> <p>Hispanics males received employee recognition and awards at a rate below their representation for all Time Off awards, for cash Awards \$100-\$500 and for QSI. It should be noted that Hispanics have not received any recruitment or retention bonuses over the last 5 years. Finally, Hispanics separate at rates higher than their representation in PBGC's workforce.</p>		Males	Females	Total	PBGC	2.11%	2.43%	<b>4.54%</b>	NCLF	5.17%	4.79%	<b>9.96%</b>
	Males	Females	Total											
PBGC	2.11%	2.43%	<b>4.54%</b>											
NCLF	5.17%	4.79%	<b>9.96%</b>											

**EEO Group(s) Affected by Trigger**

<b>EEO Group</b>
Hispanic or Latino Males - YES
Hispanic or Latino Females - YES

**Barrier Analysis Process**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Hispanic representation in grades, in major occupations, applicant flow data, recruitment, and hiring.
Complaint Data (Trends)	Yes	Complainant demographics, bases and Issues reported.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	Responses to employee perceptions of the work environment as it relates to equal employment opportunity.
Exit Interview Data	No	
Focus Groups	Yes	Perceptions of Hispanic females in PBGC's workforce regarding career development, barriers to next grade level and promotional opportunities.
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	Industry practices / best practices.
Other (Recruitment & Retention Bonus)	Yes	Demographics of bonuses recipients to recruit and retain employees.

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Efforts are ongoing	No

**Statement of Identified Barrier(s)**

Description of Policy, Procedure, or Practice
The workforce data analysis suggest that barriers may exist for Hispanic employees in the hiring/selections processes of all PBGC's mission-critical occupations and representation at the SL grade level. When reviewing workforce data tables, Hispanics applied and were qualified for various vacancies during FY 2019. However, a nexus between this red flag and organizational policies, procedures or practices could not be made.

**Objective(s) and Dates for EEO Plan**

<b>Objective</b>	<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date</b>	<b>Date Completed</b>
Increase the hiring of Hispanic males and females in PBGC by expanding the applicant pool for mission-critical occupations where Hispanics are below their benchmark's representation. Work with management and staff to identify any barriers and develop effective strategies and action plans. Provide recommendations to organizational management to mitigate identified triggers and potential barriers.	October 1, 2016	September 30, 2020	Yes		Ongoing

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>
HRD Directors and Staff, PBGC, Department Directors and Management Team	Various	Yes
OEEEO Director	Brenecia Watson	Yes
Lead EEO Specialist	Hope Fuller	Yes
EEO Specialist	Cynthia Searles	Yes
EEO Specialist	Kimberly Rodgers	Yes
Management Analyst	Beverley Hebron	Yes

**Planned Activities Toward Completion of Objective**

<b>Target Date</b>	<b>Planned Activities</b>	<b>Modified Date</b>	<b>Completion Date</b>
March 30, 2020	Build relationships with organizations such as National Hispanic MBA Association, Hispanic National Bar Association, Latinos in Information Sciences and Technology.		Ongoing
September 30, 2020	Continued review of the applicant pool and implement review of exit interview data to		Ongoing

Target Date	Planned Activities	Modified Date	Completion Date
	identify trends/barriers in hiring and selection of Hispanic employees.		
September 30, 2020	Continue to evaluate policies and practices and observe data to identify the number of qualified applicants; Continue to investigate why Hispanics are not selected when an applicant pool is available and qualified. Investigate causes that hinder the awarding of recruitment and retention bonuses to Hispanics.		Ongoing
September 30, 2020	Continue to offer bias awareness training through OEEO's YOUiversity program.		Ongoing

### Report of Accomplishments

Fiscal Year	Accomplishments
FY 2019	<p>OEEO completed statistical analysis of workforce data including 3-year trend analysis and Barrier and Trends Analysis (BATA).</p> <p>In FY 2019, PBGC received applications from Hispanic males and females in seven out of the eight mission critical occupations: Accountant (0510), Actuary (1510), Auditor (0511), General Attorney (0905), and Information Technology Specialist (2210). One female was selected for Supervisory Auditor. Two Hispanic males applied and received internal promotions in General Attorney and Actuary Science. It should be noted that while Hispanic Representation within PBGC is below its benchmark, there has been a slight increase in male and female representation due in part to the many efforts initiated by the Office of Equal Employment Opportunity.</p>
FY 2019	<p>Leveraged the Hispanic Affirmative Employment Committee's commitment in helping to identify issues that are of concern to PBGC's Hispanic workforce. Continued the Representation Matters Campaign so that all employees understand the importance of providing accurate demographic data and the impact accurate numbers can have on representation rates.</p>
FY 2019	<p>HOLA, the Hispanic Affinity Group conducted activities to support the professional development of PBGC's Hispanic workforce and to also create connections with the community in order to develop future interest and possible talent pipelines for employment at PBGC.</p> <ul style="list-style-type: none"> <li>• HOLA-HACU Mentorship Program- Continued the HOLA-HACU mentorship program in which we paired the summer interns with HOLA members and agency professionals based on their fields and career aspirations. Each HACU intern was assigned a mentor. For example, two interns expressed interest in pursuing law, so they were paired with two attorneys in OGC. In addition, a Hispanic Supervisory Financial Analyst also served as lead mentor for all interns.</li> <li>• Hispanic Legal Students Outreach – HOLA in partnership with Office of the General Counsel (OGC) participated in panels at</li> </ul>



	<p>different law schools in Puerto Rico. The panels focused on labor and employment law featuring local lawyers from the island as well as PBGC attorneys. This event was sponsored by the American Bar Association and PBGC.</p> <ul style="list-style-type: none"><li>• Leadership Speaker Series – HOLA implemented a Leadership Speaker Series in which agency leaders meet with HOLA members to talk about career paths and share career advice.</li><li>• HOLA continues to sponsor their annual HOLA Café’ fundraiser event which served to raise cultural awareness.</li><li>• Annual Hispanic Heritage Month Observance event – participated in PBGC’s Hispanic Heritage Month Program as volunteers.</li><li>• HRD partnered with hiring managers to broaden targeted recruitment efforts to reach a diverse applicant pool.</li></ul>
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**MD-715 – Part I  
Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

<b>Source of the Trigger</b>	<b>Specific Workforce Data Table</b>	<b>Narrative Description of Trigger</b>
Comparing grade representation to the benchmarks.	A/B1 A/B4-1 A/B4-2	<p>PBGC's workforce is comprised of females at a rate of 56% and males at a rate of 44%. In reviewing the breakdown of females by race and ethnicity, there is a significant decline in female representation for Blacks and Hispanics in grades GS-14, GS-15, and SL and grade SL for Asians in comparison to their representation rate in the total workforce.</p> <p>When reviewing recognition and awards data, Black females received all cash awards and QSI below parity with their representation rate. White females are below parity at 9+ Hours' Time Off Awards, \$100-\$50 cash awards, and QSI. It should also be noted that Black and White females are separating above the benchmark at 30% and 19% respectively. Hispanics have been referenced on pages 48-52.</p>

**EEO Group(s) Affected by Trigger**

<b>EEO Group</b>
All Women – Yes. Specific attention to Asian, Black, and Hispanic females.

**Barrier Analysis Process**

<b>Sources of Data</b>	<b>Source Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
Workforce Data Tables	Yes	Female representation in grades, in major occupations, and in manager/supervisory positions.

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Complaint Data (Trends)	Yes	Complainant demographics, bases and Issues reported.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	Responses to employee perceptions of the work environment as it relates to equal employment opportunity.
Exit Interview Data	No	
Focus Groups	Yes	Perceptions of females in PBGC's workforce regarding career development, barriers to next grade level and promotional opportunities.
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	Industry practices / best practices
Other (Recruitment & Retention Bonus)	Yes	Demographics of bonuses recipients to recruit and retain employees.

#### Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No, barrier analysis is ongoing.	No

#### Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
No barriers identified

#### Objective(s) and Dates for EEO Plan

Objective	Date Initiated	Target Date	Sufficient Funding & Staffing? (Yes or No)	Modified Date	Date Completed
Provide resources (trainings, workshops) that support	06/01/2018	Ongoing	Yes		

<b>Objective</b>	<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date</b>	<b>Date Completed</b>
women in the proactive development of their careers.					
Provide tools and resources to organizational leadership that supports equal employment opportunity programs.	06/01/2018	Ongoing	Yes		
Advocate for career development programs that support professional development and growth.	05/01/2019	Ongoing	Yes		

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>
OEEEO Director	Brenecia Watson	Yes
Lead EEO Specialist	Hope Fuller	Yes
EEO Specialist	Cynthia Searles	Yes
EEO Specialist	Kimberly Rodgers	Yes
Management Analyst	Beverley Hebron	Yes

**Planned Activities Toward Completion of Objective**

<b>Target Date</b>	<b>Planned Activities</b>	<b>Modified Date</b>	<b>Completion Date</b>
07/30/2019	Conducted a focus group comprised of women in PBGC to gather anecdotal data and develop hypothesis on issues impacting women at the 14 - senior level.		March 2019
April 2020	The Federal Women's Affirmative Employment Committees will host a Brown Bag Flash Mentoring series focused on OPM's Executive Core Qualifications to support women in the proactive and intentional development of their careers.		
September 2021	The Federal Women's Affirmative Employment Committees will sponsor a Brown Bag series regarding proactive career development.		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
<b>2019</b>	<p>In February 2019, the Federal Women’s Affirmative Employment Committees facilitated 4 focus group discussions with PBGC’s female employees regarding their perspectives on issues that impact career development and equal employment opportunity.</p> <p>OEEEO sponsored a workshop “Leveraging Differences @ Work” in September 2019.</p> <p>HAEC Sponsored a workshop on the importance of diverse representation in PBGC’s workshop.</p> <p>HRD partnered with hiring managers to broaden targeted recruitment efforts to reach a diverse applicant pool.</p>

**MD-715 – Part J  
Special Program Plan for the Recruitment, Hiring, Advancement,  
and Retention of Persons with Disabilities**

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

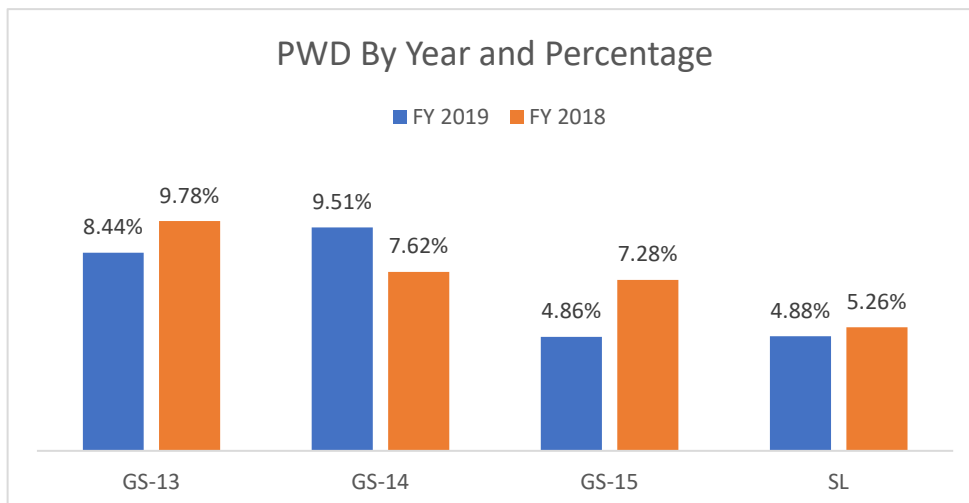
**Please note: The triggers identified in this Part J are based solely on individual self-identification obtained through OPM's Standard Form 256. We anticipate the total count of PWDs and PWTDs will increase and some triggers will be eliminated as additional individuals with disabilities are identified through the agency's reasonable accommodations program and through appointments under hiring authorities that take disability into account.**

**Section I: Efforts to Reach Regulatory Goals**

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

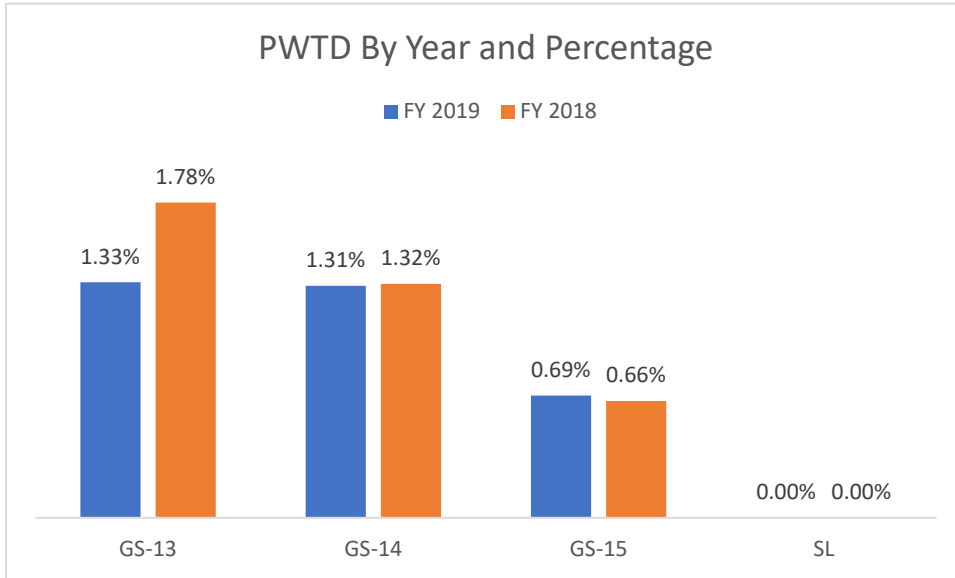
1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
  - a. Cluster GS-1 to GS-10 (PWD) Yes 0      No X
  - b. Cluster GS-11 to SES (PWD) Yes X      No 0

Where there is representation in the cluster GS-1 to GS-10, PWD did not have a trigger. PWD did not have a trigger for grades GS-11 or GS-12, however in the cluster GS-13 to SL, there is a trigger as representation rates decrease for the following grades reflected on the chart.



2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
  - a. Cluster GS-1 to GS-10 (PWTD) Yes 0      No X
  - b. Cluster GS-11 to SES (PWTD) Yes X      No 0

Where there is representation, we have determined that there is not a trigger for grades GS-04 through GS-12. However, the trigger for grades GS-13 through SL are reflected in the following chart:



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

Each year numerical goals are communicated to the Corporation's Senior leaders at the state of the agency briefing. That information is also included in the annual MD-715 report which is available on PBGC's intranet and the public internet.

**Section II: Model Disability Program**

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

**A. Plan to Provide Sufficient & Competent Staffing for the Disability Program**

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

Yes X                      No 0

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTB	8	0	0	Joyce Folsom, Supervisory HR Specialist,
Answering questions from the public about hiring authorities that take disability into account	1		1	Donald Beasley Selective Placement Program Coordinator HRD; Karen Esser Diversity and Inclusion Program Manager, HRD, <a href="mailto:esser.karen@pbgc.gov">esser.karen@pbgc.gov</a>
Processing reasonable accommodation requests from applicants and employees	1			Donald Beasley Reasonable Accommodation Coordinator
Section 508 Compliance			Section 508 Compliance Team, headed by the Office of Information Technology	Angela Watkins IT Specialist and Section 508 Compliance Team Chair
Architectural Barriers Act Compliance	1			Terri Garner, Industrial Specialist Workplace Solutions Department
Special Emphasis Program for PWD and PWTB	1			Loraine Johnson Special Emphasis Program Manager

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

Yes  No

PBGC's Reasonable Accommodation Coordinator attended NELI's one-day training on the ADA.

**B. Plan to Ensure Sufficient Funding for the Disability Program**

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

Yes  No

HRD manages a centralized budget set aside to purchase items needed as a reasonable accommodation.



**Section III: Plan to Recruit and Hire Individuals with Disabilities**

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.

**A. Plan to Identify Job Applicants with Disabilities**

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

Selective Placement Program Coordinator (SPPC) receives inquiries from job applicants with disabilities, including individuals with targeted disabilities daily via email. Staffing Specialists in the Staffing and Classification Division receive applications from applicants with disabilities, including individuals with targeted disabilities, through the application process. The specialists review the provided documentation and make a determination as to whether the applicant is eligible for veterans’ preference and/or the Schedule A hiring authority. The specialists collaborate with the SPPC as necessary.

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

Selective Placement Program Coordinator (SPPC) receives inquiries from job applicants with disabilities, including individuals with targeted disabilities daily via email and forwards Schedule A letters and resumes to the agency’s Disability Program Staffing Specialist. The Staffing Specialist determines which hiring authorities the applicant is eligible for and whether the applicant is minimally qualified for the position. The Staffing Specialist then refers eligible and minimally qualified applicants to the Hiring Official with an explanation of how they should be considered.

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

Selective Placement Program Coordinator (SPPC) receives inquiries from job applicants with disabilities, including individuals with targeted disabilities daily via email and forwards Schedule A letters and resumes to the agency’s Disability Program Staffing Specialist. The Staffing Specialist determines which hiring authorities the applicant is eligible for and whether the applicant is minimally qualified for the position. The Staffing Specialist then refers eligible and minimally qualified applicants to the Hiring Official with an explanation of how they should be considered.

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

Yes X No 0 N/A 0

SPPC offered one training in FY 2019 that informed PBGC managers of the ABC’s of Schedule A hiring and how it is used at PBGC.

**B. Plan to Establish Contacts with Disability Employment Organizations**

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

SPPC forwards PBGC vacancy announcements via email to numerous organizations that assist PWDs in securing and maintaining employment. The Staffing and Classification Division attends career fairs specifically targeted to disabled veterans, including veterans with targeted disabilities, to discuss hiring opportunities at the agency as well as the application process and the various hiring authorities under which the attendees might be eligible. Starting in FY 2019, the Staffing and Classification Division accepted resumes from disabled veterans, including veterans with targeted disabilities, and is determining which of them may be referred noncompetitively under one or more hiring authorities.

**C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)**

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

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

Triggers exist for hires in all eight major occupations for PWTD as no PWTDs were hired in any of the occupations. Triggers exist for all but the following two occupations for PWD because the hires for these series exceeded the 12% goal:

General Attorney 2 hires @25%  
Information Technology Management 1 hires @ 14.29%

However, it should be noted that the sample size was limited causing the number to appear above the goal.

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

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

PWTDs qualified above 2% for all MCOs, however none were hired.

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

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

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

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

There were no internal applications for any of the major occupations that did hire employees.

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

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

##### **A. Advancement Program Plan**

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

In order to increase the representation of disabled veterans in the PBGC Pathways (Student Intern) Program, the Staffing and Classification Division has established a hiring and retention plan for those individuals.

##### **B. Career Development Opportunities**

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

PBGC has a variety of career development programs that require supervisory approval but not competition, including: (1) Project Management Certification; (2) executive coaching; (3) conflict coaching; (4) detail opportunities; (5) Pathways and HACU internships; (6) multiple training opportunities for employees at all grade levels; (7) training program for new supervisors. The agency has a Veterans Integration Program (VIP) that is designed to equip Federal employees who will be working with newly-hired veterans with the tools and skills needed to assist veterans with their transition the federal workforce (through instructor-led and web-based training). PBGC continues to use career ladder promotions as a recruitment strategy to hire at the entry level with development, growth, and promotion potential.

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	N/A		N/A		N/A	
Fellowship Programs	N/A		N/A		N/A	
Mentoring Programs	N/A		N/A		N/A	
Coaching Programs	N/A		N/A		N/A	
Training Programs	N/A		N/A		N/A	
Detail Programs	N/A		N/A		N/A	
Other Career Development Programs	N/A		N/A		N/A	

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

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

Not applicable. The agency does not have career development programs that require competition.

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

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

Not applicable. See above.

**C. Awards**

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

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

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

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

PWDs and PWTDs did not receive QSIs in FY19.

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

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

**D. Promotions**

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

- |  |       |      |  |
|--|-------|------|--|
| a. SES                                 |       |      |  |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |  |
| ii. Internal Selections (PWD)          | Yes 0 | No X |  |
| b. Grade GS-15                         |       |      |  |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |  |
| ii. Internal Selections (PWD)          | Yes 0 | No X |  |
| c. Grade GS-14                         |       |      |  |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |  |
| ii. Internal Selections (PWD)          | Yes 0 | No X |  |
| d. Grade GS-13                         |       |      |  |
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |  |
| ii. Internal Selections (PWD)          | Yes 0 | No X |  |

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

- a. SES
  - i. Qualified Internal Applicants (PWTD)                      Yes 0                      No X
  - ii. Internal Selections (PWTD)                                      Yes 0                      No X
- b. Grade GS-15
  - i. Qualified Internal Applicants (PWTD)                      Yes 0                      No X
  - ii. Internal Selections (PWTD)                                      Yes 0                      No X
- c. Grade GS-14
  - i. Qualified Internal Applicants (PWTD)                      Yes 0                      No X
  - ii. Internal Selections (PWTD)                                      Yes 0                      No X
- d. Grade GS-13
  - i. Qualified Internal Applicants (PWTD)                      Yes 0                      No X
  - ii. Internal Selections (PWTD)                                      Yes 0                      No X

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

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

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

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

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

- a. Executives
  - i. Qualified Internal Applicants (PWD)                      Yes 0                      No X
  - ii. Internal Selections (PWD)                                      Yes 0                      No X
- b. Managers
  - i. Qualified Internal Applicants (PWD)                      Yes 0                      No X
  - ii. Internal Selections (PWD)                                      Yes 0                      No X
- c. Supervisors
  - i. Qualified Internal Applicants (PWD)                      Yes 0                      No X
  - ii. Internal Selections (PWD)                                      Yes 0                      No X

--

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

- a. Executives
  - i. Qualified Internal Applicants (PWTD)                      Yes 0                      No X
  - ii. Internal Selections (PWTD)                                      Yes 0                      No X
- b. Managers
  - i. Qualified Internal Applicants (PWTD)                      Yes 0                      No X
  - ii. Internal Selections (PWTD)                                      Yes 0                      No X
- c. Supervisors
  - i. Qualified Internal Applicants (PWTD)                      Yes 0                      No X
  - ii. Internal Selections (PWTD)                                      Yes 0                      No X

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

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

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

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

**Section V: Plan to Improve Retention of Persons with Disabilities**

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

**A. Voluntary and Involuntary Separations**

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

Yes X                      No 0                      N/A 0

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

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



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

Voluntary Separations (PWTD)	Yes 0	No X
Involuntary Separations (PWTD)	Yes 0	No X

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

Not Applicable

**B. Accessibility of Technology and Facilities**

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

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

Anyone with an accessibility issue related to navigating the pbgc.gov site should contact the [webmaster@pbgc.gov](mailto:webmaster@pbgc.gov) (per The [PBGC Website Policies and Procedures](#) and the Accessibility section).

In compliance with Section 508 of the Rehabilitation Act (link is external), PBGC is committed to providing access to its Web pages to all people-disabled or not-seeking information about PBGC. According to its policies for accessibility (link is external), the agency shall take appropriate steps to ensure effective communication with applicants, participants, personnel of other Federal entities, and members of the public.

If you use assistive technology (such as a Braille reader, a screen reader, or TTY) and the format of any material on this Web site interferes with your ability to access information, please contact the PBGC Webmaster at [webmaster@pbgc.gov](mailto:webmaster@pbgc.gov) (link sends e-mail) or 202-326-4343. To enable us to respond in a manner most helpful to you, please indicate the nature of your accessibility problem, the preferred format in which to receive the material, the Web address of the requested material, and your contact information. Users who need accessibility assistance can also contact us by phone through the Federal Information Relay Service at 1-800-400-7242 for TTY/Voice communication.

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

Not available

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

PBGC continues ensure access to the building for people with disabilities.

In FY 2019, the agency's Section 508 Compliance Team conducted training sessions across the agency to raise awareness of Section 508 responsibilities and also introduced a new "Acclimate to Section 508 Learning Series" that provided hands-on instruction on how to make Word documents accessible to People with Disabilities. This series will continue in FY 2020.

### C. Reasonable Accommodation Program

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

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

30 days

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

(1) PBGC effectively operates a Reasonable Accommodation Program for qualified individuals with disabilities, including having a centralized reasonable accommodation fund and designated Reasonable Accommodation Coordinator;

(2) During FY 2019, PBGC received and timely processed 73 reasonable accommodation requests.

(3) PBGC actively collaborates with the Computer/Electronic Accommodations Program (CAP) and the Job Accommodations Network (JAN);

(4) PBGC hosted an agency-wide technology fair in FY 2019 that highlighted the accessibility features available in our current PBGC technology. CAP attended the fair and showcased different devices designed to enhance accessibility;

(5) PBGC ensures easy access and availability of interpreter services for applicants and employees who are deaf or hard of hearing through continued operation of its Interpreter Services Program;

(6) PBGC highlights disability topics through a Disability Awareness Series, with speakers, information and articles in the PBGC newsletter;

(7) PBGC includes information about the Workforce Recruitment Program, Diversity and Inclusion, Special Emphasis Observances, and the Reasonable Accommodation Program on its HRD intranet webpage;

(8) PBGC maintains a videophone in its lobby to accommodate deaf and hard of hearing visitors;

(9) PBGC has an annual mandatory reasonable accommodation and Diversity & Inclusion training requirement for all supervisors and managers and hosted and delivered multiple training sessions in these areas;

(10) The HRD Reasonable Accommodation brochure is provided to all employees during New Employee Orientation (NEO) and the PBGC Reasonable Accommodation Coordinator provides a briefing to all new employees during NEO on reasonable accommodation procedures. In addition, the information is available on the intranet via the Employee and Labor Relations Management Division (ELRMD) link entitled "Reasonable Accommodations" at:

[http://intranet/human\\_resources/emp\\_labor\\_relations/accommodations.cfm](http://intranet/human_resources/emp_labor_relations/accommodations.cfm)

and on the internet at:

[http://www.pbgc.gov/documents/reasonable\\_accom.pdf](http://www.pbgc.gov/documents/reasonable_accom.pdf)

#### **D. Personal Assistance Services Allowing Employees to Participate in the Workplace**

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

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

The PAS policy is included in the Reasonable Accommodations Policy. Both were approved by EEOC in FY 19 and are posted on PBGC's Intranet. PAS training will be incorporated into the mandatory RA training for supervisors beginning in FY 20.

### **Section VI: EEO Complaint and Findings Data**

#### **A. EEO Complaint data involving Harassment**

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

Yes 0                      No X                      N/A 0

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes 0                      No X                      N/A 0

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

Not Applicable due to no findings.

**B. EEO Complaint Data involving Reasonable Accommodation**

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

Yes 0                  No X                  N/A 0

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

Yes 0                  No X                  N/A 0

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

Not Applicable due to no findings.

**Section VII: Identification and Removal of Barriers**

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

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

Yes 0                  No X

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

Yes 0                  No 0                  N/A X

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

<b>Trigger 1</b>	While there may be a trigger in terms of representation, most of the sample sizes are too small to determine if there were barriers. However, as we continue to conduct barrier analysis, we will continue to look for issues that limit equal employment opportunity for PWD and PWTD.	
<b>Barrier(s)</b>	Not Identified	
<b>Objective(s)</b>	To increase representation in PBGC of PWDs and PWTDs.	
	<b>Responsible Official(s)</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>
	HRD, OEEO, Agency leadership	No
	<b>Barrier Analysis Process Completed? (Yes or No)</b>	<b>Barrier(s) Identified? (Yes or No)</b>
	Ongoing	No

Sources of Data		Sources Reviewed? (Yes or No)	Identify Information Collected		
Workforce Data Tables		Yes	Representation Rates of PWD and PWTD in major occupations and grades.		
Complaint Data (Trends)		Yes	Complainant demographics, bases and Issues reported.		
Grievance Data (Trends)		No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)		No			
Climate Assessment Survey (e.g., FEVS)		Yes	Employee Perceptions		
Exit Interview Data		No			
Focus Groups		Yes	Perceptions of females with disabilities in PBGC's workforce regarding career development, barriers to next grade level and promotional opportunities		
Interviews		No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		Yes	EEOC data on disability findings, industry practices / best practices.		
Other (Please Describe)					
Target Date	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date	Completion Date	
Ongoing	HRD will continue to train and educate on disability topics, including mandatory RA training for managers and supervisors.	Yes			
Ongoing	The agency will continue to operate a robust inter-departmental Section 508 Compliance Team and offer hands-on Section 508 accessibility training to all employees.	Yes			
FY 2020	OEEO will explore how it can also provide programs for PWD and PWTD.	Yes			
Fiscal Year	Accomplishments				
FY 2019	The disability functions are managed by human resources and they have provided training that included topics on disability awareness.				
FY 2019	The Office of Equal Employment Opportunity (OEEO) introduced the Disability Affirmative Employment Committee (DAEC) in FY 2019 with the goal of developing innovative programs that support the equal employment opportunity of persons with disabilities and persons with targeted disabilities.				

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

The agency has not identified any barriers.

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

DAEC has created a strategic plan that supports the agency's goal of retaining and recruiting PWDs and PWTDs. Planned activities include university recruitment fairs, leveraging current career enhancing programs, such as WRP.

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

OEEA will conduct barrier analysis to address the identified triggers.

## Appendix

PENSION BENEFIT GUARANTY CORPORATION Pay Period from 201822 to 201920

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY																
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		None Specified		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>TOTAL</b>																				
Prior FY	#	942	414	528	19	21	219	162	117	280	56	55	0	0	1	2	2	6	0	0
	%	100%	43.95%	56.05%	2.02	2.23	23.25	17.2	12.42	29.72	5.94	5.84	0	0	0.11	0.21	0.21	0.64	0	0
Current FY	#	948	413	535	20	23	224	164	110	281	56	56	0	0	1	2	1	6	0	2
	%	100%	43.57%	56.43%	2.11	2.43	23.63	17.3	11.6	29.64	5.91	5.91	0	0	0.11	0.21	0.11	0.63	0	0
%						<b>4.54%</b>	<b>40.93%</b>	<b>42.24%</b>	<b>11.82%</b>	<b>0.00%</b>	<b>0.32%</b>	<b>0.74%</b>								
CLF 2010	%	100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	0	0
%						<b>9.96%</b>	<b>72.36%</b>	<b>12.02%</b>	<b>3.90%</b>	<b>0.14%</b>	<b>1.08%</b>	<b>0.54%</b>								
Org CLF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Alternate Benchmark	%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	6	-1	7	1	2	5	2	-7	1	0	1	0	0	0	0	-1	0	0%	2%
Ratio Change	%	0.00%	-0.38%	0.38%	0.09%	0.20%	0.38%	0.10%	-0.82%	-0.08%	-0.04%	0.07%	0.00%	0.00%	0.00%	0.00%	-0.11%	0.00%	0	0
Net Change	%	0.64%	-0.24%	1.33%	5.26%	9.52%	2.28%	1.23%	-5.98%	0.36%	0.00%	1.82%	0%	0%	0.00%	0.00%	-50.00%	0.00%	0	0
<b>PERMANENT</b>																				
Prior FY	#	898	397	501	18	20	212	152	110	268	54	52	0	0	1	2	2	5	0.00%	0.00%
	%	100%	44.21%	55.79%	2.00%	2.23%	23.61%	16.93%	12.25%	29.84%	6.01%	5.79%	0.00%	0.00%	0.11%	0.22%	0.22%	0.56%	0.00%	0.00%
Current FY	#	902	394	508	18	21	213	156	107	267	54	54	0	0	1	2	1	6	0	2
	%	100%	43.68%	56.32%	2.00%	2.33%	23.61%	17.29%	11.86%	29.60%	5.99%	5.99%	0.00%	0.00%	0.11%	0.22%	0.11%	0.67%	0.00%	0.00%
Difference	#	4	-3	7	0	1	1	4	-3	-1	0	2	0	0	0	0	-1	1	0	2
Ratio Change	%	0%	-0.53%	0.53%	-0.01%	0.10%	0.01%	0.37%	-0.39%	-0.24%	-0.03%	0.20%	0.00%	0.00%	0.00%	0.00%	-0.11%	0.11%	0.00%	0.00%
Net Change	%	0.45%	-0.76%	1.40%	0.00%	5.00%	0.47%	2.63%	-2.73%	-0.37%	0.00%	3.85%	0%	0%	0.00%	0.00%	-50.00%	20.00%	0.00%	0.00%
<b>TEMPORARY</b>																				
Prior FY	#	44	17	27	1	1	7	10	7	12	2	3	0	0	0	0	0	1	0	0
	%	100%	38.64%	61.36%	2.27	2.27	15.91	22.73	15.91	27.27	4.55	6.82	0	0	0	0	0	2.27	0	0
Current FY	#	46	19	27	2	2	11	8	3	14	2	2	0	0	0	0	0	0	1	1
	%	100%	41.30%	58.70%	4.35	4.35	23.91	17.39	6.52	30.43	4.35	4.35	0	0	0	0	0	0	0	0
Difference	#	2	2	0	1	1	4	-2	-4	2	0	-1	0	0	0	0	0	-1	1	1
Ratio Change	%	0%	2.67%	-2.67%	2.08%	2.08%	8.00%	-5.34%	-9.39%	3.16%	-0.20%	-2.47%	0.00%	0.00%	0.00%	0.00%	0.00%	-2.27%	0.00%	0.00%
Net Change	%	4.55%	11.76%	0.00%	100.00%	100.00%	57.14%	-20.00%	-57.14%	16.67%	0.00%	-33.33%	0%	0%	0%	0%	0%	-100.00%	0%	0.00%







	#	5	3	2	0	0	2	1	1	1	0	0	0	0	0	0	0	0	0
16-ONR Front Office (ORG) 91	%	100%	60.00%	40.00%	0.00%	0.00%	40.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	15	4	11	0	2	1	2	3	7	0	0	0	0	0	0	0	0	0
17-MEPD (ORG)	%	100%	26.67%	73.33%	0.00%	13.33%	6.67%	13.33%	20.00%	46.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	10	7	3	1	0	5	2	0	1	1	0	0	0	0	0	0	0	0
18-NRAD (ORG)	%	100%	70.00%	30.00%	10.00%	0.00%	50.00%	20.00%	0.00%	0.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	25	9	16	0	1	7	3	1	7	1	5	0	0	0	0	0	0	0
19-STCD (ORG)	%	100%	36.00%	64.00%	0.00%	4.00%	28.00%	12.00%	4.00%	28.00%	4.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	36	19	17	1	1	7	8	9	6	2	2	0	0	0	0	0	0	0
20-CFRD (ORG)	%	100%	52.78%	47.22%	2.78%	2.78%	19.44%	22.22%	25.00%	16.67%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
21-OCFO Front Office (ORG) 116	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	77	39	38	2	0	16	5	11	26	10	6	0	0	0	0	0	1	0
22-FOD (ORG)	%	100%	50.65%	49.35%	2.60%	0.00%	20.78%	6.49%	14.29%	33.77%	12.99%	7.79%	0.00%	0.00%	0.00%	0.00%	0.00%	1.30%	0.00%
	#	19	9	10	0	0	3	2	4	6	2	1	0	0	0	0	1	0	0
23-CCRD (ORG)	%	100%	47.37%	52.63%	0.00%	0.00%	15.79%	10.53%	21.05%	31.58%	10.53%	5.26%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%
	#	18	11	7	0	0	7	4	2	2	1	1	0	0	1	0	0	0	0
24-CID (ORG)	%	100%	61.11%	38.89%	0.00%	0.00%	38.89%	22.22%	11.11%	11.11%	5.56%	5.56%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%
	#	4	1	3	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0
25-OMA Front Office (ORG)110	%	100%	25.00%	75.00%	0.00%	0.00%	0.00%	25.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	16	2	14	0	0	1	10	1	4	0	0	0	0	0	0	0	0	0
26-WSD (ORG)	%	100%	12.50%	87.50%	0.00%	0.00%	6.25%	62.50%	6.25%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	45	8	37	0	2	3	5	5	28	0	0	0	0	0	0	0	2	0
27-HRD (ORG)	%	100%	17.78%	82.22%	0.00%	4.44%	6.67%	11.11%	11.11%	62.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.44%	0.00%
	#	18	11	7	1	0	6	4	4	3	0	0	0	0	0	0	0	0	1
28-PD (ORG)	%	100%	61.11%	38.89%	5.56%	0.00%	33.33%	22.22%	22.22%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	18	7	11	1	0	3	4	3	7	0	0	0	0	0	0	0	0	0
29-QMD (ORG)	%	100%	38.89%	61.11%	5.56%	0.00%	16.67%	22.22%	16.67%	38.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	9	4	5	0	3	2	0	1	2	1	0	0	0	0	0	0	0	0
30-BD (ORG)	%	100%	44.44%	55.56%	0.00%	33.33%	22.22%	0.00%	11.11%	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	14	7	7	0	0	2	1	2	4	3	2	0	0	0	0	0	0	0
31-OIT Front Office (ORG) 138	%	100%	50.00%	50.00%	0.00%	0.00%	14.29%	7.14%	14.29%	28.57%	21.43%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	20	7	13	0	0	3	1	2	9	2	3	0	0	0	0	0	0	0
32-EGD (ORG)	%	100%	35.00%	65.00%	0.00%	0.00%	15.00%	5.00%	10.00%	45.00%	10.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	34	20	14	2	0	7	5	4	7	7	1	0	0	0	0	0	1	0
33-BISD (ORG)	%	100%	58.82%	41.18%	5.88%	0.00%	20.59%	14.71%	11.76%	20.59%	20.59%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%	0.00%
	#	42	30	12	1	1	18	1	7	8	4	2	0	0	0	0	0	0	0
34-ITIOD (ORG)	%	100%	71.43%	28.57%	2.38%	2.38%	42.86%	2.38%	16.67%	19.05%	9.52%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	4	1	3	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0
35-OPPSA (ORG)	%	100%	25.00%	75.00%	25.00%	25.00%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	21	10	11	0	1	6	4	2	5	2	0	0	0	0	1	0	0	1
36-OIG (ORG)	%	100%	47.62%	52.38%	0.00%	4.76%	28.57%	19.05%	9.52%	23.81%	9.52%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%
	#	903	392	511	18	21	211	155	107	273	54	54	0	0	1	2	1	6	0
Total 906	%	100%	43.41%	56.59%	1.99%	2.33%	23.37%	17.17%	11.85%	30.23%	5.98%	5.98%	0.00%	0.00%	0.11%	0.22%	0.11%	0.66%	0.00%

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Table B2 - Permanent Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	38 Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Federal Goal (FY09)	%			12%	2.00%										
	#	9	7	0	2	0	0	0	0	0	0	0	0	0	
01-OD (ORG)	%	100%	77.78%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	7	5	0	2	0	0	0	0	0	0	0	0	0	
02-OEE0 (ORG)	%	100%	71.43%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	5	4	0	1	0	0	0	0	0	0	0	0	0	
03-OPEA Front Office (ORG)	%	100%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	14	14	0	0	0	0	0	0	0	0	0	0	0	
04-COLAD (ORG)	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	17	15	1	1	0	0	0	0	0	0	0	0	0	
05-PRAD (ORG)	%	100%	88.24%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	11	11	0	0	0	0	0	0	0	0	0	0	0	
06-OGC Front Office (ORG)	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	49	42	5	2	0	0	0	0	0	0	0	0	0	
08-GLOD (ORG)	%	100%	85.71%	10.20%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	23	18	3	2	0	0	0	0	0	0	0	0	0	
09-PLPD (ORG)	%	100%	78.26%	13.04%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	25	21	3	1	0	0	0	0	0	0	0	0	0	
10-BTTD (ORG)	%	100%	84.00%	12.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	30	24	1	5	0	0	0	0	0	0	0	0	0	
11-BLTD (ORG)	%	100%	80.00%	3.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	31	23	1	7	0	0	0	0	0	0	0	0	0	
12-OBA Front Office (ORG)	%	100%	74.19%	3.23%	22.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	74	60	6	8	0	0	0	0	0	0	0	0	0	
13-PADMD (ORG)	%	100%	81.08%	8.11%	10.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	89	75	2	12	4	0	0	0	0	2	0	2	0	
14-ASTD (ORG)	%	100%	84.27%	2.25%	13.48%	4.49%	0.00%	0.00%	0.00%	0.00%	2.25%	0.00%	2.25%	0.00%	
	#	67	61	2	4	1	0	0	0	0	0	0	0	1	
15-PSD (ORG)	%	100%	91.04%	2.99%	5.97%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.49%	0.00%	
	#	5	5	0	0	0	0	0	0	0	0	0	0	0	
16-ONR Front Office (ORG)	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	15	12	1	2	1	1	0	0	0	0	0	0	0	
17-MEPD (ORG)	%	100%	80.00%	6.67%	13.33%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	10	10	0	0	0	0	0	0	0	0	0	0	0	
18-NRAD (ORG)	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	#	25	24	0	1	1	0	0	0	0	1	0	0	0	

19-STCD (ORG)	%	100%	96.00%	0.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%
	#	36	35	0	1	1	0	0	0	0	0	1	0	0	0
20-CFRD (ORG)	%	100%	97.22%	0.00%	2.78%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%	0.00%
	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
21-OCFO Front Office (ORG)	%	100%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	77	73	1	3	0	0	0	0	0	0	0	0	0	0
22-FOD (ORG)	%	100%	94.81%	1.30%	3.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
23-CCRD (ORG)	%	100%	94.74%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	18	16	0	2	0	0	0	0	0	0	0	0	0	0
24-CID (ORG)	%	100%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
25-OMA Front Office (ORG)	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	16	13	1	2	1	0	0	0	1	0	0	0	0	0
26-WSD (ORG)	%	100%	81.25%	6.25%	12.50%	6.25%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	45	29	6	10	3	0	0	0	0	0	0	0	3	0
27-HRD (ORG)	%	100%	64.44%	13.33%	22.22%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%
	#	19	17	1	1	0	0	0	0	0	0	0	0	0	0
28-PD (ORG)	%	100%	89.47%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	18	11	4	3	0	0	0	0	0	0	0	0	0	0
29-QMD (ORG)	%	100%	61.11%	22.22%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0
30-BD (ORG)	%	100%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	14	10	1	3	0	0	0	0	0	0	0	0	0	0
31-OIT Front Office (ORG)	%	100%	71.43%	7.14%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	20	18	2	0	0	0	0	0	0	0	0	0	0	0
32-EGD (ORG)	%	100%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	34	23	2	9	2	0	1	0	1	0	0	0	0	0
33-BISD (ORG)	%	100%	67.65%	5.88%	26.47%	5.88%	0.00%	2.94%	0.00%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	42	36	1	5	0	0	0	0	0	0	0	0	0	0
34-ITIOD (ORG)	%	100%	85.71%	2.38%	11.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
35-OPPSA (ORG)	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	22	19	0	3	0	0	0	0	0	0	0	0	0	0
36-OIG (ORG)	%	100%	86.36%	0.00%	13.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	905	766	45	94	14	1	1	0	2	0	4	0	6	0
<b>Total</b>	%	100%	84.64%	4.97%	10.39%	1.55%	0.11%	0.11%	0.00%	0.22%	0.00%	0.44%	0.00%	0.66%	0.00%



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Table A3-2 - Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY																	
			Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races		None Specified			
			male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>1. Officials and Managers</b>	#																			
Executive/Senior Level (Grades 15 and Above)	#	125	69	56	2	1	46	33	15	17	6	5	0	0	0	0	0	0	0	0
	%	13.92%	17.60%	11.07%	11.11%	4.76%	21.70%	21.15%	14.15%	6.37%	11.11%	9.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.89%
Mid-Level (Grades 13-14)	#	36	21	15	0	0	13	4	6	9	2	2	0	0	0	0	0	0	0	1
	%	4.01%	5.36%	2.96%	0.00%	0.00%	6.13%	2.56%	5.66%	3.37%	3.70%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%
First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	100%
Other	#	271	93	178	5	10	49	50	33	105	4	9	0	0	1	1	1	3	0	1
	%	30.18%	23.72%	35.18%	27.78%	47.62%	23.11%	32.05%	31.13%	39.33%	7.41%	16.67%	0.00%	0.00%	100.00%	50.00%	100.00%	50.00%	0.00%	0.37%
Officials And Managers - TOTAL	#	432	183	249	7	11	108	87	54	131	12	16	0	0	1	1	1	3	0	2
	%	48.11%	46.68%	49.21%	0.78%	1.22%	12.03%	9.69%	6.01%	14.59%	1.34%	1.78%	0.00%	0.00%	0.11%	0.11%	0.11%	0.33%	0.00%	0.46%
10. Professionals	#	413	194	219	10	10	99	67	44	101	41	37	0	0	0	1	0	3	0	0
	%	45.99%	49.49%	43.28%	55.56%	47.62%	46.70%	42.95%	41.51%	37.83%	75.93%	68.52%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%
11. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%
12. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%
13. Administrative Support Workers	#	51	13	38	1	0	4	2	7	35	1	1	0	0	0	0	0	0	0	0
	%	5.68%	3.32%	7.51%	5.56%	0.00%	1.89%	1.28%	6.60%	13.11%	1.85%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
14. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%
15. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%
16. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%
17. Service Workers	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.22%	0.51%	0.00%	0.00%	0.00%	0.47%	0.00%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18. Other	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.22%	0.51%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Permanent Workforce	#	2	2	0	18	21	213	156	107	267	54	54	0	0	1	2	1	6	0	2
	%	0.22%	0.51%	0.00%	2.00%	2.33%	23.61%	17.29%	11.89%	29.60%	5.99%	5.99%	0.00%	0.00%	0.11%	0.22%	0.11%	0.67%	0.00%	0.22%







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Table A4-1: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES RELATED	TOTAL EMPLOYEES			RACE/ETHNICITY																	
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		None Specified			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
GS-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%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.00%	0.00%
GS-02	#	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%	0%	0%	0%	0%	0.00%	0.00%
GS-03	#	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%	0%	0%	0%	0%	0.00%	0.00%
GS-04	#	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%	0%	0%	0%	0%	0.00%	0.00%
GS-05	#	4	1	3	0	0	0	0	1	2	0	1	0	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	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%	0%	0%	0%	0%	0.00%	0.00%
GS-07	#	25	3	22	0	1	1	4	1	16	1	0	0	0	0	0	0	0	1	0	0
	%	100%	12.00%	88.00%	0.00%	4.00%	4.00%	16.00%	4.00%	64.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%
GS-08	#	6	1	5	0	0	0	0	0	5	0	0	0	0	1	0	0	0	0	0	0
	%	100%	16.67%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	16	2	14	0	0	0	2	2	10	0	2	0	0	0	0	0	0	0	0	0
	%	100%	12.50%	87.50%	0.00%	0.00%	0.00%	12.50%	12.50%	62.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	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%	0%	0%	0%	0%	0.00%	0.00%
GS-11	#	41	15	26	1	3	4	4	8	18	2	1	0	0	0	0	0	0	0	0	0
	%	100%	36.59%	63.41%	2.44%	7.32%	9.76%	9.76%	19.51%	43.90%	4.88%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	95	27	68	3	3	8	11	9	43	7	11	0	0	0	0	0	0	0	0	0
	%	100%	28.42%	71.58%	3.16%	3.16%	8.42%	11.58%	9.47%	45.26%	7.37%	11.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	224	90	134	5	6	38	25	32	85	15	13	0	0	0	2	0	3	0	1	
	%	100%	40.18%	59.82%	2.23%	2.68%	16.96%	11.16%	14.29%	37.95%	6.70%	5.80%	0.00%	0.00%	0.00%	0.89%	0.00%	1.34%	0.00%	0.44%	
GS-14	#	304	160	144	7	6	96	57	35	63	21	16	0	0	0	1	2	0	0	1	
	%	100%	52.63%	47.37%	2.30%	1.97%	31.58%	18.75%	11.51%	20.72%	6.91%	5.26%	0.00%	0.00%	0.00%	0.00%	0.33%	0.66%	0.00%	0.33%	
GS-15	#	144	71	73	2	2	46	41	16	21	7	9	0	0	0	0	0	0	0	0	
	%	100%	49.31%	50.69%	1.39%	1.39%	31.94%	28.47%	11.11%	14.58%	4.86%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SL	#	41	24	17	0	0	20	12	3	4	1	0	0	0	0	0	0	0	0	0	
	%	100%	58.54%	41.46%	0.00%	0.00%	48.78%	29.27%	7.32%	9.76%	2.44%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	#	902	394	508	18	21	213	156	107	267	54	54	0	0	1	2	1	6	0	2	
	%	100%	43.68%	56.32%	2.00%	2.33%	23.61%	17.29%	11.86%	29.60%	5.99%	5.99%	0.00%	0.00%	0.11%	0.22%	0.11%	0.67%	0.00%	0.22%	





















PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period 201920  
 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		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		None Specified	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
ACCOUNTING (0510)	#	56	30	26	0	0	12	5	9	16	9	5	0	0	0	0	0	0	0
	%	100%	53.57%	46.43%	0.00%	0.00%	21.43%	8.93%	16.07%	28.57%	16.07%	8.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%	0.00%
AUDITING (0511)	#	117	41	76	0	6	13	11	20	46	8	11	0	0	0	1	0	1	0
	%	100%	35.04%	64.96%	0.00%	5.13%	11.11%	9.40%	17.09%	39.32%	6.84%	9.40%	0.00%	0.00%	0.00%	0.85%	0.00%	0.85%	0.00%
Occupational CLF	#	100%	39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%	0.00%
GENERAL ATTORNEY (0905)	#	96	40	56	3	2	37	40	0	8	0	6	0	0	0	0	0	0	0
	%	100%	41.67%	58.33%	3.13%	2.08%	38.54%	41.67%	0.00%	8.33%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	0.02%	0.01%	0.31%	0.23%	0.22%	0.18%	0.00%
EMPLOYEE BENEFITS LAW (0958)	#	28	12	16	0	0	5	1	6	15	1	0	0	0	0	0	0	0	0
	%	100%	42.86%	57.14%	0.00%	0.00%	17.86%	3.57%	21.43%	53.57%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	25.94%	74.06%	2.05%	7.35%	19.18%	55.67%	2.66%	7.41%	1.64%	2.24%	0.01%	0.09%	0.30%	0.88%	0.10%	0.41%	0.00%
CONTRACTING (1102)	#	16	9	7	1	0	4	4	4	3	0	0	0	0	0	0	0	0	1
	%	100%	56.25%	43.75%	6.25%	0.00%	25.00%	25.00%	25.00%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%
Occupational CLF	#	100%	46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%	0.00%
FINANCIAL ANALYSIS (1160)	#	47	30	17	1	0	17	11	10	4	2	2	0	0	0	0	0	0	0
	%	100%	63.83%	36.17%	2.13%	0.00%	36.17%	23.40%	21.28%	8.51%	4.26%	4.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	67.11%	32.89%	3.10%	1.97%	53.98%	22.01%	3.55%	3.96%	6.14%	4.40%	0.06%	0.00%	0.13%	0.19%	0.16%	0.36%	0.00%
ACTUARIAL SCIENCE (1510)	#	95	61	34	4	0	36	15	10	9	11	10	0	0	0	0	0	0	0
	%	100%	64.21%	35.79%	4.21%	0.00%	37.89%	15.79%	10.53%	9.47%	11.58%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	#	100%	67.09%	32.91%	1.30%	0.56%	60.44%	27.01%	1.17%	1.23%	4.06%	3.91%	0.00%	0.00%	0.00%	0.20%	0.11%	0.00%	0.00%
INFORMATION TECHNOLOGY MANAGEMENT (2210)	#	110	70	40	3	0	33	7	15	24	19	8	0	0	0	0	0	1	0
	%	100%	63.64%	36.36%	2.73%	0.00%	30.00%	6.36%	13.64%	21.82%	17.27%	7.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.91%	0.00%
Occupational CLF	#	100%	70.36%	29.64%	5.39%	2.17%	52.21%	20.89%	6.61%	4.50%	5.14%	1.55%	0.10%	0.05%	0.53%	0.29%	0.38%	0.18%	0.00%
		<b>567</b>	<b>12</b>	<b>8</b>	<b>157</b>	<b>94</b>	<b>74</b>	<b>125</b>	<b>0</b>	<b>0</b>	<b>50</b>	<b>42</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>50</b>	<b>42</b>	<b>1</b>	<b>2</b>
		<b>100.00%</b>	<b>2.12%</b>	<b>1.41%</b>	<b>27.69%</b>	<b>16.58%</b>	<b>13.05%</b>	<b>22.05%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>8.82%</b>	<b>7.41%</b>	<b>0.18%</b>	<b>0.35%</b>	<b>0.35%</b>	<b>8.82%</b>	<b>7.41%</b>	<b>0.18%</b>	<b>0.35%</b>

PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period 201920

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

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
ACCOUNTING (0510)	# 56	53	0	3	0	0	0	0	0	0	0	0	0	0	
	% 100%	94.64%	0.00%	5.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
AUDITING (0511)	# 118	103	7	8	1	1	0	0	0	0	0	0	0	0	
	% 100%	87.29%	5.93%	6.78%	0.85%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GENERAL ATTORNEY (0905)	# 96	79	10	7	0	0	0	0	0	0	0	0	0	0	
	% 100%	82.29%	10.42%	7.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
EMPLOYEE BENEFITS LAW (0958)	# 28	27	0	1	0	0	0	0	0	0	0	0	0	0	
	% 100%	96.43%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CONTRACTING (1102)	# 17	15	1	1	0	0	0	0	0	0	0	0	0	0	
	% 100%	88.24%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
FINANCIAL ANALYSIS (1160)	# 47	42	0	5	1	0	0	0	0	0	1	0	0	0	
	% 100%	89.36%	0.00%	10.64%	2.13%	0.00%	0.00%	0.00%	0.00%	0.00%	2.13%	0.00%	0.00%	0.00%	
ACTUARIAL SCIENCE (1510)	# 95	81	5	9	4	0	0	0	0	0	2	0	2	0	
	% 100%	85.26%	5.26%	9.47%	4.21%	0.00%	0.00%	0.00%	0.00%	0.00%	2.11%	0.00%	2.11%	0.00%	
INFORMATION TECHNOLOGY MANAGEMENT (2210)	# 110	92	6	12	2	0	1	0	1	0	0	0	0	0	
	% 100%	83.64%	5.45%	10.91%	1.82%	0.00%	0.91%	0.00%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%	

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period ( 2018-10-01 TO 2019-10-01 )  
 Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																			
	TOTAL EMPLOYEES			Hispanic or Latino		White		Black or African American		Asian		Non- Hispanic or Latino Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		None Specified		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>ACCOUNTING (0510)</b>																				
	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Accessions	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	39.90%	60.10%	2.20%	3.90%	31.80%	44.20%	2.50%	5.70%	3.10%	5.50%	0.00%	0.10%	0.20%	0.40%	0.20%	0.30%	0.20%	0.30%
<b>AUDITING (0511)</b>																				
	#	8	1	7	0	0	0	1	1	5	0	1	0	0	0	0	0	0	0	0
Accessions	%	100%	12.50%	87.50%	0.00%	0.00%	0.00%	12.50%	12.50%	62.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	39.90%	60.10%	2.20%	3.90%	31.80%	44.20%	2.50%	5.70%	3.10%	5.50%	0.00%	0.10%	0.20%	0.40%	0.20%	0.30%	0.20%	14.29%
<b>GENERAL ATTORNEY (0905)</b>																				
	#	7	4	3	2	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0
Accessions	%	100%	57.14%	42.86%	28.57%	0.00%	28.57%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	66.70%	33.30%	2.50%	1.80%	59.70%	26.70%	2.10%	2.60%	1.80%	1.70%	0.00%	0.00%	0.30%	0.20%	0.20%	0.20%	0.20%	11.11%
<b>EMPLOYEE BENEFITS LAW (0958)</b>																				
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Accessions	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF	#	100%	25.90%	74.10%	2.10%	7.30%	19.20%	55.70%	2.70%	7.40%	1.60%	2.20%	0.00%	0.10%	0.30%	0.90%	0.10%	0.40%	0.10%	0.40%
<b>CONTRACTING (1102)</b>																				
	#	4	1	3	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	1
Accessions	%	100%	25.00%	75.00%	0.00%	0.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
CLF	#	100%	46.20%	53.80%	3.30%	3.80%	38.10%	41.90%	3.00%	5.50%	1.40%	1.80%	0.00%	0.10%	0.30%	0.50%	0.10%	0.30%	0.10%	0.30%
<b>FINANCIAL ANALYSIS (1160)</b>																				
	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Accessions	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
CLF	#	100%	67.10%	32.90%	3.10%	2.00%	54.00%	22.00%	3.50%	4.00%	6.10%	4.40%	0.10%	0.00%	0.10%	0.20%	0.20%	0.40%	0.20%	0.40%
<b>ACTUARIAL SCIENCE (1510)</b>																				
	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Accessions	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	67.10%	32.90%	1.30%	0.60%	60.40%	27.00%	1.20%	1.20%	4.10%	3.90%	0.00%	0.00%	0.00%	0.20%	0.10%	0.00%	0.10%	0.00%
<b>INFORMATION TECHNOLOGY MANAGEMENT (2210)</b>																				
	#	7	4	3	0	0	0	1	3	1	1	1	0	0	0	0	0	0	0	0
Accessions	%	100%	57.14%	42.86%	0.00%	0.00%	0.00%	14.29%	42.86%	14.29%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	70.40%	29.60%	5.40%	2.20%	52.20%	20.90%	6.60%	4.50%	5.10%	1.60%	0.10%	0.00%	0.50%	0.30%	0.40%	0.20%	0.40%	0.20%



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

	Total			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	Male	Female	Male	Female	White		American		Asian		Hawaiian or		Indian or		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Job Title/Series: 0110 Economist</b>																		
Total Received	#	92																
Voluntarily Identified	#	59	39	20	0	2	18	12	14	3	4	3	0	0	2	0	1	0
	%	100%	66.10%	33.90%	.00%	3.39%	30.51%	20.34%	23.73%	5.08%	6.78%	5.08%	.00%	.00%	3.39%	.00%	1.69%	.00%
Qualified of those Identified	#	31	18	13	0	0	11	11	3	1	3	1	0	0	0	0	1	0
	%	100%	58.06%	41.94%	.00%	.00%	35.48%	35.48%	9.68%	3.23%	9.68%	3.23%	.00%	.00%	.00%	.00%	3.23%	.00%
Selected of those Identified	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			67.07%	32.93%	3.34%	1.85%	55.79%	25.20%	2.84%	2.66%	4.46%	3.02%	.00%	.05%	.47%	.13%	.18%	.02%
<b>Job Title/Series: 0201 HUMAN RESOURCES SPECIALIST (LR)</b>																		
Total Received	#	165																
Voluntarily Identified	#	112	35	77	3	6	16	18	13	47	2	1	1	0	0	0	0	5
	%	100%	31.25%	68.75%	2.68%	5.36%	14.29%	16.07%	11.61%	41.96%	1.79%	.89%	.89%	.00%	.00%	.00%	.00%	4.46%
Qualified of those Identified	#	65	22	43	2	3	12	13	7	24	0	1	1	0	0	0	0	2
	%	100%	33.85%	66.15%	3.08%	4.62%	18.46%	20.00%	10.77%	36.92%	.00%	1.54%	1.54%	.00%	.00%	.00%	.00%	3.08%
Selected of those Identified	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			39.70%	60.30%	3.66%	5.84%	30.39%	44.18%	3.32%	7.11%	1.85%	2.33%	.04%	.08%	.27%	.48%	.17%	.29%
<b>Job Title/Series: 0260 Equal Opportunity Employment Specialist</b>																		
Total Received	#	36																
Voluntarily Identified	#	28	10	18	2	5	1	1	6	10	1	0	0	0	0	0	0	2
	%	100%	35.71%	64.29%	7.14%	17.86%	3.57%	3.57%	21.43%	35.71%	3.57%	.00%	.00%	.00%	.00%	.00%	.00%	7.14%
Qualified of those Identified	#	27	10	17	2	5	1	1	6	9	1	0	0	0	0	0	0	2
	%	100%	37.04%	62.96%	7.41%	18.52%	3.70%	3.70%	22.22%	33.33%	3.70%	.00%	.00%	.00%	.00%	.00%	.00%	7.41%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			53.57%	46.43%	4.37%	4.33%	41.05%	32.18%	4.26%	6.89%	2.89%	2.11%	.05%	.10%	.63%	.52%	.31%	.30%
<b>Job Title/Series: 0301 Travel Systems Administrator &amp; Program Coordinator</b>																		
Total Received	#	118																
Voluntarily Identified	#	104	51	53	6	3	27	5	13	40	4	3	1	0	0	1	0	1
	%	100%	49.04%	50.96%	5.77%	2.88%	25.96%	4.81%	12.50%	38.46%	3.85%	2.88%	.96%	.00%	.00%	.96%	.00%	.96%
Qualified of those Identified	#	23	12	11	3	0	6	1	2	10	1	0	0	0	0	0	0	0
	%	100%	52.17%	47.83%	13.04%	.00%	26.09%	4.35%	8.70%	43.48%	4.35%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
Selected of those Identified	#	5	3	2	1	0	1	1	1	1	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	20.00%	.00%	20.00%	20.00%	20.00%	20.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	.03%	.05%	.33%	.62%	.26%	.39%



<b>Job Title/Series: 0306 Government Information Specialist, GS-0306-11</b>																		
Total Received	#	345																
Voluntarily Identified	#	275	112	163	12	17	41	16	50	122	8	4	0	0	1	1	0	3
	%	100%	40.73%	59.27%	4.36%	6.18%	14.91%	5.82%	18.18%	44.36%	2.91%	1.45%	.00%	.00%	.36%	.36%	.00%	1.09%
Qualified of those Identified	#	224	93	131	12	14	33	10	42	100	5	4	0	0	1	1	0	2
	%	100%	41.52%	58.48%	5.36%	6.25%	14.73%	4.46%	18.75%	44.64%	2.23%	1.79%	.00%	.00%	.45%	.45%	.00%	.89%
Selected of those Identified	#	4	1	3	0	0	1	0	0	2	0	0	0	0	0	1	0	0
	%	100%	25.00%	75.00%	.00%	.00%	25.00%	.00%	.00%	50.00%	.00%	.00%	.00%	.00%	.00%	25.00%	.00%	.00%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	.03%	.05%	.33%	.62%	.26%	.39%
<b>Job Title/Series: 0340 Program Manager</b>																		
Total Received	#	235																
Voluntarily Identified	#	169	91	78	6	14	30	14	29	37	22	11	0	0	2	0	2	2
	%	100%	53.85%	46.15%	3.55%	8.28%	17.75%	8.28%	17.16%	21.89%	13.02%	6.51%	.00%	.00%	1.18%	.00%	1.18%	1.18%
Qualified of those Identified	#	105	45	60	3	10	10	11	14	27	14	10	0	0	2	0	2	2
	%	100%	42.86%	57.14%	2.86%	9.52%	9.52%	10.48%	13.33%	25.71%	13.33%	9.52%	.00%	.00%	1.90%	.00%	1.90%	1.90%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	.03%	.05%	.33%	.62%	.26%	.39%
<b>Job Title/Series: 0341 Administrative Officer</b>																		
Total Received	#	2																
Voluntarily Identified	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
Qualified of those Identified	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
Selected of those Identified	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	50.00%	.00%	.00%	.00%	50.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	.03%	.05%	.33%	.62%	.26%	.39%
<b>Job Title/Series: 0343 Supervisory Management Analyst</b>																		
Total Received	#	407																
Voluntarily Identified	#	317	149	168	18	10	36	28	79	114	12	9	0	0	1	3	3	4
	%	100%	47.00%	53.00%	5.68%	3.15%	11.36%	8.83%	24.92%	35.96%	3.79%	2.84%	.00%	.00%	.32%	.95%	.95%	1.26%
Qualified of those Identified	#	51	23	28	2	2	7	5	10	19	2	2	0	0	1	0	1	0
	%	100%	45.10%	54.90%	3.92%	3.92%	13.73%	9.80%	19.61%	37.25%	3.92%	3.92%	.00%	.00%	1.96%	.00%	1.96%	.00%
Selected of those Identified	#	4	2	2	0	1	0	0	1	1	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	.00%	25.00%	.00%	.00%	25.00%	25.00%	25.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			58.45%	41.55%	2.46%	2.14%	49.01%	32.56%	3.03%	3.80%	3.33%	2.46%	.02%	.04%	.31%	.32%	.27%	.24%
<b>Job Title/Series: 0501 Financial Management Specialist, GS-0501-11</b>																		
Total Received	#	199																
Voluntarily Identified	#	148	67	81	9	10	17	17	31	47	10	5	0	0	0	1	0	1
	%	100%	45.27%	54.73%	6.08%	6.76%	11.49%	11.49%	20.95%	31.76%	6.76%	3.38%	.00%	.00%	.00%	.68%	.00%	.68%
Qualified of those Identified	#	133	58	75	9	10	14	15	25	44	10	4	0	0	0	1	0	1
	%	100%	43.61%	56.39%	6.77%	7.52%	10.53%	11.28%	18.80%	33.08%	7.52%	3.01%	.00%	.00%	.00%	.75%	.00%	.75%
Selected of those Identified	#	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			43.73%	56.27%	4.04%	5.78%	32.50%	38.61%	4.69%	7.62%	1.75%	3.19%	.00%	.06%	.39%	.83%	.38%	.17%

<b>Job Title/Series: 0510 Staff Accountant, GS-0510-13</b>																		
Total Received	#	349																
Voluntarily Identified	#	274	119	155	8	11	36	15	51	95	22	32	0	0	1	0	1	2
	%	100%	43.43%	56.57%	2.92%	4.01%	13.14%	5.47%	18.61%	34.67%	8.03%	11.68%	.00%	.00%	.36%	.00%	.36%	.73%
Qualified of those Identified	#	148	61	87	4	4	20	8	26	56	10	19	0	0	0	0	1	0
	%	100%	41.22%	58.78%	2.70%	2.70%	13.51%	5.41%	17.57%	37.84%	6.76%	12.84%	.00%	.00%	.00%	.00%	.68%	.00%
Selected of those Identified	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	50.00%	.00%	50.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	.02%	.06%	.19%	.43%	.17%	.29%
<b>Job Title/Series: 0511 Supervisory Auditor</b>																		
Total Received	#	746																
Voluntarily Identified	#	595	280	315	22	34	65	42	139	169	45	61	0	0	0	0	9	9
	%	100%	47.06%	52.94%	3.70%	5.71%	10.92%	7.06%	23.36%	28.40%	7.56%	10.25%	.00%	.00%	.00%	.00%	1.51%	1.51%
Qualified of those Identified	#	415	194	221	17	23	43	30	95	118	32	43	0	0	0	0	7	7
	%	100%	46.75%	53.25%	4.10%	5.54%	10.36%	7.23%	22.89%	28.43%	7.71%	10.36%	.00%	.00%	.00%	.00%	1.69%	1.69%
Selected of those Identified	#	12	2	10	0	1	0	2	2	4	0	3	0	0	0	0	0	0
	%	100%	16.67%	83.33%	.00%	8.33%	.00%	16.67%	16.67%	33.33%	.00%	25.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	.02%	.06%	.19%	.43%	.17%	.29%
<b>Job Title/Series: 0525 Accounting Technician</b>																		
Total Received	#	216																
Voluntarily Identified	#	175	62	113	9	9	16	14	25	73	12	14	0	0	0	0	0	3
	%	100%	35.43%	64.57%	5.14%	5.14%	9.14%	8.00%	14.29%	41.71%	6.86%	8.00%	.00%	.00%	.00%	.00%	.00%	1.71%
Qualified of those Identified	#	150	51	99	9	8	11	13	21	64	10	11	0	0	0	0	0	3
	%	100%	34.00%	66.00%	6.00%	5.33%	7.33%	8.67%	14.00%	42.67%	6.67%	7.33%	.00%	.00%	.00%	.00%	.00%	2.00%
Selected of those Identified	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			11.10%	88.90%	1.22%	7.15%	7.77%	70.72%	1.20%	6.64%	.74%	2.98%	.20%	.10%	.09%	.88%	.07%	.42%
<b>Job Title/Series: 0560 Supvy Budget Analyst</b>																		
Total Received	#	345																
Voluntarily Identified	#	270	128	142	17	8	42	23	46	91	19	19	0	0	1	0	3	1
	%	100%	47.41%	52.59%	6.30%	2.96%	15.56%	8.52%	17.04%	33.70%	7.04%	7.04%	.00%	.00%	.37%	.00%	1.11%	.37%
Qualified of those Identified	#	86	40	46	4	5	12	7	15	27	8	7	0	0	0	0	1	0
	%	100%	46.51%	53.49%	4.65%	5.81%	13.95%	8.14%	17.44%	31.40%	9.30%	8.14%	.00%	.00%	.00%	.00%	1.16%	.00%
Selected of those Identified	#	4	2	2	0	1	0	0	0	1	2	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	.00%	25.00%	.00%	.00%	.00%	25.00%	50.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			36.51%	63.48%	1.98%	4.69%	26.93%	41.07%	4.58%	11.51%	2.33%	4.71%	.05%	.19%	.43%	.65%	.21%	.66%
<b>Job Title/Series: 0905 General Attorney (Department Level)</b>																		
Total Received	#	335																
Voluntarily Identified	#	209	106	103	15	16	51	42	34	32	6	13	0	0	0	0	0	0
	%	100%	50.72%	49.28%	7.18%	7.66%	24.40%	20.10%	16.27%	15.31%	2.87%	6.22%	.00%	.00%	.00%	.00%	.00%	.00%
Qualified of those Identified	#	156	77	79	11	14	40	31	21	21	5	13	0	0	0	0	0	0
	%	100%	49.36%	50.64%	7.05%	8.97%	25.64%	19.87%	13.46%	13.46%	3.21%	8.33%	.00%	.00%	.00%	.00%	.00%	.00%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	.02%	.01%	.31%	.23%	.22%	.18%

<b>Job Title/Series: 0986 Legal Assistant</b>																		
Total Received	#	155																
Voluntarily Identified	#	118	41	77	3	5	21	14	10	51	7	2	0	0	0	3	0	2
	%	100%	34.75%	65.25%	2.54%	4.24%	17.80%	11.86%	8.47%	43.22%	5.93%	1.69%	.00%	.00%	.00%	2.54%	.00%	1.69%
Qualified of those Identified	#	34	10	24	1	0	7	0	0	24	2	0	0	0	0	0	0	0
	%	100%	29.41%	70.59%	2.94%	.00%	20.59%	.00%	.00%	70.59%	5.88%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
Selected of those Identified	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			25.90%	74.10%	2.00%	7.30%	19.20%	55.70%	2.60%	7.30%	1.50%	2.10%	.00%	.10%	.20%	.60%	.30%	.70%
<b>Job Title/Series: 1102 Supvy Contract Specialist</b>																		
Total Received	#	217																
Voluntarily Identified	#	166	66	100	6	11	24	13	29	64	6	7	0	0	0	0	1	5
	%	100%	39.76%	60.24%	3.61%	6.63%	14.46%	7.83%	17.47%	38.55%	3.61%	4.22%	.00%	.00%	.00%	.00%	.60%	3.01%
Qualified of those Identified	#	107	41	66	4	5	15	11	17	43	5	3	0	0	0	0	0	4
	%	100%	38.32%	61.68%	3.74%	4.67%	14.02%	10.28%	15.89%	40.19%	4.67%	2.80%	.00%	.00%	.00%	.00%	.00%	3.74%
Selected of those Identified	#	4	2	2	0	0	1	2	1	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	.00%	.00%	25.00%	50.00%	25.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	.02%	.12%	.34%	.48%	.11%	.26%
<b>Job Title/Series: 1106 Procurement Tech</b>																		
Total Received	#	59																
Voluntarily Identified	#	50	18	32	1	3	3	1	12	24	2	1	0	0	0	1	0	2
	%	100%	36.00%	64.00%	2.00%	6.00%	6.00%	2.00%	24.00%	48.00%	4.00%	2.00%	.00%	.00%	.00%	2.00%	.00%	4.00%
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			36.90%	63.10%	2.90%	4.50%	28.50%	46.10%	3.10%	8.80%	1.70%	2.00%	.00%	.00%	.00%	.80%	.30%	.30%
<b>Job Title/Series: 1160 Financial Analyst</b>																		
Total Received	#	450																
Voluntarily Identified	#	346	191	155	18	10	73	26	67	93	28	22	1	0	1	0	3	4
	%	100%	55.20%	44.80%	5.20%	2.89%	21.10%	7.51%	19.36%	26.88%	8.09%	6.36%	.29%	.00%	.29%	.00%	.87%	1.16%
Qualified of those Identified	#	276	148	128	17	8	52	21	52	76	23	19	1	0	1	0	2	4
	%	100%	53.62%	46.38%	6.16%	2.90%	18.84%	7.61%	18.84%	27.54%	8.33%	6.88%	.36%	.00%	.36%	.00%	.72%	1.45%
Selected of those Identified	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			67.10%	32.90%	3.10%	2.00%	54.00%	22.00%	3.50%	3.80%	5.50%	4.20%	.10%	.00%	.00%	.10%	.70%	.60%
<b>Job Title/Series: 1501 Pension Information System Modeler</b>																		
Total Received	#	66																
Voluntarily Identified	#	41	27	14	0	0	13	4	7	7	7	3	0	0	0	0	0	0
	%	100%	65.85%	34.15%	.00%	.00%	31.71%	9.76%	17.07%	17.07%	17.07%	7.32%	.00%	.00%	.00%	.00%	.00%	.00%
Qualified of those Identified	#	20	9	11	0	0	5	3	1	5	3	3	0	0	0	0	0	0
	%	100%	45.00%	55.00%	.00%	.00%	25.00%	15.00%	5.00%	25.00%	15.00%	15.00%	.00%	.00%	.00%	.00%	.00%	.00%
Selected of those Identified	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	100.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			52.70%	47.20%	2.10%	2.80%	43.20%	32.60%	2.30%	4.80%	3.70%	5.80%	.00%	.30%	.10%	.30%	.90%	.30%



















<b>Job Series of Vacancy: 0511 Supervisory Auditor</b>																		
Total Applications Received	#	17	5	12	0	1	2	0	1	9	2	2	0	0	0	0	0	0
	#	15	5	10	0	1	2	0	1	7	2	2	0	0	0	0	0	0
Qualified	%	100%	33.33%	66.67%	0.00%	6.67%	13.33%	0.00%	6.67%	46.67%	13.33%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Selected	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
<b>Job Series of Vacancy: 0560 Budget Analyst</b>																		
Total Applications Received	#	6	2	4	0	1	1	0	1	2	0	1	0	0	0	0	0	0
	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Qualified	%	100%	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Selected	%	100%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
<b>Job Series of Vacancy: 1102 Supervisory Contract Specialist</b>																		
Total Applications Received	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
Qualified	%	100%	66.67%	33.33%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Selected	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
<b>Job Series of Vacancy: 1199 Financial Analyst (Pathways Intern)</b>																		
Total Applications Received	#	3	0	3	0	0	0	0	0	2	0	1	0	0	0	0	0	0
	#	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
Qualified	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Selected	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
<b>Job Series of Vacancy: 1510 Actuary</b>																		
Total Applications Received	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Qualified	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
<b>Job Series of Vacancy: 2210 INFORMATION TECHNOLOGY PROJECT MANAGER</b>																		
Total Applications Received	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Qualified	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Selected	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		







PBGC PENSION BENEFIT GUARANTY CORPORATION For Period ( 201920 )

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

Permanent Workforce	TOTAL WORKFORCE		RACE/ETHNICITY																
			Hispanic or Latino		Non- Hispanic or Latino														
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian Alaska Native		Two or more races		None Specified		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees	#	74	27	47	3	4	7	17	11	21	6	5	0	0	0	0	0	0	0
Eligible for Career	%	100%	36.49%	63.51%	4.05%	5.41%	9.46%	22.97%	14.86%	28.38%	8.11%	6.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Time in grade in excess of minimum</b>																			
1-12 Months	#	5	1	4	0	0	0	0	1	3	0	1	0	0	0	0	0	0	0
	%	100%	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	20.00%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-24 Months	#	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%	0%	0.00%
25 + months	#	11	6	5	0	0	2	0	3	5	1	0	0	0	0	0	0	0	0
	%	100%	54.55%	45.45%	0.00%	0.00%	18.18%	0.00%	27.27%	45.45%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period 201920

Table B10 - Non-Competitive Promotions - Time in Grade - By Disability - Permanent Workforce

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Total Employees	#	74	53	8	13	2	0	0	0	0	0	1	0	1	0
Eligible for Career	%	100%	71.62%	10.81%	17.57%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	1.35%	0.00%	1.35%	0.00%
<b>Time in Grade Excess of Minimum</b>															
1-12 Months	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-24 Months	#	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%
25 + Months	#	11	9	0	2	1	0	0	0	0	0	0	0	1	0
	%	100%	81.82%	0.00%	18.18%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%







PBGc PENSION BENEFIT GUARANTY CORPORATION For Period ( 2018-10-01 TO 2019-10-01 )  
 Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	RACE/ETHNICITY																			
	TOTAL EMPLOYEES						Non- Hispanic or Latino													
	All		male		female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
<b>Time-Off Awards - 1-9 hours</b>																				
	#	38	15	23	0	1	8	8	5	7	2	7	0	0	0	0	0	0		
Total Time-Off Awards Given	%	100%	39.47%	60.53%	0.00%	2.63%	21.05%	21.05%	13.16%	18.42%	5.26%	18.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Total Hours		283	107	176	0	8	54	64	40	50	13	54	0	0	0	0	0	0		
Average Hours		7	7	8	0	8	7	8	8	7	7	8	0	0	0	0	0	0		
<b>Time-Off Awards - 9+ hours</b>																				
	#	939	413	526	18	22	216	158	123	285	54	53	0	0	1	1	1	6		
Total Time-Off Awards Given	%	100%	43.98%	56.02%	1.92%	2.34%	23.00%	16.83%	13.10%	30.35%	5.75%	5.64%	0.00%	0.00%	0.11%	0.11%	0.11%	0.64%		
Total Hours		28306	12584	15722	530	680	6754	4990	3586	8212	1654	1620	0	0	30	30	30	170		
Average Hours		30	30	30	29	31	31	32	29	29	31	31	0	0	30	30	30	28		
<b>Cash Awards - \$100 - \$500</b>																				
	#	407	193	214	6	10	110	57	51	105	26	38	0	0	0	0	0	3		
Total Cash Awards Given	%	100%	47.42%	52.58%	1.47%	2.46%	27.03%	14.00%	12.53%	25.80%	6.39%	9.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.74%		
Total Amount		\$133,755	\$61,045	\$72,710	\$1,550	\$3,750	\$35,645	\$19,495	\$15,950	\$36,795	\$7,900	\$11,070	\$0	\$0	\$0	\$0	\$0	\$1,100		
Average Amount		\$329	\$316	\$340	\$258	\$375	\$324	\$342	\$313	\$350	\$304	\$291	0	0	0	0	0	\$367		
<b>Cash Awards - \$501+</b>																				
	#	1042	481	561	22	26	280	197	116	266	60	62	0	0	2	3	1	6		
Total Cash Awards Given	%	100%	46.16%	53.84%	2.11%	2.50%	26.87%	18.91%	11.13%	25.53%	5.76%	5.95%	0.00%	0.00%	0.19%	0.29%	0.10%	0.58%		
Total Amount		\$2,172,916	\$1,051,480	\$1,121,436	\$41,800	\$40,575	\$667,285	\$493,365	\$219,255	\$455,771	\$120,580	\$121,200	\$0	\$0	\$1,210	\$2,700	\$1,350	\$6,825		
Average Amount		\$2,085	\$2,186	\$1,999	\$1,900	\$1,561	\$2,383	\$2,504	\$1,890	\$1,713	\$2,010	\$1,955	0	0	\$605	\$900	\$1,350	\$1,138		
<b>Senior Executive Service Performance Awards</b>																				
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Total Cash Awards Given	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Quality Step Increases(QSI)</b>																				
	#	28	11	17	0	3	9	3	1	6	1	5	0	0	0	0	0	0		
Total QSIs Awarded	%	100%	39.29%	60.71%	0.00%	10.71%	32.14%	10.71%	3.57%	21.43%	3.57%	17.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Total Benefit		\$103,785	\$42,620	\$61,165	\$0	\$11,119	\$35,934	\$11,120	\$3,906	\$19,908	\$2,780	\$19,018	\$0	\$0	\$0	\$0	\$0	\$0		
Average Benefit		\$3,707	\$3,875	\$3,598	0	\$3,706	\$3,993	\$3,707	\$3,906	\$3,318	\$2,780	\$3,804	0	0	0	0	0	0		







Pension Benefit Guaranty Corporation  
1200 K Street, N.W., Washington, D.C. 20005-4026

Office of the Director

AUG 8 2019

**TO: All PBGC Staff**

**FROM: Gordon Hartogensis  
Director**

**SUBJECT: Equal Employment Opportunity Policy Statement**

The Pension Benefit Guaranty Corporation (PBGC) protects the retirement incomes of nearly 37 million American workers in nearly 25,000 private-sector defined benefit pension plans. For PBGC to do its job well, we must continue to strive for inclusion, cooperation, and respect for the talents that a diverse workforce can bring to any successful venture.

PBGC is committed to ensuring that its employees and applicants for employment are treated equitably in an environment that is free from discrimination based on race, religion, color, sex, pregnancy, sexual orientation, gender identity, parental status, marital status, national origin, age, disability, family medical history or genetic information. Employees and applicants who believe they may have experienced discrimination on any of these bases, or who believe they may have been retaliated against for exercising the right to go through the Equal Employment Opportunity (EEO) process, should contact the Office of Equal Employment Opportunity (OEEO) as discussed below.

All employees are responsible for exhibiting professional conduct and behavior in the workplace and cooperating in the enforcement of this policy. Individuals engaging in conduct or behavior that violates this policy may be subject to appropriate disciplinary action up to, and including, removal from Federal service.

If you believe you may have been subjected to discrimination or retaliation, you should contact OEEO at ext. 4363 or email [eeo@pbgc.gov](mailto:eeo@pbgc.gov) immediately. OEEO offers a confidential and neutral early intervention process to address concerns without your having to initiate the EEO complaint process. If, however, you decide to initiate the EEO complaint process, you must do so within 45 calendar days of the incident or the date you became aware of the incident. Where an aggrieved individual elects and OEEO determines that Alternative Dispute Resolution (ADR) is appropriate, managers and/or supervisors have a duty to participate in PBGC's ADR process.

In our work processes, PBGC will create avenues for full participation to enable excellence and innovation that is realized through collaboration of diverse ideas, experiences, and perspectives. By working together to promote the principles of equal opportunity, we will ensure that all employees and applicants for employment have an opportunity to succeed and contribute to PBGC's mission of protecting America's retirement security.



**Pension Benefit Guaranty Corporation**  
1200 K Street, N.W., Washington, D.C. 20005-4026

Office of the Director

AUG 8 2019

**TO: All PBGC Staff**

**FROM: Gordon Hartogensis  
Director**

**SUBJECT: Anti-Harassment Policy Statement**

The Pension Benefit Guaranty Corporation (PBGC) has a policy providing for a work environment free from all forms of harassment. For example, in addition to providing the protection required by Equal Employment Opportunity (EEO) laws from harassment based on race, color, religion, sex (including pregnancy, sexual harassment, gender identity, and non-sexual harassment based on sex), sexual orientation, national origin, age, disability (mental or physical), family medical history or genetic information, PBGC's policy also protects against harassment based on parental and marital status.

Harassment becomes unlawful where: 1) enduring the offensive conduct becomes a condition of continued employment; or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Examples include:

- making negative comments about an employee's personal religious beliefs, or trying to convert them to a certain religious ideology;
- using racist slang, phrases, or nicknames;
- making remarks about an individual's skin color or other ethnic traits;
- displaying racist drawings, or posters that might be offensive to a particular group;
- making offensive gestures;
- making offensive reference to an individual's mental or physical disability;
- sharing inappropriate images, videos, e-mails, letters, or notes of an offensive nature;
- offensively talking about negative racial, ethnic, or religious stereotypes; or
- making derogatory age-related comments.

No single situation constitutes harassment and harassment may be direct or indirect.



Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge; testifying or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or 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. Such conduct may include:

- an employer or supervisor conditioning promotion, job assignments, or other tangible job benefits based on acquiescence to unwelcome sexual conduct, or penalizing an individual for refusing to participate in such conduct;
- sexist or stereotypical remarks about a person's clothing, body, appearance, or activities;
- sexually oriented jokes, stories, remarks, or discussions;
- descriptions of sexual acts;
- posting or displaying sexually graphic pictures anywhere in the workplace;
- deliberately touching, pinching, patting, or giving inappropriate looks to another person;
- pressure for dates or sexual activity;
- unwelcome telephone calls, e-mail messages, social network postings or letters of a sexual nature; or
- demands for sexual favors.

In sexual harassment, the harasser may be male or female, and the victim may be of the opposite sex or the same sex as the harasser. Even a consensual relationship between the harasser and the victim may involve sexual harassment. For example, if the victim agrees to sexual behavior out of fear of retaliation, the conduct of the other party may still constitute sexual harassment despite the victim's consent. The focus is on whether the conduct was unwelcome, not consensual.

The goal of an Anti-Harassment Policy Statement is to address and eliminate harassing conduct at the earliest possible stage, regardless of whether the conduct violated the law. All employees are responsible for exhibiting professional conduct and behavior in the workplace and cooperating in the enforcement of this policy. Individuals engaging in conduct or behavior that violates this policy may be subject to appropriate disciplinary action up to, and including, removal from Federal service. Supervisors must strive to maintain and promote a work environment free of harassment. To prevent and remedy incidents of workplace harassment, PBGC officials must be made aware of the conduct or behavior as soon as possible

PBGC will not tolerate the creation of a hostile work environment and will address reported workplace harassment promptly. Individuals who believe they are being harassed or subjected to a hostile work environment are encouraged to tell the alleged harasser (orally or in writing) to stop, keep a record of the events, immediately report the behavior, and cooperate in any inquiry regarding allegations of harassment. Retaliation for reporting workplace harassment or for



assisting in any inquiry concerning a report of harassment also will not be tolerated. In addition, PBGC will protect the confidentiality of employees who bring harassment claims, to the extent possible.

PBGC employees who believe they have been harassed or have been subjected to a hostile work environment should report the matter immediately to their immediate supervisor, another management official, or PBGC's Harassment Inquiry Committee (HIC): Intake points of contact include:

Paul Chalmers (OGC) – (202) 229-3555;

Kimberlee Gee (OGC) – (202) 229-4768;

Arrie Etheridge (HRD) – (202) 229-3728;

Karen Esser (HRD) – (202) 229-3275; or

PBGC's Office of Equal Employment Opportunity at (202) 229-4363, [EEO@PBGC.gov](mailto:EEO@PBGC.gov)

Additional information about the HIC is available on SharePoint at <http://pbgc.gov/sharepoint.com/EEO/Pages/AntiHarassment.aspx>

Upon receipt of a harassment allegation, the Agency will conduct a prompt, thorough, and impartial investigation, if appropriate. The Agency will take immediate and appropriate corrective action when it determines harassment has occurred.

An employee who reports allegations of harassment or hostile work environment to the HIC, a PBGC supervisor/manager, or HRD has **not** filed an EEO complaint. An employee who wishes to file an EEO complaint must contact PBGC's EEO Office within 45 calendar days of the alleged harassing conduct or the date they became aware of the harassing conduct. Failure to do so may result in the dismissal of the EEO complaint.

**The federal sector EEO discrimination complaint process cannot be initiated by reporting harassment or hostile work environment to a supervisor or management official, HRD, or by contacting the Employee Assistance Program (EAP) or union.**

This policy applies to all PBGC employees. Related questions or requests for information should be directed to OEEO, Brenecia Watson, (202) 229-6868.

## Advisory Committee

Small group that represents interests of employers with pension plans, employee organizations and the general public.

## Board of Directors

Secretary of Labor and Board Chair  
Secretary of Treasury  
Secretary of Commerce

### OFFICE OF THE PARTICIPANT AND PLAN SPONSOR ADVOCATE (OPPSA)



**Constance Donovan**  
Participant and Plan Sponsor Advocate

### OFFICE OF INSPECTOR GENERAL (OIG)



**Robert Westbrook**  
Inspector General



### Director

**Gordon Hartogensis**  
Office of the Director (OD)



**Kristin Chapman**  
Chief of Staff (COS)



**Brenecia Watson**  
Director

Office of Equal Employment Opportunity (OEEC)

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Chief of Benefits Administration



**Janice Brown-Taylor**  
Deputy Chief of Benefits Administration



**Scott Young**  
Director  
Actuarial Services and Technology Department (ASTD)



**Jennifer Messina**  
Director  
Participant Services Department (PSD)



**Michael Hutchins**  
Director  
Plan Asset and Data Management Department (PADMD)

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Acting General Counsel



**Charles Finke**  
Deputy General Counsel  
Bankruptcy, Litigation and Terminations (BLT)



**Kartar Khalsa**  
Deputy General Counsel  
Bankruptcy, Transactions and Terminations (BTT)



**Paul Chalmers**  
Deputy General Counsel  
General Law and Operations (GLO)



**Dan Liebman**  
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Program Law and Policy (PLP)

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Chief Information Officer



**Vidhya Shyamsunder**  
Director  
Business Innovation Services Department (BISD)



**Melanie Carter**  
Director  
Enterprise Governance Department (EGD)



**Joshua Kossoy**  
Director  
Information Technology Infrastructure Operations Department (ITIOD)

### OFFICE OF MANAGEMENT & ADMINISTRATION (OMA)



**Alice Maroni**  
Chief Management Officer



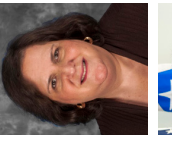
**Kimberly Mayo**  
Director  
Budget Department (BD)



**Arrie Etheridge**  
Director  
Human Resources Department (HRD)



**Juliet Felent**  
Acting Director  
Procurement Department (PD)



**Diane Braunstein**  
Director  
Quality Management Department (QMD)



**Alisa Cottone**  
Director  
Workplace Solutions Department (WSD)

### OFFICE OF NEGOTIATIONS & RESTRUCTURING (ONR)



**Karen Morris**  
Chief of Negotiations and Restructuring



**Adl Berger**  
Director  
Corporate Finance & Restructuring Department (CFRD)

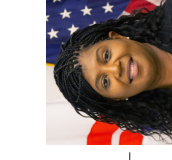


**Rossi Marcelin**  
Deputy Chief of Negotiations and Restructuring

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**Andy Banducci**  
Chief Policy Officer



**Martha Threatt**  
Director  
Communications Outreach and Legislative Affairs Department (COLAD)



**Ted Goldman**  
Director  
Policy, Research and Analysis Department (PRAD)