Equal Employment Opportunity Workforce Profile Data

Attachment 3

Permanent Staff (Inclusive of all pay grades)

	FY 02 as of 08/30/2002	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	2896	100%	2828	100%	2828	100%	2832	100%	2961	100%
FEMALE	1098	38%	1067	38%	1064	38%	1055	37%	1093	37%
MALE	1798	62%	1759	62%	1764	62%	1777	63%	1868	63%
AFRICAN AMERICAN	380	13%	367	13%	368	13%	366	13%	374	13%
FEMALE	265	9%	258	9%	258	9%	252	9%	256	9%
MALE	115	4%	109	4%	110	4%	114	4%	118	4%
ASIAN PACIFIC AMERICAN	204	7%	195	7%	196	7%	196	7%	200	7%
FEMALE	53	2%	49	2%	46	2%	45	2%	46	2%
MALE	151	5%	146	5%	150	5%	151	5%	154	5%
HISPANIC	105	4%	90	3%	71	3%	63	2%	62	2%
FEMALE	37	1%	32	1%	27	1%	23	1%	23	1%
MALE	68	2%	58	2%	44	2%	40	1%	39	1%
NATIVE AMERICAN	9	0.31%	9	0.32%	7	0.25%	9	0.32%	8	0.27%
FEMALE	3	0.10%	2	0.07%	2	0.07%	4	0.14%	3	0.10%
MALE	6	0.21%	7	0.25%	5	0.18%	5	0.18%	5	0.17%
WHITE	2198	76%	2185	77%	2186	77%	2198	78%	2317	78%
FEMALE	740	26%	726	26%	731	26%	731	26%	766	26%
MALE	1458	50%	1439	51%	1455	51%	1467	52%	1552	52%

Age Group: Permanent Staff (Inclusive of all pay grades)

	FY 02 as of 08/30/2002	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL ALL AGES	2896	100%	2826	100%	2828	100%	2832	100%	2961	100%
56+	649	22%	623	22%	610	22%	610	22%	592	20%
50-55	711	25%	698	25%	682	24%	635	22%	664	22%
40-49	981	34%	968	34%	978	35%	999	35%	1036	35%
39 & Under	555	19%	539	19%	558	20%	588	21%	669	23%

Senior Executive Service

	FY 02 as of 08/30/2002	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	149	100%	146	100%	140	100%	140	100%	181	100%
FEMALE	23	15%	21	14%	19	14%	18	13%	21	12%
MALE	126	85%	125	86%	121	86%	122	87%	160	88%
AFRICAN AMERICAN	7	5%	9	6%	8	6%	8	6%	8	5%
FEMALE	2	1%	2	1%	2	1%	2	1%	2	1%
MALE	5	3%	7	5%	7	5%	7	5%	7	4%
ASIAN PACIFIC AMERICAN	7	5%	6	4%	5	4%	4	3%	7	4%
FEMALE	2	1%	2	1%	1	1%	1	1%	1	1%
MALE	5	3%	4	3%	4	3%	3	2%	6	3%
HISPANIC	2	1%	2	1%	2	1%	2	1%	2	1%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	2	1%	2	1%	2	1%	2	1%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	133	89%	129	88%	124	89%	125	89%	163	90%
FEMALE	19	13%	17	12%	16	11%	15	11%	18	10%
MALE	114	77%	112	77%	108	77%	110	79%	145	80%

Senior Level System

	FY 02 as of 08/30/2002	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	65	100%	62	100%	59	100%	49	100%	38	100%
FEMALE	12	18%	12	19%	11	18%	10	20%	8	21%
MALE	53	82%	50	81%	48	81%	39	80%	30	79%
AFRICAN AMERICAN	1	2%	1	2%	0	0%	0	0%	2	5%
FEMALE	0	0%	0	0%	0	0%	0	0%	1	3%
MALE	1	2%	1	2%	0	0%	0	0%	1	3%
ASIAN PACIFIC AMERICAN	4	6%	3	5%	4	7%	4	8%	3	8%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	4	6%	3	5%	4	7%	4	8%	3	8%
HISPANIC	2	3%	2	3%	1	2%	1	2%	1	3%
FEMALE	1	2%	1	2%	1	2%	1	2%	1	3%
MALE	1	2%	1	2%	0	0%	0	0%	0	0%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	58	89%	56	90%	54	92%	44	90%	32	84%
FEMALE	11	17%	11	18%	10	17%	9	18%	6	16%
MALE	47	72%	45	73%	44	75%	35	71%	26	68%

Managers/Supervisors (includes SES & non-SES supervisors/managers)

	FY 02 as of 06/30/2002	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	340	100%	329	100%	327	100%	322	100%	399	100%
FEMALE	63	19%	61	19%	58	18%	57	18%	69	17%
MALE	277	81%	268	81%	269	82%	265	82%	330	83%
AFRICAN AMERICAN	23	6.76%	24	7.29%	27	8.26%	27	8.39%	29	7.27%
FEMALE	9	3%	10	3%	10	3%	10	3%	14	4%
MALE	14	4%	14	4%	17	5%	17	5%	15	4%
ASIAN PACIFIC AMERICAN	18	5.29%	13	3.95%	13	3.98%	13	4.04%	19	4.76%
FEMALE	2	1%	2	1%	3	1%	4	1%	5	1%
MALE	16	5%	11	3%	10	3%	9	3%	14	4%
HISPANIC	7	2.06%	6	1.82%	7	2.14%	7	2.17%	7	1.75%
FEMALE	2	0.59%	2	0.61%	1	0.31%	1	0.31%	1	0.25%
MALE	5	1%	4	1%	6	2%	6	2%	6	2%
NATIVE AMERICAN	1	0.29%	1	0.30%	1	0.31%	1	0.31%	0	0.00%
FEMALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MALE	1	0.29%	1	0.30%	1	0.31%	1	0.31%	0	0.00%
WHITE	291	85.59%	265	80.53%	279	85.32%	274	85.09%	344	86.22%
FEMALE	50	15%	47	14%	44	13%	42	13%	49	12%
MALE	241	71%	238	72%	235	72%	232	72%	295	74%

Age Group: Managers/Supervisors (Includes SES & non-SES; excludes SLS/team leaders)

	FY 02 as of 06/30/2002	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL ALL AGES	340	100%	329	100%	327	100%	322	100%	399	100%
56+	74	22%	75	23%	65	20%	62	19%	82	21%
50-55	129	38%	125	38%	125	38%	116	36%	132	33%
40-49	115	34%	111	34%	116	35%	122	38%	164	41%
39 & Under	22	6%	18	5%	21	6%	22	7%	21	5%

Team Leaders

	FY 02 as of 08/30/2002	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	152	100%	135	100%	135	100%	136	100%	106	100%
FEMALE	41	27%	32	24%	32	24%	30	22%	18	17%
MALE	111	73%	103	76%	103	76%	106	78%	88	83%
AFRICAN AMERICAN	20	13%	16	12%	15	11%	13	10%	11	10%
FEMALE	11	7%	8	6%	9	7%	8	6%	5	5%
MALE	9	6%	8	6%	6	4%	5	4%	6	6%
ASIAN PACIFIC AMERICAN	4	3%	6	4%	7	5%	7	5%	2	2%
FEMALE	2	1%	2	1%	2	1%	1	1%	1	1%
MALE	2	1%	4	3%	5	4%	6	4%	1	1%
HISPANIC	2	1%	2	1%	2	1%	1	1%	3	3%
FEMALE	1	1%	0	0%	0	0%	0	0%	0	0%
MALE	1	1%	2	1%	2	1%	1	1%	3	3%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	126	83%	111	82%	111	82%	114	84%	90	85%
FEMALE	27	18%	22	16%	21	16%	21	16%	12	11%
MALE	99	65%	89	66%	90	67%	93	69%	78	74%

Non-Supervisory Staff by Grade Categories - FY 2002 (Excludes employees in categories: Executive Pay, SES, SLS, Administrative Judges, Supervisors/Managers & Team Leaders)

	TOTAL	%	GG 4/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%	GG 14	%	GG 15	%
TOTAL	2335	100%	285	100%	201	100%	151	100%	84	100%	522	100%	630	100%	482	100%
FEMALE	981	42%	227	80%	169	84%	126	83%	56	67%	184	35%	142	23%	77	16%
MALE	1354	58%	58	20%	32	16%	25	17%	28	33%	338	65%	488	77%	385	83%
AFRICAN AMERICAN	336	14%	67	24%	69	34%	37	25%	27	32%	72	14%	43	7%	21	5%
FEMALE	245	10%	54	19%	59	29%	35	23%	22	26%	44	8%	20	3%	11	2%
MALE	91	4%	13	5%	10	5%	2	1%	5	6%	28	5%	23	4%	10	2%
ASIAN PACIFIC AMERICAN	177	8%	21	7%	6	3%	3	2%	3	4%	33	6%	59	9%	52	11%
FEMALE	49	2%	15	5%	6	3%	3	2%	2	2%	8	2%	6	1%	7	2%
MALE	128	5%	6	2.11%	0	0%	0	0%	1	1%	25	5%	51	8%	45	10%
HISPANIC	94	4%	25	9%	16	8%	9	6%	2	2%	24	5%	12	2%	6	1%
FEMALE	33	1%	13	5%	11	5%	2	1.32%	1	1%	3	1%	2	0%	1	0.22%
MALE	61	3%	12	4.21%	5	2%	7	5%	1	1%	21	4%	10	2%	5	1%
NATIVE AMERICAN	8	0%	2	1%	0	0%	1	1%	0	0%	2	0%	0	0%	3	1%
FEMALE	3	0%	1	0%	0	0%	1	1%	0	0%	1	0%	0	0%	0	0%
MALE	5	0%	1	0.35%	0	0%	0	0%	0	0%	1	0.19%	0	0%	3	1%
WHITE	1720	74%	170	60%	110	55%	101	67%	52	62%	391	23%	516	82%	383	82%
FEMALE	651	28%	144	51%	93	46%	85	56%	31	37%	128	25%	112	18%	58	13%
MALE	1069	46%	26	9%	17	8%	16	11%	21	25%	263	50%	404	64%	322	70%

Hires

	FY 02 as of 6/30/02	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	168	100%	158	100%	161	100%	102	100%	116	100%
FEMALE	68	40%	69	44%	80	50%	47	46%	40	34%
MALE	100	60%	89	56%	81	50%	55	54%	76	66%
AFRICAN AMERICAN	30	18%	19	12%	19	12%	11	11%	9	8%
FEMALE	18	11%	14	9%	14	9%	7	7%	6	5%
MALE	12	7%	5	3%	5	3%	4	4%	3	3%
ASIAN PACIFIC AMERICAN	14	8%	8	5%	11	7%	5	5%	15	13%
FEMALE	5	3%	5	3%	5	3%	1	1%	3	3%
MALE	9	5%	3	2%	6	4%	4	4%	12	10%
HISPANIC	17	10%	26	16%	11	7%	5	5%	4	3%
FEMALE	5	3%	8	5%	6	4%	2	2%	1	1%
MALE	12	7%	18	11%	5	3%	3	3%	3	3%
NATIVE AMERICAN	1	1%	1	1%	0	0%	1	1%	1	1%
FEMALE	1	1%	0	0%	0	0%	1	1%	0	0%
MALE	0	0%	1	1%	0	0%	0	0%	1	1%
WHITE	106	63%	104	66%	120	75%	80	78%	87	75%
FEMALE	39	23%	42	27%	55	34%	36	35%	30	26%
MALE	67	40%	62	39%	65	40%	44	43%	57	49%

Departures

	FY 02 as of 6/30/02	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	103	100%	167	100%	165	100%	233	100%	207	100%
FEMALE	40	39%	71	43%	71	43%	85	36%	78	38%
MALE	63	61%	96	57%	94	57%	148	64%	129	62%
AFRICAN AMERICAN	19	18%	23	14%	18	11%	22	9%	15	7%
FEMALE	13	13%	17	10%	9	5%	13	6%	12	6%
MALE	6	6%	6	4%	9	5%	9	4%	3	1%
ASIAN PACIFIC AMERICAN	7	7%	9	5%	11	7%	9	4%	12	6%
FEMALE	1	1%	2	1%	4	2%	2	1%	4	2%
MALE	6	6%	7	4%	7	4%	7	3%	8	4%
HISPANIC	3	3%	6	4%	4	2%	5	2%	5	2%
FEMALE	0	0%	3	2%	2	1%	2	1%	0	0%
MALE	3	3%	3	2%	2	1%	3	1%	5	2%
NATIVE AMERICAN	0	0%	0	0%	2	1%	0	0%	0	0%
FEMALE	0	0%	0	0%	2	1%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	74	72%	129	77%	130	79%	197	85%	175	85%
FEMALE	26	25%	49	29%	54	33%	68	29%	62	30%
MALE	48	47%	80	48%	76	46%	129	56%	113	55%

Rotation Assignments

	FY 02 as of 6/30/02	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	176	100%	199	100%	193	100%	141	100%	215	100%
FEMALE	70	40%	72	36%	77	40%	66	47%	77	36%
MALE	106	60%	127	64%	116	60%	75	53%	138	64%
AFRICAN AMERICAN	20	11%	29	15%	32	17%	16	11%	24	11%
FEMALE	14	8%	20	10%	24	12%	12	9%	17	8%
MALE	6	3%	9	5%	8	4%	3	2%	7	3%
ASIAN PACIFIC AMERICAN	21	12%	19	10%	11	6%	12	9%	12	6%
FEMALE	10	6%	5	3%	3	2%	3	2%	5	2%
MALE	11	6%	14	7%	8	4%	9	6%	7	3%
HISPANIC	7	4%	7	4%	6	3%	2	1%	3	1%
FEMALE	2	1%	2	1%	2	1%	0	0%	2	1%
MALE	5	3%	5	3%	3	2%	2	1%	1	0.5%
NATIVE AMERICAN	3	2%	1	1%	2	1%	2	1%	3	1%
FEMALE	0	0%	1	1%	2	1%	1	1%	0	0%
MALE	3	2%	0	0%	0	0%	1	1%	3	1%
WHITE	125	71%	143	72%	143	74%	110	78%	173	80%
FEMALE	44	25%	44	22%	48	24%	50	35%	53	25%
MALE	81	46%	99	50%	97	50%	60	43%	120	56%

Age Group: Rotation Assignments

	FY 02 as of 6/30/02	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL ALL AGES	176	100%	199	100%	193	100%	141	100%	215	100%
56+	20	11%	23	12%	23	12%	13	9%	24	11%
50-55	23	13%	41	21%	43	22%	41	29%	43	20%
40-49	60	34%	75	38%	81	42%	50	35%	90	42%
39 & Under	73	41%	60	30%	46	24%	37	26%	58	27%

Advancements to SES & SLS

	FY 02				FY 01				FY 00				FY 99				FY 98			
	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%	SES	%	SLS	%
TOTAL	5	100%	5	100%	11	100%	5	100%	9	100%	15	100%	2	100%	5	100%	11	100%	8	100%
FEMALE	2	40%	1	17%	3	27%	2	40%	2	22%	3	20%	0	0%	1	20%	3	27%	1	13%
MALE	3	60%	5	83%	8	73%	3	60%	7	78%	12	80%	2	100%	4	80%	8	73%	7	88%
AFRICAN AMERICAN	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	1	50%	0	0%	1	9%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%
MALE	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
ASIAN PACIFIC AMERICAN	0	0%	1	17%	2	18%	0	0%	1	11%	1	7%	0	0%	0	0%	1	9%	0	0%
FEMALE	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%
MALE	0	0%	1	17%	1	9%	0	0%	1	11%	1	7%	0	0%	0	0%	0	0%	0	0%
HISPANIC	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	5	100%	5	83%	8	73%	5	100%	8	89%	14	93%	1	50%	5	100%	9	82%	8	100%
FEMALE	2	40%	1	17%	2	18%	2	40%	2	22%	3	20%	0	0%	1	20%	1	9%	1	13%
MALE	3	60%	4	67%	6	55%	3	60%	6	67%	11	73%	1	50%	4	80%	8	73%	7	88%

Non-SES Competitive Selections - FY 2002

	TOTAL as of 6/30/2002	%	GG 4/7	%	GG 8/9	%	GG 10/11	%	GG 12	%	GG 13	%	GG 14	%	GG 15	%
TOTAL	224	100%	15	100%	14	100%	5	100%	8	100%	15	100%	83	100%	84	100%
FEMALE	86	39%	13	87%	14	100%	5	100%	5	63%	10	67%	17	20%	24	29%
MALE	138	61%	2	13%	0	0%	0	0%	3	38%	5	33%	66	80%	60	71%
AFRICAN AMERICAN	33	15%	5	33%	4	29%	2	40%	4	50%	4	27%	8	10%	5	6%
FEMALE	27	12%	4	27%	4	29%	2	40%	3	63%	4	27%	6	7%	2	2%
MALE	6	3%	1	7%	0	0%	0	0%	0	0%	0	0%	2	2%	3	4%
ASIAN PACIFIC AMERICAN	23	10%	2	13%	0	0%	0	0%	0	0%	0	0%	8	10%	13	15%
FEMALE	6	3%	2	13%	0	0%	0	0%	0	0%	0	0%	2	2%	2	2%
MALE	17	8%	0	0%	0	0%	0	0%	0	0%	0	0%	6	7%	11	13%
HISPANIC	6	3%	1	7%	1	7%	0	0%	1	13%	1	7%	1	1%	1	1%
FEMALE	2	1%	1	7%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	4	2%	0	0%	0	0%	0	0%	1	13%	1	7%	1	1%	1	1%
NATIVE AMERICAN	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
WHITE	161	72%	7	47%	9	64%	3	60%	2	25%	10	67%	66	80%	64	76%
FEMALE	53	24%	6	40%	9	64%	3	60%	0	0%	6	40%	9	11%	20	24%
MALE	108	48%	1	7%	0	0%	0	0%	2	25%	4	27%	57	69%	44	52%

Non-SES Competitive Selections - FY 2001

	TOTAL		GG 4/7		GG 8/9		GG 10/11		GG 12		GG 13		GG 14		GG 15	
		%		%		%		%		%		%		%		%
TOTAL	178	100%	5	100%	18	100%	5	100%	10	100%	3	100%	22	100%	19	100%
FEMALE	88	49%	5	100%	18	100%	5	100%	7	70%	1	33%	5	23%	3	16%
MALE	91	51%	0	0%	0	0%	0	0%	3	30%	2	67%	17	77%	16	84%
AFRICAN AMERICAN	32	18%	2	40%	4	22%	2	40%	6	60%	1	33%	3	14%	1	5%
FEMALE	24	13%	2	40%	4	22%	2	40%	4	40%	0	0%	1	5%	0	0%
MALE	8	4%	0	0%	0	0%	0	0%	2	20%	1	33%	2	9%	1	5%
ASIAN PACIFIC AMERICAN	11	6%	1	20%	1	6%	0	0%	0	0%	0	0%	4	18%	0	0%
FEMALE	4	2%	1	20%	1	6%	0	0%	0	0%	0	0%	1	5%	0	0%
MALE	7	4%	0	0%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%
HISPANIC	7	4%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	2	11%
FEMALE	5	3%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%
NATIVE AMERICAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
WHITE	129	72%	2	40%	12	67%	3	60%	4	40%	2	67%	15	68%	16	84%
FEMALE	55	31%	2	40%	12	67%	3	60%	3	30%	1	33%	3	14%	3	16%
MALE	74	41%	0	0%	0	0%	0	0%	1	10%	1	33%	12	55%	13	68%

Performance Appraisal Ratings - FY 2001

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2355	100%	1015	43%	1137	48%	198	8%	5	0.2%
FEMALE	921	100%	441	48%	417	45%	62	7%	1	0.1%
MALE	1434	100%	574	40%	720	50%	136	9%	4	1%
AFRICAN AMERICAN	313	100%	116	37%	167	53%	30	10%	1	0.3%
FEMALE	223	100%	87	39%	116	52%	19	9%	1	0.4%
MALE	90	100%	28	31%	51	57%	11	12%	0	0.0%
ASIAN PACIFIC AMERICAN	172	100%	53	31%	96	56%	22	13%	1	1%
FEMALE	42	100%	18	43%	18	43%	6	14%	0	0%
MALE	130	100%	35	27%	78	60%	16	12%	1	1%
HISPANIC	69	100%	21	30%	36	51%	13	19%	0	0%
FEMALE	24	100%	10	42%	10	42%	4	17%	0	0%
MALE	45	100%	11	24%	26	58%	9	20%	0	0%
NATIVE AMERICAN	8	100%	1	13%	5	63%	2	25%	0	0%
FEMALE	2	100%	0	0%	1	50%	1	50%	0	0%
MALE	6	100%	1	17%	4	67%	1	17%	0	0%
WHITE	1793	100%	826	46%	834	47%	131	7%	3	0.2%
FEMALE	630	100%	326	52%	272	43%	32	5%	0	0.0%
MALE	1163	100%	499	43%	562	48%	99	9%	3	0.3%

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Performance Appraisal Ratings - FY 2000

	TOTAL RATED	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	2465	100%	975	40%	1257	51%	217	9%	6	0.2%
FEMALE	952	100%	420	44%	453	48%	78	8%	1	0.1%
MALE	1503	100%	555	37%	804	53%	139	9%	5	1%
AFRICAN AMERICAN	334	100%	123	37%	176	52%	36	11%	0	0.0%
FEMALE	242	100%	99	41%	120	50%	23	10%	0	0.0%
MALE	92	100%	24	26%	55	60%	13	14%	0	0.0%
ASIAN PACIFIC AMERICAN	179	100%	56	31%	109	59%	17	9%	0	0%
FEMALE	41	100%	15	37%	21	51%	5	12%	0	0%
MALE	138	100%	41	30%	85	62%	12	9%	0	0%
HISPANIC	55	100%	14	25%	30	55%	11	20%	0	0%
FEMALE	19	100%	6	32%	10	53%	3	16%	0	0%
MALE	36	100%	8	22%	20	56%	8	22%	0	0%
NATIVE AMERICAN	7	100%	4	57%	2	29%	1	14%	0	0%
FEMALE	1	100%	0	0%	1	100%	0	0%	0	0%
MALE	6	100%	4	67%	1	17%	1	17%	0	0%
WHITE	1880	100%	778	41%	944	50%	152	8%	6	0.3%
FEMALE	649	100%	300	46%	301	46%	47	7%	1	0.2%
MALE	1231	100%	478	39%	643	52%	105	9%	5	0.4%

Performance Appraisal Ratings - FY 1999

	TOTAL RATED	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	2433	100%	918	38%	1295	53%	211	9%	9	0.4%
FEMALE	938	100%	388	41%	470	50%	76	8%	4	0.4%
MALE	1495	100%	530	35%	825	55%	135	9%	5	1%
AFRICAN AMERICAN	330	100%	91	28%	199	60%	38	12%	2	0.6%
FEMALE	230	100%	71	31%	135	59%	22	10%	2	0.9%
MALE	100	100%	20	20%	64	64%	16	16%	0	0.0%
ASIAN PACIFIC AMERICAN	177	100%	49	28%	107	60%	20	11%	1	1%
FEMALE	39	100%	14	36%	22	56%	3	8%	0	0%
MALE	138	100%	35	25%	85	62%	17	12%	1	1%
HISPANIC	51	100%	9	18%	32	63%	10	20%	0	0%
FEMALE	17	100%	5	29%	8	47%	4	24%	0	0%
MALE	34	100%	4	12%	24	71%	6	18%	0	0%
NATIVE AMERICAN	8	100%	2	25%	4	50%	2	25%	0	0%
FEMALE	3	100%	1	33%	2	67%	0	0%	0	0%
MALE	5	100%	1	20%	2	40%	2	40%	0	0%
WHITE	1887	100%	767	41%	963	51%	141	8%	6	0.3%
FEMALE	649	100%	297	46%	303	47%	47	7%	2	0.3%
MALE	1218	100%	470	39%	660	53%	94	8%	4	0.3%

Performance Appraisal Ratings - FY 1998

	TOTAL RATED		OUTSTANDING		EXCELLENT		FULLY SUCCESSFUL		MIN. SUCCESSFUL	
		%		%		%		%		%
TOTAL	2622	100%	891	34%	1421	54%	303	12%	7	0.3%
FEMALE	1011	100%	370	37%	542	54%	98	9%	3	0.3%
MALE	1611	100%	521	32%	879	55%	207	13%	4	1%
AFRICAN AMERICAN	358	100%	91	26%	210	59%	52	15%	3	0.8%
FEMALE	248	100%	69	28%	148	60%	31	13%	2	0.8%
MALE	108	100%	22	20%	64	59%	21	19%	1	0.9%
ASIAN PACIFIC AMERICAN	181	100%	43	24%	110	61%	28	15%	0	0%
FEMALE	40	100%	11	28%	27	68%	2	5%	0	0%
MALE	141	100%	32	23%	83	59%	26	18%	0	0%
HISPANIC	55	100%	11	20%	37	67%	7	13%	0	0%
FEMALE	21	100%	5	24%	14	67%	2	10%	0	0%
MALE	34	100%	6	18%	23	68%	5	15%	0	0%
NATIVE AMERICAN	7	100%	3	43%	3	43%	1	14%	0	0%
FEMALE	2	100%	1	50%	1	50%	0	0%	0	0%
MALE	5	100%	2	40%	2	40%	1	20%	0	0%
WHITE	2023	100%	743	37%	1061	52%	215	11%	4	0.2%
FEMALE	700	100%	284	41%	354	51%	61	9%	1	0.1%
MALE	1323	100%	459	35%	707	53%	154	12%	3	0.2%

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Performance Appraisal Ratings - FY 1997

	TOTAL RATED	%	OUTSTANDING	%	EXCELLENT	%	FULLY SUCCESSFUL	%	MIN. SUCCESSFUL	%
TOTAL	2661	100%	1189	44%	1286	47%	221	8%	5	0.2%
FEMALE	1053	100%	528	50%	446	42%	77	7%	2	0.2%
MALE	1628	100%	661	41%	820	50%	144	9%	3	0%
AFRICAN AMERICAN	362	100%	146	40%	169	46%	47	13%	1	0.3%
FEMALE	268	100%	113	44%	111	43%	33	13%	1	0.4%
MALE	104	100%	33	32%	57	55%	14	13%	0	0.0%
ASIAN PACIFIC AMERICAN	176	100%	61	35%	98	56%	16	9%	1	1%
FEMALE	41	100%	16	39%	24	59%	0	0%	1	2%
MALE	135	100%	45	33%	74	55%	16	12%	0	0%
HISPANIC	53	100%	12	23%	38	68%	6	9%	0	0%
FEMALE	18	100%	3	17%	14	78%	1	6%	0	0%
MALE	35	100%	9	26%	22	63%	4	11%	0	0%
NATIVE AMERICAN	6	100%	2	33%	3	50%	1	17%	0	0%
FEMALE	2	100%	0	0%	2	100%	0	0%	0	0%
MALE	4	100%	2	50%	1	25%	1	25%	0	0%
WHITE	2084	100%	968	46%	961	46%	152	7%	3	0.1%
FEMALE	734	100%	396	54%	295	40%	43	6%	0	0%
MALE	1350	100%	572	42%	666	49%	109	8%	3	0.2%

Age Group: Performance Appraisal Ratings

FY 2001

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2366	100%	1016	43%	1137	48%	198	8%	5	0.2%
56+	503	100%	181	36%	257	51%	62	12%	3	0.6%
50-55	570	100%	247	43%	272	48%	50	9%	1	0%
40-49	835	96%	380	46%	397	48%	57	3%	1	0.1%
39 and less	447	100%	207	46%	211	47%	29	6%	0	0.0%

FY 2000

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2405	100%	984	40%	1230	51%	215	9%	6	0.2%
56+	523	100%	153	29%	305	58%	64	12%	1	0.2%
50-55	587	100%	221	40%	262	51%	52	9%	2	0%
40-49	841	95%	366	44%	402	48%	68	3%	3	0.4%
39 and less	484	100%	212	44%	241	50%	31	6%	0	0.0%

FY 1999

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2433	100%	916	38%	1285	53%	211	9%	9	0.4%
56+	686	100%	181	26%	352	60%	68	12%	4	0.7%
50-55	558	100%	226	41%	269	52%	42	8%	1	0%
40-49	848	100%	335	40%	431	51%	76	9%	3	0.4%
39 and less	446	100%	196	44%	223	50%	25	6%	1	0.2%

FY 1998

	TOTAL RATED	%*	O	%*	E	%*	FS	%*	MS	%*
TOTAL	2622	100%	891	34%	1421	54%	303	12%	7	0.3%
56+	613	100%	138	27%	302	59%	72	14%	1	0.2%
50-55	557	100%	190	34%	304	55%	63	11%	0	0%
40-49	936	100%	336	36%	476	51%	119	13%	4	0.4%
39 and less	817	100%	227	37%	339	55%	49	8%	2	0.3%

All Awards: NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash
(Excludes employees in SES and Senior Level pay plans)

	FY 02 as of 6/30/02	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL	1897	100%	2113	100%	2108	100%	2000	100%	1746	100%
FEMALE	787	41%	879	42%	861	41%	871	44%	696	40%
MALE	1110	59%	1234	58%	1247	59%	1129	56%	1050	60%
AFRICAN AMERICAN	246	13%	273	13%	278	13%	300	15%	218	12%
FEMALE	172	9%	213	10%	210	10%	214	11%	144	8%
MALE	74	4%	60	3%	68	3%	86	4%	74	4%
ASIAN PACIFIC AMERICAN	109	6%	115	5%	111	5%	103	5%	98	6%
FEMALE	33	2%	36	2%	40	2%	34	2%	32	2%
MALE	76	4%	79	4%	71	3%	69	3%	66	4%
HISPANIC	47	2%	44	2%	52	2%	38	2%	38	2%
FEMALE	21	1%	18	1%	19	1%	12	1%	12	1%
MALE	26	1%	26	1%	33	2%	26	1%	26	1%
NATIVE AMERICAN	4	0.2%	6	0.3%	7	0.3%	8	0.4%	8	0.5%
FEMALE	0	0.0%	0	0.0%	4	0.2%	4	0.2%	4	0.2%
MALE	4	0.2%	6	0.3%	3	0.1%	4	0.2%	4	0.2%
WHITE	1492	79%	1675	79%	1660	78%	1561	78%	1384	79%
FEMALE	561	30%	614	29%	588	28%	607	30%	504	29%
MALE	931	49%	1061	50%	1072	51%	944	47%	880	50%

Age Group: Awards--NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash
(Excludes employees in SES and Senior Level pay plans.)

	FY 02 as of 6/30/02	%	FY 01	%	FY 00	%	FY 99	%	FY 98	%
TOTAL ALL AGES	1897	100%	2113	100%	2108	100%	2000	100%	1742	100%
56+	336	18%	379	18%	373	18%	395	20%	369	21%
50-55	439	23%	499	24%	483	23%	486	24%	422	24%
40-49	767	40%	801	38%	818	39%	724	36%	625	36%
39 & Under	356	19%	434	21%	434	21%	395	20%	326	19%

PATCOB Categories - FY 2002
as of 8/30/02

	ON BOARD		PROFESSIONAL		TECHNICAL		ADMINISTRATIVE		CLERICAL		OTHER		BLUE COLLAR	
		%		%		%		%		%		%		%
TOTAL	2896	100%	1793	100%	189	100%	626	100%	274	100%	10	100%	4	100%
FEMALE	1098	38%	342	19%	167	88%	325	52%	257	94%	6	60%	1	25%
MALE	1798	62%	1451	81%	22	12%	301	48%	17	6%	4	40%	3	75%
AFRICAN AMERICAN	380	13%	124	7%	64	34%	121	19%	68	25%	2	20%	1	25%
FEMALE	266	9%	62	3%	57	30%	84	13%	60	22%	2	20%	0	0%
MALE	116	4%	62	3%	7	4%	37	6%	8	3%	0	0%	1	25%
ASIAN PACIFIC AMERICAN	204	7%	167	9%	10	5%	14	2%	10	4%	3	30%	0	0%
FEMALE	53	2%	22	1%	9	5%	11	2%	10	4%	1	10%	0	0%
MALE	151	5%	145	8%	1	1%	3	0%	0	0%	2	20%	0	0%
HISPANIC	106	4%	77	4%	6	3%	12	2%	8	3%	2	20%	0	0%
FEMALE	37	1%	17	1%	6	3%	6	1%	8	3%	1	10%	0	0%
MALE	69	2%	60	3%	1	1%	6	1%	0	0%	1	10%	0	0%
NATIVE AMERICAN	9	0%	4	0%	0	0%	3	0%	1	0%	1	10%	0	0%
FEMALE	3	0%	1	0%	0	0%	1	0%	0	0%	1	10%	0	0%
MALE	6	0%	3	0%	0	0%	2	0%	1	0%	0	0%	0	0%
WHITE	2198	76%	1421	79%	109	58%	476	76%	187	68%	2	20%	3	75%
FEMALE	740	26%	240	13%	96	51%	223	36%	179	65%	1	10%	1	25%
MALE	1458	50%	1181	66%	13	7%	253	40%	8	3%	1	10%	2	50%