

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

| | | |
|---|--|--|
| PART A Department or Agency Identifying Information | 1. Agency | 1. Nuclear Regulatory Commission |
| | 1.a 2nd level reporting component | Not Applicable (N/A) |
| | 2. Address | 2. Office of Small Business and Civil Rights, Room O-3H8 |
| | 3. City, State, Zip Code | 3. Washington, DC 20555 |
| | 4. Agency Code 5. FIPS code(s) | 4. NU00 5. N/A |

| | | |
|-----------------------------------|---|----------------|
| PART B Total Employment | 1. Enter total number of permanent full-time and part-time employees | 1. 2705 |
| | 2. Enter total number of temporary employees | 2. 127 |
| | 3. TOTAL EMPLOYMENT [add lines B 1 through 2] | 4. 2832 |

| PART C Agency Official(s) Responsible For Oversight of EEO Program(s) | Title Type | Name | Title |
|---|---|-----------------------|--|
| | Head of Agency | Christopher T. Hanson | Chairman, Nuclear Regulatory Commission |
| | Head of Agency Designee | Daniel H. Dorman | Executive Director for Operations |
| | Principal EEO Director/Official | Vonna L. Ordaz | Director |
| | Affirmative Employment Program Manager | Tuwanda M. Smith | Affirmative Employment and Diversity Management Program Manager |
| | Complaint Processing Program Manager | Stephen Smith | Civil Rights Program Manager |
| | Diversity & Inclusion Officer | Tuwanda M. Smith | Affirmative Employment and Diversity Management Program Manager, |
| | Hispanic Program Manager (SEPM) | Dorothea Washington | Program Manager |
| | Women's Program Manager (SEPM) | Dorothea Washington | Program Manager |
| | Disability Program Manager (SEPM) | Dorothea Washington | Program Manager |
| | Special Placement Program Coordinator (Individuals with Disabilities) | Kimberly English | Recruitment Project Manager |
| | Reasonable Accommodation Program Manager | Anne Silk | Program Manager |
| | Anti-Harassment Program Manager | Yvonne Weed | Program Manager |
| | ADR Program Manager | Rhonda Dorsey | ADR Coordinator |
| | Compliance Manager | Tuwanda M. Smith | Affirmative Employment and Diversity Management Program Manager |
| | Principal MD-715 Preparer | Tuwanda M. Smith | Affirmative Employment and Diversity Management Program Manager |
| | Other EEO Staff | John Beatty | Section 508 Coordinator |
| | Other EEO Staff | Stephanie Garland | Affirmative Employment and Diversity Management Program Specialist |
| | Other EEO Staff | Jeanne Dempsey | Deputy Director |
| | Other EEO Staff | Alan De Leon | Facilities Management Branch |
| | Other EEO Staff | Larniece McKoy Moore | Technical Assistant |

For period covering October 1, 2020 to September 30, 2021

| PART D List of Subordinate Components Covered in This Report | Subordinate Component and Location (City/State) | Country | Agency Code |
|--|--|----------------|--------------------|
| | Nuclear Regulatory Commission King of Prussia, PA | United States | NU00 |
| | Nuclear Regulatory Commission Atlanta, GA | United States | NU00 |
| | Nuclear Regulatory Commission Lisle, IL | United States | NU00 |
| | Nuclear Regulatory Commission Arlington, TX | United States | NU00 |

| EEOC FORMS and Documents | Required | Uploaded | |
|--|-----------------|-----------------|--|
| Personal Assistance Services Procedures | Y | Y | |
| Anti-Harassment Policy and Procedures | Y | Y | |
| Organization Chart | Y | Y | |
| Reasonable Accommodation Procedure | Y | Y | |
| Agency Strategic Plan | Y | Y | |
| EEO Policy Statement | Y | Y | |
| Alternative Dispute Resolution Procedures | Y | Y | |
| Diversity Policy Statement | N | Y | |
| Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey | N | Y | |
| EEO Strategic Plan | N | N | |
| Disabled Veterans Affirmative Action Program (DVAAP) Report | N | Y | |
| Human Capital Strategic Plan | N | Y | |
| Federal Equal Opportunity Recruitment Program (FEORP) Report | N | Y | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: MISSION

The U.S. Nuclear Regulatory Commission's (NRC) mission is to license and regulate the Nation's civilian use of byproduct, source, and special nuclear materials to ensure adequate protection of public health and safety, promote the common defense and security, and protect the environment.

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

ELEMENT A—DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP

A five-member Commission heads the NRC. The President of the United States designates one member to serve as Chairman and official spokesperson. The Commission as a whole formulates policies and regulations governing nuclear reactor and materials safety, issues orders to licensees, and adjudicates legal matters brought before it. The Executive Director for Operations (EDO) carries out the policies and decisions of the Commission and directs the activities of the program offices. The NRC's Commissioners, EDO, and agency leaders remain committed to enforcing antidiscrimination laws and creating an environment that fosters equal employment opportunity (EEO) and promotes diversity, equity, inclusion, and accessibility.

At the Commission level, the agency's vision and commitment are identified through issuing policies, approving special emphasis observances, and supporting EEO and diversity and inclusion (D&I) activities. The Honorable Christopher T. Hanson was designated Chairman of the NRC by President Joe Biden, effective January 20, 2021. On February 17, 2021, the Chairman signed and issued a written policy statement on diversity management, which was distributed through an agency yellow announcement (YA-21-0011) to all employees. The Chairman conveyed his strongly held view that all employees must consider D&I in agency operations and maintain a work environment free from discriminatory harassment and intimidation. The Chairman also stated his expectation that the NRC workforce will uphold a strong commitment to equal opportunity for all employees and job applicants and that this expectation will be communicated and supported by all members of the NRC. The Chairman encouraged all employees to consider how to best support the NRC's fiscal year (FY) 2021–2026 Inclusive Diversity Strategic Plan (IDSP). This announcement reminds staff that Executive Order 13583, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce," dated August 18, 2018, provides that the Federal Government serve as a model of equal opportunity. This announcement also serves as a reminder of the NRC's policy of ensuring that diversity, inclusion, and respect for every employee are integral parts of the agency's day-to-day management and work.

On August 19, 2021, the Chairman signed and issued a written policy statement on alternative dispute resolution (ADR), which was distributed through an agency yellow announcement (YA 21 0058) to all employees. The statement expresses the NRC's commitment to promoting and sustaining a work environment that is effective, efficient, and agile. In this environment, all employees are treated with trust, dignity, and respect and are guided by the principles of independence, clarity, and reliability in carrying out regulatory activities. The statement emphasizes that under the Administrative Dispute Resolution Act of 1996, Federal agencies are authorized and strongly encouraged to use ADR in preference to traditional forms of dispute resolution. Furthermore, the statement asserts that managers and supervisors have a duty to act and participate in ADR as needed to resolve workplace disputes and conflicts and that everyone should consider the benefits of ADR in decreasing the time, cost, and other resources ordinarily expended in resolving workplace disputes.

The Chairman will sign and issue an updated EEO policy statement declaring the agency's position against discrimination on any protected basis to replace the statement issued through YA 20 0038 to all employees on May 18, 2020, by the former Chairman.

In 2021, the Commission participated in agency special emphasis observance celebrations (e.g., Juneteenth; Indigenous Peoples' Day; Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month).

On August 30, 2021, the Office of Small Business and Civil Rights (SBCR) Director (Hereinafter referred to as EEO Office/Director) signed and issued a written statement on the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), together with a notification of employee rights, which was distributed to all employees through an agency yellow announcement (YA-21-0062). The statement covers the following points: Congress' recent enactment of the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020, which amends the No FEAR Act; the annual No Fear Act Notice; antidiscrimination laws and reprisal; whistleblower protection laws; and awareness that the Office of Special Counsel is an independent agency that protects Federal employees from whistleblower retaliation and prohibited personnel practices, including unlawful hiring practices. The statement also notes that Office of Special Counsel is an independent, secure channel for disclosing and resolving wrongdoing in Federal agencies. Pursuant to Section 301 of the No FEAR Act, the NRC has posted the 2021 summary of statistical data on complaints of employment discrimination filed by employees, former employees, and applicants for employment on its public Web site, at <https://www.nrc.gov/about-nrc/civil-rights/crp/dca.html>.

The EEO Director will issue an updated notification on the EEO Discrimination Complaint Process through a policy announcement to all employees.

In FY 2021, the EDO established an Agency Desired Culture Team (Hereinafter referred to as Culture Team), with the EEO Director as the executive sponsor. The Agency Desired Culture Initiative has taken a holistic approach to assessing our culture by incorporating insights from a variety of sources. The team identified common themes and developed a unified improvement planning approach that will allow us to better target our change efforts going forward - the agency culture improvement strategy. The Culture Team's achievements outline specific behaviors and process changes that will help us move from our current culture to our desired culture. The Culture Team's achievements include the following:

- implementation of a "Bring Your Whole Selves to Work" initiative

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- creation of three conversation guides that serve as tools to facilitate constructive dialogues about key behaviors that support the NRC Leadership Model, agency culture behavior shifts, and creating a safe space for candid and respectful dialogue (i.e., "Initiating Dialogue", "Coaching Behavior Shifts", and "Coaching Leadership Model Behaviors")
- creation of a mechanism to recognize change agents who are modeling desired behaviors through the "Change Agent Extraordinaire" monthly nomination process
- leveraging of IdeaScale, an idea management platform designed to capture all innovation approaches across the agency, to capture stories that reflect #Culture Success as one way to positively reinforce, celebrate and share constructive habits (e.g., documented over 100 #CultureSuccess stories that have been successfully implemented)
- administration of a "Culture Pulse Survey," which received 1,557 employee responses (a response rate of 57 percent), to measure the progress made over the past year in aligning the agency's cultural norms and expectations with its desired culture

Additionally, the agency assesses and ensures that EEO principles are part of its culture through awards, public notices, appreciation events, and positive comments in performance appraisals. For example, the NRC's Culture Team partnered with the Office of the Chief Human Capital Officer (OCHCO) to update Management Directive (MD) 10.72, "Incentive Awards," to recognize and reward employee contributions that reinforce both the NRC's core values and its safety culture and support an innovative mindset and culture shift that align with the agency's mission, vision, and desired culture. On October 19, 2021, the NRC held its 42nd Annual Awards Ceremony to recognize the extraordinary efforts of employees who performed beyond their duty, which included Meritorious Service Awards for EEO Excellence.

The policies, procedures, and reports mentioned in this element and throughout the MD 715 Report are communicated to all employees (e.g., through policy statements, yellow announcements, guidance materials, internal control documents, EEO training, lunch and learn seminars, bulletins), posted in the OCHCO and EEO offices, and published on the NRC's internal and public Web sites.

ELEMENT B—INTEGRATION OF EQUAL EMPLOYMENT OPPORTUNITY INTO THE AGENCY'S STRATEGIC MISSION

Equality of opportunity is essential to the NRC's ability to attract, develop, and retain the most qualified workforce to support the agency's achievement of its mission. The agency's EEO office is responsible for helping to eradicate prejudice or discrimination from personnel policies, practices, and working conditions and removing barriers to EEO for all employees and applicants including minorities, women, and individuals with disabilities. The EEO office has oversight for ensuring NRC-wide compliance with Title VII of the Civil Rights Act of 1964 (Title VII) as amended and the Rehabilitation Act, which mandate that all Federal personnel decisions be made free of discrimination on the basis of age, color, disability, gender expression, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, and retaliation for engaging in protected EEO activity in the workplace. OCHCO oversees and implements Federal human resource management regulations, which require employees and applicants to be treated fairly and equitably in all aspects of personnel management. The EEO office and OCHCO coordinate efforts and work collaboratively to help ensure that the NRC is a "Model EEO Employer."

As required by Equal Employment Opportunity Commission (EEOC) regulations, the NRC prominently posts business contact information for EEO counselors, EEO officers, the Special Emphasis Program (SEP) managers (to include SEP chairpersons), and the EEO Director. In 2021, the NRC had 4 full-time EEO counselors, 0 part-time EEO counselors, 20 collateral duty EEO counselors, and 9 contract EEO counselors. One new contract EEO counselor received the required 32 hours of EEOC training. Recipients of the 8-hour refresher training included 24 agency EEO counselors and 9 contract EEO counselors. The NRC investigative services contract requires contract employees to undergo mandatory investigative training. Twelve contract employees received 8 or more hours of investigation training.

The NRC provides managers, supervisors, and team leaders with initial (annual) and regular refresher training (every 3 years) to understand their responsibilities under civil rights laws and D&I initiatives and how those responsibilities figure into the success of the agency's EEO program and overall mission. In 2021, the EEO office, OCHCO, and the Office of the General Counsel conducted four EEO and Diversity Management Training courses for managers, supervisors, and team leaders to satisfy EEOC mandates. The 1-day course covers managers' and supervisors' roles, responsibilities, and obligations under Federal antidiscrimination statutes, regulations, laws, legislative mandates, instructional guidance, NRC expectations, effective communications, D&I, human resources, and related EEO topics.

The NRC continuously involves managers and employees in the implementation of its Title VII and Rehabilitation Act programs. The NRC has eight EEO Advisory Committees (also known as Special Emphasis Committees) to help agency management achieve EEO and diversity objectives. These include (1) the Advisory Committee for African Americans, (2) the Advisory Committee for Employees with Disabilities, (3) the Asian Pacific American Advisory Committee, (4) the Diversity Advisory Committee on Ageism, (5) the Federal Women's Program Advisory Committee, (6) the Hispanic Employment Program Advisory Committee, (7) the Native American Advisory Committee, and (8) the NRC Pride Alliance Advisory Committee. The committees enhance opportunities for all employees and applicants for employment by providing advice and recommendations to the EDO and EEO Director on factors that affect selection, promotion, placement, training and development, and upward mobility. The NRC has established an Executive Sponsor Program to help the EEO Advisory Committees operate efficiently and effectively. Each committee has a Senior Executive Service (SES) sponsor, who serves as a sounding board, mentor, and coach for the committee's planning and activities. Management encourages employees to participate in EEO committees, activities, and cultural events.

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

The Veterans Employee Resource Group (VERG) promotes services and support related to recruitment, career development, upward mobility, and retention for NRC employees who are veterans. VERG advises agency management and staff on their responsibilities and on ways to support veterans at the NRC. The Veteran Employment Coordinator's (VEC's) tasks include screening inquiries from the [fedshirevets.gov](https://www.fedshirevets.gov) portal, explaining special hiring authorities, reviewing resumes, and counseling veterans on their qualifications. The VEC helps veterans navigate the USAJOBS vacancy announcement system, set up vacancy searches and employment notifications, and apply for vacant positions.

The NRC Technical Women's Network creates a supportive community for women in technical fields who aspire to develop leadership and other professional skills.

The NRC chapter of Blacks in Government is an affinity group that helps agency management accomplish EEO and diversity objectives.

In FY 2021, the EEO Advisory Committees and VERG prepared a joint statement for the 2021 public annual EEO Commission Briefing. During the report period, the EEO Advisory Committees and resource and affinity groups sponsored virtual events, lunch and learn seminars, and roundtable discussions.

The IDSP is aligned with the agency's mission strategy to demonstrate the NRC's commitment to making diversity management a priority for all executives, managers, and employees. The IDSP also sets expectations for individuals (both management and employees) and guides their behaviors and decisions in order to achieve agency objectives. To further advance these objectives at the management level, the NRC continues to have a Diversity Management and Inclusion Council (DMIC) to provide oversight and leadership for the IDSP. The DMIC focuses on implementation of the IDSP with support from both the EEO office and OCHCO. The DMIC consists of 17 individuals, of whom 13 (76 percent) are employees and 4 (24 percent) come from senior leadership. Each regional office has a Diversity Management Advisory Committee that assists the Regional Administrators create open and collaborative environments. All NRC offices are required to submit biannual IDSP reports on their performance progress. The EEO office uses the IDSP reports as a data collection source to meet external reporting requirements (e.g., the MD-715 report), to analyze internal organizational trends, and to strategically address agency objectives. In 2021, the EEO promoted implementation of the IDSP at the office level.

The EEO office, along with the DMIC, sponsors initiatives to promote D&I awareness and provide a forum for open discussion of diversity-related topics. An example is the Diversity Inclusion Awareness—Leading Organizational Growth, Understanding, and Engagement program, known as DIALOGUE. The DIALOGUE program helps participants develop a greater appreciation of diverse groups and their positive contributions to the agency's mission. Cohorts of participants from different backgrounds engage in regular facilitated discussion sessions on a variety of topics related to diversity and engagement. Each cohort consists of about 15–20 participants who meet for 12 weekly 2 hour sessions. The program has completed 13 cohorts since its inception in 2017. DIALOGUE ambassadors provide an empathetic ear to employees, which may contribute to the early resolution of misunderstandings in the workplace.

ELEMENT C—MANAGEMENT AND PROGRAM ACCOUNTABILITY

The EEO office conducts an annual internal audit of the NRC's EEO programs and biannual and sporadic reviews of NRC offices throughout the year (see MD-715 report, Part E.3). The EEO Director meets regularly with the agency head, senior leadership, and management officials to report on the effectiveness, efficiency, and compliance of the agency's affirmative employment (e.g., Title VII and Rehabilitation Act) and diversity management programs. The EEO Director and staff perform the responsibilities stated in Title 29 of the *Code of Federal Regulations* (CFR) 1614.102, "Agency program," and management directives and bulletins issued by the EEOC, the Office of Personnel Management, and other recognized Federal oversight agencies.

On November 3, 2020, the Chief Human Capital Officer signed and issued a written policy statement on the "Nuclear Regulatory Commission's Policy for Preventing and Eliminating Harassing Conduct in the Workplace," which was distributed through an agency yellow announcement (YA-20-0084) to all employees. The announcement informs employees that the OCHCO has updated the comprehensive antiharassment policy and procedures to prevent and address workplace harassment on all protected bases. It also mentions that OCHCO has created a new online training course that is available for all staff and provides further details on the antiharassment policy and procedures.

In September 2019, the EEOC approved the NRC's revised Reasonable Accommodations Procedures (RAP), which includes personal assistance services (PAS). In 2020, the NRC obtained internal concurrence on the RAP (including notifying the National Treasury Employees Union). In FY 2021, OCHCO provided guidance on the new reassignment process consistent with the RAP. To support reasonable accommodations and return to work needs, the NRC utilizes resources, such as the Job Accommodation Network (JAN), the Computer/Electronic Accommodations Program (CAP), and the State Vocational Rehabilitation Services. The NRC also has an established system to obtain PAS from an independent contractor, if needed, to ensure compliance with the Rehabilitation Act. The FY 2021 annual and refresher EEO training sessions conducted for managers and supervisors covered the RAP and PAS procedures. The NRC posts the RAP and PAS procedures on the agency's internal and public Web sites, pursuant to the Rehabilitation Act requirements. In FY 2021, the NRC deaf community was surveyed for comments and concerns regarding services to be performed by a new sign language and transcription service contract. One member of the deaf community served on the panel to review presentations of capabilities from potential vendors of

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

sign language/transcription services.

The NRC continues to work towards achieving the goals and requirements established by the Rehabilitation Act and Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities," dated July 26, 2010. The Affirmative Action Plan (AAP) includes the required Federal benchmark goal of a 12 percent representation rate for persons with disabilities (PWD), both at the Government Grade (GG) 11 level and above (including the SES) and at the GG 10 level and below. The AAP goals also include a 2 percent representation rate for persons with targeted disabilities (PWTD), both at the GG-11 level and above (including SES) and at the GG 10 level and below. The NRC's FY 2019-2024 Disability Program Strategic Project Plan (Disability Strategic Plan) also focuses on the Rehabilitation Act requirements and improving conditions for PWD and PWTD within the agency.

The NRC has a longstanding Disabled Veterans Affirmative Action Program (DVAAP). The NRC's policy is to promote and improve the recruitment, hiring, placement, and advancement of qualified veterans, especially those who are 30 percent or more disabled. This policy is in accordance with Section 403 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 U.S.C. 2014 and 5 CFR Part 720, "Affirmative Employment Programs"), and Section 307 of the Civil Service Reform Act of 1978 (5 U.S.C. 3112). The NRC's supervisors and hiring managers are required to participate in the Uniformed Services Employment and Reemployment Rights Act of 1994 training, which gives them greater awareness of laws and resources available to veterans, including disabled veterans.

The NRC continues to evaluate managers and supervisors on their commitment to the agency's EEO and D&I policies and principles. In FY 2021, the agency incorporated Leadership Model narratives into SES performance plans to ensure that structural elements are in place to reinforce behaviors consistent with Leadership Model expectations (e.g., promote the agency's ideal culture). Whistleblower language was also added to the supervisor element for GG supervisors and in the Leading People element for SES, and both will take effect in FY 2022.

In addition to the above efforts, the agency makes available language translation services to provide individuals and communities with limited English-speaking skills with meaningful access to the NRC's publicly available planning and decision-making processes, programs, and activities.

ELEMENT D—PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION

The NRC follows the EEOC's MD-715 guidance, which requires effective coordination between the EEO and other NRC offices to ensure that regular internal audits are conducted at least annually. These audits are intended to assess the effectiveness and efficiency of the Title VII and Rehabilitation Act programs (including provisions for disabled veterans) and to ascertain whether the NRC has made a good faith effort to identify and remove barriers to equal opportunity in the workplace.

The EEO office uses climate assessment surveys (e.g., the Federal Employee Viewpoint Survey (FEVS)) to monitor the perception of EEO and D&I principles within the workplace. In FY 2021, the EEO office in coordination with OCHCO considered how particular EEO groups answer questions that address opportunities for career advancement, performance evaluations, promotions, training, awards, reprisal, and support of D&I principles. The EEO office and OCHCO also analyzed exit interviews and surveys of departing employees to identify factors that contributed to employment separation and to promote desired employment practices and conditions. This information is reported to NRC officials and affected management and to the Office of Personnel Management and the EEOC through performance reports (e.g., the Federal Equal Opportunity Recruitment Program (FEORP) Report). The FEORP report also includes the NRC's efforts to increase employment and opportunities for Hispanics.

The EEO office regularly reviews a variety of information to identify triggers and investigate whether barriers exist. This information includes policies, practices, and workforce data; complaint/grievance data; exit surveys; employee climate surveys; findings of focus and affinity groups; union statements; and program evaluations. Based on the findings, corrective action plans are put in place to remove identified barriers.

The EEO and OCHCO offices partner to implement the NRC's AAP for individuals with disabilities, conduct outreach and recruiting initiatives, provide training for managers and employees, identify, and remove barriers to equal opportunity, and prepare the MD 715 report. The Agency's EEO and OCHCO Offices also participate in the monthly "Feed Exchange on Employment & Disability (FEED)" meetings sponsored by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP). This opportunity continues to provide a great resource and strategies in leveraging this pool of untapped and underutilized community of talented individuals (i.e., PWD, PWTD, and disabled veterans) who want to work and specifically want to work for the Federal Government.

Although the NRC has not yet achieved the Rehabilitation Act benchmark goals identified in the AAP, the agency continues to work toward being a "Model Employer of People with Disabilities." In FY 2021, the NRC maintained its relationship with Gallaudet University, the Wounded Warrior Project, and the U.S. Department of Labor's Workforce Recruitment Program by accessing their résumé databases to search for candidates. The NRC participated in CAREERS & the disABLED Magazine's Career Expo for People with Disabilities sponsored by Equal Opportunity Publications, Inc. The NRC also participated in the Navy Nuclear Power Officer Career Conference. The NRC posted 46 vacancies on job boards to support recruitment of veterans, people with disabilities, and other minority groups (such as Gettinghired.com, CorporateGray.com, LinkedIn, Native American Media, Maryland Workforce Exchange, AbilityJobs, RoadTechs). The NRC shared 29

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

vacancies with contacts at the Maryland Department of Rehabilitative Services. The NRC participated in 24 outreach and recruitment events virtually and in person, 3 of which were focused on people with disabilities, including veterans with disabilities. The NRC also participated in the U.S. Department of Defense Operation War Fighter program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC onboarded an Operation War Fighter program intern from November 2020 through April 2021.

In addition, the NRC promoted the use of Schedule A or equivalent hiring authority by training supervisors on special hiring authorities and forwarding résumés of eligible applicants to hiring managers. For example, the staff referred 18 résumés from OCHCO's internal Schedule A database to human resources specialists for various jobs. To improve career advancement opportunities for PWD and PWTD, the NRC offered training, internship, and mentoring programs. In FY 2021, the NRC hired 21 PWD, including 3 PWTD. For comparison, the agency had 13 PWD hires, including 1 PWTD hire, in FY 2020.

During FY 2021, the NRC made progress in implementing its DVAAP to include continued outreach efforts to build and maintain partnerships with various veterans' organizations and publications by attending outreach events and advertising in print and digital media. The NRC's VERG promotes services and support related to recruitment, career development, upward mobility, and retention for NRC employees who are veterans. All veterans at the NRC have access to the agency's VEC, who provides personal assistance on a variety of issues related to Federal employment. As of September 30, 2021, the NRC had 2,860 permanent employees on board, of whom 591 are veterans. Of the 591 veterans, 175 are disabled, with 95 of the veterans identifying themselves as 30 percent or more disabled. There were 133 permanent new hires during FY 2021 of which 34 (26 percent) were veterans. Of the 34 veterans, 14 (42 percent) were disabled veterans with a 30 percent or more disability.

During FY 2021, 63 percent (15 out of 24) of the NRC's recruitment activities focused on diversity, which includes minority serving institutions and organizations, including those for veterans, veterans with disabilities, and other people with disabilities. The NRC has three recruitment programs that focus on current college students and recent graduates to build its talent pipeline. These recruitment programs include summer interns, the Nuclear Regulator Apprenticeship Network (NRAN) program, and co-ops. The NRC is also committed to increasing the number of entry-level hires, through formal training programs such as the NRAN and through non NRAN entry-level positions. Although progress has been made, more work is needed to increase diversity within these programs. The EEO Advisory Committees work with the EEO office to identify issues of concern to minority groups (e.g., employees and applicants for employment); implement initiatives to increase representation of women and minorities at all levels in the agency; and eliminate barriers that may hinder equal opportunity in hiring, training, retention, and career advancement.

The NRC's University Nuclear Leadership Program (formerly the Integrated University Program) awards \$16 million annually through nuclear education-related competitive grants to institutions of higher education for scholarships and fellowships, faculty development, research and development, and scholarships for 2-year trade schools and community colleges. Students supported under an NRC scholarship or fellowship must agree to serve in the nuclear industry for a period of time, as required by the NRC service agreement. In FY 2021, the NRC awarded 48 grants (32 to institutions of higher education, 6 to minority-serving institutions, and 1 to a Historically Black College and University (HBCU)).

ELEMENT E—EFFICIENCY

The legislative mandate to develop and implement an Agency Affirmative Employment Program (29 CFR Ch. XIV (July 1, 2011, Edition) Section 1614.102) is guided by the EEOC's Federal sector EEO regulations, which require each Federal agency to maintain a continuing affirmative program to promote employment opportunity and eliminate every form of prejudice (bias) or discrimination from the agency's personnel policies, practices, and working conditions. The NRC uses the MD 715 policy guidance to establish and maintain an effective program of EEO and further compliance with civil rights antidiscrimination laws enforced by the EEOC. The EEO office is the lead NRC entity responsible for achieving agencywide EEO and compliance with Federal regulatory requirements. The NRC's EEO programs apply to all aspects of the agency's business operations (e.g., outreach, recruitment, hiring, promotions, training, development, advancement, retention, incentives, separation, and other terms and conditions of employment), programs and activities (e.g., educational investment programs, hiring programs, grants and contract administration), as well as the implementation, effectiveness, and compliance of EEO administered programs and plans (e.g., civil rights complaint processing, ADR program, reasonable accommodations, personal assistance programs, AAP, FEORP, and DVAAP). In 2021, the EEO office assessed a broad range of covered programs to identify and eliminate potential and hidden systemic barriers.

The EEO office continuously coordinates with other NRC offices to ensure equality in their specific areas of operations. For example, the EEO office coordinates with and monitors OCHCO's functions including, but not limited to, recruitment; hiring; selection processes; incentives (e.g., time off, cash awards, and quality step increases); disciplinary and separation actions; the antiharassment program; and disability and reasonable accommodation policies, procedures, and program operations. The EEO office also coordinates with the Office of Administration, Division of Facilities and Security to ensure equal opportunity by complying with facilities and equipment accessibility requirements under the Architectural Barriers Act. Part J, "Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities," of the MD 715 Report contains information on NRC 2021 accessibility. Additionally, the EEO office coordinates efforts with the Office of the Chief Information Officer to ensure that persons with disabilities are afforded the same access to information and technology as nondisabled individuals in accordance with Section 508 provisions, including the publishing of notifications on the agency's Web site

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

regarding the filing of Section 508 complaints.

The EEO office has consistently maintained the process for administrative discrimination complaints. Information on the process is displayed in key visible areas throughout the NRC's Headquarters and regional office buildings and can be accessed through the agency's internal and external Web sites. The EEO office continues to disposition complaints promptly, with a goal of processing 100 percent of complaints within timeframes set by the EEOC. For Part G, "Agency Self-Assessment Checklist," of the MD 715 Report, the EEO office administered the Agency Self-Assessment Checklist to its civil rights component.

The results showed that the NRC is maintaining an efficient, fair, and impartial complaint resolution process. The NRC's new EEO eFile process allows current NRC employees to electronically contact the Agency's EEO office to initiate the filing of an informal complaint by requesting EEO counseling online. Individuals may submit information, communicate with EEO staff, and track the status of their case continuing through the formal complaint process, if applicable, in the eFile system.

Pursuant to Section 301 of the No FEAR Act, the NRC has posted summary statistical data pertaining to complaints of employment discrimination filed by NRC employees, former employees, and applicants for employment under 29 CFR Part 1614, "Federal Sector Equal Employment Opportunity." In FY 2021, the NRC experienced a decrease in discrimination complaints filed against the agency (15 compared to 25 in FY 2020). The NRC continued to experience delays in timely processing of complaints, a backlog of complaints, an increase in complaints awaiting a hearing, and delays in timely issuance of final agency decisions and legal sufficiency reviews. In 2021, there were 44 formal discrimination complaints in process (29 complaints carried over from FY 2020 and 15 new complaints filed in FY 2021). At the end of the year, there were 12 case closures (7 settlements (1 non-ADR and 6 ADR) and 5 final agency actions). A summary of 32 pending cases during the reporting period (October 1, 2020, through September 30, 2021) reveals the following: 4 complaints pending notification of decision to accept/dismiss (average number of processing days—251); 8 complaints pending in investigation (average number of processing days—212); 16 complaints pending hearings (average number of processing days—596); and 4 complaints pending a final agency action (average number of processing days—368).

The 15 formal complaints alleging discrimination were filed on the following basis: race (6), color (2), national origin (1), sex (including complaints filed under Lesbian, Gay, Bisexual, & Transgender) (9), age (6), and reprisal (9). The issues alleged included: assignment of duties (3); disciplinary action (3) (disciplinary warning); performance appraisal (7); harassment (non-sexual) (7); promotion (non-selection) (7); reassignment (3) (2 denied, 1 directed); termination (1); terms and conditions of employment (4); time and attendance (2); and training (1).

In 2021, contractors completed 20 EEO investigations (11 Title VII, 6 Age Discrimination in Employment Act, and 3 Rehabilitation Act complaints). The average completion time was 283.25 days. Five investigations were completed in less than 180 days (an average of 167.80 days). Twelve investigations were completed in 181–360 days (an average of 294.67 days) (2 were identified as timely, but reflect an average of 223.50 days, and 10 were identified as untimely with an average of 308.90 days). Three investigations were completed in 361 or more days (an average of 430.00 days). In 2021, the EEO office offered ADR to 22 counselees during the informal process; 14 declined (63.64 percent). Eight complaints were accepted into the ADR program (36.36 percent), which resulted in one settlement with benefit, two no formal complaints filed, four complaints filed (no resolution), and one decision to file a complaint pending at the end of the reporting period. At the end of the fiscal year, 32 complaints were pending. There were 4 complaints pending a decision to accept or dismiss, 8 complaints pending investigation, 16 complaints awaiting a hearing, and 4 complaints pending a final agency decision.

The EEO office has a corrective plan in place to work towards timely investigation of discrimination complaints, as required under 29 CFR Part 1614. There is also a corrective plan for agency issuance of acceptance letters or dismissal decisions consistent with Management Directive 110, Chapter 5(I). In 2019, the EEO office, adopting the "best practices" of other Federal agencies, published its newly revised ADR manual, which is designed to create awareness and promote employee interest and participation in the ADR process. The manual includes the requirement that managers and supervisors participate in ADR. The EEO office continues to annually evaluate participant experiences and the effectiveness of the ADR program. The NRC will maintain the corrective action plan to increase employee participation in the ADR program pursuant to the EEOC's technical guidance letter dated September 27, 2017. More detailed information can be found in the MD-715 Report under Part E.3, "Executive Summary: Workforce Analysis"; Part H, "Plan to Attain Essential Elements"; and Part I, "Plan to Eliminate Identified Barriers." The EEO office is also working to ensure timely issuance of the agency's EEO policy reminder statement (see MD-715, Parts H and I).

In FY 2020–2021, the NRC incorporated the EEOC's recommendations to expand disability outreach efforts by establishing partnerships with those organizations identified by the EEOC, which helped promote increased hiring of PWD and PWTD. The NRC will continue to develop and maintain partnerships and networking with stakeholders sharing similar interests. The NRC's notable progress is described in the MD-715 Report under the AAP (see MD 715, Part J).

In the July 27, 2018, technical assistance letter, the EEOC expected the NRC to show meaningful progress toward eliminating a scheduling deficiency. The NRC had not provided, as required by regulations, timetables to review the agency's recruitment strategies and outreach efforts, hiring including procedures and practices, merit promotions, recognition awards, career development/training, retention, separations, and management/personnel policies, procedures, and practices for systemic barriers. In 2020, the schedule was released for submission to the EEOC. Accordingly, the NRC is addressing this function (see MD 715, Parts H and I—29 CFR 1614.102(a)(2), MD-715 Instruction,

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Section I).

OCHCO maintains the agency's systems that collect, maintain, and ensure accurate employee demographics (i.e., information on race, national origin, sex, disability); applicant flow data; recruitment activities to permit analyses of performance efforts and identification; and examination of triggers and barriers to all aspects of EEO. In the July 2018 technical assistance letter, the EEOC informed the NRC that in FY 2017, the NRC did not include the applicant flow data in the Tables B11 and 12 statistical workforce tables, which were distributed by disability. The EEOC noted that applicant flow data are essential for the agency to analyze whether barriers exist for PWD as they seek to advance to the senior grade levels. The EEOC also reminded the NRC that in FY 2018, the applicant flow data (distribution by race, national origin, sex, and disability) will expand to include (1) internal competitive promotions for supervisory positions, (2) new hires for the senior grade levels and supervisory positions, and (3) career development programs for the senior grade levels and supervisory positions. The EEO office and OCHCO are currently coordinating efforts to put systems in place to accurately collect data for reporting purposes, such as workforce statistics and demographic, applicant flow, feeder pool, and other information needed to prepare the MD-715 Report. *Efforts are underway to initiate efforts/progress. (See MD-715, Parts H and I).

The NRC submitted the agency's revised anti-harassment policy to the EEOC's Office of Federal Operations for review and approval. After reviewing the NRC's anti-harassment policy, the EEOC determined that three elements (Element 1: A Clear Explanation of the Prohibited Conduct; Element 3: A Prompt, Thorough, and Impartial Investigation; and Element 6: Immediate and Appropriate Corrective Action) did not comply with the requirements identified in the EEOC issued June 18, 1999, Number: 915.002 "Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors." On October 22, 2021, the EEOC notified the NRC of the minor deficiencies identified, provided instructional guidance, and requested that the agency revise and resubmit its anti-harassment policy and procedures consistent with the EEOC's feedback. On January 22, 2022, the NRC submitted the required Compliance Progress Report and updated policy revisions in response to the EEOC's technical assistance notice letter. On January 26, the EEOC notified the NRC that additional revisions were needed before it could approve the policy and procedures. On January 27, the EEOC met with the NRC staff regarding minor adjustments to the plan before its final resubmittal.

On April 28, 2021, the NRC certified its FY 2020 MD-715 report in the Federal Sector EEO Portal (FedSEP). After reviewing the workforce data tables, the EEOC provided the NRC with written feedback so that the agency can improve the consistency, completeness, and accuracy of its data for future MD-715 submissions. The technical assistance letter issued by the EEOC on September 30, 2021, reiterated the following:

"[t]he MD-715 workforce data tables are useful as an initial diagnostic tool to assist agencies during the barrier analysis process. Each federal agency must provide sufficient resources to its equal employment opportunity program to ensure efficient and successful operation. 29 CFR 1614.102(a)(1). Part G, Section E.4.a of the MD-715 Instructions establishes that agencies must have effective and accurate data collection systems to evaluate employees' demographic data, as well as the external and internal applicant flow data."

The EEOC identified potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of the NRC's FY 2020 MD-715 report. The EEOC asked that the NRC demonstrate meaningful progress toward including all of the required workforce and applicant flow data in the FY 2021 MD-715 report. The NRC staff has coordinated efforts over the past several months with the EEOC's contractor within the Office of Information Technology, the information technology specialist with the Department of Interior Business Center's Datamart, and several others to retrieve the Federal Sector EEO Portal (FedSEP) Status and Dynamics Files needed to generate applicable NRC workforce data tables. The NRC anticipates that these efforts will yield the results needed to complete the FY 2021 MD-715 Report.

ELEMENT F—RESPONSIVENESS AND LEGAL COMPLIANCE

The EEO office takes the lead on ensuring agencywide compliance with EEO laws, including EEOC regulations, orders, and written instructions; reporting the overall agency EEO program efforts and accomplishments to NRC officials and Federal oversight agencies and NRC responsiveness to EEOC directives and orders in accordance with EEOC instructions and timeframes; and ensuring that NRC management fully and promptly complies with final EEOC orders for corrective action and relief in EEO matters. The Office of the General Counsel is responsible for assisting the EEO office in providing legal guidance, counsel, and support.

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

The Workforce Analysis has been uploaded as an attached document in the supporting documentation section.

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

1. **Federal Employee Viewpoint Survey Results.** According to 2021 FEVS results, the NRC remains among the top-rated best places to work in the Federal Government
2. **NRC's FY 2021–2026 Inclusive Diversity Strategic Plan.** The agency implemented the IDSP and accompanying biannual IDSP reporting template (see MD-715, Part 5, for details)
3. **Agency Culture Initiative.** The NRC launched the Agency Desired Culture Initiative to align its culture with the agency's transformation vision of being a modern, risk informed regulator. In 2021, the Culture Team's achievements included the following:
 - Creating a change agent network of over 200 people from across offices and regions to establish a forum to communicate and receive feedback related to culture and to have an active community of practice to foster and model the agency's desired culture. Providing facilitator support for three EDO town halls, which established a forum for direct communication from leadership to staff on topics of broad agency interest. The team supported these quarterly town halls by encouraging active participation and attendance at the town hall, in addition to reviewing the questions submitted to senior leaders during each live session. Attendance progressively increased from over 1,600 staff attending the first two quarterly meetings to over 2,000 attending the town hall in September 2021.
 - Developing five curriculum tracks to catalogue available learning and development resources for each behavior shift. These curricula were specifically customized to highlight key concepts and behaviors that are fundamental in supporting the agency's transformation vision of becoming a modern, risk-informed regulator.
 - Partnering with the EEO office to create a charge code for the staff's use when attending EEO-sponsored or culture-related activities. Establishing a charge code increases employee involvement in these important engagements, particularly for those who need a code to charge their time.
1. **NRC FY 2021–2022 Historically Black Colleges and Universities Competitiveness Strategic Framework Plan.** The agency implemented the NRC FY 2021–2022 HBCU Competitiveness Strategic Framework Plan, consistent with mandates from the White House Policy Management Counsel to improve the competitiveness, capacity, and contributions of HBCUs (e.g., participation in programs, career development and placement, and funding opportunities).
2. **White House Initiative-HBCU (WHI-HBCU) Contracting Competitiveness Academy Pilot.** The NRC was selected to participate in the WHI-HBCU Contracting Competitiveness Academy Pilot, a year-long virtual institutional capacity-building academy. On March 19, 2021, the staff held a Contracting Opportunities Workshop designed to support HBCU competitiveness by providing basic guidance on how to do business with the NRC. The workshop exposed participants to requirements and expectations that must be met to participate in the contracting process, shared "best practices" and strategies for winning NRC contract awards, and identified NRC prime and subcontract opportunities.
3. **NRC Mentor/Mentee Program.** OCHCO designed a self-service career mentoring program designed to connect people who are interested in being a mentor or mentee. They learn from each other and help create a more inclusive workplace.
4. **EEO Office Web Site.** To raise awareness of the NRC's D&I programs and information, the EEO office created a centralized internal Web site and coordinated with OCHCO to update the public Web Page.
5. **"Employee Journey" platform.** OCHCO created an "Employee Journey": my career @ NRC" platform to give employees an opportunity to explore career paths at the agency. OCHCO also created an interactive guide, "NRC's Guide to Career Enhancement," to help job seekers plot a career path that is aligned with the future needs of the agency.
6. **Limited English Proficiency Translation Services.** The NRC added a virtual conferencing app (Interprefy) so that persons with limited English proficiency can access the agency's FY 2021 Regulatory Information Conference. This service resulted in 30 people receiving language translation in Japanese, Spanish, and Korean.
7. **EmbraceNRC Summer 2021 Initiative.** Embrace NRC consisted of a team of 12 volunteers and over 40 ambassadors who formed an alliance to welcome summer interns and hosted events and experiential learning opportunities.
8. **Civility, Awareness, Respect, and Engagement (iCARE) Initiative.** iCare was established to facilitate listening sessions to promote deeper understandings and appreciation for multicultural diversity, equity, and inclusion through group discussion.

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

NRC's FY 2021–2026 Inclusive Diversity Strategic Plan

The NRC's FY 2021–2026 Inclusive Diversity Strategic Plan (IDSP) is a 6-year plan to help the agency achieve its business and people goals. The NRC considers the IDSP as a blueprint that links engagement of agency employees and transformation of the organization to the agency's safety and security objectives. The IDSP provides agency direction and organizational commitment to foster a culture that encourages workplace D&I. The IDSP is based on the following recognized principles.

Principle 1: Leadership Commitment

Goal: The NRC works to diversify the agency's workforce through active engagement of leadership.

Strategic Activity: The NRC leaders communicate the importance of inclusive diversity through their words and actions. Managers and supervisors take responsibility for their management of programs and activities and expect to be held accountable.

Benchmarks: Issue policy statements (e.g., EEO, D&I, ADR, Reasonable Accommodation, Antiharassment); implement IDSP; submit semiannual IDSP reports; submit external reports (e.g., MD 715 Reports/Plans, Disability Affirmative Action Plan, 462 Report, "No Fear Act" report, FEORP report); assess employee surveys and feedback (e.g., FEVS, Safety Culture Climate Survey); and give employees opportunities for career development, growth, training, advancement, promotions, and awards and recognition.

Principle 2: Employee Engagement and Effective Communication

Goal: The NRC fosters a culture that encourages employees to feel valued and to experience a sense of belonging, engagement, and connection to the mission of the agency.

Strategic Activity: Leaders use a wide range of workplace policies, programs, systems, techniques, practices, and communication tools that involve employees as participants and responsible agents of diversity, mutual respect, and inclusion. Managers and supervisors assess processes and take appropriate action to promote teamwork, collaboration, cross-functional operations, and transparency, deconstructing organizational silos that lead to exclusive cultures and flawed decision-making.

Benchmarks: Diversity Management Inclusion Council, Diversity Management Advisory Committee, Culture Improvement Team, culture improvement plans, EEO advisory groups, affinity groups, employee resources groups, EEO Collateral Duty Counselors, DIALOGUE program and ambassadors, listening sessions, training, IDSP reports, employee surveys and feedback (e.g., FEVS results).

Principle 3: Optimization of Inclusive Diversity Efforts Using Data-Driven Approaches

Goal: The NRC uses data-driven approaches to optimize policies, processes, and programs that drive inclusive diversity efforts and support the agency's mission.

Strategy Activity: Managers and supervisors use data and associated information sources to influence decision-making (i.e., recruitment, promotion, career development and advancement, employee engagement, perception of D&I, performance metrics, and other elements).

Benchmarks: Workforce statistical data, employee surveys and feedback (e.g., FEVS), EEOC workforce analysis, exit interview data, complaint and grievance data, and other information collections related to employee engagement and inclusion.

Principle 4: Demonstrated Commitment to Community Partnerships

Goal: The NRC actively partners and builds constructive relationships with other Federal agencies, educational institutions, public-private entities, community-based organizations, small businesses, professional associations, and other stakeholders to ensure that a wide variety of communities participates in the agency's programs, activities, and career and funding opportunities.

Strategy Activity: The NRC establishes community and educational partnerships to ensure D&I in its workforce and business pipelines, and women-owned and small businesses participate in NRC contracting activities.

Benchmarks: Broad recruitment outreach, summer hires, Co-Ops, and NRAN (program recruiting and developing of new generation of regulators) and direct hires; grant awards to HBCUs/MSIs; participated in the WHI-HBCU Contracting Competitiveness Academy Pilot and met goal for contracting with women, service-disabled veterans, and companies located in historically underused business zones.

Principle 5: Continuous Diversity and Inclusion Cultural Competency Learning

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

Goal: The NRC has an ongoing program to ensure that all employees have the basic skill sets to model behaviors reflecting D&I principles.

Strategy Activity: The NRC uses cultural competency learning and training to increase employee engagement and transform the organization. The NRC provides affirmative employment, EEO, and diversity management training to promote equality, fairness, and equity in the workplace, while complying with applicable civil rights regulations.

Benchmarks: Created Culture Improvement Team, Culture Plan, events, training, activities, Conversation, Guides Pulse survey, 1-day course on "NRC Culture: Who We Are and Who We Want to Be," with a focus on the agency's values, behaviors, and day-to-day practices.

Principle 6: Shared Accountability and Responsibility for Diversity and Inclusion

Goal: The NRC has organizational objectives for D&I, and the criteria for evaluating managers' and supervisors' performance reflect these objectives.

Strategy Activity: The NRC has established D&I goals, objectives, and measurements in its performance and accountability infrastructure.

Benchmarks: The NRC's performance standards for SES, managers, and supervisors include support of and participation in EEO, D&I initiatives, and the agency's ideal culture. Whistleblower language has been added to performance plans for the supervisory element of GG supervisors and the Leading People element for SES personnel.

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

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

[Redacted] am the
(Insert Name Above) (Insert official title/series/grade above)

Principal EEO Director/Official for

[Redacted]
(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.

Date

Signature of Agency Head or Agency Head Designee



Date

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist



Essential Element: A Demonstrated Commitment From agency Leadership

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|---|----------------------|----|-----|---|
| | | Yes | No | N/A | |
|  Measures | A.1. The agency issues an effective, up-to-date EEO policy statement. | | | | |
| | A.1.a. 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)] | | X | | Due to an EEO office administrative oversight, the FY 2021 EEO Policy Statement was not issued by the newly appointed Chairman until 4/20/22. 5/18/2020 |
| | A.1.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)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column. | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | A.2. The agency has communicated EEO policies and procedures to all employees. | | | | |
| | A.2.a. Does the agency disseminate the following policies and procedures to all employees: | | | | |
| | A.2.a.1. Anti-harassment policy? [see MD 715, II(A)] | X | | | |
| | A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)] | X | | | |
| | A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website: | | | | |
| | A.2.b.1. 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)] | X | | | |
| | A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)] | X | | | |
| | A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column. | X | | | https://www.nrc.gov/about-nrc/employment/diversity/reasonable.pdf |
| | A.2.c. Does the agency inform its employees about the following topics: | | | | |
| | A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered. | X | | | This requirement was accomplished through the annual No FEAR Act notification and special message from EEO Director on website. |
| | A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often. | X | | | Ongoing via NRC's EEO office Civil Rights Web site, ADR Information Manual, and direct interactions with program staff. |
| | A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often. | X | | | On-going via NRC's OCHCO website. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist



| | | | | |
|---|---|--|--|--|
| <p>A.2.c.4. 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.</p> | X | | <p>On-going via NRC’s Civil Rights Program and OCHCO Web sites, issuance of annual policy statements, agency announcements, annual EEO and Diversity & Inclusion training for managers and supervisors, other training and forums including lunch-n-learns.</p> | |
| <p>A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If “yes”, please provide how often.</p> | X | | <p>On-going internal controls (MD 10.161) and Collective Bargaining Agreement.</p> | |
| <p> Compliance Indicator</p> | <p>A.3. The agency assesses and ensures EEO principles are part of its culture.</p> | | Measure Has Been Met | <p>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency’s status report</p> |
| <p> Measures</p> | | | Yes | |
| <p>A.3.a. 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. .</p> | X | | <p>NRC held its 42nd Annual Awards Ceremony on 10/19/2021. NRC acknowledged recipients by issuing the Presidential Executive Rank Award and Distinguished and Meritorious Service Awards, one of which recognized exemplary performance in the implementation of the NRC’s EEO program. (See MD-715 E3 for in-depth information.</p> | |
| <p>A.3.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]</p> | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist



Essential Element: B Integration of EEO into the agency's Strategic Mission

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | 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.1.a. 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)] | X | | | |
| | B.1.a.1. 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," please provide the title of the agency head designee in the comments. | X | | | |
| | B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)] | X | | | |
| | B.1.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] | X | | | |
| | B.1.c. 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 comments column. | X | | | The EEO Director participated in NRC's Human Capital and EEO briefing on 06/08/2021 and led the EEO Commission Briefing on 12/07/2021, where the EEO Director presented on: (1) Affirmative Employment efforts covering the six essential elements, program status, and performance metrics and outcomes, etc. (2) Small Business Program. (3) Other initiatives under the EEO office's purview. |
| | B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | B.2. The EEO Director controls all aspects of the EEO program. | | | | |
| | B.2.a. 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)] If not, identify the office with this authority in the comments column. | X | | | |
| | B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)] | X | | | |
| | B.2.c. 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.] | X | | | |
| | B.2.d. 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.] | X | | | |
| | B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502] | X | | | |
| | B.2.f. 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)] | X | | | |
| | B.2.g. 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); (c)(3)] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021


Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|---|
| | | Yes | No | N/A | |
|  Measures | B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions. | | | | |
| | B.3.a. Do 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)] | X | | | |
| | B.3.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 principles in the strategic plan in the comments column. | X | | | Section-Workforce Dynamics, "...most valuable resource is its staff, and its ability to recruit, hire, train, motivate, and retain qualified staff in a competitive job market is critical to meeting its strategic goals. ...must also maintain a high-performing, diverse, engaged, and flexible workforce supported by a healthy organizational culture with a focus on...continuous improvement..." |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | Measures | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
| | B.4. The agency has sufficient budget and staffing to support the success of its EEO program. | | | | |
| | B.4.a. 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.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)] | X | | | |
| | B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)] | X | | | |
| | B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)] | X | | | |
| | B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)] | X | | | |
| | B.4.a.3. 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)] | X | | | |
| | B.4.a.4. 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. | X | | | |
| | B.4.a.5. 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)] | X | | | |
| | B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)] | X | | | |
| | B.4.a.7. 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. | | X | | Workforce demographics, and applicant flow data [see MD-715, II(E)] |
| | B.4.a.8. 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] | X | | | |
| | B.4.a.9. 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] | X | | | |
| | B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)] | X | | | |
| | B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)] | X | | | |
| | B.4.d. 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? | X | | | |
| | B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills | | | | |

B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:

B.5.a.1. EEO complaint process? [see MD-715(II)(B)]

X

B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]

X

B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]



X

B.5.a.4. 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)]

X

B.5.a.5. 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)]

X

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | B.6. The agency involves managers in the implementation of its EEO program. | | | | |

B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]

X

B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]

X

B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]

X

B.6.d. 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)]



X

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist


Essential Element: C Management and Program Accountability

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | C.1. The agency conducts regular internal audits of its component and field offices. | | | | |
| C.1.a. 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. | | X | | | We conduct the annual workforce analysis, required self-assessment, and the EEO Director and Deputy meet with the offices semi-annually. |
| C.1.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. | | X | | | We conduct the annual workforce analysis, required self-assessment, and the EEO Director and Deputy meet with the offices semi-annually. |
| C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)] | | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | Measures | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
| | C.2. The agency has established procedures to prevent all forms of EEO discrimination. | | | | |
| | C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)] | X | | | |
| | C.2.a.1. 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] | X | | | |
| | C.2.a.2. 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)] | X | | | |
| | C.2.a.3. 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)] | X | | | |
| | C.2.a.4. 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.] | X | | | |
| | C.2.a.5. 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 Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column. | X | | | |
| | C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)] | X | | | |
| | C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)] | X | | | |
| | C.2.b.1. 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)] | X | | | |
| | C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)] | X | | | |
| | C.2.b.3. 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)] | X | | | |
| | C.2.b.4. 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)] | X | | | |
| | C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, 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, excluding ongoing interpretative services, in the comments column. | | X | | See Part H. |
| | C.2.c. 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)] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

| | | | | | |
|---|---|-----------------------------|----|-----|---|
| C.2.c.1. 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. | | X | | | https://www.nrc.gov/about-nrc/employment/diversity/reasonable.pdf |
|  Compliance Indicator | C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity. | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  Measures | | Yes | No | N/A | |
| C.3.a. 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? | | X | | | |
| C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities: | | | | | |
| C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I] | | X | | | |
| C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)] | | X | | | |
| C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)] | | X | | | |
| C.3.b.4. 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] | | X | | | |
| C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)] | | X | | | |
| C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)] | | X | | | |
| C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)] | | X | | | |
| C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2] | | X | | | |
| C.3.b.9. 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)] | | X | | | |
| C.3.c. 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)] | | X | | | |
| C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)] | | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program. | | | | |
| | C.4.a. 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)] | X | | | |
| | C.4.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] | X | | | |
| | C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)] | | X | | |
| | C.4.d. 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)] | X | | | |
| | C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: | | | | |
| | C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)] | X | | | |
| | C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)] | X | | | |
| | C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)] | X | | | |
| | C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)] | X | | | |
| | C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action. | | | | |
| | C.5.a. 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 Douglas v. Veterans Administration, 5 MSPR 280 (1981)] | X | | | |
| | C.5.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. | X | | | There were zero disciplined/sanctioned individuals (managers or employees) during this reporting period. |
| | C.5.c. 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 (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|---|
| | | Yes | No | N/A | |
|  Measures | C.6. The EEO office advises managers/supervisors on EEO matters. | | | | |
| | C.6.a. 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. | X | | | Four annually held mandatory EEO and Diversity Management training courses are provided for managers and supervisors; ongoing lunch-n-learns are held; EEO updates and other information is provided to employees through ongoing special emphasis program events and activities sponsored by the EEO office, Office of the Chief Human Capital Officer, EEO Advisory Committees and Affinity Groups. |
| | C.6.b. Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

Essential Element: D Proactive Prevention

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | D.1. The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year. | | | | |
| D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I] | | X | | | During the 3rd quarter of 2019, EEOC approved NRC's draft procedural process directed towards providing guidance to managers, supervisors, and other stakeholders. Identifying triggers and barrier identification and elimination covered during EEO and Diversity Management training courses. |
| D.1.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; and/or external special interest groups? [see MD-715 Instructions, Sec. I] | | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist

D.1.c. 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)]



X

Questions are asked to ascertain what influenced employees decisions, but no specific questions on hiring or recruiting individuals with disabilities. meet with the EEO Committee for Employees with Disabilities and other groups to discuss how to improve recruitment efforts, specifically PWD and PWTD, and plan to form focus groups to learn more about how NRC can improve in these areas.

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.) | | | | |
| | D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)] | X | | | |
| | D.2.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)] | X | | | |
| | D.2.c. 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)] | X | | | |
| | D.2.d. 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, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column. | X | | | The EEO office reviews a number of sources regularly to identify triggers and eliminate barriers including: complaint, grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union issues and concerns, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program, etc. See MD-715 E3 Workforce Analysis. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | D.3. The agency establishes appropriate action plans to remove identified barriers. | | | | |
| | D.3.a. 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)] | X | | | |
| | D.3.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)] | X | | | |
| | D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|---|
| | | Yes | No | N/A | |
|  Measures | D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities. | | | | |
| | D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments. | X | | | https://www.nrc.gov/docs/ML2125/ML21250A338.pdf |
| | D.4.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)] | X | | | |
| | D.4.c. 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)] | X | | | |
| | D.4.d. 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)] | | X | | NRC has in-place a Disability Affirmative Action Program (AAP); internal control mechanism (MD 10.13), which established a Disability Employment Program geared towards increasing the hiring and advancement of PWD and PWTD; and Disability Strategic Project Plan FY 2019-2024. The agency has hiring authority similar to Schedule A. See MD-715 Report, E3 "Workforce Analysis." |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

Essential Element: E Efficiency

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist



|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|---|
| | | Yes | No | N/A | |
|  Measures | E.1. The agency maintains an efficient, fair, and impartial complaint resolution process. | | | | |
| | E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105? | X | | | |
| | E.1.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)? | X | | | |
| | E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)? | X | | | |
| | E.1.d. 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. | X | | | The processing time metric for the Agency is 60 days. The Agency reflects in its certified 462 Report four cases pending acceptance/dismissal letters, for which one of the cases has been awaiting EEOC determination since 2019 thus increasing the average days of processing. Therefore, we believe the other three cases were timely issued. |
| | E.1.e. Does the agency ensure that 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)? | X | | | |
| | E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108? | | X | | In FY 2021, NRC experienced a decrease in discrimination complaints filed, delays in timely processing complaints, case backlog, and increased complaints awaiting a hearing. |
| | E.1.g. 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)? | X | | | |
| | E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)? | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist

| | | | | |
|---|---|--|--|--|
| E.1.i. 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)? | X | | | |
| E.1.j. 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. | X | | | Contractors are held accountable for their work performance; and poor performance is addressed in accordance with provisions established under the contract. |
| E.1.k. 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)] | X | | | |
| E.1.l. 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)] | X | | | |





|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|----------------------|----|-----|---|
| | | Yes | No | N/A | |
|  Measures | E.2. The agency has a neutral EEO process. | | | N/A | |

| | | | | |
|--|---|--|--|--|
| E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain. | X | | | They are in two separate offices. |
| E.2.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. | X | | | Patrick Moulding, Sara Kirkwood, Mauri Lemoncelli, Kayla Gamin, Thomas "Tex" Steinfeldt. Dedicated legal sufficiency team for EEO complaints in the Office of General Counsel. |
| E.2.c. 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)] | X | | | |
| E.2.d. 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)] | X | | | |
| E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program. | | | | |
| | E.3.a. 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)] | X | | | |
| | E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)] | X | | | |
| | E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)] | X | | | |
| | E.3.d. 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)] | X | | | |
| | E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)] | X | | | |
| | E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)] | | X | | |
|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  Measures | | Yes | No | N/A | |
| | E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program. | | | | |
| | E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data: | | | | |
| | E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)] | X | | | |
| | E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)] | X | | | |
| | E.4.a.3. Recruitment activities? [see MD-715, II(E)] | X | | | |
| | E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)] | | X | | |
| | E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)] | | X | | |
| | E.4.a.6. 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] | X | | | |
| | E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I] | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist





|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | E.5. The agency identifies and disseminates significant trends and best practices in its EEO program. | | | | |
| E.5.a. 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. | | X | | | The NRC monitors and reports trends on the basis and issues to NRC officials, Federal oversight agencies, and to the public via NRC's Web site. |
| E.5.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. | | X | | | DIALOGUE is a "Best Practice" that NRC observed being used at NASA and subsequently used as a tool to incorporate a culture of EEO and inclusive diversity in day-to-day operations. OPM's new Inclusive Quotient video is also utilized to impart knowledge to managers and supervisors on unconscious bias and five inclusion habits: Fair, Open, Cooperative, Supportive, and Empowering (FOCSE). |
| E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)] | | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist



Essential Element: F Responsiveness and Legal Compliance

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|---|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements. | | | | |
| | F.1.a. 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)] | X | | | |
| | F.1.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)] | X | | | |
| | F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)] | X | | | |
| | F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)] | X | | | |
| | F.1.e. 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)] | X | | | |
|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  Measures | | Yes | No | N/A | |
| | F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)] | X | | | |
| | F.2.a.1. 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)] | X | | | |
| | F.2.a.2. 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] | X | | | |
| | F.2.a.3. 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)] | X | | | |
| | F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance? | X | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|----------------------|----|-----|--|
| | | Yes | No | N/A | |
|  Measures | F.3. The agency reports to EEOC its program efforts and accomplishments. | | | N/A | |
| F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)] | | X | | | |
| F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)] | | X | | | |

Essential Element: Other

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.1

Brief Description of Program Deficiency: A.1.a. 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)]

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)] This Part H is now considered closed.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 10/01/2022 | 04/20/2022 | | 04/20/2022 | Issue the required EEO policy statement consistent with MD-715 instructions under Element A – Demonstrated commitment from Agency leadership – section A (1)(2). |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|----------------|-----------------------------|
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Civil Rights Program Manager, Office of Small Business and Civil Rights | Stephen Smith | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 04/20/2022 | The EEO policy statement was issued on 4/20/2022 consistent with MD-715 instructions under Element A – Demonstrated commitment from Agency leadership – section A (1)(2). | Yes | | |
| 08/30/2021 | In lieu of the EEO Director issuance of an annual EEO Complaint Process policy via an Agency Announcement this information is being conveyed to NRC employees via the No FEAR Act annual notification and the agency's websites. | Yes | | 08/30/2021 |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2021 | In lieu of the EEO Director issuance of an annual EEO Complaint Process policy via an Agency Announcement this information is being conveyed to NRC employees via the No FEAR Act annual notification and the agency's websites. |
| 2022 | The EEO policy statement was issued on 4/20/2022 consistent with MD-715 instructions under Element A – Demonstrated commitment from Agency leadership – section A (1)(2). |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.2

| | |
|--|---|
| Brief Description of Program Deficiency: | B.4.a.7. 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. |
|--|---|

B.4 - The agency has sufficient budget and staffing to support the success of its EEO program. B.4.a.7 - 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. In a letter dated September 30, 2021, the EEOC identified deficiencies in NRC data collections and required the NRC to demonstrate meaningful progress toward including all of the workforce and applicant flow data, which was identified as potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report. The EEO office continues to request the required data from the Office of the Chief Human Capital Officer (OCHCO) as part of EEOC's MD-715 Reporting.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2023 | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|--|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Sr. Program Admin. Specialist | Brendan Cain | Yes |
| Affirmative Employment and Diversity Management Program Specialist | Stephanie Garland | Yes |
| Chief, Human Capital Analysis Branch | Ilka Solorio | Yes |
| EEO Director | Vonna Ordaz | Yes |
| EEO Deputy Director | Jeanne Dempsey | Yes |
| Affirmative Employment and Diversity Management Program Manager | Tuwanda Smith | Yes |
| IT Project Manager | John Shea | Yes |
| Special Emphasis Program Manager | Dorothea Washington | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2022 | Continue to generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | Yes | | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
| | |

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2023 | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Responsible Officials

| Title | Name | Standards Address the Plan? |
|--|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| IT Project Manager, HCAB, OCHCO | John Shea | Yes |
| Deputy Director, SBCR | Jeanne Dempsey | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Chief, Human Capital Analysis Branch (HCAB), Office of the Chief Human Capital Officer (OCHCO) | Ilka Solorio | Yes |
| Sr. Program Admin. Specialist, HCAB, OCHCO | Brendan Cain | Yes |
| Director, Office of Small Business and Civil Rights (SBCR) | Vonna Ordaz | Yes |
| Special Emphasis Program Manager, AEDM, SBCR | Dorothea Washington | Yes |
| Program Specialist, AEDM, SBCR | Stephanie Garland | Yes |
| Program Manager, Affirmative Employment and Diversity Management (AEDM), SBCR | Tuwanda Smith | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2020 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |
| 09/30/2020 | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. | Yes | 09/30/2023 | |
| 09/30/2020 | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO/HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify: issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
| | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.3

| | |
|--|--|
| Brief Description of Program Deficiency: | B.3.a. Do 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)] |
|--|--|

“Do 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)].” This Part H is now considered closed.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 01/30/2018 | 09/30/2021 | | 09/30/2021 | The EEO Office and OCHCO Directors meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives; EEO and OCHCO Directors are jointly briefed on policies, practices, and procedures that adversely impact women, minorities, and individuals with disabilities; and receives information/document to support corrective strategies for moving forward and to track progress, and report outcomes internally and externally. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Deputy Director, SBCR | Jeanne Dempsey | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Director, Office of Small Business and Civil Rights (SBCR) | Vonna Ordaz | Yes |
| AEDM Program Specialist, SBCR | Stephanie Garland | Yes |
| Associate Director for HR Operations and Policy, Office of the Chief Human Capital Officer | Susan Salter | Yes |
| Affirmative Employment and Diversity Management (AEDM) Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Special Emphasis Program Manager, SBCR | Dorothea Washington | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|------------------|--------------------------------|---------------|-----------------|
|-------------|------------------|--------------------------------|---------------|-----------------|

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.4

| | |
|--|---|
| Brief Description of Program Deficiency: | C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, 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, excluding ongoing interpretative services, in the comments column. |
|--|---|

C.2.B.5 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. The EEO office determined that due to extenuating circumstances, OCHCO has not timely processed all reasonable accommodation requests and activities required by section 501 in FY 2021.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 10/01/2021 | 09/30/2022 | | | To comply with section 501 requirements. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|--|---------------------|-----------------------------|
| IT Project Manager, HCAB, OCHCO | John Shea | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Deputy Director, SBCR | Jeanne Dempsey | Yes |
| Director, Office of Small Business and Civil Rights (SBCR) | Vonna Ordaz | Yes |
| Chief, Human Capital Analysis Branch (HCAB), Office of the Chief Human Capital Officer (OCHCO) | Ilka Solorio | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Program Specialist, AEDM, SBCR | Stephanie Garland | Yes |
| Program Manager, Affirmative Employment and Diversity Management (AEDM), SBCR | Tuwanda Smith | Yes |
| Sr. Program Admin. Specialist, HCAB, OCHCO | Brendan Cain | Yes |
| Special Emphasis Program Manager, AEDM, SBCR | Dorothea Washington | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 10/01/2021 | To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims. | Yes | 09/30/2023 | |
| 10/01/2021 | Process requests, approvals, and notifications to affected applicants and employees as set forth in the RAP and required by 29 CFR 1614.203(d)(3). | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
| | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.5

| | |
|--|---|
| Brief Description of Program Deficiency: | C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)] |
|--|---|

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)] In a letter dated September 30, 2021, the EEOC identified deficiencies in NRC data collections and required the NRC to demonstrate meaningful progress toward including all of the workforce and applicant flow data, which was identified as potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report. The EEO office continues to request the required data from the Office of the Chief Human Capital Officer (OCHCO) as part of EEOC's MD-715 Reporting.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2023 | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|--|---------------------|-----------------------------|
| OCHCO Director | Mary Lamary | Yes |
| Senior Program Admin. Specialist, Human Capital Analysis Branch | Brendan Cain | Yes |
| IT Project Manager, Human Capital Analysis Branch | John Shea | Yes |
| EEO Director | Vonna Ordaz | Yes |
| EEO Deputy Director | Jeanne Dempsey | Yes |
| Chief, Human Capital Analysis Branch | Ilka Solorio | Yes |
| Affirmative Employment and Diversity Management Program Manager | Tuwanda Smith | Yes |
| OCHCO Deputy Director | Eric Dilworth | Yes |
| Special Emphasis Program Manager | Dorothea Washington | Yes |
| Affirmative Employment and Diversity Management Program Specialist | Stephanie Garland | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2020 | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | Yes | 09/30/2023 | |
| 09/30/2020 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |
| 09/30/2020 | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. | Yes | 09/30/2023 | |
| 09/30/2020 | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO\HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify: issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.6

Brief Description of Program Deficiency: D.4.d. 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)]

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)]. For details see MD-715 E3 "Workforce Analysis" and Part J.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2022 | | | The OCHCO will make statistical tables, demographics, and applicant flow data available quarterly; increase representation of PWTB in senior grade levels; achieve 12 % PWD and 2 % PWD disability goals; assure awareness of NRC hiring authority equivalent to Schedule A and increase use of these hiring authorities; create awareness of reasonable accommodations procedures and personal assistance services; assurance that disability barriers and/or practices are not the reason for leaving agency. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Associate Director for HR Operations and Policy, Office of the Chief Human Capital Officer | Susan Salter | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Recruitment Project Manager, Workforce Management and Benefits Branch, Office of the Chief Human Capital Officer | Kimberly English | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Human Capital Analysis Branch Chief | Ilka Solorio | Yes |
| Workforce Management and Benefits Branch Chief, Office of the Chief Human Capital Officer | Karen Cobbs | Yes |
| Human Resources Specialist (Reasonable Accommodation), Policy, Labor and Employee Relations Branch, Office of the Chief Human Capital Officer | Anne Silk | Yes |
| IT Project Manager, Human Capital Analysis Branch | John Shea | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch | Brendan Cain | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 10/01/2018 | Address inconsistencies and provide MD-715 related workforce tables, demographics, and applicant flow information/data. | Yes | 09/30/2022 | |
| 10/01/2018 | Include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers; and encourage and support fiscal year hiring efforts that take disability into account (i.e., new hires; promotions, solicitations of interest, rotations, and assignments). | Yes | 09/30/2022 | |
| 09/30/2019 | Conduct outreach and recruitment efforts for PWTB in the senior grade levels. | Yes | 09/30/2022 | |
| 10/01/2018 | Increase the number of PWD/PWTB hired, promoted, and reassigned (i.e., rotations, details, reassignments). | Yes | 09/30/2022 | |
| 09/30/2020 | Conduct a focus group in FY 2020, with NRC employees, to Identify challenges and barriers for people with disabilities when applying and interviewing for jobs at the NRC, receiving training and developmental opportunities, and applying for and being selected for promotions/new opportunities. | Yes | | |
| 09/30/2019 | Post RAP on agency's public Web site. | Yes | | 09/30/2021 |
| 02/27/2018 | Provide RAP training to managers, supervisors, and employees. | Yes | | 09/30/2021 |
| 09/30/2019 | Use a service provider to administer PAS to disability status applicants and employees. | Yes | | |
| 09/30/2019 | Establish and maintain contacts with organizations that specialize in the employment of individuals with disabilities and use program resources that identify applicants eligible to be appointed under NRC hiring authorities that take disabilities into account. | Yes | | |
| 10/01/2018 | Conduct a barrier analysis to determine whether any policies, procedures, or practices are causing PWD and PWTB to leave the agency and have barriers in the recruitment and/or selection processes for new hires, promotions, training and career development, advancement, distribution of awards and retention. | Yes | 09/30/2022 | |
| 10/01/2018 | Conduct a focus group in FY 2022, with NRC employees, to Identify whether policies, procedures, or practices for the reason PWD and PWTB terminate their employment with the agency and to Identify challenges and barriers for people with disabilities when applying and interviewing for jobs at the NRC, receiving training and developmental opportunities, and applying for and being selected for promotions/new opportunities. | Yes | 09/30/2022 | |
| 10/01/2018 | Provide ongoing training to all hiring managers and supervisors on the use of NRC hiring authority equivalent to Schedule A and other disability hiring authorities. One method will be to include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers. | Yes | 09/30/2022 | |
| 09/30/2019 | Establish and maintain contacts with organizations that specialize in the employment of individuals with disabilities and use program resources that identify applicants eligible to be appointed under NRC hiring authorities that take disabilities into account. | Yes | 09/30/2022 | |
| 09/30/2019 | Published the Disability Program Strategic Project Plan for FY 2019 – FY 2024 and posted on the agency's public Web site. Plan implementation ongoing. | Yes | | 09/30/2021 |
| 09/30/2019 | Conduct outreach and recruitment efforts for PWTB in the senior grade levels. | Yes | 09/30/2022 | |
| 09/30/2019 | Published the Disability Program Strategic Project Plan for FY 2019 – FY 2024 and posted on the agency's public Web site. Plan implementation ongoing. | Yes | | 09/30/2021 |
| 09/30/2019 | Use a service provider to administer PAS to disability status applicants and employees. | Yes | 09/30/2022 | |
| 10/01/2018 | Provide ongoing training to the disability program staff sufficient to increase their knowledge and skills regarding disability hiring programs; answer disability related questions; provide job applicants with necessary reasonable accommodations; accept, validate, and forward applications for appointment under hiring authorities that take disability into account to the relevant hiring official and; oversee any other disability related hiring program. | Yes | 09/30/2022 | |
| 10/01/2018 | Evaluate ongoing hiring managers on their support of EEO and Diversity efforts including helping to meet disability goals in their annual performance appraisal. | Yes | 09/30/2022 | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | As of 09/30/21, the NRC had partnered with the Department of Defense Operation Warfighter (OWF) Program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC brought on one OWF intern from November 2020 through April 2021 and referred one OWF participant who was seeking a full-time job in Information Technology to a hiring manager. The NRC also partnered with the Department of Labor's Workforce Recruitment Program (WRP) by accessing their resume database to search for candidates for Administrative Assistant, Information Technology, and Temporary Summer Student positions. The NRC partnered with the Wounded Warrior Project (WWP) and, NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, Maryland Workforce Exchange job board, Maryland Department of Rehabilitative Services, and GettingHired.com. |
| 2021 | In 2021, the EEO office/ADEM, OCHCO, and OGC conducted four EEO and Diversity & Inclusion training courses for managers and supervisors, which covered disability regulations and requirements including the NRC procedures and processes, and manager/supervisor responsibilities related to reasonable accommodations. |
| 2021 | NRC staff referred one resume from the Workforce Recruitment Program (WRP) data base for consideration for a Human Resources Specialist position. NRC staff participated in the City Career Fair 21st Annual Diversity Day Virtual Video fair and subsequently referred two Schedule A eligible resumes for an Administrative Assistant position and a Regulations Assistant position. In addition to the three resumes referred above, we referred another 15 resumes from our internal Schedule A database to HR Specialists for various jobs. |
| 2021 | NRC Disability program staff continued to implement the Disability Affirmative Action Plan. Promoted the use of our Schedule A equivalent hiring authority by providing training for supervisors on special hiring authorities and forwarding resumes of eligible applicants to hiring managers. |
| 2021 | See additional accomplishments captured in MD-715 Part J, "Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities." |
| 2021 | See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis." |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.7

| | |
|--|--|
| Brief Description of Program Deficiency: | D.1.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; and/or external special interest groups? [see MD-715 Instructions, Sec. I] |
|--|--|

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; and/or external special interest groups? [see MD-715]. This Part H is considered closed.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 09/30/2019 | 09/30/2021 | | | The OCHCO provides quarterly exit survey data to the EEO office/Affirmative Employment and Diversity Management (AEDM) to: 1) conduct routine reviews and assessments of Exit Survey data; 2) coordinate efforts with OCHCO and other NRC offices around results; 3) improve, reduce, or eliminate unwarranted employee separations; 4) identify triggers and root causes of problems; and 5) implement plans to identify and eliminate any barriers to equality of opportunity for all NRC employees. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Associate Director for HR Operations and Policy, Office of the Chief Human Capital Officer | Susan Salter | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Workforce Management and Benefits Branch Chief, Office of the Chief Human Capital Officer | Vacant | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|------------------|--------------------------------|---------------|-----------------|
|-------------|------------------|--------------------------------|---------------|-----------------|

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.8

| | |
|--|---|
| Brief Description of Program Deficiency: | D.1.c. 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)] |
|--|---|

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)] OCHCO challenged this requirement because NRC does not ask specific questions on hiring or recruiting individuals with disabilities. No specific questions on hiring or recruiting individuals with disabilities are asked during the exit interview. NRC staff meets with EEO Advisory Committees to discuss improvement strategies of recruitment efforts, specifically PWD and PWTD, and has plans to establish a focus group to help identify how NRC can improve in these areas.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 10/01/2020 | 09/30/2021 | | | 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)] |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Workforce Management and Benefits Branch Chief, Office of the Chief Human Capital Officer | Karen Cobbs | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Associate Director for HR Operations and Policy, Office of the Chief Human Capital Officer | Susan Salter | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|------------------|--------------------------------|---------------|-----------------|
|-------------|------------------|--------------------------------|---------------|-----------------|

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.9

Brief Description of Program Deficiency:

E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]

E.3.f. "Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch.3(II)(D)]?" Low participation rate of employees in the ADR during the pre-complaint process.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2020 | 09/30/2022 | | | To increase employee participation for ADR to reflect 50% or more of the aggregate amount of pre-complaints being processed for completion. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|----------------|-----------------------------|
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Senior Civil Rights Specialist / ADR Coordinator | Rhonda Dorsey | Yes |
| Civil Rights Program Manager, Office of Small Business and Civil Rights | Stephen Smith | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2020 | Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness | Yes | 09/30/2022 | |
| 10/01/2020 | Continue to optimize the use of the Entellitrak (ETK EEO) Case Management System to monitor the complaint events/activities to ensure that all events/activities are accurately reflected as required (i.e., ADR) | Yes | 09/30/2022 | |
| 10/01/2021 | Produce an outreach video on the benefits of the ADR program and post it on the SBCR's webpage to meet the outreach and training objective for the ADR program. | Yes | 09/30/2022 | |
| 10/01/2020 | Continue to promote, market, and interact with NRC employees through various forms of communications on ADR (i.e., lunch-n-learns, brochures, desk aids, FAQs, news blast/blogs, surveys, etc.) | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|---|
| 2021 | Holds regularly scheduled team meetings to discuss creative and innovated ways to improve ADR processing activities and eliminate any impediments. |
| 2021 | Annually conducted four (4) mandatory EEO and Diversity & Inclusion trainings for managers/supervisors which includes modules on affirmative employment and DEIA, EEO/Civil Rights, legal case law updates, ADR, harassment, reasonable accommodation, and a number of other various topics. |
| 2021 | Chairman issued the annual policy statement for the Alternative Dispute Resolution Program. |
| 2022 | The Agency determined from its FY 2021 certified EEOC 462 Report, the ADR participation rate in the pre-complaint process increased from 39% in FY 2020 to 44% in FY 2021. After careful review, it was reported that there were 24 pre-complaints initiated during this reporting period and 2 pre-complaints on hand at the beginning of the reporting period for a total of 26 pre-complaints. Of the 26 pre-complaints, all participants were offered ADR (100%) and 22 pre-complaints were completed (85%) during this reporting period. Of the 22 pre-complaints that were completed, 4 were withdrawn (18%) now resulting in a total of 18 pre-complaints. Of the 18 pre-complaints, 8 were counseled where the employee participated in ADR resulting in 44% in October 2021. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.10

Brief Description of Program Deficiency:

E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?

Does the agency timely complete investigations, pursuant to 29 CFR §1614.108? See FY 2021 Executive Summary for details.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2020 | 09/30/2022 | | | In accordance with 29 CFR 1614 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|----------------|-----------------------------|
| Civil Rights Program Manager, Office of Small Business and Civil Rights | Stephen Smith | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 12/01/2019 | Hire additional staff to manage and oversee the EEO complaint processing activities | Yes | | |
| 10/01/2020 | Continue to assess and implement process improvement measures to increase program efficiency and effectiveness | Yes | | |
| 10/01/2020 | Continue to optimize the use of the Entellitrak (ETK EEO) Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations) | Yes | | |
| 10/01/2020 | Heavily promote, market, and interact with NRC employees through various forms of communications on ADR (i.e., lunch-n-learns, brochures, desk aids, FAQs, news blast/blogs, surveys, etc.) | Yes | | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | A senior civil rights specialist was hired in June 2020 |
| 2021 | A senior EEO specialist was hired in January 2021 |
| 2021 | Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments - on-going |
| 2021 | Developed templates for standardizing all correspondence supporting the EEO complaint process in October 2020 |
| 2021 | Reestablished clear internal complaint processing procedures, on-going team trainings, revised processing timeframes for our contractors with established penalties for untimely products, and certainly the hard work, passion, and commitment of the CR team in October 2020 |
| 2021 | CR implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle in October 2020 |
| 2022 | The Agency determined from its FY 2021 certified EEOC 462 Report, the average days of completed investigations increased from 262 days (11) in FY 2020 to 283 days (20) in FY 2021. In maintaining the processing of EEO complaints during COVID the past couple of years, the Agency realizes that more work is needed for improvement to ensure that all investigations are completed within the 180 days requirement in October 2021. |

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2020 | 09/30/2022 | | | In accordance with 29 CFR § 1614.108 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|----------------|-----------------------------|
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Civil Rights Program Manager, Office of Small Business and Civil Rights | Stephen Smith | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 12/01/2019 | Hire additional staff to manage and oversee the EEO complaint processing activities. | Yes | | 06/30/2021 |
| 10/01/2020 | Continue to assess and implement process improvement measures to increase program efficiency and effectiveness. | Yes | 09/30/2022 | |
| 10/01/2022 | Continue to optimize the use of the iComplaints Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations). | Yes | | 09/30/2022 |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | A senior civil rights specialist was hired in June 2020 |
| 2021 | A senior civil rights specialist was hired in June 2020 |
| 2021 | Developed templates for standardizing all correspondence supporting the EEO complaint process |
| 2021 | A senior EEO specialist was hired in January 2021 |
| 2021 | Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments |
| 2021 | CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle |
| 2021 | Reestablished clear internal complaint processing procedures, on-going team trainings, revised processing timeframes for our contractors with established penalties for untimely products, and certainly the hard work, passion, and commitment of the CR team |
| 2021 | The Agency determined from its FY 2021 certified EEOC 462 Report, the average days of completed investigations increased from 262 days (11) in FY 2020 to 283 days (20) in FY 2021. In maintaining the processing of EEO complaints during COVID the past couple of years, the Agency realizes that more work is needed for improvement to ensure that all investigations are completed within the 180 days requirement. |
| 2021 | See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F." |
| 2021 | See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis." |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.11

Brief Description of Program Deficiency:

E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]

E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program. E.4.a.5 - The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)] The EEO office determined that OCHCO does not have a centralized data collection system in place to track the required section 501 reasonable accommodation activities.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2021 | 09/30/2023 | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 10/01/2021 | To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims. | Yes | 09/30/2023 | |
| 10/01/2021 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |
| 10/01/2021 | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. | Yes | 09/30/2023 | |
| 10/01/2021 | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO/HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.12

| | |
|--|--|
| Brief Description of Program Deficiency: | E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)] |
|--|--|

In letter dated September 30, 2021, the EEOC identified deficiencies in NRC data collections and required the NRC to demonstrate meaningful progress toward including all of the workforce and applicant flow data in the FY 2021 MD-715 Report (see attachment below). EEOC identified potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report. The EEO office continues to request the required data from OCHCO as part of EEOC's MD-715 Reporting. In the MD-715, Part G Agency Self-Assessment, the EEO office has responded to the compliance indicator related to OCHCO providing timely accurate data by checking "no". Additionally, OCHCO has indicated in the agency's annual FY 2020 FEORP Report submitted to OPM that the agency tracks career development demographics and MD-715 Part H and I are being put in place to help track, make available and produce the required affirmative employment information/data.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2023 | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|---------------------|-----------------------------|
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2020 | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | Yes | 09/30/2023 | |
| 09/30/2020 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |
| 09/30/2020 | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. | Yes | 09/30/2023 | |
| 09/30/2020 | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO/HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |
| 09/30/2020 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.13

| | |
|--|--|
| Brief Description of Program Deficiency: | E.1.d. 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. |
|--|--|

E.1.d. Does the agency issue acceptance letters/dismissal decisions with 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. See FY 2021 Executive Summary for details. This Part H is considered closed-out based on the following information provided by the Civil Rights Program Manager: The processing time metric for the Agency is 60 days. The Agency reflects in its certified 462 Report four cases pending acceptance/dismissal letters, for which one of the cases has been awaiting EEOC determination since 2019 thus increasing the average days of processing. Therefore, we believe the other three cases were timely issued.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 10/01/2020 | 09/30/2021 | | | In accordance with 29 CFR 1614 and EEOC Management Directive (MD) 715, make a conscious effort to issue acceptance letters/dismissal decisions within a thirty (30) day timeframe. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|----------------|-----------------------------|
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Civil Rights Program Manager, Office of Small Business and Civil Rights | Stephen Smith | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 12/01/2019 | Hire additional staff to manage and oversee the EEO complaint processing activities | Yes | | |
| 10/01/2020 | Continue to assess and implement process improvement measures to increase program efficiency and effectiveness | Yes | | |
| 10/01/2020 | Continue to optimize the use of the Entellitrak (ETK EEO) Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations) | Yes | | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|---|
| 2020 | CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle |
| 2020 | A senior civil rights specialist was hired in June 2020 |
| 2021 | Therefore, this compliance indicator is now considered closed. |
| 2021 | Developed templates for standardizing all correspondence supporting the EEO complaint process |
| 2021 | All Notice of Acceptance, Notice of Partial Acceptance, and Notice of Dismissals are processed and issued within the 60-day timeframe. This metric is in full compliance but please note that as a result of the certified FY 2021 EEOC 462 Report, it reflects four cases pending acceptance/dismissal letters, for which one of the cases has been awaiting EEOC determination since 2019 thus increasing the average days of processing. In addition, please be advised that although these cases appear to be pending acceptance/dismissal, it should not be assumed that these letters have not been issued within the required timeframe. Based on the events within our case management system, these cases will reflect a pending status for acceptance/dismissal until such they're assigned to an investigator for the investigation. |
| 2021 | Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments - on-going |
| 2021 | A senior EEO specialist was hired in January 2021 |
| 2021 | Reestablished clear internal complaint processing procedures by revising the acceptance/dismissal analysis stage to be completed within twenty (20) days and provide legal sufficiency with the required ten (10) days for review and approval. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

PART H.14

Brief Description of Program Deficiency: OTHER. OTHER

Workforce Composition: The overriding objective of MD-715 is to ensure that all employees and applicants for employment enjoy equality of opportunity in the Federal workplace regardless of race/ethnicity, sex, disability, other protected groups, or reprisal for engaging in prior protected activity. Federal agencies must position themselves to attract, develop and retain a top-quality workforce that can deliver results and ensure our nation's continued growth and prosperity. See FY 2021 MD-715 Part E.3 Executive Summary.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 10/01/2017 | 09/30/2022 | | | Increase representation of women, minorities, and individuals with disabilities and targeted disabilities working at NRC in the above classifications. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|---|---------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Associate Director for HR Operations and Policy, Office of the Chief Human Capital Officer | Susan Salter | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Managers and Supervisors | All | Yes |
| Human Resources Specialist (Reasonable Accommodation), Policy, Labor and Employee Relations Branch, Office of the Chief Human Capital Officer | Anne Silk | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Hiring and Selecting Officials | All | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Workforce Management and Benefits Branch Chief, Office of the Chief Human Capital Officer | Vacant | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Recruitment Project Manager, Workforce Management and Benefits Branch, Office of the Chief Human Capital Officer | Kimberly English | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 08/01/2019 | The EEO office and OCHCO will coordinate efforts, and meet regularly to address concerns, review processes and procedures, hiring selections, incorporated awareness training as part of the EEO and Diversity Management training for managers and supervisors, and monitor progress. The EEO office will continue to coordinate efforts with OCHCO to target Minority Serving Institution grant recipients for entry level hiring. | Yes | 09/30/2022 | |
| 10/01/2017 | Identify current and future employment gaps, establish strategic plans to fill those gaps, and offer opportunities to attract diverse skilled individuals from all segments of society. | Yes | 09/30/2022 | |
| 10/01/2017 | Increase participation of women and minorities in SES CDPs. | Yes | 09/30/2022 | |
| 10/01/2017 | Continue to provide outreach and recruitment efforts that include all segments of the population. | Yes | 09/30/2022 | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Attain Essential Elements

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2021 | See recruitment efforts and agencywide performance results captured in MD-715 Report, Part E3, "Workforce Analysis." |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.1

| | | |
|---|--|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | |
| Specific Workforce Data Table: | Workforce Data Table - A1 | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Workforce Data Tables B.4 - The agency has sufficient budget and staffing to support the success of its EEO program. B.4.a.7 - 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. In a letter dated September 30, 2021, the EEOC identified deficiencies in NRC data collections and required the NRC to demonstrate meaningful progress toward including all of the workforce and applicant flow data, which was identified as potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report. The EEO office continues to request the required data from the Office of the Chief Human Capital Officer (OCHCO) as part of EEOC's MD-715 Reporting. | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | |
| Barrier Analysis Process Completed?: | Y | |
| Barrier(s) Identified?: | Y | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name Data Collection | Description of Policy, Procedure, or Practice B.4 - The agency has sufficient budget and staffing to support the success of its EEO program. B.4.a.7 - 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. |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2021 | Yes | 09/30/2023 | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|-------------------|-----------------------------|
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

| Responsible Official(s) | | |
|---|---------------------|-----------------------------|
| Title | Name | Standards Address The Plan? |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2020 | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | Yes | 09/30/2023 | |
| 10/01/2021 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2021 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|-----------------|
|-------------|-----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.2

| | | |
|---|---|--|
| Source of the Trigger: | Other | |
| Specific Workforce Data Table: | Workforce Data Table - A1 | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | D.4.d. 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)]. For details see MD-715 E3 "Workforce Analysis" and Part J. | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | |
| Barrier Analysis Process Completed?: | Y | |
| Barrier(s) Identified?: | Y | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name 501 Benchmark Goals | Description of Policy, Procedure, or Practice The agency remains below the section 501 benchmark goals for 12 percent employment of PWD and 2 percent employment of PWT. In instances where there have been qualified PWD and PWT individuals, we have not complied with the agency's Disability Affirmative Action Plan, and Disability Program Strategic Project Plan for FY2019–FY2024. |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2022 | Yes | | | The OCHCO will make available to the EEO office/AEDM program quarterly statistical tables, demographics, and applicant flow data required to prepare the agency's annual MD-715 Report and needed to conduct periodic assessments during the fiscal year. |
| 10/01/2019 | 09/30/2022 | Yes | | | Increase the agency's use of hiring authorities that take disability into account with respect to hiring; promotion, and assignments to the extent permitted by law. |
| 10/01/2019 | 09/30/2022 | Yes | | | Increase representation of PWT in NRC's senior grade levels. |
| 10/01/2019 | 09/30/2022 | Yes | | | Achieve the 12 percent disability goals for persons with disabilities (PWD). |
| 10/01/2018 | 09/30/2022 | Yes | | | Partner with organizations that specialize in the employment of individuals with disabilities. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|--|
| 10/01/2018 | 09/30/2022 | Yes | | | Assurance that the disability program staff possess sufficient knowledge and skills to answer program and disability related questions; and provide employees and job applicants with necessary reasonable accommodations. |
| 10/01/2019 | 09/30/2022 | Yes | | | Achieve the 2 percent disability goals for persons with disabilities (PWTD). |
| 10/01/2019 | 09/30/2022 | Yes | | | Provide (PAS) NRC has determined that requests for Personal Assistance Services PAS procured using an independent PAS provider once needs are identified, and not through a formal long-term contract agreement. |
| 10/01/2018 | 09/30/2022 | Yes | | | Remove barriers PWD and PWTD may encounter in recruitment and/or selection processes related to new hires, promotions, training and career development, and advancement; or distribution of awards. |
| 10/01/2019 | 09/30/2022 | Yes | | | Create awareness, provide training, and disseminate/post the agency's revised Reasonable Accommodations Procedures Plan (RAP), which was approved by EEOC 09/27/19. |
| 10/01/2018 | 09/30/2022 | Yes | | | Assurance that managers and supervisors demonstrate their commitment to equal employment opportunity and diversity management principles, which includes among other things recruiting, retaining, and developing a diverse workforce. |
| 10/01/2018 | 09/30/2022 | Yes | | | Assurance that NRC policies, procedures, or practices are not the reason why PWD and PWTD terminate their employment with the agency. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|--|-------------------|-----------------------------|
| Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO) | Mary Lamary | Yes |
| Deputy Chief Human Capital Officer (Acting), OCHCO | Eric Dilworth | Yes |
| AEDM Specialist, SBCR | Stephanie Garland | Yes |
| Associate Director for HR Operations and Policy | Susan Salter | Yes |
| Reasonable Accommodations Coordinator, Disability Program Manager | Anne Silk | Yes |
| Chief, Human Capital Analysis Branch | Ilka Solorio | Yes |
| Chief, Workforce Management and Benefits Branch | Tamla Ransford | Yes |
| Human Capital Analysis Branch | Brendan Cain | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|--|---------------------|-----------------------------|
| Program Manager, Affirmative Employment and Diversity Management (AEDM) Program, SBCR | Tuwanda Smith | Yes |
| Recruitment Program Manager, Special Placement Program Coordinator (Individuals with Disabilities) | Kimberly English | Yes |
| Special Emphasis Programs Manager, SBCR | Dorothea Washington | Yes |
| Director, Office of Small Business and Civil Rights (SBCR) | Vonna Ordaz | Yes |
| Deputy Director, SBCR | Jeanne Dempsey | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 10/01/2019 | Create awareness, provide training, and disseminate/post the agency's revised Reasonable Accommodations Procedures Plan (RAP), which was approved by EEOC 09/27/19. | Yes | 09/30/2022 | |
| 10/01/2019 | Partner with organizations that specialize in the employment of individuals with disabilities. | Yes | 09/30/2022 | |
| 10/01/2019 | Increase the agency's use of hiring authorities that take disability into account with respect to hiring; promotion, and assignments to the extent permitted by law. | Yes | 09/30/2022 | |
| 10/01/2019 | Achieve the 2 percent disability goals for persons with disabilities (PWTD). | Yes | 09/30/2022 | |
| 10/01/2019 | Provide (PAS) NRC has determined that requests for Personal Assistance Services PAS procured using an independent PAS provider once needs are identified, and not through a formal long-term contract agreement. | Yes | 09/30/2022 | |
| 10/01/2018 | Assurance that managers and supervisors demonstrate their commitment to equal employment opportunity and diversity management principles, which includes among other things recruiting, retaining, and developing a diverse workforce. | Yes | 09/30/2022 | |
| 10/01/2019 | Increase representation of PWTD in NRC's senior grade levels. | Yes | 09/30/2022 | |
| 10/01/2018 | Assurance that the disability program staff possess sufficient knowledge and skills to answer program and disability related questions; and provide employees and job applicants with necessary reasonable accommodations. | Yes | 09/30/2022 | |
| 10/01/2018 | Remove barriers PWD and PWTD may encounter in recruitment and/or selection processes related to new hires, promotions, training and career development, and advancement; or distribution of awards. | Yes | 09/30/2022 | |
| 10/01/2019 | Achieve the 12 percent disability goals for persons with disabilities (PWD). | Yes | 09/30/2022 | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2018 | Assurance that NRC policies, procedures, or practices are not the reason why PWD and PWTD terminate their employment with the agency. | Yes | 09/30/2022 | |
| 10/01/2018 | Assurance that all hiring managers and supervisors are aware of NRC hiring authority equivalent to Schedule A and other disability hiring authorities. | Yes | 09/30/2022 | |
| 10/01/2019 | The OCHCO will make available to the EEO office/AEDM program quarterly statistical tables, demographics, and applicant flow data required to prepare the agency's annual MD-715 Report and needed to conduct periodic assessments during the fiscal year. | Yes | 09/30/2022 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|--|
| 2021 | NRC Disability program staff continued to implement the Disability Affirmative Action Plan. Promoted the use of our Schedule A equivalent hiring authority by providing training for supervisors on special hiring authorities and forwarding resumes of eligible applicants to hiring managers. |
| 2021 | See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis." |
| 2021 | NRC staff referred one resume from the Workforce Recruitment Program (WRP) data base for consideration for a Human Resources Specialist position. NRC staff participated in the City Career Fair 21st Annual Diversity Day Virtual Video fair and subsequently referred two Schedule A eligible resumes for an Administrative Assistant position and a Regulations Assistant position. In addition to the three resumes referred above, we referred another 15 resumes from our internal Schedule A database to HR Specialists for various jobs. |
| 2021 | As of 09/30/21, the NRC had partnered with the Department of Defense Operation Warfighter (OWF) Program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC brought on one OWF intern from November 2020 through April 2021 and referred one OWF participant who was seeking a full-time job in Information Technology to a hiring manager. The NRC also partnered with the Department of Labor's Workforce Recruitment Program (WRP) by accessing their resume database to search for candidates for Administrative Assistant, Information Technology, and Temporary Summer Student positions. The NRC partnered with the Wounded Warrior Project (WWP) and, NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, Maryland Workforce Exchange job board, Maryland Department of Rehabilitative Services, and GettingHired.com. |
| 2021 | As of 09/30/21, the NRC had partnered with the Department of Defense Operation Warfighter (OWF) Program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC brought on one OWF intern from November 2020 through April 2021 and referred one OWF participant who was seeking a full-time job in Information Technology to a hiring manager. The NRC also partnered with the Department of Labor's Workforce Recruitment Program (WRP) by accessing their resume database to search for candidates for Administrative Assistant, Information Technology, and Temporary Summer Student positions. The NRC partnered with the Wounded Warrior Project (WWP) and, NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, Maryland Workforce Exchange job board, Maryland Department of Rehabilitative Services, and GettingHired.com. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.3

| Source of the Trigger: | EEO Complaint(s) | | | | |
|---|--|--------------|---|-------|---|
| Specific Workforce Data Table: | N/A | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | E.1.f -Does the agency timely complete investigations, pursuant to 29 CFR §1614.108? See FY 2021 Executive Summary for details | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | | | | |
| Barrier Analysis Process Completed?: | Y | | | | |
| Barrier(s) Identified?: | Y | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td>E.1.f</td> <td>In accordance with 29 CFR § 1614.108 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days.</td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | E.1.f | In accordance with 29 CFR § 1614.108 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days. |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | |
| E.1.f | In accordance with 29 CFR § 1614.108 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days. | | | | |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|---|
| 10/01/2020 | 09/30/2022 | Yes | | | In accordance with 29 CFR § 1614.108 and EEOC Management Directive (MD) 715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|----------------|-----------------------------|
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Civil Rights Program Manager, Office of Small Business and Civil Rights | Stephen Smith | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 12/01/2019 | Hire additional staff to manage and oversee the EEO complaint processing activities | Yes | | 06/30/2021 |
| 10/01/2020 | Continue to assess and implement process improvement measures to increase program efficiency and effectiveness | Yes | 09/30/2022 | |
| 10/01/2020 | Continue to optimize the use of the Entellitrak (ETK EEO) Case Management System to monitor the complaint activity to ensure that all required timelines are being met (i.e., investigations) | Yes | 09/30/2022 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|--|
| 2021 | Reestablished clear internal complaint processing procedures, on-going team trainings, revised processing timeframes for our contractors with established penalties for untimely products, and certainly the hard work, passion, and commitment of the CR team in October 2020. |
| 2020 | A senior civil rights specialist was hired in June 2020 |
| 2021 | See additional agency accomplishments captured in MD-715 Part E3, "Workforce Analysis." See additional agency accomplishments captured in MD-715 Part E2, "Executive Summary: Essential Element A-F." |
| 2020 | Developed templates for standardizing all correspondence supporting the EEO complaint process |
| 2021 | CR has implemented new internal controls for complaint processing activities to include a tracking spreadsheet which monitors a formal complaints life cycle in October 2020. |
| 2021 | A senior EEO specialist was hired in January 2021 |
| 2021 | The Agency determined from its FY 2021 certified EEOC 462 Report, the average days of completed investigations increased from 262 days (11) in FY 2020 to 283 days (20) in FY 2021. In maintaining the processing of EEO complaints during COVID the past couple of years, the Agency realizes that more work is needed for improvement to ensure that all investigations are completed within the 180 days requirement. |
| 2020 | Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve complaint processing activities by eliminating impediments |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.4

| Source of the Trigger: | EEO Complaint(s) | | | | |
|---|--|--------------|---|--|--|
| Specific Workforce Data Table: | Workforce Data Table - A1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | E.3.f. "Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]?" Low participation rate of employees in the ADR during the pre-complaint process. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | | | | |
| Barrier Analysis Process Completed?: | Y | | | | |
| Barrier(s) Identified?: | Y | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td>EEOC identified low participation as a deficiency and the agencies are required to meet EEOC's ADR g</td> <td>EEOC identified low participation as a deficiency and the agencies are required to meet EEOC's ADR goal of 50 percent.</td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | EEOC identified low participation as a deficiency and the agencies are required to meet EEOC's ADR g | EEOC identified low participation as a deficiency and the agencies are required to meet EEOC's ADR goal of 50 percent. |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | |
| EEOC identified low participation as a deficiency and the agencies are required to meet EEOC's ADR g | EEOC identified low participation as a deficiency and the agencies are required to meet EEOC's ADR goal of 50 percent. | | | | |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|--|
| 10/01/2020 | 09/30/2022 | Yes | | | To increase employee participation for ADR to reflect 50 percent or more of the aggregate amount of pre-complaints being processed for completion. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|----------------|-----------------------------|
| Civil Rights Program Manager, Office of Small Business and Civil Rights | Stephen Smith | Yes |
| Senior Civil Rights Specialist / ADR Coordinator | Rhonda Dorsey | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2020 | Continue to promote, market, and interact with NRC employees through various forms of communications on ADR (i.e., lunch-n-learns, brochures, desk aids, FAQs, news blast/blogs, surveys, etc.) | Yes | 09/30/2022 | |
| 10/01/2020 | Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness | Yes | 09/30/2022 | |
| 10/01/2020 | Continue to optimize the use of the Entellitrak (ETK EEO) Case Management System to monitor the complaint events/activities to ensure that all events/activities are accurately reflected as required (i.e., ADR) | Yes | 09/30/2022 | |
| 10/01/2020 | Produce an outreach video on the benefits of the ADR program and post it on the SBCR's webpage to meet the outreach and training objective for the ADR program. | Yes | 09/30/2022 | |
| 10/01/2020 | Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness | Yes | 09/30/2022 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|---|
| 2021 | Holds regularly scheduled team meetings and to discuss creative and innovated ways to improve ADR processing activities and eliminate any impediments. |
| 2021 | Annually conducts four (4) mandatory EEO and Diversity & Inclusion trainings for managers/supervisors which includes modules on affirmative employment and DEIA, EEO/Civil Rights, legal case law updates, ADR, harassment, reasonable accommodation, and a number of other various topics. These training sessions were attended by 142 mid and senior level managers and supervisors |
| 2021 | The Chairman issued the annual policy for the Alternative Dispute Resolution (ADR) Program. |
| 2022 | The Agency determined from its FY 2021 certified EEOC 462 Report, the ADR participation rate in the pre-complaint process increased from 39% in FY 2020 to 44% in FY 2021. After careful review, it was reported that there were 24 pre-complaints initiated during this reporting period and 2 pre-complaints on hand at the beginning of the reporting period for a total of 26 pre-complaints. Of the 26 pre-complaints, all participants were offered ADR (100%) and 22 pre-complaints were completed (85%) during this reporting period. Of the 22 pre-complaints that were completed, 4 were withdrawn (18%) now resulting in a total of 18 pre-complaints. Of the 18 pre-complaints, 8 were counseled where the employee participated in ADR resulting in 44% in October 2021. |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.5

| Source of the Trigger: | Other | | | | | |
|--|---|--------------|---|---|---|--|
| Specific Workforce Data Table: | N/A | | | | | |
| <p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p> | <p>Workforce Composition: The overriding objective of MD-715 is to ensure that all employees and applicants for employment enjoy equality of opportunity in the Federal workplace regardless of race/ethnicity, sex, disability, other protected groups, or reprisal for engaging in prior protected activity. Federal agencies must position themselves to attract, develop and retain a top-quality workforce that can deliver results and ensure our nation's continued growth and prosperity. See FY 2021 MD-715 Part E.3 Executive Summary.</p> | | | | | |
| <p>STATEMENT OF BARRIER GROUPS:</p> | <p><i>Barrier Group</i></p> <p>All Men</p> <p>All Women</p> <p>Hispanic or Latino Males</p> <p>Hispanic or Latino Females</p> <p>White Males</p> <p>White Females</p> <p>Black or African American Males</p> <p>Black or African American Males</p> <p>Black or African American Females</p> <p>Black or African American Females</p> <p>Asian Males</p> <p>Asian Females</p> <p>Native Hawaiian or Other Pacific Islander Males</p> <p>Native Hawaiian or Other Pacific Islander Females</p> <p>American Indian or Alaska Native Males</p> <p>American Indian or Alaska Native Females</p> <p>Two or More Races Males</p> <p>Two or more Races Females</p> | | | | | |
| Barrier Analysis Process Completed?: | Y | | | | | |
| Barrier(s) Identified?: | Y | | | | | |
| <p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p> | <table border="1"> <thead> <tr> <th data-bbox="381 1612 711 1659">Barrier Name</th> <th data-bbox="711 1612 1573 1659">Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td data-bbox="381 1659 711 1915">Inconsistency and failure to follow HR hiring and promotional policies and practices.</td> <td data-bbox="711 1659 1573 1915">Inconsistency and failure to follow HR hiring and promotional policies and practices.</td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | Inconsistency and failure to follow HR hiring and promotional policies and practices. | Inconsistency and failure to follow HR hiring and promotional policies and practices. | |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | | |
| Inconsistency and failure to follow HR hiring and promotional policies and practices. | Inconsistency and failure to follow HR hiring and promotional policies and practices. | | | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|--|
| 10/01/2017 | 09/30/2021 | Yes | | | Increase representation of women, minorities, and individuals with disabilities and targeted disabilities working at NRC in the above classifications. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|---------------------|-----------------------------|
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Associate Director for HR Operations and Policy, Office of the Chief Human Capital Officer | Susan Salter | Yes |
| Human Resources Specialist (Reasonable Accommodation), Policy, Labor and Employee Relations Branch, Office of the Chief Human Capital Officer | Anne Silk | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Managers and Supervisors | All | Yes |
| Hiring & Selecting Officials | All | Yes |
| Recruitment Project Manager, Workforce Management and Benefits Branch, Office of the Chief Human Capital Officer | Kimberly English | Yes |
| Workforce Management and Benefits Branch Chief, Office of the Chief Human Capital Officer | Karen Cobbs | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2021 | The EEO office and OCHCO will coordinate efforts, and meet regularly to address concerns, review processes and procedures, hiring selections, incorporated awareness training as part of the EEO and Diversity Management training for managers and supervisors, and monitor progress. The EEO office will continue to coordinate efforts with OCHCO to target Minority Serving Institution grant recipients for entry level hiring. | Yes | | |
| 09/30/2021 | Identify current and future employment gaps, establish strategic plans to fill those gaps, and offer opportunities to attract diverse skilled individuals from all segments of society. | Yes | | |
| 09/30/2021 | Increase participation of women and minorities in SES CDPs. | Yes | | |
| 09/30/2021 | Continue to provide outreach and recruitment efforts that include all segments of the population. | Yes | | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|--|
| 2021 | See recruitment efforts and agencywide performance results captured in MD-715 Report, Part E3, "Workforce Analysis." |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.6

| Source of the Trigger: | Other | | | | |
|---|--|--------------|---|--|---|
| Specific Workforce Data Table: | Workforce Data Table - A1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Workforce Data Tables C.4.c - 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)] In a letter dated September 30, 2021, the EEOC identified deficiencies in NRC data collections and required the NRC to demonstrate meaningful progress toward including all of the workforce and applicant flow data, which was identified as potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report. The EEO office continues to request the required data from the Office of the Chief Human Capital Officer (OCHCO) as part of EEOC's MD-715 Reporting. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | | | | |
| Barrier Analysis Process Completed?: | Y | | | | |
| Barrier(s) Identified?: | Y | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td>D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c</td> <td>We can't make assessments of information with regard to representation or compliance with EEO policies and practices.</td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | |
| D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. | | | | |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2023 | Yes | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|--|----------------|-----------------------------|
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

| Responsible Official(s) | | |
|---|---------------------|-----------------------------|
| Title | Name | Standards Address The Plan? |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2020 | Continue to generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | Yes | 09/30/2023 | |
| 10/01/2021 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |
| 10/01/2021 | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. | Yes | 09/30/2023 | |
| 10/01/2021 | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO\HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2021 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|-----------------|
|-------------|-----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART L7

| Source of the Trigger: | Exit Interview(s) | | | | |
|---|---|--------------|---|--|--|
| Specific Workforce Data Table: | Workforce Data Table - A1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | D.1.c. - 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)] OCHCO challenged this requirement because NRC does not ask specific questions on hiring or recruiting individuals with disabilities. No specific questions on hiring or recruiting individuals with disabilities are asked during the exit interview. NRC staff meets with EEO Advisory Committees to discuss improvement strategies of recruitment efforts, specifically PWD and PWTD, and has plans to establish a focus group to help identify how NRC can improve in these areas. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | | |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | |
| | | | | | |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|-----------------------|
| | | | | | |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|----------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Workforce Management and Benefits Branch Chief, Office of the Chief Human Capital Officer | Karen Cobbs | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

| Responsible Official(s) | | |
|---|---------------------|-----------------------------|
| Title | Name | Standards Address The Plan? |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Special Emphasis Programs Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Associate Director for HR Operations and Policy, Office of the Chief Human Capital Officer | Susan Salter | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--------------------|--------------------------------|---------------|-----------------|
| | | | | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|-----------------|
| | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.8

| | | |
|---|--|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | |
| Specific Workforce Data Table: | Workforce Data Table - A1 | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Workforce Data Tables E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program. E.4.a.2 - The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)] E.4.a.3 - Recruitment activities? [see MD-715, II(E)] In a letter dated September 30, 2021, the EEOC identified deficiencies in NRC data collections and required the NRC to demonstrate meaningful progress toward including all of the workforce and applicant flow data, which was identified as potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report. The EEO office continues to request the required data from the Office of the Chief Human Capital Officer (OCHCO) as part of EEOC's MD-715 Reporting. | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | |
| Barrier Analysis Process Completed?: | Y | |
| Barrier(s) Identified?: | Y | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name | Description of Policy, Procedure, or Practice |
| | D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|---|
| 09/30/2020 | 09/30/2023 | Yes | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|--|---------------------|-----------------------------|
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|-------------------|-----------------------------|
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 09/30/2020 | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | Yes | 09/30/2023 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|-----------------|
| | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.9

| Source of the Trigger: | Other | | | | |
|---|---|--------------|---|--|---|
| Specific Workforce Data Table: | Workforce Data Table - A1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program. E.4.a.4 - External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)] In a letter dated September 30, 2021, the EEOC identified deficiencies in NRC data collections and required the NRC to demonstrate meaningful progress toward including all of the workforce and applicant flow data, which was identified as potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report. The EEO office continues to request the required data from the Office of the Chief Human Capital Officer (OCHCO) as part of EEOC's MD-715 Reporting. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | | | | |
| Barrier Analysis Process Completed?: | Y | | | | |
| Barrier(s) Identified?: | Y | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td>D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c</td> <td>We can't make assessments of information with regard to representation or compliance with EEO policies and practices.</td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | |
| D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. | | | | |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|---|
| 10/01/2019 | 09/30/2022 | Yes | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|--|---------------------|-----------------------------|
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|-------------------|-----------------------------|
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2023 | Continue to generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | Yes | | |
| 10/01/2021 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |
| 10/01/2021 | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. | Yes | 09/30/2023 | |
| 10/01/2021 | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO\HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. | Yes | 09/30/2023 | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2021 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|-----------------|
|-------------|-----------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.10

| Source of the Trigger: | Other | | | | |
|---|---|--------------|---|--|---|
| Specific Workforce Data Table: | N/A | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | C.2.b.5 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. The EEO office determined that due to extenuating circumstances, OCHCO has not timely processed all reasonable accommodation requests and activities required by section 501 in FY 2021. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | | | | |
| Barrier Analysis Process Completed?: | Y | | | | |
| Barrier(s) Identified?: | Y | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td>We can't make assessments of information with regard to representation or compliance with EEO polici</td> <td>We can't make assessments of information with regard to representation or compliance with EEO policies and practices.</td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | We can't make assessments of information with regard to representation or compliance with EEO polici | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | |
| We can't make assessments of information with regard to representation or compliance with EEO polici | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. | | | | |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|--|
| 10/01/2021 | 09/30/2022 | Yes | | | To comply with section 501 requirements. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|----------------|-----------------------------|
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

| Responsible Official(s) | | |
|---|---------------------|------------------------------------|
| Title | Name | Standards Address The Plan? |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |
| Chief Human Capital Officer | Mary Lamary | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|--------------------|--|---|----------------------|------------------------|
| 09/30/2023 | To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims. | Yes | | |
| 09/30/2022 | Process requests, approvals, and notifications to affected applicants and employees as set forth in the RAP and required by 29 CFR 1614.203(d)(3). | Yes | | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|--------------------|------------------------|
|--------------------|------------------------|

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

PART I.11

| Source of the Trigger: | Other | | | | |
|---|--|--------------|---|--|---|
| Specific Workforce Data Table: | N/A | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program. E.4.a.5 - The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)] The EEO office determined that OCHCO does not have a centralized data collection system in place to track the required section 501 reasonable accommodation activities. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> All Men All Women | | | | |
| Barrier Analysis Process Completed?: | Y | | | | |
| Barrier(s) Identified?: | Y | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | <table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td>D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c</td> <td>We can't make assessments of information with regard to representation or compliance with EEO policies and practices.</td> </tr> </tbody> </table> | Barrier Name | Description of Policy, Procedure, or Practice | D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. |
| Barrier Name | Description of Policy, Procedure, or Practice | | | | |
| D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a.2, E.4.a.3, E.4.a.4, C.4.c | We can't make assessments of information with regard to representation or compliance with EEO policies and practices. | | | | |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|---|
| 10/01/2021 | 09/30/2023 | Yes | | | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. |

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|---|-------------------|-----------------------------|
| Chief Human Capital Officer | Mary Lamary | Yes |
| Deputy Director, Office of Small Business and Civil Rights | Jeanne Dempsey | Yes |
| Affirmative Employment and Diversity Management Program Specialist, Office of Small Business and Civil Rights | Stephanie Garland | Yes |
| Deputy Chief Human Capital Officer | Eric Dilworth | Yes |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Responsible Official(s)

| Title | Name | Standards Address The Plan? |
|--|---------------------|-----------------------------|
| Director, Office of Small Business and Civil Rights | Vonna Ordaz | Yes |
| Affirmative Employment and Diversity Management Program Manager, Office of Small Business and Civil Rights | Tuwanda Smith | Yes |
| Human Capital Analysis Branch Chief, Office of the Chief Human Capital Officer | Ilka Solorio | Yes |
| Special Emphasis Program Manager, Office of Small Business and Civil Rights | Dorothea Washington | Yes |
| Sr. Program Admin. Specialist, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | Brendan Cain | Yes |
| IT Project Manager, Human Capital Analysis Branch, Office of the Chief Human Capital Officer | John Shea | Yes |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2023 | To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims. | Yes | | |
| 10/01/2021 | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. | Yes | 09/30/2023 | |
| 10/01/2021 | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. | Yes | 09/30/2023 | |
| 10/01/2021 | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO\HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. | Yes | 09/30/2023 | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2021 | OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. | Yes | 09/30/2023 | |
| 10/01/2021 | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. | Yes | 09/30/2023 | |

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|-----------------|
|-------------|-----------------|

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 affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with 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) | Answer | Yes |
| b.Cluster GS-11 to SES (PWD) | Answer | Yes |

Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goals. The EEO office determined that triggers exist using the benchmark of 12% for PWD by grade level cluster in the permanent workforce. This determination is supported by the information uncovered and described in the following paragraph: There were no separate GG information/data workforce tables. Workforce Table B4 (GS Permanent) does not reflect information/data for GS employees (GS-1 to GS15) (all categories reflect 0s). See MD-715 Part E3 - Workforce Analysis, pertaining to information/data on NRC occupational groups, which includes ES, EG, GG-06 to GG-15, and other grades, and Workforce Data Table B6P - “Mission-Critical Occupations. See also, MD-715 Part E3, Section 2 - Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Standard Occupations, and Workforce Data Table B4 (AD Permanent) (covering AD 13 and 14 levels), which reflects the total AD Workforce consisted of 30 employees. Within the AD group 29 employees self-identified as no disability (96.67 percent), and 1 employee self-identified as PWD (3.33 percent). Within the SES group 101 employees self-identified as no disability (91.82 percent), 1 employee did not self-identify their status (0.91 percent), 8 employees self-identified as PWD (7.27 percent), and 1 employee self-identified as PWTD (0.91 percent). Workforce Table B7 - Senior Grade Levels - Distribution by Disability (Participation Rate), reflects that there were 1,656 employees in the total senior grades. Within the senior grades group 1,461 employees self-identified as no disability (88.22 percent), 68 employees did not self-identify their status (4.11 percent), 127 employees self-identified as PWD (7.67 percent), and 21 employees self-identified as PWTD (1.27 percent). Workforce Data Table B8 - Management Positions (Participation Rate), does not reflect information/data for the Managers group. NRC is making meaningful progress towards reaching the Section 501 goals.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d) (7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

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) | Answer | Yes |
| b.Cluster GS-11 to SES (PWTD) | Answer | Yes |

Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goals. The EEO office determined that triggers exist using the benchmark of 2% for PWTB by grade level cluster in the permanent workforce. The response to question 1 is incorporated and adopted, herein. NRC is making meaningful progress towards reaching the Section 501 goals.

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

The NRC's policies, regulations, and procedures regarding employment of PWDs are in Management Directive and Handbook 10.13, Part V, "The NRC Program for Employment of Persons with Disabilities." The numerical goals are communicated to hiring managers and recruiters through the following communication forums: (1) Annual EEO training for managers and supervisors; (2) Lunch and Learns; (3) NRC's Disability Program Strategic Project Plan (FY 2019-FY 2024); (4) The Agency's Disability Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities, and (5) Semi-Annual EEO and Human Capital Briefings. During the 2021 EEO briefing, information was presented to the Agency Heads, senior officials and management, all employees, stakeholders and the public at large, regarding Section 501 regulatory changes, new requirements, numerical goals, NRC efforts, etc. During fiscal year (FY) 2021, NRC participated in a number of career events that included conveyance of NRC's hiring authority related to PWD and PWTB. [see MD-715, Part E.3 - Workforce Analysis, Section 4 - Recruitment, Subsection 4.4 - FY 2021 Recruitment and Advertisement Activities (Pp 25-26).

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

1. 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.

Answer Yes

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 PWTD | 1 | 0 | 0 | Kimberly English, Recruitment Program Manager Special Placement Program Coordinator Kimberly.English@nrc.gov |
| Architectural Barriers Act Compliance | 1 | 0 | 0 | Alan De Leon, Sr. Project Manager, Office of Administration |
| Answering questions from the public about hiring authorities that take disability into account | 1 | 0 | 0 | Kimberly English, Recruitment Program Manager, Special Placement Program Coordinator Kimberly.English@nrc.gov |
| Special Emphasis Program for PWD and PWTD | 1 | 0 | 0 | Dorothea Washington, Special Emphasis Program Manager, Office of Small Business and Civil Rights, |
| Processing reasonable accommodation requests from applicants and employees | 1 | 0 | 0 | Anne Silk, Human Resources Specialist (Reasonable Accommodation), Policy, Labor, & Employee Relations Branch, ADHROP, OCHCO |
| Section 508 Compliance | 1 | 0 | 0 | John Beatty, Section 508 Coordinator, Office of the Chief Information Officer, |

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.

Answer Yes

In 2021, the OCHCO Disability program staff participated in training sessions with the Federal Exchange on Employment and Disability (FEED) and EEOC on disability and reasonable accommodation topics.

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

Answer Yes

In 2021, the OCHCO Disability program staff participated in various Federal Exchange on Employment and Disability (FEED) and EEOC training sessions; with a plan to do the same in 2022.

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 APPLICATIONS WITH DISABILITIES

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

In FY 2021, the agency participated in a variety of recruitment outreach events to increase the number of qualified PWD and PWTD within the major occupations. The NRC engaged in extensive recruitment outreach, which is identified in MD-715 Part E3 - Workforce Analysis, Section 4 - Recruitment (Pp. 24-26).

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

The NRC uses all available and appropriate hiring authorities to recruit and hire PWD and PWTD including a special hiring authority that takes disability into account (similar to the Schedule A hiring authority) to hire PWTD; and non-competitive selection of PWDs. During FY 2021, the NRC engaged in extensive recruitment outreach. See MD-715 Part E3 - Workforce Analysis, Section 4 – Recruitment (Pp. 24-26).

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

In accordance with NRC's established special hiring authority (Schedule A equivalent), the following steps are being taken: 1) The hiring manager alerts the servicing Human Resources (HR) Specialist of the job opening and explains what competencies the ideal candidate should possess; 2) The HR Specialist consults with the Disability Program Manager (DPM) regarding resources available to the hiring manager with potential special hiring authority applicants; 3) If available, the hiring manager reviews the resumes of the applicants, conducts interviews, and makes a selection. If there are no candidates available or the hiring manager is not satisfied with any of the special hiring authority applicants presented for consideration, they retain the option to use other methods to fill the vacancy; 4) If a selection decision is made, the servicing HR Specialist extends the offer of employment on behalf of the agency; and, 5) Once the offer has been accepted, a start date is established to bring the candidate on board.

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

Answer Yes

Information and materials are available to hiring managers online. During FY 2021, the OCHCO and Office of General Counselor (OGC) in coordination with the EEO office provided training to 100+ hiring managers on the use of hiring authorities that take disability into account and how to use and access resumes of qualifying individuals as part of the agency's mandatory annual (and refresher) EEO and Diversity Management Training for Managers and Supervisors, which was conducted four times during FY 2021. In addition to the mandatory training for managers and supervisors, OCHCO conducted training for other NRC supervisors on the use of hiring authorities, reasonable accommodation program and areas of overlap such as worker's compensation, Family Medical Leave Act, telework, ergonomics, accessibility, information technology, and modifications of the physical environment.

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.

See MD-715 Part E3 - Workforce Analysis, Section 4 - Recruitment (Pp. 24-26).

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) Answer Yes
- b. New Hires for Permanent Workforce (PWTD) Answer Yes

See answer provided in this document under Section I - Efforts to Reach Regulatory Goals.

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PWTD) Answer Yes

See answer provided in Section I - Efforts to Reach Regulatory Goals. For more details, see MD-715 Part E3 - NRC Workforce Analysis, Section 8 - Applicants and New Hires for NRC Mission-Critical Occupations, Pp. 28-34. See also Workforce Table B6P - Mission Critical Occupations, and Table B3 - Occupational Categories - Distribution by Disability (Participation Rate).

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. Qualified Applicants for MCO (PWD) | Answer | Yes |
| b. Qualified Applicants for MCO (PWTD) | Answer | Yes |

See answer provided in Section I - Efforts to Reach Regulatory Goals. For more details, see MD-715 Part E3 - Workforce Analysis, Section 9 - Internal Competitive Promotions for NRC Mission-Critical Occupations, Pp. 34-41. See also Workforce Table B6P - Mission Critical Occupations, Table B3 - Occupational Categories-Distribution by Disability (Participation Rate)”, and Table B7 - Senior Grade Levels (Participation Rate)”.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------|--------|-----|
| a. Promotions for MCO (PWD) | Answer | Yes |
| b. Promotions for MCO (PWTD) | Answer | Yes |

See answer provided in Section I - Efforts to Reach Regulatory Goals. For more details, see MD-715 Part E3 - Workforce Analysis, Section 9 - Internal Competitive Promotions for NRC Mission-Critical Occupations, Pp. 34-41. See also Workforce Table B6P - Mission Critical Occupations, Table B3 - Occupational Categories-Distribution by Disability (Participation Rate), and Table B7 - Senior Grade Levels (Participation Rate).

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.

To better ensure the agency's mission and the employees' career goals are achieved, the NRC offers professional mentoring, assistance with preparation of an Individual Development Plan (IDP), and continuing education for technical, professional, and leadership courses through an instructor-led virtual platform and online self-study. The NRC continues to offer foundational leadership and professional development training through the Leadership Academy. This program offers PWD a variety of instructor-led leadership and interpersonal skills courses. Through these courses such as Leadership Orientation, Emotional Intelligence, and Building Your Leadership Potential Through Effective Communication, staff can assess their leadership potential, improve their interpersonal relationship skills, and begin learning about the OPM Leadership Competencies that are critical for successful career advancement. In FY 2021, the agency engaged in a number of other initiatives designed to ensure PWD and PWTD were provided sufficient advancement opportunities [see MD-715, Part E3 - Workforce Analysis, Section 10 - Hiring and Recruitment: Focus- Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Selections. Pp. 41]. In addition to instructor-led training, PWD and PWTD have access to online courses, books, audiotapes, and videos in the NRC's Talent Management System (TMS). Through the TMS online learning resources, PWD and PWTD serving in administrative and corporate positions can acquire the foundational skills needed to successfully perform at higher levels and be more competitive when seeking new opportunities. The NRC also offers PWD and PWTD two-self-paced programs to develop leadership skills at different levels. The Aspiring Leaders Certificate Program (ALCP) for employees at grades GG 13 -15 is a non-competitive leadership development program designed to develop future supervisors. The Leader at All Levels Certificate Program (LCP) provides employees (GG 7-12) the opportunity to acquire and strengthen the fundamental leadership competencies that support self-awareness and self-management. These programs support development of the OPM leadership competencies, offering instructor-led and online courses at the employee's own pace. In FY 2021, OCHCO continued to provide three instructor-led courses - Strategies for Managing Your Career, Writing Your Resume, and Winning Interview Strategies - to specifically provide employees tools and strategies for navigating key career development activities such as choosing a career path or preparing for and participating in interviews.

B. CAREER DEVELOPMENT OPPORTUNITES

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

The NRC launched two initiatives to help PWD and PWTD advance their careers and professional development. The Guide to Career Enhancement SharePoint site provides tools and resources to help staff assess their skills, reflect on personal priorities, and prepare for future job opportunities. The Career Mentoring Program is a self-service program for employees who are motivated to develop their careers and/or specific skills, and mentors who want to share their knowledge and experience. These new initiatives, in combination with other learning and training resources, reflect NRC's strategic choice to help PWD and PWTD develop their skills and grow in their careers. The NRC also launched an internal resource called NRC Open Opportunities, where employees can apply to participate in projects, workgroups, etc. These opportunities look for employees who can contribute their existing skills and develop new ones. The program facilitates collaboration and knowledge sharing across the agency and allows more opportunities for PWD and PWTD to work in other areas to demonstrate their skills and abilities, as well as grow their network. [see also MD-715 Part E3 - Workforce Analysis, Section 11 - Training and Development Opportunities Pp. 42-45]

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

| Career Development Opportunities | Total Participants | | PWD | | PWTD | |
|-----------------------------------|--------------------|---------------|----------------|---------------|----------------|---------------|
| | Applicants (#) | Selectees (#) | Applicants (#) | Selectees (#) | Applicants (#) | Selectees (#) |
| Internship Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Training Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Fellowship Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Detail Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Mentoring Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Career Development Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Coaching Programs | 0 | 0 | 0 | 0 | 0 | 0 |

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer Yes
b. Selections (PWD) Answer Yes

The EEO office is unable to conduct a full analysis, due to lack of, or limited information/data. Workforce Data Table B7 provides no data for the SES level. There were 6 career development program slots available to GG-15 employees. There was a total of 288 eligible applicants of whom, 263 employees self-identified as no disability (91.32 percent), 8 employees did not self-identify their status (2.78 percent), 17 employees’ self-identified as PWD (5.90 percent), and 2 employees self-identified as PWTD (0.69 percent). Three applicants with no disability (100.00 percent) were determined qualified for the program. The agency selected 1 employee with no disability into the program. There were 3 career development program slots available to GG-14 employees. There was a total of 123 eligible applicants of whom, 105 employees self-identified as no disability (85.37 percent), 6 employees did not self-identify their status (4.88 percent), 12 employees’ self-identified as PWD (9.76 percent), and 1 employee self-identified as PWTD (0.81 percent). Four applicants with no disability (100.00 percent) were determined qualified and selected to participate in the program. There were 0 slots identified at the GG-13 level. The workforce tables did not include a career training program for NRC mission critical occupations.

4. Do triggers exist for PWTD 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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer Yes
b. Selections (PWTD) Answer Yes

The EEO office is unable to conduct a full analysis, due to lack of, or limited information/data. Workforce Data Table B7 provides no data for the SES level. There were 6 career development program slots available to GG-15 employees. There was a total of 288 eligible applicants of whom, 263 employees self-identified as no disability (91.32 percent), 8 employees did not self-identify their status (2.78 percent), 17 employees’ self-identified as PWD (5.90 percent), and 2 employees self-identified as PWTD (0.69 percent). 3 applicants with no disability (100.00 percent) were determined qualified for the program. The agency selected 1 employee with no disability to in the program. There were 3 career development program slots available to GG-14 employees. There were 123 eligible applicants of whom, 105 employees self-identified as no disability (85.37 percent), 6 employees did not self-identify their status (4.88 percent), 12 employees’ self-identified as PWD (9.76 percent), and 1 employee self-identified as PWTD (0.81 percent). Four applicants with no disability (100.00 percent) were determined qualified and selected to participate in the program. There were 0 slots identified at the GG-13 level. The workforce tables did not include a career training program for NRC mission critical occupations.

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) | Answer | Yes |
| b. Awards, Bonuses, & Incentives (PWTD) | Answer | Yes |

The EEO office identified a trigger based on the disparities identified when comparing the time-off awards made to PWD and PWTD with employees who self-identified as not having a disability related to: Time-off awards for 1-10 hours, 11-20 hours and PWD related to time off awards for 21-30 hours and 31-40 hours. See MD-715 Part E3 - Workforce Analysis, Section 12 - Retention Efforts, Including Salary Distribution and Time Off and Cash Awards (Pp. 45-56), Subsections 12.3 - Employee Incentives, 12.4 - Employee Recognition and Awards, 12.5 - Time-Off Awards (1-10 Hours), and 12.6 - Time-Off Awards (11-20 Hours). The EEO office also identified a trigger based on the disparities identified when comparing the cash awards made to PWD and PWTD for \$500 or under, \$501-\$999, \$1,000-\$1,999, \$2,000-\$2,999, \$3,000-\$3,999, \$4,000-\$4,999, and \$5,000 or more. See MD-715 Part E3 - Workforce Analysis, Section 12 - Retention Efforts, Including Salary Distribution and Time Off and Cash Awards (Pp. 45-57).

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) | Answer | Yes |
| b. Pay Increases (PWTD) | Answer | Yes |

The EEO office identified a trigger based on the disparities identified when comparing the quality step increase made to PWD and PWTD with employees who self-identified as not having a disability. See MD-715 Part E3 - Workforce Analysis, Section 12 - Retention Efforts, Including Salary Distribution and Time Off and Cash Awards (Pp. 45-57), Subsection 12.17 - Quality Step Increases Awarded. (Pp. 57).

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) | Answer | No |
| b. Other Types of Recognition (PWTD) | Answer | No |

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |

The EEO office is unable to provide a workforce analysis on promotions for the following senior grade levels: senior executive services, supervisors, and managers, due to unavailability of workforce statistical information/data. Information for other senior grade levels (GG-15, GG-14, and GG-13) is captioned in MD-715 Part 3, Section 9 - Subsections 9.2, 9.3, and 9.4. (Pp. 34-35).

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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

For more information see Table B7 (Participation Rate) and MD-715 Part E3 - Workforce Analysis, Pp. 34-36.

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWD) Answer Yes
- b. New Hires to GS-15 (PWD) Answer Yes
- c. New Hires to GS-14 (PWD) Answer Yes
- d. New Hires to GS-13 (PWD) Answer Yes

See MD-715 Part E3 - Workforce Analysis.

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWTD) Answer Yes
- b. New Hires to GS-15 (PWTD) Answer Yes
- c. New Hires to GS-14 (PWTD) Answer Yes
- d. New Hires to GS-13 (PWTD) Answer Yes

See MD-715 Part E3 - Workforce Analysis.

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

See MD-715 Part E3 - Workforce Analysis.

6. Does your agency have a trigger involving PWTB 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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

b. Managers

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

For more information see Workforce Table B7, and MD-715 Part E3 - Workforce Analysis.

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD) Answer Yes

b. New Hires for Managers (PWD) Answer Yes

c. New Hires for Supervisors (PWD) Answer Yes

For more information see Table B7 Senior Grade Levels (Participation Rate), and MD-715 Part E3.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTB) Answer Yes

b. New Hires for Managers (PWTB) Answer Yes

c. New Hires for Supervisors (PWTB) Answer Yes

For more information see Table B7 Senior Grade Levels (Participation Rate), and MD-715 Part E3

Section V: Plan to Improve Retention of Persons with Disabilities

To be 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 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 CFR § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer N/A

There were no employees who fell under the identified category.

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) Answer No

b. Involuntary Separations (PWD) Answer No

See MD-715 Part E3 - Workforce Analysis, Section 13 - Separations.

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

- | | | |
|-----------------------------------|--------|-----|
| a. Voluntary Separations (PWTD) | Answer | Yes |
| b. Involuntary Separations (PWTD) | Answer | No |

See MD-715 Part E3 - Workforce Analysis, Section 13 - Separations.

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.

The NRC has identified concerns raised by departing employees in exit interview surveys. As a result, MD-715 Part H and Part I plans have been instituted, and the EEO office and OCHCO will be coordinating efforts to address separation concerns and put in place change strategies during FY 2022.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §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.

The NRC is committed to making every possible effort to ensure that all information on its internal Web site is accessible. External link to public Web site for NRC site accessibility: <https://www.nrc.gov/site-help/access.html>, which includes a link on “How to File a Complaint”. The EEO office conducts NRC’s Internal Disability Compliance Program, which implements the provisions of 10 CFR Part 4, Subpart E, “Enforcement of Nondiscrimination on the Basis of Disability in Programs or Activities Conducted by the U.S. Nuclear Regulatory Commission”.

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.

The EEO office conducts NRC’s Disability Program, which implements the provisions of 10 CFR Part 4, Subpart E, “Enforcement of Nondiscrimination on the Basis of Disability in Programs or Activities Conducted by the U.S. Nuclear Regulatory Commission,” which includes compliance with the Architectural Barriers Act and a description of how to file a complaint. Public Web site link to NRC’s Disability Program: <https://www.nrc.gov/about-nrc/civil-rights/occp/compliance-pgrm/disability.html>.

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.

The EEO office conducted a review of NRC's 2021 Building Accessibility Report. All renovations were designed to meet current Americans with Disabilities Act Accessibility Guidelines (ADAAG) and Architectural Barriers Act Accessibility (ABAAS) standards. The renovations and planned renovations are described in the following bullets: • Sixth floor (09/2021-01/2022) new NRC offices have office spaces, workstations, conference rooms, kitchens, wellness room, and private phone rooms that meet ABAAS standards. • Designs for the 1st and 12th floors are complete, and funding allocated and sent to GSA, who administers the construction phase, plans to award the contract in the first quarter of calendar 2022. • NRC initiated the design process for the 11th floor (11/2021) and anticipates completion by Fall 2022. • Wave” button devices at the OWFN and Two White Flint North (TWFN) Buildings: NRC installed new touchless “wave” disability door opener devices on all the restroom entrances and all the disability door operator locations at the TWFN building. NRC is in the process of installing new “wave” disability door opener devices in all the restrooms and disability door operator locations at OWFN. • NRC through GSA renewed the lease in Arlington, Texas. As part of the lease renewal, NRC reduced the total square office footage, but all the space designs followed the ABAAS standards.

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.)

Within five (5) business days of receipt of the reasonable accommodation (RA) request, the Reasonable Accommodation Coordinator (RAC) or designee reviews the request and keeps the requestor and supervisor apprised of the status, the need for any additional information, or any other delays as the nature of the request demands. The NRC process RA requests and provides accommodations, when appropriate, in as short a time frame as reasonably possible. Interim accommodations may be approved as a temporary provisional measure for cases that present extenuating circumstances. The NRC's Reasonable Accommodation Procedures (RAP) contain a section entitled “Reasonable Accommodation Timeline,” which identifies specific actions and the associated timelines.

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.

In FY 2021, the EEO office monitored the policies, procedures, and practices related to NRC's reasonable accommodation program. The EEO office determined that not all RA requests and approvals were timely processed. According to OCHCO, “Due to the significant increase in requests for home and office accommodations, especially for telework accommodations since the agency re-entered the workplace in November 2021 and the continuing evolution of COVID-19 guidance from CDC and its impact on employees with disabilities, the agency is experiencing longer than the usual processing times than stated in our procedures. We are also experiencing delays due the additional time it may take for an employee to get an appointment to obtain supporting medical documentation and for the agency's contracted physician to conduct medical reviews that assist the agency in making a determination regarding a request. The agency is exploring an automated system that will make the process more efficient and effective.” In FY 2021, four sessions were given of the mandatory EEO and Diversity Management Training for Managers and Supervisors, which included information on the agency's reasonable accommodation program, procedures, and processes.

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

Pursuant to 29 CFR §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 NRC included its Personal Assistant Services (PAS) procedures in the EEOC approved RAP. Requests for PAS are made in the same manner as all other requests for reasonable accommodations outlined in Section I of the RAP. The agency determined that PAS services would be paid through use of an agency purchase card. All procurements will comply with established EEOC guidance. To date, the NRC has not received any requests for PAS.

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?

Answer No

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?

Answer No

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

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer No

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?

Answer Yes

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

N/A

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?

Answer Yes

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

Answer Yes

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

| | | | | | |
|---|---|---------------------------------------|--|---|------------------------------|
| Source of the Trigger: | Other | | | | |
| Specific Workforce Data Table: | See MD-715, Executive Summary | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | See MD-715, Executive Summary: MD-715 Part E.2. Essential Elements A-F, Part E3, Workforce Analysis, Md-715 Part E.4. Accomplishments, and MD-715 Part E.5. Planned Activities. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name | | Description of Policy, Procedure, or Practice | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Planned Activities Toward Completion of Objective | | | | | |
| Target Date | Planned Activities | | | Sufficient Staffing & Funding? | Modified Date |
| Report of Accomplishments | | | | | |
| Fiscal Year | Accomplishments | | | | |

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

The NRC's FY 2019 – FY 2024 Disability Program Strategic Project Plan for FY 2019 – FY 2024, identifies 5 target areas: recruitment, hiring, retention, development and career progression, and cultural change. All target areas include a goal along with corresponding action items. NRC planned to conduct a focus group, with employees, in FY 2020 to identify challenges and barriers for people with disabilities when applying and interviewing for jobs, receiving training and developmental opportunities, and applying for and being selected for promotions/new opportunities. However, due to the COVID-19 pandemic, this effort has been delayed until later during FY 2022/FY 2023. OCHCO determined that OMB clearance is required to interview or survey/provide questions to people who are not employed by the NRC. Therefore, this activity is not being pursued. The EEO Advisory Committee for Employees with Disabilities (ACED) conducted a lunch-time forum on May 24, entitled, "Powered by Diversity –Hiring and Advancing Employees with Disabilities." The EEO office co-sponsored this event, where the Affirmative Employment and Diversity Management Program Manager, discussed NRC's Disability Affirmative Action Plan, and how the EEO office is assisting in agencywide efforts to achieve cultural diversity inclusion to advance affirmative action and equal employment opportunities for employees and applicants with disabilities. It was also emphasized to participants how the MD-715 Report/Plans provide assessments of the agency's organizational performance and how this information/data is used to build on the agency's strengths and address its weaknesses to improve agencywide performance outcomes. The EEO office plans to conduct similar presentations to influence decision-making at the office level to promote diversity in recruitment outreach, hiring, employee engagement, upward mobility, advancement, and retention of individuals with disabilities.

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

The EEOC advised, via letter dated September 30, 2019, that the NRC's RAP, as amended, are in compliance with EEOC regulations. The NRC posted the amended RAP on the internal and external websites, per notification in the EEOC's letter. During 2021, the NRC continued to implement the updated procedures by ensuring manager and supervisor awareness to promote compliance with regulations and requirements and by posting the RAP on the internal/external websites. Additionally, the NRC's Anti-Harassment Policy and Procedures for Preventing and Eliminating Harassing Conduct in the Workplace was updated to include pregnancy, gender expression, gender identity, and genetic information (e.g., some cases include disability).

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.

The NRC is making meaningful progress towards achieving the employment benchmark goals (12 percent for PWD and 2 percent PWTD) for employment of individuals with disabilities. The EEO office continues to monitor and assist offices in their efforts to increase recruitment outreach, hiring, training and development, career advancement, incentives, and retention of individuals with disabilities.

2021 NRC WORKFORCE ANALYSIS REPORT

The U.S. Government must ensure that all personnel actions are “made free” of any discrimination based on race, color, religion, sex, national origin, disability, age, or reprisal and that each of its agencies has “an affirmative program of equal employment opportunity (EEO)” for all employees and applicants for employment. This report assists the U.S. Nuclear Regulatory Commission (NRC) in meeting its ongoing obligation to eliminate barriers that impede free and open competition in the NRC workplace and prevent individuals of any racial or national origin group, or sex, or sexual orientation, or individuals with disabilities from realizing their full potential. As part of the NRC’s ongoing obligation, the Office of Small Business and Civil Rights (SBCR) works collaboratively with NRC offices, EEO advisory committees, resource groups, and other stakeholders to address EEO issues. SBCR also conducts an agency workforce analysis on at least an annual basis to evaluate the NRC’s employment practices, identify triggers and where barriers may operate to exclude certain groups, and monitor agencywide progress. Where barriers are identified, SBCR, together with management officials, develops corrective plans to take appropriate measures to eliminate them.

MD-715 Report Part E.3
Executive Summary:
Workforce Analysis

TABLE OF CONTENTS

| | | |
|-----------|--|----|
| 1 | INTRODUCTION..... | 7 |
| 1.1 | Reputation | 7 |
| 1.2 | Federal Employee Viewpoint Survey | 7 |
| 1.3 | The NRC’s Commitment to Administering a “Model Equal Employment Opportunity Program” . | 8 |
| 1.4 | Workforce Composition..... | 10 |
| 1.4.1 | Total Workforce Complement | 11 |
| 1.4.2 | Permanent Workforce Complement | 12 |
| 1.4.3 | Temporary Workforce Complement..... | 14 |
| 1.4.4 | Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Mission-Critical Occupations..... | 14 |
| 1.4.4(1) | <i>Security Administration (0080)</i> | 14 |
| 1.4.4(2) | <i>International Relations (0343)</i> | 15 |
| 1.4.4(3) | <i>Intelligence (0132)</i> | 15 |
| 1.4.4(4) | <i>Human Resources Management (0201)</i> | 15 |
| 1.4.4(5) | <i>Miscellaneous Administration and Program Series (0301)</i> | 15 |
| 1.4.4(6) | <i>Secretary (1318)</i> | 15 |
| 1.4.4(7) | <i>Management and Program Analysis (0340)</i> | 15 |
| 1.4.4(8) | <i>Budget Analyst (0560)</i> | 16 |
| 1.4.4(9) | <i>General Engineering (0801)</i> | 16 |
| 1.4.4(10) | <i>Mechanical Engineering (0830)</i> | 16 |
| 1.4.4(11) | <i>Nuclear Engineering (0840)</i> | 16 |
| 1.4.4(12) | <i>Electrical Engineering (0850)</i> | 16 |
| 1.4.4(13) | <i>General Attorney (0905)</i> | 17 |
| 1.4.4(14) | <i>Contracting (1102)</i> | 17 |
| 1.4.4(15) | <i>Building Management (1176)</i> | 17 |
| 1.4.4(16) | <i>General Physical Science (1301)</i> | 17 |
| 1.4.4(17) | <i>Health Physics (1306)</i> | 17 |
| 1.4.4(18) | <i>Criminal Investigating (1811)</i> | 17 |
| 1.4.4(19) | <i>Information Technology Management (2210)</i> | 18 |
| 1.4.4(20) | <i>Auditing (0511)</i> | 18 |
| 2 | ANALYSIS OF PARTICIPATION RATES FOR WOMEN, MINORITIES, AND INDIVIDUALS WITH DISABILITIES IN NRC STANDARD OCCUPATIONS..... | 18 |
| 2.1 | Executive or Senior-Level Officials and Managers..... | 18 |
| 2.2 | Professionals..... | 20 |

| | | |
|------|---|----|
| 2.3 | Technicians | 20 |
| 2.4 | Administrative Support Workers | 21 |
| 2.5 | Service Workers | 22 |
| 3 | ANALYSIS OF PARTICIPATION RATES FOR WOMEN, MINORITIES, AND INDIVIDUALS WITH DISABILITIES IN AD 13–14 POSITIONS | 22 |
| 4 | RECRUITMENT | 23 |
| 4.1 | Administration of Recruitment Program | 23 |
| 4.2 | Recruitment Process | 23 |
| 4.3 | Developing the Fiscal Year 2021 Recruitment Schedule | 24 |
| 4.4 | Fiscal Year 2021 Recruitment and Advertisement Activities | 24 |
| 5 | ADVERTISEMENT FOR FISCAL YEAR 2021 JOB VACANCIES | 25 |
| 6 | NEW HIRES BY TYPE OF APPOINTMENT | 25 |
| 6.1 | Permanent Workforce New Hires | 25 |
| 6.2 | Temporary New Hires | 26 |
| 7 | APPLICANTS AND NEW HIRES FOR NRC MISSION-CRITICAL OCCUPATIONS | 27 |
| 7.1 | Security Administration (0080) | 27 |
| 7.2 | International Relations (0131) | 27 |
| 7.3 | Human Resources Management (0201) | 28 |
| 7.4 | Miscellaneous Administration and Program Series (0301) | 28 |
| 7.5 | Secretary (0318) | 29 |
| 7.6 | Management and Program Analysis (0343) | 29 |
| 7.7 | Budgeting Analysis (0560) | 29 |
| 7.8 | General Engineering (0801) | 30 |
| 7.9 | Nuclear Engineering (0830) | 30 |
| 7.10 | Law Clerk (0904) | 31 |
| 7.11 | General Attorney (0905) | 31 |
| 7.12 | Contracting (1102) | 31 |
| 7.13 | General Physical Science (1301) | 32 |
| 7.14 | Health Physics (1306) | 32 |
| 8 | INTERNAL COMPETITIVE PROMOTIONS FOR NRC MISSION-CRITICAL OCCUPATIONS | 32 |
| 8.1 | Senior Grade Levels (Executive Services, Supervisors, and Managers) | 33 |
| 8.2 | GG-15 or Equivalent | 33 |
| 8.3 | [GG]-14 or Equivalent | 33 |
| 8.4 | [GG]-13 or Equivalent | 34 |
| 8.5 | Security Administration (0080) | 35 |

| | | |
|-------|--|-----------|
| 8.6 | International Relations (0343) | 35 |
| 8.7 | Human Resources Management (0201) | 35 |
| 8.8 | Secretary (1318)..... | 36 |
| 8.9 | Management and Program Analysis (0340) | 36 |
| 8.10 | Budget Analyst (0560)..... | 37 |
| 8.11 | General Engineering (0801) | 37 |
| 8.12 | Nuclear Engineering (0840) | 38 |
| 8.13 | Electrical Engineering (0850) | 39 |
| 8.14 | General Physical Science (1301) | 39 |
| 8.15 | Health Physics (1306)..... | 39 |
| 9 | HIRING AND RECRUITMENT: FOCUS—NONCOMPETITIVE HIRING, ROTATIONS, DETAILS, ASSIGNMENTS, ADVANCEMENTS, AND OTHER TYPES OF SELECTIONS 40 | |
| 10 | TRAINING AND DEVELOPMENT OPPORTUNITIES | 40 |
| 10.1 | Training Availability..... | 40 |
| 10.2 | Professional Development Programs | 41 |
| 10.3 | Individual Development Plan | 41 |
| 10.4 | NRC Leaders' Academy | 41 |
| 10.5 | Training and Development Opportunities Made Available at the NRC Office Level..... | 41 |
| 10.6 | Analysis of NRC Training and Development Opportunities..... | 42 |
| 11 | RETENTION EFFORTS, INCLUDING SALARY DISTRIBUTION AND TIME-OFF AND CASH AWARDS | 42 |
| 11.1 | Employees' Satisfaction with Their Pay | 43 |
| 11.2 | NRC Salary Distribution..... | 43 |
| 11.3 | Employee Incentives | 45 |
| 11.4 | Employee Recognition and Awards | 45 |
| 11.5 | Time-Off Awards (1–10 Hours) | 45 |
| 11.6 | Time-Off Awards (11–20 Hours) | 46 |
| 11.7 | Time-Off Awards (21–30 Hours) | 47 |
| 11.8 | Time-Off Awards (31–40 Hours) | 47 |
| 11.9 | Time-Off Awards (41 or More Hours) | 48 |
| 11.10 | Cash Awards of \$500 and Under | 48 |
| 11.11 | Cash Awards of \$501–\$999 | 49 |
| 11.12 | Cash Awards of \$1,000–\$1,999 | 50 |
| 11.13 | Cash Awards of \$2,000–\$2,999 | 51 |
| 11.14 | Cash Awards of \$3,000–\$3,999 | 52 |

| | | |
|-------|--|-----------|
| 11.15 | Cash Awards of \$4,000–\$4,999 | 52 |
| 11.16 | Cash Awards of \$5,000 or More | 53 |
| 11.17 | Quality Step Increases Awarded | 54 |
| 11.18 | Review of Employee Nominations, Acknowledgements, Recognitions, and Awards | 55 |
| 12 | SEPARATIONS | 55 |
| 12.1 | Voluntary Separations | 56 |
| 12.2 | Retirements | 56 |
| 12.3 | Involuntary Separations..... | 56 |
| 12.4 | Other Separations..... | 56 |
| 12.5 | Triggers Identified Related to NRC Separations | 57 |
| 13 | CONCLUSION | 58 |

ACRONYMS AND ABBREVIATIONS

| | |
|--------|---|
| AD | administratively determined |
| ADAMS | Agencywide Documents Access and Management System |
| ADM | Office of Administration |
| ALCP | Aspiring Leaders Certificate Program |
| CDP | Candidate Development Program |
| CLF | civilian labor force |
| DMIC | Diversity Management and Inclusion Council |
| DVAAP | Disabled Veterans Affirmative Action Program |
| EDO | Executive Director for Operations |
| EEO | equal employment opportunity |
| EEOC | Equal Employment Opportunity Commission |
| FEDSEP | Federal Sector Equal Employment Opportunity Portal |
| FEORP | Federal Equal Opportunity Recruitment Program |
| FEVS | Federal Employee Viewpoint Survey |
| FOCSE | fair, open, cooperative, supportive, and empowering |
| FY | fiscal year |
| GG | Government Grade |
| HR | human resource(s) |
| IDP | individual development plan |
| IDSP | Inclusive Diversity Strategic Plan |
| LCP | Leaders at All Levels Certificate Program |
| MD | management directive |
| MSP | merit system principles |
| NRAN | Nuclear Regulator Apprenticeship Network |
| NRC | U.S. Nuclear Regulatory Commission |
| NRR | Office of Nuclear Reactor Regulation |
| OCHCO | Office of the Chief Human Capital Officer |
| OPM | Office of Personnel Management |
| PWD | persons with disabilities |
| PWTD | persons with targeted disabilities |
| QSI | quality step increase |
| RAPP | relevant applicant pool percentage |
| SBCR | Office of Small Business and Civil Rights |
| SDP | Supervisory Development Program |
| SEG | Staff Empowerment Group |
| SES | Senior Executive Service |
| STEM | science, technology, engineering, and mathematics |
| U.S.C. | United States Code |
| VERG | Veterans Employee Resource Group |

The U.S. Nuclear Regulatory Commission
Part E.3: Executive Summary: Workforce Analysis

1 INTRODUCTION

The workforce analysis summary is intended to (1) examine the practices of the U.S. Nuclear Regulatory Commission (NRC) as applied to recruitment, external hiring, competitive and noncompetitive promotions, hiring alternatives, training and career development, retention efforts (incentives and awards), and separations, (2) identify triggers and barriers that impact equal employment opportunity (EEO) at the NRC, (3) discuss measures to reduce or eliminate identified “risks” and “barriers” to EEO, and (4) highlight the agency’s overall EEO efforts and practices and noteworthy accomplishments towards achieving a model Federal EEO workplace.

1.1 Reputation

The NRC’s reputation extends beyond its organizational boundaries. From 2007 to the present, the NRC has ranked as one of the best places to work among Federal agencies by the Partnership for Public Service. According to the Federal Employee Viewpoint Survey (FEVS) of the Office of Personnel Management (OPM), the NRC’s fiscal year (FY) 2021 FEVS Employee Engagement index ranking (76 percent) aligns with midsize agency results (77 percent). Similarly, the NRC’s rating (3.8) slightly exceeded the Governmentwide rating (3.7) on the Employee Voice Pulse Survey of the Office of Management and Budget. In FY 2021, the NRC was ranked one of the Top 50 STEM [science, technology, engineering, and mathematics] Workplaces for Native STEM Professionals by the American Indian Science and Engineering Society and one of the Top 20 Government Employers in *Woman Engineer Magazine*. The NRC’s receipt of awards and recognition also includes its listing as both a 2021 and 2022 “best of the best” supporter of Hispanic- or Latino-serving institutions by *Hispanic or Latino Network Magazine*, of veterans by *U.S. Veterans Magazine*, of Black or African Americans by *Black EOE Journal*, and of women by *Professional Woman’s Magazine*.

1.2 Federal Employee Viewpoint Survey

By statute,¹ Congress requires all executive branch agencies to survey their employees each year. The inclusion of 16 congressionally mandated annual employee survey items in the Governmentwide survey provides a common thread for trending. The FEVS provides a snapshot in time of the self-reported perceptions of employees in the Federal Government about their work experience, work unit, agency, supervisor, organizational leadership, and satisfaction with a variety of work-related components.²

The NRC’s leadership, through the agency’s FEVS action plan, directed all office directors to examine and address the FEVS information and data results that were specific to their areas of control and to take appropriate actions on these results. The Executive Director for Operations (EDO) instructed the office directors to work with their staffs on applicable FEVS responses and issues raised by employees. The NRC leadership issued this directive because managers and supervisors are responsible for implementing efforts to create and foster a diverse, high-performing workforce using data analysis to further decision-making and optimizing policies, processes, and programs to drive inclusive diversity efforts and accomplish the NRC’s mission. The office managers and management staff are responsible for promoting a positive and healthy NRC work environment and for creating a climate in which employees’ differences are appreciated and valued. These responsibilities include examining and using

¹ See the “National Defense Authorization Act for Fiscal Year 2004,” section 1128, “Employee Surveys”; 5 U.S.C. 7101; and Title 5 of the *Code of Federal Regulations*, Part 250, “Personnel Management in Agencies,” Subpart C, “Employee Surveys,” which includes items required for the survey.

² See the 2021 FEVS Governmentwide Management Report produced by OPM at <https://www.OPM.Gov/FEVS>.

the FEVS results to (1) explain the data, (2) explore underlying issues, (3) develop a plan with specific deliverables and accountabilities, and (4) act on the data and follow up to ensure the completion of activities and achievement of results. The NRC office directors and their managers discussed ways to identify concerns with their employees and made appropriate changes, which were reported in their biannual 2021 Inclusive Diversity Strategic Plan (IDSP) reports submitted to the EEO office and discussed throughout the Management Directive (MD)-715 workforce analysis report.

The EEO office assists NRC offices in their efforts to address the FEVS results around engagement, employees' perceptions of diversity and inclusion, and global satisfaction. As part of this effort, the EEO office supports achievement of three priority-focused objectives: (1) highest priority objective—provide immediate interface, technical assistance, and monitoring to help NRC offices with Index subindices percent ratings less than 70 percent, (2) promote increased diversity and inclusion and achieve performance results, and (3) encourage continued performance from NRC offices with Index subindices ratings at 80 percent and above. The following paragraphs highlight noteworthy examples of efforts by NRC offices to address the FEVS results.

The Office of Administration (ADM) formed a FEVS working group with participation at the management and staff levels. The working group reviews and analyzes feedback from the FEVS, the Safety Culture Climate Survey, and other surveys as applicable for the five FOCSE attributes (fair, open, cooperative, supportive, empowering) to identify areas for improvement and develop action plans. ADM leadership conducted focus groups to provide an opportunity for the staff and management to work collaboratively to solve issues and discuss office processes, such as the FEVS.

The Office of Nuclear Security and Incident Response created the Staff Empowerment Group (SEG) to review and analyze feedback from the FEVS. The SEG solicits additional feedback from the staff through an anonymous deeper dive survey using SurveyMonkey. SEG efforts have resulted in employees who feel valued and appreciated and have a sense of belonging.

In the Office of Nuclear Reactor Regulation (NRR), Safety Culture Teams reviewed and analyzed data from the FEVS, in addition to officewide surveys, and proposed actions to address issues based on the results. The Safety Culture Teams worked with division management to develop an action plan. NRR implemented a strategy for increasing group cohesion that included staff completion of the Strength Deployment Inventory and a subsequent workshop on team building and strategies to continue improving communication. The inventory is focused on relationship awareness and will allow NRR to identify areas of success and areas for improvement. The results will lead to greater understanding of communication styles and promote stronger collaboration among peers. NRR's division management took the Implicit Association Test that measures unconscious bias and uses scores to identify any potential areas of unconscious bias. One division established an employee-directed office inclusion council that briefs leadership on recommendations for greater inclusion. Other NRR divisions conducted training on the agency's antiharassment policy to prevent harassment in the workplace.

The Office of the General Counsel established the Safety Culture Working Group to examine FEVS results and implemented actions to promote the five FOCSE habits to identify areas for improvement and develop action plans.

1.3 The NRC's Commitment to Administering a "Model Equal Employment Opportunity Program"

The NRC is committed to establishing and maintaining an effective model EEO program. It launched the Agency Desired Culture Initiative to align the NRC's culture with its transformation vision of being a modern, risk-informed regulator. Additionally, the EDO established the Agency Culture Improvement Team (Culture Team), of which the EEO Director serves as the executive sponsor. The Culture Team achieved the following outcomes: implemented a "Bring Your Whole Selves to Work" initiative; created

three conversation guides that facilitate constructive dialogues about key behaviors that support the NRC Leadership Model, agency culture behavior shifts, and creating a safe space for candid and respectful dialogue; created a mechanism to recognize other change agents who are modeling desired behaviors; leveraged IdeaScale to capture stories that reflect #Culture Success as one way to positively reinforce, celebrate, and share constructive habits; and administered the Culture Pulse Survey to measure progress made in aligning the agency's cultural norms and expectations with its desired culture.

The NRC Strategic Plan makes clear that corporate functions such as human resources management³ play a key role in the NRC's effective and efficient use of resources to deliver mission value.⁴ The NRC recognizes that a diverse and inclusive workforce is necessary to drive innovation in its regulatory activities, foster creativity, and guide business strategies. The NRC remains fully committed to attracting, developing, and maintaining a high-performing, diverse, engaged, and flexible workforce with the skills needed to adapt to workload changes and effectively carry out the agency's mission now and in the future. The NRC is achieving its mission goals and those of its IDSP⁵ by incorporating cultural competency efforts and other measures to ensure that the agency has the right people in the right place at the right time.

The NRC Diversity Management and Inclusion Council (DMIC) provides oversight and leadership for the IDSP with support from the EEO office and the Office of the Chief Human Capital Officer (OCHCO). The IDSP sets expectations for management and employee behaviors and decisions. Office directors and regional administrators submit IDSP reports demonstrating their actions to attract, recruit, retain, and cultivate diverse leaders by communicating, accounting for, and modeling inclusive behaviors. These IDSP reports reflect that office directors and regional administrators, managers, and supervisors promoted the "Speed of Trust" principles, engaged in "Speed of Trust Huddles," and encouraged staff participation in Speed of Trust training activities. Managers and supervisors also supported diversity initiatives, cultural events, and lunch and learn seminars; served on safety culture teams; and engaged staff through teambuilding, mentoring, and awards.

The agency's EEO advisory committees, Veterans Employee Resource Group (VERG), NRC Technical Women's Network, the NRC chapter of Blacks in Government, DMIC,⁶ and the Diversity Management Advisory Committee, provided invaluable input to the NRC's leadership and management to promote equality of opportunity and the sense of value and belonging for all NRC employees in every aspect of the agency's operations (i.e., recruitment outreach; hiring; promotion; training and development; upward mobility; and terms, conditions, and privileges of employment).

³ The merit system principles (MSPs) are the fundamental basis of the entire Federal human resources management system. The MSPs are part of the Civil Service Reform Act of 1978 and can be found at 5 U.S.C. 2301(b), along with the prohibited personnel practices at 5 U.S.C. 2302(b). The nine MSPs are the core values that should be expressed in every human resource's decision and embodied within the NRC's mission Strategic Plan at the cited references. Specifically, the MSPs provide guidance on how managers and supervisors should manage human resources and oversee the core values. The MSPs state that Federal agencies should (1) recruit, select, and advance employees on merit after fair and open competition from all segments of society, (2) treat employees and applicants fairly and equitably and not discriminate, (3) provide equal pay for work of equal value and reward excellent performance, (4) maintain high standards of integrity, conduct, and concern for the public interest, (5) manage the Federal workforce effectively and efficiently, (6) retain or separate employees on the basis of their performance, (7) educate and train employees if it will result in better organizational and individual performance, (8) protect employees from improper political influence, and (9) protect employees against reprisal for lawful disclosure of information, as in "whistleblower" situations.

⁴ NUREG-1614, Volume 7, "Strategic Plan: Fiscal Years 2018–2022," issued February 2018, p. 6.

⁵ NRC IDSP for FY 2021-2026.

⁶ The NRC issued the DMIC charter in September 2015. It identifies barriers to EEO consistent with MSPs and applicable law.

1.4 Workforce Composition

It should be noted that the NRC has experienced problems with the generated report from the Federal Sector Equal Employment Opportunity Portal Status file that the agency submitted to the Equal Employment Opportunity Commission (EEOC). The information generated is extracted and analyzed as part of the required MD-715 report. The NRC also continues to experience problems generating the required applicant flow data, due to how the agency currently uses the third-party contractor information and data collection systems. Notwithstanding, the EEO office reviewed available information and data related to the new hires and selections for each listed NRC mission-critical occupation by race or ethnicity, sex, and disability to determine participation by females, minorities,⁷ and individuals with disabilities.⁸ The following sections discuss the findings.

The NRC's current workforce reflects diversity in gender, ethnicity, education, occupation, age, as related to the working environment and safety culture. In 2021, the NRC had 2,832 employees, compared to 2,866 employees in 2020. The agency included 1,692 male employees (representing 59.75 percent of the NRC's total workforce) and 1,140 female employees (representing 40.25 percent of the NRC workforce).⁹ In FY 2021, the NRC included employees in the following demographic groups: 1,785 White (41.67 percent male, 21.36 percent female), 463 Black or African American (5.72 percent male, 10.63 percent female), 194 Hispanic or Latino (4.06 percent male, 2.79 percent female), 308 Asian (6.78 percent male, 4.10 percent female), 2 Native Hawaiian or Other Pacific Islander (0.04 percent male, 0.04 percent female), 22 American Indian or Alaska Native (0.39 percent male, 0.39 percent female), 16 employees of two or more races (0.25 percent male, 0.32 percent female), and 42 unspecified.¹⁰

The civilian labor force (CLF) percentages for 2014–2018 reflect the CLF as 67.47 percent White, 12.31 percent Black, 12.98 percent Hispanic of all races, 4.37 percent Asian, 0.16 Native Hawaiian or Other Pacific Islander, 0.62 percent Native American or Alaskan Native, and 2.10 percent more than one race. Men make up 51.79 percent of all permanent CLF employees and women represent 48.21 percent.¹¹ According to data from the OPM in December 2020, the Federal civilian workforce self-identified as 61.5 percent White, 18.4 percent Black, 9.4 percent Hispanic of all races, 6.9 percent Asian/Pacific Islander, 1.6 percent Native American or Alaskan Native, and 1.9 percent more than one race. Men make up 55.7 percent of all permanent Federal employees, and women represent 44.3 percent.¹² Compared with CLF statistics, the representation of women and minorities in the NRC's workforce is below that of the CLF, except for Black or African American and Asian. Compared with Federal Government statistics, the representation of women and minorities in the NRC's workforce is below that of the Federal Government, except for Asians and individuals of more than one race.

Almost 30 percent (635,397) of Federal employees are older than 55, while 8.1 percent (176,805) of employees are younger than 30. By comparison, in the private sector, 23 percent of the workforce is younger than 30. In 2021, 69 percent of the Federal workforce was 40 years and older, compared to 54 percent of the total CLF in the United States. At the end of 2018, only 6 percent of the Federal workforce was under the age of 30, while 24 percent of the CLF was under 30.¹³ In FY 2021, the age

⁷ See Table A6P.

⁸ See Table B6P.

⁹ See Table A1, "Total Workforce—Distribution by Race, Ethnicity, and Sex," October 1, 2020, to September 30, 2021. See also U.S. Nuclear Regulatory Commission 2022 Mid-Year Permanent Staff Demographics Tables, published by OCHCO, dated April 25, 2022.

¹⁰ See Table A1.

¹¹ See Table A1.

¹² See https://www.whitehouse.gov/wp-content/uploads/2021/05/ap_5_strengthening_fy22.pdf.

¹³ See *The Washington Post*, "Q & A for federal workers: Dearth of younger employees," by Eric Yoder, May 8, 2018.

distribution of the NRC consisted of 666 employees (60 and over) (24.3 percent), 779 employees (50–59) (29.4 percent), 717 employees (40–49) (27.00 percent), 418 employees (30–39) (15.2 percent), 107 employees (under 30) (4.1 percent), and 145 unspecified.

Veterans make up 30.7 percent of the Federal workforce, while veterans represent about 6 percent of the private sector nonagricultural workforce. In FY 2021, the NRC’s veteran workforce represented 591 employees (20.6 percent). The NRC’s veteran workforce included 499 male employees (90.1 percent) and 55 female employees (9.9 percent).¹⁴ By comparison, the NRC’s statistics are below the Federal Governmentwide figure.

In addition, 18.3 percent of all Federal employees self-identify as persons with disabilities (PWD), which includes the approximately 2.6 percent of employees with a “targeted disability” (PWTD), such as blindness.¹⁵ In FY 2021, the NRC’s total workforce included 2,495 employees who identified as having no disability (88.10 percent), 109 employees did not self-identify (3.85 percent), and 228 were PWD (8.05 percent), including 38 PWTD (1.34 percent).¹⁶ In FY 2021, 162 veteran employees were identified as PWD (6.0 percent).¹⁷

1.4.1 Total Workforce Complement

In 2021, the NRC’s total permanent, temporary, and non-appropriated workforce decreased from 2,866 to 2,832 employees, which is a difference of -34 employees, 0 percent workforce ratio change, and a -1.19 percent net change. The total workforce included 1,692 male employees (59.75 percent), which is a difference of -26 employees, a -0.19 percent workforce ratio change, and a -1.51 percent net change. The number of Hispanic or Latino male employees increased from 111 (3.87 percent) to 115 (4.06 percent), which is a difference of +4 employees, a +0.19 percent workforce ratio change, and a +3.60 percent net change. The number of White male employees decreased from 1,204 (42.01 percent) to 1,180 (41.67 percent), which is a difference of -24 employees, a -0.34 percent workforce ratio change, and a -1.99 percent net change. The number of Black or African American male employees decreased from 163 (5.69 percent) to 162 (5.72 percent), which is a difference of -1 employee, a -0.03 percent workforce ratio change, and a -0.61 percent net change. The number of Asian male employees decreased from 196 (6.84 percent) to 192 (6.78 percent), which is a difference of -4 employees, a -0.06 percent workforce ratio change, and a -2.04 percent net change. The number of Native Hawaiian or Other Pacific Islander male employees remained at 1 (0.04 percent), which is a difference of 0 employees, a 0.01 percent workforce ratio change, and a 0.00 percent net change. The number of American Indian or Alaska Native male employees remained at 11 (0.39 percent), which is a difference of 0 employees, a 0.01 percent workforce ratio change, and a 0.00 percent net change. The number of male employees who are of two or more races remained at 7 (0.24 percent), which is a difference of 0 employees, a 0.00 percent workforce ratio change, and a 0.00 percent net change. The EEO office’s review of workforce table data revealed there are 24 unspecified employees. The EEO office determined triggers exist with regards to minority males (Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and individuals of two or more races), because their racial or ethnic group representation in the NRC’s workforce is below the applicable CLF percentages (6.82, 0.08, and 1.05).¹⁸

Female employees decreased from 1,148 (40.06 percent) to 1,140 (40.25 percent), which is a difference of -8 employees, a 0.19 percent workforce ratio change, and a -0.70 percent net change. The number of Hispanic or Latino female employees increased from 75 (2.62 percent) to 79

¹⁴ See the NRC “VETS STATS 2020 to Present, Internal Excel Spreadsheet” from the VERG.

¹⁵ See https://www.whitehouse.gov/wp-content/uploads/2021/05/ap_5_strengthening_fy22.pdf.

¹⁶ See Table B1-1, “Total Workforce—Distribution by Disability Status (Participation Rate),” for period covering October 1, 2020 to September 30, 2021.

¹⁷ See the NRC “VETS STATS 2020 to Present, Internal Excel Spreadsheet” from the VERG.

¹⁸ See Table A1.

(2.79 percent), which is a difference of +4 employees, a +0.17 percent workforce ratio change, and a +5.33 net change. The number of White female employees decreased from 627 (21.88 percent) to 605 (21.36 percent), which is a difference of -22 employees, a -0.52 percent workforce ratio change, and a -3.51 net change. The number of Black or African American female employees increased from 295 (10.29 percent) to 301 (10.63 percent), which is a difference of +6 employees, a +0.34 percent workforce ratio change, and a +2.03 percent net change. The number of Asian female employees increased from 114 (3.98 percent) to 116 (4.10 percent), which is a difference of +2 employees, a +0.12 percent workforce ratio change, and a +1.75 percent net change. The number of Native Hawaiian or Other Pacific Islander female employees remained at 1 (0.04 percent), which is a difference of 0 employees, a 0.00 percent workforce ratio change, and a 0.00 percent net change. The number of American Indian or Alaska Native female employees increased from 10 (0.35 percent) to 11 (0.39 percent), which is a difference of +1 employees, a +0.04 percent workforce ratio change, and a +10.00 percent net change. The number of female employees who are individuals of two or more races increased from 8 (0.28 percent) to 9 (0.32 percent), which is a difference of +1 employee, a +0.04 percent workforce ratio change, and a +12.50 percent net change. Based on a comparative review of the demographic data and CLF, the EEO office determined that triggers exist based on a comparison between the total NRC workforce complement percentages for females (40.25 percent) and the percentages for the CLF for females (48.21 percent). The EEO office also determined that triggers exist regarding the cited females (Hispanic or Latino, White, Native Hawaiian or Other Pacific Islander, and individuals of two or more races), because their sex and racial or ethnic group representation in the NRC's workforce is below the applicable CLF percentages (6.16, 31.82, 0.08, and 1.05). The EEO office's review of workforce table data revealed there are 18 unspecified employees.¹⁹

In 2021, 228 total workforce employees identified as PWD and 38 PWTD, which reflects changes in the number of PWD and PWTD employees from FY 2020.²⁰ The number of employees identified as PWD increased from 217 (7.57 percent) to 228 (7.78 percent), which is a total workforce difference of +11 employees, a +0.48 percent workforce ratio change, and a +5.07 percent net change. PWTD employees increased from 35 (1.22 percent) to 38 (1.34 percent), which is a total workforce difference of +3 employees, a +0.12 percent workforce ratio change, and +8.57 percent net change. Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goals of employing 12.00 percent PWD and 2.00 percent PWTD within the agency's permanent workforce. However, the data continue to reflect measurable progress towards achieving the Section 501 goals.²¹

1.4.2 Permanent Workforce Complement

The EEO office determined that triggers exist based on a comparison between permanent workforce complement percentages for females (40.30 percent) and female racial or ethnic groups (Hispanic or Latino, White, Native Hawaiian or Other Pacific Islander, and individuals of two or more races) (2.74 percent, 21.00 percent, 0.04 percent, and 0.30 percent), and the percentages for the CLF for females (48.21 percent) and female racial or ethnic groups (6.16 percent, 31.82 percent, 0.08 percent, and 1.05 percent). The EEO office also determined that triggers exist based on a comparison between permanent workforce complement percentages for male racial or ethnic groups (Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and individuals of two or more races) (4.03 percent, 0.04 percent, and 0.26 percent), and the CLF for male racial or ethnic groups (6.82 percent, 0.08 percent, and 1.05 percent).²² In 2021, 220 permanent employees identified as PWD (8.13 percent)

¹⁹ See Table A1.

²⁰ See Table B1-1, "Total Workforce—Distribution by Disability Status (Participation Rate)," October 1, 2020, to September 30, 2021. See also Table B1-2, "Total Workforce—Distribution by Disability Status (Inclusion Rate)," October 1, 2020, to September 30, 2021.

²¹ See Table B1-1.

²² See Table A2, "Permanent Workforce by Component—Distribution by Race, Ethnicity, and Sex (Participation Rate)," October 1, 2020, to September 30, 2021.

and 38 as PWTD (1.40 percent).²³ There was a +10 workforce difference, a +0.47 percent ratio change, and +4.76 percent net change in employees identified as PWD from FY 2020. There was a +4 workforce difference, a +0.16 percent ratio change, and +11.76 percent net change in PWTD from FY 2020.²⁴ The following paragraphs provide a more in-depth discussion.

In FY 2021, the total permanent workforce decreased from 2,743 employees to 2,705 employees,²⁵ which is a difference of -38 employees, a 0 workforce ratio change, and a -1.39 percent net change. The number of permanent male employees decreased from 1,645 (59.97 percent) to 1,615 (59.70 percent), which is a difference of -30 employees, a -0.27 percent workforce ratio change, and a -1.82 percent net change. The number of permanent Hispanic or Latino male employees increased from 106 (3.86 percent) to 109 (4.03 percent), which is a difference of +3 employees, a +0.17 workforce ratio change, and a +2.83 percent net change. The number of White male employees decreased from 1,142 (41.63 percent) to 1,119 (41.37 percent), which is a difference of -23 employees, a -0.26 workforce ratio change, and a -2.01 percent net change. The number of Black or African American male employees decreased from 160 (5.83 percent) to 158 (5.84 percent), which is a difference of -2 employees, a 0.01 workforce ratio change, and a -1.25 percent net change. The number of Asian male employees decreased from 193 (7.04 percent) to 186 (6.88 percent), which is a difference of -7 employees, a 0.16 workforce ratio change, and a -3.63 percent net change. The number of Native Hawaiian or Other Pacific Islander male employees remained at 1 (0.04 percent), which is a difference of 0 employees, a 0.00 workforce ratio change, and a 0.00 percent net change. The number of American Indian or Alaska Native male employees remained at 11 (0.41 percent), which is a difference of 0 employees, a 0.01 percent workforce ratio change, and a 0.00 percent net change. The number of male employees who are individuals of two or more races remained at 7 (0.26 percent), which is a difference of 0 employees, a 0.00 workforce ratio change, and a 0.00 percent net change. The EEO office's review of workforce table data revealed there are 24 unspecified employees.²⁶

Based on a comparative review of the demographic data and CLF, the EEO office determined that triggers exist with regards to the cited minority male groups (Hispanic or Latino and Native Hawaiian or Other Pacific Islander), because their racial or ethnic group representation in the NRC's workforce is below the applicable CLF percentages (6.82 percent and 0.08 percent).²⁷

The number of permanent female employees decreased from 1,098 (40.03 percent) employees to 1,090 (40.30 percent) employees, which is a difference of -8 employees, a 0.27 percent workforce ratio change, and a -0.73 percent net change. The number of Hispanic or Latino female employees increased from 73 (2.66 percent) to 74 (2.74 percent), which is a difference of +1 employee, a +0.08 percent workforce ratio change, and a +1.37 percent net change. The number of White female employees decreased from 588 (21.44 percent) to 568 (21.00 percent), which is a difference of -20 employees, a -0.44 percent workforce ratio change, and a -3.40 percent net change. The number of Black or African American female employees increased from 290 (10.57 percent) to 297 (10.98 percent), which is a difference of +7 employees, a 0.41 percent workforce ratio change, and a +2.41 percent net change. The number of Asian female employees increased from 111 (4.05 percent) to 113 (4.18 percent), which is a difference of +2 employees, a +0.13 percent workforce ratio change, and a +1.80 percent net change. The number of Native Hawaiian or Other Pacific Islander female employees remained at 1 (0.04 percent), which is a workforce difference of 0 employees, a 0.00 workforce ratio change, and a 0 percent net change. The number of American Indian or Alaska Native employees increased from 10 (0.36 percent) to 11 (0.41 percent), which is a difference of

²³ See Table B1-1. See also Table B2, "Permanent Workforce by Component—Distribution by Disability Status (Participation Rate)," October 1, 2020, to September 30, 2021.

²⁴ See Table B1-1. See also Table B1-2 and Table B2, October 1, 2020, to September 30, 2021.

²⁵ See Table A1.

²⁶ See Table A1.

²⁷ See Table A2.

+1 employee, a +0.05 percent workforce ratio change, and a +10.00 percent net change. The number of employees who are individuals of two or more races increased from 7 (0.26 percent) to 8 (0.30 percent), which is a difference of +1 employee, a +0.04 percent workforce ratio change, and a +14.29 percent net change. The EEO office's review of workforce table data revealed there are 18 unspecified employees.²⁸

Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goals of employing 12.00 percent PWD and 2.00 percent PWTD within the agency's permanent workforce. Although there have been staff decreases, the NRC is making meaningful progress towards reaching the Section 501 goals.²⁹

1.4.3 Temporary Workforce Complement

In FY 2021, the temporary workforce increased from 123 to 127 employees, which is a difference of +4, a 0.00 percent temporary workforce ratio change, and a +3.25 percent workforce net change. The male total temporary workforce consisted of 77 employees (60.63 percent), of whom 6 were Hispanic or Latino (4.72 percent), 61 White (48.03 percent), 4 Black or African American (3.15 percent), and 6 Asian (4.72 percent). The female total temporary workforce consisted of 50 employees (39.37 percent), of whom 5 were Hispanic or Latino (3.94 percent), 37 White (29.13 percent), 4 Black or African American (3.15 percent), 3 Asian (2.36 percent), and 1 individual of two or more races (0.79 percent).³⁰ A review of the temporary workforce participation inclusion rate reflects that there were 8 PWD (6.30 percent) employees, which represented a +3 temporary workforce difference, a +2.23 percent ratio change, and a +60.00 percent net change.³¹ There were 0 PWTD (0.00 percent) employees, which represented a -1 temporary workforce difference, a -0.81 percent ratio change, and a -100.00 percent net change.³²

1.4.4 Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Mission-Critical Occupations

The EEO office reviewed and analyzed 20 mission critical occupations³³ at the NRC to determine the representation of women, minorities, and persons with disabilities (PWD and PWTD)³⁴ in these occupations. The sections below discuss the findings.

1.4.4(1) Security Administration (0080)

The EEO office compared the CLF and the employee representation within the security administration occupation. The Hispanic or Latino, White, Black or African American, and individuals of two or more races female racial or ethnic group percentages (2.04 percent, 11.22 percent, 5.10 percent, and 1.02 percent) and Asian male racial or ethnic group percentage (1.02 percent) are below the CLF for the groups (5.5 percent, 36.4 percent, 7.2 percent, 1.3 percent, and 3.5 percent). Within the security administration occupation, 83 employees self-identified as having no disability (84.69 percent), 7 employees did not self-identify their status (7.14 percent), 8 employees self-identified as PWD (8.16 percent), and 3 employees self-identified as PWTD (3.06 percent).

²⁸ See Table A1.

²⁹ See Table B2.

³⁰ See Table A1.

³¹ See Table B1-2.

³² See Table B1-2.

³³ See Table A6P, "Mission-Critical Occupations (Permanent)—Distribution by Race, Ethnicity, and Sex (Participation Rate)," October 1, 2020, to September 30, 2021.

³⁴ See Table B6P, "Mission-Critical Occupations (Permanent)—Distribution by Disability (Participation Rate)," October 1, 2020, to September 30, 2021.

1.4.4(2) International Relations (0343)

The staff compared the CLF and the employee representation within the international relations occupation. Females and minority male racial or ethnic group percentages are above the CLF percentages. Within the international relations occupation, 13 employees self-identified as having no disability (100.00 percent).

1.4.4(3) Intelligence (0132)

The staff compared the CLF and the employee representation within the intelligence occupation. The percentage for the White female racial or ethnic group (10.00 percent) is below the CLF group percentage (35.9 percent). Within the intelligence occupation, 8 employees self-identified as having no disability (80.00 percent) and 2 employees self-identified as PWD (20.00 percent).

1.4.4(4) Human Resources Management (0201)

The staff compared the CLF and the employee representation within the human resources management occupation. The Hispanic or Latino (5.13 percent) and 1 individual of two or more races (2.56 percent) female racial or ethnic group percentages, and Black or African American male racial or ethnic group percentage (2.56 percent), are below the CLF for the groups (6.7 percent, 1.2 percent, 3.3 percent). Within the human resources management occupation, 34 employees self-identified as having no disability (87.18 percent), 2 employees did not self-identify their status (5.13 percent), 3 employees self-identified as PWD (7.69 percent), and 0 employees self-identified as PWTD (0.00 percent).

1.4.4(5) Miscellaneous Administration and Program Series (0301)

A comparison was made between the CLF and the employee representation within the miscellaneous administration and program series occupation. The Hispanic or Latino female racial or ethnic group percentage, and Hispanic or Latino and Asian male racial or ethnic groups percentages (4.83 percent, 3.45 percent, and 0.69 percent) are below the CLF for the groups (5.5 percent, 4.4 percent, and 3.5 percent). Within the miscellaneous administration and program series occupation, 126 employees self-identified as having no disability (86.90 percent), 4 employees did not self-identify their status (2.76 percent), 15 employees self-identified as PWD (10.34 percent), and 2 employees self-identified as PWTD (1.38 percent).

1.4.4(6) Secretary (1318)

The staff compared the CLF and the employee representation within the secretary occupation. The Hispanic or Latino, White, Native Hawaiian or Other Pacific Islander, and American Indian or Alaska Native female racial or ethnic groups percentages (3.54 percent, 43.36 percent, 0.88 percent, and 2.65 percent), and the individuals of two or more races male racial or ethnic group percentage (0.88 percent), are below the CLF for the groups (10.8 percent, 71.2 percent, 0.1 percent, 0.5 percent, and 0.1 percent). Within the secretary occupation, 87 employees self-identified as having no disability (76.99 percent), 7 employees did not self-identify their status (6.19 percent), 19 employees self-identified as PWD (16.81 percent), and 2 employees self-identified as PWTD (1.77 percent).

1.4.4(7) Management and Program Analysis (0340)

The staff compared the CLF and the employee representation within the management and program analysis occupation. The Hispanic or Latino and White female racial or ethnic groups (1.96 percent and 26.47 percent) are below the CLF for the groups (2.8 percent and 31.1 percent). Within the

management and program analysis occupation, 89 employees self-identified as having no disability (87.25 percent), 3 employees did not self-identify their status (2.94 percent), 10 employees self-identified as PWD (9.80 percent), and 1 employee self-identified as PWTD (0.98 percent).

1.4.4(8) Budget Analyst (0560)

The staff compared the CLF and the employee representation within the budget analyst occupation. The White female racial or ethnic group (32.14 percent) and Black or African American male racial or ethnic group percentages (3.57 percent) are below the CLF for the groups (37.6 percent and 4.6 percent). Within the budget analyst occupation, 21 employees self-identified as having no disability (75.00 percent), 4 employees did not self-identify their status (14.29 percent), 3 employees self-identified as PWD (10.71 percent), and 1 employee self-identified as PWTD (3.57 percent).

1.4.4(9) General Engineering (0801)

The staff compared the CLF and the employee representation within the general engineering occupation. Female racial or ethnic group percentages are above the CLF percentages. The Hispanic or Latino, Asian, and individuals of two or more races male racial or ethnic groups (4.44 percent, 8.63 percent, and 0.48 percent) are below the CLF for the groups (5.9 percent, 9.9 percent, and 1.7 percent). Within the general engineering occupation, 748 employees self-identified as having no disability (89.69 percent), 24 employees did not self-identify their status (2.88 percent), 62 employees self-identified as PWD (7.43 percent), and 10 employees self-identified as PWTD (1.20 percent).

1.4.4(10) Mechanical Engineering (0830)

The staff compared the CLF and the employee representation within the mechanical engineering occupation. Female and minority male racial or ethnic group percentages are above the CLF percentages. Within the mechanical engineering occupation, 18 employees self-identified as having no disability (94.74 percent), 0 employees did not self-identify their status (0.00 percent), 1 employee self-identified as PWD (5.28 percent), and 0 employees self-identified as PWTD (0.00 percent).

1.4.4(11) Nuclear Engineering (0840)

The staff compared the CLF and the employee representation within the nuclear engineering occupation. The White female racial or ethnic group percentage (7.89 percent), and Hispanic or Latino, Asian, and individuals of two or more races male racial or ethnic group percentages (5.73 percent, 7.17 percent, and 0.36 percent) are below the CLF percentages for the groups (8.6 percent, 5.9 percent, 9.9 percent, and 1.7 percent). Within the nuclear engineering occupation, 253 employees self-identified as having no disability (90.68 percent), 10 employees did not self-identify their status (3.58 percent), 16 employees self-identified as PWD (5.73 percent), and 1 employee self-identified as PWTD (0.36 percent).

1.4.4(12) Electrical Engineering (0850)

The staff compared the CLF and the employee representation within the electrical engineering occupation. Female and minority male racial or ethnic group percentages are above the CLF percentages. Within the electrical engineering occupation, 19 employees self-identified as having no disability (90.48 percent), 0 employees did not self-identify their status (0.00 percent), 2 employees self-identified as PWD (9.52 percent), and 0 employees self-identified as PWTD (0.00 percent).

1.4.4(13) General Attorney (0905)

The staff compared the CLF and the employee representation within the general attorney occupation. The Hispanic or Latino male and female racial or ethnic group percentages (1.04 percent and 1.04 percent) are below the groups CLF percentages (3.1 percent and 2.5 percent). Within the general attorney occupation, 87 employees self-identified as having no disability (90.63 percent), 4 employees did not self-identify their status (4.17 percent), 5 employees self-identified as PWD (5.21 percent), and 1 employee self-identified as PWTD (1.04 percent).

1.4.4(14) Contracting (1102)

The staff compared the CLF and the employee representation within the contracting occupation. The White female racial or ethnic group percentage (21.43 percent), and Hispanic or Latino male racial or ethnic group percentage (3.57 percent) are below the groups CLF percentages (39.2 percent and 4.3 percent). Within the contracting occupation, 26 employees self-identified as having no disability (92.86 percent), 0 employees did not self-identify their status (0.00 percent), 2 employees self-identified as PWD (7.14 percent), and 0 employees self-identified as PWTD (0.00 percent).

1.4.4(15) Building Management (1176)

The staff compared the CLF and the employee representation within the building management occupation. The White female racial or ethnic group percentage (11.11 percent) is below the group CLF percentage (35.7 percent). Within the building management occupation, 7 employees self-identified as having no disability (77.78 percent), 1 employee did not self-identify their status (11.11 percent), 1 employee self-identified as PWD (11.11 percent), and 0 employees self-identified as PWTD (0.00 percent).

1.4.4(16) General Physical Science (1301)

The staff compared the CLF and the employee representation within the general physical science occupation. The White female racial or ethnic group percentage (17.48 percent) is below the group CLF percentage (29.9 percent). Within the general physical science occupation, 94 employees self-identified as having no disability (91.26 percent), 4 employees did not self-identify their status (3.88 percent), 5 employees self-identified as PWD (4.85 percent), and 0 employees self-identified as PWTD (0.00 percent).

1.4.4(17) Health Physics (1306)

The staff compared the CLF and the employee representation within the health physics occupation. The Hispanic or Latino and the Asian female racial or ethnic group percentages (0.75 percent and 1.49 percent), and the Asian male racial or ethnic group percentage (5.97 percent), are below the group CLF percentages (1.3 percent, 1.9 percent, and 6.7 percent). Within the health physics occupation, 118 employees self-identified as having no disability (88.06 percent), 5 employees did not self-identify their status (3.73 percent), 11 employees self-identified as PWD (8.21 percent), and 3 employees self-identified as PWTD (2.24 percent).

1.4.4(18) Criminal Investigating (1811)

The staff compared the CLF and the employee representation within the criminal investigating occupation. The Hispanic or Latino and White female racial or ethnic group percentages (2.44 percent and 7.32 percent), and the Hispanic or Latino male racial or ethnic group percentage (4.88 percent), are below the group CLF percentages (4.1 percent, 16.2 percent, and 10.1 percent). Within the criminal

investigating occupation, 38 employees self-identified as having no disability (92.68 percent), 2 employees did not self-identify their status (4.88 percent), 1 employee self-identified as PWD (2.44 percent), and 1 employee self-identified as PWTD (2.44 percent).

1.4.4(19) Information Technology Management (2210)

The staff compared the CLF and the employee representation within the information technology management occupation. The White female racial or ethnic group percentage (16.67 percent) is below the group CLF percentage (21.6 percent). Within the information technology management occupation, 134 employees self-identified as having no disability (89.33 percent), 6 employees did not self-identify their status (4.00 percent), 10 employees self-identified as PWD (6.67 percent), and 2 employees self-identified as PWTD (1.33 percent).

1.4.4(20) Auditing (0511)

The staff compared the CLF and the employee representation within the auditing occupation. The White female racial or ethnic group percentage (28.57 percent) is below the group CLF percentage (43.9 percent). Within the auditing occupation, 20 employees self-identified as having no disability (95.24 percent), 1 employee did not self-identify their status (4.76 percent), 0 employees self-identified as PWD (0.00 percent), and 0 employees self-identified as PWTD (0.00 percent).

2 ANALYSIS OF PARTICIPATION RATES FOR WOMEN, MINORITIES, AND INDIVIDUALS WITH DISABILITIES IN NRC STANDARD OCCUPATIONS

The EEO office reviewed and analyzed the NRC's standard occupations³⁵ to determine the representation of women, minorities, and individuals with disabilities. No review was necessary for several occupational categories (i.e., sales, craft, operatives, and laborers and helpers) because they do not apply to the NRC. The EEO office conducted a full review of the remaining five applicable occupational categories. The sections below discuss these findings.³⁶

2.1 Executive or Senior-Level Officials and Managers

The EEO office reviewed the agency's senior grade levels to determine the representation of women, minorities, and individuals with disabilities. One hundred forty senior grade-level positions were held by 96 males (68.57 percent), who belonged to the following male racial or ethnic groups: 2 Hispanic or Latino, 71 White, 11 Black or African American, 7 Asian, 1 American Indian or Alaska Native, and 4 unspecified. There were 44 females, who belonged to the following female racial or ethnic groups: 32 White, 4 Black or African American, 3 Asian, 1 American Indian or Alaska Native, 2 individuals of two or more races, and 2 unspecified.³⁷

In 2021, the NRC employed 110 Senior Executive Service (SES) employees. Males accounted for 68 employees (61.82 percent) of whom there were 50 White (45.45 percent), 10 Black or African Americans (9.09 percent), 4 Asian (3.64 percent), 1 American Indian (0.91 percent), and 3 unspecified. Females accounted for 42 employees (38.18 percent) of whom there were: 31 White (28.18 percent), 4 Black or African Americans (3.64 percent), 3 Asian (2.14 percent), 1 American Indian (0.91 percent), 2 individuals of two or more races (1.82 percent), and 1 unspecified.³⁸ A review of SES data for the

³⁵ Table A3, "Occupational Categories—Distribution by Race, Ethnicity and Sex (Participation Rate)," October 1, 2020, to September 30, 2021.

³⁶ See OCHCO's 2019 Oversight Hearing Request Demographics. See also Table A3.

³⁷ See Table A7, "Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)," October 1, 2020, to September 30, 2021. See also Table A4, "Senior Pay & General (GS) Grades, by Race, Ethnicity, and Sex (Participation Rate)," October 1, 2020, to September 30, 2021.

³⁸ See Table A7 and Table A4.

past 5 years reveals similar gender and racial or ethnic percentages.

In 2020, *Fedweek* featured an article that references Federal Governmentwide SES representation, which reflects similar employee trends: gender distribution—64.54 percent male and 35.45 percent female, and race or ethnicity—White (78.64 percent), Black or African American (8.04 percent), Asian (4.62 percent), and Hispanic or Latino (2.95 percent).³⁹ The EEO office identified continuing disparities related to the percentages of women and minorities in the agency’s SES occupational category. Government statistics show that SES employees⁴⁰ in the Federal Government workforce decreased from 21 percent in FY 2016 to 20.7 percent in FY 2017. The overall distribution of the SES remains 66 percent male and 34 percent female. The percentages for minorities in the SES workforce by race or ethnicity are as follows: 10.4 percent Black or African American, 4.6 percent Hispanic or Latino, 3.5 percent Asian, 0.2 percent Native Hawaiian or Other Pacific Islander, 1.2 percent American Indian or Alaska Native, and 0.8 percent of two or more races.

In FY 2021, the total Senior Grades consisted of 1,656 employees, of whom 1,461 employees self-identified as having no disability (88.22 percent), 68 employees did not self-identify their status (4.11 percent), 127 employees self-identified as PWD (7.67 percent), 21 employee self-identified as PWTD (1.27 percent) and 21 unspecified.⁴¹

In FY 2021, the SES or equivalent group consisted of 110 employees, of whom 101 self-identified as having no disability (91.82 percent), 1 employee did not self-identify their status (0.91 percent), 8 employees self-identified as PWD (7.27 percent), and 1 employee self-identified as PWTD (0.91 percent).⁴²

In 2018, the agency changed the SES Candidate Development Program (CDP) process to address the root causes of the disproportionate dropout rate among female candidates. In 2020, the NRC devised a strategy to affect SES replacement trends by requiring office management to develop succession planning strategies that help generate a pool of skilled women and minorities to increase diversity in the workforce and within the SES ranks (e.g., identify skill gaps; provide cross-training; offer training, development, and career ladder opportunities). The SES CDP is announced to all qualified individuals, evaluated regularly, and reported on as part of the annual Federal Equal Opportunity Recruitment Program (FEORP) report⁴³ submitted to the OPM. The agency also collects demographic data on the SES CDP participants (i.e., race, gender, national origin, veteran status, disability status).⁴⁴ The SES CDP provides a mix of formal leadership training, on-the-job executive-level experience during formal rotational assignments, and opportunities for self-development through mentoring and individualized learning. Upon completion of the SES CDP and certification of executive core qualifications by the OPM, the selectees are eligible for appointment to SES positions without further competition. The NRC expects increased participation of women and minorities in the SES CDP.

Based on a comparative review of the NRC’s demographic data and the Federal Government statistics published by the OPM in October 2019, the EEO office determined that triggers exist at the NRC with regards to the representation of females and minorities within the SES group. The EEO office also determined that there are triggers related to the representation of PWD and PWTD groups based on the disparities identified when comparing the percentage of SES employees who identify as PWD or PWTD to employees who self-identified as not having a disability.

³⁹ See *Fedweek*, “Facts About the Senior Executive Service (SES),” October 29, 2018.

⁴⁰ See the OPM’s 2017 FEORP report and Federal employment reports that cover October 1, 2016, through September 30, 2017.

⁴¹ See Table A7 and Table B7 – Senior Grade Levels – Distribution by Disability (Participation Rate)

⁴² See Table A7 and Table B7.

⁴³ See the NRC’s 2021 FEORP report

⁴⁴ See the NRC’s 2021 FEORP report

2.2 Professionals

The NRC professional occupational workforce consists of 1,650 employees. Males accounted for 1,186 employees (71.88 percent) and females accounted for 464 employees (28.12 percent).⁴⁵ These employees comprised the following races and ethnicities:

- White employees—824 were males (49.94 percent) and 252 were females (15.27 percent)
- Black or African American employees—86 were males (5.21 percent) and 94 were females (5.70 percent)
- Asian employees—162 were males (9.82 percent) and 58 were females (3.52 percent)
- Hispanic or Latino employees—82 were males (4.97 percent) and 43 were females (2.61 percent)
- American Indian or Alaska Native employees—7 were males (0.42 percent) and 5 were females (0.30 percent)
- Native Hawaiian or Other Pacific Islander—1 was male (0.06 percent) and 0 were females (0.00 percent)
- Individuals of two or more races—6 were males (0.36 percent) and 2 were females (0.12 percent)
- 31 employees unspecified in Workforce Table A3

Within the professional occupation group, 1,479 employees self-identified as having no disability (89.64 percent), 55 employees did not self-identify their status (3.33 percent), 116 employees self-identified as PWD (7.03 percent), and 18 employees self-identified as PWTD (1.09 percent).⁴⁶

Based on a comparative review of the demographic data, the EEO office determined that triggers exist regarding the representation of females and male minority racial or ethnic groups. The EEO office also identified a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the percentage of professional occupational employees who identify as PWD or PWTD to employees who self-identified as not having a disability.

2.3 Technicians

The NRC technicians' occupational workforce consists of 3 employees. Males accounted for 2 employees (66.67 percent) and females accounted for 1 employee (33.33 percent).⁴⁷ These employees comprised the following races and ethnicities:

- White employees—1 was male (33.33 percent) and 0 were females (0.00 percent)
- Black or African American employees—0 were males (0.00 percent) and 1 was female (33.33 percent)

⁴⁵ See Table A3.

⁴⁶ See Table B3, "Occupational Categories—Distribution by Disability (Participation Rate)," October 1, 2020, to September 30, 2021.

⁴⁷ See Table A3.

- Asian employees—0 were males (0.00 percent) and 0 were females (0.00 percent)
- Hispanic or Latino employees—1 was male (33.33 percent) and 0 were females (0.00 percent)
- American Indian or Alaska Native employees—0 were males (0.00 percent) and 0 were females (0.00 percent)
- Native Hawaiian or Other Pacific Islander—0 were males (0.00 percent) and 0 was female (0.00 percent)
- Individuals of two or more races—0 were males (0.00 percent) and 0 were females (0.00 percent)

Within the technicians' occupation group, 1 employee self-identified as having no disability (33.33 percent), 2 employees did not self-identify their status (66.67 percent), 0 employees self-identified as PWD (0.00 percent), and 0 employees self-identified as PWTD (0.00 percent).⁴⁸

Based on a comparative review of the demographic data, the EEO office did not determine that triggers exist with regards to the representation of females, minorities, or employees who are PWD and PWTD.⁴⁹

2.4 Administrative Support Workers

The NRC administrative workers occupational workforce consists of 181 employees. Males accounted for 10 employees (5.52 percent) and females accounted for 171 employees (94.48 percent).⁵⁰ These employees comprised the following races and ethnicities:

- White employees—6 were males (3.31 percent) and 88 were females (48.62 percent)
- Black or African American employees—2 were males (1.10 percent) and 53 were females (29.28 percent)
- Asian employees—0 were males (0.00 percent) and 15 were females (8.29 percent)
- Hispanic or Latino employees—1 was male (0.55 percent) and 9 were females (4.97 percent)
- American Indian or Alaska Native employees—0 were males (0.00 percent) and 4 were females (2.21 percent)
- Native Hawaiian or Other Pacific Islander—0 were males (0.00 percent) and 1 was female (0.55 percent)
- Individuals of two or more races—1 was male (0.55 percent) and 0 were females (0.00 percent)
- 1 employee unspecified in Workforce Table A3

⁴⁸ See Table B3.

⁴⁹ See Table B3.

⁵⁰ See Table A3.

Within the administrative workers occupation group, 141 employees self-identified as having no disability (77.90 percent), 10 employees did not self-identify their status (5.52 percent), 30 employees self-identified as PWD (16.57 percent), and 6 employees self-identified as PWTD (3.31 percent).⁵¹

Based on a comparative review of the demographic data, the EEO office did not determine that triggers exist with regards to the representation of females and male minority racial or ethnic groups. The EEO office identified a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the percentage of administrative employees who identify as PWD or PWTD to employees who self-identified as not having a disability.

2.5 Service Workers

The NRC service workers occupational workforce consists of 34 employees. Males accounted for 27 employees (79.41 percent) and females accounted for 7 employees (20.59 percent).⁵² These employees comprised the following races and ethnicities:

- White employees—22 were males (64.71 percent) and 3 were females (8.82 percent)
- Black or African American employees—4 were males (11.76 percent) and 3 were females (8.82 percent)
- Asian employees—0 were males (2.94 percent) and 0 were females (0.00 percent)
- Hispanic or Latino employees—1 was male (8.57 percent) and 1 was female (2.94 percent)
- American Indian or Alaska Native employees—0 were males (0.00 percent) and 0 were females (0.00 percent)
- Native Hawaiian or Other Pacific Islander—0 were males (0.00 percent) and 0 were females (0.00 percent)
- Individuals of two or more races—0 were males (0.00 percent) and 0 were females (0.00 percent)

Within the service workers group, 31 employees self-identified as having no disability (91.18 percent), 2 employees did not self-identify their status (5.88 percent), 1 employee self-identified as PWD (2.94 percent), and 1 employee self-identified as PWTD (2.94 percent).⁵³

Based on a comparative review of the demographic data, the EEO office determined that triggers exist with regards to the representation of females and male minority racial or ethnic groups. The EEO office also identified a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the percentage of service worker employees who identify as PWD or PWTD to employees who self-identified as not having a disability.

3 ANALYSIS OF PARTICIPATION RATES FOR WOMEN, MINORITIES, AND INDIVIDUALS WITH DISABILITIES IN AD 13–14 POSITIONS

The EEO office reviewed and analyzed the NRC's Administratively Determined (AD)-13 and AD-14

⁵¹ See Table B3.

⁵² See Table A3.

⁵³ See Table B3.

permanent positions⁵⁴ to identify the representation of females, minorities, and persons with disabilities. The total AD permanent workforce consisted of 30 employees. Males accounted for 28 employees (93.33 percent), of whom 2 were Hispanic or Latino (6.67 percent), 21 White (70.00 percent), 1 Black or African American (3.33 percent), 3 Asian (10.00 percent), and 1 unspecified. Females account for 2 employees (6.67 percent), of whom 1 was White (3.33 percent), and 1 was an unspecified employee.⁵⁵

The AD-13 series consisted of 11 male employees, 1 of whom was Hispanic or Latino (9.09 percent), 7 were White (63.64 percent), 1 was Black or African American (9.09 percent), and 2 were Asian (18.18 percent). No female employees were identified at the AD-13 series.⁵⁶ Within the AD-13 series group, 10 employees self-identified as having no disability (90.91 percent), and 1 employee self-identified as PWD (9.09 percent).⁵⁷

The AD-14 series consisted of 19 employees. Males accounted for 17 employees (89.47 percent), of whom 14 were White (73.68 percent), 1 was Hispanic or Latino (5.26 percent), 1 was Asian (5.26 percent), and 1 was unspecified. There was 1 White, and 1 unspecified female in the AD-14 group. Within the AD-14 series, all 19 employees reported no disability.⁵⁸

Based on a comparative review of the demographic data, the EEO office determined that triggers exist with regards to the current representation of females, minorities, PWD, and PWTD within the AD-13 and AD-14 classifications.

4 RECRUITMENT

The EEO office reviewed the NRC's recruitment program and agencywide recruitment outreach to determine the level of participation by women, minorities, and individuals with disabilities and to identify any triggers and barriers. The sections below discuss the results of the review.

4.1 Administration of Recruitment Program

OCHCO administers the NRC's FEORP plan and ensures that the agency implements the recruitment program as required by the Civil Service Reform Act of 1978 (Public Law 95-454) and subsequent OPM regulations and guidance.

4.2 Recruitment Process

The NRC typically focuses its recruitment efforts on engineers, scientists, security professionals, and those in other fields deemed important to carrying out the agency's mission. The NRC conducts its recruitment efforts for the agency's major occupations on national, regional, and local levels. OCHCO hosts the NRC's outreach and recruitment internal web page, which is continuously updated and includes recruitment event information; handbooks and flyers; contact information; related links; frequently asked questions; a link for recruiters to obtain logistical information on scheduled events; the annual outreach and recruitment schedule; the recruitment trip assessment; the recruitment team checklist; and the standard operating procedure that provides information related to the outreach and recruitment schedule and the recruiter training process referenced in NRC MD 10.1, "Recruitment, Appointments, and Merit Staffing," dated May 5, 2015.

⁵⁴ See Table A4P, "Participation Rates for AD Grades by Race/Ethnicity and Sex"

⁵⁵ See Table A4P.

⁵⁶ See B4P.

⁵⁷ See B4AD-P – Participation Rates for AD Grades by Disability (Permanent).

⁵⁸ See Table B6P – Mission-Critical Occupations – Distribution by Disability (Participation Rate).

OCHCO administers the agency's University Champions Program, which comprises hiring officials and management-level representatives who maintain a high level of NRC presence on university campuses. The University Champions Program communicates the NRC's mission, needed disciplines and skills, job openings, and developments related to nuclear safety and security.

4.3 Developing the Fiscal Year 2021 Recruitment Schedule

OCHCO leads the planning, development, and execution of the NRC's annual recruitment schedule. However, it consults with, and obtains the concurrence of, the EEO office to ensure sensitivity to, and inclusion of, different cultural, racial, ethnic, gender, and disability status and representation of the constituents of the agency's Minority Serving Institutions Program. The NRC's overall recruitment outreach includes a broad range of activities performed by NRC Headquarters and regional offices. The EEO office routinely examines recruitment activities to determine potential barriers to equal opportunity through tracked sources (i.e., the NRC's annual recruitment schedule and office IDSP reports) and continuous engagement and monitoring of NRC recruitment outreach efforts.

4.4 Fiscal Year 2021 Recruitment and Advertisement Activities

During FY 2021, 63 percent (15 out of 24) of the NRC's recruitment activities focused on women, minorities, veterans, and individuals with disabilities.

The NRC engages in extensive outreach and partnerships with educational institutions (e.g., prekindergarten level through postgraduate level, trade schools), which include minority serving institutions and organizations to support academic achievement and produce a skilled diverse workforce. The NRC also conducts agency-led career development and placement programs (i.e., Summer Hire, Co-Op, Honor Law Graduate Program, Nuclear Regulator Apprenticeship Network program (NRAN), Minority Serving Institutions Program, and University Nuclear Leadership Program). The University Nuclear Leadership Program issues grants annually to help support colleges, universities, and trade schools that conduct NRC-mission-focused programs geared towards students, graduates, and faculty or towards building institutions or program infrastructure.

The NRC continues to use direct-hire authority similar to that in the competitive service to recruit for certain hard-to-fill positions and to appoint candidates directly, without use of the standard hiring authority, under 5 U.S.C. 3304. This mechanism allows Federal agencies to fill vacancies in the competitive service when a critical hiring need or severe shortage of candidates exists. Under direct-hire authority, agencies may appoint qualified candidates for specific approved positions that have been identified as a critical need or that have a severe shortage. In 2021, the NRC posted public notice vacancies for positions in engineering and the physical sciences, information technology security, acquisitions, and cybersecurity.

As a member of the Veteran's Council, the NRC continues to promote Federal Government hiring and retention of veterans and reintegration of employees who deploy on active duty. As a Veteran Employment Program Office, the NRC will continue to promote recruitment, employment, training and development, and retention of veterans. The NRC will also continue to carry out the objectives of the Governmentwide Veterans Recruitment and Employment Strategic Plan. For example, the NRC participated in the Navy Nuclear Power Officer Career Conference. The NRC's Veterans Employment Coordinator assisted veterans in securing Federal employment, including referral of 63 individuals whose résumés are on file in the veterans résumé database to a variety of vacancies. A veteran whose résumé is from the veterans résumé database was hired in NRC Region IV as a physical security inspector. The NRC's Temporary Summer Student Program for FY 2021 included six veterans and the

NRRAN program included three veterans.⁵⁹

The NRC's VERG continually provides advice and recommendations to the EEO Office and OCHCO regarding factors that impacted the recruitment, selection, development, retention, and well-being of veterans. VERG helps promote services available to the agency's veteran population to support their career development, upward mobility, and retention with the agency. In addition, VERG continually assists agency management and staff in gaining a thorough understanding of the responsibilities and considerations necessary to support the NRC veteran population.⁶⁰

To increase outreach and the number of applications from individuals with disabilities, the agency continued its partnership with Equal Opportunity Publications and GettingHired.com. Through the two partnerships, the agency participated in recruitment events and posted job vacancies on the online job board. In addition, the NRC has a profile page on <https://www.gettinghired.com/>, which is a job board that empowers job seekers with disabilities to find employment. The NRC advertises with ABILITY Corps/*ABILITY Magazine*, which concentrates on assistance to PWD, including PWTD. The NRC continued to partner with the U.S. Department of Defense's Operation Warfighter Program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC brought on one intern from that program from November 2020 through April 2021. The NRC participated in two events (Equal Opportunity Publications and City Career Fair 21st Annual Diversity Day), which focused on individuals with disabilities. The NRC shared 29 vacancies with contacts at the Maryland Department of Rehabilitative Services. The NRC also partnered with the Workforce Recruitment Program by accessing its résumé database to search for candidates for Administrative Assistants and Regulations Assistants. In FY 2021, OCHCO referred 18 résumés from NRC's internal Schedule A database to human resources specialists for various job vacancies.⁶¹ As a result of these activities, the NRC hired 21 people with disabilities (16 percent of all new hires), and 3 of the 21 people had a targeted disability. This represents an increase of 8 percent when compared to the 13 hires (including 1 PWTD) in FY 2020.⁶²

5 ADVERTISEMENT FOR FISCAL YEAR 2021 JOB VACANCIES

The NRC promoted job opportunities by placing printed and online advertisements in diversity focused publications and Web sites. The NRC used USA Jobs (<https://www.usajobs.gov/Search/Results?a=NU00>) to advertise job vacancies and process applications. In addition to the NRC's Web site, OCHCO advertised vacancies using online job boards (e.g., CorporateGray.com, GettingHired.com, Joint Service Academies Jobs Electronically) and journals and magazines (e.g., *Professional Women's Magazine*, *DIVERSEability Magazine*). The NRC used online and print branding advertising - through the previously cited journals and magazines, as well as others such as *Winds of Change Magazine* (Tribal) and Society of Women Engineers. The NRC was featured in July edition of the Corporate Gray e-newsletter as a Featured Employer and highlighted the vacancies under the Hot Jobs & Opportunities: Senior Technical Advisor for Probabilistic Risk Assessment, Reactor Systems Engineer-NRR, Reliability and Risk Analyst; and Deputy Inspector General.

6 NEW HIRES BY TYPE OF APPOINTMENT

6.1 Permanent Workforce New Hires

⁵⁹ See the U.S. Nuclear Regulatory Commission FY 2021 Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report.

⁶⁰ See NRC FY 2021 DVAAP Report.

⁶¹ See NRC FY 2021 FEORP Report on Employment of Individuals with Disabilities.

⁶² See NRC FY 2021 FEORP Report.

The EEO office's workforce review revealed that the NRC's leadership and management routinely conduct strategic workforce planning analysis of current staffing critical skills gaps and determine entry-level hiring to support succession planning.

In 2021, the NRC employed 210 permanent workforce new hires. Males accounted for 122 employees (58.10 percent), of whom there were 10 Hispanic or Latino (4.76 percent), 82 White (39.05 percent), 11 Black or African American (5.24 percent), 17 Asian (8.10 percent), 0 Native Hawaiian or Other Pacific Islander (0 percent), 0 American Indian or Alaska Native (0 percent), and 2 individuals of two or more races (0.95 percent). Females accounted for 88 employees (41.90 percent), of whom there were 7 Hispanic or Latino (3.33 percent), 43 White (20.48 percent), 23 Black or African American (10.95 percent), 13 Asian (6.19 percent), 0 Native Hawaiian or Other Pacific Islander (0 percent), 1 American Indian or Alaska Native (0.48 percent), and 1 individual of two or more races (0.48 percent).

Within the total workforce new hire group, 166 employees self-identified as having no disability (79.05 percent), 22 employees did not self-identify their status (10.48 percent), 22 employees self-identified as PWD (10.48 percent), and included 3 employees who self-identified as PWTD (1.43 percent).⁶³ The new hires included 34 military veterans, of whom 14 were veterans with a 30 percent or greater disability.⁶⁴

The EEO office did not identify triggers for the male racial or ethnic groups of Black or African American, Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and individuals of two or more races. The percentages for male racial or ethnic groups of Hispanic and two or more races were below the CLF percentages (6.82 percent, and 1.05 percentage). The percentages for total females, White females, and female racial or ethnic groups (Hispanic, and two or more races) were below the CLF percentages (48.21 percent, 31.82 percent, 6.16 percent, and 1.05 percent).⁶⁵

6.2 Temporary New Hires

In FY 2021, the NRC hired 77 temporary new hire employees. Of the 50 male new hires (64.94 percent), 4 were Hispanic or Latino (5.19 percent), 36 White (46.75 percent), 3 Black or African American (3.90 percent), and 7 Asian (9.09 percent). Of the 27 female new hires (35.06 percent), 2 were Hispanic or Latino (2.60 percent), 19 White (24.68 percent), 5 Asian (6.49 percent), and 1 individual of two or more races (1.30 percent).⁶⁶ Within the temporary new hire workforce group, 61 employees self-identified as having no disability (79.22 percent), 9 employees did not self-identify their status (11.69 percent), 7 employees self-identified as PWD (9.09 percent), and 0 employees self-identified as PWTD (0.00 percent).⁶⁷

The EEO office determined that the percentage of Asian male racial or ethnic group (9.09 percent) was above the CLF for the group (2.19 percent). The percentages for male racial or ethnic groups for Hispanic or Latino and Black or African American (5.19 percent and 3.90 percent) were below the CLF for each group (5.58 percent and 5.7 percent). The EEO office determined that triggers exist in temporary female employee hires based on a comparison between hiring percentages for females

(35.06 percent) and the percentage of female racial or ethnic groups for Hispanic or Latino and White (2.60 percent and 24.68 percent) and the CLF for females (48.16 percent) and the noted groups (6.16 percent and 31.82 percent).⁶⁸

⁶³ See Table B1-1.

⁶⁴ See NRC FY 2021 DVAAP Report.

⁶⁵ See Table A1.

⁶⁶ See Table A1.

⁶⁷ See Table B1-1.

⁶⁸ See Table A1.

7 APPLICANTS AND NEW HIRES FOR NRC MISSION-CRITICAL OCCUPATIONS

It should be noted that the NRC has experienced problems with the generated report from the Federal Sector Equal Employment Opportunity Portal Status file that the agency submitted to the Equal Employment Opportunity Commission (EEOC). The information generated is extracted and analyzed as part of the required MD-715 report. The NRC also continues to experience problems generating the required applicant flow data, due to how the agency currently uses the third-party contractor information and data collection systems. Notwithstanding, the EEO office reviewed available information and data related to the new hires and selections for each listed NRC mission-critical occupation by race or ethnicity, sex, and disability to determine participation by females, minorities,⁶⁹ and individuals with disabilities.⁷⁰ The following sections discuss the findings.

7.1 Security Administration (0080)

The NRC issued three vacancy announcements. The NRC received 523 applications from potential new hires for the security administration position. Applicant flow data are missing or inaccurate. The NRC determined that 178 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 352 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects that no applicants were interviewed for the position. The agency hired 4 male applicants, of whom 1 was Hispanic or Latino and 3 were White). The relevant applicant pool percentage (RAPP) data were unavailable. Within the security administration hiring process, 59 applicants self-identified as having no disability (11.28 percent), 243 employees did not self-identify their status (46.46 percent), 22 employees self-identified as PWD (4.21 percent), and 13 employees self-identified as PWTD (2.49 percent). The agency hired 3 employees with no disability and 1 employee who did not self-identify.⁷¹

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the security administration new hire process.⁷²

7.2 International Relations (0131)

The NRC issued one vacancy announcement. The NRC received 536 applications from new hires for the international relations position. Applicant flow data are missing or inaccurate. The NRC determined that 230 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 131 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 2 White applicants (1 male and 1 female). The RAPP data are unavailable. The 2 applicants did not self-identify their status (100.00 percent).

Within the international relations hiring process, 71 employees self-identified as having no disability (13.25 percent), 187 employees did not self-identify their status (34.89 percent), 15 employees self-identified as PWD (2.80 percent), and 6 employees self-identified as PWTD (1.12 percent). The agency hired 2 employees with no disability.⁷³

⁶⁹ See Table A6P.

⁷⁰ See Table B6P.

⁷¹ See Table B3.

⁷² See Table A3.

⁷³ See Table B3.

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the international relations new hire process.⁷⁴

7.3 Human Resources Management (0201)

The NRC issued one vacancy announcement. The NRC received 2 applications from new hires for the human resources management position. Applicant flow data are missing or inaccurate. The NRC determined that 2 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 2 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 1 female applicant (White). The percentage for the White female racial or ethnic group (100.00 percent) was above the total female and group RAPP (94.29 percent and 57.14 percent). The 2 applicants did not self-identify their status (100.00 percent).⁷⁵

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the human resources management new hire process.⁷⁶

7.4 Miscellaneous Administration and Program Series (0301)

The NRC issued 12 vacancy announcements. The NRC received 153 applications from new hires for the miscellaneous administration and program series position. Applicant flow data are missing or inaccurate. The NRC determined that 85 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 122 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 14 applicants, of whom 5 were males (35.71 percent) (1 Hispanic or Latino, 3 White, and 1 Black or African American) and 9 were females (64.29 percent) (1 Hispanic or Latino, 7 White, and 1 Black or African American). The percentages for the male racial or ethnic groups of Hispanic, and Black or African American (7.14 percent and 7.14 percent) were above the RAPP (3.5 percent and 6.29 percent). The percentages for total females (64.29 percent) and Black or African American racial or ethnic group (7.14 percent) were below the RAPP (72.03 percent and 21.68 percent). The percentage for the White female racial or ethnic group (50.00 percent) was above the RAPP (39.16 percent).

Within the miscellaneous administration and program series hiring process, 24 employees self-identified as having no disability (15.69 percent), 90 employees did not self-identify their status (58.82 percent), 10 employees self-identified as PWD (6.54 percent), and 7 employees self-identified as PWTD (4.58 percent). The agency hired 13 employees with no disability (92.86 percent) and 1 employee with a disability (unable to determine whether PWD or PWTD as both were identified).⁷⁷

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related

⁷⁴ See Table A3.

⁷⁵ See Table B3.

⁷⁶ See Table A3.

⁷⁷ See Table B3.

to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the miscellaneous administration and program series new hire process.⁷⁸

7.5 Secretary (0318)

The NRC issued five vacancy announcements. The NRC received 899 applications from new hires for the secretary position. Applicant flow data are missing or inaccurate. The NRC determined that 380 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 159 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 16 applicants, of whom 1 was male (6.25 percent) (White), and 15 were females (93.75 percent) (1 Hispanic or Latino, 4 White, 9 Black or African American, and 1 Asian). The RAPP data are unavailable.

Within the secretary hiring process, 351 employees self-identified as having no disability (39.04 percent), 493 employees did not self-identify their status (54.84 percent), 58 employees self-identified as PWD (6.45 percent), and 35 employees self-identified as PWTD (3.89 percent). The agency hired 11 employees with no disability (68.75 percent), 2 employees did not self-identify their status (12.50 percent), 3 self-identified as PWD (18.75 percent), and 1 self-identified as PWTD (6.25 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the secretary new hire process.

7.6 Management and Program Analysis (0343)

The NRC issued one vacancy announcement. The NRC received 37 applications from new hires for the management and program analysis position. Applicant flow data are missing or inaccurate. The NRC determined that 17 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 17 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 1 male applicant (Asian). The RAPP data are unavailable.

Within the management and program analysis position hiring process, 2 employees self-identified as having no disability (5.41 percent), 33 employees did not self-identify their status (89.19 percent), 2 employees self-identified as PWD (5.41 percent), and 0 employees self-identified as PWTD (0.00 percent). The agency hired 1 employee with no disability (100.00 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the management and program analysis position new hire process.

7.7 Budgeting Analysis (0560)

The NRC issued two vacancy announcements. The NRC received 61 applications from new hires for the budgeting analysis position. Applicant flow data are missing or inaccurate. The NRC determined

⁷⁸ See Table A3.

that 18 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 20 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 2 applicants, of whom 1 was male (White) and 1 was female (Black or African American). The RAPP data are unavailable.

Within the budgeting analysis position hiring process, 9 employees self-identified as having no disability (14.75 percent), 46 employees did not self-identify their status (75.41 percent), 6 employees self-identified as PWD (9.84 percent), and 3 employees self-identified as PWTD (4.92 percent). The agency hired 1 employee with no disability (50.00 percent) and 1 employee who did not self-identify their status (50.00 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the budget analysis position new hire process.

7.8 General Engineering (0801)

The NRC issued six vacancy announcements. The NRC received 258 applications from new hires for the general engineering position. Applicant flow data are missing or inaccurate. The NRC determined that 74 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 119 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 14 applicants, of whom 8 were males (57.14 percent) (4 White, 1 Black or African American, 1 Asian, 1 individual of two or more races, and 1 unspecified), and 6 were females (42.86 percent) (5 White and 1 Asian). The RAPP data are unavailable.

Within the general engineering position hiring process, 56 employees self-identified as having no disability (21.71 percent), 118 employees did not self-identify their status (45.74 percent), 5 employees self-identified as PWD (1.94 percent), and 3 employees self-identified as PWTD (1.16 percent). The agency hired 13 employees with no disability (92.86 percent) and 1 employee who did not self-identify their status (7.14 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the general engineering position new hire process.

7.9 Nuclear Engineering (0830)

The NRC issued two vacancy announcements. The NRC received 59 applications from new hires for the nuclear engineering position. Applicant flow data are missing or inaccurate. The NRC determined that 42 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 46 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 4 applicants, of whom 3 were males (75.00 percent) (2 White, and 1 Asian) and 1 was female (25.00 percent) (White). The RAPP data are unavailable.

Within the nuclear engineering position hiring process, 34 employees self-identified as having no disability (57.63 percent), 24 employees did not self-identify their status (40.68 percent), 1 employee self-identified as PWD (1.69 percent), and 1 employee self-identified as PWTD (1.69 percent). The agency hired 4 employees with no disability (100.00 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the nuclear engineering position new hire process.

7.10 Law Clerk (0904)

The NRC issued one vacancy announcement. The NRC received 177 applications from new hires for the law clerk position. Applicant flow data are missing or inaccurate. The NRC determined that 49 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 68 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 3 applicants, all of whom were White males. The RAPP data are unavailable.

Within the law clerk position hiring process, 35 employees self-identified as having no disability (19.77 percent), 70 employees did not self-identify their status (39.55 percent), 6 employees self-identified as PWD (3.39 percent), and 1 employee self-identified as PWTD (0.56 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the law clerk position new hire process.

7.11 General Attorney (0905)

The NRC issued one vacancy announcement. The NRC received 157 applications from new hires for the general attorney position. Applicant flow data is missing or inaccurate. The NRC determined that 50 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 67 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 1 White male applicant, who self-identified as having no disability (100.00 percent). The RAPP data are unavailable.

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities related to women, and minorities in the general attorney position new hire process.

7.12 Contracting (1102)

The NRC issued one vacancy announcement. The NRC received 49 applications from new hires for the contracting position. Applicant flow data are missing or inaccurate. The NRC determined that 28 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 36 applicants to the hiring official (demographic information not listed in the A6 data

table). The data table reflects no applicants were interviewed for the position. The agency hired 1 Black or African American female applicant, who self-identified as having no disability (100.00 percent). The RAPP data are unavailable.

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the contracting position new hire process.

7.13 General Physical Science (1301)

The NRC issued one vacancy announcement. The NRC received 27 applications from new hires for the contracting position. Applicant flow data are missing or inaccurate. The NRC determined that 28 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 10 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 1 Hispanic or Latino male applicant. Applicant flow data for disability status are unavailable. The RAPP data are unavailable.

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the general physical science position new hire process.

7.14 Health Physics (1306)

The NRC issued three vacancy announcements. The NRC received 263 applications from new hires for the health physics position. Applicant flow data are missing or inaccurate. The NRC determined that 69 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 201 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 5 applicants, of whom 4 were males (80.00 percent) (3 White and 1 Asian) and 1 was female (20.00 percent) (Black or African American). The RAPP data are unavailable.

Within the health physics position hiring process, 44 employees self-identified as having no disability (16.73 percent), 60 employees did not self-identify their status (22.81 percent), 4 employees self-identified as PWD (1.52 percent), and 3 employees self-identified as PWTD (1.14 percent). The agency hired 4 employees with no disability (80.00 percent) and 1 employee who self-identified as PWD (20.00 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred employees. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the health physics position new hire process.

8 INTERNAL COMPETITIVE PROMOTIONS FOR NRC MISSION-CRITICAL OCCUPATIONS

Note that the NRC has experienced problems with the generated report from the FEDSEP Status file the NRC submitted to the EEOC. The information generated is extracted and analyzed as part of the

required MD-715 report. The NRC also continues to experience problems generating required applicant flow data, due to the way the agency currently uses the third-party contractor information and data collections system. Notwithstanding, the EEO office reviewed internal competitive promotions for each listed NRC mission-critical occupation by race or ethnicity, sex,⁷⁹ and disability to determine participation by women, minorities, and individuals with disabilities (PWD and PWTD).⁸⁰ The sections below discuss the findings.

8.1 Senior Grade Levels (Executive Services, Supervisors, and Managers)

The EEO office is unable to provide workforce analysis on promotions to and for the senior grade levels for senior executive services, supervisors, and managers, due to the unavailability of workforce statistical information and data.⁸¹ Information for other senior Government Grade (GG) levels (GG-15, GG-14, and GG-13) follows in sections 9.2, 9.3. and 9.4.

8.2 GG-15 or Equivalent

The NRC issued 20 vacancy announcements. The NRC received 256 applications for internal competitive promotion to [GG]-15 or equivalent. Applicant flow data are missing or inaccurate. The NRC determined that 243 applicants were qualified for the positions (demographic information not listed in the A7 data table). The NRC referred 354 applicants to the hiring official (demographic information not listed in the A7 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 25 internal applicants, of whom 13 were males (52.00 percent) (3 Hispanic or Latino, 6 White, 3 Black or African American, and 1 individual of two or more races) and 12 were females (48.00 percent) (3 Hispanic or Latino, 7 White, 1 Black or African American, and 1 Asian). The RAPP data are unavailable.

Within the GG-15 or equivalent process, 43 applicants self-identified as having no disability (16.80 percent), 208 applicants did not self-identify their status (81.25 percent), 6 applicants self-identified as PWD (2.34 percent), and 1 applicant self-identified as PWTD (0.39 percent). The B7 data table indicates that 0 PWD and 0 PWTD were determined qualified or referred to the hiring official. No PWD or PWTD were selected for GG-15 or equivalent positions.⁸²

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the GG-15 or equivalent promotional hiring process.

8.3 [GG]-14 or Equivalent

The NRC issued 53 vacancy announcements. The NRC received 443 applications for internal competitive promotion [GG]-14 or equivalent. Applicant flow data are missing or inaccurate. The NRC determined that 371 applicants were qualified for the positions (demographic information not listed in the A7 data table). The NRC referred 521 applicants to the hiring official (demographic information not listed in the A7 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 69 internal applicants, of whom 42 were males (60.87 percent) (1 Hispanic or Latino, 34 White, 5 Black or African American, and 2 Asian) and 27 were females (39.13 percent) (4 Hispanic

⁷⁹ Table A6P.

⁸⁰ Table B6.

⁸¹ See Table A8, "Management Positions (Participation Rate)," October 1, 2020, to September 30, 2021.

⁸² See Table B7.

or Latino, 14 White, 5 Black or African American, 3 Asian, and 1 individual of two or more races).⁸³

A review of the RAPP reveals that the percentages for the male minority racial or ethnic groups of Hispanic or Latino, Black or African American, and Asian (1.45 percent, 7.25 percent, and 2.90 percent) were below the RAPP (7.05 percent, 7.55 percent, and 5.87 percent). The percentages for total females (39.13 percent) and the Black or African American female racial or ethnic group (7.25 percent) were below the RAPP for total females (44.8 percent) and the Black or African American female racial or ethnic group (16.61 percent).

Within the GG-14 or equivalent process, 83 applicants self-identified as having no disability (18.74 percent), 341 applicants did not self-identify their status (76.98 percent), 19 applicants self-identified as PWD (4.29 percent), and 12 applicants self-identified as PWTD (2.71 percent). The B7 data table indicates that 0 PWD and 0 PWTD were determined qualified or referred to the hiring official. There were 3 PWD (4.35 percent) and 2 PWTD (2.90 percent) selected for GG-14 or equivalent positions.⁸⁴

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the

available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the GG-14 or equivalent promotional hiring process.

8.4 [GG]-13 or Equivalent

The NRC issued two vacancy announcements. The NRC received 10 applications for internal competitive promotion to [GG]-13 or equivalent. The NRC determined that 8 applicants were qualified for the position (demographic information not listed in the A7 data table). The NRC referred 8 applicants to the hiring official (demographic information not listed in the A7 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 2 females (Black or African American) to the positions.

A review of the RAPP reveals that the percentages for total females (100.00 percent) and the Black or African American female racial or ethnic group (100.00 percent) were above the RAPP for total females (68.33 percent) and the Black or African American female racial or ethnic group (20.00 percent).

Within the GG-13 or equivalent process, 4 applicants self-identified as having no disability (40.00 percent), 6 applicants did not self-identify their status (60.00 percent), 0 applicants self-identified as PWD (0 percent), and 0 applicants self-identified as PWTD (0 percent). The B7 data table indicates that 0 PWD and 0 PWTD were determined qualified or referred to the hiring official. No PWD or PWTD were selected for the GG-13 or equivalent positions.⁸⁵

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the GG-13 or equivalent promotional hiring process.

⁸³ See Table A7.

⁸⁴ See Table B7.

⁸⁵ See Table B7.

8.5 Security Administration (0080)

The NRC issued seven vacancy announcements. The NRC received 38 applications for promotion to the security administration position. Applicant flow data are missing or inaccurate. The NRC determined that 38 applicants were qualified for the position (demographic information not listed in the A6 data table). The data table reflects that NRC referred 58 applicants to the hiring official (demographic information not listed in the A3 data table). The data table reflects no applicants were interviewed for the position. The agency hired 7 applicants (demographic information not listed in the A6 data table).

Within the security administration internal competitiveness promotions, 2 applicants self-identified as having no disability (5.26 percent), 32 applicants did not self-identify their status (84.21 percent), 4 applicants self-identified as PWD (10.53 percent), and 0 applicants self-identified as PWTD (0.00 percent).⁸⁶ The B6 data table indicates that no PWD and PWTD were determined qualified or referred to the hiring official.

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the security administration internal competitive promotional hiring process.⁸⁷

8.6 International Relations (0343)

The NRC issued two vacancy announcements. The NRC received 15 applications for promotion to the international relations position. Applicant flow data are missing or inaccurate. The NRC determined that 14 applicants were qualified for the position (demographic information not listed in the A6 data table). The data table reflects that the NRC referred 16 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency hired 2 applicants (demographic information not listed in the A6 data table).

Within the international relations internal competitiveness promotions, 2 applicants self-identified as having no disability (5.26 percent), 13 applicants did not self-identify their status (86.67 percent), 0 applicants self-identified as PWD (0.00 percent), and 0 applicants self-identified as PWTD (0.00 percent).⁸⁸

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the international relations internal competitive promotional process.⁸⁹

8.7 Human Resources Management (0201)

The NRC issued three vacancy announcements. The NRC received 172 applications for promotion to the human resources management position. Applicant flow data are missing or inaccurate. The NRC determined that 111 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 186 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The

⁸⁶ See Table B3.

⁸⁷ See Table A3.

⁸⁸ See Table B6.

⁸⁹ See Table A6.

agency hired 1 male (Black or African American) and 2 female (White) applicants. The RAPP data are unavailable.

Within the human resources management internal competitiveness promotions, 20 applicants self-identified as having no disability (11.63 percent), 140 applicants did not self-identify their status (81.40 percent), 12 applicants self-identified as PWD (6.98 percent), and 6 applicants self-identified as PWTD (3.49 percent).⁹⁰ The B6 data table indicates that 0 PWD and 0 PWTD were determined qualified or referred to the hiring official. The agency hired 2 applicants who did not self-identify their status and 1 applicant who self-identified as PWD.

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, PWD and PWTD in the human resources management internal competitive promotions.⁹¹

8.8 Secretary (1318)

The NRC issued five vacancy announcements. The workforce table reflects the NRC received 573 applications for promotion to the secretary position. Applicant flow data are missing or inaccurate. The NRC determined that 132 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 178 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 5 female applicants (3 Black or African American and 2 Asian).

A review of the RAPP reveals that the percentages for total females (100.00 percent) and for the Black or African American and Asian female racial or ethnic groups (60.00 percent, and 40.00 percent) were above the RAPP for total females (56.33 percent) and for the Black or African American and Asian female racial or ethnic groups (19.1 percent, and 5.15 percent).

Within the secretary internal competitiveness promotions, 133 applicants self-identified as having no disability (23.21 percent), 286 applicants did not self-identify their status (49.91 percent), 33 applicants self-identified as PWD (5.76 percent), and 21 applicants self-identified as PWTD (3.66 percent). The B6 data table indicates that 0 PWD and 0 PWTD were determined qualified or referred to the hiring official. The agency hired 4 applicants with no disability (80.00 percent) and 1 PWD (20.00 percent).⁹²

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the secretary internal competitive promotions.⁹³

8.9 Management and Program Analysis (0340)

The NRC issued six vacancy announcements. The workforce table reflects the NRC received 196 applications for promotion to the management and program analysis position. Applicant flow data are missing or inaccurate. The NRC determined that 56 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 109 applicants to the hiring

⁹⁰ See Table B6.

⁹¹ See Table A6.

⁹² See Table B3.

⁹³ See Table A3.

official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 1 Asian male (16.67 percent) and 5 female applicants (1 White, and 4 Black or African American) (16.67 percent and 66.67 percent).

A review of the RAPP reveals that the percentages for total females (83.33 percent) and for the Black or African American and female racial or ethnic groups (66.67 percent) were above the RAPP for total females (79.57 percent) and for the Black or African American female racial or ethnic group (39.78 percent).

Within the management and program analysis internal competitiveness promotions, 17 applicants self-identified as having no disability (8.67 percent), 98 applicants did not self-identify their status (50.00 percent), 6 applicants self-identified as PWD (3.06 percent), and 5 applicants self-identified as PWTB (2.55 percent). The B6 data table indicates that 0 PWD and 0 PWTB were determined qualified or referred to the hiring official. The agency hired 6 applicants with no disability (100.00 percent).⁹⁴

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the management and program analysis internal competitive promotional process.⁹⁵

8.10 Budget Analyst (0560)

The NRC issued one vacancy announcement. The NRC received 1 application for promotion to the budget analyst position. Applicant flow data are missing or inaccurate. The NRC determined that the 1 applicant was qualified for the position. The NRC referred the applicant to the hiring official. The data table reflects no applicants were interviewed for the position. The agency hired an Asian female applicant.

A review of the RAPP reveals that the percentages for total females (100.00 percent) and for the Asian female racial or ethnic group (100.00 percent) were above the RAPP for total females (68.00 percent) and the Asian female racial or ethnic group (12.00 percent). Within the budget analyst internal competitiveness promotions, the employee hired self-identified as having no disability (100.00 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data and hiring practices in the budget analyst internal competitive promotional process.⁹⁶

8.11 General Engineering (0801)

The NRC issued 24 vacancy announcements. The workforce table reflects the NRC received 322 applications for promotion to the general engineering position. Applicant flow data are missing or inaccurate. The NRC determined that 318 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 501 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 39 applicants, of whom 23 (58.97 percent) were

⁹⁴ See Table B3.

⁹⁵ See Table A3.

⁹⁶ See Table A6.

males (16 White, 5 Black or African American, 1 Asian, and 1 individual of two or more races) and 16 (41.03 percent) were females (4 Hispanic or Latino, 7 White, 3 Black or African American, and 2 Asian).

A review of the RAPP reveals that the percentage for the Asian racial or ethnic male group (2.56 percent) was below the RAPP for the group (8.6 percent). The percentages for total females and for the female racial or ethnic groups were above the RAPP for total females and female racial or ethnic groups.

Within the general engineering internal competitiveness promotions, 63 applicants self-identified as having no disability (19.57 percent), 256 applicants did not self-identify their status (79.50 percent), 4 applicants self-identified as PWD (1.24 percent), and 3 applicants self-identified as PWTD (0.93 percent). The B6 data table indicates 0 PWD and 0 PWTD were determined qualified or referred to the hiring official. The agency hired 34 applicants with no disability (87.18 percent), 3 applicants who did not self-identify, 2 PWD (5.13 percent), and 1 PWTD (2.56 percent).⁹⁷

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the general engineering internal competitive promotional process.⁹⁸

8.12 Nuclear Engineering (0840)

The NRC issued 15 vacancy announcements. The workforce table reflects the NRC received 78 applications for promotion to the nuclear engineering position. Applicant flow data are missing or inaccurate. The NRC determined that 71 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 108 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 17 applicants, of whom 14 (82.35 percent) were males (1 Hispanic or Latino, 12 White, and 1 Black or African American) and 3 (17.65 percent) were females (1 White, 1 Black or African American, and 1 Asian).

A review of the RAPP reveals that the percentage for the Hispanic or Latino racial or ethnic male group (5.88 percent) was below the RAPP for the group (6.57 percent). The percentages for total females (82.35 percent) and for the female racial or ethnic groups (White, Black or African American, and Asian) (5.88 percent, 5.88 percent, and 5.88 percent) were below the RAPP for total females (85.04 percent) and for the female racial or ethnic groups (8.03 percent, 3.28 percent, 1.82 percent).

Within the nuclear engineering internal competitiveness promotions, 19 applicants self-identified as having no disability (24.36 percent), 57 applicants did not self-identify their status (73.08 percent), 2 applicants self-identified as PWD (2.56 percent), and 0 applicants self-identified as PWTD (0 percent). The B6 data table indicates that 0 PWD and 0 PWTD were determined qualified or referred to the hiring official. The agency hired 34 applicants with no disability (87.18 percent), 3 applicants who did not self-identify, 2 PWD (5.13 percent), and 1 PWTD (2.56 percent).⁹⁹ The agency hired 14 applicants with no disability and 3 applicants who did not self-identify their status.

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related

⁹⁷ See Table B3.

⁹⁸ See Table A3.

⁹⁹ See Table B3.

to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the nuclear engineering internal competitive promotional process.¹⁰⁰

8.13 Electrical Engineering (0850)

The NRC issued two vacancy announcements. The workforce table reflects the NRC received 17 applications for promotion to the electrical engineering position. Applicant flow data are missing or inaccurate. The NRC determined that 16 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 21 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 1 male (White) and 1 female (Black or African American). The RAPP does not provide data for the Black or African American female group.

Within the electrical engineering internal competitiveness promotions, 4 applicants self-identified as having no disability (23.53 percent), 13 applicants did not self-identify their status (76.47 percent), 0 applicants self-identified as PWD (0 percent), and 0 applicants self-identified as PWTD (0 percent). The agency hired 2 applicants with no disability.¹⁰¹

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the electrical engineering internal competitive promotional process.¹⁰²

8.14 General Physical Science (1301)

The NRC issued one vacancy announcement. The workforce table reflects NRC received 5 applications for promotion to the general physical science position. Applicant flow data are missing or inaccurate. The NRC determined that the 5 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred all 5 applicants to the hiring official (demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The 5 applicants did not self-identify their disability status.¹⁰³ The agency promoted 1 applicant (Hispanic or Latino female). The RAPP revealed that the Hispanic or Latino female percentage was above the group RAPP (6.52 percent).

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women and minorities in the physical science internal competitive promotional process.¹⁰⁴

8.15 Health Physics (1306)

The NRC issued one vacancy announcement. The workforce table reflects the NRC received 6 applications for promotion to the health physics position. Applicant flow data are missing or inaccurate. The NRC determined that the 6 applicants were qualified for the position (demographic information not listed in the A6 data table). The NRC referred 9 applicants to the hiring official

¹⁰⁰ See Table A3.

¹⁰¹ See Table B3.

¹⁰² See Table A3.

¹⁰³ See Table B3.

¹⁰⁴ See Table A3.

(demographic information not listed in the A6 data table). The data table reflects no applicants were interviewed for the position. The agency promoted 1 female (Black or African American) with no disability. The RAPP revealed that the Black or African American female percentage was above the group RAPP (9.56 percent).

Within the health physics competitiveness promotions, 5 applicants self-identified as having no disability (83.33 percent), 1 employee did not self-identify their status (16.67 percent), 0 applicants self-identified as PWD (0.00 percent), and 0 applicants self-identified as PWTD (0.00 percent). The agency hired 1 employee with no disability (100.00 percent).¹⁰⁵

Based on the lack of data and inconsistencies, the EEO office was not able to conduct an adequate review and make a sufficient comparison to the RAPP or identify qualified or referred applicants. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers exist related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the health physics internal competitive promotional process.¹⁰⁶

9 HIRING AND RECRUITMENT: FOCUS—NONCOMPETITIVE HIRING, ROTATIONS, DETAILS, ASSIGNMENTS, ADVANCEMENTS, AND OTHER TYPES OF SELECTIONS

The EEO office reviewed the NRC's practices related to noncompetitive promotions, alternate hiring, rotations, details, assignments, development and advancement, and other selection efforts to identify participation by women, minorities, and individuals with disabilities. The EEO office examined the measurable performance results of 10 Commission-level entities (i.e., committees, panels, and offices) and 14 offices under the EDO. The review revealed that the management and leadership at all levels have complied with the agency's requirement to use strategic workforce planning to determine gaps in current staffing critical skills and to project current and future hiring needs.

10 TRAINING AND DEVELOPMENT OPPORTUNITIES

The EEO office conducted a self-assessment of the NRC's training and development opportunities to determine whether training is made available to all employees equally, to monitor the agency's progress, and to identify areas where barriers may exclude certain groups. The sections below discuss the results of the internal review.

10.1 Training Availability

The NRC's policy is to provide training that improves individual and organizational performance to assist in achieving the agency's mission and performance goals.

OCHCO provides overall leadership and management of agencywide training and development policies, programs, and systems designed to establish, maintain, and enhance the skills employees need to perform their current jobs effectively and to meet the future skill needs of the agency. OCHCO manages the agency's learning management system through the Talent Management System, which includes the agency's training and the collaborative learning environment blended learning system. The office also manages the agency's system for prioritizing external training needs and training coordination and ensures that agency resources are used to fund high-priority external training requirements. OCHCO operates the agency's training help desk as well as the Professional Development Center and the Technical Training Center to ensure a high level of employee support. OCHCO maintains training records for all agency staff members.

¹⁰⁵ See Table B3.

¹⁰⁶ See Table A3.

10.2 Professional Development Programs

Employee professional development and advancement are important to the NRC. The NRC's Career Enhancement and Employee Journey tools are available to all employees and provide opportunities for career planning and development and future job opportunities. To better ensure that employees and the NRC achieve the agency's mission and the employees' career goals, the agency offers professional mentoring, preparation of an individual development plan (IDP), and continuing education for technical and professional or leadership courses through virtual instructor-led and online self-study. The NRC also offers career development programs, such as the NRAN program, and a series of certificate programs and curricula, targeted to specific needs, in subjects such as the data sciences (big data, data visualization, and data-driven decision-making), the NRC Aspiring Leaders Certificate Program (ALCP), the Leadership at All Levels Certificate Program (LCP), Career Enhancement, Administrative Assistant Qualification Program, and Risk-Informed Thinking Certificate Program.

The NRC's mentoring program offers employees an opportunity to serve as either a mentor or mentee. It empowers employees who participate by providing an opportunity to set and achieve professional goals as they grow personally and professionally through the knowledge exchange. In FY 2021, 196 NRC employees (51 SES, 54 supervisors, and 91 non-manager/non-supervisor employees) participated in the NRC Mentoring Program. Within this group, there were 54 veterans (39 mentors and 15 mentees).

10.3 Individual Development Plan

Although the NRC does not require employees to have an IDP, the agency encourages them to prepare these plans. OCHCO maintains a SharePoint site that contains training and guidance on how to complete the IDP form. In addition, OCHCO conducts IDP workshops.

A review of the 2021 IDSP reports reveals that leadership and management regularly encouraged employees to develop and update IDPs.

10.4 NRC Leaders' Academy

The NRC Leaders' Academy provides current and future agency leaders with training and development opportunities for the full spectrum of leadership competencies outlined by the OPM. OCHCO has a training and development website that assists employees with (1) the identification of types of training, (2) personal or professional development, and (3) leadership development information.

The EEO office reviewed information and data related to the Leaders at All Levels Certificate Program (LCP) (geared towards GG-07 through GG-12 employees), the Aspiring Leaders Certificate Program (ALCP) (geared towards GG-13 through GG-15 employees), and the Supervisory Development Program (SDP) (geared towards new and current supervisors), which fall under the NRC's Leaders' Academy, to determine the participation of women, minorities, and individuals with disabilities. These programs are self-directed and available for staff participation. The LCP, ALCP, and SDP are evaluated regularly for potential efficiencies. The agency collects demographic data on LCP, ALCP, and SDP participants (e.g., race, gender, national origin, veteran status, individuals with disabilities).¹⁰⁷

10.5 Training and Development Opportunities Made Available at the NRC Office Level

The NRC's MD 10.77, "Employee Development and Training," dated January 4, 2016, provides general training guidelines, restrictions, criteria, and procedures for the selection, registration, confirmation, and evaluation of internal and external training courses. MD 10.77 refers to descriptions of NRC-sponsored

¹⁰⁷ See the NRC's 2021 FEORP report.

development and training programs. It also provides a notice of nondiscrimination in its overall program administration, equal opportunity in the selection of employees for training and development opportunities consistent with MSPs, and procedures to ensure accessibility for individuals with disabilities.

10.6 Analysis of NRC Training and Development Opportunities

To comply with MD-715 requirements that agencies track their career development opportunities to permit analyses of potential barriers to equality of opportunity for women, minorities, and individuals with disabilities, OCHCO is exploring ways to generate information and data for reporting in the future. In 2020, the EEO office contacted the EEOC for assistance in identifying Federal best practices or information on a software application used to track data for career development opportunities. The EEOC was unable to identify such items. It was mutually agreed that, in the interim, the NRC would continue tracking the required data through other means.

The EEO office reviews office-level training and developmental activities to determine the participation of women, minorities, and individuals with disabilities as captured in required semiannual IDSP reports. The EEO office determined that employees from all racial or ethnic groups and genders, and individuals with disabilities, are being afforded a broad range of training (including cross-training), internship opportunities, mentoring, rotational or detail assignments, and lateral or temporary assignments (within and outside the NRC). For example, management continued to support an extended female inspector assignment to the International Atomic Energy Agency in Vienna, Austria. The following are some other examples of NRC offices that support internal and external opportunities for employee professional development and growth:

- NRC management supported participation by minorities and females in training to include, among others, the White House Leadership Development Program, Federal Executive Board and Leadership Development Institute Program, Emerging HR Leaders Virtual Program, the NRC's Leadership at All Levels Certificate Program, the General Services Administration's Office of Chief Executive Councils Fellowship Program, Mansfield Fellowship, and Women Engineers Conference and Women in Nuclear Conference.
- NRC management also supported incoming and outgoing rotational assignments at supervisory and nonsupervisory levels to promote personal and professional growth and exposure to all parts of the agency.
- NRC management implemented mentoring and coaching programs and provided training guidance for new and experienced staff.
- NRC management supported developmental and subject-matter training across the agency.

A review of the discrimination complaints filed in 2021 revealed that one issue was raised regarding training. There were 23 comments on the exit survey interviews, which included 18 comments expressing lack of opportunity for career advancement and 5 comments expressing lack of opportunity for training and development. The EEO office is unaware of any concerns voiced by the National Treasury Employees Union or other interest groups or stakeholders. Section 13 of this report addresses these issues more fully.

11 RETENTION EFFORTS, INCLUDING SALARY DISTRIBUTION AND TIME-OFF AND CASH AWARDS

The EEO office reviewed the NRC's 2021 salary distribution and whether incentive awards are fairly

distributed to identify triggers or barriers that may exclude women, minorities, and individuals with disabilities (PWD and PWTD). The sections below discuss the internal review.

11.1 Employees' Satisfaction with Their Pay

The FY 2021 FEVS received 1,835 responses from NRC employees. As part of the global satisfaction indices, employees were asked the following three questions (Q): Q. 42. Considering everything, how satisfied are you with your job? Q.43. Considering everything, how satisfied are you with your pay? and Q. 44. Considering everything, how satisfied are you with your organization? Employees assigned to 15 out of 22 participating NRC offices rated global satisfaction at 70 percent or above. The NRC received an average overall score of 70 percent, which aligns with the Governmentwide ranking (71.00 percent) for medium-sized Federal agencies.

11.2 NRC Salary Distribution

The EEO office reviewed the 2021 workforce data associated with the NRC's salary distribution.¹⁰⁸ The paragraphs below discuss the findings related to different salary ranges.

Salaries ranging from \$40,001–\$50,000, \$50,001–\$60,000, \$60,001–\$70,000, \$70,001–\$80,000, \$80,001–\$90,000, \$90,001–\$100,000, \$100,001–\$110,000, and \$110,001–\$120,000 reflect higher percentages for females (95.65 percent, 92.31 percent, 84.62 percent, 62.50 percent, 76.00 percent, 67.35 percent, 54.29 percent, and 49.66 percent) when compared to the percentages for males (4.35 percent, 7.69 percent, 15.38 percent, 37.50 percent, 24.00 percent, 32.65 percent, 45.71 percent, and 50.34 percent). Within the identified salary ranges, percentages for female racial or ethnic groups were as follows: Hispanic or Latino (4.35 percent, 2.56 percent, 9.62 percent, 4.55 percent, 2.00 percent, 2.04 percent, 7.14 percent, 4.83 percent), White (65.22 percent, 46.15 percent, 30.77 percent, 26.14 percent, 38.00 percent, 38.78 percent, 28.57 percent, and 21.38 percent), Black or African American (13.04 percent, 33.33 percent, 26.92 percent, 21.59 percent, 26.00 percent, 26.53 percent, 12.86 percent, and 20.69 percent), Asian (8.70 percent, 5.13 percent, 15.38 percent, 7.95 percent, 10.00 percent, 0 percent, 5.71 percent, and 2.07 percent), Native Hawaiian or Other Pacific Islander (0 percent, 0 percent, 0 percent, 1.14 percent, 0 percent, 0 percent, 0 percent, and 0 percent), American Indian or Alaska Native (4.35 percent, 2.56 percent, 1.92 percent, 1.14 percent, 0 percent, 0 percent, 0 percent, and .069 percent), and individuals of two or more races (0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, and 0 percent).¹⁰⁹

Within the identified salary ranges, the percentages for male racial or ethnic groups were as follows: Hispanic or Latino (0.00 percent, 2.56 percent, 1.92 percent, 6.82 percent, 2.00 percent, 2.04 percent, 4.29 percent, and 6.90 percent), White (4.35 percent, 0 percent, 9.62 percent, 22.73 percent, 12.00 percent, 20.41 percent, 32.86 percent, and 31.03 percent), Black or African American (0 percent, 2.56 percent, 1.92 percent, 3.41 percent, 4.00 percent, 6.12 percent, 4.29 percent, and 7.59 percent), Asian (0 percent, 0 percent, 1.92 percent, 3.41 percent, 6.00 percent, 4.08 percent, 2.86 percent, and 4.14 percent), Native Hawaiian or Other Pacific Islander (0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, and 0 percent), American Indian or Alaska Native (0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, and 0.69 percent), and individuals of two or more races (0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, and 0 percent).¹¹⁰

Within the salaries ranging from \$40,001–\$50,000, \$50,001–\$60,000, \$60,001–\$70,000, \$70,001–\$80,000, \$80,001–\$90,000, \$90,001–\$100,000, \$100,001–\$110,000, and

¹⁰⁸ See Table A5P, "Salary—Distribution by Race, Ethnicity, and Sex (Participation Rate)," October 1, 2020, to September 30, 2021.

¹⁰⁹ See Table A5P.

¹¹⁰ See Table A5P.

\$110,001–\$120,000, the salary distribution and percentages for individuals with disabilities were as follows: 23 employees were paid within the \$40,001–\$50,000 salary range, of whom there were 5 PWD (21.74 percent), which include 2 PWTD (8.70 percent); 39 employees were paid within the \$50,001–\$60,000 salary range, of whom there were 5 PWD (12.82 percent), which include 3 PWTD (7.69 percent); 52 employees were paid within the \$60,001–\$70,000 salary range, of whom there were 9 PWD (17.31 percent), which include 1 PWTD (1.92 percent); 88 employees were paid within the \$70,001–\$80,000 salary range, of whom there were 12 PWD (13.64 percent), which include 1 PWTD (1.14 percent); 50 employees were paid within the \$80,001–\$90,000 salary range, of whom there were 6 PWD (12.00 percent), which include 1 PWTD (2.00 percent); 49 employees were paid within the \$90,001–\$100,000 salary range, of whom there were 6 PWD (12.24 percent), which include 0 PWTD (0 percent); 70 employees were paid within the \$100,001–\$110,000 salary range, of whom there were 9 PWD (12.86 percent), which include 1 PWTD (1.43 percent); and 145 employees were paid within the \$110,001–\$120,000 salary range, of whom there were 14 PWD (9.66 percent), which include 2 PWTD (1.38 percent).¹¹¹

Salaries ranging from \$120,001–\$130,000, \$130,001–\$140,000, \$140,001–\$150,000, \$150,001–\$160,000, \$160,001–\$170,000, \$170,001–\$180,000, and \$180,001 and greater reflect lower percentages of female employees (51.96 percent, 37.68 percent, 32.87 percent, 32.65 percent, 30.65 percent, 25.56 percent, and 31.03 percent) when compared to the percentages of male employees (48.04 percent, 62.32 percent, 67.13 percent, 67.35 percent, 69.35 percent, 74.44 percent, and 68.97 percent). Within the identified salary ranges, the percentages for female racial or ethnic groups were as follows: Hispanic or Latino (3.59 percent, 2.90 percent, 3.81 percent, 2.26 percent, 1.61 percent, 0.81 percent, and 0 percent), White (24.84 percent, 19.42 percent, 16.96 percent, 16.43 percent, 18.55 percent, 15.62 percent, and 24.14 percent), Black or African American (17.32 percent, 9.86 percent, 6.57 percent, 8.83 percent, 4.84 percent, 5.07 percent, and 2.07 percent), Asian (5.23 percent, 4.35 percent, 3.11 percent, 3.70 percent, 4.03 percent, 3.25 percent, and 2.07 percent), Native Hawaiian or Other Pacific Islander (0 percent, 0 percent, 0 percent, 0 percent, 0 percent, 0 percent, and 0 percent), American Indian or Alaska Native (0.33 percent, 0 percent, 1.04 percent, 0 percent, 0 percent, 0.20 percent, and 0.69 percent), and individuals of two or more races (0 percent, 0.58 percent, 0.35 percent, 0.41 percent, 0 percent, 0.20 percent, and 1.38 percent).¹¹²

Within the identified salary ranges, the percentages for male racial or ethnic groups were as follows: Hispanic or Latino (4.90 percent, 7.83 percent, 6.57 percent, 2.87 percent, 4.03 percent, 0.81 percent, and 1.38 percent), White (32.68 percent, 37.10 percent, 47.40 percent, 44.35 percent, 50.81 percent, 58.62 percent, and 52.41 percent), Black or African American (7.19 percent, 8.41 percent, 5.54 percent, 4.72 percent, 10.48 percent, 4.26 percent, and 6.90 percent), Asian (3.27 percent, 7.83 percent, 4.84 percent, 13.76 percent, 3.23 percent, 8.11 percent, and 4.83 percent), Native Hawaiian or Other Pacific Islander (0 percent, 0.29 percent, 0 percent, 0 percent, 0 percent, 0 percent, and 0 percent), American Indian or Alaska Native (0 percent, 0.29 percent, 0.69 percent, 0 percent, 0.81 percent, 0.81 percent, and 1.38 percent), and individuals of two or more races (0 percent, 0 percent, 0.35 percent, 0.41 percent, 0 percent, 0.20 percent, and 0 percent).¹¹³

Within the salaries ranging from \$120,001–\$130,000, \$130,001–\$140,000, \$140,001–\$150,000, \$150,001–\$160,000, \$160,001–\$170,000, \$170,001–\$180,000, and \$180,001 and greater, the salary distribution and percentages for individuals with disabilities were as follows: 306 employees were paid within the \$120,001–\$130,000 salary range, of whom there were 22 PWD (7.19 percent), which include 4 PWTD (1.31 percent); 345 employees were paid within the \$130,001–\$140,000 salary range, of

¹¹¹ See Table B5P, Salary—Distribution by Disability (Participation Rate), Covering October 1, 2020, to September 30, 2021.

¹¹² See Table A5P.

¹¹³ See Table A5P.

whom there were 27 PWD (7.83 percent), which include 6 PWTD (1.74 percent); 289 employees were paid within the \$140,001–\$150,000 salary range, of whom there were 15 PWD (5.19 percent), which include 1 PWTD (0.35 percent); 487 employees were paid within the \$150,001–\$160,000 salary range, of whom there were 35 PWD (7.19 percent), which include 7 PWTD (1.44 percent); 124 employees were paid within the \$160,001–\$170,000 salary range, of whom there were 6 PWD (4.84 percent) which include 1 PWTD (0.81 percent); 493 employees were paid within the \$170,001–\$180,000 salary range, of whom there were 38 PWD (7.71 percent), which include 7 PWTD (1.42 percent); 145 employees were paid within the \$180,001 and greater salary range, of whom there were 11 PWD (7.59 percent), which include 1 PWTD (0.69 percent).¹¹⁴

Based on a review of the NRC’s FY 2021 workforce statistics, disparities exist in salary distribution. Similar findings were cited in the FY 2020 annual MD-715 report. It is recommended that the EEO office and OCHCO discuss the disparities identified in salary distribution (and address pay gaps, if any) experienced by females, minorities, and individuals with disabilities, as part of the routine meetings required by the EEOC to be held between the two offices on EEO and human resources matters. The EEO office will report outcomes to the EEOC in progress updates and as part of the next MD-715 report.

11.3 Employee Incentives

The law authorizes the NRC and other Federal agencies to provide recruitment, retention, relocation, bilingual services, student loan repayment, bar dues repayment, childcare facilities and subsidies, and similar incentives. For example, attorneys in the Office of the General Counsel can take advantage of the Bar Dues Repayment Program and Student Loan Repayment Program. As a bonus, attorneys licensed in their respective States receive reimbursements for their annual or biannual bar dues.

The NRC holds managers and supervisors accountable for addressing employee responses to the FEVS and for improving performance through action plans, as referenced in section 1.2.2 of the report.

A review of the discrimination complaints filed in 2021 did not reveal any issues about NRC work/life balance or incentive programs (e.g., telework and awards). The exit survey interviews resulted in 8 comments about employee incentives: 4 comments expressing dissatisfaction with incentives (e.g., retention, relocation, and awards), 2 comments expressing dissatisfaction with work schedule flexibilities, and 2 comments expressing dissatisfaction with telework opportunities. The EEO office is unaware of concerns voiced by the National Treasury Employees Union or other interest groups or stakeholders. Section 12 of this report addresses these concerns more fully.

11.4 Employee Recognition and Awards

The EEO office reviewed employee recognition and awards to determine the participation levels of women, minorities,¹¹⁵ and individuals with disabilities.¹¹⁶ The sections below discuss the results of the review.

11.5 Time-Off Awards (1–10 Hours)

The NRC gave a total of 684 time-off awards within a range of 1–10 hours. The awards totaled 5,215 hours, with an average of 7 hours per award. The total male workforce received 413 time-off awards in this range (60.38 percent) totaling 3,189 hours (an average employee award of 7 hours). The

¹¹⁴ See Table B5P.

¹¹⁵ See Table A9, “Employee Recognition and Awards—Distribution by Race, Ethnicity, and Sex (Participation Rate),” October 1, 2020, to September 30, 2021.

¹¹⁶ See Table B9-2, “Employee Recognition and Awards—Distribution by Disability (Inclusion Rate),” October 1, 2020, to September 30, 2021.

male racial or ethnic groups received the following awards: 290 to White males (42.40 percent) totaling 2,278 time-off hours (an average of 7 hours), 23 to Hispanic or Latino males (3.36 percent) totaling 187 time-off hours (an average of 8 hours), 42 to Black or African American males (6.14 percent) totaling 337 time-off hours (an average of 8 hours), 47 to Asian males (6.87 percent) totaling 297 time-off hours (an average of 6 hours), 0 to Native Hawaiian or Other Pacific Islander males (0.00 percent) totaling 0 time-off hours (an average of 0 hours), 3 to American Indian or Alaska Native males (0.44 percent) totaling 30 time-off hours (an average of 10 hours), and 1 to an individual of two or more races (0.15 percent) totaling 4 time-off hours (an average of 4 hours). The EEO office's review of time-off awards hours data revealed there is discrepancy in the number of hours identified, actual total hours is 406 not 413. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the time-off awards made to White males.

The total female workforce received 271 time-off awards in this range (39.62 percent) totaling 2,026 hours (an average employee award of 7 hours). The female racial or ethnic groups received the following awards: 148 to White females (21.64 percent) totaling 1,178 time-off hours (an average of 7 hours), 21 to Hispanic or Latino females (3.07 percent) totaling 139 time-off hours (an average of 6 hours), 65 to Black or African American females (9.50 percent) totaling 435 time-off hours (an average of 6 hours), 28 to Asian females (4.09 percent) totaling 220 time-off hours (an average of 7 hours), 0 to Native Hawaiian or Other Pacific Islander females (0.00 percent) totaling 0 time-off hours (an average of 0 hours), 2 to American Indian or Alaska Native females (0.29 percent) totaling 16 time-off hours (an average of 8 hours), 4 to females of two or more races (0.58 percent) totaling 22 time-off hours (an average of 5 hours). The EEO office's review of time-off awards hours data revealed there is discrepancy in the number of hours identified, actual total hours is 268 not 271. The EEO office identified a trigger related to the EEO minority female racial or ethnic groups based on the disparities identified when comparing the time-off awards made to White males and females.

Within the 1–10 hour time-off awards group, the NRC gave 684 time-off awards totaling 5,215 hours. Employees with no disability received 614 time-off awards (89.77 percent) totaling 4,687 hours (an average employee award of 7 hours), and employees who did not self-identify their status received 18 time-off awards (2.63 percent) totaling 144 hours (an average of 8 hours). PWD employees received 52 time-off awards (7.60 percent) totaling 384 hours (an average employee award of 7 hours), and

PWTD employees received 11 time-off awards (1.61 percent) totaling 86 hours (an average employee award of 7 hours).¹¹⁷ The EEO office identified a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the time-off awards made to employees without a disability.

11.6 Time-Off Awards (11–20 Hours)

The NRC gave 105 time-off awards within a range of 11–20 hours. The awards totaled 1,728 hours, with an average of 16 hours per award. The total male workforce received 60 time-off awards in this range (57.14 percent) totaling 960 hours (an average employee award of 16 hours). The male racial or ethnic groups received the following awards: 40 to White males (38.10 percent) totaling 648 time-off hours (an average of 16 hours), 6 to Hispanic or Latino males (5.71 percent) totaling 96 time-off hours (an average of 16 hours), 8 to Black or African American males (7.62 percent) totaling 128 time-off hours (an average of 16 hours), 9 to Asian males (8.57 percent) totaling 144 time-off hours (an average of 16 hours). The EEO office's review of time-off awards hours data revealed there is discrepancy in the number of hours identified, actual total hours is 1,016 not 960. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when

¹¹⁷ See Table B9-2. See also Table B9-1-Employee Recognition and Awards – Distribution by Disability (Participation Rate).

comparing the time-off awards made to White males.

The total female workforce received 45 time-off awards in this range (42.86 percent) totaling 768 hours (an average employee award of 17 hours). The female racial or ethnic groups received the following awards: 25 to White females (23.81 percent) totaling 440 time-off hours (an average of 17 hours), 3 to Hispanic or Latino females (2.86 percent) totaling 44 time-off hours (an average of 14 hours), 8 to Black or African American females (7.62 percent) totaling 128 time-off hours (an average of 16 hours), 6 to Asian females (5.71 percent) totaling 108 time-off hours (an average of 18 hours), 1 to an American Indian or Alaska Native female (0.95 percent) totaling 16 time-off hours (an average of 16 hours). The EEO office's review of time-off awards hours data revealed there is discrepancy in the number of hours identified, actual total hours is 736 not 768. The EEO office identified a trigger related to the EEO minority female racial or ethnic groups based on the disparities identified when comparing the time-off awards made to White males and females.

Within the 11–20 hour time-off awards group, the NRC gave 105 time-off awards totaling 1728 hours. Employees with no disability received 96 time-off awards (91.43 percent) totaling 1,580 hours (an average employee award of 16 hours), and employees who did not self-identify their status received 4 time-off awards (3.81 percent) totaling 56 hours (an average of 14 hours). PWD employees received 5 time-off awards (4.76 percent) totaling 92 hours (an average employee award of 18 hours), and PWTD employees received 0 time-off awards.¹¹⁸ The EEO office identified a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the time-off awards made to employees without a disability.

11.7 Time-Off Awards (21–30 Hours)

The NRC gave 3 time-off awards that ranged from 21–30 hours. The awards totaled 72 hours, with an average of 24 hours per award. The total male workforce received 0 time-off awards in this range (0 percent) totaling 0 hours (an average employee award of 0 hours).

The total female workforce received 3 time-off awards in this range (100.00 percent) totaling 72 hours (an average employee award of 24 hours). The female racial or ethnic groups received the following awards: 2 to White females (66.67 percent) totaling 49 time-off hours (an average of 24 hours), 0 to Hispanic or Latino females (0 percent) totaling 0 time-off hours (an average of 0 hours), and 1 to a Black or African American female (33.33 percent) totaling 23 time-off hours (an average of 23 hours). The EEO office did not identify a trigger when comparing the time-off awards made to the female racial or ethnic groups.

Within the 21–30 hour time-off awards group, the NRC gave 3 time-off awards (100 percent) totaling 72 hours to persons without a disability.¹¹⁹ The EEO office did not conduct further analysis, due to the low number of awards.

11.8 Time-Off Awards (31–40 Hours)

The NRC gave a total of 2 time-off awards that ranged from 31–40 hours. The awards totaled 74 hours, with an average of 37 hours per award. An Asian male received 1 time-off award in this range (50.00 percent) totaling 36 hours (an average employee award of 36 hours). An Asian female received 1 time-off award in this range (50.00 percent) totaling 38 hours (an average employee award of 38 hours).

¹¹⁸ See Table B9-2. See also Table B9-1.

¹¹⁹ See Table B9-2. See also Table B9-1.

Within the 31–40 time-off awards group, the NRC gave 2 time-off awards totaling 74 hours. An employee with no disability received 1 time-off award (50 percent) totaling 36 hours (an average employee award of 36 hours), and an employee who did not self-identify their status received 1 time-off award (50 percent) totaling 38 hours (an average employee award of 38 hours). PWD employees received 0 time-off awards, and PWTD employees received 0 time-off awards.¹²⁰ The EEO office did not conduct further analysis, due to the low number of awards.

11.9 Time-Off Awards (41 or More Hours)

The NRC gave 5 time-off awards in the 41-or-more-hours range. The awards totaled 219 hours, with an average 43 hours per award. The total male workforce received 2 time-off awards in this range (40.00 percent) totaling 86 hours (an average employee award of 43 hours). The male racial or ethnic groups received the following awards: 1 to a Black or African American male (20.00 percent) totaling 43 time-off hours (an average of 43 hours), and 1 to an Asian male (20.00 percent) totaling 43 time-off hours (an average of 43 hours).

The total female workforce received 3 time-off awards in this range (60.00 percent) totaling 133 hours (an average employee award of 44 hours). The female racial or ethnic groups received the following awards: 2 to White females (40.00 percent) totaling 91 time-off hours (an average of 45 hours) and 1 to a female of two or more races (20.00 percent) totaling 42 time-off hours (an average of 42 hours). Within the 41-or-more-hours time-off awards group, the NRC gave 5 time-off awards totaling 219 hours to persons without a disability.¹²¹ The EEO office did not conduct further analysis, due to the low number of awards.

11.10 Cash Awards of \$500 and Under

The EEO office reviewed the NRC's cash awards of \$500 and under to determine the participation levels of women, minorities,¹²² and individuals with disabilities.¹²³ The NRC gave 980 cash awards (\$500 and under) for a total of \$381,127.

The total male workforce received 492 cash awards of \$500 or under (50.20 percent), totaling \$194,115 (an average award of \$394.54). The male racial or ethnic groups received the following awards: 351 awards were given to White males (35.82 percent) totaling \$136,805 (an average of \$389.76), 31 to Hispanic or Latino males (3.16 percent) totaling \$13,032 (an average of \$420.39), 60 to Black or African American males (6.12 percent) totaling \$23,810 (an average of \$396.83), 35 to Asian males (3.57 percent) totaling \$14,678 (an average of \$419.37), 0 to Native Hawaiian or Other Pacific Islander males (0 percent) totaling \$0 (an average of \$0), 2 to American Indian or Alaska Native males (0.20 percent) totaling \$600 (an average of \$300), 3 to males of two or more races (0.31 percent) totaling \$1,400 (an average of \$466.67), and 11 unspecified cash awards totaling \$3,790. The EEO office's review of cash awards data revealed there is discrepancy in the number of awards identified, actual total award is 493 not 492. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males.¹²⁴

The total female workforce received 488 cash awards of \$500 or under (49.80 percent), totaling \$187,012 (an average award of \$383.22). The female racial or ethnic groups received the following awards: 277 to White females (28.27 percent) totaling \$106,560 (an average of \$384.69), 42 to Hispanic or Latino females (4.29 percent) totaling \$16,533 (an average of \$393.64), 108 to Black or

¹²⁰ See Table B9-2. See also Table B9-1.

¹²¹ See Table B9-2. See also Table B9-1.

¹²² See Table A9.

¹²³ See Table B9.

¹²⁴ See Table A9.

African American females (11.02 percent) totaling \$40,242 (an average of \$372.61), 41 to Asian females (4.18 percent) totaling \$15,787 (an average of \$385.05), 0 to Native Hawaiian or Other Pacific Islander females (0 percent) totaling \$0 (an average of \$0), 8 to American Indian or Alaska Native females (0.82 percent) totaling \$2,500 (an average of \$312.50), 4 to females of two or more races (0.41 percent) totaling \$1,800 (an average of \$450), and unspecified cash awards totaling \$3,590. The EEO office's review of cash awards data revealed there is discrepancy in the number of awards identified, actual total award is 480 not 488. The EEO office identified a trigger related to the EEO minority female racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males and females.¹²⁵

The NRC gave a total of 897 cash awards of \$500 or under to persons without a disability (36.10 percent) totaling \$349,179. Employees who self-identified as having no disability received 854 cash awards (35.82 percent) totaling \$333,096 (an average employee award of \$390.04), and employees who did not self-identify received 43 cash awards (4.28 percent) totaling \$16,083 (an average employee award of \$374.02). PWD employees received 83 cash awards (37.73 percent) totaling \$31,948 (an average employee award of \$384.92). PWTB employees received 11 cash awards (28.95 percent) totaling \$4,598 (an average of \$418.00). The EEO office identified a trigger related to PWD and PWTB based on the disparities identified when comparing the cash awards made to employees without a disability.¹²⁶

11.11 Cash Awards of \$501–\$999

The EEO office reviewed the NRC's cash awards of \$501–\$999 to determine the participation levels of women, minorities,¹²⁷ and individuals with disabilities.¹²⁸ The NRC gave 1,286 cash awards (\$501 to \$999) for a total of \$933,436. The average amount of the award was \$725. The total male workforce received 714 cash awards of \$501–\$999 (55.52 percent), totaling \$522,618 (an average award of \$731). The male racial or ethnic groups received the following awards: 492 awards were given to White males (38.26 percent) totaling \$356,679 (an average of \$724), 54 to Hispanic or Latino males (4.20 percent) totaling \$39,748 (an average of \$736), 65 to Black or African American males (5.05 percent) totaling \$47,698 (an average of \$733), 77 to Asian males (5.99 percent) totaling \$59,475 (an average of \$772), 0 to a Native Hawaiian or Other Pacific Islander male (0 percent) totaling \$0 (an average of \$0), 3 to an American Indian or Alaska Native male (0.23 percent) totaling \$2,225 (an average of \$741), 7 to males of two or more races (0.54 percent) totaling \$5,200 (an average of \$742), and unspecified cash awards totaling \$11,593. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males.¹²⁹

The total female workforce received 572 cash awards of \$501–\$999 (44.48 percent), totaling \$410,818 (an average award of \$718). The female racial or ethnic groups received the following awards: 300 to White females (23.33 percent) totaling \$211,623 (an average of \$705), 49 to Hispanic or Latino females (3.81 percent) totaling \$35,641 (an average of \$727), 148 to Black or African American females (11.51 percent) totaling \$108,028 (an average of \$729), 50 to Asian females (3.89 percent) totaling \$36,505 (an average of \$730), 0 to Native Hawaiian or Other Pacific Islander females (0 percent) totaling \$0 (an average of \$0), 10 to American Indian or Alaska Native females (0.78 percent) totaling \$8,015 (an average of \$801), 3 to females of two or more races (0.23 percent) totaling \$2,200 (an average of \$733), and unspecified cash awards totaling \$8,806. The EEO office identified a trigger related to the EEO minority female racial or ethnic groups based on the disparities identified when

¹²⁵ See Table A9.

¹²⁶ See Table B9.

¹²⁷ See Table A9.

¹²⁸ See Table B9.

¹²⁹ See Table A9.

comparing the number of cash awards and cash amounts given to White males and females.¹³⁰

The NRC gave a total of 1,191 cash awards of \$500 or under to persons without a disability (47.93 percent) totaling \$864,883 (an average of \$726 per award). Employees who self-identified as having no disability received 1,140 cash awards (47.82 percent) totaling \$827,244 (an average employee award of \$725), and employees who did not self-identify received 51 cash awards (50.50 percent) totaling \$37,639 (an average employee award of \$738). PWD employees received 95 cash awards (43.18 percent) totaling \$68,533 (an average employee award of \$721). PWTD employees received 21 cash awards (55.26 percent) totaling \$15,439 (an average of \$735). The EEO office identified a trigger related to PWD and PWTD employees based on the disparities identified when comparing the cash awards made to employees without a disability.¹³¹

11.12 Cash Awards of \$1,000–\$1,999

The EEO office reviewed the NRC's cash awards of \$1,000–\$1,999 to determine the participation levels of women, minorities,¹³² and individuals with disabilities.¹³³ The NRC gave 1,711 cash awards (100.00 percent) for a total of \$2,155,770. The average amount of the award was \$1,259.

The total male workforce received 910 cash awards of \$1,000–\$1,999 (53.19 percent) totaling \$1,138,002 (an average award of \$1,250). The male racial or ethnic groups received the following awards: 666 awards were given to White males (38.92 percent) totaling \$828,436 (an average of \$1,243), 63 to Hispanic or Latino males (3.68 percent) totaling \$81,089 (an average of \$1,287), 81 to Black or African American males (4.73 percent) totaling \$102,583 (an average of \$1,266), 71 to Asian males (4.15 percent) totaling \$87,986 (an average of \$1,239), 0 to a Native Hawaiian or Other Pacific Islander male (0 percent) totaling \$0 (an average of \$0), 6 to American Indian or Alaska Native males (0.35 percent) totaling \$7,400 (an average of \$1,233), 10 to a male of two or more races (0.58 percent) totaling \$13,587 (an average of \$1,358), and unspecified cash awards totaling \$16,921. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males.¹³⁴

The total female workforce received 801 cash awards of \$1,000–\$1,999 (46.81 percent), totaling \$1,017,768 (an average award of \$1,270). The female racial or ethnic groups received the following awards: 443 to White females (25.89 percent) totaling \$559,552 (an average of \$1,263), 44 to Hispanic or Latino females (2.57 percent) totaling \$53,126 (an average of \$1,207), 207 to Black or African American females (12.10 percent) totaling \$267,774 (an average of \$1,293), 83 to Asian females (4.85 percent) totaling \$106,099 (an average of \$1,278), 0 to a Native Hawaiian or Other Pacific Islander female (0.00 percent) totaling \$0 (an average of \$0), 6 to American Indian or Alaska Native females (0.35 percent) totaling \$8,015 (an average of \$1,335), 7 to females of two or more races (0.41 percent) totaling \$9,481 (an average of \$1,354), and unspecified cash awards totaling \$13,721. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males and females.¹³⁵

The NRC gave a total of 1,576 cash awards of \$1,000–1999 to persons without a disability (63.42 percent) totaling \$1,984,357 (an average of \$1,259 per award). Employees who self-identified as having no disability received 1,517 cash awards (63.63 percent) totaling \$1,909,492 (an average employee award of \$1,258), and employees who did not self-identify received 59 cash awards

¹³⁰ See Table A9.
¹³¹ See Table B9.
¹³² See Table A9.
¹³³ See Table B9.
¹³⁴ See Table A9.
¹³⁵ See Table A9.

(58.42 percent) totaling \$74,865 (an average employee award of \$1,268). PWD employees received 135 cash awards (61.36 percent) totaling \$171,413 (an average employee award of \$1,269). PWTD employees received 25 cash awards (65.79 percent) totaling \$32,210 (an average of \$1,288). The EEO office identified a trigger related to PWD and PWTD based on the disparities identified when comparing the cash awards made to employees without a disability.¹³⁶

11.13 Cash Awards of \$2,000–\$2,999

The EEO office reviewed the NRC's cash awards of \$2,000–\$2,999 to determine the participation levels of women, minorities,¹³⁷ and individuals with disabilities.¹³⁸ The NRC gave 740 cash awards (100.00 percent) for a total of \$1,863,340. The average amount of the award was \$2,518.

The total male workforce received 410 cash awards of \$2,000–\$2,999 (44.59 percent), totaling \$1,036,562 (an average award of \$2,528). The male racial or ethnic groups received the following awards: 267 awards were given to White males (36.08 percent) totaling \$671,622 (an average of \$2,515), 38 to Hispanic or Latino males (5.14 percent) totaling \$95,270 (an average of \$2,507), 54 to Black or African American males (7.30 percent) totaling \$140,402 (an average of \$2,600), 44 to Asian males (5.95 percent) totaling \$111,164 (an average of \$2,526), 0 to Native Hawaiian or Other Pacific Islander males (0 percent) totaling \$0 (an average of \$0), 3 to American Indian or Alaska Native males (0.41 percent) totaling \$8,078 (an average of \$2,692), 0 to males of two or more races (0 percent) totaling \$0 (an average of \$0), and unspecified cash awards totaling \$10,026. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males.¹³⁹

The total female workforce received 330 cash awards of \$2,000–\$2,999 (44.59 percent), totaling \$826,778 (an average award of \$2,505). The female racial or ethnic groups received the following awards: 162 to White females (21.89 percent) totaling \$405,035 (an average of \$2,500), to 25 Hispanic or Latino females (3.38 percent) totaling \$65,151 (an average of \$2,606), 104 to Black or African American females (14.05 percent) totaling \$261,057 (an average of \$2,510), 30 to Asian females (4.05 percent) totaling \$75,263 (an average of \$2,362), 1 to Native Hawaiian or Other Pacific Islander females (0.14 percent) totaling \$2,119 (an average of \$2,119), 2 to American Indian or Alaska Native females (0.27 percent) totaling \$4,725 (an average of \$2,362), 1 to a female of two or more races (0.14 percent) totaling \$2,000 (an average of \$2,000), and unspecified cash awards totaling \$11,428. The EEO office identified a trigger related to the EEO minority female or ethnicity groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males and females.¹⁴⁰

The NRC gave a total of 682 cash awards of \$2,000–2999 to persons without a disability (27.44 percent) totaling \$1,719,058 (an average amount of \$2,521). Employees who self-identified as having no disability received 653 cash awards (27.39 percent) totaling \$1,645,370 (an average employee award of \$2,519), and employees who did not self-identify received 29 cash awards (28.71 percent) totaling \$73,688 (an average employee award of \$2,540). PWD employees received 135 cash awards (61.36 percent) totaling \$144,282 (an average employee award of \$2,487). PWTD employees received 8 cash awards (21.05 percent) totaling \$19,636 (an average of \$2,454). The EEO office identified a trigger related to PWD and PWTD based on the disparities identified when comparing the cash awards made to employees without a disability.¹⁴¹

¹³⁶ See Table B9.

¹³⁷ See Table A9.

¹³⁸ See Table B9.

¹³⁹ See Table A9.

¹⁴⁰ See Table A9.

¹⁴¹ See Table B9.

11.14 Cash Awards of \$3,000–\$3,999

The EEO office reviewed the NRC's cash awards of \$3,000–\$3,999 to determine the participation levels of women, minorities,¹⁴² and individuals with disabilities.¹⁴³ The NRC gave 789 cash awards (100.00 percent) for a total of \$2,744,261. The average amount of the award was \$3,478.

The total male workforce received 481 cash awards of \$3,000–\$3,999 (60.96 percent) totaling \$1,678,417 (an average award of \$3,489). The male racial or ethnic groups received the following awards: 345 awards were given to White males (43.73 percent) totaling \$1,206,784 (an average of \$3,497), 30 to Hispanic or Latino males (3.80 percent) totaling \$103,824 (an average of \$3,460), 39 to Black or African American males (4.94 percent) totaling \$136,953 (an average of \$3,511), 53 to Asian males (6.72 percent) totaling \$181,989 (an average of \$3,433), 1 to a Native Hawaiian or Other Pacific Islander male (0.13 percent) totaling \$3,196 (an average of \$3,196), 2 to American Indian or Alaska Native males (0.25 percent) totaling \$7,565 (an average of \$3,782), 3 to males of two or more races (0.38 percent) totaling \$9,923 (an average of \$3,307), and unspecified cash awards totaling \$28,183.

The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males.¹⁴⁴

The total female workforce received 308 cash awards of \$3,000–\$3,999 (39.04 percent), totaling \$1,065,844 (an average award of \$3,460). The female racial or ethnic groups received the following awards: 173 to White females (21.93 percent) totaling \$596,057 (an average of \$3,445), 19 to Hispanic or Latino females (2.41 percent) totaling \$66,320 (an average of \$3,490), 75 to Black or African American females (9.51 percent) totaling \$260,091 (an average of \$3,467), 33 to Asian females (4.18 percent) totaling \$115,812 (an average of \$3,509), 0 to Native Hawaiian or Other Pacific Islander females (0 percent) totaling \$0 (an average of \$0), 2 to American Indian or Alaska Native females (0.25 percent) totaling \$6,418 (an average of \$3,209), 2 to females of two or more races (0.25 percent) totaling \$7,465 (an average of \$3,732), and unspecified cash awards totaling \$13,681. The EEO office identified a trigger related to the EEO minority female racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males and females.¹⁴⁵

The NRC gave a total of 739 cash awards of \$3,000–\$3,999 to persons without a disability (29.74 percent) totaling \$2,568,718 (an average amount of \$3,476). Employees who self-identified as having no disability received 709 cash awards (29.74 percent) totaling \$2,467,739 (an average employee award of \$3,480), and employees who did not self-identify received 30 cash awards (29.70 percent) totaling \$100,979 (an average employee award of \$3,365). PWD received 50 cash awards (22.73 percent) totaling \$175,543 (an average employee award of \$3,510). PWTD received 11 cash awards (28.95 percent) totaling \$37,766 (an average of \$3,433). The EEO office identified a trigger related to PWD and PWTD based on the disparities identified when comparing the cash awards made to employees without a disability.¹⁴⁶

11.15 Cash Awards of \$4,000–\$4,999

¹⁴² See Table A9.

¹⁴³ See Table B9.

¹⁴⁴ See Table A9.

¹⁴⁵ See Table A9.

¹⁴⁶ See Table B9.

The EEO office reviewed the NRC's cash awards of \$4,000–\$4,999 to determine the participation levels of women, minorities,¹⁴⁷ and individuals with disabilities.¹⁴⁸ The NRC gave 452 cash awards (100.00) for a total of \$1,961,865. The average amount of the award was \$4,340.

The total male workforce received 309 cash awards of \$4,000–\$4,999 (68.36) totaling \$1,344,805 (an average award of \$4,352). The male racial or ethnic groups received the following awards: 240 awards were given to White males (53.10 percent) totaling \$1,044,425 (an average of \$4,351), 13 to Hispanic or Latino males (2.88 percent) totaling \$55,596 (an average of \$4,276), 20 to Black or African American males (4.42 percent) totaling \$90,214 (an average of \$4,510), 32 to Asian males (7.08 percent) totaling \$136,240 (an average of \$4,257), 0 to Native Hawaiian or Other Pacific Islander males (0 percent) totaling \$0 (an average of \$0), 0 to an American Indian or Alaska Native male (0 percent) totaling \$0 (an average of 0), 0 to males of two or more races (0 percent) totaling 0 (an average of \$0), and unspecified cash awards totaling \$18,330. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males.¹⁴⁹

The total female workforce received 143 cash awards of \$4,000–\$4,999 (31.64 percent) totaling \$617,060 (an average award of \$4,315). The female racial or ethnic groups received the following awards: 86 to White females (19.03 percent) totaling \$369,864 (an average of \$4,300), 12 to Hispanic or Latino females (2.65 percent) totaling \$51,927 (an average of \$4,327), 23 to Black or African American females (5.09 percent) totaling \$99,331 (an average of \$4,318), 15 to Asian females (3.32 percent) totaling \$65,923 (an average of \$4,394), 0 to Native Hawaiian or Other Pacific Islander females (0 percent) totaling \$0 (an average of \$0), 1 to an American Indian or Alaska Native female (0.22 percent) totaling \$4,498 (an average of \$4,498), 2 to females of two or more races (0.44 percent) totaling \$8,564 (an average of \$4,282), and unspecified cash awards totaling \$16,953. The EEO office identified a trigger related to the EEO minority female racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males and females.¹⁵⁰

The NRC gave a total of 425 cash awards of \$4,000–\$4,999 to persons without a disability (17.10 percent) totaling \$1,846,704 (an average amount of \$4,345). Employees who self-identified as having no disability received 418 cash awards (17.53 percent) totaling \$1,816,301 (an average employee award of \$4,345), and employees who did not self-identify received 7 cash awards (6.93 percent) totaling \$30,403 (an average employee award of \$4,343). PWD received 27 cash awards (12.27 percent) totaling \$115,161 (an average employee award of \$4,265). PWTD received 4 cash awards (10.53 percent) totaling \$17,418 (an average of \$4,354). The EEO office identified a trigger related to PWD and PWTD based on the disparities identified when comparing the cash awards made to employees without a disability.¹⁵¹

11.16 Cash Awards of \$5,000 or More

The EEO office reviewed the NRC's cash awards of \$5,000 or more to determine the participation levels of women, minorities,¹⁵² and individuals with disabilities.¹⁵³ The NRC gave 324 cash awards (\$5,000 or more) for a total of \$3,477,305. The average amount of the award was \$10,732.

The total male workforce received 209 cash awards of \$5,000 or more (64.51 percent) totaling \$2,308,999 (an average award of \$11,047). The male racial or ethnic groups received the following

¹⁴⁷ See Table A9.
¹⁴⁸ See Table B9.
¹⁴⁹ See Table A9.
¹⁵⁰ See Table A9.
¹⁵¹ See Table B9.
¹⁵² See Table A9.
¹⁵³ See Table B9.

awards: 165 awards were given to White males (50.93 percent) totaling \$1,849,293 (an average of \$11,207), 7 to Hispanic or Latino males (2.16 percent) totaling \$41,853 (an average of \$5,979), 12 to Black or African American males (3.70 percent) totaling \$172,154 (an average of \$14,346), 15 to Asian males (4.63 percent) totaling \$157,206 (an average of \$10,480), 0 to Native Hawaiian or Other Pacific Islander males (0 percent) totaling \$0 (an average of \$0), 4 to American Indian or Alaska Native males (1.23 percent) totaling \$25,090 (an average of \$6,272), 0 to males of two or more races (0 percent) totaling \$0 (an average of \$0), and unspecified cash awards totaling \$ 63,403. The EEO office identified a trigger related to the EEO minority male racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males.¹⁵⁴

The total female workforce received 115 cash awards of \$5,000 or more (35.49 percent) totaling \$1,168,306 (an average award of \$10,159). The female racial or ethnic groups received the following awards: 80 to White females (24.69 percent) totaling \$877,716 (an average of \$10,971), 4 to Hispanic or Latino females (1.23 percent) totaling \$23,600 (an average of \$5,900), 18 to Black or African American females (5.56 percent) totaling \$122,847 (an average of \$6,824), 7 to Asian females (2.16 percent) totaling \$66,150 (an average of \$9,450), 0 to Native Hawaiian or Other Pacific Islander females (0 percent) totaling \$0 (an average of \$0), 1 to an American Indian or Alaska Native female (0.31 percent) totaling \$14,986 (an average of \$14,986), 2 to females of two or more races (0.62 percent) totaling \$28,452 (an average of \$14,226), and unspecified cash awards totaling \$34,555. The EEO office identified a trigger related to the EEO minority female racial or ethnic groups based on the disparities identified when comparing the number of cash awards and cash amounts given to White males and females.¹⁵⁵

The NRC gave a total of 301 cash awards of \$5,000 or more to persons without a disability (12.11 percent) totaling \$3,235,627 (an average amount of \$10,750). Employees who self-identified as having no disability received 294 cash awards (12.33 percent) totaling \$3,181,442 (an average employee award of \$10,821), and employees who did not self-identified received 7 cash awards (6.93 percent) totaling \$54,185 (an average employee award of \$7,740). PWD received 23 cash awards (10.45 percent) totaling \$241,678 (an average employee award of \$10,507). PWTd received 2 cash awards (5.26 percent) totaling \$23,605 (an average of \$11,802). The EEO office identified a trigger related to PWD and PWTd based on the disparities identified when comparing the cash awards made to employees without a disability.¹⁵⁶

11.17 Quality Step Increases Awarded

The EEO office reviewed quality step increases to determine the participation levels of women, minorities, and individuals with disabilities.

The EEO office reviewed the NRC's quality step increase (QSI) awards to determine the participation levels of women, minorities,¹⁵⁷ and individuals with disabilities.¹⁵⁸ The NRC gave 50 QSI awards. Twenty-three males (12 White, 3 Hispanic or Latino, 7 Black or African American, and 1 Asian) received QSI awards (46.00 percent). Twenty-seven females (14 White, 2 Hispanic or Latino, 7 Black or African American, 3 Asian, and 1 American Indian or Alaska Native) received QSI awards (54.00 percent). White males represented 24.00 percent of the QSI awards and White females represented 28.00 percent. The EEO office identified a trigger related to the EEO minority female and male racial or ethnic groups based on the disparities identified when comparing the number and percentage of QSI awards given to White males and females.

¹⁵⁴ See Table A9.

¹⁵⁵ See Table A9.

¹⁵⁶ See Table B9.

¹⁵⁷ See Table A9.

¹⁵⁸ See Table B9.

The NRC gave a total of 48 QSI awards to persons without a disability (96 percent). Employees who self-identified as having no disability received 47 QSI awards, and an employee who did not self-identify received 1 QSI award. PWD received 2 QSI awards. PWTDD received 0 QSI awards. The EEO office identified a trigger related to PWD and PWTDD based on the disparities identified when comparing the QSI awards made to employees without a disability.¹⁵⁹

11.18 Review of Employee Nominations, Acknowledgements, Recognitions, and Awards

On October 19, 2021, the NRC held its virtual 42nd Annual Awards Ceremony to acknowledge employees that contribute to the day-to-day success of the agency. The NRC Distinguished Service Award is the highest honor granted by the NRC to an individual. This award is given on a highly selective basis for distinguished service and outstanding achievement for contributions that realize extraordinary results for the NRC. The Meritorious Service Award is the second highest honor granted by the NRC to an individual for achievement or service of unusual value to the accomplishment of the agency's mission. The Meritorious Service Award for Equal Employment Opportunity Excellence recognizes exemplary performance in the implementation of the NRC's EEO program. The Distinguished and Meritorious Service awards were presented to a diverse group of NRC employees. Throughout 2021, employees received a variety of other types of awards and recognition from NRC Headquarters and regional offices, such as employee of the month and quarter awards, individual and group special act awards, and innovation awards.

12 SEPARATIONS

The EEO office conducted a self-assessment of the NRC's separations to identify barriers that may affect women, minorities,¹⁶⁰ and individuals with disabilities.¹⁶¹ The sections below discuss the results of the self-assessment.

In FY 2021, the NRC separated a total of 246 employees (46 workforce resignations, 115 retirements, 83 other separations, and 2 workforce removals). Within this group, 214 employees self-identified as having no disability (86.99 percent), 13 employees did not self-identify (5.28 percent), and 19 identified as PWD (7.72 percent), including 1 PWTDD (0.41 percent).¹⁶² These separated employees are further analyzed in the paragraphs below.

In FY 2021, the NRC had a total of 183 permanent workforce separations from employment. Male separations consisted of 108 employees (59.02 percent), 4 of whom were Hispanic or Latino (2.19 percent), 75 White (40.98 percent), 9 Black or African American (4.92 percent), 18 Asian (9.84 percent), and 2 individuals of two or more races (1.09 percent). Female total separations consisted of 75 employees (40.98 percent), of whom 3 were Hispanic or Latino (1.64 percent), 48 were White (26.23 percent), 16 were Black or African American (8.74 percent), and 8 were Asian (4.37 percent).¹⁶³ Within this group, 161 employees self-identified as having no disability (87.98 percent), 9 employees did not self-identify (4.92 percent), and 13 identified as PWD (7.10 percent), including 1 PWTDD (0.55 percent).¹⁶⁴

In FY 2021, the NRC had a total of 63 temporary workforce separations from employment. Male separations consisted of 40 employees (63.49 percent), of whom there were 2 Hispanic or Latino (3.17 percent), 33 White (52.38 percent), 2 Black or African American (3.17 percent), and 3 Asian

¹⁵⁹ See Table B9.

¹⁶⁰ See Table A1.

¹⁶¹ See Table B1 and B1-2.

¹⁶² See Table B1-1 and B1-2.

¹⁶³ See Table A1.

¹⁶⁴ See Table B1-1 and B1-2.

(4.76 percent). Female total separations consisted of 23 employees (36.51 percent), of whom 17 were White (26.98 percent), 1 was Black or African American (1.59 percent), 4 were Asian (6.35 percent), and 1 individual was of two or more races (1.59 percent).¹⁶⁵ Within this group, 53 employees self-identified as having no disability (84.13 percent), 4 employees did not self-identify (6.35 percent), and 6 identified as PWD (9.52 percent), including 0 PWTD (0.00 percent).¹⁶⁶

12.1 Voluntary Separations

In FY 2021, the NRC had a total of 46 voluntary separations from employment (workforce resignations) (20 permanent workforce and 26 temporary workforce). Male resignations consisted of 28 employees (60.89 percent), of whom there were 3 Hispanic or Latino (6.52 percent), 20 White (43.48 percent), 2 Black or African American (4.35 percent), 2 Asian (4.35 percent), and 1 individual of two or more races (2.17 percent). Female resignations consisted of 18 employees (39.13 percent), of whom 1 was Hispanic or Latino (2.17 percent), 14 were White (30.43 percent), 2 were Black or African American

(4.35 percent), and 1 was Asian (2.17 percent).¹⁶⁷ Within this group, 37 employees self-identified as having no disability (80.43 percent), 3 employees did not self-identify (6.52 percent), and 6 identified as PWD (13.04 percent), including 0 PWTD (0.00 percent).¹⁶⁸

12.2 Retirements

In FY 2021, the NRC had 115 employees who retired (113 permanent workforce and 2 temporary workforce). Males accounted for 75 retirements (65.22 percent), of whom there were 2 Hispanic or Latino (1.74 percent), 55 White (47.83 percent), 5 Black or African American (4.35 percent), 12 Asian (10.43 percent), and 1 individual of two or more races (0.87 percent).¹⁶⁹ Females accounted for 40 retirements (34.78 percent), of whom there were 1 Hispanic or Latino (0.87 percent), 29 White (25.22 percent), 6 Black or African American (5.22 percent), and 4 Asian (3.48 percent).¹⁷⁰ Within this group, 106 employees self-identified as having no disability (92.17 percent), 3 employees did not self-identify their status (2.61 percent), and 6 identified as PWD (5.22 percent), including 0 PWTD (0.00 percent).¹⁷¹

12.3 Involuntary Separations

Two employees from the permanent workforce compliment were involuntarily separated from employment with NRC in FY 2021, of whom there were 2 White males (100.00 percent).¹⁷² Within this group, 1 employee self-identified as having no disability (50.00 percent), 0 employee did not self-identify (0.00 percent), and 1 identified as PWD (50.00 percent), including 0 PWTD (0.00 percent).¹⁷³

12.4 Other Separations

In FY 2021, the NRC had 83 other separations from employment (48 permanent workforce and 35 temporary workforce). Males accounted for 43 separations (51.81 percent), of whom there were

¹⁶⁵ See Table A1.

¹⁶⁶ See Table B1-1 and B1-2.

¹⁶⁷ See Table A1.

¹⁶⁸ See Table B1-1 and B1-2.

¹⁶⁹ See Table A1.

¹⁷⁰ See Table A1.

¹⁷¹ See Table B1-1 and B1-2.

¹⁷² See Table A1.

¹⁷³ See Table B1-1 and B1-2.

1 Hispanic or Latino (1.20 percent), 31 White (37.35 percent), 4 Black or African American (4.82 percent), and 7 Asian (8.43 percent).¹⁷⁴ Females accounted for 40 separations (48.19 percent), of whom there were 1 Hispanic or Latino (1.20 percent), 22 White (26.51 percent), 9 Black or African American (10.84 percent), 7 Asian (8.43 percent), and 1 individual of two or more races (1.20 percent).¹⁷⁵ Within this group, 70 employees self-identified as having no disability (84.34 percent), 7 employees did not self-identify (8.43 percent), and 6 identified as PWD (7.23 percent), including 1 PWTD (1.20 percent).¹⁷⁶

12.5 Triggers Identified Related to NRC Separations

In FY 2021, the EEO office remained concerned regarding employee separations, based on findings over the past 5 years related to employees' reasons for leaving the NRC, which continue to give rise to "triggers." A review of the NRC's FY 2021 exit interview survey identified the reasons separating employees assigned to 17 NRC offices gave for discontinuing employment with the agency to determine barriers to employment encountered by women, minorities, and individuals with disabilities. OCHCO received 104 responses, which included 241 employee comments listed by separation type; of these, 62 comments identified the most important factor for separation, and 37 identified the second important factor (ranked 1 and 2) for separation. According to the aggregated data, departing employees identified the following negative reasons as the most important, second most important reason, or a contributing factor for terminating their employment with the agency:

- 12: dissatisfaction with inaction
- 4: dissatisfaction with incentives (retention, relocation, awards)
- 16: dissatisfaction with my immediate supervisors
- 7: dissatisfaction with organization goals/values
- 5: dissatisfaction with the corrective action taken to address concern
- 8: dissatisfaction with the process (timeliness, confidentiality, available courses of action)
- 15: favoritism
- 9: fear of reprisal for raising a differing view
- 2: dissatisfaction with work schedule flexibilities
- 2: dissatisfaction with telework opportunities
- 3: dissatisfaction with office environment (e.g., office space, safety)
- 10: inability to influence organizational decisions
- 8: lack of meaningful work
- 18: lack of opportunity for career advancement
- 5: lack of opportunity for training and development
- 7: pay/cost of living
- 10: poor communication
- 16: poor morale
- 19: stressful work environment
- 1: workload too heavy
- 18: work not valued or appreciated

The EEO office's review of the NRC's 2019 and 2020 exit interview survey responses and comments from separating employees also revealed negative reasons that raised concerns. In FY 2018, the EEO office determined, based on a similar review of the NRC's 2017–2018 exit interview survey responses, that some separating employees provided reasons for leaving the agency that gave rise to "triggers." Accordingly, the EEO office put in place MD-715 Part H and Part I plans to continue efforts to address

¹⁷⁴ See Table A1.

¹⁷⁵ See Table A1.

¹⁷⁶ See Table B1-1 and B1-2.

underlying reasons for voluntary employee separations from NRC employment for negative reasons, as well as to implement corrective measures, where warranted.

13 CONCLUSION

The EEO office will continue to examine the triggers identified in this report and reconcile prior MD-715 reports with open items related to EEO diversity and inclusion, as well as the fair and equitable participation of women, minorities, and individuals with disabilities in all areas of NRC operations. Part J of the MD-715 report presents a more in-depth disability assessment.

Affirmative Action 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 affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with 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) Answer Yes
 - b. Cluster GS-11 to SES (PWD) Answer Yes

Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goals. The EEO office determined that triggers exist using the benchmark of 12% for PWD by grade level cluster in the permanent workforce. This determination is supported by the information uncovered and described in the following paragraph: There were no separate GG information/data workforce tables. Workforce Table B4 (GS Permanent) does not reflect information/data for GS employees (GS-1 to GS15) (all categories reflect 0s). See MD-715 Part E3 - Workforce Analysis, pertaining to information/data on NRC occupational groups, which includes ES, EG, GG-06 to GG-15, and other grades, and Workforce Data Table B6P - "Mission-Critical Occupations. See also, MD-715 Part E3, Section 2 - Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Standard Occupations, and Workforce Data Table B4 (AD Permanent) (covering AD 13 and 14 levels), which reflects the total AD Workforce consisted of 30 employees. Within the AD group 29 employees self-identified as no disability (96.67 percent), and 1 employee self-identified as PWD (3.33 percent). Within the SES group 101 employees self-identified as no disability (91.82 percent), 1 employee did not self-identify their status (0.91 percent), 8 employees self-identified as PWD (7.27 percent), and 1 employee self-identified as PWTD (0.91 percent). Workforce Table B7 - Senior Grade Levels - Distribution by Disability (Participation Rate), reflects that there were 1,656 employees in the total senior grades. Within the senior grades group 1,461 employees self-identified as no disability (88.22 percent), 68 employees did not self-identify their status (4.11 percent), 127 employees self-identified as PWD (7.67 percent), and 21 employees self-identified as PWTD (1.27 percent). Workforce Data Table B8 - Management Positions (Participation Rate), does not reflect information/data for the Managers group. NRC is making meaningful progress towards reaching the Section 501 goals.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

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) Answer Yes
 - b. Cluster GS-11 to SES (PWTD) Answer Yes

Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goals. The EEO office determined that triggers exist using the benchmark of 2% for PWTD by grade level cluster in the permanent workforce. The response to question 1 is incorporated and adopted, herein. NRC is making meaningful progress towards reaching the Section 501 goals.

| Grade Level Cluster(GS or Alternate Pay Planb) | Total | Reportable Disability | | Targeted Disability | |
|--|-------|-----------------------|------|---------------------|------|
| | # | # | % | # | % |
| Numerical Goal | -- | 12% | | 2% | |
| Grades GS-1 to GS-10 | 0 | 0 | 0.00 | 0 | 0.00 |
| Grades GS-11 to SES | 140 | 9 | 6.43 | 1 | 0.71 |

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

The NRC’s policies, regulations, and procedures regarding employment of PWDs are in Management Directive and Handbook 10.13, Part V, “The NRC Program for Employment of Persons with Disabilities.” The numerical goals are communicated to hiring managers and recruiters through the following communication forums: (1) Annual EEO training for managers and supervisors; (2) Lunch and Learns; (3) NRC's Disability Program Strategic Project Plan (FY 2019-FY 2024); (4) The Agency's Disability Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities, and (5) Semi-Annual EEO and Human Capital Briefings. During the 2021 EEO briefing, information was presented to the Agency Heads, senior officials and management, all employees, stakeholders and the public at large, regarding Section 501 regulatory changes, new requirements, numerical goals, NRC efforts, etc. During fiscal year (FY) 2021, NRC participated in a number of career events that included conveyance of NRC’s hiring authority related to PWD and PWTD. [see MD-715, Part E.3 - Workforce Analysis, Section 4 - Recruitment, Subsection 4.4 - FY 2021 Recruitment and Advertisement Activities (Pp 25-26).

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

1. 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.

Answer Yes

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 PWTD | 1 | 0 | 0 | Kimberly.English@nrc.gov |
| Architectural Barriers Act Compliance | 1 | 0 | 0 | Alan De Leon, Sr. Project Manager, Office of Administration |
| Answering questions from the public about hiring authorities that take disability into account | 1 | 0 | 0 | Kimberly.English@nrc.gov |

| Disability Program Task | # of FTE Staff By Employment Status | | | Responsible Official (Name, Title, Office Email) |
|--|-------------------------------------|-----------|-----------------|---|
| | Full Time | Part Time | Collateral Duty | |
| Special Emphasis Program for PWD and PWTB | 1 | 0 | 0 | Dorothea Washington, Special Emphasis Program Manager, Office of Small Business and Civil Rights, |
| Processing reasonable accommodation requests from applicants and employees | 1 | 0 | 0 | Anne Silk, Human Resources Specialist (Reasonable Accommodation), Policy, Labor, & Employee Relations Branch, ADHROP, OCHCO |
| Section 508 Compliance | 1 | 0 | 0 | John Beatty, Section 508 Coordinator, Office of the Chief Information Officer, |

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.

Answer Yes

In 2021, the OCHCO Disability program staff participated in a training session by DOJ on Service Animals and Section 501 (2/18/21) and a Job Accommodation Network (JAN) session on Service & Emotional Support Animals (4/13/21).

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.

Answer Yes

In 2021, the OCHCO Disability program staff participated in various Federal Exchange on Employment and Disability (FEED) and EEOC training sessions; with a plan to do the same in 2022.

Section III: Program Deficiencies In The Disability Program

| | | | |
|--|---|------------------------|---|
| Brief Description of Program Deficiency | C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, 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, excluding ongoing interpretative services, in the comments column. | | |
| Objective | To comply with section 501 requirements. | | |
| Target Date | Sep 30, 2022 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| | Oct 1, 2021 | | Process requests, approvals, and notifications to affected applicants and employees as set forth in the RAP and required by 29 CFR 1614.203(d) (3). |
| | Oct 1, 2021 | | To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims. |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |

| | | | |
|--|---|------------------------|-------------------------|
| Brief Description of Program Deficiency | D.1.c. 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)] | | |
| Objective | 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)] | | |
| Target Date | Sep 30, 2021 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| | | | |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |

| | |
|--|--|
| Brief Description of Program Deficiency | D.4.d. 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)] |
|--|--|

| | | | | |
|---------------------------|---|------------------------|--|--|
| Objective | The OCHCO will make statistical tables, demographics, and applicant flow data available quarterly; increase representation of PWTD in senior grade levels; achieve 12 % PWD and 2 % PWD disability goals; assure awareness of NRC hiring authority equivalent to Schedule A and increase use of these hiring authorities; create awareness of reasonable accommodations procedures and personal assistance services; assurance that disability barriers and/or practices are not the reason for leaving agency. | | | |
| Target Date | Sep 30, 2022 | | | |
| Completion Date | | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> | |
| | Feb 27, 2018 | September 30, 2021 | Provide RAP training to managers, supervisors, and employees. | |
| | Oct 1, 2018 | | Evaluate ongoing hiring managers on their support of EEO and Diversity efforts including helping to meet disability goals in their annual performance appraisal. | |
| | Oct 1, 2018 | | Provide ongoing training to the disability program staff sufficient to increase their knowledge and skills regarding disability hiring programs; answer disability related questions; provide job applicants with necessary reasonable accommodations; accept, validate, and forward applications for appointment under hiring authorities that take disability into account to the relevant hiring official and; oversee any other disability related hiring program. | |
| | Oct 1, 2018 | | Address inconsistencies and provide MD-715 related workforce tables, demographics, and applicant flow information/data. | |
| | Oct 1, 2018 | | Provide ongoing training to all hiring managers and supervisors on the use of NRC hiring authority equivalent to Schedule A and other disability hiring authorities. One method will be to include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers. | |
| | Oct 1, 2018 | | Include a segment on disability hiring authorities in the annual mandatory EEO and Diversity & Inclusion Training for Supervisors and Managers; and encourage and support fiscal year hiring efforts that take disability into account (i.e., new hires; promotions, solicitations of interest, rotations, and assignments). | |
| | Oct 1, 2018 | | Conduct a focus group in FY 2022, with NRC employees, to Identify whether policies, procedures, or practices for the reason PWD and PWTD terminate their employment with the agency and to Identify challenges and barriers for people with disabilities when applying and interviewing for jobs at the NRC, receiving training and developmental opportunities, and applying for and being selected for promotions/new opportunities. | |
| | Oct 1, 2018 | | Increase the number of PWD/PWTD hired, promoted, and reassigned (i.e., rotations, details, reassignments). | |
| | Oct 1, 2018 | | Conduct a barrier analysis to determine whether any policies, procedures, or practices are causing PWD and PWTD to leave the agency and have barriers in the recruitment and/or selection processes for new hires, promotions, training and career development, advancement, distribution of awards and retention. | |
| | Sep 30, 2019 | | Conduct outreach and recruitment efforts for PWTD in the senior grade levels. | |
| | Sep 30, 2019 | | September 30, 2021 | Published the Disability Program Strategic Project Plan for FY 2019 – FY 2024 and posted on the agency’s public Web site. Plan implementation ongoing. |
| | Sep 30, 2019 | | | Use a service provider to administer PAS to disability status applicants and employees. |
| | Sep 30, 2019 | | September 30, 2021 | Published the Disability Program Strategic Project Plan for FY 2019 – FY 2024 and posted on the agency’s public Web site. Plan implementation ongoing. |
| | Sep 30, 2019 | | September 30, 2021 | Post RAP on agency’s public Web site. |

| | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
|------------------------|--------------------|--|--|
| | Sep 30, 2019 | | Establish and maintain contacts with organizations that specialize in the employment of individuals with disabilities and use program resources that identify applicants eligible to be appointed under NRC hiring authorities that take disabilities into account. |
| | Sep 30, 2019 | | Conduct outreach and recruitment efforts for PWTB in the senior grade levels. |
| | Sep 30, 2019 | | Establish and maintain contacts with organizations that specialize in the employment of individuals with disabilities and use program resources that identify applicants eligible to be appointed under NRC hiring authorities that take disabilities into account. |
| | Sep 30, 2019 | | Use a service provider to administer PAS to disability status applicants and employees. |
| | Sep 30, 2020 | | Conduct a focus group in FY 2020, with NRC employees, to Identify challenges and barriers for people with disabilities when applying and interviewing for jobs at the NRC, receiving training and developmental opportunities, and applying for and being selected for promotions/new opportunities. |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |
| | 2021 | In 2021, the EEO office/ADEM, OCHCO, and OGC conducted four EEO and Diversity & Inclusion training courses for managers and supervisors, which covered disability regulations and requirements including the NRC procedures and processes, and manager/supervisor responsibilities related to reasonable accommodations. | |
| | 2021 | NRC staff referred one resume from the Workforce Recruitment Program (WRP) data base for consideration for a Human Resources Specialist position. NRC staff participated in the City Career Fair 21st Annual Diversity Day Virtual Video fair and subsequently referred two Schedule A eligible resumes for an Administrative Assistant position and a Regulations Assistant position. In addition to the three resumes referred above, we referred another 15 resumes from our internal Schedule A database to HR Specialists for various jobs. | |
| | 2021 | NRC Disability program staff continued to implement the Disability Affirmative Action Plan. Promoted the use of our Schedule A equivalent hiring authority by providing training for supervisors on special hiring authorities and forwarding resumes of eligible applicants to hiring managers. | |
| | 2020 | As of 09/30/21, the NRC had partnered with the Department of Defense Operation Warfighter (OWF) Program, which provides Federal internship opportunities in a supportive work setting to recovering service members. The NRC brought on one OWF intern from November 2020 through April 2021 and referred one OWF participant who was seeking a full-time job in Information Technology to a hiring manager. The NRC also partnered with the Department of Labor's Workforce Recruitment Program (WRP) by accessing their resume database to search for candidates for Administrative Assistant, Information Technology, and Temporary Summer Student positions. The NRC partnered with the Wounded Warrior Project (WWP) and, NRC participated in recruiting events and/or posted job vacancies on job boards with Equal Opportunity Publications (EOP), Ability Corps/Ability Magazine, Maryland Workforce Exchange job board, Maryland Department of Rehabilitative Services, and GettingHired.com. | |
| | 2021 | See additional accomplishments captured in MD-715 Part J, "Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities." | |
| | 2021 | See additional agencywide accomplishments captured in MD-715 Part E3, "Workforce Analysis." | |

| | | | |
|--|---|------------------------|--|
| Brief Description of Program Deficiency | E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)] | | |
| Objective | To generate the information/data needed to prepare the annual MD-715 report and monitor EEO activities throughout the year. | | |
| Target Date | Sep 30, 2023 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| | Oct 1, 2021 | | To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims. |
| | Oct 1, 2021 | | OCHCO recognizes our internal procedures may limit cert-specific data which is required for the MD-715. We have recently started reviewing our applicant processes and data collection practices. |
| | Oct 1, 2021 | | Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO\HCAB has increased staffing by 30% in the last 12 months. The increased staffing does not immediately address resource limitations. But tasking additional team members will improve efficiency and response rates of future submissions. |
| | Oct 1, 2021 | | This year's Status and Dynamics files were submitted shortly after the EEOC Template became available. However, EEOC's reports did not yield totals that NRC expected. Working with EEOC tech staff, NRC learned a subsequent version of the template was released. NRC resubmitted our data; however, this did not resolve all discrepancies. NRC and EEOC tech representatives continued to exchange suggestions; however, these exchanges are time-consuming and prevent NRC from meeting EEOC deadlines. |
| | Oct 1, 2021 | | Perhaps NRC can request more-accessible tech support from EEOC. A dedicated technical contact would be very helpful to verify our initial submissions are correctly prepared and may help prevent multiple resubmissions. |
| | Oct 1, 2021 | | OCHCO & SBCR have agreed to a series of After-Action meetings to identify issues encountered in recent MD-715 filings; methods to resolve/prevent similar impediments in future filings; improved planning/communications that task/target appropriate team members; timelines for FY22. |
| | Oct 1, 2021 | | OCHCO has initiated regular meetings with our applicant software vendor to further investigate data-collection limitations and explore recommended strategies for obtaining and reporting EEOC required data. NRC will request contacts from Agencies that successfully harvest necessary data. OCHCO hopes to learn practices/procedures of Agencies that successfully curate MD-715 data. |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |

Section IV: 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 APPLICATIONS WITH DISABILITIES

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

In FY 2021, the agency participated in a variety of recruitment outreach events to increase the number of qualified PWD and PWTD within the major occupations. The NRC engaged in extensive recruitment outreach, which is identified in MD-715 Part E3 - Workforce Analysis, Section 4 - Recruitment (Pp. 24-26).

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

The NRC uses all available and appropriate hiring authorities to recruit and hire PWD and PWTD including a special hiring authority that takes disability into account (similar to the Schedule A hiring authority) to hire PWTD; and non- competitive selection of PWDs. During FY 2021, the NRC engaged in extensive recruitment outreach. See MD-715 Part E3 - Workforce Analysis, Section 4 – Recruitment (Pp. 24-26).

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

In accordance with NRC’s established special hiring authority (Schedule A equivalent), the following steps are being taken: 1) The hiring manager alerts the servicing Human Resources (HR) Specialist of the job opening and explains what competencies the ideal candidate should possess; 2) The HR Specialist consults with the Disability Program Manager (DPM) regarding resources available to the hiring manager with potential special hiring authority applicants; 3) If available, the hiring manager reviews the resumes of the applicants, conducts interviews, and makes a selection. If there are no candidates available or the hiring manager is not satisfied with any of the special hiring authority applicants presented for consideration, they retain the option to use other methods to fill the vacancy; 4) If a selection decision is made, the servicing HR Specialist extends the offer of employment on behalf of the agency; and, 5) Once the offer has been accepted, a start date is established to bring the candidate on board.

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

Answer Yes

Information and materials are available to hiring managers online. During FY 2021, the OCHCO and Office of General Counselor (OGC) in coordination with the EEO office provided training to 100+ hiring managers on the use of hiring authorities that take disability into account and how to use and access resumes of qualifying individuals as part of the agency’s mandatory annual (and refresher) EEO and Diversity Management Training for Managers and Supervisors, which was conducted four times during FY 2021. In addition to the mandatory training for managers and supervisors, OCHCO conducted training for other NRC supervisors on the use of hiring authorities, reasonable accommodation program and areas of overlap such as worker’s compensation, Family Medical Leave Act, telework, ergonomics, accessibility, information technology, and modifications of the physical environment.

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.

See MD-715 Part E3 - Workforce Analysis, Section 4 - Recruitment (Pp. 24-26).

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) Answer Yes

- b. New Hires for Permanent Workforce (PWTD) Answer Yes

See answer provided in this document under Section I - Efforts to Reach Regulatory Goals.

| New Hires | Total (#) | Reportable Disability | | Targeted Disability | |
|---------------------------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | | Permanent Workforce (%) | Temporary Workforce (%) | Permanent Workforce (%) | Temporary Workforce (%) |
| % of Total Applicants | | | | | |
| % of Qualified Applicants | | | | | |
| % of New Hires | | | | | |

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PWTD) Answer Yes

See answer provided in Section I - Efforts to Reach Regulatory Goals. For more details, see MD-715 Part E3 - NRC Workforce Analysis, Section 8 - Applicants and New Hires for NRC Mission-Critical Occupations, Pp. 28-34. See also Workforce Table B6P - Mission Critical Occupations, and Table B3 - Occupational Categories - Distribution by Disability (Participation Rate).

| New Hires to Mission-Critical Occupations | Total (#) | Reportable Disability | Targetable Disability |
|---|--------------|-----------------------|-----------------------|
| | | New Hires (%) | New Hires (%) |
| Numerical Goal | -- | 12% | 2% |

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer Yes
- b. Qualified Applicants for MCO (PWTD) Answer Yes

See answer provided in Section I - Efforts to Reach Regulatory Goals. For more details, see MD-715 Part E3 - Workforce Analysis, Section 9 - Internal Competitive Promotions for NRC Mission-Critical Occupations, Pp. 34-41. See also Workforce Table B6P - Mission Critical Occupations, Table B3 - Occupational Categories-Distribution by Disability (Participation Rate)”, and Table B7 - Senior Grade Levels (Participation Rate)”.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer Yes
- b. Promotions for MCO (PWTD) Answer Yes

See answer provided in Section I - Efforts to Reach Regulatory Goals. For more details, see MD-715 Part E3 - Workforce Analysis, Section 9 - Internal Competitive Promotions for NRC Mission-Critical Occupations, Pp. 34-41. See also Workforce Table B6P - Mission Critical Occupations, Table B3 - Occupational Categories-Distribution by Disability (Participation Rate), and Table B7 - Senior Grade Levels (Participation Rate).

Section V: 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.

To better ensure the agency’s mission and the employees’ career goals are achieved, the NRC offers professional mentoring, assistance with preparation of an Individual Development Plan (IDP), and continuing education for technical, professional, and leadership courses through an instructor-led virtual platform and online self-study. The NRC continues to offer foundational leadership and professional development training through the Leadership Academy. This program offers PWD a variety of instructor-led leadership and interpersonal skills courses. Through these courses such as Leadership Orientation, Emotional Intelligence, and Building Your Leadership Potential Through Effective Communication, staff can assess their leadership potential, improve their interpersonal relationship skills, and begin learning about the OPM Leadership Competencies that are critical for successful career advancement. In FY 2021, the agency engaged in a number of other initiatives designed to ensure PWD and PWTD were provided sufficient advancement opportunities [see MD-715, Part E3 - Workforce Analysis, Section 10 - Hiring and Recruitment: Focus- Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Selections. Pp. 41]. In addition to instructor-led training, PWD and PWTD have access to online courses, books, audiotapes, and videos in the NRC’s Talent Management System (TMS). Through the TMS online learning resources, PWD and PWTD serving in administrative and corporate positions can acquire the foundational skills needed to successfully perform at higher levels and be more competitive when seeking new opportunities. The NRC also offers PWD and PWTD two-self-paced programs to develop leadership skills at different levels. The Aspiring Leaders Certificate Program (ALCP) for employees at grades GG 13 -15 is a non-competitive leadership development program designed to develop future supervisors. The Leader at All Levels Certificate Program (LCP) provides employees (GG 7-12) the opportunity to acquire and strengthen the fundamental leadership competencies that support self-awareness and self-management. These programs support development of the OPM leadership competencies, offering instructor-led and online courses at the employee’s own pace. In FY 2021, OCHCO continued to provide three instructor-led courses - Strategies for Managing Your Career, Writing Your Resume, and Winning Interview Strategies - to specifically provide employees tools and strategies for navigating key career development activities such as choosing a career path or preparing for and participating in interviews.

B. CAREER DEVELOPMENT OPPORTUNITES

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

The NRC launched two initiatives to help PWD and PWTD advance their careers and professional development. The Guide to Career Enhancement SharePoint site provides tools and resources to help staff assess their skills, reflect on personal priorities, and prepare for future job opportunities. The Career Mentoring Program is a self-service program for employees who are motivated to develop their careers and/or specific skills, and mentors who want to share their knowledge and experience. These new initiatives, in combination with other learning and training resources, reflect NRC’s strategic choice to help PWD and PWTD develop their skills and grow in their careers. The NRC also launched an internal resource called NRC Open Opportunities, where employees can apply to participate in projects, workgroups, etc. These opportunities look for employees who can contribute their existing skills and develop new ones. The program facilitates collaboration and knowledge sharing across the agency and allows more opportunities for PWD and PWTD to work in other areas to demonstrate their skills and abilities, as well as grow their network. [see also MD-715 Part E3 - Workforce Analysis, Section 11 - Training and Development Opportunities Pp. 42-45]

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

| Career Development Opportunities | Total Participants | | PWD | | PWTD | |
|-----------------------------------|--------------------|---------------|----------------|---------------|----------------|---------------|
| | Applicants (#) | Selectees (#) | Applicants (%) | Selectees (%) | Applicants (%) | Selectees (%) |
| Internship Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Training Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Fellowship Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Detail Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Mentoring Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Career Development Programs | 0 | 0 | 0 | 0 | 0 | 0 |
| Coaching Programs | 0 | 0 | 0 | 0 | 0 | 0 |

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer Yes

b. Selections (PWD) Answer Yes

The EEO office is unable to conduct a full analysis, due to lack of, or limited information/data. Workforce Data Table B7 provides no data for the SES level. There were 6 career development program slots available to GG-15 employees. There was a total of 288 eligible applicants of whom, 263 employees self-identified as no disability (91.32 percent), 8 employees did not self-identify their status (2.78 percent), 17 employees’ self-identified as PWD (5.90 percent), and 2 employees self-identified as PWTD (0.69 percent). Three applicants with no disability (100.00 percent) were determined qualified for the program. The agency selected 1 employee with no disability into the program. There were 3 career development program slots available to GG-14 employees. There was a total of 123 eligible applicants of whom, 105 employees self-identified as no disability (85.37 percent), 6 employees did not self-identify their status (4.88 percent), 12 employees’ self-identified as PWD (9.76 percent), and 1 employee self-identified as PWTD (0.81 percent). Four applicants with no disability (100.00 percent) were determined qualified and selected to participate in the program. There were 0 slots identified at the GG-13 level. The workforce tables did not include a career training program for NRC mission critical occupations.

4. Do triggers exist for PWTD 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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer Yes

b. Selections (PWTD) Answer Yes

The EEO office is unable to conduct a full analysis, due to lack of, or limited information/data. Workforce Data Table B7 provides no data for the SES level. There were 6 career development program slots available to GG-15 employees. There was a total of 288 eligible applicants of whom, 263 employees self-identified as no disability (91.32 percent), 8 employees did not self-identify their status (2.78 percent), 17 employees’ self-identified as PWD (5.90 percent), and 2 employees self-identified as PWTD (0.69 percent). 3 applicants with no disability (100.00 percent) were determined qualified for the program. The agency selected 1 employee with no disability to in the program. There were 3 career development program slots available to GG-14 employees. There were 123 eligible applicants of whom, 105 employees self-identified as no disability (85.37 percent), 6 employees did not self-identify their status (4.88 percent), 12 employees’ self-identified as PWD (9.76 percent), and 1 employee self-identified as PWTD (0.81 percent). Four applicants with no disability (100.00 percent) were determined qualified and selected to participate in the program. There were 0 slots identified at the GG-13 level. The workforce tables did not include a career training program for NRC mission critical occupations.

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) Answer Yes

b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

The EEO office identified a trigger based on the disparities identified when comparing the time-off awards made to PWD and PWTD with employees who self-identified as not having a disability related to: Time-off awards for 1-10 hours, 11-20 hours and PWD related to time off awards for 21-30 hours and 31-40 hours. See MD-715 Part E3 - Workforce Analysis, Section 12 - Retention Efforts, Including Salary Distribution and Time Off and Cash Awards (Pp. 45-56), Subsections 12.3 - Employee Incentives, 12.4 - Employee Recognition and Awards, 12.5 - Time-Off Awards (1-10 Hours), and 12.6 - Time-Off Awards (11-20 Hours). The EEO office also identified a trigger based on the disparities identified when comparing the cash awards made to PWD and PWTD for \$500 or under, \$501-\$999, \$1,000-\$1,999, \$2,000-\$2,999, \$3,000-\$3,999, \$4,000-\$4,999, and \$5,000 or more. See MD-715 Part E3 - Workforce Analysis, Section 12 - Retention Efforts, Including Salary Distribution and Time Off and Cash Awards (Pp. 45-57).

| Time-Off Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
|---|------------------|--------------------------------|--|------------------------------|--------------------------------------|
| Time-Off Awards 1 - 10 hours: Awards Given | 684 | 23.64 | 25.76 | 28.95 | 22.53 |
| Time-Off Awards 1 - 10 Hours: Total Hours | 5215 | 174.55 | 196.60 | 226.32 | 163.74 |
| Time-Off Awards 1 - 10 Hours: Average Hours | 7 | 3.18 | 0.29 | 18.42 | 0.00 |
| Time-Off Awards 11 - 20 hours: Awards Given | 105 | 2.27 | 4.03 | 0.00 | 2.75 |
| Time-Off Awards 11 - 20 Hours: Total Hours | 1728 | 41.82 | 66.28 | 0.00 | 50.55 |
| Time-Off Awards 11 - 20 Hours: Average Hours | 16 | 8.18 | 0.67 | 0.00 | 9.89 |
| Time-Off Awards 21 - 30 hours: Awards Given | 3 | 0.00 | 0.13 | 0.00 | 0.00 |
| Time-Off Awards 21 - 30 Hours: Total Hours | 72 | 0.00 | 3.02 | 0.00 | 0.00 |
| Time-Off Awards 21 - 30 Hours: Average Hours | 24 | 0.00 | 1.01 | 0.00 | 0.00 |
| Time-Off Awards 31 - 40 hours: Awards Given | 2 | 0.00 | 0.04 | 0.00 | 0.00 |
| Time-Off Awards 31 - 40 Hours: Total Hours | 74 | 0.00 | 1.51 | 0.00 | 0.00 |
| Time-Off Awards 31 - 40 Hours: Average Hours | 37 | 0.00 | 1.51 | 0.00 | 0.00 |
| Time-Off Awards 41 or more Hours: Awards Given | 5 | 0.00 | 0.21 | 0.00 | 0.00 |
| Time-Off Awards 41 or more Hours: Total Hours | 219 | 0.00 | 9.19 | 0.00 | 0.00 |
| Time-Off Awards 41 or more Hours: Average Hours | 43 | 0.00 | 1.80 | 0.00 | 0.00 |
| Cash Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
| Cash Awards: \$501 - \$999: Awards Given | 1286 | 43.18 | 47.82 | 55.26 | 40.66 |
| Cash Awards: \$501 - \$999: Total Amount | 933436 | 31160.45 | 34699.83 | 40628.95 | 29183.52 |

| Cash Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
|--|-----------|-------------------------|---------------------------------|-----------------------|-------------------------------|
| Cash Awards: \$501 - \$999: Average Amount | 725 | 327.73 | 30.41 | 1934.21 | -7.69 |
| Cash Awards: \$1000 - \$1999: Awards Given | 1711 | 61.36 | 63.63 | 65.79 | 60.44 |
| Cash Awards: \$1000 - \$1999: Total Amount | 2155770 | 77915.00 | 80096.14 | 84763.16 | 76485.16 |
| Cash Awards: \$1000 - \$1999: Average Amount | 1259 | 576.82 | 52.77 | 3389.47 | -10.44 |
| Cash Awards: \$2000 - \$2999: Awards Given | 740 | 26.36 | 27.39 | 21.05 | 27.47 |
| Cash Awards: \$2000 - \$2999: Total Amount | 1863340 | 65582.73 | 69017.20 | 51673.68 | 68486.81 |
| Cash Awards: \$2000 - \$2999: Average Amount | 2518 | 1130.45 | 105.66 | 6457.89 | 18.13 |
| Cash Awards: \$3000 - \$3999: Awards Given | 789 | 22.73 | 29.74 | 28.95 | 21.43 |
| Cash Awards: \$3000 - \$3999: Total Amount | 2744261 | 79792.27 | 103512.54 | 99384.21 | 75701.65 |
| Cash Awards: \$3000 - \$3999: Average Amount | 3478 | 1595.45 | 145.97 | 9034.21 | 42.31 |
| Cash Awards: \$4000 - \$4999: Awards Given | 452 | 12.27 | 17.53 | 10.53 | 12.64 |
| Cash Awards: \$4000 - \$4999: Total Amount | 1961865 | 52345.91 | 76187.12 | 45836.84 | 53704.95 |
| Cash Awards: \$4000 - \$4999: Average Amount | 4340 | 1938.64 | 182.26 | 11457.89 | -48.90 |
| Cash Awards: \$5000 or more: Awards Given | 324 | 10.45 | 12.33 | 5.26 | 11.54 |
| Cash Awards: \$5000 or more: Total Amount | 3477305 | 109853.64 | 133449.75 | 62118.42 | 119820.33 |
| Cash Awards: \$5000 or more: Average Amount | 10732 | 4775.91 | 453.90 | 31057.89 | -711.54 |

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) Answer Yes

b. Pay Increases (PWTD) Answer Yes

The EEO office identified a trigger based on the disparities identified when comparing the quality step increase made to PWD and PWTD with employees who self-identified as not having a disability. See MD-715 Part E3 - Workforce Analysis, Section 12 - Retention Efforts, Including Salary Distribution and Time Off and Cash Awards (Pp. 45-57), Subsection 12.17 - Quality Step Increases Awarded. (Pp. 57).

| Other Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
|--------------|-----------|-------------------------|---------------------------------|-----------------------|-------------------------------|
|--------------|-----------|-------------------------|---------------------------------|-----------------------|-------------------------------|

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) Answer No

b. Other Types of Recognition (PWTD) Answer No

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

The EEO office is unable to provide a workforce analysis on promotions for the following senior grade levels: senior executive services, supervisors, and managers, due to unavailability of workforce statistical information/data. Information for other senior grade levels (GG-15, GG-14, and GG-13) is captioned in MD-715 Part 3, Section 9 - Subsections 9.2, 9.3, and 9.4. (Pp. 34-35).

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

d. Grade GS-13

- i. Qualified Internal Applicants (PWTD) Answer No
- ii. Internal Selections (PWTD) Answer No

For more information see Table B7 (Participation Rate) and MD-715 Part E3 - Workforce Analysis, Pp. 34-36.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWD) Answer Yes
- b. New Hires to GS-15 (PWD) Answer Yes
- c. New Hires to GS-14 (PWD) Answer Yes
- d. New Hires to GS-13 (PWD) Answer Yes

See MD-715 Part E3 - Workforce Analysis.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWTD) Answer Yes
- b. New Hires to GS-15 (PWTD) Answer Yes
- c. New Hires to GS-14 (PWTD) Answer Yes
- d. New Hires to GS-13 (PWTD) Answer Yes

See MD-715 Part E3 - Workforce Analysis.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- c. Supervisors

- i. Qualified Internal Applicants (PWD) Answer Yes
- ii. Internal Selections (PWD) Answer Yes

See MD-715 Part E3 - Workforce Analysis.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

- i. Qualified Internal Applicants (PWTD) Answer Yes
- ii. Internal Selections (PWTD) Answer Yes

b. Managers

- i. Qualified Internal Applicants (PWTD) Answer Yes
- ii. Internal Selections (PWTD) Answer Yes

c. Supervisors

- i. Qualified Internal Applicants (PWTD) Answer Yes
- ii. Internal Selections (PWTD) Answer Yes

For more information see Workforce Table B7, and MD-715 Part E3 - Workforce Analysis.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer Yes
- b. New Hires for Managers (PWD) Answer Yes
- c. New Hires for Supervisors (PWD) Answer Yes

For more information see Table B7 Senior Grade Levels (Participation Rate), and MD-715 Part E3.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD) Answer Yes
- b. New Hires for Managers (PWTD) Answer Yes
- c. New Hires for Supervisors (PWTD) Answer Yes

For more information see Table B7 Senior Grade Levels (Participation Rate), and MD-715 Part E3

Section VI: Plan to Improve Retention of Persons with Disabilities

To be 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 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.

Answer N/A

There were no employees who fell under the identified category.

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) Answer No

b. Involuntary Separations (PWD) Answer No

See MD-715 Part E3 - Workforce Analysis, Section 13 - Separations.

| Seperations | Total # | Reportable Disabilities % | Without Reportable Disabilities % |
|---|---------|---------------------------|-----------------------------------|
| Permanent Workforce: Reduction in Force | 0 | 0.00 | 0.00 |
| Permanent Workforce: Removal | 2 | 0.44 | 0.04 |
| Permanent Workforce: Resignation | 20 | 0.88 | 0.69 |
| Permanent Workforce: Retirement | 113 | 2.63 | 4.11 |
| Permanent Workforce: Other Separations | 48 | 1.75 | 1.69 |
| Permanent Workforce: Total Separations | 183 | 5.70 | 6.53 |

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

a. Voluntary Separations (PWTD) Answer Yes

b. Involuntary Separations (PWTD) Answer No

See MD-715 Part E3 - Workforce Analysis, Section 13 - Separations.

| Seperations | Total # | Targeted Disabilities % | Without Targeted Disabilities % |
|---|---------|-------------------------|---------------------------------|
| Permanent Workforce: Reduction in Force | 0 | 0.00 | 0.00 |
| Permanent Workforce: Removal | 2 | 0.00 | 0.07 |
| Permanent Workforce: Resignation | 20 | 0.00 | 0.72 |
| Permanent Workforce: Retirement | 113 | 0.00 | 4.04 |
| Permanent Workforce: Other Separations | 48 | 2.63 | 1.68 |
| Permanent Workforce: Total Separations | 183 | 2.63 | 6.51 |

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.

The NRC has identified concerns raised by departing employees in exit interview surveys. As a result, MD-715 Part H and Part I plans have been instituted, and the EEO office and OCHCO will be coordinating efforts to address separation concerns and put in place change strategies during FY 2022.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §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.

The NRC is committed to making every possible effort to ensure that all information on its internal Web site is accessible. External link to public Web site for NRC site accessibility: <https://www.nrc.gov/site-help/access.html>, which includes a link on "How to File a Complaint". The EEO office conducts NRC's Internal Disability Compliance Program, which implements the provisions of 10 CFR Part 4, Subpart E, "Enforcement of Nondiscrimination on the Basis of Disability in Programs or Activities Conducted by the U.S. Nuclear Regulatory Commission".

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.

The EEO office conducts NRC's Disability Program, which implements the provisions of 10 CFR Part 4, Subpart E, "Enforcement of Nondiscrimination on the Basis of Disability in Programs or Activities Conducted by the U.S. Nuclear Regulatory Commission," which includes compliance with the Architectural Barriers Act and a description of how to file a complaint. Public Web site link to NRC's Disability Program: <https://www.nrc.gov/about-nrc/civil-rights/occp/compliance-pgrm/disability.html>.

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.

The EEO office conducted a review of NRC's 2021 Building Accessibility Report. All renovations were designed to meet current Americans with Disabilities Act Accessibility Guidelines (ADAAG) and Architectural Barriers Act Accessibility (ABAAS) standards. The renovations and planned renovations are described in the following bullets: • Sixth floor (09/2021-01/2022) new NRC offices have office spaces, workstations, conference rooms, kitchens, wellness room, and private phone rooms that meet ABAAS standards. • Designs for the 1st and 12th floors are complete, and funding allocated and sent to GSA, who administers the construction phase, plans to award the contract in the first quarter of calendar 2022. • NRC initiated the design process for the 11th floor (11/2021) and anticipates completion by Fall 2022. • "Wave" button devices at the OWFN and Two White Flint North (TWFN) Buildings: NRC installed new touchless "wave" disability door opener devices on all the restroom entrances and all the disability door operator locations at the TWFN building. NRC is in the process of installing new "wave" disability door opener devices in all the restrooms and disability door operator locations at OWFN. • NRC through GSA renewed the lease in Arlington, Texas. As part of the lease renewal, NRC reduced the total square office footage, but all the space designs followed the ABAAS standards.

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.)

Within five (5) business days of receipt of the reasonable accommodation (RA) request, the Reasonable Accommodation

Coordinator (RAC) or designee reviews the request and keeps the requestor and supervisor apprised of the status, the need for any additional information, or any other delays as the nature of the request demands. The NRC process RA requests and provides accommodations, when appropriate, in as short a time frame as reasonably possible. Interim accommodations may be approved as a temporary provisional measure for cases that present extenuating circumstances. The NRC’s Reasonable Accommodation Procedures (RAP) contain a section entitled “Reasonable Accommodation Timeline,” which identifies specific actions and the associated timelines.

- 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.

In FY 2021, the EEO office monitored the policies, procedures, and practices related to NRC’s reasonable accommodation program. The EEO office determined that not all RA requests and approvals were timely processed. According to OCHCO, “Due to the significant increase in requests for home and office accommodations, especially for telework accommodations since the agency re-entered the workplace in November 2021 and the continuing evolution of COVID-19 guidance from CDC and its impact on employees with disabilities, the agency is experiencing longer than the usual processing times than stated in our procedures. We are also experiencing delays due the additional time it may take for an employee to get an appointment to obtain supporting medical documentation and for the agency’s contracted physician to conduct medical reviews that assist the agency in making a determination regarding a request. The agency is exploring an automated system that will make the process more efficient and effective.” In FY 2021, four sessions were given of the mandatory EEO and Diversity Management Training for Managers and Supervisors, which included information on the agency’s reasonable accommodation program, procedures, and processes.

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

Pursuant to 29 CFR §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 NRC included its Personal Assistant Services (PAS) procedures in the EEOC approved RAP. Requests for PAS are made in the same manner as all other requests for reasonable accommodations outlined in Section I of the RAP. The agency determined that PAS services would be paid through use of an agency purchase card. All procurements will comply with established EEOC guidance. To date, the NRC has not received any requests for PAS.

Section VII: 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 governmentwide average?

Answer No

- 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?

Answer No

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

| |
|-----|
| N/A |
|-----|

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer No

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?

Answer Yes

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

| |
|-----|
| N/A |
|-----|

Section VIII: 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?

Answer Yes

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

Answer Yes

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

| | | | | | |
|---|---|---------------------------------------|--|---|------------------------------|
| Source of the Trigger: | Other | | | | |
| Specific Workforce Data Table: | See MD-715, Executive Summary | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | See MD-715, Executive Summary: MD-715 Part E.2. Essential Elements A-F, Part E3, Workforce Analysis, Md-715 Part E.4. Accomplishments, and MD-715 Part E.5. Planned Activities. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name | | Description of Policy, Procedure, or Practice | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Planned Activities Toward Completion of Objective | | | | | |
| Target Date | Planned Activities | | | Sufficient Staffing & Funding? | Modified Date |
| Report of Accomplishments | | | | | |
| Fiscal Year | Accomplishment | | | | |

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

The NRC’s FY 2019 – FY 2024 Disability Program Strategic Project Plan for FY 2019 – FY 2024, identifies 5 target areas: recruitment, hiring, retention, development and career progression, and cultural change. All target areas include a goal along with corresponding action items. NRC planned to conduct a focus group, with employees, in FY 2020 to identify challenges and barriers for people with disabilities when applying and interviewing for jobs, receiving training and developmental opportunities, and

applying for and being selected for promotions/new opportunities. However, due to the COVID-19 pandemic, this effort has been delayed until later during FY 2022/FY 2023. OCHCO determined that OMB clearance is required to interview or survey/provide questions to people who are not employed by the NRC. Therefore, this activity is not being pursued. The EEO Advisory Committee for Employees with Disabilities (ACED) conducted a lunch-time forum on May 24, entitled, "Powered by Diversity –Hiring and Advancing Employees with Disabilities." The EEO office co-sponsored this event, where the Affirmative Employment and Diversity Management Program Manager, discussed NRC's Disability Affirmative Action Plan, and how the EEO office is assisting in agencywide efforts to achieve cultural diversity inclusion to advance affirmative action and equal employment opportunities for employees and applicants with disabilities. It was also emphasized to participants how the MD-715 Report/Plans provide assessments of the agency's organizational performance and how this information/data is used to build on the agency's strengths and address its weaknesses to improve agencywide performance outcomes. The EEO office plans to conduct similar presentations to influence decision-making at the office level to promote diversity in recruitment outreach, hiring, employee engagement, upward mobility, advancement, and retention of individuals with disabilities.

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

The EEOC advised, via letter dated September 30, 2019, that the NRC's RAP, as amended, are in compliance with EEOC regulations. The NRC posted the amended RAP on the internal and external websites, per notification in the EEOC's letter. During 2021, the NRC continued to implement the updated procedures by ensuring manager and supervisor awareness to promote compliance with regulations and requirements and by posting the RAP on the internal/external websites. Additionally, the NRC's Anti-Harassment Policy and Procedures for Preventing and Eliminating Harassing Conduct in the Workplace was updated to include pregnancy, gender expression, gender identity, and genetic information (e.g., some cases include disability).

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.

The NRC is making meaningful progress towards achieving the employment benchmark goals (12 percent for PWD and 2 percent PWTD) for employment of individuals with disabilities. The EEO office continues to monitor and assist offices in their efforts to increase recruitment outreach, hiring, training and development, career advancement, incentives, and retention of individuals with disabilities.

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Employment Tenure | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---------------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| CLF 2014-2018 % | 100 | 51.79 | 48.21 | 6.82 | 6.16 | 35.65 | 31.82 | 5.7 | 6.61 | 2.19 | 2.18 | 0.08 | 0.08 | 0.31 | 0.31 | 1.05 | 1.05 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL WORKFORCE | | | | | | | | | | | | | | | | | |
| Total Workforce: Prior FY # | 2866 | 1718 | 1148 | 111 | 75 | 1204 | 627 | 163 | 295 | 196 | 114 | 1 | 1 | 11 | 10 | 7 | 8 |
| Total Workforce: Prior FY % | 100 | 59.94 | 40.06 | 3.87 | 2.62 | 42.01 | 21.88 | 5.69 | 10.29 | 6.84 | 3.98 | 0.03 | 0.03 | 0.38 | 0.35 | 0.24 | 0.28 |
| Total Workforce: Current FY # | 2832 | 1692 | 1140 | 115 | 79 | 1180 | 605 | 162 | 301 | 192 | 116 | 1 | 1 | 11 | 11 | 7 | 9 |
| Total Workforce: Current FY % | 100 | 59.75 | 40.25 | 4.06 | 2.79 | 41.67 | 21.36 | 5.72 | 10.63 | 6.78 | 4.10 | 0.04 | 0.04 | 0.39 | 0.39 | 0.25 | 0.32 |
| Total Workforce: Difference # | -34 | -26 | -8 | 4 | 4 | -24 | -22 | -1 | 6 | -4 | 2 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total Workforce: Ratio Change % | 0.00 | -0.19 | 0.19 | 0.19 | 0.17 | -0.34 | -0.52 | 0.03 | 0.34 | -0.06 | 0.12 | 0.01 | 0.01 | 0.01 | 0.04 | 0.01 | 0.04 |
| Total Workforce: Net Change % | -1.19 | -1.51 | -0.70 | 3.60 | 5.33 | -1.99 | -3.51 | -0.61 | 2.03 | -2.04 | 1.75 | 0.00 | 0.00 | 0.00 | 10.00 | 0.00 | 12.50 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Total Workforce: New Hires # | 210 | 122 | 88 | 10 | 7 | 82 | 43 | 11 | 23 | 17 | 13 | 0 | 0 | 0 | 1 | 2 | 1 |
| Total Workforce: New Hires % | 100 | 58.10 | 41.90 | 4.76 | 3.33 | 39.05 | 20.48 | 5.24 | 10.95 | 8.10 | 6.19 | 0.00 | 0.00 | 0.00 | 0.48 | 0.95 | 0.48 |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |
| Total Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Reduction in Force % | 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 |
| Total Workforce: Removal # | 2 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Removal % | 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 |
| Total Workforce: Resignation # | 46 | 28 | 18 | 3 | 1 | 20 | 14 | 2 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Total Workforce: Resignation % | 100 | 60.87 | 39.13 | 6.52 | 2.17 | 43.48 | 30.43 | 4.35 | 4.35 | 4.35 | 2.17 | 0.00 | 0.00 | 0.00 | 0.00 | 2.17 | 0.00 |
| Total Workforce: Retirement # | 115 | 75 | 40 | 2 | 1 | 55 | 29 | 5 | 6 | 12 | 4 | 0 | 0 | 0 | 0 | 1 | 0 |
| Total Workforce: Retirement % | 100 | 65.22 | 34.78 | 1.74 | 0.87 | 47.83 | 25.22 | 4.35 | 5.22 | 10.43 | 3.48 | 0.00 | 0.00 | 0.00 | 0.00 | 0.87 | 0.00 |
| Total Workforce: Other Separations # | 83 | 43 | 40 | 1 | 1 | 31 | 22 | 4 | 9 | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total Workforce: Other Separations % | 100 | 51.81 | 48.19 | 1.20 | 1.20 | 37.35 | 26.51 | 4.82 | 10.84 | 8.43 | 8.43 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.20 |
| Total Workforce: Total Separations # | 246 | 148 | 98 | 6 | 3 | 108 | 65 | 11 | 17 | 21 | 12 | 0 | 0 | 0 | 0 | 2 | 1 |
| Total Workforce: Total Separations % | 100 | 60.16 | 39.84 | 2.44 | 1.22 | 43.90 | 26.42 | 4.47 | 6.91 | 8.54 | 4.88 | 0.00 | 0.00 | 0.00 | 0.00 | 0.81 | 0.41 |
| PERMANENT WORKFORCE | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Prior FY # | 2743 | 1645 | 1098 | 106 | 73 | 1142 | 588 | 160 | 290 | 193 | 111 | 1 | 1 | 11 | 10 | 7 | 7 |
| Permanent Workforce: Prior FY % | 100 | 59.97 | 40.03 | 3.86 | 2.66 | 41.63 | 21.44 | 5.83 | 10.57 | 7.04 | 4.05 | 0.04 | 0.04 | 0.40 | 0.36 | 0.26 | 0.26 |
| Permanent Workforce: Current FY # | 2705 | 1615 | 1090 | 109 | 74 | 1119 | 568 | 158 | 297 | 186 | 113 | 1 | 1 | 11 | 11 | 7 | 8 |
| Permanent Workforce: Current FY % | 100 | 59.70 | 40.30 | 4.03 | 2.74 | 41.37 | 21.00 | 5.84 | 10.98 | 6.88 | 4.18 | 0.04 | 0.04 | 0.41 | 0.41 | 0.26 | 0.30 |
| Permanent Workforce: Difference # | -38 | -30 | -8 | 3 | 1 | -23 | -20 | -2 | 7 | -7 | 2 | 0 | 0 | 0 | 1 | 0 | 1 |
| Permanent Workforce: Ratio Change % | 0.00 | -0.27 | 0.27 | 0.17 | 0.08 | -0.26 | -0.44 | 0.01 | 0.41 | -0.16 | 0.13 | 0.00 | 0.00 | 0.01 | 0.05 | 0.00 | 0.04 |
| Permanent Workforce: Net Change % | -1.39 | -1.82 | -0.73 | 2.83 | 1.37 | -2.01 | -3.40 | -1.25 | 2.41 | -3.63 | 1.80 | 0.00 | 0.00 | 0.00 | 10.00 | 0.00 | 14.29 |

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Employment Tenure for Sub-Components | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--------------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| CLF 2014-2018 % | 100 | 51.79 | 48.21 | 6.82 | 6.16 | 35.65 | 31.82 | 5.7 | 6.61 | 2.19 | 2.18 | 0.08 | 0.08 | 0.31 | 0.31 | 1.05 | 1.05 |
| Alternative Benchmark % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce # | 2705 | 1615 | 1090 | 109 | 74 | 1119 | 568 | 158 | 297 | 186 | 113 | 1 | 1 | 11 | 11 | 7 | 8 |
| Permanent Workforce % | 100 | 59.70 | 40.30 | 4.03 | 2.74 | 41.37 | 21.00 | 5.84 | 10.98 | 6.88 | 4.18 | 0.04 | 0.04 | 0.41 | 0.41 | 0.26 | 0.30 |
| NU00 # | 2705 | 1615 | 1090 | 109 | 74 | 1119 | 568 | 158 | 297 | 186 | 113 | 1 | 1 | 11 | 11 | 7 | 8 |
| NU00 % | 100 | 59.70 | 40.30 | 4.03 | 2.74 | 41.37 | 21.00 | 5.84 | 10.98 | 6.88 | 4.18 | 0.04 | 0.04 | 0.41 | 0.41 | 0.26 | 0.30 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| GS/GM/GL GRADES | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GS-15 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-15 % | 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 |
| All other (unspecified GS) # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| All other (unspecified GS) % | 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 |
| Total GS Employees # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total GS Employees % | 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 |
| SES # | 110 | 68 | 42 | 0 | 0 | 50 | 31 | 10 | 4 | 4 | 3 | 0 | 0 | 1 | 1 | 0 | 2 |
| SES % | 100 | 61.82 | 38.18 | 0.00 | 0.00 | 45.45 | 28.18 | 9.09 | 3.64 | 3.64 | 2.73 | 0.00 | 0.00 | 0.91 | 0.91 | 0.00 | 1.82 |
| Other Senior Pay # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Senior Pay % | 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 |
| Total Senior Pay # | 110 | 68 | 42 | 0 | 0 | 50 | 31 | 10 | 4 | 4 | 3 | 0 | 0 | 1 | 1 | 0 | 2 |
| Total Senior Pay % | 100 | 61.82 | 38.18 | 0.00 | 0.00 | 45.45 | 28.18 | 9.09 | 3.64 | 3.64 | 2.73 | 0.00 | 0.00 | 0.91 | 0.91 | 0.00 | 1.82 |

Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Salary Range | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-----------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Permanent Workforce # | 2705 | 1615 | 1090 | 109 | 74 | 1119 | 568 | 158 | 297 | 186 | 113 | 1 | 1 | 11 | 11 | 7 | 8 |
| Permanent Workforce % | 100 | 59.70 | 40.30 | 4.03 | 2.74 | 41.37 | 21.00 | 5.84 | 10.98 | 6.88 | 4.18 | 0.04 | 0.04 | 0.41 | 0.41 | 0.26 | 0.30 |
| Alternative Benchmark | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Up to \$20,000 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Up to \$20,000 % | 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 |
| \$20,001-\$30,000 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$20,001-\$30,000 % | 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 |
| \$30,001-\$40,000 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$30,001-\$40,000 % | 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 |
| \$40,001-\$50,000 # | 23 | 1 | 22 | 0 | 1 | 1 | 15 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 |
| \$40,001-\$50,000 % | 100 | 4.35 | 95.65 | 0.00 | 4.35 | 4.35 | 65.22 | 0.00 | 13.04 | 0.00 | 8.70 | 0.00 | 0.00 | 0.00 | 4.35 | 0.00 | 0.00 |
| \$50,001-\$60,000 # | 39 | 3 | 36 | 1 | 1 | 0 | 18 | 1 | 13 | 0 | 2 | 0 | 0 | 0 | 1 | 1 | 0 |
| \$50,001-\$60,000 % | 100 | 7.69 | 92.31 | 2.56 | 2.56 | 0.00 | 46.15 | 2.56 | 33.33 | 0.00 | 5.13 | 0.00 | 0.00 | 0.00 | 2.56 | 2.56 | 0.00 |
| \$60,001-\$70,000 # | 52 | 8 | 44 | 1 | 5 | 5 | 16 | 1 | 14 | 1 | 8 | 0 | 0 | 0 | 1 | 0 | 0 |
| \$60,001-\$70,000 % | 100 | 15.38 | 84.62 | 1.92 | 9.62 | 9.62 | 30.77 | 1.92 | 26.92 | 1.92 | 15.38 | 0.00 | 0.00 | 0.00 | 1.92 | 0.00 | 0.00 |
| \$70,001-\$80,000 # | 88 | 33 | 55 | 6 | 4 | 20 | 23 | 3 | 19 | 3 | 7 | 0 | 1 | 0 | 1 | 1 | 0 |
| \$70,001-\$80,000 % | 100 | 37.50 | 62.50 | 6.82 | 4.55 | 22.73 | 26.14 | 3.41 | 21.59 | 3.41 | 7.95 | 0.00 | 1.14 | 0.00 | 1.14 | 1.14 | 0.00 |
| \$80,001-\$90,000 # | 50 | 12 | 38 | 1 | 1 | 6 | 19 | 2 | 13 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$80,001-\$90,000 % | 100 | 24.00 | 76.00 | 2.00 | 2.00 | 12.00 | 38.00 | 4.00 | 26.00 | 6.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$90,001-\$100,000 # | 49 | 16 | 33 | 1 | 1 | 10 | 19 | 3 | 13 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$90,001-\$100,000 % | 100 | 32.65 | 67.35 | 2.04 | 2.04 | 20.41 | 38.78 | 6.12 | 26.53 | 4.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$100,001-\$110,000 # | 70 | 32 | 38 | 3 | 5 | 23 | 20 | 3 | 9 | 2 | 4 | 0 | 0 | 0 | 0 | 1 | 0 |
| \$100,001-\$110,000 % | 100 | 45.71 | 54.29 | 4.29 | 7.14 | 32.86 | 28.57 | 4.29 | 12.86 | 2.86 | 5.71 | 0.00 | 0.00 | 0.00 | 0.00 | 1.43 | 0.00 |
| \$110,001-\$120,000 # | 145 | 73 | 72 | 10 | 7 | 45 | 31 | 11 | 30 | 6 | 3 | 0 | 0 | 1 | 1 | 0 | 0 |
| \$110,001-\$120,000 % | 100 | 50.34 | 49.66 | 6.90 | 4.83 | 31.03 | 21.38 | 7.59 | 20.69 | 4.14 | 2.07 | 0.00 | 0.00 | 0.69 | 0.69 | 0.00 | 0.00 |
| \$120,001-\$130,000 # | 306 | 147 | 159 | 15 | 11 | 100 | 76 | 22 | 53 | 10 | 16 | 0 | 0 | 0 | 1 | 0 | 0 |
| \$120,001-\$130,000 % | 100 | 48.04 | 51.96 | 4.90 | 3.59 | 32.68 | 24.84 | 7.19 | 17.32 | 3.27 | 5.23 | 0.00 | 0.00 | 0.00 | 0.33 | 0.00 | 0.00 |
| \$130,001-\$140,000 # | 345 | 215 | 130 | 27 | 10 | 128 | 67 | 29 | 34 | 27 | 15 | 1 | 0 | 1 | 0 | 0 | 2 |
| \$130,001-\$140,000 % | 100 | 62.32 | 37.68 | 7.83 | 2.90 | 37.10 | 19.42 | 8.41 | 9.86 | 7.83 | 4.35 | 0.29 | 0.00 | 0.29 | 0.00 | 0.00 | 0.58 |
| \$140,001-\$150,000 # | 289 | 194 | 95 | 19 | 11 | 137 | 49 | 16 | 19 | 14 | 9 | 0 | 0 | 2 | 3 | 1 | 1 |
| \$140,001-\$150,000 % | 100 | 67.13 | 32.87 | 6.57 | 3.81 | 47.40 | 16.96 | 5.54 | 6.57 | 4.84 | 3.11 | 0.00 | 0.00 | 0.69 | 1.04 | 0.35 | 0.35 |
| \$150,001-\$160,000 # | 487 | 328 | 159 | 14 | 11 | 216 | 80 | 23 | 43 | 67 | 18 | 0 | 0 | 0 | 0 | 2 | 2 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Salary Range | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| \$150,001-\$160,000 % | 100 | 67.35 | 32.65 | 2.87 | 2.26 | 44.35 | 16.43 | 4.72 | 8.83 | 13.76 | 3.70 | 0.00 | 0.00 | 0.00 | 0.00 | 0.41 | 0.41 |
| \$160,001-\$170,000 # | 124 | 86 | 38 | 5 | 2 | 63 | 23 | 13 | 6 | 4 | 5 | 0 | 0 | 1 | 0 | 0 | 0 |
| \$160,001-\$170,000 % | 100 | 69.35 | 30.65 | 4.03 | 1.61 | 50.81 | 18.55 | 10.48 | 4.84 | 3.23 | 4.03 | 0.00 | 0.00 | 0.81 | 0.00 | 0.00 | 0.00 |
| \$170,001-\$180,000 # | 493 | 367 | 126 | 4 | 4 | 289 | 77 | 21 | 25 | 40 | 16 | 0 | 0 | 4 | 1 | 1 | 1 |
| \$170,001-\$180,000 % | 100 | 74.44 | 25.56 | 0.81 | 0.81 | 58.62 | 15.62 | 4.26 | 5.07 | 8.11 | 3.25 | 0.00 | 0.00 | 0.81 | 0.20 | 0.20 | 0.20 |
| \$180,001 and Greater # | 145 | 100 | 45 | 2 | 0 | 76 | 35 | 10 | 3 | 7 | 3 | 0 | 0 | 2 | 1 | 0 | 2 |
| \$180,001 and Greater % | 100 | 68.97 | 31.03 | 1.38 | 0.00 | 52.41 | 24.14 | 6.90 | 2.07 | 4.83 | 2.07 | 0.00 | 0.00 | 1.38 | 0.69 | 0.00 | 1.38 |

Table A6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|------------|-------------|---------------|-------------------------|---------------------------|-------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| SECURITY ADMINISTRATION (0080) # | 98 | 79 | 19 | 7 | 2 | 56 | 11 | 11 | 5 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 1 |
| SECURITY ADMINISTRATION (0080) % | 100 | 80.61 | 19.39 | 7.14 | 2.04 | 57.14 | 11.22 | 11.22 | 5.10 | 2.04 | 0.00 | 0.00 | 0.00 | 3.06 | 0.00 | 0.00 | 1.02 |
| ES-00 # | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ES-00 % | 100 | 100.00 | 0.00 | 0.00 | 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 |
| GG-13 # | 35 | 26 | 9 | 6 | 1 | 17 | 4 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 74.29 | 25.71 | 17.14 | 2.86 | 48.57 | 11.43 | 8.57 | 11.43 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 29 | 24 | 5 | 0 | 0 | 18 | 3 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| GG-14 % | 100 | 82.76 | 17.24 | 0.00 | 0.00 | 62.07 | 10.34 | 20.69 | 3.45 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.45 |
| GG-15 # | 31 | 27 | 4 | 1 | 1 | 20 | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 |
| GG-15 % | 100 | 87.10 | 12.90 | 3.23 | 3.23 | 64.52 | 9.68 | 6.45 | 0.00 | 3.23 | 0.00 | 0.00 | 0.00 | 9.68 | 0.00 | 0.00 | 0.00 |
| SN-00 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SN-00 % | 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 |
| Occupational CLF % | 100 | 45.7 | 54.3 | 4.4 | 5.5 | 32.5 | 36.4 | 4 | 7.2 | 3.5 | 3.5 | 0.1 | 0.1 | 0.2 | 0.3 | 0.9 | 1.3 |
| INTERNATIONAL RELATIONS (0131) # | 13 | 4 | 9 | 0 | 1 | 4 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERNATIONAL RELATIONS (0131) % | 100 | 30.77 | 69.23 | 0.00 | 7.69 | 30.77 | 53.85 | 0.00 | 0.00 | 0.00 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-07 # | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-07 % | 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 |
| GG-13 # | 3 | 1 | 2 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 33.33 | 66.67 | 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 | 0.00 |
| GG-14 # | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 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 |
| GG-15 # | 5 | 3 | 2 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 60.00 | 40.00 | 0.00 | 0.00 | 60.00 | 40.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SN-00 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SN-00 % | 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 |
| Occupational CLF % | 100 | 51.5 | 48.5 | 4.3 | 4.5 | 40.1 | 35.9 | 3.7 | 3.6 | 1.8 | 2.2 | 0 | 0.1 | 0.6 | 0.5 | 1 | 1.7 |
| INTELLIGENCE (0132) # | 10 | 8 | 2 | 0 | 0 | 7 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| INTELLIGENCE (0132) % | 100 | 80.00 | 20.00 | 0.00 | 0.00 | 70.00 | 10.00 | 0.00 | 0.00 | 10.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 10.00 |
| GG-13 # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 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 | 0.00 |
| GG-14 # | 5 | 4 | 1 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 80.00 | 20.00 | 0.00 | 0.00 | 80.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 4 | 3 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| GG-15 % | 100 | 75.00 | 25.00 | 0.00 | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25.00 |
| Occupational CLF % | 100 | 51.5 | 48.5 | 4.3 | 4.5 | 40.1 | 35.9 | 3.7 | 3.6 | 1.8 | 2.2 | 0 | 0.1 | 0.6 | 0.5 | 1 | 1.7 |
| HUMAN RESOURCES MANAGEMENT (0201) # | 39 | 3 | 36 | 0 | 2 | 1 | 21 | 1 | 9 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| HUMAN RESOURCES MANAGEMENT (0201) % | 100 | 7.69 | 92.31 | 0.00 | 5.13 | 2.56 | 53.85 | 2.56 | 23.08 | 0.00 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.56 |
| GG-11 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-11 % | 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 |
| GG-12 # | 4 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-12 % | 100 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-13 # | 12 | 1 | 11 | 0 | 0 | 0 | 7 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 8.33 | 91.67 | 0.00 | 0.00 | 0.00 | 58.33 | 8.33 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 18 | 2 | 16 | 0 | 1 | 1 | 10 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| GG-14 % | 100 | 11.11 | 88.89 | 0.00 | 5.56 | 5.56 | 55.56 | 0.00 | 16.67 | 0.00 | 5.56 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 5.56 |
| GG-15 # | 4 | 0 | 4 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 0.00 | 100.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 38.8 | 61.2 | 4.7 | 6.7 | 28.1 | 43.5 | 3.3 | 7 | 1.9 | 2.4 | 0 | 0.1 | 0.2 | 0.3 | 0.7 | 1.2 |
| MISCELLANEOUS ADMINISTRATION AND PROGRAM SERIES (0301) # | 145 | 40 | 105 | 5 | 7 | 24 | 58 | 10 | 33 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| MISCELLANEOUS ADMINISTRATION AND PROGRAM SERIES (0301) % | 100 | 27.59 | 72.41 | 3.45 | 4.83 | 16.55 | 40.00 | 6.90 | 22.76 | 0.69 | 4.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| ES-00 # | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ES-00 % | 100 | 50.00 | 50.00 | 0.00 | 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 |
| GG-09 # | 3 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-09 % | 100 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 33.33 | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-11 # | 11 | 1 | 10 | 0 | 1 | 0 | 4 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-11 % | 100 | 9.09 | 90.91 | 0.00 | 9.09 | 0.00 | 36.36 | 9.09 | 45.45 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-12 # | 11 | 1 | 10 | 0 | 1 | 0 | 7 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-12 % | 100 | 9.09 | 90.91 | 0.00 | 9.09 | 0.00 | 63.64 | 9.09 | 18.18 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-13 # | 43 | 8 | 35 | 1 | 3 | 5 | 17 | 2 | 12 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 18.60 | 81.40 | 2.33 | 6.98 | 11.63 | 39.53 | 4.65 | 27.91 | 0.00 | 6.98 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 39 | 15 | 24 | 3 | 1 | 9 | 14 | 2 | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 38.46 | 61.54 | 7.69 | 2.56 | 23.08 | 35.90 | 5.13 | 15.38 | 2.56 | 5.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 36 | 14 | 22 | 1 | 1 | 10 | 14 | 3 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 38.89 | 61.11 | 2.78 | 2.78 | 27.78 | 38.89 | 8.33 | 16.67 | 0.00 | 2.78 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SN-00 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SN-00 % | 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 |
| Occupational CLF % | 100 | 45.7 | 54.3 | 4.4 | 5.5 | 32.5 | 36.4 | 4 | 7.2 | 3.5 | 3.5 | 0.1 | 0.1 | 0.2 | 0.3 | 0.9 | 1.3 |
| SECRETARY (0318) # | 113 | 6 | 107 | 0 | 4 | 5 | 49 | 0 | 36 | 0 | 13 | 0 | 1 | 0 | 3 | 1 | 0 |
| SECRETARY (0318) % | 100 | 5.31 | 94.69 | 0.00 | 3.54 | 4.42 | 43.36 | 0.00 | 31.86 | 0.00 | 11.50 | 0.00 | 0.88 | 0.00 | 2.65 | 0.88 | 0.00 |
| GG-06 # | 31 | 0 | 31 | 0 | 1 | 0 | 26 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 |
| GG-06 % | 100 | 0.00 | 100.00 | 0.00 | 3.23 | 0.00 | 83.87 | 0.00 | 0.00 | 0.00 | 6.45 | 0.00 | 0.00 | 0.00 | 3.23 | 0.00 | 0.00 |
| GG-07 # | 25 | 2 | 23 | 0 | 1 | 2 | 8 | 0 | 12 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GG-12 # | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-12 % | 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 |
| GG-13 # | 9 | 4 | 5 | 0 | 0 | 1 | 2 | 1 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 44.44 | 55.56 | 0.00 | 0.00 | 11.11 | 22.22 | 11.11 | 22.22 | 22.22 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 7 | 1 | 6 | 1 | 0 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 14.29 | 85.71 | 14.29 | 0.00 | 0.00 | 28.57 | 0.00 | 28.57 | 0.00 | 28.57 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 2 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 50.00 | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 39 | 61 | 2.7 | 5.1 | 29.7 | 42.9 | 2.7 | 5.7 | 3.1 | 5.7 | 0 | 0.1 | 0.1 | 0.3 | 0.6 | 1.1 |
| BUDGET ANALYSIS (0560) # | 28 | 10 | 18 | 1 | 0 | 6 | 9 | 1 | 5 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| BUDGET ANALYSIS (0560) % | 100 | 35.71 | 64.29 | 3.57 | 0.00 | 21.43 | 32.14 | 3.57 | 17.86 | 7.14 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| ES-00 # | 2 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ES-00 % | 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 |
| GG-07 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-07 % | 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 |
| GG-11 # | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-11 % | 100 | 100.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-13 # | 6 | 2 | 4 | 0 | 0 | 1 | 1 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 33.33 | 66.67 | 0.00 | 0.00 | 16.67 | 16.67 | 16.67 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 15 | 4 | 11 | 0 | 0 | 2 | 6 | 0 | 2 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 26.67 | 73.33 | 0.00 | 0.00 | 13.33 | 40.00 | 0.00 | 13.33 | 13.33 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 3 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 33.33 | 66.67 | 0.00 | 0.00 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 38.3 | 61.7 | 3.1 | 5.7 | 27.3 | 37.6 | 4.6 | 11.4 | 2.3 | 5.3 | 0.1 | 0.1 | 0.1 | 0.3 | 0.8 | 1.5 |
| FINANCIAL MANAGEMENT STUDENT TRAINEE (0599) # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL MANAGEMENT STUDENT TRAINEE (0599) % | 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 |
| GG-04 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-04 % | 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 |
| GG-05 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-05 % | 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 |
| GG-07 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-07 % | 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 |
| Occupational CLF % | 100 | 54.2 | 45.8 | 3.9 | 4.6 | 44.1 | 32.8 | 3 | 4.9 | 2.3 | 2.3 | 0 | 0.1 | 0.1 | 0.2 | 0.8 | 0.9 |
| GENERAL ENGINEERING (0801) # | 834 | 619 | 215 | 37 | 25 | 438 | 112 | 51 | 39 | 72 | 25 | 1 | 0 | 2 | 3 | 4 | 1 |
| GENERAL ENGINEERING (0801) % | 100 | 74.22 | 25.78 | 4.44 | 3.00 | 52.52 | 13.43 | 6.12 | 4.68 | 8.63 | 3.00 | 0.12 | 0.00 | 0.24 | 0.36 | 0.48 | 0.12 |
| AD-13 # | 5 | 5 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GG-13 # | 12 | 4 | 8 | 0 | 2 | 2 | 2 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 33.33 | 66.67 | 0.00 | 16.67 | 16.67 | 16.67 | 16.67 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 8 | 5 | 3 | 1 | 0 | 4 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 62.50 | 37.50 | 12.50 | 0.00 | 50.00 | 25.00 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 5 | 0 | 5 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 20.00 | 0.00 | 80.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 47.3 | 52.7 | 4.3 | 4.6 | 37 | 39.2 | 3.3 | 5.2 | 1.9 | 2.4 | 0 | 0.1 | 0.2 | 0.3 | 0.6 | 1 |
| BUILDING MANAGEMENT (1176) # | 9 | 7 | 2 | 1 | 0 | 2 | 1 | 2 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| BUILDING MANAGEMENT (1176) % | 100 | 77.78 | 22.22 | 11.11 | 0.00 | 22.22 | 11.11 | 22.22 | 0.00 | 22.22 | 11.11 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-12 # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-12 % | 100 | 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 | 0.00 |
| GG-13 # | 2 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 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 |
| GG-14 # | 3 | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 66.67 | 33.33 | 33.33 | 0.00 | 0.00 | 0.00 | 33.33 | 0.00 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 33.33 | 0.00 | 33.33 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 49.4 | 50.6 | 4.9 | 6.5 | 37.8 | 35.7 | 3.6 | 5.2 | 1.8 | 1.6 | 0.1 | 0.1 | 0.2 | 0.3 | 0.9 | 1.1 |
| GENERAL PHYSICAL SCIENCE (1301) # | 103 | 68 | 35 | 4 | 6 | 51 | 18 | 5 | 9 | 7 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| GENERAL PHYSICAL SCIENCE (1301) % | 100 | 66.02 | 33.98 | 3.88 | 5.83 | 49.51 | 17.48 | 4.85 | 8.74 | 6.80 | 1.94 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| AJ-00 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AJ-00 % | 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 |
| EG-00 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EG-00 % | 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 |
| EI-00 # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EI-00 % | 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 |
| ES-00 # | 6 | 2 | 4 | 0 | 0 | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ES-00 % | 100 | 33.33 | 66.67 | 0.00 | 0.00 | 16.67 | 66.67 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-09 # | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-09 % | 100 | 100.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-11 # | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-11 % | 100 | 100.00 | 0.00 | 0.00 | 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 |
| GG-13 # | 14 | 8 | 6 | 1 | 3 | 4 | 1 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 57.14 | 42.86 | 7.14 | 21.43 | 28.57 | 7.14 | 14.29 | 14.29 | 7.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 46 | 28 | 18 | 1 | 2 | 21 | 10 | 2 | 4 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 60.87 | 39.13 | 2.17 | 4.35 | 45.65 | 21.74 | 4.35 | 8.70 | 8.70 | 4.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 31 | 24 | 7 | 1 | 1 | 21 | 3 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GG-13 % | 100 | 73.68 | 26.32 | 0.00 | 5.26 | 63.16 | 15.79 | 10.53 | 5.26 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 12 | 11 | 1 | 1 | 0 | 9 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 91.67 | 8.33 | 8.33 | 0.00 | 75.00 | 0.00 | 8.33 | 8.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 8 | 6 | 2 | 1 | 0 | 4 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 75.00 | 25.00 | 12.50 | 0.00 | 50.00 | 0.00 | 12.50 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 75 | 25 | 10.1 | 4.1 | 54.3 | 16.2 | 7.1 | 3.6 | 1.4 | 0.5 | 0.1 | 0 | 0.4 | 0.1 | 1.6 | 0.5 |
| GENERAL SUPPLY (2001) # | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SUPPLY (2001) % | 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 |
| GG-13 # | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 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 |
| GG-14 # | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 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 |
| Occupational CLF % | 100 | 45.7 | 54.3 | 4.4 | 5.5 | 32.5 | 36.4 | 4 | 7.2 | 3.5 | 3.5 | 0.1 | 0.1 | 0.2 | 0.3 | 0.9 | 1.3 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) # | 150 | 98 | 52 | 8 | 3 | 57 | 25 | 17 | 17 | 14 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) % | 100 | 65.33 | 34.67 | 5.33 | 2.00 | 38.00 | 16.67 | 11.33 | 11.33 | 9.33 | 4.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| ES-00 # | 2 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ES-00 % | 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 |
| GG-07 # | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-07 % | 100 | 100.00 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-09 # | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-09 % | 100 | 50.00 | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-11 # | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-11 % | 100 | 50.00 | 50.00 | 0.00 | 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 |
| GG-12 # | 4 | 2 | 2 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-12 % | 100 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 25.00 | 25.00 | 25.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-13 # | 34 | 20 | 14 | 3 | 1 | 11 | 5 | 3 | 7 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 100 | 58.82 | 41.18 | 8.82 | 2.94 | 32.35 | 14.71 | 8.82 | 20.59 | 8.82 | 2.94 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 62 | 37 | 25 | 3 | 1 | 18 | 11 | 7 | 8 | 8 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 100 | 59.68 | 40.32 | 4.84 | 1.61 | 29.03 | 17.74 | 11.29 | 12.90 | 12.90 | 8.06 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 42 | 34 | 8 | 1 | 0 | 26 | 6 | 5 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 80.95 | 19.05 | 2.38 | 0.00 | 61.90 | 14.29 | 11.90 | 2.38 | 2.38 | 2.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SN-00 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SN-00 % | 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 |
| Occupational CLF % | 100 | 70.9 | 29.1 | 4.5 | 1.6 | 54.3 | 21.6 | 3.6 | 2.5 | 7 | 2.6 | 0.1 | 0 | 0.1 | 0.1 | 1.3 | 0.7 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GG-04 % | 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 |
| GG-05 # | 5 | 4 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-05 % | 100 | 80.00 | 20.00 | 0.00 | 0.00 | 60.00 | 0.00 | 0.00 | 0.00 | 20.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-07 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-07 % | 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 |
| Occupational CLF % | 100 | 54.2 | 45.8 | 3.9 | 4.6 | 44.1 | 32.8 | 3 | 4.9 | 2.3 | 2.3 | 0 | 0.1 | 0.1 | 0.2 | 0.8 | 0.9 |
| GENERAL ENGINEERING (0801) # | 17 | 12 | 5 | 1 | 1 | 9 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GENERAL ENGINEERING (0801) % | 100 | 70.59 | 29.41 | 5.88 | 5.88 | 52.94 | 17.65 | 5.88 | 5.88 | 5.88 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EG-00 # | 2 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EG-00 % | 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 |
| EI-00 # | 6 | 4 | 2 | 0 | 0 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EI-00 % | 100 | 66.67 | 33.33 | 0.00 | 0.00 | 66.67 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-14 # | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 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 |
| GG-15 # | 6 | 4 | 2 | 1 | 0 | 2 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 100 | 66.67 | 33.33 | 16.67 | 0.00 | 33.33 | 16.67 | 0.00 | 16.67 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SN-00 # | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SN-00 % | 100 | 50.00 | 50.00 | 0.00 | 50.00 | 0.00 | 0.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 87.1 | 12.9 | 5.9 | 1 | 65.6 | 8.6 | 3.8 | 0.9 | 9.9 | 2.1 | 0.1 | 0 | 0.2 | 0.1 | 1.7 | 0.3 |
| NUCLEAR ENGINEERING (0840) # | 13 | 12 | 1 | 2 | 0 | 9 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NUCLEAR ENGINEERING (0840) % | 100 | 92.31 | 7.69 | 15.38 | 0.00 | 69.23 | 7.69 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| AJ-00 # | 2 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AJ-00 % | 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 |
| EG-00 # | 4 | 4 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EG-00 % | 100 | 100.00 | 0.00 | 0.00 | 0.00 | 75.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EI-00 # | 6 | 5 | 1 | 2 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EI-00 % | 100 | 83.33 | 16.67 | 33.33 | 0.00 | 50.00 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-15 # | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 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 |
| Occupational CLF % | 100 | 87.1 | 12.9 | 5.9 | 1 | 65.6 | 8.6 | 3.8 | 0.9 | 9.9 | 2.1 | 0.1 | 0 | 0.2 | 0.1 | 1.7 | 0.3 |
| LAW CLERK (0904) # | 3 | 1 | 2 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAW CLERK (0904) % | 100 | 33.33 | 66.67 | 0.00 | 0.00 | 33.33 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GG-11 # | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-11 % | 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 |
| GG-12 # | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-12 % | 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 |
| Occupational CLF % | 100 | 19.6 | 80.4 | 2.7 | 10.7 | 13.2 | 58.9 | 1.9 | 6.5 | 1.1 | 2.2 | 0 | 0.1 | 0.1 | 0.4 | 0.5 | 1.6 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GG-13 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-13 % | 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 |
| GG-14 # | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-14 % | 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 |
| GG-15 # | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GG-15 % | 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 |
| Occupational CLF % | 100 | 70.9 | 29.1 | 4.5 | 1.6 | 54.3 | 21.6 | 3.6 | 2.5 | 7 | 2.6 | 0.1 | 0 | 0.1 | 0.1 | 1.3 | 0.7 |

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Awards | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|---------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Permanent Workforce # | 2705 | 1615 | 1090 | 109 | 74 | 1119 | 568 | 158 | 297 | 186 | 113 | 1 | 1 | 11 | 11 | 7 | 8 |
| Permanent Workforce % | 100 | 59.70 | 40.30 | 4.03 | 2.74 | 41.37 | 21.00 | 5.84 | 10.98 | 6.88 | 4.18 | 0.04 | 0.04 | 0.41 | 0.41 | 0.26 | 0.30 |
| TIME OFF AWARDS | | | | | | | | | | | | | | | | | |
| Time-Off Awards 1 - 10 hours: Awards Given # | 684 | 413 | 271 | 23 | 21 | 290 | 148 | 42 | 65 | 47 | 28 | 0 | 0 | 3 | 2 | 1 | 4 |
| Time-Off Awards 1 - 10 hours: Awards Given % | 100 | 60.38 | 39.62 | 3.36 | 3.07 | 42.40 | 21.64 | 6.14 | 9.50 | 6.87 | 4.09 | 0.00 | 0.00 | 0.44 | 0.29 | 0.15 | 0.58 |
| Time-Off Awards 1 - 10 Hours: Total Hours # | 5215 | 3189 | 2026 | 187 | 139 | 2278 | 1178 | 337 | 435 | 297 | 220 | 0 | 0 | 30 | 16 | 4 | 22 |
| Time-Off Awards 1 - 10 Hours: Average Hours # | 7 | 7 | 7 | 8 | 6 | 7 | 7 | 8 | 6 | 6 | 7 | 0 | 0 | 10 | 8 | 4 | 5 |
| Time-Off Awards 11 - 20 hours: Awards Given # | 105 | 60 | 45 | 6 | 3 | 40 | 25 | 3 | 8 | 9 | 6 | 0 | 0 | 0 | 1 | 1 | 0 |
| Time-Off Awards 11 - 20 hours: Awards Given % | 100 | 57.14 | 42.86 | 5.71 | 2.86 | 38.10 | 23.81 | 2.86 | 7.62 | 8.57 | 5.71 | 0.00 | 0.00 | 0.00 | 0.95 | 0.95 | 0.00 |
| Time-Off Awards 11 - 20 Hours: Total Hours # | 1728 | 960 | 768 | 96 | 44 | 648 | 440 | 44 | 128 | 144 | 108 | 0 | 0 | 0 | 16 | 16 | 0 |
| Time-Off Awards 11 - 20 Hours: Average Hours # | 16 | 16 | 17 | 16 | 14 | 16 | 17 | 14 | 16 | 16 | 18 | 0 | 0 | 0 | 16 | 16 | 0 |
| Time-Off Awards 21 - 30 hours: Awards Given # | 3 | 0 | 3 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 hours: Awards Given % | 100 | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 66.67 | 0.00 | 33.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 21 - 30 Hours: Total Hours # | 72 | 0 | 72 | 0 | 0 | 0 | 49 | 0 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 Hours: Average Hours # | 24 | 0 | 24 | 0 | 0 | 0 | 24 | 0 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 hours: Awards Given # | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 hours: Awards Given % | 100 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 31 - 40 Hours: Total Hours # | 74 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 Hours: Average Hours # | 37 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Awards Given # | 5 | 2 | 3 | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Time-Off Awards 41 or more Hours: Awards Given % | 100 | 40.00 | 60.00 | 0.00 | 0.00 | 0.00 | 40.00 | 20.00 | 0.00 | 20.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 20.00 |
| Time-Off Awards 41 or more Hours: Total Hours # | 219 | 86 | 133 | 0 | 0 | 0 | 91 | 43 | 0 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 42 |
| Time-Off Awards 41 or more Hours: Average Hours # | 43 | 43 | 44 | 0 | 0 | 0 | 45 | 43 | 0 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 42 |
| CASH AWARDS | | | | | | | | | | | | | | | | | |
| Cash Awards \$500 and Under: Awards Given # | 980 | 492 | 488 | 31 | 42 | 351 | 277 | 60 | 108 | 35 | 41 | 0 | 0 | 2 | 8 | 3 | 4 |
| Cash Awards \$500 and Under: Awards Given % | 100 | 50.20 | 49.80 | 3.16 | 4.29 | 35.82 | 28.27 | 6.12 | 11.02 | 3.57 | 4.18 | 0.00 | 0.00 | 0.20 | 0.82 | 0.31 | 0.41 |
| Cash Awards \$500 and Under: Total Amount \$ | 381127 | 194115 | 187012 | 13032 | 16533 | 136805 | 106560 | 23810 | 40242 | 14678 | 15787 | 0 | 0 | 600 | 2500 | 1400 | 1800 |
| Cash Awards \$500 and Under: Average Amount \$ | 388.91 | 394.54 | 383.22 | 420.39 | 393.64 | 389.76 | 384.69 | 396.83 | 372.61 | 419.37 | 385.05 | 0 | 0 | 300 | 312.5 | 466.67 | 450 |
| Cash Awards: \$501 - \$999: Awards Given # | 1286 | 714 | 572 | 54 | 49 | 492 | 300 | 65 | 148 | 77 | 50 | 0 | 0 | 3 | 10 | 7 | 3 |
| Cash Awards: \$501 - \$999: Awards Given % | 100 | 55.52 | 44.48 | 4.20 | 3.81 | 38.26 | 23.33 | 5.05 | 11.51 | 5.99 | 3.89 | 0.00 | 0.00 | 0.23 | 0.78 | 0.54 | 0.23 |
| Cash Awards: \$501 - \$999: Total Amount \$ | 933436 | 522618 | 410818 | 39748 | 35641 | 356679 | 211623 | 47698 | 108028 | 59475 | 36505 | 0 | 0 | 2225 | 8015 | 5200 | 2200 |
| Cash Awards: \$501 - \$999: Average Amount \$ | 725 | 731 | 718 | 736 | 727 | 724 | 705 | 733 | 729 | 772 | 730 | 0 | 0 | 741 | 801 | 742 | 733 |
| Cash Awards: \$1000 - \$1999: Awards Given # | 1711 | 910 | 801 | 63 | 44 | 666 | 443 | 81 | 207 | 71 | 83 | 0 | 0 | 6 | 6 | 10 | 7 |
| Cash Awards: \$1000 - \$1999: Awards Given % | 100 | 53.19 | 46.81 | 3.68 | 2.57 | 38.92 | 25.89 | 4.73 | 12.10 | 4.15 | 4.85 | 0.00 | 0.00 | 0.35 | 0.35 | 0.58 | 0.41 |
| Cash Awards: \$1000 - \$1999: Total Amount \$ | 2155770 | 1138002 | 1017768 | 81089 | 53126 | 828436 | 559552 | 102583 | 267774 | 87986 | 106099 | 0 | 0 | 7400 | 8015 | 13587 | 9481 |
| Cash Awards: \$1000 - \$1999: Average Amount \$ | 1259 | 1250 | 1270 | 1287 | 1207 | 1243 | 1263 | 1266 | 1293 | 1239 | 1278 | 0 | 0 | 1233 | 1335 | 1358 | 1354 |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Awards | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|--------------|--------------------|----------------------|--------------------------------|----------------------------------|-------------------|---------------------|---------------------------------------|---|-------------------|---------------------|---|---|--|--|-------------------------------|---------------------------------|
| Cash Awards: \$2000 - \$2999: Awards Given # | 740 | 410 | 330 | 38 | 25 | 267 | 162 | 54 | 104 | 44 | 30 | 0 | 1 | 3 | 2 | 0 | 1 |
| Cash Awards: \$2000 - \$2999: Awards Given % | 100 | 55.41 | 44.59 | 5.14 | 3.38 | 36.08 | 21.89 | 7.30 | 14.05 | 5.95 | 4.05 | 0.00 | 0.14 | 0.41 | 0.27 | 0.00 | 0.14 |
| Cash Awards: \$2000 - \$2999: Total Amount \$ | 1863340 | 1036562 | 826778 | 95270 | 65151 | 671622 | 405035 | 140402 | 261057 | 111164 | 75263 | 0 | 2119 | 8078 | 4725 | 0 | 2000 |
| Cash Awards: \$2000 - \$2999: Average Amount \$ | 2518 | 2528 | 2505 | 2507 | 2606 | 2515 | 2500 | 2600 | 2510 | 2526 | 2508 | 0 | 2119 | 2692 | 2362 | 0 | 2000 |
| Cash Awards: \$3000 - \$3999: Awards Given # | 789 | 481 | 308 | 30 | 19 | 345 | 173 | 39 | 75 | 53 | 33 | 1 | 0 | 2 | 2 | 3 | 2 |
| Cash Awards: \$3000 - \$3999: Awards Given % | 100 | 60.96 | 39.04 | 3.80 | 2.41 | 43.73 | 21.93 | 4.94 | 9.51 | 6.72 | 4.18 | 0.13 | 0.00 | 0.25 | 0.25 | 0.38 | 0.25 |
| Cash Awards: \$3000 - \$3999: Total Amount \$ | 2744261 | 1678417 | 1065844 | 103824 | 66320 | 1206784 | 596057 | 136953 | 260091 | 181989 | 115812 | 3196 | 0 | 7565 | 6418 | 9923 | 7465 |
| Cash Awards: \$3000 - \$3999: Average Amount \$ | 3478 | 3489 | 3460 | 3460 | 3490 | 3497 | 3445 | 3511 | 3467 | 3433 | 3509 | 3196 | 0 | 3782 | 3209 | 3307 | 3732 |
| Cash Awards: \$4000 - \$4999: Awards Given # | 452 | 309 | 143 | 13 | 12 | 240 | 86 | 20 | 23 | 32 | 15 | 0 | 0 | 0 | 1 | 0 | 2 |
| Cash Awards: \$4000 - \$4999: Awards Given % | 100 | 68.36 | 31.64 | 2.88 | 2.65 | 53.10 | 19.03 | 4.42 | 5.09 | 7.08 | 3.32 | 0.00 | 0.00 | 0.00 | 0.22 | 0.00 | 0.44 |
| Cash Awards: \$4000 - \$4999: Total Amount \$ | 1961865 | 1344805 | 617060 | 55596 | 51927 | 1044425 | 369864 | 90214 | 99331 | 136240 | 65923 | 0 | 0 | 0 | 4498 | 0 | 8564 |
| Cash Awards: \$4000 - \$4999: Average Amount \$ | 4340 | 4352 | 4315 | 4276 | 4327 | 4351 | 4300 | 4510 | 4318 | 4257 | 4394 | 0 | 0 | 0 | 4498 | 0 | 4282 |
| Cash Awards: \$5000 or more: Awards Given # | 324 | 209 | 115 | 7 | 4 | 165 | 80 | 12 | 18 | 15 | 7 | 0 | 0 | 4 | 1 | 0 | 2 |
| Cash Awards: \$5000 or more: Awards Given % | 100 | 64.51 | 35.49 | 2.16 | 1.23 | 50.93 | 24.69 | 3.70 | 5.56 | 4.63 | 2.16 | 0.00 | 0.00 | 1.23 | 0.31 | 0.00 | 0.62 |
| Cash Awards: \$5000 or more: Total Amount \$ | 3477305 | 2308999 | 1168306 | 41853 | 23600 | 1849293 | 877716 | 172154 | 122847 | 157206 | 66150 | 0 | 0 | 25090 | 14986 | 0 | 28452 |
| Cash Awards: \$5000 or more: Average Amount \$ | 10732 | 11047 | 10159 | 5979 | 5900 | 11207 | 10971 | 14346 | 6824 | 10480 | 9450 | 0 | 0 | 6272 | 14986 | 0 | 14226 |
| OTHER AWARDS | | | | | | | | | | | | | | | | | |
| Total QSIs Awarded # | 50 | 23 | 27 | 3 | 2 | 12 | 14 | 7 | 7 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 0 |
| Total QSIs Awarded % | 100 | 46.00 | 54.00 | 6.00 | 4.00 | 24.00 | 28.00 | 14.00 | 14.00 | 2.00 | 6.00 | 0.00 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 |

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

| Employment Tenure | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurer [93] |
|---------------------------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|-----------------------------|
| TOTAL WORKFORCE | | | | | | | | | | | | | | | | | |
| Total Workforce: Prior FY # | 2866 | 2548 | 101 | 217 | 35 | 1 | 2 | 8 | 2 | 0 | 3 | 2 | 3 | 2 | 9 | 0 | 3 |
| Total Workforce: Prior FY % | 100 | 88.90 | 3.52 | 7.57 | 1.22 | 0.03 | 0.07 | 0.28 | 0.07 | 0.00 | 0.10 | 0.07 | 0.10 | 0.07 | 0.31 | 0.00 | 0.10 |
| Total Workforce: Current FY # | 2832 | 2495 | 109 | 228 | 38 | 1 | 2 | 11 | 2 | 0 | 4 | 1 | 4 | 2 | 8 | 0 | 3 |
| Total Workforce: Current FY % | 100 | 88.10 | 3.85 | 8.05 | 1.34 | 0.04 | 0.07 | 0.39 | 0.07 | 0.00 | 0.14 | 0.04 | 0.14 | 0.07 | 0.28 | 0.00 | 0.11 |
| Total Workforce: 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| Total Workforce: Difference # | -34 | -53 | 8 | 11 | 3 | 0 | 0 | 3 | 0 | 0 | 1 | -1 | 1 | 0 | -1 | 0 | 0 |
| Total Workforce: Ratio Change % | 0.00 | -0.80 | 0.33 | 0.48 | 0.12 | 0.01 | 0.00 | 0.11 | 0.00 | 0.00 | 0.04 | -0.03 | 0.04 | 0.00 | -0.03 | 0.00 | 0.01 |
| Total Workforce: Net Change % | -1.19 | -2.08 | 7.92 | 5.07 | 8.57 | 0.00 | 0.00 | 37.50 | 0.00 | 0.00 | 33.33 | -50.00 | 33.33 | 0.00 | -11.11 | 0.00 | 0.00 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Total Workforce: New Hires # | 210 | 166 | 22 | 22 | 3 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Total Workforce: New Hires % | 100 | 79.05 | 10.48 | 10.48 | 1.43 | 0.00 | 0.00 | 0.95 | 0.00 | 0.00 | 0.00 | 0.00 | 0.48 | 0.00 | 0.00 | 0.00 | 0.00 |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |
| Total Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Reduction in Force % | 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 |
| Total Workforce: Removal # | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Removal % | 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 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Resignation # | 46 | 37 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Resignation % | 100 | 80.43 | 6.52 | 13.04 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Retirement # | 115 | 106 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Retirement % | 100 | 92.17 | 2.61 | 5.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Other Separations # | 83 | 70 | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Total Workforce: Other Separations % | 100 | 84.34 | 8.43 | 7.23 | 1.20 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.20 | 0.00 | 0.00 |
| Total Workforce: Total Separations # | 246 | 214 | 13 | 19 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Total Workforce: Total Separations % | 100 | 86.99 | 5.28 | 7.72 | 0.41 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.41 | 0.00 | 0.00 |
| PERMANENT WORKFORCE | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Prior FY # | 2743 | 2437 | 96 | 210 | 34 | 1 | 1 | 8 | 2 | 0 | 3 | 2 | 3 | 2 | 9 | 0 | 3 |
| Permanent Workforce: Prior FY % | 100 | 88.84 | 3.50 | 7.66 | 1.24 | 0.04 | 0.04 | 0.29 | 0.07 | 0.00 | 0.11 | 0.07 | 0.11 | 0.07 | 0.33 | 0.00 | 0.11 |
| Permanent Workforce: Current FY # | 2705 | 2384 | 101 | 220 | 38 | 1 | 2 | 11 | 2 | 0 | 4 | 1 | 4 | 2 | 8 | 0 | 3 |
| Permanent Workforce: Current FY % | 100 | 88.13 | 3.73 | 8.13 | 1.40 | 0.04 | 0.07 | 0.41 | 0.07 | 0.00 | 0.15 | 0.04 | 0.15 | 0.07 | 0.30 | 0.00 | 0.11 |
| Permanent Workforce: Difference # | -38 | -53 | 5 | 10 | 4 | 0 | 1 | 3 | 0 | 0 | 1 | -1 | 1 | 0 | -1 | 0 | 0 |
| Permanent Workforce: Ratio Change % | 0.00 | -0.71 | 0.23 | 0.47 | 0.16 | 0.00 | 0.03 | 0.12 | 0.00 | 0.00 | 0.04 | -0.03 | 0.04 | 0.00 | -0.03 | 0.00 | 0.00 |
| Permanent Workforce: Net Change % | -1.39 | -2.17 | 5.21 | 4.76 | 11.76 | 0.00 | 100.00 | 37.50 | 0.00 | 0.00 | 33.33 | -50.00 | 33.33 | 0.00 | -11.11 | 0.00 | 0.00 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Employment Tenure | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurer [93] |
|--|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|-----------------------------|
| Temporary Workforce: Other Separations # | 35 | 30 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Other Separations % | 100 | 85.71 | 8.57 | 5.71 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Total Separations # | 63 | 53 | 4 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Total Separations % | 100 | 84.13 | 6.35 | 9.52 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE | | | | | | | | | | | | | | | | | |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

| Employment Tenure | Total | Persons Without Disability | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|----------------------------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| TOTAL WORKFORCE (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Total Workforce: Prior FY # | 2866 | 2649 | 2548 | 101 | 217 | 35 | 1 | 2 | 8 | 2 | 0 | 3 | 2 | 3 | 2 | 9 | 0 | 3 |
| Total Workforce: Prior FY % | 100 | 92.43 | 88.90 | 3.52 | 7.57 | 1.22 | 0.03 | 0.07 | 0.28 | 0.07 | 0.00 | 0.10 | 0.07 | 0.10 | 0.07 | 0.31 | 0.00 | 0.10 |
| Total Workforce: Current FY # | 2832 | 2604 | 2495 | 109 | 228 | 38 | 1 | 2 | 11 | 2 | 0 | 4 | 1 | 4 | 2 | 8 | 0 | 3 |
| Total Workforce: Current FY % | 100 | 91.95 | 88.10 | 3.85 | 8.05 | 1.34 | 0.04 | 0.07 | 0.39 | 0.07 | 0.00 | 0.14 | 0.04 | 0.14 | 0.07 | 0.28 | 0.00 | 0.11 |
| Total Workforce: 501 Goal % | | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| Total Workforce: Difference # | -34 | -45 | -53 | 8 | 11 | 3 | 0 | 0 | 3 | 0 | 0 | 1 | -1 | 1 | 0 | -1 | 0 | 0 |
| Total Workforce: Ratio Change % | 0.00 | -0.48 | -0.80 | 0.33 | 0.48 | 0.12 | 0.01 | 0.00 | 0.11 | 0.00 | 0.00 | 0.04 | -0.03 | 0.04 | 0.00 | -0.03 | 0.00 | 0.01 |
| Total Workforce: Net Change % | -1.19 | -1.70 | -2.08 | 7.92 | 5.07 | 8.57 | 0.00 | 0.00 | 37.50 | 0.00 | 0.00 | 33.33 | -50.00 | 33.33 | 0.00 | -11.11 | 0.00 | 0.00 |
| EMPLOYEE GAINS (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Total Workforce: New Hires # | 210 | 188 | 166 | 22 | 22 | 3 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Total Workforce: New Hires % | 100 | 89.52 | 79.05 | 10.48 | 10.48 | 1.43 | 0.00 | 0.00 | 0.95 | 0.00 | 0.00 | 0.00 | 0.00 | 0.48 | 0.00 | 0.00 | 0.00 | 0.00 |
| EMPLOYEE LOSSES (Inclusion Rate) | | | | | | | | | | | | | | | | | | |
| Total Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Reduction in Force % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Removal # | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Removal % | 0.07 | 0.04 | 0.04 | 0.00 | 0.44 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Resignation # | 46 | 40 | 37 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Resignation % | 1.62 | 1.54 | 1.48 | 2.75 | 2.63 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Retirement # | 115 | 109 | 106 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Retirement % | 4.06 | 4.19 | 4.25 | 2.75 | 2.63 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Other Separations # | 83 | 77 | 70 | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Total Workforce: Other Separations % | 2.93 | 2.96 | 2.81 | 6.42 | 2.63 | 2.63 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 12.50 | 0.00 | 0.00 |
| Total Workforce: Total Separations # | 246 | 227 | 214 | 13 | 19 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Total Workforce: Total Separations % | 8.69 | 8.72 | 8.58 | 11.93 | 8.33 | 2.63 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 12.50 | 0.00 | 0.00 |
| PERMANENT WORKFORCE (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Prior FY # | 2743 | 2533 | 2437 | 96 | 210 | 34 | 1 | 1 | 8 | 2 | 0 | 3 | 2 | 3 | 2 | 9 | 0 | 3 |
| Permanent Workforce: Prior FY % | 100 | 92.34 | 88.84 | 3.50 | 7.66 | 1.24 | 0.04 | 0.04 | 0.29 | 0.07 | 0.00 | 0.11 | 0.07 | 0.11 | 0.07 | 0.33 | 0.00 | 0.11 |
| Permanent Workforce: Current FY # | 2705 | 2485 | 2384 | 101 | 220 | 38 | 1 | 2 | 11 | 2 | 0 | 4 | 1 | 4 | 2 | 8 | 0 | 3 |
| Permanent Workforce: Current FY % | 100 | 91.87 | 88.13 | 3.73 | 8.13 | 1.40 | 0.04 | 0.07 | 0.41 | 0.07 | 0.00 | 0.15 | 0.04 | 0.15 | 0.07 | 0.30 | 0.00 | 0.11 |
| Permanent Workforce: Difference # | -38 | -48 | -53 | 5 | 10 | 4 | 0 | 1 | 3 | 0 | 0 | 1 | -1 | 1 | 0 | -1 | 0 | 0 |
| Permanent Workforce: Ratio Change % | 0.00 | -0.47 | -0.71 | 0.23 | 0.47 | 0.16 | 0.00 | 0.03 | 0.12 | 0.00 | 0.00 | 0.04 | -0.03 | 0.04 | 0.00 | -0.03 | 0.00 | 0.00 |
| Permanent Workforce: Net Change % | -1.39 | -1.89 | -2.17 | 5.21 | 4.76 | 11.76 | 0.00 | 100.00 | 37.50 | 0.00 | 0.00 | 33.33 | -50.00 | 33.33 | 0.00 | -11.11 | 0.00 | 0.00 |
| EMPLOYEE GAINS (Participation Rate) | | | | | | | | | | | | | | | | | | |

Nuclear Regulatory Commission

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 12:46 PM

| Employment Tenure | Total | Persons Without Disability | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|----------------------------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| Temporary Workforce: Other Separations # | 35 | 33 | 30 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Other Separations % | 27.56 | 27.73 | 27.03 | 37.50 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Total Separations # | 63 | 57 | 53 | 4 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Total Separations % | 2.22 | 2.19 | 2.12 | 3.67 | 2.63 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate) | | | | | | | | | | | | | | | | | | |
| EMPLOYEE GAINS (Participation Rate) | | | | | | | | | | | | | | | | | | |
| EMPLOYEE LOSSES (Inclusion Rate) | | | | | | | | | | | | | | | | | | |

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

| Subordinate Component | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurer [93] |
|-----------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|-----------------------------|
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| NU00 # | 2705 | 2384 | 101 | 220 | 38 | 1 | 2 | 11 | 2 | 0 | 4 | 1 | 4 | 2 | 8 | 0 | 3 |
| NU00 % | 100 | 88.13 | 3.73 | 8.13 | 1.40 | 0.04 | 0.07 | 0.41 | 0.07 | 0.00 | 0.15 | 0.04 | 0.15 | 0.07 | 0.30 | 0.00 | 0.11 |

Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)

| Awards | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|---------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| TIME OFF AWARDS | | | | | | | | | | | | | | | | | |
| Time-Off Awards 1 - 10 hours: Awards Given # | 684 | 614 | 18 | 52 | 11 | 0 | 0 | 4 | 1 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 2 |
| Time-Off Awards 1 - 10 hours: Awards Given % | 100 | 89.77 | 2.63 | 7.60 | 1.61 | 0.00 | 0.00 | 0.58 | 0.15 | 0.00 | 0.15 | 0.00 | 0.15 | 0.00 | 0.29 | 0.00 | 0.29 |
| Time-Off Awards 1 - 10 Hours: Total Hours # | 5215 | 4687 | 144 | 384 | 86 | 0 | 0 | 22 | 16 | 0 | 4 | 0 | 8 | 0 | 20 | 0 | 16 |
| Time-Off Awards 1 - 10 Hours: Average Hours # | 7 | 7 | 8 | 7 | 7 | 0 | 0 | 5 | 16 | 0 | 4 | 0 | 8 | 0 | 10 | 0 | 8 |
| Time-Off Awards 11 - 20 hours: Awards Given # | 105 | 96 | 4 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 11 - 20 hours: Awards Given % | 100 | 91.43 | 3.81 | 4.76 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 11 - 20 Hours: Total Hours # | 1728 | 1580 | 56 | 92 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 11 - 20 Hours: Average Hours # | 16 | 16 | 14 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 hours: Awards Given # | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 hours: Awards Given % | 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 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 21 - 30 Hours: Total Hours # | 72 | 72 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 Hours: Average Hours # | 24 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 hours: Awards Given # | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 hours: Awards Given % | 100 | 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 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 31 - 40 Hours: Total Hours # | 74 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 Hours: Average Hours # | 37 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Awards Given # | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Awards Given % | 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 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 41 or more Hours: Total Hours # | 219 | 219 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Average Hours # | 43 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CASH AWARDS | | | | | | | | | | | | | | | | | |
| Cash Awards \$500 and Under: Awards Given # | 980 | 854 | 43 | 83 | 11 | 0 | 0 | 2 | 1 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 2 |
| Cash Awards \$500 and Under: Awards Given % | 100 | 87.14 | 4.39 | 8.47 | 1.12 | 0.00 | 0.00 | 0.20 | 0.10 | 0.00 | 0.31 | 0.00 | 0.00 | 0.00 | 0.31 | 0.00 | 0.20 |
| Cash Awards \$500 and Under: Total Amount \$ | 381127 | 333096 | 16083 | 31948 | 4598 | 0 | 0 | 1000 | 200 | 0 | 1104 | 0 | 0 | 0 | 1294 | 0 | 1000 |
| Cash Awards \$500 and Under: Average Amount \$ | 388.91 | 390.04 | 374.02 | 384.92 | 418 | 0 | 0 | 500 | 200 | 0 | 368 | 0 | 0 | 0 | 431.33 | 0 | 500 |
| Cash Awards: \$501 - \$999: Awards Given # | 1286 | 1140 | 51 | 95 | 21 | 0 | 1 | 4 | 1 | 0 | 2 | 0 | 2 | 2 | 5 | 0 | 4 |
| Cash Awards: \$501 - \$999: Awards Given % | 100 | 88.65 | 3.97 | 7.39 | 1.63 | 0.00 | 0.08 | 0.31 | 0.08 | 0.00 | 0.16 | 0.00 | 0.16 | 0.16 | 0.39 | 0.00 | 0.31 |
| Cash Awards: \$501 - \$999: Total Amount \$ | 933436 | 827244 | 37639 | 68553 | 15439 | 0 | 800 | 3050 | 750 | 0 | 1525 | 0 | 1400 | 1200 | 4014 | 0 | 2700 |
| Cash Awards: \$501 - \$999: Average Amount \$ | 725 | 725 | 738 | 721 | 735 | 0 | 800 | 762 | 750 | 0 | 762 | 0 | 700 | 600 | 802 | 0 | 675 |
| Cash Awards: \$1000 - \$1999: Awards Given # | 1711 | 1517 | 59 | 135 | 25 | 0 | 0 | 5 | 1 | 0 | 1 | 1 | 0 | 1 | 9 | 0 | 7 |
| Cash Awards: \$1000 - \$1999: Awards Given % | 100 | 88.66 | 3.45 | 7.89 | 1.46 | 0.00 | 0.00 | 0.29 | 0.06 | 0.00 | 0.06 | 0.06 | 0.00 | 0.06 | 0.53 | 0.00 | 0.41 |
| Cash Awards: \$1000 - \$1999: Total Amount \$ | 2155770 | 1909492 | 74865 | 171413 | 32210 | 0 | 0 | 6950 | 1250 | 0 | 1000 | 1500 | 0 | 1321 | 11676 | 0 | 8513 |
| Cash Awards: \$1000 - \$1999: Average Amount \$ | 1259 | 1258 | 1268 | 1269 | 1288 | 0 | 0 | 1390 | 1250 | 0 | 1000 | 1500 | 0 | 1321 | 1297 | 0 | 1216 |
| Cash Awards: \$2000 - \$2999: Awards Given # | 740 | 653 | 29 | 58 | 8 | 0 | 1 | 4 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| Cash Awards: \$2000 - \$2999: Awards Given % | 100 | 88.24 | 3.92 | 7.84 | 1.08 | 0.00 | 0.14 | 0.54 | 0.14 | 0.00 | 0.14 | 0.00 | 0.14 | 0.00 | 0.00 | 0.00 | 0.00 |

Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)

| Awards | Total | Persons Without Disability | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|---------|----------------------------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| TIME OFF AWARDS | | | | | | | | | | | | | | | | | | |
| Time-Off Awards 1 - 10 hours: Awards Given # | 684 | 632 | 614 | 18 | 52 | 11 | 0 | 0 | 4 | 1 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 2 |
| Time-Off Awards 1 - 10 hours: Awards Given % | 25.29 | 25.43 | 25.76 | 17.82 | 23.64 | 28.95 | 0.00 | 0.00 | 36.36 | 50.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 66.67 |
| Time-Off Awards 1 - 10 Hours: Total Hours # | 5215 | 4831 | 4687 | 144 | 384 | 86 | 0 | 0 | 22 | 16 | 0 | 4 | 0 | 8 | 0 | 20 | 0 | 16 |
| Time-Off Awards 1 - 10 Hours: Average Hours # | 7 | 0 | 7 | 8 | 7 | 7 | 0 | 0 | 5 | 16 | 0 | 4 | 0 | 8 | 0 | 10 | 0 | 8 |
| Time-Off Awards 11 - 20 hours: Awards Given # | 105 | 100 | 96 | 4 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 11 - 20 hours: Awards Given % | 3.88 | 4.02 | 4.03 | 3.96 | 2.27 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 11 - 20 Hours: Total Hours # | 1728 | 1636 | 1580 | 56 | 92 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 11 - 20 Hours: Average Hours # | 16 | -2 | 16 | 14 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 hours: Awards Given # | 3 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 hours: Awards Given % | 0.11 | 0.12 | 0.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 21 - 30 Hours: Total Hours # | 72 | 72 | 72 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 21 - 30 Hours: Average Hours # | 24 | 24 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 hours: Awards Given # | 2 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 hours: Awards Given % | 0.07 | 0.08 | 0.04 | 0.99 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 31 - 40 Hours: Total Hours # | 74 | 74 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 31 - 40 Hours: Average Hours # | 37 | 37 | 36 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Awards Given # | 5 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Awards Given % | 0.18 | 0.20 | 0.21 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 41 or more Hours: Total Hours # | 219 | 219 | 219 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Average Hours # | 43 | 43 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CASH AWARDS | | | | | | | | | | | | | | | | | | |
| Cash Awards \$500 and Under: Awards Given # | 980 | 897 | 854 | 43 | 83 | 11 | 0 | 0 | 2 | 1 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 2 |
| Cash Awards \$500 and Under: Awards Given % | 36.23 | 36.10 | 35.82 | 42.57 | 37.73 | 28.95 | 0.00 | 0.00 | 18.18 | 50.00 | 0.00 | 75.00 | 0.00 | 0.00 | 0.00 | 37.50 | 0.00 | 66.67 |
| Cash Awards \$500 and Under: Total Amount \$ | 381127 | 349179 | 333096 | 16083 | 31948 | 4598 | 0 | 0 | 1000 | 200 | 0 | 1104 | 0 | 0 | 0 | 1294 | 0 | 1000 |
| Cash Awards \$500 and Under: Average Amount \$ | 388.91 | 3 | 390.04 | 374.02 | 384.92 | 418 | 0 | 0 | 500 | 200 | 0 | 368 | 0 | 0 | 0 | 431.33 | 0 | 500 |
| Cash Awards: \$501 - \$999: Awards Given # | 1286 | 1191 | 1140 | 51 | 95 | 21 | 0 | 1 | 4 | 1 | 0 | 2 | 0 | 2 | 2 | 5 | 0 | 4 |
| Cash Awards: \$501 - \$999: Awards Given % | 47.54 | 47.93 | 47.82 | 50.50 | 43.18 | 55.26 | 0.00 | 50.00 | 36.36 | 50.00 | 0.00 | 50.00 | 0.00 | 50.00 | 100.00 | 62.50 | 0.00 | 133.33 |
| Cash Awards: \$501 - \$999: Total Amount \$ | 933436 | 864883 | 827244 | 37639 | 68553 | 15439 | 0 | 800 | 3050 | 750 | 0 | 1525 | 0 | 1400 | 1200 | 4014 | 0 | 2700 |
| Cash Awards: \$501 - \$999: Average Amount \$ | 725 | 4 | 725 | 738 | 721 | 735 | 0 | 800 | 762 | 750 | 0 | 762 | 0 | 700 | 600 | 802 | 0 | 675 |
| Cash Awards: \$1000 - \$1999: Awards Given # | 1711 | 1576 | 1517 | 59 | 135 | 25 | 0 | 0 | 5 | 1 | 0 | 1 | 1 | 0 | 1 | 9 | 0 | 7 |
| Cash Awards: \$1000 - \$1999: Awards Given % | 63.25 | 63.42 | 63.63 | 58.42 | 61.36 | 65.79 | 0.00 | 0.00 | 45.45 | 50.00 | 0.00 | 25.00 | 100.00 | 0.00 | 50.00 | 112.50 | 0.00 | 233.33 |
| Cash Awards: \$1000 - \$1999: Total Amount \$ | 2155770 | 1984357 | 1909492 | 74865 | 171413 | 32210 | 0 | 0 | 6950 | 1250 | 0 | 1000 | 1500 | 0 | 1321 | 11676 | 0 | 8513 |
| Cash Awards: \$1000 - \$1999: Average Amount \$ | 1259 | -10 | 1258 | 1268 | 1269 | 1288 | 0 | 0 | 1390 | 1250 | 0 | 1000 | 1500 | 0 | 1321 | 1297 | 0 | 1216 |
| Cash Awards: \$2000 - \$2999: Awards Given # | 740 | 682 | 653 | 29 | 58 | 8 | 0 | 1 | 4 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| Cash Awards: \$2000 - \$2999: Awards Given % | 27.36 | 27.44 | 27.39 | 28.71 | 26.36 | 21.05 | 0.00 | 50.00 | 36.36 | 50.00 | 0.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 |

