

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

PART A Department or Agency Identifying Information	1. Agency	1. Nuclear Regulatory Commission		
	1.a 2nd level reporting component			
	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. 2659
	2. Enter total number of temporary employees	2. 130
	3. TOTAL EMPLOYMENT [add lines B 1 through 2]	4. 2789

PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	Title Type	Name	Title
		Head of Agency	Christopher T. Hanson
	Head of Agency Designee	Daniel H. Dorman	Executive Director for Operations
	Principal EEO Director/Official	Vonna L. Ordaz	EEO 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	Special Emphasis Program Manager
	Women's Program Manager (SEPM)	Dorothea Washington	Special Emphasis Program Manager
	Disability Program Manager (SEPM)	Dorothea Washington	Special Emphasis Program Manager
	Special Placement Program Coordinator (Individuals with Disabilities)	Kimberly English	Manager/Employee Relations Specialist
	Reasonable Accommodation Program Manager	Anne Silk	Human Resources Specialist (Reasonable Accommodation)
	Reasonable Accommodation Program Manager	Jessica Center	Human Resources Specialist (Reasonable Accommodation)
	Anti-Harassment Program Manager	Yvonne Weed	Senior Labor and Employee Relations Specialist
	ADR Program Manager	Rhonda Dorsey	ADR Coordinator/Senior Civil Rights Specialist
	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	Meredith Neubauer	Senior Civil Rights Specialist
	Other EEO Staff	Alan De Leon	Senior Project Manager in the Facilities Management Branch
	Other EEO Staff	Jeanne Dempsey	Deputy EEO Director
	Other EEO Staff	John Beatty	Section 508 Coordinator

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Title Type	Name	Title
Other EEO Staff	Larniece McKoy Moore	Diversity, Equity, Inclusion Outreach Program Manager
Other EEO Staff	Stephanie Garland	Affirmative Employment and Diversity Management Program Specialist
Other EEO Staff	Erin Deeds	Technical Assistant

For period covering October 1, 2021 to September 30, 2022

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	Country	Agency Code
	Nuclear Regulatory Commission Chattanooga, TN	United States	NU00
	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	
Reasonable Accommodation Procedure	Y	Y	
Organization Chart	Y	Y	
Anti-Harassment Policy and Procedures	Y	Y	
EEO Policy Statement	Y	Y	
Agency Strategic Plan	Y	Y	
Alternative Dispute Resolution Procedures	Y	Y	
Diversity Policy Statement	N	N	
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	N	
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	N	
Human Capital Strategic Plan	N	N	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	N	
EEO Strategic Plan	N	N	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: MISSION

The U.S. Nuclear Regulatory Commission's (NRC's) 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.

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 Chair and official spokesperson. The Commission 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, participating in special emphasis observances, and supporting EEO and diversity, equity, inclusion, and accessibility (DEIA) activities. The Chair presented the NRC's "Proposed Parameters for the Self-Assessment of Gender Equality" at the "Impact Group on Gender Equality in Nuclear Regulatory Agencies" meeting. The Chair also appointed a senior-level agency Gender Champion Representative.

On February 9, 2022, the Chair signed and issued a written policy statement on diversity management, which was distributed to all employees as an agency yellow announcement (YA 21 0019). The Chair conveyed his strongly held view that all employees must consider diversity and inclusion in agency operations and maintain a work environment free from discriminatory harassment and intimidation. The Chair 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 agency. The Chair 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, 2011, 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 July 18, 2022, the Chair signed and issued a written EEO policy statement, which was distributed to all employees as an agency yellow announcement (YA 22 0055). The policy statement declared that the NRC must be a model for others in promoting DEIA. This can be done by continuing to demonstrate fairness, dignity, and respect for all current and former employees and applicants for employment, regardless of their race, color, religion, sex (including sexual orientation, gender identity and expression(s), and pregnancy), national origin, age, disability, marital status, parental status, political affiliation, military service, and genetic information. In addition, the NRC must be proactive in preventing employees and applicants for employment from being subjected to reprisal for participating in protected activities or opposing practices made unlawful by relevant civil rights statutes and regulations.

The EEO policy statement also declared that the NRC must continue to be vigilant in cultivating a civil workplace that is free from discrimination and harassment by addressing and eliminating all forms of harassing behavior and misconduct, discrimination, and retaliation. In the pursuit for this desired culture and change, the NRC must continue taking a holistic approach to changing lives and providing enhanced opportunities for all people by including underserved communities, people of color, women, members of the LGBTQIA+ community, parents, caregivers, people who require religious accommodations at work, persons with disabilities, first generation professionals and college students, English language learners, immigrants, veterans, and military spouses.

The policy statement further declared that if an employee believes they have been subjected to discrimination, harassment, or retaliation, or have knowledge of discriminatory or harassing behavior as a bystander, they are encouraged to initiate contact with the Office of Small Business and Civil Rights (SBCR) as soon as possible but no later than 45 calendar days of the date of the alleged discriminatory event or, in the case of a personnel action, within 45 calendar days of the effective date of the action. SBCR will promptly, fairly, and impartially process the EEO complaint of discrimination. The policy provides notice by stating the following:

...the employee may express interest in filing an EEO complaint by contacting **SBCR's Civil Rights Team**, the **Agency's Collateral Duty EEO Counselors**, SBCR's mailbox at EEOPrograms@nrc.gov, NRC's **EEO eFile Portal**, [Office of the Chief Human Capital Officer's] **OCHCO's Anti-Harassment Policy**, or the **NRC and National Treasury Employees Union (NTEU) Collective Bargaining Agreement (CBA)**.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Any matter that falls within the scope of the EEO complaint process may be raised in a formal EEO complaint or through the negotiated grievance procedure, but not both. Employees whose claims fall outside the scope of the EEO complaint process (i.e., claims that may not be brought before the EEOC) may nonetheless raise such matters, if otherwise grievable, through the negotiated grievance procedure (CBA Article 46, Grievance Procedures). See also 29 CFR 1614, Subpart C.

On August 23, 2022, On August 23, 2022, the Chair signed and issued a written policy statement on alternative dispute resolution (ADR), which was distributed to all employees as an agency announcement. 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 informs managers and supervisors of their duty to act and participate in ADR as needed to resolve workplace disputes and conflicts and reminds everyone to consider the benefits of ADR in decreasing the time, cost, and other resources ordinarily expended in resolving workplace disputes.

In 2022, 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 SBCR director (hereinafter referred to as the EEO 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 as an agency announcement. 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 the 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 2022 summary of statistical data on complaints of employment discrimination filed by employees, former employees, and applicants for employment on its public website, at <https://www.nrc.gov/about-nrc/civil-rights/crp/dca.html>.

In 2022, the NRC revised Management Directive (MD) 10.161, "Civil Rights Program and Affirmative Employment and Diversity Management Program," to affirm, consolidate, and summarize existing policy related to affirmative employment, diversity management, and civil rights programs. The related handbook includes Exhibit 1, "Related Guidance," which contains a link to the NRC's Tribal Policy Statement (TPS)/Protocol Manual and a written synopsis of the requirements set forth therein.

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 websites.

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 oversees and ensures 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

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

information for EEO counselors and officers, Special Emphasis Program (SEP) managers (including SEP chairpersons), and the EEO director. In 2022, the NRC had 4 fulltime EEO counselors, 1 part time EEO counselor, 17 collateral duty EEO counselors, and 8 contract EEO counselors. There were no new contract EEO counselors (e.g., agency or contract) who received the required 32 hours of EEOC training. Recipients of the 8-hour refresher training included 22 agency EEO counselors and 8 contract EEO counselors. All training requirements for EEO counselors were met. There were 4 fulltime agency investigators and 10 contract investigators. The NRC investigative services contract requires contract employees to undergo mandatory investigative training. The 10 contract investigators and 4 agency investigators 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 DEIA initiatives and how those responsibilities figure into the success of the agency's EEO program and overall mission. In 2022, the EEO office, OCHCO, and the Office of the General Counsel conducted three EEO and diversity management training courses for managers, supervisors, and team leaders to satisfy EEOC mandates. The 2-day courses covered managers' and supervisors' roles, responsibilities, and obligations under Federal antidiscrimination statutes, regulations, laws, legislative mandates, instructional guidance, NRC expectations, effective communications, DEIA, 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. These 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 the selection, promotion, placement, training and development, and upward mobility of employees. 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.

The NRC's Veterans Employee Resource Group (VERG) promotes services and support related to recruitment, career development, upward mobility, and retention for NRC employees who are veterans. The VERG advises agency management and staff on their responsibilities and on ways to support veterans at the NRC. The Veteran Employment Coordinator'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 Veteran Employment Coordinator also 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 2022, the EEO advisory committees and VERG prepared a joint statement for the 2022 annual public 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 NRC's mission strategy to demonstrate its commitment to making diversity management a priority for all executives, managers, and employees. The IDSP also sets expectations for both management and employees and guides their behaviors and decisions 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

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

report), to analyze internal organizational trends, and to strategically address agency objectives. In 2022, the EEO office promoted implementation of the IDSP at the office level.

The EEO office, along with the DMIC, sponsors initiatives to promote DEIA awareness and provide forums 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 2016. DIALOGUE ambassadors provide an empathetic ear to employees, which may contribute to the early resolution of misunderstandings in the workplace. The EEO office also established the Civility, Awareness, Respect, and Engagement Initiative (iCARE) to facilitate listening sessions that promote deeper understanding of and appreciation for multicultural diversity, equity, and inclusion through group discussion. Additionally, the EEO advisory committees, EEO office, OCHCO, and affinity and resource groups, with support from other NRC offices, host numerous cultural celebrations, events, symposiums, forums, and activities. Additionally, the culture team supports diversity and inclusion initiatives as part of the NRC's organizational transformation efforts.

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 NRC's Chair, 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* (29 CFR) 1614.102, "Agency program," and management directives (e.g., MD 110 and MD 715) and bulletins issued by the EEOC, the Office of Personnel Management, and other recognized Federal oversight agencies.

On January 26, 2022, the NRC submitted revisions of its antiharassment policy to the EEOC, which included changes consistent with the guidance provided in the EEOC's technical assistance letter dated October 22, 2021. In February 2022, the EEOC approved the NRC's revised "Nuclear Regulatory Commission Anti-Harassment Policy and Procedures for Preventing and Eliminating Harassing Conduct in the Workplace." On March 10, 2022, the Chief Human Capital Officer signed and issued a written policy statement on the updated "Nuclear Regulatory Commission's Policy for Preventing and Eliminating Harassing Conduct in the Workplace," which was distributed to all employees as an agency announcement. The announcement informs employees that 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. The policy can be found on the agency's public website at <https://www.nrc.gov/docs/ML2208/ML22080A075.pdf>.

In September 2019, the EEOC approved the NRC's revised Reasonable Accommodation Procedures (RAP), which includes personal assistance services (PAS). The NRC continues to post the RAP and PAS procedures on the agency's internal and public websites, pursuant to the Rehabilitation Act and MD 715 requirements. During the annual and refresher EEO training sessions conducted for managers, supervisors, and team leaders, OCHCO covers the RAP and PAS procedures.

In FY 2021, the EEO office conducted an MD715 Part G agency self-assessment related to the NRC's Reasonable Accommodation Program. The EEO office determined that the NRC was not compliant with regulatory provisions related to OCHCO processing requests for reasonable accommodation and is evaluating the agency's performance (see the requirements listed under 29 CFR 1614.203(d)(4)). The EEO office also determined that the NRC does not have a centralized data collection system in place to track the required reasonable accommodation activities. On October 1, 2021, OCHCO and the EEO office put in place an MD715 Part H "Plan to Attain Essential Elements" (also referred to as a corrective action plan). In June 2022, OCHCO reached out to the NRC's Office of the Chief Information Officer (OCIO) to support the automation of the Reasonable Accommodation Program. OCIO is currently reviewing this request for processing and approval. In the interim, the NRC is continuing to operate without the benefit of a reasonable accommodation tracking system, which is required by section 501 and MD715 to effectively and accurately run reports to verify processing timeframes and confidently calculate percentages of untimely requests.

To support reasonable accommodations and return to work needs, the NRC uses resources such as the Job Accommodation

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Network, the Computer/Electronic Accommodations Program, 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. In calendar year 2022, the NRC hired an additional reasonable accommodation coordinator to address an increase in volume of reasonable accommodation requests due to work reentry after the Coronavirus Disease 2019 (COVID19) public health emergency to ensure timely processing moving forward.

The NRC continues to work toward 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 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 EEO office, OCHCO, and OGC provided three mandatory annual (and refresher) EEO and Diversity Management training courses, which were attended by approximately 200 managers, supervisors, and team leaders. As part of the training, OCHCO and OGC presented sessions on the use of hiring authorities that take disability into account and how to use and access resumes of qualifying individuals. Although progress has been made in FY 2022, the NRC has not achieved the Section 501 representation goals for PWD and PWTD.

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 1(3) of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212 and 5 CFR Part 720, "Affirmative Employment Programs"), and Title III, 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 the laws and resources available to veterans, including disabled veterans. The NRC's mentoring program offers employees an opportunity to serve as either a mentor or a mentee. It empowers participating employees by providing opportunities to set and achieve career goals as they grow personally and professionally through the knowledge exchange. In FY 2022, 65 veterans participated in the program, 42 as mentors and 23 as mentees. Some employees participated in both capacities.

The NRC continues to evaluate managers and supervisors on their commitment to the agency's DEIA policies and principles as part of the revised Leadership Model narratives and 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.

In addition to the above efforts, the agency makes available language translation services to provide individuals and communities with limited English language skills 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 MD715 guidance, which requires effective coordination between the EEO office 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) to monitor the perception of EEO and DEIA principles within the workplace (see MD 715, Part E.3). The EEO office and OCHCO also analyze exit interviews and surveys of departing employees to identify factors that contributed to employment separation and to promote desired employment practices and conditions (see MD 715, Part E.3). 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, PWD, and PWTD.

The EEO office regularly reviews a variety of information to identify triggers and investigate whether barriers exist, including 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

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

remove identified barriers.

In FY 2022, the NRC made progress toward achieving the Federal representation goals for PWD (12 percent) and PWTD (2 percent) but was unsuccessful (see MD 713, Part E.3). Accordingly, the MD715 Part G self -assessment response was “no” to question D.4.d., “Has the agency taken specific steps that are reasonably designed to increase the number of PWD or PWTD employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)].” The EEO office and OCHCO have established the MD 715 Part H “Agency EEO Plan to Attain the Essential Elements of a Model EEO Program” (Part H Corrective Plan). The NRC expects to achieve or demonstrate meaningful progress toward achieving the PWD and PWTD benchmark goals in the FY 2023 MD 715 report.

For over 5 years, the EEO office has identified a trend in negative reasons offered by employees voluntarily terminating their employment with the NRC through review of employee exit interview surveys (see MD713, Part E.3). The MD715 Part G agency self-assessment response was “yes” to question 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; reasonable accommodation program; antiharassment program; and/or external special interest groups? [see MD 715 Instructions, Sec. I].

The employee exit interview survey data identified a trend that reveals potential barriers to employment, which gave rise to the EEO office’s establishment of the Part H Corrective Plan on September 30, 2019. In 2022, OCHCO created an Exit Interview Information/Data Collection Shared Portal to better track separating employee demographics and feedback. The NRC expects to demonstrate meaningful progress toward OCHCO and the EEO office addressing issues concerning employee separations for negative reasons in the FY 2023 MD 715 report.

ELEMENT E—EFFICIENCY

The legislative mandate to develop and implement an agency affirmative employment program (29 CFR 1614.102 (July 1, 2011, edition)) 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) and programs and activities (e.g., educational investment programs, hiring programs, grants and contract administration). These programs also apply to the implementation, effectiveness, and compliance of EEO administered programs and plans (e.g., civil rights complaint processing, the ADR program, reasonable accommodation, personal assistance programs, the AAP, the FEORP, and the DVAAP). In 2022, 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 of the MD 715 report contains information on NRC 2022 accessibility. Additionally, the EEO office coordinates efforts with OCIO to ensure that persons with disabilities are afforded the same access to information and technology as nondisabled individuals in accordance with the provisions of section 508 of the Rehabilitation Act, including the publishing of notifications on the agency’s website 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 websites. 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 of the MD715 report, the EEO office

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

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 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 throughout 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 2022, the NRC experienced a decrease in discrimination complaints filed against the agency (14, compared to 15 in FY 2021). The NRC continued to experience delays in the timely processing of complaints, a backlog of complaints, an increase in complaints awaiting a hearing, and delays in the timely issuance of final agency decisions (FADs) and legal sufficiency reviews. In 2022, there were 48 formal discrimination complaints in process (34 complaints carried over from FY 2021 and 14 new complaints filed in FY 2022). At the end of the year, there were 24 case closures (1 withdrawal, 12 ADR settlements, and 11 final agency actions). A summary of 24 pending cases during the reporting period (October 1, 2021, through September 30, 2022) reveals the following: five complaints pending notification of decision to accept/dismiss (average number of processing days—29.4), seven complaints pending in investigation (average number of processing days—179.57), nine complaints pending hearings (average number of processing days—680.33), and three complaints pending a final agency action (average number of processing days—489.33).

The 14 formal complaints alleging discrimination were filed on the following basis: race (6), color (3), national origin (1), sex, including complaints filed under Lesbian, Gay, Bisexual, and Transgender (5), age (4), disability (9), and reprisal (6). The issues alleged included appointment/hire (1), disciplinary action, including suspension and removal (2), performance evaluation/appraisal (3), harassment (nonsexual) (7), pay, including overtime (1), promotion (non-selection) (3), reassignment (1), reasonable accommodation (2), telework (1), time and attendance (4), training (1), and terms and conditions of employment (4).

In 2022, contractors completed 11 EEO investigations (Title VII, Age Discrimination in Employment Act, and Rehabilitation Act complaints). Five investigations were completed in less than 180 days (an average of 164.20 days). Five investigations were completed in 181 – 360 days (an average of 242.20 days). One investigation was completed in 361 or more days (e.g., an average of 512.00 days). Three investigations were completed in a timely manner (e.g., an average of 228.67 days). Two investigations were completed in an untimely manner (e.g., an average of 262.50 days). The EEO office has a MD 715 Part H corrective action plan in place to work toward a timely investigation of discrimination complaints, as required under 29 CFR Part 1614. In FY 2022, the corrective plan for agency issuance of acceptance letters or dismissal decisions was administratively closed, due to the NRC's compliance with provisions in MD 110, chapter 5(I).

In 2022, the EEO office offered ADR to 19 counselees during the informal process, 16 of whom declined. Three counselees were accepted into the ADR program, which resulted in one outcome of no settlement resolution and two outcomes of no ADR attempted. 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 appears in the MD 715 report under Parts H and I.

In FY 2022, the NRC continued to develop and maintain partnerships and networking with stakeholders who share similar interests regarding the employment of PWD and PWTD. The NRC's notable progress is described in the MD 715 report under the AAP (see MD 715, Part J).

In FY 2022, the NRC showed meaningful progress toward conducting MD 715 required meetings with OCHCO 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. Accordingly, the NRC is carrying out this required function and is compliant with 29 CFR 1614.102(a)(2), MD-715 instructions, section I.

POCHCO maintains the agency's systems that collect, maintain, and ensure accurate employee demographics (e.g., 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. On April 28, 2021, the NRC certified its FY 2020

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

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 will be able to 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 that “[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 [EEO] program to ensure efficient and successful operation.’ 29 CFR 1614.102(a)(1).” The instructions for MD 715 Part G, section E.4.a, make it clear 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 was unable to provide the required data in the FY 2021 MD 715 report.

During FY 2022 through early FY 2023, the NRC staff coordinated efforts with the EEOC’s staff and contractor within the EEOC’s Office of Information Technology, the information technology specialist with the U.S. Department of the Interior Business Center’s Datamart, and several others to retrieve the FedSEP status and dynamics files needed to generate applicable NRC workforce data tables. The NRC anticipated that these efforts would yield the results needed to complete the FY 2022 MD 715 report and plans. On March 6, 2023, OCHCO provided to the EEO office the NRC workforce statistical tables covering the period from October 1, 2021, through September 30, 2022, which were needed to draft the FY 2022 MD 715 report and plans.

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, as well as 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. OGC is responsible for assisting the EEO office in providing legal guidance, counsel, and support. In FY 2022 there were seven FADs, which included an administrative judge (AJ) decision. The NRC fully implemented four AJ decisions. Three AJ decisions were not fully implemented, because in one case the agency appealed both the finding and the remedy, and in the remaining two cases, the judge found no discrimination.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Please see attachment in supporting documentation.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

1. **Federal Employee Viewpoint Survey (FEVS) Results.** According to the 2022 FEVS results, the U.S. Nuclear Regulatory Commission (NRC) remains among the top rated best places to work in the Federal Government. The NRC is also recognized for its high diversity, equity, inclusion, and accessibility (DEIA) index ranking scores.
1. **The NRC's Strategic Plan for Fiscal Years (FYs) 2022–2026.** The NRC's Strategic Plan integrates DEIA principles into the agency's mission objectives.
1. **The NRC's Inclusive Diversity Strategic Plan (IDSP) for FYs 2021–2026.** The NRC's office directors reported their DEIA performance results using the agency's IDSP reporting template.
1. **Civility, Awareness, Respect, and Engagement Initiative (iCARE).** The NRC conducted iCare facilitated listening sessions to promote deeper understanding of and appreciation for multicultural diversity, equity, and inclusion through group discussion.
1. **Inclusive Language for Everyone Initiative.** The NRC conducted inclusive language outreach, recruited ambassadors, and issued guidance to promote a healthy work environment for all employees, with particular attention given to supporting employee members of the LGBTQIA+ community.
1. **Limited English Proficiency (LEP) Translation Services.** The NRC provided LEP individuals meaningful access to agency programs and activities, while achieving overarching mission goals by providing Diné translation services for two Chair/Commission meetings with the Navajo Tribe to address impacts of uranium contamination; hybrid translation in 14 languages as a result of Coronavirus Disease 2019 (COVID 19) impacts at the FY 2022 Regulatory Information Conference; translated the NRC's Patient Release Medical Video and the Patient Release Information Brochure into Spanish, French, and Chinese; and translated a report from Finnish into English so that the NRC staff could examine the lessons learned in human and organizational factors and safety culture resulting from the Boeing 737 MAX accident.
1. **Reinstitution of the NRC's Minority-Serving Institutions Grants Program (MSIGP).** In 2022, the agency reinstated the NRC's MSIGP and sent out a notification of funding opportunity (NOFO) through grants.gov. The restart of the MSIGP will help the NRC address some challenges faced by minority-serving institutions and historically black colleges and universities (HBCUs) in applying for grant funding.
1. **Broadening of the Scope of the NRC's University Nuclear Leadership Program (UNLP) Eligibility Criteria.** The NRC broadened the scope of its FY 2023 UNLP NOFO eligibility criteria for scholarships to include community colleges, as a result of 24 States having legislatively authorized their community colleges to award 4 year bachelor's degrees as a strategy to meet workforce demands, increase access to educational and career advancement opportunities, address affordability, and raise attainment rates. The NRC's changes to the UNLP eligibility criteria will positively impact students' access to affordable education and future employment opportunities.
1. **Federally Mandated Small Business Contract Goals.** The NRC's Small Business program partnered with the White House Initiative Office on Historically Black Colleges and Universities (WHI HBCU), the National Institutes of Health, and Federal contractors to promote vendor partnerships such as the recently enacted memorandum of understanding between NRC prime- and sub-contractors and HBCUs to pay students' tuition so they can earn graduate degrees or certifications and gain employment. In 2022, the NRC also received a Small Business Administration Scorecard grade of "A+" for achieving prime and subcontract goals.
1. **NRC Participation in the FY 2022 WHI HBCU National HBCU Week Conference.** The NRC conducted a workshop on "Identifying Mega Federal Dollars that Advance HBCU Economic Opportunities," along with representatives from the National Nuclear Security Administration and the U.S. Department of Energy. The agency's Advisory Committee for African Americans represented the NRC at the Journey Across the Federal Government Meet and Greet, and Office of the Chief Human Capital Officer and the Office of Small Business and Civil Rights participated in the HBCU Conference Career Fair.

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

The U.S. Nuclear Regulatory Commission (NRC) will continue its pursuit toward being a model Federal equal employment opportunity (EEO) employer and risk informed regulator by satisfying the required Management Directive (MD) 715 essential elements. Some priority areas of focus for the NRC in fiscal year (FY) 2023 are described in the following sections:

1. **Enhance Data Collection and Tracking Systems.** Coordinate efforts between the Office of the Chief Human Capital Officer, Office of the Chief Information Officer, and key NRC offices to improve information/data collections and tracking systems consistent with MD 715 requirements.
1. **Implement Sound Change Investment Strategies.** Make meaningful progress toward addressing identified Equal Employment Opportunity Commission and MD-715 deficiencies.
1. **Broaden Scope of Outreach.** Increase outreach to promote understanding of the Office of Small Business and Civil Rights (EEO office) affirmative employment and diversity management programs; diversity, equity, inclusion, outreach (DEIO) programs; Inclusive Diversity Strategic Plan (IDSP); and diversity equity, inclusion, and accessibility (DEIA) principles in relationship to mission goals and the NRC Strategic Plan.
1. **Expand Coordination of Efforts.** Expand coordination of efforts at all levels of the agency and monitor office-level implementation of cultural transformation and inclusion, the IDSP, the NRC Strategic Plan, and other initiatives.
1. **Direct Focus on Disability Initiatives.** Increase outreach efforts, coordination, technical assistance, and monitoring of office level activities aligned with achieving section 501 of the Rehabilitation Act requirements, fulfilling obligations imposed by the NRC's Disability Affirmative Action Plan and its Disability Program Strategic Project Plan Goals for FYs 2019–2024, both of which are aimed toward achieving the Federal benchmark representation goals for persons with disabilities (12 percent) and persons with targeted disabilities (2 percent).
1. **Stand-Up the Minority-Serving Institutions Grants Program (MSIGP).** Continue to roll out the NRC's MSIGP.
1. **Enhance Efforts to Serve Populations with Limited English Proficiency (LEP).** Continue to enhance the NRC's overall LEP program and provide increased service delivery consistent with the U.S. Department of Justice's expectations as set forth in the U.S. Attorney General's "Memorandum for Heads of Federal Agencies, Heads of Civil Rights Offices, and General Counsels," dated November 21, 2022.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

**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, 2021 to September 30, 2022

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			EEO Policy Statement was issued on July 18, 2022. 7/18/2022
	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, 2021 to September 30, 2022



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			Public: https://www.nrc.gov/about-nrc/civil-rights/programs/crp.html
	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			Public: https://www.nrc.gov/about-nrc/civil-rights/programs.html
	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			Reasonable Accommodation Procedures 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		
	A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	X			This compliance indicator was accomplished through its 1) Annual EEO and Diversity Training for Managers, Supervisors, and Team Leaders; 2) Annual ADR Policy Statement; 3) Article 5 of the CBA between the NRC and NTEU; and 4) ADR Program Manual.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist



A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	X			Ongoing via internal OCHCO and Civil Rights Program Intranet and SharePoint sites.
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.	X			Ongoing via internal OCHCO and Civil Rights Program Intranet and SharePoint sites.
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.	X			Ongoing internal controls (MD 10.161) and Collective Bargaining Agreement.
 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				
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. .	X			NRC held its 43rd Annual Awards Ceremony on 10/11/2022, four Meritorious Service Awards for EEO Excellence were given, recognizing exemplary performance in the implementation of the NRC’s EEO program. (See Part E3 for details.)
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]	X			

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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 Commission Briefing on 06/14/2022 and led the EEO, Affirmative Employment, and Small Business Commission Briefing on 12/14/2022, where the EEO Director presented on: (1) Affirmative Employment efforts covering the six essential elements, program status, performance metrics and outcomes, etc. (2) Small Business Program. (3) Other initiati
	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, 2021 to September 30, 2022

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

 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

NUREG-1614, Volume 8 Page 13, Goal 2 – Continue to Foster a Healthy Organization - <https://www.nrc.gov/docs/ML2206/ML22067A170.pdf>

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022



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.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
	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, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	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
	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			
 Measures		Yes	No	N/A	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
	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, 2021 to September 30, 2022

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			Annual workforce analysis and the required agency self-assessment is conducted. The EEO Director and Deputy also hold biannual briefings with senior management on office specific information in these areas.
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			Annual workforce analysis and the required agency self-assessment is conducted. The EEO Director and Deputy also hold biannual briefings with senior management on office specific information in these areas.
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, 2021 to September 30, 2022

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.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			

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022



Agency Self-Assessment Checklist

<p>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.</p>		<p>X</p>	<p>In FY22 23% of RA requests were timely based on RAP processing time of 30 days. This is likely an inaccurate figure due to inconsistent data management, high volume of complex requests, and only time elapsed is reflected in RA tracking which does not include any variables in processing time.</p>
<p>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)]</p>	<p>X</p>		
<p>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.</p>	<p>X</p>		<p>Public: Reasonable Accommodation Procedures and website: https://www.nrc.gov/about-nrc/civil-rights/reasonable-accommodations.h</p>

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022



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.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.				
	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, 2021 to September 30, 2022





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			Continue to provide oversight on the implementation of these assessments.
	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			Continue to provide oversight on the implementation of these assessments.
	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, 2021 to September 30, 2022

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.			N/A	
	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			
 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	
	C.6. The EEO office advises managers/supervisors on EEO matters.			N/A	
	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 mandatory EEO training sessions are provided for managers, ongoing lunch-n-learns and special emphasis program events on EEO topics, and the EEO Director and Deputy conduct biannual meetings with senior management on office specific information.
	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, 2021 to September 30, 2022

Agency Self-Assessment Checklist



Essential Element: D Proactive Prevention

 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			
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		No specific questions are asked during exit interviews/ surveys on recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities. Discussions are held with the EEO committee for Employees with Disabilities for input on how to improve in these areas.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022



Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	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
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 regularly reviews sources of information to identify triggers and eliminate barriers including EEO complaints, 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.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022



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, 2021 to September 30, 2022

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			AAP is in the Diversity drop-down list, then located under "Disability Affirmative Action Plan." https://www.nrc.gov/about-nrc/employment/workingatnrc.htmlpanel=2
	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; 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, 2021 to September 30, 2022



Agency Self-Assessment Checklist

Essential Element: E Efficiency

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022



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 Agency (SBCR) has continued to satisfy this compliance indicator by ensuring that all acceptance letters and dismissal decisions are issued within the sixty (60) day processing time.
	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		
	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			A Notice of Late Investigation (Day 180) letter is sent to notify the complainant of their rights on complaints that exceed the 180-day timeframe.
	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			
	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			Contactors are held accountable for their work performance; and poor performance is addressed in accordance with provisions established under the contract.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022



Agency Self-Assessment Checklist

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	E.2. The agency has a neutral EEO process.	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.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			A dedicated legal sufficiency team for EEO complaints is located in the Office of the 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, 2021 to September 30, 2022



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		The agency did not meet the 50% goal for ADR in the pre-complaint process. Survey feedback from individuals who have and have not used ADR will be evaluated to determine effectiveness and develop improvement methods for the program.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	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
	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, 2021 to September 30, 2022

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 Website.
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, 2021 to September 30, 2022

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.	Yes	No	N/A	
	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, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	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
	F.3. The agency reports to EEOC its program efforts and accomplishments.				
	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: O Other

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.1

Brief Description of Program Deficiency: 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.

A.2 – The agency has communicated EEO policies and procedures to all employees. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2023			Issue the required annual EEO Complaint Process announcement.

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	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
09/30/2023	Issue the required annual EEO Complaint Process announcement.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2022	N/A

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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 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. See updated information in MD-715 Part E.2.

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
AEDM Program Specialist	Stephanie Garland	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
Sr. Program Admin. Specialist	Brendan Cain	Yes
IT Project Manager	John Shea	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
EEO Director	Vonna Ordaz	Yes
Affirmative Employment and Diversity (AEDM) Management Program Manager	Tuwanda Smith	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2020	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	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 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	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Accomplishments

Fiscal Year	Accomplishment
2022	Accomplishments are provided in Part E..

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.3

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 comment's 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 2022.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2023			To comply with section 501 requirements.

Responsible Officials

Title	Name	Standards Address the Plan?
Deputy EEO Director	Jeanne Dempsey	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
Policy, Labor, & Employee Relations Branch Chief	Anne Silk	Yes
EEO Director	Vonna Ordaz	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Policy, Labor, & Employee Relations Branch Chief	Bi Smith	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	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	09/30/2023	

Accomplishments

Fiscal Year	Accomplishment
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.4

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)]
--	---

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 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. See MD-715 Part E.2 for additional information.

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?
IT Project Manager	John Shea	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes
Chief Human Capital Officer	Mary Lamary	Yes
EEO Director	Vonna Ordaz	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
Sr. Program Admin. Specialist	Brendan Cain	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
AEDM Program Specialist	Stephanie Garland	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	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	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	
09/30/2023	Resource limitations significantly impact the speed with which required EEOC files are prepared. But OCHCO 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
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.5

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; complain/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].

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2017	04/06/2020	09/30/2023		The Office of the Chief Human Capital Officer (OCHCO) provides the EEO Office with quarterly exit survey data. The EEO Office uses this information to conduct routine reviews and assessments which identify triggers, and form a plan to reduce, or eliminate unwarranted employee separations due to barriers.

Responsible Officials

Title	Name	Standards Address the Plan?
Branch Chief, Workforce Management and Benefits Branch	Karen Cobbs	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Program Manager, Special Emphasis Programs	Dorothea Washington	Yes
EEO Director	Vonna Ordaz	Yes
AEDM Specialist	Stephanie Garland	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Program Manager, Affirmative Employment and Diversity Management Program	Tuwanda Smith	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2018	The EEO and OCHCO Office Directors/Deputies will continue to discuss the analysis of Exit Survey results for fiscal years 2018-2023 and coordinate on a plan to work with agency offices who are identified through the exit survey data as having unwarranted reasons for employee separations.	Yes	09/30/2018	
03/30/2021	The EEO Office will continue to coordinate efforts with the agency's Desired Culture Team regarding analysis of exit survey results for 2018-2023 to work collaboratively with agency offices who are identified through the exit survey data as having unwarranted reasons for employee separations.	Yes	09/30/2023	
09/30/2018	The EEO Office will elicit assistance from the agency's Diversity Management Inclusion Council in conducting barrier analysis and focus groups to identify issues/challenges and determine underlying problems/root causes related to unwarranted employee separations. Findings and recommendations will be shared with the EEO Office and OCHCO.	Yes	09/30/2023	
09/30/2018	The EEO Office will continue to include information in the triennial EEO and Diversity Management Training for Managers on employee separations, identifying and eliminating barriers, utilizing effective communication skills, recognizing and addressing bias, agency culture and values, and roles, responsibilities, and accountability, etc.	Yes	09/30/2023	
04/20/2020	The EEO office will elicit support from the EEO Advisory Committees to host lunch and learns, and other forums on the EEO complaint process, use of Alternative Dispute Resolution to effectively resolve workplace disputes, and information on other methods for employees to bring their concerns forward.	Yes	09/30/2023	
07/01/2020	The EEO Director/Deputy will continue to have periodic meetings with management in each office to discuss office-specific assessments based on data/information collected by the EEO Office related to the following areas: Recruitment/Outreach; Training/Development; Diversity, Equity, Inclusion, and Accessibility, Analysis of Employee Engagement Index, and findings from Employee	Yes	09/30/2023	
09/30/2018	The EEO Office will work directly with affected NRC offices to identify office level strategies and remedies.	Yes	09/23/2023	

Accomplishments

Fiscal Year	Accomplishment
2022	The EEO Office Director/Deputy held individualized periodic meetings with each NRC office (which included office specific assessments related to affirmative employment and diversity management topics including employee separations and findings from Exit Interview Surveys).
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.6

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)]
--	---

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 based on OPM guidance. 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. This deficiency will be provided as an additional agenda item with EEOC one week prior to the TA meeting and discussed during the meeting.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2020	09/30/2023			This deficiency will be provided as an additional agenda item with EEOC one week prior to the TA meeting and discussed during the meeting.

Responsible Officials

Title	Name	Standards Address the Plan?
Chief Human Capital Officer	Mary Lamary	Yes
Affirmative Employment and Diversity Management Program Manager	Tuwanda Smith	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
EEO Director	Vonna Ordaz	Yes
Chief, Workforce Management and Benefits Branch	Karen Cobbs	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
Affirmative Employment and Diversity Management Program Specialist	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, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.7

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)]
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)].	

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2018	09/30/2023			Assurance that NRC policies, procedures, or practices are not the reason why PWD and PWTD terminate their employment with the agency.

Responsible Officials

Title	Name	Standards Address the Plan?
-------	------	-----------------------------

Planned Activities

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

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2018	09/30/2023			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.

Responsible Officials

Title	Name	Standards Address the Plan?
Deputy EEO Director	Jeanne Dempsey	Yes
Affirmative Employment and Diversity Management Program Specialist	Stephanie Garland	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Recruitment Project Manager	Kimberly English	Yes
Human Resources Specialist (Reasonable Accommodation)	Jessica Center	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
EEO Director	Vonna Ordaz	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
Sr. Program Specialist	Brendan Cain	Yes
IT Project Manager	John Shea	Yes
Affirmative Employment and Diversity Management Program Manager	Tuwanda Smith	Yes

Planned Activities

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

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Accomplishments

Fiscal Year	Accomplishment
2022	NRC staff referred 22 resumes from Schedule A candidates to the HR Specialists for various positions such as International Relations Specialist, Innovation Program Manager, Information Technology Specialist and a resume from the Workforce Recruitment Program for a Library Science Summer Intern. 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. 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.
2022	Additional accomplishments are provided in Part E.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2018	09/30/2023			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.

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 Specialist	Brendan Cain	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
EEO Director	Vonna Ordaz	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Workforce Management and Benefits Branch Chief	Karen Cobbs	Yes
Recruitment Project Manager	Kimberly English	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
IT Project Manager	John Shea	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
Affirmative Employment and Diversity Management Program Manager	Tuwanda Smith	Yes
Affirmative Employment and Diversity Management Program Specialist	Stephanie Garland	Yes

Planned Activities

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

Accomplishments

Fiscal Year	Accomplishment
2022	Additional accomplishments are provided in Part E.
2022	NRC staff referred 22 resumes from Schedule A candidates to the HR Specialists for various positions such as International Relations Specialist, Innovation Program Manager, Information Technology Specialist and a resume from the Workforce Recruitment Program for a Library Science Summer Intern. 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. 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.

Objectives for EEO Plan

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2019	09/30/2023			Increase representation of PWTD in NRC's senior grade levels.

Responsible Officials

Title	Name	Standards Address the Plan?

Planned Activities

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

Accomplishments

Fiscal Year	Accomplishment

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2019	09/30/2023			Achieve the 2 percent disability goals for persons with disabilities (PWTD).

Responsible Officials

Title	Name	Standards Address the Plan?

Planned Activities

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

Accomplishments

Fiscal Year	Accomplishment

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2019	09/30/2023			Create awareness, provide training, and disseminate/post the agency's revised Reasonable Accommodations Procedures Plan (RAP), which was approved by EEOC 09/27/19.

Responsible Officials

Title	Name	Standards Address the Plan?

Planned Activities

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

Accomplishments

Fiscal Year	Accomplishment

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2018	09/30/2023			Assurance that all hiring managers and supervisors are aware of NRC hiring authority equivalent to Schedule A and other disability hiring authorities.

Responsible Officials

Title	Name	Standards Address the Plan?

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Planned Activities

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

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2019	09/30/2023			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

Responsible Officials

Title	Name	Standards Address the Plan?
-------	------	-----------------------------

Planned Activities

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

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2019	09/30/2023			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.

Responsible Officials

Title	Name	Standards Address the Plan?
-------	------	-----------------------------

Planned Activities

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

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2018	09/30/2023			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.

Responsible Officials

Title	Name	Standards Address the Plan?
-------	------	-----------------------------

Planned Activities

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

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2019	09/30/2023			Achieve the 12 percent disability goals for persons with disabilities (PWD).

Responsible Officials

Title	Name	Standards Address the Plan?

Planned Activities

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

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2019	09/30/2023			Provide 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.

Responsible Officials

Title	Name	Standards Address the Plan?

Planned Activities

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

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2018	09/30/2023			Partner with organizations that specialize in the employment of individuals with disabilities.

Responsible Officials

Title	Name	Standards Address the Plan?

Planned Activities

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

Accomplishments

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

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

10/01/2018	09/30/2023			Remove barriers PWD and PWTB may encounter in recruitment and/or selection processes related to new hires, promotions, training and career development, and advancement; or distribution of awards.
------------	------------	--	--	---

Responsible Officials

Title	Name	Standards Address the Plan?
-------	------	-----------------------------

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, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.8

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. See MD-715 Part E.2

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2020	09/30/2023			To increase employee participation for ADR to reflect 50 percent or more of the aggregate number of pre-complaints being processed for completion.

Responsible Officials

Title	Name	Standards Address the Plan?
EEO Director	Vonna Ordaz	Yes
Civil Rights Program Manager	Stephen Smith	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Senior Civil Rights Specialist / ADR Coordinator	Rhonda Dorsey	Yes
Chief Human Capital Officer	Mary Lamary	Yes

Planned Activities

Target Date	Planned Activity	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	09/30/2023	
10/01/2020	Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness	Yes	09/30/2023	
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	09/30/0023	
10/01/2020	Will 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	09/30/2023	
10/01/2020	Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness	Yes	09/30/2023	

Accomplishments

Fiscal Year	Accomplishment
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.9

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. See MD-715 Part E.2

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?
Human Resources Specialist (Reasonable Accommodation)	Jessica Center	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes
Sr. Program Admin. Specialist	Brendan Cain	Yes
IT Project Manager	John Shea	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
Chief Human Capital Officer	Mary Lamary	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
EEO Director	Vonna Ordaz	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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	09/23/2023	
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	09/30/0023	

Accomplishments

Fiscal Year	Accomplishment
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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?

E.1.f -Does the agency timely complete investigations, pursuant to 29 CFR §1614.108? See MD-715 Part E.2

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2020	09/30/2023			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 Officials

Title	Name	Standards Address the Plan?
EEO Director	Vonna Ordaz	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Senior Civil Rights Specialist	Meredith Neubauer	Yes
Senior Civil Rights Specialist / ADR Coordinator	Rhonda Dorsey	Yes
Senior EEO Specialist	Erin Deeds	Yes
Civil Rights Program Manager	Stephen Smith	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2020	Continue to assess and implement process improvement measures to increase program efficiency and effectiveness.	Yes	09/30/2023	
10/01/2020	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	09/30/2023	

Accomplishments

Fiscal Year	Accomplishment
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.11

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)]
--	--

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. See MD-715 Part E.2

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
EEO Director	Vonna Ordaz	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
Affirmative Employment and Diversity Management Program Specialist	Stephanie Garland	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
Sr. Program Specialist	Brendan Cain	Yes
IT Project Manager	John Shea	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
Affirmative Employment and Diversity Management Program Manager	Tuwanda Smith	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Human Resources Specialist (Reasonable Accommodation)	Jessica Center	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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	09/30/0023	
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 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
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.12

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 2022 MD-715 Part E.3 Executive Summary.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2017	09/30/2023			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?
EEO Director	Vonna Ordaz	Yes
Hiring & Selecting Officials	ALL	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Recruitment Project Manager	Kimberly English	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
Human Resources Specialist (Reasonable Accommodation)	Jessica Center	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Workforce Management and Benefits Branch Chief	Karen Cobbs	Yes
Managers and Supervisors	ALL	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

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	09/30/2023	
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	09/30/2023	
10/01/2017	Increase participation of women and minorities in SES CDPs.	Yes	09/30/2023	
10/01/2017	Continue to provide outreach and recruitment efforts that include all segments of the population.	Yes	09/30/2023	

Accomplishments

Fiscal Year	Accomplishment
2022	Accomplishments are provided in Part E.
2022	NRC participated in 35 outreach and recruitment events of which 65% focused on candidates enrolled in Minority Serving Institutions or special populations such as people with disabilities, women, and veterans.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I1

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?	A.2 – The agency has communicated EEO policies and procedures to all employees. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	
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.	Barrier Name N/A	Description of Policy, Procedure, or Practice See MD-715 E

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?
EEO Director	Vonna Ordaz	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Senior Civil Rights Specialist / ADR Coordinator	Rhonda Dorsey	Yes
Civil Rights Program Manager	Stephen Smith	Yes
Senior Civil Rights Specialist	Meredith Neubauer	Yes
Senior EEO Specialist	Erin Deeds	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Issue the required annual EEO Complaint Process announcement.	Yes	09/30/2023	

Report of Accomplishments

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

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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?	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 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. See updated information in MD-715 Part E.2.	
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 N/A	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
----------------	-------------	--------------------------------	---------------	----------------	-----------------------

Responsible Official(s)

Title	Name	Standards Address The Plan?
Chief Human Capital Officer	Mary Lamary	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
Branch Chief	Nancy Osborn	Yes
EEO Director	Vonna Ordaz	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Sr. Program Admin. Specialist	Brendan Cain	Yes
IT Project Manager	John Shea	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Affirmative Employment and Diversity (AEDM) Management Program Manager	Tuwanda Smith	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	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	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 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	

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.3

Source of the Trigger:	Other				
Specific Workforce Data Table:	NA				
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 comment's 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 2022.				
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>N/A</td> <td>We can't make assessments of information regarding representation or compliance with EEO policies and practices because we have not been provided timely data and/or the information is insufficient. D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a2, E.4.a.3, E.4.a.4, C.4.c</td> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice	N/A	We can't make assessments of information regarding representation or compliance with EEO policies and practices because we have not been provided timely data and/or the information is insufficient. D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a2, E.4.a.3, E.4.a.4, C.4.c
Barrier Name	Description of Policy, Procedure, or Practice				
N/A	We can't make assessments of information regarding representation or compliance with EEO policies and practices because we have not been provided timely data and/or the information is insufficient. D.1.b, B.4.a.7, C.4.c, E.4.a, E.4.a2, E.4.a.3, E.4.a.4, C.4.c				

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?
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Deputy EEO Director	Jeanne Dempsey	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
Human Resources Specialist (Reasonable Accommodation)	Jessica Center	Yes
EEO Director	Vonna Ordaz	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
Policy, Labor, & Employee Relations Branch Chief	Bi Smith	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
AEDM Program Specialist	Stephanie Garland	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes
Special Emphasis Program Manager	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		
09/30/2023	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
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.4

Source of the Trigger:	Other				
Specific Workforce Data Table:	NA				
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.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 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. See MD-715 Part E. 2 for additional information.				
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>NA</td> <td>We can't make assessments of information regarding representation or compliance with EEO policies and practices. 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> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice	NA	We can't make assessments of information regarding representation or compliance with EEO policies and practices. 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
Barrier Name	Description of Policy, Procedure, or Practice				
NA	We can't make assessments of information regarding representation or compliance with EEO policies and practices. 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				

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?
EEO Director	Vonna Ordaz	Yes
IT Project Manager	John Shea	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Sr. Program Admin. Specialist	Brendan Cain	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Special Emphasis Program Manager	Dorothea Washington	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2019	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	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	

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.5

Source of the Trigger:	Other				
Specific Workforce Data Table:	NA				
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.b - Does the agency regularly use the following sources of information for trigger identification: workforce data: complain/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]? In FY 2022, the EEO office determined, that "triggers" exist based on a review of exit interview survey responses and the reasons given by separating employees. These concerns are currently being addressed and accordingly the EEO office initiated a Part H and accompanying Part I through the FY 2022 MD-715 Report, which show the plans to take a closer examination of underlying issues regarding voluntary separations. If needed, a corrective action plan will be implemented. See MD-715 Part E.3 Workforce Analysis – Separations.				
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>NA</td> <td>Separating employees (including EEO groups) are providing negative comments that contributed to their reason for leaving.</td> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice	NA	Separating employees (including EEO groups) are providing negative comments that contributed to their reason for leaving.
Barrier Name	Description of Policy, Procedure, or Practice				
NA	Separating employees (including EEO groups) are providing negative comments that contributed to their reason for leaving.				

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?
EEO Deputy Director	Jeanne Dempsey	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Workforce Management and Benefits Branch Chief	Karen Cobbs	Yes
EEO Director	Vonna Ordaz	Yes
AEDM Program Specialist	Stephanie Garland	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	The EEO Director/Deputy Director will meet with the Chief/ Deputy Chief Human Capital Officer to discuss the examination of exit survey review and formulate a strategy to eliminate existing triggers identified by the reason individuals gave when separating from the agency.	Yes		
09/30/2023	Any suspected wrongdoing (e.g., incidences of abuse, misconduct, mismanagement of agency programs) identified through review of the exit surveys will be reported to the Office of the Inspector General consistent with the provisions set forth in 28 U.S.C. 535 and NRC's Management Directive (MD) 7.4 "Reporting Suspected Wrongdoing and Processing OIG Referrals."	Yes		
09/30/2023	The EEO Office will coordinate efforts with the Agency Culture Team and work collaboratively on identified triggers and develop a plan in connection with agency offices to improve the agency culture.	Yes		
09/30/2023	The EEO office will elicit assistance from the Diversity Management Inclusion Council to conduct barrier analysis and initiate focus groups to identify issues/challenges confronting agency employees; determine underlying issues related to employment conditions potentially contributing to employee separations. These findings and recommendations would be presented to the EEO and OCHCO senior management.	Yes		
09/30/2023	The EEO Office will continue to coordinate efforts with OCHCO and other partner offices to incorporate within the EEO and Diversity Management Training for Managers and Supervisors to include topics on reasons being given during employee separations, identifying and eliminating barriers and triggers, utilizing effective communication skills, recognizing and addressing bias, culture change, roles and responsibilities, and manager and supervisor accountability	Yes		
09/30/2023	The EEO office will elicit support from the special emphasis groups through hosting lunch events, and other forums which provides methods for employees to communicate and bring attention to workplace issues.	Yes		
09/30/2023	The EEO Director/Deputy Director will continue to hold periodic meetings with senior management in each NRC office. The periodic meetings provide an opportunity for the EEO office to provide each office an individualized assessment conducted by the EEO office. The assessment will provide pulses and deltas on recruitment/outreach efforts; training/development; diversity, equity, inclusion, and accessibility; exit survey interview responses; and identify supportive actions and recommendations.	Yes		
09/30/2023	The EEO office will work directly with NRC offices to identify specific office level strategies, interventions, and remedies.	Yes		

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART L6

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.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 based on OPM guidance. 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?
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Acting Associate Director for Human Resource Operations and Policy	Caroline Carusone	Yes
Workforce Management and Benefits Branch Chief	Karen Cobbs	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes
AEDM Program Specialist	Stephanie Garland	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Workforce Management and Benefits Branch Chief	Karen Cobbs	Yes
EEO Director	Vonna Ordaz	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, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.7

Source of the Trigger:	Other				
Specific Workforce Data Table:	NA				
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)].				
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>NA</td> <td>The agency remains below the section 501 benchmark goals for 12 percent employment of PWD and 2 percent employment of PWTD. In instances where there have been qualified PWD and PWTD individuals, we have not complied with the agency's Disability Affirmative Action Plan, and Disability Program Strategic Project Plan for FY2019–FY2024.</td> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice	NA	The agency remains below the section 501 benchmark goals for 12 percent employment of PWD and 2 percent employment of PWTD. In instances where there have been qualified PWD and PWTD individuals, we have not complied with the agency's Disability Affirmative Action Plan, and Disability Program Strategic Project Plan for FY2019–FY2024.
Barrier Name	Description of Policy, Procedure, or Practice				
NA	The agency remains below the section 501 benchmark goals for 12 percent employment of PWD and 2 percent employment of PWTD. In instances where there have been qualified PWD and PWTD 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
----------------	-------------	--------------------------------	---------------	----------------	-----------------------

Responsible Official(s)

Title	Name	Standards Address The Plan?
EEO Deputy Director	Jeanne Dempsey	Yes
Human Capital Analysis Branch Chief	Ilka Solorio	Yes
Sr. Program Admin. Specialist	Brendan Cain	Yes
Human Resources Specialist (Reasonable Accommodation)	Jessica Center	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Recruitment Project Manager, Workforce Management and Benefits Branch	Kimberly English	Yes
IT Project Manager	John Shea	Yes
EEO Director	Vonna Ordaz	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)		
Title	Name	Standards Address The Plan?
Workforce Management and Benefits Branch Chief	Karen Cobbs	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Chief Human Capital Officer	Mary Lamary	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	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	09/30/2023	
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	09/30/2023	
09/30/2019	Conduct outreach and recruitment efforts for PWTDD in the senior grade levels.	Yes	09/30/2023	
10/01/2018	Increase the number of PWD/PWTDD hired, promoted, and reassigned (i.e., rotations, details, reassignments).	Yes	09/30/2023	
09/30/2020	Conduct a focus group in FY 2022, with NRC employees, to identify whether policies, procedures, or practices for the reason PWD and PWTDD 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	09/30/2023	
09/30/2019	Use a service provider to administer PAS to disability status applicants and employees.	Yes	09/30/2023	
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	09/30/2023	
10/01/2018	Conduct a barrier analysis to determine whether any policies, procedures, or practices are causing PWD and PWTDD 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	09/30/2023	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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	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	09/30/2023	
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	09/30/2023	
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	09/30/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
2022	NRC staff referred 22 resumes from Schedule A candidates to the HR Specialists for various positions such as International Relations Specialist, Innovation Program Manager, Information Technology Specialist and a resume from the Workforce Recruitment Program for a Library Science Summer Intern. 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. 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.
2022	See MD-715 Parts E.2 and E3

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.8

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.1.f -Does the agency timely complete investigations, pursuant to 29 CFR §1614.108? See MD-715 Part E.2	
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 NA	Description of Policy, Procedure, or Practice See MD-715 E.2

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?
EEO Director	Vonna Ordaz	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
Civil Rights Program Manager	Stephen Smith	Yes
Senior Civil Rights Specialist / ADR Coordinator	Rhonda Dorsey	Yes
Senior Civil Rights Specialist	Meredith Neubauer	Yes
Senior EEO Specialist	Erin Deeds	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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 assess and implement process improvement measures to increase program efficiency and effectiveness.	Yes	09/30/2023	
10/01/2020	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	09/30/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

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.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. See MD-715 Part E.2	
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 NA	Description of Policy, Procedure, or Practice 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
----------------	-------------	--------------------------------	---------------	----------------	-----------------------

Responsible Official(s)

Title	Name	Standards Address The Plan?
EEO Deputy Director	Jeanne Dempsey	Yes
EEO Director	Vonna Ordaz	Yes
Civil Rights Program Manager	Stephen Smith	Yes
Senior Civil Rights Specialist / ADR Coordinator	Rhonda Dorsey	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2022	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	09/30/2023	
10/01/2020	Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness	Yes	09/30/2023	
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	09/30/2023	
10/01/2020	Will 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	09/30/2023	
10/01/2020	Continue to assess and implement ADR process improvement measures to increase program efficiency and effectiveness	Yes	09/30/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.10

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. See MD-715 Part E.2	
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> All Men All Women	
Barrier Analysis Process Completed?:	Y	
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 NA	Description of Policy, Procedure, or Practice We can't make assessments of information regarding representation or compliance with EEO policies and practices. 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

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?
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
Human Capital Analysis Branch Chief	Nancy Osborn	Yes
Human Resources Specialist (Reasonable Accommodation)	Jessica Center	Yes
EEO Director	Vonna Ordaz	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Sr. Program Admin. Specialist	Brendan Cain	Yes
IT Project Manager	John Shea	Yes
EEO Deputy Director	Jeanne Dempsey	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Chief Human Capital Officer	Mary Lamary	Yes
Affirmative Employment and Diversity Management AEDM Program Manager	Tuwanda Smith	Yes
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	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 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	
10/01/2022	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, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.11

Source of the Trigger:	Other				
Specific Workforce Data Table:	NA				
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. See MD-715 Part E.2				
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>NA</td> <td>We can't make assessments of information with regard to representation or compliance with EEO policies and practices. 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> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice	NA	We can't make assessments of information with regard to representation or compliance with EEO policies and practices. 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
Barrier Name	Description of Policy, Procedure, or Practice				
NA	We can't make assessments of information with regard to representation or compliance with EEO policies and practices. 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				

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?	
EEO Director		Vonna Ordaz		Yes	
Deputy Chief Human Capital Officer		Eric Dilworth		Yes	
Human Capital Analysis Branch Chief		Ilka Solorio		Yes	
Human Resources Specialist (Reasonable Accommodation)		Anne Silk		Yes	
Human Resources Specialist (Reasonable Accommodation)		Jessica Center		Yes	
Special Emphasis Program Manager		Dorothea Washington		Yes	
Affirmative Employment and Diversity Management (AEDM) Program Manager		Tuwanda Smith		Yes	
Chief Human Capital Officer		Mary Lamary		Yes	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Sr. Program Admin. Specialist	Brendan Cain	Yes
AEDM Program Specialist	Stephanie Garland	Yes
IT Project Manager	John Shea	Yes
EEO Deputy Director	Jeanne Dempsey	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	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.	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	
10/01/0021	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	09/30/2021	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Accomplishments are provided in Part E.

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.12

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?	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 2022 MD-715 Part E.3 Executive Summary.				
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>NA</td> <td>Inconsistency and failure to follow HR hiring and promotional policies and practices.</td> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice	NA	Inconsistency and failure to follow HR hiring and promotional policies and practices.
Barrier Name	Description of Policy, Procedure, or Practice				
NA	Inconsistency and failure to follow HR hiring and promotional policies and practices.				

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
Affirmative Employment and Diversity Management (AEDM) Program Manager	Tuwanda Smith	Yes
Special Emphasis Program Manager	Dorothea Washington	Yes
Deputy Chief Human Capital Officer	Eric Dilworth	Yes
EEO Director	Vonna Ordaz	Yes
Recruitment Project Manager	Kimberly English	Yes
Hiring & Selecting Officials	All	Yes
Associate Director for HR Operations and Policy	Caroline Carusone	Yes

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Human Resources Specialist (Reasonable Accommodation)	Anne Silk	Yes
Workforce Management and Benefits Branch Chief	Karen Cobbs	Yes
AEDM Program Specialist	Tuwanda Smith	Yes
EEO Deputy Director	Jeanne Dempsey	Yes
AEDM Program Specialist	Stephanie Garland	Yes
Managers and Supervisors	All	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	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		
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		
10/01/2017	Increase participation of women and minorities in SES CDPs.	Yes		
10/01/2017	Continue to provide outreach and recruitment efforts that include all segments of the population.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Additional accomplishments are provided in Part E.
2022	NRC participated in 35 outreach and recruitment events of which 65% focused on candidates enrolled in Minority Serving Institutions or special populations such as people with disabilities, women, and veterans.

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 |

Part E3 Section 2 – “Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Standard Occupations,” and Table B4 - “Participation Rates for Administrative Determined (AD) Grades by Disability (Permanent)” (covering AD 13 and 14 levels), reflect the total AD workforce consisted of 26 employees. Within the AD group, 24 employees self-identified as having no disability (92.31 percent) and 1 employee self identified as PWD (3.85 percent). Refer also to the analysis in Part E3, Section 2.1 - “Executive or Senior Level Officials and Managers.” Within the 113 employee Senior Executive Service (SES) group, 103 employees (91.15 percent) self identified as having no disability, 1 employee (0.88 percent) did not self identify, and 9 employees (7.96 percent) self-identified as PWD. In the PWD group, one employee (0.88 percent) self-identified as PWTD. Table B7 - “Senior Grade Levels—Distribution by Disability (Participation Rate),” indicates there were 1,469 total employees in the senior grades. Within the senior grades group, 1,277 employee’s self identified as having no disability (86.93 percent), 68 employees did not self-identify (4.63 percent), and 124 employees self-identified as PWD (8.44 percent). In the PWD group, 18 employee’s self identified as PWTD (1.23 percent). Table B8 - “Management Positions—Distribution by Disability (Participation Rate),” does not include data for the Managers group.

*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 |

The EEO office determined that triggers exist using the goal of 2 percent as the benchmark involving PWTD by grade level cluster in the NRC’s permanent workforce. Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goal of employing 2 percent PWTD within the agency’s permanent workforce. The response to question 1 includes data that relates to this question.

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 PWD are in Management Directive and Handbook 10.13 - "Special Employment Programs," Part V, "The NRC Program for Employment of Persons with Disabilities." The numerical goals are communicated to hiring managers and recruiters through the following ongoing communication forums: (1) annual EEO training for managers and supervisors, (2) Lunch and Learn sessions, (3) the NRC's Disability Program Strategic Project Plan (Fiscal Year (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) EEO and human capital briefings. During the 2022 EEO briefing, information was presented to the agency heads, senior officials and management, employees at all levels, stakeholders, and the public at large regarding Section 501 regulatory requirements, the numerical goals, NRC efforts, and related topics. During 2022, the NRC participated in several career events that included conveyance of the NRC's hiring authority related to PWD and PWTD. Part E3, Section 4 - "Recruitment, (Section 4)" Section 4.4 - "Fiscal Year 2022 Recruitment and Advertisement Activities, Advertisement for FY 2022 Job Vacancies," contains further information.

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	
Architectural Barriers Act Compliance	1	0	0	Alan De Leon, Sr. Project Manager, Office of Administration
Processing applications from PWD and PWTD	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,
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
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

Yes

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

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 2022, the NRC participated in a variety of recruitment outreach events designed to increase the number of qualified PWD and PWTD within the major occupations. The NRC engaged in extensive recruitment outreach, as identified in Part E3, Section 4.

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 special hiring authority that takes disability into account (similar to Schedule A hiring authority) to hire PWTD, and noncompetitive selection of PWD. During FY 2021, the NRC engaged in extensive recruitment outreach, as described in Part E3, Section 4.

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 the NRC’s established special hiring authority (Schedule A equivalent), the agency takes the following steps: (1) the hiring manager alerts the servicing 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 regarding resources available to the hiring manager with potential special hiring authority applicants, and (3) if available, the hiring manager reviews the resumes of the applicants, conducts interviews, and makes a selection. If no candidates are available or the hiring manager is not satisfied with any of the special hiring authority applicants presented for consideration, the hiring manager retains the option to use other methods to fill the vacancy. If a selection decision is made, the servicing HR specialist extends the offer of employment on behalf of the agency. 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 have been made available to hiring managers online. During FY 2022, OCHCO and the Office of the General Counsel, in coordination with the EEO office, provided training to more than 100 hiring managers on the use of hiring authorities that take disability into account and how to access and use resumes of qualifying individuals. This was part of the agency's mandatory annual (and refresher) EEO training for supervisors and managers, which was conducted four times during the year. In addition to the mandatory managers and supervisors training, OCHCO educated and trained other NRC supervisors on the use of hiring authorities, reasonable accommodation plans, and areas of overlap, such as worker's compensation, Family Medical Leave Act, telework, ergonomics, accessibility issues, information technology, and modifications of the physical environment. In addition to the above, the NRC's Advisory Committee for Employees with Disabilities conducted a virtual lunchtime panel event, "Powered by Diversity: Hiring and Advancing Employees with Disabilities." The panel discussion included use of Schedule A authority. During this forum, the EEO office presented on "Hiring and Advancing Employees with Disabilities," which included four learning objectives: (1) Section 501 regulations and requirements, (2) the NRC's Disability Affirmative Action Plan, (3) understanding expectations, and (4) how to manage decisions and actions to achieved desired results. Other activities/initiatives are identified in Part E3.

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.

To increase outreach, the number of applications received from individuals with disabilities, and the hiring of PWD/PWTD, the NRC participated in recruitment events, posted job vacancies, and coordinated a number of events/activities with partnering organizations that assist PWD/PWTD (e.g., Navy Nuclear Power Officer Career Conference, Equal Opportunity Publications, Inc. CAREERS & the disABLED magazine's Virtual Career Fair, the Maryland Department of Rehabilitative Services Maryland Workforce Exchange, the U.S. Department of Defense's Operation Warfighter Program, and the Workforce Recruitment Program), as discussed in Part E3, Section 4.

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 the answer provided in Section I of this document. Table B1-2 - "Total Workforce— Distribution by Disability Status (Inclusion Rate)," reveals that in 2022, there were 270 total workforce new hires. Within this group, 204 employees self-identified as having no disability (75.56 percent), 28 employees did not self-identify their status (10.37 percent), and 38 employees self-identified as PWD (14.07 percent). The PWD total included four employees who self identified as PWTD (1.48 percent). There were 194 total permanent workforce new hires. Within this group, 162 employees self-identified as persons without disability (83.51 percent), 144 employees self-identified as having no disability (74.23 percent), 18 employees did not self-identify their status (9.28 percent), and 32 employees self-identified as PWD (16.49 percent). The PWD total included three employees who self identified as PWTD (1.55 percent). Part E3 contains more information on 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 the answer provided in Section I of this document and Table B6P - "Mission-Critical Occupations—Distribution by Disability (Participation Rate)," and Table B3 - "Occupational Categories—Distribution by Disability (Participation Rate) (Table B3). The NRC made three vacancy announcements for mission-critical occupations. A total of 283 employees were hired. Within the mission-critical occupations new hire group, 23 employees self-identified as having no disability (8.13 percent), 145 employees did not self-identify their status (51.24 percent), and 13 employees self-identified as PWD (4.59 percent). The PWD group included eight employees who self-identified as PWTD (2.83 percent). Part E3, Section 7 - "Applicants and New Hires for NRC Mission-Critical Occupations," contains further information.

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 the answer provided in Section I of this document and the data on internal competitive promotions within Table B6P. The data revealed that the NRC made four vacancy announcements, and seven employee applicants responded. No applicant flow or other demographic data were made available. All seven applicants were determined to be qualified and referred to the hiring officials. The data reflect that no interviews were conducted, and four internal selections were made. *The NRC continues to experience problems with its information/data collections representation in the workforce data tables. For more detailed information on internal competitive promotions, see Part E3, Section 8 - "Internal Competitive Promotions for NRC Mission-Critical Occupations (Section 8)," and Section 9 - "Hiring and Recruitment: Focus—Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Types of Selections."

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 the answers provided in Section I and the previous sections; Tables B6P – "Mission-Critical Occupations (Permanent)) and B3; and Part E3, Section 8.

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 that employees achieve their career goals, and the NRC fulfills its mission, the NRC offers professional mentoring, online technical assistance and automated preparation of individual development plans, and continuing education for technical and professional or leadership courses through virtual and in-person instructor-led training 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 courses such as Leadership Orientation, Emotional Intelligence, and Building Your Leadership Potential Through Effective Communication, personnel can assess their leadership potential, improve their interpersonal relationship skills, and begin learning about the Office of Personnel Management leadership competencies that are critical for successful career advancement. In 2022, the agency engaged in several other initiatives designed to ensure PWD and PWTd had sufficient advancement opportunity (see MD-715 Part E3, Section 9 – “Hiring and Recruitment: Focus- Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Selections). In addition to instructor led training, PWD have access to over 23,000 Skillsoft online courses, books, audiotapes, and videos in the NRC’s learning management system. The NRC offers an automated career enhancement curriculum consisting of online courses, videos, and books, which allows PWD and others to listen to an audiobook or watch a 3–5-minute expert insight video to develop their professional skills and enhance their career at a time and place convenient to their schedule. Through the learning resources, PWD serving in administrative and corporate positions can acquire the foundational skills they need to successfully perform at higher levels and be more competitive when seeking new opportunities as they become available. The NRC also offers PWD two self-paced programs to develop leadership skills at different levels. The Aspiring Leaders Certificate Program for employees at grades GG-13 through GG-15 is a noncompetitive NRC leadership development program designed to develop future supervisors. The Leader at All Levels Certificate Program provides employees at grades GG-7 through GG-12 the opportunity to acquire and strengthen the fundamental leadership competencies that support self-awareness and self-management. Both programs support development of the Office of Personnel Management leadership competencies, offering instructor-led and online courses at the employee’s own pace. In FY 2022, the Human Resources Training Division 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 advance their careers and professional development. The Guide to Career Enhancement SharePoint site provides tools and resources to help employees 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 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 the NRC’s strategic choice to help PWD develop their skills and grow in their careers. The NRC launched an internal program called NRC Open Opportunities through which employees can apply to participate in projects, workgroups, and other opportunities seeking employees who can contribute their existing skills and develop new ones. The program facilitates collaboration and knowledge sharing across the agency. This program will allow for more opportunities for PWD to work in other areas to demonstrate their skills and abilities, as well as grow their networks. More information is available in Part E3, Section 10 - “Training and Development Opportunities.”

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 a lack of, or only limited, information and data. Table B8 had no data for management positions, and Table B7 had no data for the SES level. The EEO office did analyze upward mobility to senior grade levels. Three career development program slots were available to GG-15 employees. Of the 245 eligible applicants, 225 employees self-identified as having no disability (91.84 percent), 7 employees did not self identify (2.86 percent), and 13 employees self-identified as PWD (5.31 percent). Of the total PWD, two employees self-identified as PWTD (0.82 percent). Three applicants with no disability (100 percent) were determined qualified for the program. The agency selected one employee with no disability for the program. At the GG-14 level, there was no information/data (zero slots for career development). At the GG-13 level, three career development program slots were available. Of the 67 eligible applicants, 58 employees self-identified as having no disability (86.57 percent), 1 employee did not self-identify (1.49 percent), and 8 employees self-identified as PWD (11.94 percent). No one self-identified as PWTD. Three applicants with no disability (100 percent) were determined qualified and selected to participate in the program. The workforce tables did not include career training programs for NRC mission-critical occupations. Part E3, Sections 2.1, 9, and 10 contain more details on career development opportunities. The EEO office continues to collaborate with OCHCO to establish an information/data collections system that tracks employee participation in career development opportunities, such as internship, fellowship, mentoring, coaching, training, detail, and other career development programs. The EEO office will provide the EEOC with a progress update once data are made available.

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 a lack of, or only limited, information and data. Table B7 had no data for the SES level, and Table B8 had no data for senior grade levels. The EEO office did analyze upward mobility to senior grade levels. Three career development program slots were available to GG-15 employees. Of the 245 eligible applicants, 225 employees self-identified as having no disability (91.84 percent), 7 employees did not self-identify their status (2.86 percent), and 13 employees self-identified as PWD (5.31 percent). Of the PWD group, two employees self-identified as PWTB (0.82 percent). Three applicants with no disability (100.00 percent) were determined qualified for the program. The agency selected one employee with no disability for the program.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTB 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 (PWTB)

Answer Yes

TIME OFF AWARDS—NO TRIGGERS FOUND: The EEO office did not identify a trigger related to the PWD and PWTD groups when comparing the time-off awards made to PWD and PWTD with employees who self-identified as not having a disability. The NRC awarded 665 total time-off awards for 1–10 hours. A total of 586 employees (88.12 percent) who self-identified as having no disability received an average time-off award of 8 hours, 29 employees (4.36 percent) who did not self-identify their status received an average time-off award of 8 hours, and 50 employees (7.52 percent) who self-identified as PWD received an average time-off award of 10 hours. Of the PWD group, eight employees (1.20 percent) who self-identified as PWTD received an average time-off award of 13 hours. The NRC awarded 190 total time-off awards for 11–20 hours. A total of 170 employees (89.47 percent) who self-identified as having no disability received an average time-off award of 15 hours, 9 employees (4.74 percent) who did not self-identify their status received an average time-off award of 12 hours, and 11 employees (5.79 percent) who self-identified as PWD received an average time-off award of 14 hours. Of the PWD group, one employee (0.53 percent) who self-identified as PWTD received an average time off award of 16 hours. The NRC awarded three total time-off awards for 11–20 hours. A total of two employees (66.67 percent) who self-identified as having no disability received an average time-off award of 22 hours, zero employees (0.00 percent) who did not self-identify their status received an average time-off award of 0 hours, and one employee (33.33 percent) who self-identified as PWD received an average time-off award of 24 hours. Of the PWD group, zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. The NRC awarded four total time-off awards for 31–40 hours. A total of three employees (75.00 percent) who self-identified as having no disability received an average time-off award of 32 hours, one employee (25.00 percent) who did not self-identify their status received an average time-off award of 36 hours, and zero employees (0.00 percent) who self-identified as PWD received an average time-off award of 0 hours. Zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. The NRC awarded six total time-off awards for 41 or more hours. A total of five employees (83.33 percent) who self-identified as having no disability received an average time-off award of 42 hours, one employee (16.67 percent) who did not self-identify their status received an average time-off award of 42 hours, and zero employees (0.00 percent) who self-identified as PWD received an average time-off award of 0 hours. Zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. Part E3, Section 11 - “Retention Efforts, Including Salary Distribution and Time Off and Cash Awards,” contains more information.

CASH AWARDS—NO TRIGGERS FOUND: The EEO office did not identify a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the time-off awards made to PWD and PWTD with those to employees who self-identified as not having a disability. The NRC issued 674 total cash awards of \$500 and under. A total of 578 employees (85.76 percent) who self-identified as having no disability received an average cash award of \$441.51, 36 employees (5.34 percent) who did not self-identify their status received an average cash award of \$425.11, and 60 employees (8.90 percent) who self-identified as PWD received an average cash award of \$449.33. Of the PWD group, 13 employees (1.93 percent) who self-identified as PWTD received an average cash award of \$430.77. The NRC issued 818 total cash awards of \$501–\$999. A total of 726 employees (88.75 percent) who self identified as having no disability received an average cash award of \$751.00, 31 employees (3.79 percent) who did not self-identify their status received an average cash award of \$749.00, and 61 employees (7.46 percent) who self-identified as PWD received an average cash award of \$748.00. Of the PWD group, 13 employees (1.53 percent) who self-identified as PWTD received an average cash award of \$738.00. The NRC issued 1,341 total cash awards of \$1,000–\$1,999. A total of 1,203.00 employees (89.71 percent) who self-identified as having no disability received an average cash award of \$1,312.00, 50 employees (3.73 percent) who did not self-identify their status received an average cash award of \$1,222.00, and 88 employees (6.56

percent) who self-identified as PWD received an average cash award of \$1,350.00. Of the PWD group, 14 employees (1.04 percent) who self-identified as PWTd received an average cash award of \$1,268.00. The NRC issued 538 total cash awards of \$2,000–\$2,999. A total of 473 employees (87.92 percent) who self-identified as having no disability received an average cash award of \$2,399.00, 20 employees (3.72 percent) who did not self-identify their status received an average cash award of \$2,404.00, and 45 employees (8.36 percent) who self-identified as PWD received an average cash award of \$2,415.00. Of the PWD group, five employees (0.93 percent) who self-identified as PWTd received an average cash award of \$2,499.00. The NRC issued 951 total cash awards of \$3,000–\$3,999. A total of 850 employees (89.38 percent) who self-identified as having no disability received an average cash award of \$3,508.00, 36 employees (3.79 percent) who did not self-identify their status received an average cash award of \$3,575.00, and 65 employees (6.83 percent) who self-identified as PWD received an average cash award of \$3,489.00. Of the PWD group, 12 employees (1.26 percent) who self-identified as PWTd received an average cash award of \$3,491.00. The NRC issued 536 total cash awards of \$4,000–\$4,999. A total of 487 employees (90.86 percent) who self-identified as having no disability received an average cash award of \$4,397.00, 13 employees (2.43 percent) who did not self-identify their status received an average cash award of \$4,435.00, and 36 employees (6.72 percent) who self-identified as PWD received an average cash award of \$4,392.00. Of the PWD group, six employees (1.12 percent) who self-identified as PWTd received an average cash award of \$4,373.00. The NRC issued 374 total cash awards of \$5,000 or more. A total of 340 employees (90.91 percent) who self-identified as having no disability received an average cash award of \$10,007.00, 7 employees (1.87 percent) who did not self-identify their status received an average cash award of \$7,532.00, and 27 employees (7.22 percent) who self-identified as PWD received an average cash award of \$11,239.00. Of the PWD, six employees (1.60 percent) who self-identified PWTd received an average cash award of \$8,100.00. Part E3, Section 11, contains more information.

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 related to the PWD and PWTD groups based on the disparities identified when comparing the quality step increase (QSI) awards made to PWD and PWTD with those to employees who self identified as not having a disability. The NRC issued a total of 55 QSIs to 55 employees (100 percent) who self-identified as having no disability. The EEO office determined that a trigger exists when comparing QSIs given to persons without a disability and QSIs to PWD and PWTD. Part E3, Section 11, and Section 11.17, “Quality Step Increases Awarded,” contains more information.

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 Yes
- b. Other Types of Recognition (PWTD) Answer Yes

The EEO office made a request to OCHCO for information and data, including demographics, related to the following incentive programs: Student Loan Repayment Program, Relocation Benefits, Recruitment/Signing Bonuses, and Retention Bonuses. In FY 2022, the NRC provided a total of 35 employees with incentive bonuses (i.e., recruitment, retention, relocation, and student loan repayment). The summaries below do not include the amounts, but those are available upon request. Recruitment Incentive. An incentive bonus was given to one employee (100 percent) who self identified as having no disability. Retention Incentive. A total of six retention incentive bonuses were given to six employees (100 percent) who self identified as having no disability. Student Loan Reimbursement. A student loan reimbursement was given to one employee (100.00 percent) who self identified as having no disability. Relocation Incentive. Of the 27 relocation incentive bonuses given, 23 bonuses were given to employees (85 percent) who self-identified as having no disability and 1 bonus was given to an employee (3.70 percent) who self-identified as PWD. Of the PWD group, one bonus was given to an employee (3.70 percent) who self-identified as PWTD. The EEO office determined that triggers exist based on a comparison of the incentive awards given to persons without a disability with those given to PWD and PWTD. Part E3, Section 11.17, contains more information.

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 complete workforce analysis (see Table B8) on promotions to the SES due to the unavailability of applicant flow demographics, and other information/data listed reveal 0 under each category (e.g., internal applications) and 0.00 percent. Data are missing, inaccurate, or incomplete for the managers, supervisors, GG-15, GG-14, and GG-13 promotional positions. Triggers exist related to PWD and PWTD. The data on the internal competitive promotion of managers reveal there were two vacancy announcements. Of the total applicant pool, 88.61 percent were employees who self-identified as having no disability, 3.8 percent were employees who did not self-identify their disability status, and 7.59 percent were employees who self-identified as PWD. The PWD group included 1.27 percent who self-identified as PWTD. The NRC received applications from 26 employees, of whom 1 employee (3.85 percent) self-identified as having no disability, 23 employees (88.46 percent) did not self identify their disability status, and 2 employees (7.69 percent) self-identified as PWD. The NRC determined that 19 employees were qualified, 40 applicants were referred to hiring officials, and no applicants were interviewed for manager positions, although Table B8 did not provide demographic information for any of these groups. The NRC selected two employees without a disability to fill manager positions. The data on the internal competitive promotion of supervisors reveal there were 12 vacancy announcements. Of the total applicant pool, 89.43 percent were employees who self-identified as having no disability, 3.74 percent were employees who did not self-identify their disability status, and 6.83 percent were employees who self-identified as PWD. Of the PWD group, 0.99 percent self-identified as PWTD. The NRC received applications from 111 employees, of whom 3 employees (2.70 percent) self-identified as having no disability, 104 employees (92.69 percent) did not self identify their disability status, and 4 employees (3.60 percent) self-identified as PWD. The PWD group included one employee (0.90 percent) who self-identified as PWTD. The NRC determined that 109 employees were qualified, 132 applicants were referred to the hiring officials, and no applicants were interviewed for supervisor positions, although no demographic information was provided for any of these groups. The NRC selected 12 employees without a disability to fill supervisor positions. The data on GG-15 internal competitive promotion reveal there were 38 vacancy announcements. Of the total applicant pool, 89.43 percent were employees who self-identified as having no disability, 3.74 percent were employees who did not self-identify their disability status, and 6.83 percent were employees who self-identified as PWD. The PWD group included 0.99 percent employees who self-identified as PWTD. The NRC received applications from 414 employees, of whom 9 employees (2.17 percent) self-identified as having no disability, 389 employees (93.96 percent) did not self-identify their disability status, and 16 employees (3.86 percent) self identified as PWD. The PWD group included eight employees (1.93 percent) who self-identified as PWTD. The NRC determined that 358 employees were qualified, 476 applicants were referred to the hiring officials, and no applicants were interviewed for GG-15 positions, but no demographic information was provided on any of these groups. The NRC selected 44 employees to fill GG-15 positions, of whom 41 employees (93.18 percent) self identified as having no disability, 1 employee (2.27 percent) did not self-identify their disability status, and 2 employees (4.56 percent) self-identified as PWD. The data on GG-14 internal competitive promotion reveal there were 38 vacancy announcements. Of the total applicant pool, 83.19 percent were employees who self-identified as having no disability, 5.78 percent were employees who did not self-identify their disability status, and 11.03 percent were employees who self-identified as PWD. The PWD group included 1.58 percent employees who self-identified as PWTD. The NRC received applications from 549 employees, of whom 17 employees (3.10 percent) self-identified as having no disability, 467 employees (85.06 percent) did not self-identify their disability status, and 17 employees (3.10 percent) self identified as PWD. The PWD group included 11 employees (2.00 percent) who self-identified as PWTD. The NRC determined that 370 employees were qualified, 449 applicants were referred to the hiring officials, and no applicants were interviewed for GG-14 positions, but no demographic information was

provided for any of these groups. The NRC selected 48 employees to fill GG-14 positions, of whom 44 employees (91.67 percent) self identified as having no disability, 3 employees (6.25 percent) did not self-identify their disability status, and 1 employee (2.08 percent) self-identified as PWD. The data on GG-13 internal competitive promotion reveal there were two vacancy announcements. Of the total applicant pool, 82.35 percent were employees who self-identified as having no disability, 2.94 percent were employees who did not self-identify their disability status, and 14.71 percent were employees who self-identified as PWD. The PWD group included 1.47 percent employees who self-identified as PWTB. The NRC received applications from 86 employees, of whom 2 employees (2.33 percent) self-identified as having no disability, 52 employees (60.47 percent) did not self-identify their disability status, and 3 employees (3.49 percent) self identified as PWD. The NRC determined that 48 employees were qualified, 33 applicants were referred to the hiring officials, and no applicants were interviewed for GG-13 positions, but no demographic information was provided for any of these groups. The NRC selected two employees without a disability to fill GG-13 positions. Part E3, Section 8.2 – “GG-15 or Equivalent”, Section 8.3 – “GG-14 or Equivalent”, and Section 8.4 – “GG-13 or Equivalent,” contains more information.

2. Does your agency have a trigger involving PWTB 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 (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

The response to item 1 in this section containing information about internal competitive promotions related to PWTB is adopted and incorporated in this section by reference. Part E3, Section 8 – "Internal Competitive Promotions for NRC Mission-Critical Occupations," contains more information.

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

The EEO office is unable to provide a complete workforce analysis (see Table B8) on new hires to the SES, due to the unavailability of applicant flow demographics. The information/data listed reveal 0 under each category (e.g., internal applications) and 0 percent. Data is also missing, inaccurate, or incomplete for managers, supervisors, GG-15, GG-14, and GG-13 new hire positions. Triggers exist related to PWD and PWTD, which are described in the following paragraphs. The data on managers reveal there were no vacancy announcements. The data on supervisor new hires reveal there were three vacancy announcements. The NRC received applications from 88 employees, of whom 8 employees (9.09 percent) self-identified as having no disability, 72 employees (81.82 percent) did not self-identify their disability status, and 8 employees (9.09 percent) self-identified as PWD. The PWD group included three employees (3.41 percent) who self-identified as PWTD. The NRC determined that 60 employees were qualified, 93 applicants were referred to the hiring officials, and no applicants were interviewed for supervisor positions, but no demographic information was provided for any of these groups. The NRC selected three employees without a disability to fill supervisor positions. The data on GG-15 new hires reveal there were three vacancy announcements. The NRC received applications from 157 employees, of whom 25 employees (15.92 percent) self-identified as having no disability, 124 employees (78.98 percent) did not self-identify their disability status, and 8 employees (5.10 percent) self-identified as PWD. The PWD group included four employees (2.55 percent) who self-identified as PWTD. The NRC determined that 125 employees were qualified, 167 applicants were referred to the hiring officials, and no applicants were interviewed for GG-15 positions, but no demographic information was provided for any of these groups. The NRC selected three employees to fill GG-15 positions, of whom two employees (66.67 percent) self-identified as having no disability and one employee (33.33 percent) did not self-identify their disability. The data on GG-14 new hires reveal there were 10 vacancy announcements. The NRC received applications from 411 employees, of whom 25 employees (6.08 percent) self-identified as having no disability, 297 employees (72.26 percent) did not self-identify their disability status, and 21 employees (5.11 percent) self-identified as PWD. The PWD group included 12 employees (2.92 percent) who self-identified as PWTD. The NRC determined that 212 employees were qualified, 352 applicants were referred to the hiring officials, and no applicants were interviewed for GG-14 positions, but no demographic information was provided for any of these groups. The NRC selected 10 employees to fill GG-14 positions, of whom 8 employees (80.00 percent) self-identified as having no disability, 0 employees (0.00 percent) did not self-identify their disability status, and 2 employees (20.00 percent) self-identified as PWD. The data on GG-13 new hires reveal there were 24 vacancy announcements. The NRC received applications from 2,256 employees, of whom 101 employees (4.48 percent) self-identified as having no disability, 1,218 employees (53.99 percent) did not self-identify their disability status, and 91 employees (4.03 percent) self-identified as PWD. The PWD group included 44 employees (1.95 percent) who self-identified as PWTD. The NRC determined that 749 employees were qualified, 942 applicants were referred to the hiring officials, and no applicants were interviewed for GG-13 positions, but no demographic information was provided for any of these groups. The NRC selected 36 employees to fill GG-13 positions, of whom 27 employees (75.00 percent) self-identified as having no disability, 5 employees (13.89 percent) did not self-identify their disability status, and 4 employees (11.11 percent) self-identified as PWD. The PWG group included one employee (2.78 percent) who self-identified as PWTD.

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 |

The response to item 3 in this section containing information about new hires related to PWD is adopted and incorporated in this section by reference.

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

The responses to other items in this section related to PWD are adopted and incorporated herein by reference.

6. Does your agency have a trigger involving PWTDD 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 (PWTDD) Answer Yes

ii. Internal Selections (PWTDD) Answer Yes

b. Managers

i. Qualified Internal Applicants (PWTDD) Answer Yes

ii. Internal Selections (PWTDD) Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWTDD) Answer Yes

ii. Internal Selections (PWTDD) Answer Yes

The responses to other items in this section on promotions related to PWTDD are adopted and incorporated herein by reference.

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

The responses to other items in this section on new hires related to PWTDD are adopted and incorporated herein by reference.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTDD 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 (PWTDD) Answer Yes

b. New Hires for Managers (PWTDD) Answer Yes

c. New Hires for Supervisors (PWTDD) Answer Yes

The responses to other items in this section on new hires related to PWTDD are adopted and incorporated herein by reference.

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

N/A. No employees 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

There were 305 total workforce employee separations. Table B2 showed that these separations included 285 employees without disability (11.21 percent attrition). Of these, 269 employees (11.12 percent attrition) self-identified as having no disability and 16 employees (13.11 percent attrition) did not identify their disability status. The group also included 20 employees (8.10 percent attrition) who self-identified as PWD. Of these, four employees (10.53 percent attrition) self-identified as PWTD. Voluntary Separations (i.e., Resignation, Retirement, Other). Of the total of 86 employees who resigned (3.08 percent attrition), 83 employees (3.27 percent attrition) were persons without disability. Of these, 80 employees (3.31 percent attrition) self-identified as having no disability and 3 employees (2.46 percent attrition) did not identify their disability status. MD-715 Part E3, Section 12, gives more information on 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 No

b. Involuntary Separations (PWTD)

Answer No

N/A.

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.

N/A.

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 site accessibility notice is posted at <https://www.nrc.gov/site-help/access.html> and states the following: The NRC is committed to making every possible effort to ensure that all information on its internal Web site is accessible. Section 508 of the Rehabilitation Act (29 U.S.C. 794d), as amended in 1998, is a federal law that requires agencies to provide individuals with disabilities equal access to electronic information and data comparable to those who do not have disabilities, unless an undue burden would be imposed on the agency. The Section 508 standards are the technical requirements and criteria that are used to measure conformance within this law. More information on Section 508 and the technical standards can be found at www.section508.gov. For assistance with any accessibility difficulties with NRC documents on our Web site, please contact the staff of the NRC's Public Document Room (PDR). PDR staff may be reached at 301-415-4737, 1-800-397-4209 (voice), or by e-mail at PDR.Resource@nrc.gov. If you have any comments, concerns, or questions regarding the accessibility of our Web site, please Contact the Web Site Staff. In your message, please include the Web site address or URL and the specific problems you have encountered. Comments and/or feedback regarding the NRC's Section 508 program can be directed to Section508@nrc.gov. Complaints regarding noncompliance with Section 508 of the Rehabilitation Act should be filed with NRC's Office of Small Business and Civil Rights (SBCR). Click on How to File a Complaint for information about the complaint process. For additional information, please contact Tuwanda M. Smith, Program Manager for the Affirmative Employment and Diversity Management Program (301) 415-7384 or Tuwanda.Smith@nrc.gov.

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 the NRC's Internal Disability Compliance Program, which implements the provisions of 10 CFR Part 4, "Nondiscrimination in Federally Assisted Programs or Activities Receiving Federal Financial Assistance from the Commission," 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 describes how to file a complaint. The regulation is available at <https://www.nrc.gov/reading-rm/doc-collections/cfr/part004/>.

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 reviewed the NRC's 2022 Building Accessibility Report. All renovations were designed to meet current Americans with Disabilities Act Accessibility Guidelines and Architectural Barriers Act Accessibility (ABAAS) standards. The following renovations have been completed or are planned renovations: • New NRC offices on the sixth floor (September 2021–January 2022) have office spaces, workstations, conference rooms, kitchens, a wellness room, and private phone rooms that meet ABAAS standards. • Construction of the five new conference rooms and a coffee shop on the first floor is in progress and will be completed by summer 2023. • Construction of the 12th floor started in summer 2022 and was completed in January 2023. This floor has new offices, workstations, conference rooms, a kitchen, and a wellness room. • The NRC initiated the design process for the 11th and 13th floors in November 2021 and anticipates completion by summer 2024. • The NRC installed new touchless “wave” disability door opener devices on all suite entrances and hallway doors for the 6th and 12th floors at One White Flint North and Two White Flint North. The NRC intends to install “wave” devices for all current and future projects. • The NRC Section 508 Program refreshed the design and content of the internal Section 508 / Information and communication technology (ICT) Accessibility Guidance website that is used to provide guidance to NRC employees to help them address Section 508 requirements for NRC ICT in support of fellow NRC employees and members of the public who have disabilities. Highlights of added content included: a curated, role-based list of accessibility training courses and other learning resources; guidance on how to perform product market research, evaluate product accessibility conformance reports, and request new and updated hardware and software; and tips for addressing Section 508 in procurement solicitations. The program also implemented mandatory Section 508 awareness training for employees in the Office of the Chief Information Officer (OCIO) who have responsibility for reviewing requests for new or upgraded ICT products or are purchase card holders.

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 5 business days of receipt of the request, the Reasonable Accommodation Coordinator or designee will begin reviewing the request and will keep the requestor and requestor's supervisor apprised of the status or the need for any additional information or other delay as the nature of the request demands. The NRC will process requests for reasonable accommodations and provide accommodations, where 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 contains 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 2022, the EEO office, Office of the General Counsel, and OCHCO conducted three mandatory annual/refresher EEO and diversity management training sessions for managers, supervisors, and team leaders. During the training, OCHCO presented a session on the NRC's Reasonable Accommodation Program (RAP) and personal assistance services (PAS) procedures. OCHCO also undertook the following efforts to address deficiencies under MD 715 Part H, "Agency EEO Plan to Attain the Essential Elements of a Model EEO Program," and to ensure NRC employees and applicants can fully participate in the workplace: • Reached out to the Office of the Chief Information Officer (OCIO) to support automation of the RAP and submitted an intake request in June 2022. The system is currently under review by OCIO for processing and approval. • Continues to operate without the benefit of a Reasonable Accommodation Tracking System, which is required by Section 501 and MD-715 to effectively and accurately run reports to verify processing time frames and calculate a percentage of untimely requests. • Continues to post the RAP and PAS procedures on the agency's internal and public websites, pursuant to the Rehabilitation Act and MD-715 requirements. • Hired an additional Reasonable Accommodation Coordinator to address an increase in volume of reasonable accommodation requests due to work reentry after the Coronavirus Disease 2019 (COVID-19) pandemic in order to ensure timely processing moving forward.

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 PAS procedures in the EEOC-approved RAP procedures. 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 it would pay for PAS using an agency bank card. All procurements will comply with established EEOC guidance.

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 No

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.

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:	Workforce Data Table - B1				
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, Part E2, "Essential Elements A-F"; Part E3, "Workforce Analyses"; Part E4, "Accomplishments"; and Part E5, "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 has a Disability Program Strategic Project Plan for FY 2019–FY 2024. The plan identifies five target areas: recruitment, hiring, retention, development and career progression, and cultural change. All target areas include a goal along with corresponding action items. The NRC had planned to conduct a focus group in FY 2020 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 and new opportunities. However, due to COVID-19 restrictions, the portion of this effort involving NRC employees has been delayed until later during FY 2023 or FY 2024. In addition, OCHCO determined that the plan to interview people who are not employed by the NRC requires the agency to obtain Office of Management and Budget clearance for any type of survey or questions. Therefore, this part of the activity is not being pursued. The NRC Advisory Committee for Employees with Disabilities conducted a lunch-time forum on May 24, 2022, entitled, “Powered By Diversity—Hiring and Advancing Employees With Disabilities.” In addition to co sponsoring this event, the EEO office’s AEDM Program Manager discussed the NRC’s Disability Affirmative Action Plan and how the EEO office is assisting in agencywide efforts to achieve cultural diversity and inclusion within the workplace to advance affirmative action and EEO for employees and applicants with disabilities. The Program Manager emphasized to participants how the MD-715 report and associated plans provide assessments of the NRC’s organizational performance, enabling environment at the office level, capacity, and organizational motivation. The Program Manager conveyed that this EEOC driven information/data collection is then used to build on the NRC’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 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 the NRC, in a letter dated September 30, 2019, that the agency’s reasonable accommodations procedures are in compliance with EEOC regulations implementing Section 501. After receiving the EEOC’s notification, the NRC posted the RAP on the agency’s internal and external websites. During 2022, the NRC posted and implemented the updated procedures and ensured manager and supervisor awareness to promote compliance with regulations and requirements. Additionally, the NRC has revised its Anti-Harassment Policy and Procedures for Preventing and Eliminating Harassing Conduct in the Workplace, which included such conduct based on disability, in accordance with EEOC guidance. Based on EEOC guidance, the NRC has also increased partnerships with organizations that assist and support PWD and PWTD. 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 NRC offices in their efforts to increase recruitment outreach, hiring, training and development, career advancement, incentives, and retention of individuals with disabilities as described in the Disability Affirmative Action Plan and MD-715 Part E3.

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 believes that the agency has identified a good path forward and will continue implementing the activities and initiatives identified in the FY 2022 MD 715 Report.

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

Part E3 Section 2 – “Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Standard Occupations,” and Table B4 - “Participation Rates for Administrative Determined (AD) Grades by Disability (Permanent)” (covering AD 13 and 14 levels), reflect the total AD workforce consisted of 26 employees. Within the AD group, 24 employees self-identified as having no disability (92.31 percent) and 1 employee self identified as PWD (3.85 percent). Refer also to the analysis in Part E3, Section 2.1 - “Executive or Senior Level Officials and Managers.” Within the 113 employee Senior Executive Service (SES) group, 103 employees (91.15 percent) self identified as having no disability, 1 employee (0.88 percent) did not self identify, and 9 employees (7.96 percent) self-identified as PWD. In the PWD group, one employee (0.88 percent) self-identified as PWTD. Table B7 - “Senior Grade Levels—Distribution by Disability (Participation Rate),” indicates there were 1,469 total employees in the senior grades. Within the senior grades group, 1,277 employee’s self identified as having no disability (86.93 percent), 68 employees did not self-identify (4.63 percent), and 124 employees self-identified as PWD (8.44 percent). In the PWD group, 18 employee’s self identified as PWTD (1.23 percent). Table B8 - “Management Positions—Distribution by Disability (Participation Rate),” does not include data for the Managers group.

*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

The EEO office determined that triggers exist using the goal of 2 percent as the benchmark involving PWTD by grade level cluster in the NRC’s permanent workforce. Based on a review of demographic data, the NRC has not achieved the required Section 501 workforce goal of employing 2 percent PWTD within the agency’s permanent workforce. The response to question 1 includes data that relates to this question.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	1	0	0.00	0	0.00

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-11 to SES	138	10	7.25	1	0.72

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 PWD are in Management Directive and Handbook 10.13 - “Special Employment Programs,” Part V, “The NRC Program for Employment of Persons with Disabilities.” The numerical goals are communicated to hiring managers and recruiters through the following ongoing communication forums: (1) annual EEO training for managers and supervisors, (2) Lunch and Learn sessions, (3) the NRC's Disability Program Strategic Project Plan (Fiscal Year (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) EEO and human capital briefings. During the 2022 EEO briefing, information was presented to the agency heads, senior officials and management, employees at all levels, stakeholders, and the public at large regarding Section 501 regulatory requirements, the numerical goals, NRC efforts, and related topics. During 2022, the NRC participated in several career events that included conveyance of the NRC’s hiring authority related to PWD and PWTD. Part E3, Section 4 - “Recruitment, (Section 4)” Section 4.4 - “Fiscal Year 2022 Recruitment and Advertisement Activities, Advertisement for FY 2022 Job Vacancies,” contains further information.

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	
Architectural Barriers Act Compliance	1	0	0	Alan De Leon, Sr. Project Manager, Office of Administration
Processing applications from PWD and PWTD	1	0	0	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,

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Kimberly.English@nrc.gov
Processing reasonable accommodation requests from applicants and employees	1	0	0	Anne Silk, Human Resources Specialist (Reasonable Accommodation), Policy, Labor, & Employee Relations Branch, ADHRDP, 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

Yes

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

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, 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		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).
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2022	Accomplishments are provided in Part E.	

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	This deficiency will be provided as an additional agenda item with EEOC one week prior to the TA meeting and discussed during the meeting.		
Target Date	Sep 30, 2023		
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	Assurance that NRC policies, procedures, or practices are not the reason why PWD and PWTD terminate their employment with the agency.	
Target Date	Sep 30, 2023	
Completion Date		
Planned Activities	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>	
Accomplishments	<u>Fiscal Year</u> <u>Accomplishment</u>	
Objective	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.	
Target Date	Sep 30, 2023	
Completion Date		
Planned Activities	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>	
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>
	2022	NRC staff referred 22 resumes from Schedule A candidates to the HR Specialists for various positions such as International Relations Specialist, Innovation Program Manager, Information Technology Specialist and a resume from the Workforce Recruitment Program for a Library Science Summer Intern. 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. 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.
	2022	Additional accomplishments are provided in Part E.
Objective	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.	
Target Date	Sep 30, 2023	
Completion Date		
Planned Activities	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>	
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>
	2022	Additional accomplishments are provided in Part E.
	2022	NRC staff referred 22 resumes from Schedule A candidates to the HR Specialists for various positions such as International Relations Specialist, Innovation Program Manager, Information Technology Specialist and a resume from the Workforce Recruitment Program for a Library Science Summer Intern. 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. 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.

Objective	Increase representation of PWTD in NRC’s senior grade levels.		
Target Date	Sep 30, 2023		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
Objective	Achieve the 2 percent disability goals for persons with disabilities (PWTD).		
Target Date	Sep 30, 2023		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
Objective	Create awareness, provide training, and disseminate/post the agency’s revised Reasonable Accommodations Procedures Plan (RAP), which was approved by EEOC 09/27/19.		
Target Date	Sep 30, 2023		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
Objective	Assurance that all hiring managers and supervisors are aware of NRC hiring authority equivalent to Schedule A and other disability hiring authorities.		
Target Date	Sep 30, 2023		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
Objective	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		
Target Date	Sep 30, 2023		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
Objective	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.		
Target Date	Sep 30, 2023		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
Objective	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.		
Target Date	Sep 30, 2023		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	

Objective	Achieve the 12 percent disability goals for persons with disabilities (PWD).
Target Date	Sep 30, 2023
Completion Date	
Planned Activities	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u> <u>Accomplishment</u>
Objective	Provide 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.
Target Date	Sep 30, 2023
Completion Date	
Planned Activities	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u> <u>Accomplishment</u>
Objective	Partner with organizations that specialize in the employment of individuals with disabilities.
Target Date	Sep 30, 2023
Completion Date	
Planned Activities	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>
Accomplishments	<u>Fiscal Year</u> <u>Accomplishment</u>
Objective	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.
Target Date	Sep 30, 2023
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	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		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		To develop an effective and accurate electronic data collection system for the tracking of reasonable accommodation claims.
	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 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		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>	
	2022	Accomplishments are provided in Part E.	

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 2022, the NRC participated in a variety of recruitment outreach events designed to increase the number of qualified PWD and
--

PWTD within the major occupations. The NRC engaged in extensive recruitment outreach, as identified in Part E3, Section 4.

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 special hiring authority that takes disability into account (similar to Schedule A hiring authority) to hire PWTD, and noncompetitive selection of PWD. During FY 2021, the NRC engaged in extensive recruitment outreach, as described in Part E3, Section 4.

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 the NRC's established special hiring authority (Schedule A equivalent), the agency takes the following steps: (1) the hiring manager alerts the servicing 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 regarding resources available to the hiring manager with potential special hiring authority applicants, and (3) if available, the hiring manager reviews the resumes of the applicants, conducts interviews, and makes a selection. If no candidates are available or the hiring manager is not satisfied with any of the special hiring authority applicants presented for consideration, the hiring manager retains the option to use other methods to fill the vacancy. If a selection decision is made, the servicing HR specialist extends the offer of employment on behalf of the agency. 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 have been made available to hiring managers online. During FY 2022, OCHCO and the Office of the General Counsel, in coordination with the EEO office, provided training to more than 100 hiring managers on the use of hiring authorities that take disability into account and how to access and use resumes of qualifying individuals. This was part of the agency's mandatory annual (and refresher) EEO training for supervisors and managers, which was conducted four times during the year. In addition to the mandatory managers and supervisors training, OCHCO educated and trained other NRC supervisors on the use of hiring authorities, reasonable accommodation plans, and areas of overlap, such as worker's compensation, Family Medical Leave Act, telework, ergonomics, accessibility issues, information technology, and modifications of the physical environment. In addition to the above, the NRC's Advisory Committee for Employees with Disabilities conducted a virtual lunchtime panel event, "Powered by Diversity: Hiring and Advancing Employees with Disabilities." The panel discussion included use of Schedule A authority. During this forum, the EEO office presented on "Hiring and Advancing Employees with Disabilities," which included four learning objectives: (1) Section 501 regulations and requirements, (2) the NRC's Disability Affirmative Action Plan, (3) understanding expectations, and (4) how to manage decisions and actions to achieved desired results. Other activities/initiatives are identified in Part E3.

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.

To increase outreach, the number of applications received from individuals with disabilities, and the hiring of PWD/PWTD, the NRC participated in recruitment events, posted job vacancies, and coordinated a number of events/activities with partnering organizations that assist PWD/PWTD (e.g., Navy Nuclear Power Officer Career Conference, Equal Opportunity Publications, Inc. CAREERS & the disABLED magazine's Virtual Career Fair, the Maryland Department of Rehabilitative Services Maryland Workforce Exchange, the U.S. Department of Defense's Operation Warfighter Program, and the Workforce Recruitment Program),

as discussed in Part E3, Section 4.

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 the answer provided in Section I of this document. Table B1-2 - “Total Workforce— Distribution by Disability Status (Inclusion Rate),” reveals that in 2022, there were 270 total workforce new hires. Within this group, 204 employees self-identified as having no disability (75.56 percent), 28 employees did not self-identify their status (10.37 percent), and 38 employees self-identified as PWD (14.07 percent). The PWD total included four employees who self identified as PWTD (1.48 percent). There were 194 total permanent workforce new hires. Within this group, 162 employees self-identified as persons without disability (83.51 percent), 144 employees self-identified as having no disability (74.23 percent), 18 employees did not self-identify their status (9.28 percent), and 32 employees self-identified as PWD (16.49 percent). The PWD total included three employees who self identified as PWTD (1.55 percent). Part E3 contains more information on new hires.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	3622	5.25	0.00	2.40	0.00
% of Qualified Applicants	1348	0.00	0.00	0.00	0.00
% of New Hires	62	17.74	0.00	3.23	0.00

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 the answer provided in Section I of this document and Table B6P - “Mission-Critical Occupations—Distribution by Disability (Participation Rate),” and Table B3 - “Occupational Categories—Distribution by Disability (Participation Rate) (Table B3). The NRC made three vacancy announcements for mission-critical occupations. A total of 283 employees were hired. Within the mission-critical occupations new hire group, 23 employees self-identified as having no disability (8.13 percent), 145 employees did not self-identify their status (51.24 percent), and 13 employees self-identified as PWD (4.59 percent). The PWD group included eight employees who self-identified as PWTD (2.83 percent). Part E3, Section 7 - “Applicants and New Hires for NRC Mission-Critical Occupations,” contains further information.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0080 SECURITY ADMINISTRATION	3	66.67	33.33
0201 HUMAN RESOURCES MANAGEMENT	5	40.00	0.00

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0301 MISCELLANEOUS ADMINISTRATION AND PROGRAM SERIES	1	0.00	0.00
0303 MISCELLANEOUS CLERK AND ASSISTANT	2	50.00	50.00
0318 SECRETARY	14	28.57	0.00
0343 MANAGEMENT AND PROGRAM ANALYSIS	4	0.00	0.00
0801 GENERAL ENGINEERING	23	8.70	0.00
0840 NUCLEAR ENGINEERING	2	0.00	0.00
1306 HEALTH PHYSICS	8	0.00	0.00

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 the answer provided in Section I of this document and the data on internal competitive promotions within Table B6P. The data revealed that the NRC made four vacancy announcements, and seven employee applicants responded. No applicant flow or other demographic data were made available. All seven applicants were determined to be qualified and referred to the hiring officials. The data reflect that no interviews were conducted, and four internal selections were made. *The NRC continues to experience problems with its information/data collections representation in the workforce data tables. For more detailed information on internal competitive promotions, see Part E3, Section 8 - “Internal Competitive Promotions for NRC Mission-Critical Occupations (Section 8),” and Section 9 - “Hiring and Recruitment: Focus—Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Types of Selections.”

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 the answers provided in Section I and the previous sections; Tables B6P – “Mission-Critical Occupations (Permanent)) and B3; and Part E3, Section 8.

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 that employees achieve their career goals, and the NRC fulfills its mission, the NRC offers professional mentoring, online technical assistance and automated preparation of individual development plans, and continuing education for technical and professional or leadership courses through virtual and in-person instructor-led training 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 courses such as Leadership Orientation, Emotional Intelligence, and Building Your Leadership Potential Through Effective Communication, personnel can assess their leadership potential, improve their interpersonal relationship skills, and begin learning about the Office of Personnel Management leadership competencies that are critical for successful career advancement. In 2022, the agency engaged in several other initiatives designed to ensure PWD and PWTD had sufficient advancement opportunity (see MD-715 Part E3, Section 9 – “Hiring and Recruitment: Focus- Noncompetitive Hiring, Rotations, Details, Assignments, Advancements, and Other Selections). In addition to instructor led training, PWD have access to over 23,000 Skillsoft online courses, books, audiotapes, and videos in the NRC’s learning management system. The NRC offers an automated career enhancement curriculum consisting of online courses, videos, and books, which allows PWD and others to listen to an audiobook or watch a 3–5-minute expert insight video to develop their professional skills and enhance their career at a time and place convenient to their schedule. Through the learning resources, PWD serving in administrative and corporate positions can acquire the foundational skills they need to successfully perform at higher levels and be more competitive when seeking new opportunities as they become available. The NRC also offers PWD two self-paced programs to develop leadership skills at different levels. The Aspiring Leaders Certificate Program for employees at grades GG-13 through GG-15 is a noncompetitive NRC leadership development program designed to develop future supervisors. The Leader at All Levels Certificate Program provides employees at grades GG-7 through GG-12 the opportunity to acquire and strengthen the fundamental leadership competencies that support self-awareness and self-management. Both programs support development of the Office of Personnel Management leadership competencies, offering instructor-led and online courses at the employee’s own pace. In FY 2022, the Human Resources Training Division 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 advance their careers and professional development. The Guide to Career Enhancement SharePoint site provides tools and resources to help employees 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 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 the NRC’s strategic choice to help PWD develop their skills and grow in their careers. The NRC launched an internal program called NRC Open Opportunities through which employees can apply to participate in projects, workgroups, and other opportunities seeking employees who can contribute their existing skills and develop new ones. The program facilitates collaboration and knowledge sharing across the agency. This program will allow for more opportunities for PWD to work in other areas to demonstrate their skills and abilities, as well as grow their networks. More information is available in Part E3, Section 10 - “Training and Development Opportunities.”

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
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 a lack of, or only limited, information and data. Table B8 had no data for management positions, and Table B7 had no data for the SES level. The EEO office did analyze upward mobility to senior grade levels. Three career development program slots were available to GG-15 employees. Of the 245 eligible applicants, 225 employees self-identified as having no disability (91.84 percent), 7 employees did not self identify (2.86 percent), and 13 employees self-identified as PWD (5.31 percent). Of the total PWD, two employees self-identified as PWTD (0.82 percent). Three applicants with no disability (100 percent) were determined qualified for the program. The agency selected one employee with no disability for the program. At the GG-14 level, there was no information/data (zero slots for career development). At the GG-13 level, three career development program slots were available. Of the 67 eligible applicants, 58 employees self-identified as having no disability (86.57 percent), 1 employee did not self-identify (1.49 percent), and 8 employees self-identified as PWD (11.94 percent). No one self-identified as PWTD. Three applicants with no disability (100 percent) were determined qualified and selected to participate in the program. The workforce tables did not include career training programs for NRC mission-critical occupations. Part E3, Sections 2.1, 9, and 10 contain more details on career development opportunities. The EEO office continues to collaborate with OCHCO to establish an information/data collections system that tracks employee participation in career development opportunities, such as internship, fellowship, mentoring, coaching, training, detail, and other career development programs. The EEO office will provide the EEOC with a progress update once data are made available.

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 a lack of, or only limited, information and data. Table B7 had no data for the SES level, and Table B8 had no data for senior grade levels. The EEO office did analyze upward mobility to senior grade levels. Three career development program slots were available to GG-15 employees. Of the 245 eligible applicants, 225 employees self-identified as having no disability (91.84 percent), 7 employees did not self-identify their status (2.86 percent), and 13 employees self-identified as PWD (5.31 percent). Of the PWD group, two employees self-identified as PWTD (0.82 percent). Three applicants with no disability (100.00 percent) were determined qualified for the program. The agency selected one employee with no disability for the program.

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

TIME OFF AWARDS—NO TRIGGERS FOUND: The EEO office did not identify a trigger related to the PWD and PWTD groups when comparing the time-off awards made to PWD and PWTD with employees who self-identified as not having a disability. The NRC awarded 665 total time-off awards for 1–10 hours. A total of 586 employees (88.12 percent) who self-identified as having no disability received an average time-off award of 8 hours, 29 employees (4.36 percent) who did not self-identify their status received an average time-off award of 8 hours, and 50 employees (7.52 percent) who self-identified as PWD received an average time-off award of 10 hours. Of the PWD group, eight employees (1.20 percent) who self-identified as PWTD received an average time-off award of 13 hours. The NRC awarded 190 total time-off awards for 11–20 hours. A total of 170 employees (89.47 percent) who self-identified as having no disability received an average time-off award of 15 hours, 9 employees (4.74 percent) who did not self-identify their status received an average time-off award of 12 hours, and 11 employees (5.79 percent) who self-identified as PWD received an average time-off award of 14 hours. Of the PWD group, one employee (0.53 percent) who self-identified as PWTD received an average time off award of 16 hours. The NRC awarded three total time-off awards for 11–20 hours. A total of two employees (66.67 percent) who self-identified as having no disability received an average time-off award of 22 hours, zero employees (0.00 percent) who did not self-identify their status received an average time-off award of 0 hours, and one employee (33.33 percent) who self-identified as PWD received an average time-off award of 24 hours. Of the PWD group, zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. The NRC awarded four total time-off awards for 31–40 hours. A total of three employees (75.00 percent) who self-identified as having no disability received an average time-off award of 32 hours, one employee (25.00 percent) who did not self-identify their status received an average time-off award of 36 hours, and zero employees (0.00 percent) who self-identified as PWD received an average time-off award of 0 hours. Zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. The NRC awarded six total time-off awards for 41 or more hours. A total of five employees (83.33 percent) who self-identified as having no disability received an average time-off award of 42 hours, one employee (16.67 percent) who did not self-identify their status received an average time-off award of 42 hours, and zero employees (0.00 percent) who self-identified as PWD received an average time-off award of 0 hours. Zero employees (0.00 percent) who self-identified as PWTD received an average time-off award of 0 hours. Part E3, Section 11 - “Retention Efforts, Including Salary Distribution and Time Off and Cash Awards,” contains more information.

CASH AWARDS—NO TRIGGERS FOUND: The EEO office did not identify a trigger related to the PWD and PWTD groups based on the disparities identified when comparing the time-off awards made to PWD and PWTD with those to employees who self-identified as not having a disability. The NRC issued 674 total cash awards of \$500 and under. A total of 578 employees (85.76 percent) who self-identified as having no disability received an average cash award of \$441.51, 36 employees (5.34 percent) who did not self-identify their status received an average cash award of \$425.11, and 60 employees (8.90 percent) who self-identified as PWD received an average cash award of \$449.33. Of the PWD group, 13 employees (1.93 percent) who self-identified as PWTD received an average cash award of \$430.77. The NRC issued 818 total cash awards of \$501–\$999. A total of 726 employees (88.75 percent) who self-identified as having no disability received an average cash award of \$751.00, 31 employees (3.79 percent) who did not self-identify their status received an average cash award of \$749.00, and 61 employees (7.46 percent) who self-identified as PWD received an average cash award of \$748.00. Of the PWD group, 13 employees (1.53 percent) who self-identified as PWTD received an average cash award of \$738.00. The NRC issued 1,341 total cash awards of \$1,000–\$1,999. A total of 1,203 employees (89.71 percent) who self-identified as having no disability received an average cash award of \$1,312.00, 50 employees (3.73 percent) who did not self-identify their status received an average cash award of \$1,222.00, and 88 employees (6.56 percent) who self-identified as PWD received an average cash award of \$1,350.00. Of the PWD group, 14 employees (1.04 percent) who self-identified as PWTD received an average cash award of \$1,268.00. The NRC issued 538 total cash awards of \$2,000–\$2,999. A total of 473 employees (87.92 percent) who self-identified as having no disability received an average cash award of \$2,399.00, 20 employees (3.72 percent) who did not self-identify their status received an average cash award of \$2,404.00, and 45 employees (8.36 percent) who self-identified as PWD received an average cash award of \$2,415.00. Of the PWD group, five employees (0.93 percent) who self-identified as PWTD received an average cash award of \$2,499.00. The NRC issued 951 total cash awards of \$3,000–\$3,999. A total of 850 employees (89.38 percent) who self-identified as having no disability received an average cash award of \$3,508.00, 36 employees (3.79 percent) who did not self-identify their status received an average cash award of \$3,575.00, and 65 employees (6.83 percent) who self-identified as PWD received an average cash award of \$3,489.00. Of the PWD group, 12 employees (1.26 percent) who self-identified as PWTD received an average cash award of \$3,491.00. The NRC issued 536 total cash awards of \$4,000–\$4,999. A total of 487 employees (90.86 percent) who self-identified as having no disability received an average cash award of \$4,397.00, 13 employees (2.43 percent) who did not self-identify their status received an average cash award of \$4,435.00, and 36 employees (6.72 percent) who self-identified as PWD received an average cash award of \$4,392.00. Of the PWD group, six employees (1.12 percent) who self-identified as PWTD received an average cash award of \$4,373.00. The NRC issued 374 total cash awards of \$5,000 or more. A total of 340 employees (90.91 percent) who self-identified as having no disability received an average cash award of \$10,007.00, 7 employees (1.87 percent) who did not self-identify their status received an average cash award of \$7,532.00, and 27 employees (7.22 percent) who self-identified as PWD received an average cash award of \$11,239.00. Of the PWD, six employees (1.60 percent) who self-identified PWTD received an average cash award of \$8,100.00. Part E3, Section 11, contains more information.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	665	21.46	25.31	22.22	21.32
Time-Off Awards 1 - 10 Hours: Total Hours	5500	224.03	204.54	300.00	210.15
Time-Off Awards 1 - 10 Hours: Average Hours	8	4.29	0.35	36.11	-1.52
Time-Off Awards 11 - 20 hours: Awards Given	190	4.72	7.34	2.78	5.08
Time-Off Awards 11 - 20 Hours: Total Hours	2854	68.67	111.71	44.44	73.10
Time-Off Awards 11 - 20 Hours: Average Hours	15	6.01	0.65	44.44	-1.02
Time-Off Awards 21 - 30 hours: Awards Given	3	0.43	0.09	0.00	0.51
Time-Off Awards 21 - 30 Hours: Total Hours	69	10.30	1.94	0.00	12.18
Time-Off Awards 21 - 30 Hours: Average Hours	23	10.30	0.95	0.00	12.18
Time-Off Awards 31 - 40 hours: Awards Given	4	0.00	0.13	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	134	0.00	4.23	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	33	0.00	1.38	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	6	0.00	0.22	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	252	0.00	9.07	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	42	0.00	1.81	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	818	26.18	31.36	36.11	24.37
Cash Awards: \$501 - \$999: Total Amount	614310	19592.70	23560.82	26666.67	18300.00
Cash Awards: \$501 - \$999: Average Amount	750	321.03	32.44	2050.00	5.08
Cash Awards: \$1000 - \$1999: Awards Given	1341	37.77	51.97	38.89	37.56
Cash Awards: \$1000 - \$1999: Total Amount	1758784	51012.02	68198.23	49330.56	51319.29
Cash Awards: \$1000 - \$1999: Average Amount	1311	579.40	56.67	3522.22	41.62
Cash Awards: \$2000 - \$2999: Awards Given	538	19.31	20.43	13.89	20.30
Cash Awards: \$2000 - \$2999: Total Amount	1291778	46644.21	49028.73	34713.89	48824.37
Cash Awards: \$2000 - \$2999: Average Amount	2401	1036.48	103.63	6941.67	-42.64
Cash Awards: \$3000 - \$3999: Awards Given	951	27.90	36.72	33.33	26.90
Cash Awards: \$3000 - \$3999: Total Amount	3337533	97341.63	128812.18	116377.78	93862.94
Cash Awards: \$3000 - \$3999: Average Amount	3509	1497.42	151.53	9697.22	-1.02

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$4000 - \$4999: Awards Given	536	15.45	21.04	16.67	15.23
Cash Awards: \$4000 - \$4999: Total Amount	2357224	67869.53	92502.46	72894.44	66951.27
Cash Awards: \$4000 - \$4999: Average Amount	4397	1884.98	189.94	12147.22	9.64
Cash Awards: \$5000 or more: Awards Given	374	11.59	14.69	16.67	10.66
Cash Awards: \$5000 or more: Total Amount	3758595	130247.21	146971.66	135000.00	129378.68
Cash Awards: \$5000 or more: Average Amount	10049	4823.61	432.27	22500.00	1593.40

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 related to the PWD and PWTD groups based on the disparities identified when comparing the quality step increase (QSI) awards made to PWD and PWTD with those to employees who self identified as not having a disability. The NRC issued a total of 55 QSIs to 55 employees (100 percent) who self-identified as having no disability. The EEO office determined that a trigger exists when comparing QSIs given to persons without a disability and QSIs to PWD and PWTD. Part E3, Section 11, and Section 11.17, “Quality Step Increases Awarded,” contains more information.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

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 Yes
- b. Other Types of Recognition (PWTD) Answer Yes

The EEO office made a request to OCHCO for information and data, including demographics, related to the following incentive programs: Student Loan Repayment Program, Relocation Benefits, Recruitment/Signing Bonuses, and Retention Bonuses. In FY 2022, the NRC provided a total of 35 employees with incentive bonuses (i.e., recruitment, retention, relocation, and student loan repayment). The summaries below do not include the amounts, but those are available upon request. Recruitment Incentive. An incentive bonus was given to one employee (100 percent) who self identified as having no disability. Retention Incentive. A total of six retention incentive bonuses were given to six employees (100 percent) who self identified as having no disability. Student Loan Reimbursement. A student loan reimbursement was given to one employee (100.00 percent) who self identified as having no disability. Relocation Incentive. Of the 27 relocation incentive bonuses given, 23 bonuses were given to employees (85 percent) who self-identified as having no disability and 1 bonus was given to an employee (3.70 percent) who self-identified as PWD. Of the PWD group, one bonus was given to an employee (3.70 percent) who self-identified as PWTD. The EEO office determined that triggers exist based on a comparison of the incentive awards given to persons without a disability with those given to PWD and PWTD. Part E3, Section 11.17, contains more information.

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 complete workforce analysis (see Table B8) on promotions to the SES due to the unavailability of applicant flow demographics, and other information/data listed reveal 0 under each category (e.g., internal applications) and 0.00 percent. Data are missing, inaccurate, or incomplete for the managers, supervisors, GG-15, GG-14, and GG-13 promotional positions. Triggers exist related to PWD and PWTD. The data on the internal competitive promotion of managers reveal there were two vacancy announcements. Of the total applicant pool, 88.61 percent were employees who self-identified as having no disability, 3.8 percent were employees who did not self-identify their disability status, and 7.59 percent were employees who self-identified as PWD. The PWD group included 1.27 percent who self-identified as PWTD. The NRC received applications from 26 employees, of whom 1 employee (3.85 percent) self-identified as having no disability, 23 employees (88.46 percent) did not self identify their disability status, and 2 employees (7.69 percent) self-identified as PWD. The NRC determined that 19 employees were qualified, 40 applicants were referred to hiring officials, and no applicants were interviewed for manager positions, although Table B8 did not provide demographic information for any of these groups. The NRC selected two employees without a disability to fill manager positions. The data on the internal competitive promotion of supervisors reveal there were 12 vacancy announcements. Of the total applicant pool, 89.43 percent were employees who self-identified as having no disability, 3.74 percent were employees who did not self-identify their disability status, and 6.83 percent were employees who self-identified as PWD. Of the PWD group, 0.99 percent self-identified as PWTD. The NRC received applications from 111 employees, of whom 3 employees (2.70 percent) self-identified as having no disability, 104 employees (92.69 percent) did not self identify their disability status, and 4 employees (3.60 percent) self-identified as PWD. The PWD group included one employee (0.90 percent) who self-identified as PWTD. The NRC determined that 109 employees were qualified, 132 applicants were referred to the hiring officials, and no applicants were interviewed for supervisor positions, although no demographic information was provided for any of these groups. The NRC selected 12 employees without a disability to fill supervisor positions. The data on GG-15 internal competitive promotion reveal there were 38 vacancy announcements. Of the total applicant pool, 89.43 percent were employees who self-identified as having no disability, 3.74 percent were employees who did not self-identify their disability status, and 6.83 percent were employees who self-identified as PWD. The PWD group included 0.99 percent employees who self-identified as PWTD. The NRC received applications from 414 employees, of whom 9 employees (2.17 percent) self-identified as having no disability, 389 employees (93.96 percent) did not self-identify their disability status, and 16 employees (3.86 percent) self identified as PWD. The PWD group included eight employees (1.93 percent) who self-identified as PWTD. The NRC determined that 358 employees were qualified, 476 applicants were referred to the hiring officials, and no applicants were interviewed for GG-15 positions, but no demographic information was provided on any of these groups. The NRC selected 44 employees to fill GG-15 positions, of whom 41 employees (93.18 percent) self identified as having no disability, 1 employee (2.27 percent) did not self-identify their disability status, and 2 employees (4.56 percent) self-identified as PWD. The data on GG-14 internal competitive promotion reveal there were 38 vacancy announcements. Of the total applicant pool, 83.19 percent were employees who self-identified as having no disability,

5.78 percent were employees who did not self-identify their disability status, and 11.03 percent were employees who self-identified as PWD. The PWD group included 1.58 percent employees who self-identified as PWTD. The NRC received applications from 549 employees, of whom 17 employees (3.10 percent) self-identified as having no disability, 467 employees (85.06 percent) did not self-identify their disability status, and 17 employees (3.10 percent) self identified as PWD. The PWD group included 11 employees (2.00 percent) who self-identified as PWTD. The NRC determined that 370 employees were qualified, 449 applicants were referred to the hiring officials, and no applicants were interviewed for GG-14 positions, but no demographic information was provided for any of these groups. The NRC selected 48 employees to fill GG-14 positions, of whom 44 employees (91.67 percent) self identified as having no disability, 3 employees (6.25 percent) did not self-identify their disability status, and 1 employee (2.08 percent) self-identified as PWD. The data on GG-13 internal competitive promotion reveal there were two vacancy announcements. Of the total applicant pool, 82.35 percent were employees who self-identified as having no disability, 2.94 percent were employees who did not self-identify their disability status, and 14.71 percent were employees who self-identified as PWD. The PWD group included 1.47 percent employees who self-identified as PWTD. The NRC received applications from 86 employees, of whom 2 employees (2.33 percent) self-identified as having no disability, 52 employees (60.47 percent) did not self-identify their disability status, and 3 employees (3.49 percent) self identified as PWD. The NRC determined that 48 employees were qualified, 33 applicants were referred to the hiring officials, and no applicants were interviewed for GG-13 positions, but no demographic information was provided for any of these groups. The NRC selected two employees without a disability to fill GG-13 positions. Part E3, Section 8.2 – “GG-15 or Equivalent”, Section 8.3 – “GG-14 or Equivalent”, and Section 8.4 – “GG-13 or Equivalent,” contains more information.

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 Yes
 - ii. Internal Selections (PWTD) Answer Yes

The response to item 1 in this section containing information about internal competitive promotions related to PWTD is adopted and incorporated in this section by reference. Part E3, Section 8 – “Internal Competitive Promotions for NRC Mission-Critical Occupations,” contains more information.

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

The EEO office is unable to provide a complete workforce analysis (see Table B8) on new hires to the SES, due to the unavailability of applicant flow demographics. The information/data listed reveal 0 under each category (e.g., internal applications) and 0 percent. Data is also missing, inaccurate, or incomplete for managers, supervisors, GG-15, GG-14, and GG-13 new hire positions. Triggers exist related to PWD and PWTD, which are described in the following paragraphs. The data on managers reveal there were no vacancy announcements. The data on supervisor new hires reveal there were three vacancy announcements. The NRC received applications from 88 employees, of whom 8 employees (9.09 percent) self-identified as having no disability, 72 employees (81.82 percent) did not self-identify their disability status, and 8 employees (9.09 percent) self-identified as PWD. The PWD group included three employees (3.41 percent) who self-identified as PWTD. The NRC determined that 60 employees were qualified, 93 applicants were referred to the hiring officials, and no applicants were interviewed for supervisor positions, but no demographic information was provided for any of these groups. The NRC selected three employees without a disability to fill supervisor positions. The data on GG-15 new hires reveal there were three vacancy announcements. The NRC received applications from 157 employees, of whom 25 employees (15.92 percent) self-identified as having no disability, 124 employees (78.98 percent) did not self-identify their disability status, and 8 employees (5.10 percent) self-identified as PWD. The PWD group included four employees (2.55 percent) who self-identified as PWTD. The NRC determined that 125 employees were qualified, 167 applicants were referred to the hiring officials, and no applicants were interviewed for GG-15 positions, but no demographic information was provided for any of these groups. The NRC selected three employees to fill GG-15 positions, of whom two employees (66.67 percent) self-identified as having no disability and one employee (33.33 percent) did not self-identify their disability. The data on GG-14 new hires reveal there were 10 vacancy announcements. The NRC received applications from 411 employees, of whom 25 employees (6.08 percent) self-identified as having no disability, 297 employees (72.26 percent) did not self-identify their disability status, and 21 employees (5.11 percent) self-identified as PWD. The PWD group included 12 employees (2.92 percent) who self-identified as PWTD. The NRC determined that 212 employees were qualified, 352 applicants were referred to the hiring officials, and no applicants were interviewed for GG-14 positions, but no demographic information was provided for any of these groups. The NRC selected 10 employees to fill GG-14 positions, of whom 8 employees (80.00 percent) self-identified as having no disability, 0 employees (0.00 percent) did not self-identify their disability status, and 2 employees (20.00 percent) self-identified as PWD. The data on GG-13 new hires reveal there were 24 vacancy announcements. The NRC received applications from 2,256 employees, of whom 101 employees (4.48 percent) self-identified as having no disability, 1,218 employees (53.99 percent) did not self-identify their disability status, and 91 employees (4.03 percent) self-identified as PWD. The PWD group included 44 employees (1.95 percent) who self-identified as PWTD. The NRC determined that 749 employees were qualified, 942 applicants were referred to the hiring officials, and no applicants were interviewed for GG-13 positions, but no demographic information was provided for any of these groups. The NRC selected 36 employees to fill GG-13 positions, of whom 27 employees (75.00 percent) self-identified as having no disability, 5 employees (13.89 percent) did not self-identify their disability status, and 4 employees (11.11 percent) self-identified as PWD. The PWG group included one employee (2.78 percent) who self-identified as PWTD.

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

The response to item 3 in this section containing information about new hires related to PWTD is adopted and incorporated in this section by reference.

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

The responses to other items in this section related to PWD are adopted and incorporated herein by reference.

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

The responses to other items in this section on promotions related to PWTd are adopted and incorporated herein by reference.

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

The responses to other items in this section on new hires related to PWTD are adopted and incorporated herein by reference.

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

The responses to other items in this section on new hires related to PWTD are adopted and incorporated herein by reference.

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

N/A. No employees 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

There were 305 total workforce employee separations. Table B2 showed that these separations included 285 employees without disability (11.21 percent attrition). Of these, 269 employees (11.12 percent attrition) self-identified as having no disability and 16 employees (13.11 percent attrition) did not identify their disability status. The group also included 20 employees (8.10 percent attrition) who self-identified as PWD. Of these, four employees (10.53 percent attrition) self-identified as PWTD. Voluntary Separations (i.e., Resignation, Retirement, Other). Of the total of 86 employees who resigned (3.08 percent attrition), 83 employees (3.27 percent attrition) were persons without disability. Of these, 80 employees (3.31 percent attrition) self-identified as having no disability and 3 employees (2.46 percent attrition) did not identify their disability status. MD-715 Part E3, Section 12, gives more information on separations.

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	2	0.00	0.08
Permanent Workforce: Resignation	48	0.81	1.81
Permanent Workforce: Retirement	153	5.26	5.51
Permanent Workforce: Other Separations	43	1.62	1.53

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Total Separations	246	7.69	8.93

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 No
- b. Involuntary Separations (PWTD) Answer No

N/A.

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	48	0.00	1.74
Permanent Workforce: Retirement	153	5.26	5.49
Permanent Workforce: Other Separations	43	5.26	1.49
Permanent Workforce: Total Separations	246	10.53	8.80

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.

N/A.

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 site accessibility notice is posted at <https://www.nrc.gov/site-help/access.html> and states the following: The NRC is committed to making every possible effort to ensure that all information on its internal Web site is accessible. Section 508 of the Rehabilitation Act (29 U.S.C. 794d), as amended in 1998, is a federal law that requires agencies to provide individuals with disabilities equal access to electronic information and data comparable to those who do not have disabilities, unless an undue burden would be imposed on the agency. The Section 508 standards are the technical requirements and criteria that are used to measure conformance within this law. More information on Section 508 and the technical standards can be found at www.section508.gov. For assistance with any accessibility difficulties with NRC documents on our Web site, please contact the staff of the NRC’s Public Document Room (PDR). PDR staff may be reached at 301-415-4737, 1-800-397-4209 (voice), or by e-mail at PDR.Resource@nrc.gov. If you have any comments, concerns, or questions regarding the accessibility of our Web site, please Contact the Web Site Staff. In your message, please include the Web site address or URL and the specific problems you have encountered. Comments and/or feedback regarding the NRC’s Section 508 program can be directed to Section508@nrc.gov. Complaints regarding noncompliance with Section 508 of the Rehabilitation Act should be filed with NRC’s Office of Small Business and Civil Rights (SBCR). Click on How to File a Complaint for information about the complaint process. For additional information, please contact Tuwanda M. Smith, Program Manager for the Affirmative Employment and Diversity Management Program (301) 415-7384 or Tuwanda.Smith@nrc.gov.

- 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 the NRC's Internal Disability Compliance Program, which implements the provisions of 10 CFR Part 4, "Nondiscrimination in Federally Assisted Programs or Activities Receiving Federal Financial Assistance from the Commission," 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 describes how to file a complaint. The regulation is available at <https://www.nrc.gov/reading-rm/doc-collections/cfr/part004/>.

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 reviewed the NRC's 2022 Building Accessibility Report. All renovations were designed to meet current Americans with Disabilities Act Accessibility Guidelines and Architectural Barriers Act Accessibility (ABAAS) standards. The following renovations have been completed or are planned renovations: • New NRC offices on the sixth floor (September 2021–January 2022) have office spaces, workstations, conference rooms, kitchens, a wellness room, and private phone rooms that meet ABAAS standards. • Construction of the five new conference rooms and a coffee shop on the first floor is in progress and will be completed by summer 2023. • Construction of the 12th floor started in summer 2022 and was completed in January 2023. This floor has new offices, workstations, conference rooms, a kitchen, and a wellness room. • The NRC initiated the design process for the 11th and 13th floors in November 2021 and anticipates completion by summer 2024. • The NRC installed new touchless "wave" disability door opener devices on all suite entrances and hallway doors for the 6th and 12th floors at One White Flint North and Two White Flint North. The NRC intends to install "wave" devices for all current and future projects. • The NRC Section 508 Program refreshed the design and content of the internal Section 508 / Information and communication technology (ICT) Accessibility Guidance website that is used to provide guidance to NRC employees to help them address Section 508 requirements for NRC ICT in support of fellow NRC employees and members of the public who have disabilities. Highlights of added content included: a curated, role-based list of accessibility training courses and other learning resources; guidance on how to perform product market research, evaluate product accessibility conformance reports, and request new and updated hardware and software; and tips for addressing Section 508 in procurement solicitations. The program also implemented mandatory Section 508 awareness training for employees in the Office of the Chief Information Officer (OCIO) who have responsibility for reviewing requests for new or upgraded ICT products or are purchase card holders.

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 5 business days of receipt of the request, the Reasonable Accommodation Coordinator or designee will begin reviewing the request and will keep the requestor and requestor's supervisor apprised of the status or the need for any additional information or other delay as the nature of the request demands. The NRC will process requests for reasonable accommodations and provide accommodations, where 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 contains 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 2022, the EEO office, Office of the General Counsel, and OCHCO conducted three mandatory annual/refresher EEO and diversity management training sessions for managers, supervisors, and team leaders. During the training, OCHCO presented a session on the NRC's Reasonable Accommodation Program (RAP) and personal assistance services (PAS) procedures. OCHCO also undertook the following efforts to address deficiencies under MD 715 Part H, "Agency EEO Plan to Attain the Essential

Elements of a Model EEO Program,” and to ensure NRC employees and applicants can fully participate in the workplace: • Reached out to the Office of the Chief Information Officer (OCIO) to support automation of the RAP and submitted an intake request in June 2022. The system is currently under review by OCIO for processing and approval. • Continues to operate without the benefit of a Reasonable Accommodation Tracking System, which is required by Section 501 and MD-715 to effectively and accurately run reports to verify processing time frames and calculate a percentage of untimely requests. • Continues to post the RAP and PAS procedures on the agency’s internal and public websites, pursuant to the Rehabilitation Act and MD-715 requirements. • Hired an additional Reasonable Accommodation Coordinator to address an increase in volume of reasonable accommodation requests due to work reentry after the Coronavirus Disease 2019 (COVID-19) pandemic in order to ensure timely processing moving forward.

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 PAS procedures in the EEOC-approved RAP procedures. 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 it would pay for PAS using an agency bank card. All procurements will comply with established EEOC guidance.

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 No

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:	Workforce Data Table - B1				
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, Part E2, “Essential Elements A–F”; Part E3, “Workforce Analyses”; Part E4, “Accomplishments”; and Part E5, “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 has a Disability Program Strategic Project Plan for FY 2019–FY 2024. The plan identifies five target areas: recruitment, hiring, retention, development and career progression, and cultural change. All target areas include a goal along with corresponding action items. The NRC had planned to conduct a focus group in FY 2020 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 and new opportunities. However, due to COVID-19 restrictions, the portion of this effort involving NRC employees has been delayed until later during FY 2023 or FY 2024. In addition, OCHCO determined that the plan to interview people who are not employed by the NRC requires the agency to obtain Office of Management and Budget clearance for any type of survey or questions. Therefore, this part of the activity is not being pursued. The NRC Advisory Committee for Employees with Disabilities conducted a lunch-time forum on May 24, 2022, entitled, "Powered By Diversity—Hiring and Advancing Employees With Disabilities." In addition to co sponsoring this event, the EEO office's AEDM Program Manager discussed the NRC's Disability Affirmative Action Plan and how the EEO office is assisting in agencywide efforts to achieve cultural diversity and inclusion within the workplace to advance affirmative action and EEO for employees and applicants with disabilities. The Program Manager emphasized to participants how the MD-715 report and associated plans provide assessments of the NRC's organizational performance, enabling environment at the office level, capacity, and organizational motivation. The Program Manager conveyed that this EEOC driven information/data collection is then used to build on the NRC'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 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 the NRC, in a letter dated September 30, 2019, that the agency's reasonable accommodations procedures are in compliance with EEOC regulations implementing Section 501. After receiving the EEOC's notification, the NRC posted the RAP on the agency's internal and external websites. During 2022, the NRC posted and implemented the updated procedures and ensured manager and supervisor awareness to promote compliance with regulations and requirements. Additionally, the NRC has revised its Anti-Harassment Policy and Procedures for Preventing and Eliminating Harassing Conduct in the Workplace, which included such conduct based on disability, in accordance with EEOC guidance. Based on EEOC guidance, the NRC has also increased partnerships with organizations that assist and support PWD and PWTD. 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 NRC offices in their efforts to increase recruitment outreach, hiring, training and development, career advancement, incentives, and retention of individuals with disabilities as described in the Disability Affirmative Action Plan and MD-715 Part E3.

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 believes that the agency has identified a good path forward and will continue implementing the activities and initiatives identified in the FY 2022 MD 715 Report.

2022 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 at least annually to evaluate the NRC’s employment practices, identify triggers and barriers that may operate to exclude certain groups, and monitor agencywide progress. Where barriers are identified, SBCR, together with management officials, develops corrective plans to eliminate them.

MD-715 Report Part E3
Executive Summary:
Workforce Analysis

TABLE OF CONTENTS

1	INTRODUCTION.....	8
1.1	Reputation	8
1.2	Federal Employee Viewpoint Survey.....	8
1.3	The NRC’s Commitment to Administering a “Model Equal Employment Opportunity Program”.....	10
1.4	Workforce Composition.....	13
1.4.1	Total Workforce Complement	14
1.4.2	Permanent Workforce Complement.....	14
1.4.3	Temporary Workforce Complement.....	15
1.4.4	Analysis of Participation Rates for Women, Minorities, and Individuals with Disabilities in NRC Mission-Critical Occupations.....	15
1.4.4(1)	<i>Security Administration (0080)</i>	15
1.4.4(2)	<i>International Relations (0343)</i>	16
1.4.4(3)	<i>Intelligence (0132)</i>	16
1.4.4(4)	<i>Human Resources Management (0201)</i>	16
1.4.4(5)	<i>Miscellaneous Administration and Program Series (0301)</i>	17
1.4.4(6)	<i>Secretary (1318)</i>	18
1.4.4(7)	<i>Management and Program Analysis (0343)</i>	19
1.4.4(8)	<i>Budget Analysis (0560)</i>	21
1.4.4(9)	<i>General Engineering (0801)</i>	21
1.4.4(10)	<i>Mechanical Engineering (0830)</i>	23
1.4.4(11)	<i>Nuclear Engineering (0840)</i>	23
1.4.4(12)	<i>Electrical Engineering (0850)</i>	24
1.4.4(13)	<i>General Attorney (0905)</i>	25
1.4.4(14)	<i>Contracting (1102)</i>	26
1.4.4(15)	<i>Building Management (1176)</i>	27
1.4.4(16)	<i>General Physical Science (1301)</i>	27
1.4.4(17)	<i>Health Physics (1306)</i>	28
1.4.4(18)	<i>Criminal Investigating (1811)</i>	29
1.4.4(19)	<i>Information Technology Management (2210)</i>	30
1.4.4(20)	<i>Auditing (0511)</i>	31
2	ANALYSIS OF PARTICIPATION RATES FOR WOMEN, MINORITIES, AND INDIVIDUALS WITH DISABILITIES IN NRC STANDARD OCCUPATIONS.....	32
2.1	Executive or Senior-Level Officials and Managers	32
2.2	Professionals	35

2.3	Technicians.....	36
2.4	Administrative Workers	36
2.5	Service Workers.....	37
3	ANALYSIS OF PARTICIPATION RATES FOR WOMEN, MINORITIES, AND INDIVIDUALS WITH DISABILITIES IN AD-13 and AD-14 POSITIONS.....	37
4	RECRUITMENT	38
4.1	Administration of Recruitment Program.....	38
4.2	Recruitment Process.....	38
4.3	Developing the Fiscal Year 2022 Recruitment Schedule.....	39
4.4	Fiscal Year 2022 Recruitment and Advertisement Activities.....	39
5	ADVERTISEMENT FOR FISCAL YEAR 2022 JOB VACANCIES	42
6	NEW HIRES BY TYPE OF APPOINTMENT	42
6.1	Permanent Workforce New Hires	42
6.2	Temporary New Hires	43
7	APPLICANTS AND NEW HIRES FOR NRC MISSION-CRITICAL OCCUPATIONS	43
7.1	Security Administration (0080)	44
7.2	International Relations (0131)	44
7.3	Human Resources Management (0201).....	44
7.4	Miscellaneous Administration and Program Series (0301)	44
7.5	Secretary (0318)	45
7.6	Management and Program Analysis (0343)	45
7.7	Budget Analysis (0560).....	46
7.8	General Engineering (0801).....	46
7.9	Nuclear Engineering (0830)	47
7.10	Law Clerk (0904).....	47
7.11	General Attorney (0905).....	47
7.12	Contracting (1102)	47
7.13	General Physical Science (1301)	47
7.14	Health Physics (1306).....	47
8	INTERNAL COMPETITIVE PROMOTIONS FOR NRC MISSION-CRITICAL OCCUPATIONS.....	48
8.1	Senior Grade Levels (Executive Services, Supervisors, and Managers).....	48
8.2	GG-15 or Equivalent	49
8.3	GG-14 or Equivalent	49
8.4	GG-13 or Equivalent	50
8.5	Security Administration (0080)	50
8.6	International Relations (0343)	50

8.7	Human Resources Management (0201).....	50
8.8	Secretary (1318)	51
8.9	Management and Program Analysis (0343)	51
8.10	Budget Analyst (0560).....	52
8.11	General Engineering (0801).....	52
8.12	Nuclear Engineering (0840)	53
8.13	Electrical Engineering (0850)	53
8.14	General Physical Science (1301)	53
8.15	Health Physics (1306).....	53
9	HIRING AND RECRUITMENT: FOCUS—NONCOMPETITIVE HIRING, ROTATIONS, DETAILS, ASSIGNMENTS, ADVANCEMENTS, AND OTHER TYPES OF SELECTIONS 54	
10	TRAINING AND DEVELOPMENT OPPORTUNITIES	55
10.1	Training Availability	56
10.2	Professional Development Programs	56
10.3	Individual Development Plan.....	57
10.4	NRC Leaders' Academy.....	58
10.5	Training and Development Opportunities Made Available at the NRC Office Level	58
10.6	Analysis of NRC Training and Development Opportunities	58
11	RETENTION EFFORTS, INCLUDING SALARY DISTRIBUTION AND TIME-OFF AND CASH AWARDS	59
11.1	Employees' Satisfaction with Their Pay.....	60
11.2	NRC Salary Distribution	60
11.3	Employee Incentives	60
11.4	Employee Recognition and Awards.....	61
11.5	Time-Off Awards (1–10 Hours)	61
11.6	Time-Off Awards (11–20 Hours)	61
11.7	Time-Off Awards (21–30 Hours)	62
11.8	Time-Off Awards (31–40 Hours)	62
11.9	Time-Off Awards (41 or More Hours)	62
11.10	Cash Awards of \$500 and Under	62
11.11	Cash Awards of \$501–\$999	62
11.12	Cash Awards of \$1,000–\$1,999	63
11.13	Cash Awards of \$2,000–\$2,999	63
11.14	Cash Awards of \$3,000–\$3,999	63
11.15	Cash Awards of \$4,000–\$4,999	64
11.16	Cash Awards of \$5,000 or More.....	64

11.17	Quality Step Increases Awarded	64
11.18	Review of Employee Nominations, Acknowledgements, Recognitions, and Awards	65
12	SEPARATIONS.....	65
12.1	Voluntary Separations.....	66
12.2	Retirements	66
12.3	Involuntary Separations	67
12.4	Other Separations.....	67
12.5	Triggers Identified Related to NRC Separations.....	67
13	CONCLUSION	69

ACRONYMS AND ABBREVIATIONS

ACUS	Administrative Conference of the United States
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
DEIA	Diversity, Equity, Inclusion, and Accessibility
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
FEORP	Federal Equal Opportunity Recruitment Program
FEVS	Federal Employee Viewpoint Survey
FOCSE	fairness, openness, cooperativeness, supportiveness, and empowerment
FY	fiscal year
GG	Government Grade
GSI	Global Satisfaction Index
HBCU	Historically Black Colleges and Universities
HEART	Hybrid Environment Assessment and Review Team
HLGP	Honor Law Graduate Program
HR	human resources
IDP	individual development plan
IDSP	Inclusive Diversity Strategic Plan
LCP	Leaders at All Levels Certificate Program
MD	management directive
MSI	minority serving institution
NRAN	Nuclear Regulator Apprenticeship Network
NRC	U.S. Nuclear Regulatory Commission
NRR	Office of Nuclear Reactor Regulation
NSIR	Office of Nuclear Security and Incident Response
OCA	Office of Congressional Affairs
OCCA	Office of Commission Appellate Adjudication
OCFO	Office of the Chief Financial Officer
OCHCO	Office of the Chief Human Capital Officer
OCIO	Office of the Chief Information Officer
OCLF	occupational civilian labor force
OEDO	Office of the Executive Director for Operations
OGC	Office of the General Counsel
OI	Office of Investigations
OIP	Office of International Programs
OPM	Office of Personnel Management
PWD	persons with disabilities
PWTD	persons with targeted disabilities
QSI	quality step increase
RAPP	relevant applicant pool percentage
RES	Office of Nuclear Regulatory Research
RI	Region I
RII	Region II
RIII	Region III

RIV	Region IV
SBCR	Office of Small Business and Civil Rights
SCCS	Safety Culture Climate Survey
SDP	Supervisory Development Program
SES	Senior Executive Service
STEM	science, technology, engineering, and mathematics
SWP	Strategic Workforce Planning
TMS	Talent Management System
TSSIP	Temporary Summer Student Internship Program
UC	University Champions
U.S.C.	United States Code
VERG	Veterans Employee Resource Group

The U.S. Nuclear Regulatory Commission
Part E3: 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, 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 EEO efforts and practices towards achieving a model Federal EEO workplace.

1.1 Reputation

In fiscal year (FY) 2022, the Partnership for Public Service and Boston Consulting Group ranked the NRC as one of the best places to work among Federal agencies. The NRC ranked 21 out of 27 midsize agencies (66.5 percent, a difference of -2.9 percent from FY 2021).¹ Zippia the Career Expert’s Best Places to Work lists provide unbiased, data-based evaluations of companies. Their rankings are based on government and proprietary data on salaries, company financial health, and employee diversity. The NRC is ranked #67 on the Best Government Companies to Work For in America list, #94 in Best Companies to work for in Maryland list, #2 in Best Government Companies to work for in Maryland list, and #18 in Best Companies to work for in Rockville, Maryland list.² The NRC was also 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 agency was highlighted in the July 2022 edition of the Corporate Gray e-newsletter as a “Featured Employer.”

1.2 Federal Employee Viewpoint Survey

The Federal Employee Viewpoint Survey (FEVS) captures a snapshot of employees’ views of their work experience and level of satisfaction.³ By statute, Congress requires all executive branch agencies to survey their employees each year.⁴ In FY 2022, the Office of Personnel Management (OPM) modified the FEVS to ensure that the survey addressed the most relevant and highest priority initiatives. For example, new items on the 2022 FEVS measured concepts important to the effectiveness of the workforce now and in the future, including resilience, innovation, involvement, and responsiveness to customer needs (e.g., questions 27, 30, 39, 63; 26, 28, 29, and 62). These items represent Government priorities in achieving the agency mission and strengthening the Federal workforce. The OPM also developed the new Diversity, Equity, Inclusion, and Accessibility (DEIA) Index subindices to align with priorities stated in Presidential Executive Order 14035, “Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce,” dated June 25, 2001. The DEIA category measures employees’ perceptions of how committed their agency is to the tenets of DEIA.

In FY 2022, the FEVS employee engagement and satisfaction score Governmentwide was 63.4 percent, compared to the NRC’s average score of 66.5 percent. The FEVS DEIA Governmentwide

¹ See the Partnership for Public Service’s [“2022 Best Places to Work in the Federal Government Rankings,”](#) dated April 17, 2023.

² Zippia the Career Expert’s Best Places to Work.

³ See the Office of Personnel Management (OPM) [“Federal Employment Viewpoint Survey \(FEVS\)”](#).

⁴ 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.

score was 70.00 percent, compared to the NRC's average score of 76.0 percent. The NRC's ranking for each part of the DEIA index was as follows: Diversity: 79.6 percent, Inclusion: 79.2 percent, Equity: 71.8 percent, Accessibility: 72.5 percent. The NRC's scores were within the above-median range (50–75 percent) for medium-size agencies.⁵ The result for the NRC's Office of the Secretary is one example of how NRC offices contributed to the favorable performance results in the 2022 FEVS. This office's Employee Engagement Index ranking was 84.00 percent, the Global Satisfaction Index (GSI) ranking was 86 percent, and the DEIA ranking was 82.00 percent.

The NRC's Executive Director for Operations (EDO) tasked all NRC offices and regions with developing and sharing actions to improve agency culture based on their FY 2022 FEVS results. As part of this task, office directors and regional administrators submitted semiannual Inclusive Diversity Strategic Plan (IDSP) reports to the Office of Small Business and Civil Rights (EEO office). The IDSP reports discussed interaction with their employees and change strategies, if any, related to their FEVS results. In FY 2022, the EEO office reviewed a total of 50 IDSP reports. The following paragraphs highlight examples of NRC staff efforts.

The Atomic Safety Licensing Board Panel (ASLBP) leadership monitors the results of the FEVS, the Safety Culture Climate Survey (SCCS) of the Office of the Inspector General, and agency culture survey results. ASLBP management has designated a culture champion who attends agency culture meetings and shares best practices with the management team and staff. ASLBP leadership stays apprised of excellence related to diversity and inclusion across the agency. ASLBP management designated an office representative to attend multiagency meetings with the Administrative Conference of the United States to share and discuss adjudicatory best practices, including promoting fairness and avoiding unconscious bias. Additionally, an ASLBP staff member helped modernize and enhance the NRC's external website related to EEO/civil rights and DEIA.

The Office of Administration (ADM) formed an FEVS working group with participation at the management and staff levels to analyze the FEVS, the SCCS, and other surveys relevant to the five attributes known as FOCSE (i.e., fairness, openness, cooperativeness, supportiveness, and empowerment) to identify areas for improvement and develop action plans. ADM managers thoroughly analyzed critical skills gaps in current staffing using the Strategic Workforce Planning (SWP) process and Core Competency Modeling. ADM employees, including a deputy division director, are currently participating in the NRC's Corporate Staffing Working Group to develop innovative and viable solutions to recruit, onboard, develop, and retain diverse and highly skilled corporate support staff.

The Safety Culture Champions in the Office of Nuclear Reactor Regulation (NRR) updated the office-level culture improvement plan to address recent feedback from the FEVS and the President's Management Council Pulse Survey. NRR monitors progress and adjusts efforts where needed, based on various employee survey results, experiences, and learning from insights shared by other offices.

The Director of the Office of Public Affairs worked with the senior level advisor to analyze the office-level FEVS scores and appointed a regional public affairs officer to create an office-specific survey to obtain more specific data and actionable tasks that the office could potentially implement.

The Office of Enforcement formed a team of staff to participate on the agencywide culture team that addresses the FEVS and SCCS. The office developed an action plan that addressed key results from these surveys to improve office culture.

⁵ See the Partnership for Public Service's "[2022 Best Places to Work in the Federal Government Rankings](#)" dated April 17, 2023.

The Office of the General Counsel (OGC) encouraged employee participation in the FEVS and used informal (employee discussions) and formal (agency culture initiatives) data to ensure an inclusive environment for all staff. OGC developed a desired culture action plan to identify areas of improvement using the FEVS, SCCS, Culture Pulse Survey, and other input.

The Region II (RII) leadership team actively participated in the FEVS working group, while management facilitated the review of the FEVS results and promoted open and transparent discussions to address areas of concern. The leadership team incorporated discussions of the FEVS results in open-door meetings and individual and team meetings with employees.

The Office of the Chief Human Capital Officer (OCHCO), in collaboration with the Agency Culture Improvement Team (Agency Culture Team) and EMBARK Venture Studio created a new FEVS dashboard site containing FEVS data for FY 2022 and previous years. The dashboard is intended to make it easier for offices to communicate results, identify strengths, and target areas of concern for action planning. OCHCO is adjusting efforts where needed, based on various employee survey results, and learning from insights shared by OCHCO employees during focus sessions conducted by the office's FEVS working group members. OCHCO also has a Safe Space channel and has implemented "open-door" hours for division directors.

The EEO office assists other NRC offices in their efforts to address the FEVS results. 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 subindex ratings less than 70 percent, (2) promote increased DEIA and better performance results, and (3) encourage continued performance from NRC offices with subindex ratings at 70 percent and above.

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

The NRC's Agency Culture Initiative aligns the agency's culture with its transformation vision of being a modern, risk-informed regulator that achieves mission excellence in a diverse, inclusive, and innovative environment. During the NRC's semiannual human capital and EEO briefings, the Chair, Commissioners, and EDO (senior leadership) reaffirmed their commitment to DEIA (FY 2022 briefings held on December 7, 2021, and June 14, 2022). To strengthen the NRC's organizational health, the senior leadership continues to leverage DEIA investment initiatives such as those described in the following paragraphs.

In 2022, the Chair sent a message to all employees by yellow announcement acknowledging his support for ongoing DEIA efforts championed by the EEO office, EEO advisory committees, and employee volunteers. The Chair commended NRC employees for starting a grassroots campaign to embrace the power of diversity using inclusive language across the agency. The Chair indicated that senior leadership must model inclusive behavior starting at the top and referred to his decision to be called "Chair." According to the Chair, the change is part of a series of commitments, including his joining a leadership network called "Gender Champions in Nuclear Policy." To hold himself accountable to actions that will further DEIA efforts at the NRC, the Chair signed a panel parity pledge in which he committed to, whenever possible, avoid appearing on single-gender panels. The Chair also committed to (1) championing the use of inclusive language in the NRC's written work products and correspondence, including gender-neutral personal pronouns, (2) supporting the NRC's outreach and

recruitment activities, particularly those activities that focus on increasing diversity in the candidate pool for new hires, and (3) championing the activities of the NRC's special emphasis groups.⁶⁷

In FY 2022, the EDO sent ongoing messages to employees about organizational health, which included statements such as the following:

I am committed to creating the environment that we all want at the NRC by implementing tangible actions.

On August 18, I met with the senior leadership team to discuss our organizational health. On September 15, we met again to identify actions we will take in the near-term to address concerns you have shared with us. My goal is to ensure that senior leadership decisions and actions build trust, so you feel welcomed, valued, respected, and heard, consistent with our leadership model and organizational values.⁸

The Office of the EDO (OEDO) finalized the NRC's "Strategic Plan for Fiscal Years 2022–2026," issued April 2022,⁹ and the FY 2023 Annual Performance Plan. Both plans address organizational health, including culture and diversity objectives.

The OEDO also launched the "Ask the EDO IdeaScale Challenge Campaign" to improve the way that NRC employees can communicate directly with the EDO, raise questions and concerns, and provide feedback to help influence decision-making. The NRC hopes that this effort will enhance opportunities for more meaningful interactions that are grounded in the agency's organizational values and leadership model behaviors. Second, the initiative provided an opportunity to crowd source ideas to identify beneficial changes to the existing "Ask the EDO Platform." The OEDO also hosted "Ask the EDO" town hall meetings. Thousands of NRC employees attended each meeting. For example, more than 1,900 individuals attended the NRC's first virtual and in-person town hall meeting held November 9, 2022. Additionally, the OEDO launched monthly video EDO updates as a new way of connecting with the staff.

In FY 2022, the OEDO created a Telework Policy and Implementation Working Group to review the agency's telework policy and hosted listening sessions to gather feedback from NRC employees. The working group sent out a voluntary survey to capture information beyond that collected during the OEDO listening sessions, to further inform its recommendations to senior management for the future telework policy.

In 2022, the OEDO created the Hybrid Environment Assessment and Review Team (HEART) to provide recommendations to agency senior leadership on how to optimize organizational health in a hybrid work environment now and in the future. HEART performed extensive research and outreach both internal and external to the NRC to identify best practices and recommendations to optimize the NRC's hybrid working experience. HEART reviewed data from surveys and polls completed by NRC employees for insights about employee perspectives on the hybrid work environment and potential implications for organizational health.¹⁰

⁶ From this point forward documents that are not available to individuals outside the agency will be referred to as "(Non-Public)".

⁷ ["A Message from Chair Hanson on Diversity, Equity, Inclusion, and Accessibility,"](#) Yellow Announcement YA 22-0085, issued October 13, 2022. (Non-Public)

⁸ ["EDO Message to Staff on Organizational Health,"](#) issued September 19, 2022. (Non-Public)

⁹ NRC's ["Strategic Plan for Fiscal Years 2022–2026,"](#) (ML22067A170)

¹⁰ "Hybrid Environment Assessment and Review Team (HEART) Action Plan and Communications Report." [\(ML22271A894\)](#) issued by [agency announcement](#) on October 3, 2022. (Non-Public).

In FY 2022, the OEDO created #HIRENRC to recruit and employ highly talented people. The #HIRENRC initiative, developed in response to an EDO tasking, aims to address the enterprise risk associated with ensuring that the NRC meets its near-term hiring goals and to improve the agency's hiring process. As part of this recruitment initiative, the NRC implemented communication strategies, such as "#HIRENRC! Pop-up Podcast Episode a network announcement highlighting NRC's recruitment referral award; a social media campaign spotlighting NRC job openings and new hires; knowledge management assets in the area of hiring and recruitment include a Nuclepedia page on ranking officials and panels and resources for NRC staff in applying to vacancies.¹¹

The EEO Director serves as the executive sponsor for the Agency Culture Team, which resides in OEDO. The EDO asked the Agency Culture Team to analyze information and data from the NRC's FEVS and Organizational Culture Inventory to inform OEDO about the behaviors that define the NRC's culture, how effective NRC employees are at communicating, and how well employees are doing with collaboration and teamwork in the current work environment. The EDO also asked the Agency Culture Team to evaluate the results of the second President's Management Council Pulse Survey conducted by the Office of Management and Budget in January 2022, to understand areas where the agency was succeeding and areas for improvement. For example, the NRC's average employee response rating (4.0) was slightly higher than the Governmentwide average response rating (3.8) to the question "Agency leadership shows that diversity and inclusion is important through their actions." However, the NRC's average employee response rating (3.5) was slightly lower than the Governmentwide average response rating (3.6) to the question "I trust agency leadership to do what's right to protect employees 'health, safety, and wellbeing.'" In 2021, the NRC also received a slightly lower response rating (3.3) than the Governmentwide average response rating (3.4).¹² The Agency's Culture Team also administered Culture Pulse Surveys to measure progress made over the past 2 years in aligning the NRC's cultural norms and expectations with its desired culture. Additionally, the Agency Culture Team supported OEDO in its efforts to address and eliminate barriers that inhibit inclusive diversity efforts.

In addition to the above, the NRC's FY 2022–2026 IDSP helps achieve the agency's mission by setting expectations for management and employee behaviors and decisions. For example, office directors and regional administrators are required as part of IDSP reporting to demonstrate their actions to attract, recruit, retain, and cultivate diverse leaders by communicating, accounting for, and modeling inclusive behaviors. The FY 2022 IDSP reports reveal that office directors, regional administrators, managers, and supervisors promoted the NRC's "Speed of Trust"¹³ principles, engaged in Speed of Trust Huddles, and encouraged staff participation in Speed of Trust training. They also supported diversity initiatives such as DIALOGUE, iCare, cultural events, and lunch and learn seminars; served on safety culture teams; and engaged staff through team building, mentoring, and incentive awards.

The NRC's Diversity Management and Inclusion Council,¹⁴ which was initiated in 2015, continues to provide oversight and leadership for the IDSP with support from the EEO office and OCHCO. The agency's EEO advisory committees, Veterans Employee Resource Group (VERG), NRC Technical Women's Network, NRC chapter of Blacks in Government, and Diversity Management Advisory Committee also provide 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

¹¹ #HIRENRC! Pop-up Podcast, published on September 8, 2022. (Non-Public).

¹² President's Management Council Employee Voice Pulse Survey 2, coordinated by the Office of Management and Budget, January 2022.

¹³ The Franklin Covey's Speed of Trust initiative was implemented to complement agency efforts and provide opportunities for strengthening mutual trust among agency leaders, supervisors, and staff with the goal of improving and sustaining a positive work environment at both the work unit and agency levels.

¹⁴ The NRC issued the charter for the Diversity Management and Inclusion Council in September 2015, revised in 2021 (approved January 12, 2021). The charter identifies barriers to EEO consistent with merit system principles and applicable law.

agency's operations (e.g., recruitment outreach; hiring; promotion; training and development; upward mobility; and terms, conditions, and privileges of employment).

Additionally, the NRC launched an "Inclusive Language Matters" initiative to promote agencywide use of bias-free language and to encourage all employees to use expressions, words, and terms that are likely to be perceived as neutral, understandable, and welcoming by everyone regardless of their gender, race, religion, age, culture, ability, social status, or other social marker.

1.4 Workforce Composition¹⁵

The NRC's current workforce reflects diversity in gender, ethnicity, education, occupation, and age, as related to the working environment and safety culture. In 2022, the NRC had 2,789 employees, compared to 2,832 employees in 2021. The agency included 1,662 male employees (representing 59.59 percent of the NRC's total workforce) and 1,127 female employees (representing 40.41 percent of the NRC workforce).¹⁶ In FY 2022, the NRC included employees in the following demographic groups: 1,742 White (41.16 percent male, 21.30 percent female); 451 Black or African American (5.74 percent male, 10.43 percent female); 203 Hispanic or Latino (4.20 percent male, 3.08 percent female); 312 Asian (6.99 percent male, 4.20 percent female); 2 Native Hawaiian or Other Pacific Islander (0.07 percent male, 0.04 percent female); 19 American Indian or Alaska Native (0.32 percent male, 0.36 percent female); 21 employees of two or more races (0.32 percent male, 0.43 percent female), and 39 unspecified.¹⁷

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 percent Native Hawaiian or Other Pacific Islander, 0.62 percent Native American or Alaskan Native, and 2.10 percent of more than one race. Men make up 51.79 percent of all permanent CLF employees and women represent 48.21 percent.¹⁸ According to the OPM, there were minor changes from FY 2017–2021 in the percentages of the total workforce. The racial diversity in the Federal workforce reflects 61.20 percent White, 18.19 percent Black or African American, 9.53 percent Hispanic or Latino, 6.49 percent Asian, 0.56 percent Native Hawaiian or Other Pacific Islander, 1.62 percent American Indian or Alaskan Native, 2.01 percent individuals of two or more races, and 0.40 percent unspecified. Men make up 55.56 percent of all permanent Federal employees, and women represent 44.44 percent.¹⁹ In comparison to the 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, American Indian or Alaska Native, and Asian. Compared with Federal Government statistics, the representation of women and minorities, except for Asians, in the NRC's workforce is below that in the Federal Government as a whole.

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 30.²⁰ As of 2022, the average age of the Federal workforce was 47. Employees 55 and over represent 29.04 percent of the Federal workforce, and those under 30 represent 8.06 percent. In FY 2022, the age distribution of the NRC's permanent complement consisted of 541 employees aged 39 and under (20.00 percent), which

¹⁵ From here forward the EEOC generated agency annual statistical workforce tables for the period covering October 1, 2021, to September 30, 2022, (file process date March 6, 2023, at 4:17 p.m.) will be referred to as "Table" with corresponding reference section (e.g., Table A1, Table B1, etc.).

¹⁶ See Table A1.

¹⁷ See Table A1.

¹⁸ See Table A1.

¹⁹ See USAFacts.org article on "[What is the racial and ethnic breakdown of the federal government workforce?](#)".

²⁰ See *The Washington Post*, "Q & A for federal workers: Dearth of younger employees," by Eric Yoder, May 8, 2018.

reflects similar trends based on a 5-year average (21.00 percent); 733 employees aged 40–49 (27.00 percent) (5-year average, 24.00 percent); 444 employees aged 50–56 (16.00 percent) (5-year average, 18.00 percent); and 975 employees aged 56+ (36.00 percent) (5-year average, 37.00 percent). The average age of the Federal workforce is 47 years of age. Employees 55 and over represent 29.04 percent of the Federal workforce, and those under 30 represent 8.06 percent.²¹

Persons with disabilities (PWD) make up 16.60 percent of all Federal Government workers, which includes 2.50 percent of employees with a “targeted disability” (PWTD).²² In FY 2022, the NRC’s total workforce included 2420 employees who identified as having no disability (86.77 percent), 122 employees who did not self-identify (4.37 percent), and 247 who were PWD (8.86 percent), including 38 PWTD (1.36 percent).²³

1.4.1 Total Workforce Complement

In 2022, the NRC’s total permanent, temporary, and nonappropriated workforce decreased from 2,832 to 2,789 employees, which is a difference of -43 employees, 0 percent workforce ratio change, and a -1.52 percent net change.

1.4.2 Permanent Workforce Complement

In FY 2022, the total permanent workforce decreased from 2,705 employees to 2,659 employees,²⁴ which is a difference of -46 employees, a 0 percent workforce ratio change, and a -1.70 percent net change.

The number of permanent male employees decreased from 1,615 employees (59.70 percent) to 1,584 employees (59.57 percent), which is a difference of -31 employees, a -0.13 percent workforce ratio change, and a -1.92 percent net change.²⁵ Based on a comparative review of the demographic data and CLF, the EEO office determined that triggers exist with regard to the cited minority male groups (Hispanic or Latino, 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 percent and 1.05 percent).²⁶

The number of permanent female employees decreased from 1,090 (40.30 percent) to 1,075 (40.43 percent), which is a difference of -15 employees, a -0.13 percent workforce ratio change, and a -1.38 percent net change.²⁷ The EEO office determined that triggers exist based on a comparison between permanent workforce complement percentages for females (40.43 percent) and female racial or ethnic groups. Based on a comparative review of the demographic data and CLF, the EEO office determined that triggers exist in the permanent workforce with regard to the cited female groups (Hispanic or Latino, White, Native Hawaiian or 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 (6.16 percent, 31.82 percent, 0.08, and 1.05 percent).

In FY 2022, the number of permanent employees who identified as PWD increased from 228 (8.05 percent) to 247 (8.86 percent), which is a +19 (8.76 percent) workforce difference, a 0.81 total workforce ratio change, and a total workforce net change of +8.33 percent. The number of permanent employees who identified as PTWD increased from 228 (8.05 percent) to 247 (8.86 percent), which is a

²¹ See White House article “[Strengthening the Federal Workforce](#)”.

²² USAFacts.org article on “[What is the racial and ethnic breakdown of the federal government workforce?](#)”.

²³ See Table B1-1.

²⁴ See Table A1.

²⁵ See Table A1.

²⁶ See Table A2.

²⁷ See Table A1.

+19 (8.76 percent) workforce difference, a 0.81 total workforce ratio change, and a total workforce net change of +8.33 percent. The number of permanent employees who identified as PWTD remained at 38 (1.36 percent), which is a 0 percent workforce difference, a 0.2 total workforce ratio change, and total workforce net change of 0 percent. Based on a review of demographic data, the NRC has not achieved the required workforce goals in section 501 of the Rehabilitation Act 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.²⁸

1.4.3 Temporary Workforce Complement

In FY 2021, the temporary workforce increased from 127 employees to 130 employees, which is a difference of +3, a 0 percent temporary workforce ratio change, and a +2.36 percent workforce net change.

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 occupations²⁹ at the NRC to determine the representation of women, minorities, and PWD and PWTD³⁰ in these occupations. The sections below discuss the findings.

1.4.4(1) Security Administration (0080)

The security administration occupation consisted of 98 employees, of whom 79 were males (80.61 percent) and 19 were females (19.39 percent). The EEO office compared the occupational CLF (OCLF) and the employee representation within the security administration occupation. The EEO office determined that the total female representation was below the OCLF (54.3 percent). There was no female participation at the Government Grade (GG)-07 through GG-09 position levels. The EEO office determined that there were female racial or ethnic group representation percentages below the racial or ethnic group OCLF percentages (5.5 percent, 36.4 percent, and 7.2 percent) for Hispanic or Latino females (0.00 percent at the GG-14 position level and 3.57 percent at the GG-15 position level); White females (11.11 percent at the GG-13 position level, 14.29 percent at the GG-14 position level, and 0.00 percent at the GG-15 position level); and Black or African American females (3.57 percent at the GG-14 position level, and 0.00 percent at the GG-15 position level). The representation percentage for female individuals of two or more races (3.57 percent at both the GG-14 and GG-15 position levels) was above the racial or ethnic group OCLF (1.3 percent).

There was no minority male representation at the GG-07 through GG-09 position levels. Hispanic or Latino and Black or African American male representation (16.67 percent and 8.33 percent) at the GG-13 position level was above the racial or ethnic group OCLF percentages (4.4 percent and 4.00 percent). American Indian or Alaska Native male representation at the GG-13 and GG-14 position levels (0.00 percent) was below the OCLF (0.2 percent) and above the OCLF at the GG-15 position level (10.71 percent). Asian male representation at the GG-13 and GG-14 position levels (0.00 percent) was below the OCLF (3.5 percent) and aligned with the OCLF at the GG-15 position level (3.57 percent).

²⁸ See Table B2.

²⁹ See Table A6P.

³⁰ See Table B6P.

Within the security administration occupation, 79 employees self-identified as having no disability (80.61 percent), 9 employees did not self-identify their status (9.18 percent), 10 employees self-identified as PWD (10.20 percent), and 3 employees self-identified as PWTD (3.06 percent).

The EEO office determined that there are triggers related to the representation of females and minorities below the OCLF. The office also found triggers related to the representation of PWD and PWTD groups, based on the disparities identified when comparing the percentage of security administration employees who identify as PWD or PWTD to employees who self-identified as not having a disability.

1.4.4(2) International Relations (0343)

The international relations occupation consisted of 14 employees, of whom there were 5 males (35.71 percent) and 9 females (64.29 percent). The staff compared the OCLF and the employee representation within the international relations occupation. Female (8 White and 1 individual of two or more races) and minority male (1 Asian) racial or ethnic group representation percentages are above the OCLF percentages, with the exception of White female employee representation at the GG-15 position level (33.33 percent), which is slightly below the OCLF (35.90 percent). Within the international relations occupation, racial or ethnic representation consisted of 2 minority employees (Asian and individual of two or more races) (14.28 percent) and 12 White employees (4 males and 8 females) (85.71 percent). All 14 of the international relations occupation employees self-identified as having no disability.

The EEO office determined that there are triggers related to the representation of minorities below the OCLF and PWD and PWTD groups. The latter finding is based on the disparities identified when comparing the percentage of international relations employees who identify as PWD or PWTD to the percentage of employees who self-identified as not having a disability.

1.4.4(3) Intelligence (0132)

The intelligence occupation consisted of 7 employees, of whom there were 6 males (85.71 percent) and 1 female (14.29 percent). The EEO office compared the OCLF and the employee representation within the intelligence occupation. The representation percentages for the White female racial group at the GG-13 and GG-15 position levels (0.00 percent) were below the OCLF (35.9 percent) and above the OCLF at the GG-14 position level (50.00 percent). Within the intelligence occupation, there is no minority racial or ethnic employee representation (0.00 percent) and 7 White employees (6 males and 1 female) (100.00 percent). Within the intelligence occupation, 6 employees self-identified as having no disability (85.71 percent), and 1 employee self-identified as PWD (14.28 percent).

The EEO office determined that there are triggers related to the representation of minorities below the OCLF and PWD and PWTD groups, based on the disparities identified when comparing the percentage of intelligence employees who identify as PWD or PWTD to employees who self-identified as not having a disability.

1.4.4(4) Human Resources Management (0201)

The human resources management occupation consisted of 41 employees, of whom 6 were males (14.63 percent) and 35 were females (85.37 percent). The EEO office compared the OCLF and the employee representation percentages within the human resources management occupation. The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (6.7 percent, 43.5 percent, 7.00 percent, 2.4 percent, 0.1 percent, 0.3 percent, and 1.2 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-11 through GG-13 and GG-15

levels and 5.26 percent at the GG-14 position level), White (42.11 percent at the GG-14 position level and 20.00 percent at the GG-15 position level), Black or African American (0.00 percent at the GG-11 position level), Asian (0.00 percent at the GG-11, GG-12, and GG-14 position levels), Native Hawaiian or Other Pacific Islander (0.00 percent at the GG-11 through GG-15 position levels), American Indian or Alaska Native (0.00 percent at the GG-11 through GG-15 position levels), and individuals of two or more races (0.00 percent at the GG-11 through GG-13 and GG-15 position levels).

The EEO office determined that the total female representation (85.37 percent) was above the OCLF (61.2 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (43.5 percent, 7.00 percent, 2.4 percent, and 1.2 percent) for the following groups: White (100.00 percent at the GG-11 position level, 66.67 at the GG-12 position level, and 53.85 percent at the GG-13 position level), Black or African American (33.33 percent at the GG-12 position level, 15.38 percent at the GG-13 position level, 36.84 percent at the GG-14 position level, and 40.00 percent at the GG-15 position level), Asian (7.69 percent at the GG-13 position level and 20.00 percent at the GG-15 position level), and individuals of two or more races (5.26 percent at the GG-14 position level).

The EEO office determined that the total male representation (14.63) was below the OCLF (38.8 percent). The EEO office determined that male racial or ethnic group representation percentages were below the OCLF (28.1 percent, 3.3 percent, 1.9 percent, 0.2 percent, and 0.7 percent) for the following groups: White (0.00 percent at the GG-11 through GG-13 and GG-15 position levels and 10.53 percent at the GG-14 position level), Black or African American (0.00 percent at the GG-11, GG-12, GG-14, and GG-15 position levels), Asian (0.00 percent at the GG-11 through GG-15 position levels), American Indian or Alaska Native (0.00 percent at the GG-11 through GG-15 position levels), and individuals of two or more races (0.00 percent at the GG-11, GG-12, and GG-14 position levels).

The EEO office determined that male racial or ethnic group representation percentages were above the OCLF (3.3 percent and 0.7 percent) for the following groups: Black or African American (15.38 percent at the GG-13 position level) and individuals of two or more races (7.69 percent at the GG-13 position level and 20.00 percent at the GG-15 position level).

Within the total human resources management occupation, 28 employees (68.29 percent) self-identified as not having a disability, 6 employees (14.63 percent) did not self-identify a disability, and 7 employees (17.07 percent) self-identified as PWD. A total of 13 employees were assigned to the GG-13 position level, of whom 2 employees (15.38 percent) self-identified as PWD. A total of 19 employees were assigned to the GG-14 position level, of whom 5 employees (26.32 percent) self-identified as PWD.

The EEO office determined that there are triggers related to the representation of females and minorities below the OCLF, and for PWD and PWTD groups based on the disparities identified when comparing the percentage of human resources employees who identify as PWD or PWTD to employees who self-identified as not having a disability.

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

The miscellaneous administration and program series occupation consisted of 142 employees, of whom there were 38 males (26.76 percent) and 104 females (73.24 percent). The EEO office compared the OCLF and the employee representation percentages within the miscellaneous administration and program series occupations. The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (5.5 percent, 36.4 percent, and 3.5 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09 through GG-11 position level and 5.26 percent at the GG-13 position level), White (0.00 percent at the GG-09 and

GG-10 position levels and 30.30 percent at the GG-15 position level), and Asian (0.00 percent at the GG-09, GG-10, GG-12, and GG-15 position levels and 2.27 percent at the GG-14 position level).

The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (5.5 percent, 36.4 percent, 7.2 percent, and 3.5 percent) for the following groups: Hispanic or Latino (16.67 percent at the GG-12 position level and 6.06 percent at the GG-15 position level), White (41.67 percent at the GG-11 position level, 58.33 percent at the GG-12 position level, 42.11 percent at the GG-13 position level, and 40.91 percent at the GG-14 position level), Black or African American (100.00 percent at the GG-10 position level, 50.00 percent at the GG-11 position level, 8.33 percent at the GG-12 position level, 23.68 percent at the GG-13 position level, 20.4 percent at the GG-14 position level, and 15.15 percent at the GG-15 position level), and Asian (8.33 percent at the GG-11 position level and 10.53 percent at the GG-13 position level).

The EEO office determined that there were male racial or ethnic group representation percentages below the OCLF (4.4 percent, 4.00 percent, and 3.5 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09 through GG-12 position levels, 2.63 percent at the GG-13 position level, and 2.27 percent at the GG-14 position level), Black or African American (0.00 percent at the GG-09 through GG-11 position levels), and Asian (0.00 percent at the GG-09 through GG-13 position levels and GG-15 position level, and 2.27 percent at the GG-14 position level).

The EEO office determined that there were male racial or ethnic group representation percentages above the OCLF (4.4 percent and 4.00 percent) for the following groups: Hispanic or Latino (6.06 percent at the GG-15 position level) and Black or African American (16.67 percent at the GG-12 position level, 5.26 percent at the GG-13 position level, 4.55 percent at the GG-14 position level, and 6.06 percent at the GG-15 position level).

Within the miscellaneous administration and program series occupations, 124 employees self-identified as having no disability (87.32 percent), 3 employees did not self-identify their status (2.11 percent), and 15 employees self-identified as PWD (10.56 percent), of whom 3 employees self-identified as PWTD (2.11 percent). A total of 12 employees were assigned to the GG-11 position level, of whom 3 employees (25.00 percent) self-identified as PWD; of these, 1 was PWTD (8.33 percent). A total of 12 employees were assigned to the GG-12 position level, of whom 2 employees (16.67 percent) self-identified as PWD; of these, 1 was PWTD (8.33 percent). A total of 38 employees were assigned to the GG-13 position level, of whom 5 employees (13.16 percent) self-identified as PWD. A total of 44 employees were assigned to the GG-14 position level, of whom 3 employees (6.82 percent) self-identified as PWD; of these, 1 employee self-identified as PWTD (2.27 percent). A total of 33 employees were assigned to the GG-15 position level, of whom 2 employees (6.06 percent) self-identified as PWD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the miscellaneous administration program series occupation at the GG-11 through GG-15 position levels.

1.4.4(6) Secretary (0318)

The secretary occupation consisted of 107 employees. There were 6 males (5.61 percent) and 101 females (94.39 percent). The EEO office compared the OCLF and the employee representation percentages within the secretary occupation. The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (10.8 percent, 71.2 percent, 8.1 percent, 2.3 percent, 0.1 percent, and 1.5 percent) for the following groups: Hispanic or Latino (3.85 percent at the GG-06 position level, 8.00 percent at the GG-07 position level, 5.88 percent at the GG-08 position

level, and 0.00 percent at the GG-09 through GG-13 position levels), White (28.00 percent at the GG-07 position, 26.47 percent at the GG-08 position level, 62.50 percent at the GG-09 position level, 16.67 percent at the GG-10 position level, and 0.00 percent at the GG-12 and GG-13 position levels), Black or African American (0.00 at the GG-06 position level and GG-11 through GG-13 position levels), Asian (0.00 percent at the GG-09 and GG-11 through GG-13 position levels, 7.69 percent at the GG-06 position level, 8.00 percent at the GG-07 position level, 11.76 percent at the GG-08 position level, and 25.00 percent at the GG-10 position level), Native Hawaiian or Other Pacific Islander (0.00 percent at the GG-06 through GG-09 position levels and GG-11 through GG-13 position levels), American Indian or Alaska Native (0.00 percent at the GG-06, GG-07, GG-09, and GG-11 through GG-13 position levels), and individuals of two or more races (0.00 percent at the GG-06, GG-07, and GG-09 through GG-13 position levels).

The total representation percentage for females was equivalent to the total female OCLF percentage (94.7 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (71.2 percent, 8.1 percent, 2.3 percent, 0.1 percent, 0.5 percent, and 1.5 percent) for the following groups: White (84.62 percent at the GG-08 position level and 100.00 percent at the GG-11 position level), Black or African American (48.00 at the GG-07 position level, 44.12 percent at the GG-08 position level, 25.00 percent at the GG-09 position level, and 33.33 percent at the GG-10 position level), Asian (7.69 percent at the GG-06 position level, 8.00 percent at the GG-07 position level, 11.76 percent at the GG-08 position level, and 25.00 percent at the GG-10 position level), Native Hawaiian or Other Pacific Islander (8.33 percent at the GG-10 position level), American Indian or Alaska Native (2.94 percent at the GG-08 position level and 8.33 percent at the GG-10 position level), and individuals of two or more races (2.94 percent at the GG-08 position level).

There were 6 males, of whom 4 were White, 1 Native Hawaiian or Other Pacific Islander, and 1 individual of two or more races. The EEO office determined that the representation percentages for the two minority males were above the OCLF (0.00 percent and 0.1 percent) for Native Hawaiian or Other Pacific Islander (4.00 percent at the GG-07 position level) and individuals of two or more races (2.94 percent at the GG-08 position level).

Within the secretary occupation, 86 employees self-identified as having no disability (80.37 percent), 6 employees did not self-identify their status (5.61 percent), 15 employees self-identified as PWD (14.02 percent), and 0 employees self-identified as PWTD. A total of 26 employees were assigned to the GG-06 position level, of whom 1 employee (3.85 percent) self-identified as PWD. A total of 25 employees were assigned to the GG-07 position level, of whom 3 employees (12.00 percent) self-identified as PWD. A total of 34 employees were assigned to the GG-08 position level, of whom 7 employees (20.59 percent) self-identified as PWD. A total of 8 employees were assigned to the GG-09 position level, of whom 1 employee (12.50 percent) self-identified as PWD. A total of 12 employees were assigned to the GG-10 position level, of whom 2 employees (16.67 percent) self-identified as PWD. Two employees were assigned to the GG-11 position level, of whom one employee (50.00 percent) self-identified as PWD.

The EEO office determined that triggers exist related to the representation percentages below the OCLF for females and minorities. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the secretary occupation at the GG-06 through GG-11 position levels.

1.4.4(7) Management and Program Analysis (0343)

The management and program analysis occupation consisted of 93 employees. Males accounted for 19 employees (20.43 percent), of whom there were 1 Hispanic or Latino (1.08 percent), 6 White

(6.45 percent), 8 Black or African American (8.60 percent), and 4 Asian (4.30 percent). Females accounted for 74 employees (79.57 percent), of whom there were 3 Hispanic or Latino (3.23 percent), 29 White (31.18 percent), 36 Black or African American (38.71 percent), 5 Asian (5.38 percent), and 1 unspecified (1.07 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (2.8 percent, 31.1 percent, 4.1 percent, 3.2 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09, GG-12, and GG-15 position levels and 2.56 percent at the GG-13 position level), White (0.00 percent at the GG-09 and GG-15 position levels and 30.77 percent at the GG-13 position level), Black or African American (0.00 percent at the GG-11 position level), and Asian (0.00 percent at the GG-09, GG-11, and GG-12 position levels).

The total representation percentage for females was above the total female OCLF percentage (42.4 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF percentages (2.8 percent, 31.1 percent, 4.1 percent, 3.2 percent) for the following groups: Hispanic or Latino (14.29 percent at the GG-11 position level and 3.03 percent at the GG-14 position level), White (42.86 percent at the GG-11 position level, 50.00 percent at the GG-12 position level, and 33.33 percent at the GG-14 position level), Black or African American (100.00 percent at the GG-09 position level, 33.33 percent at the GG-12 position level, 48.72 percent at the GG-13 position level, 33.33 percent at the GG-14 position level, and 42.86 percent at the GG-15 position level), and Asian (5.13 percent at the GG-13 position level, 6.06 percent at the GG-14 position level, and 14.29 percent at the GG-15 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (3.5 percent, 3.5 percent, and 3.9 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09, GG-12, and GG-13 through GG-15 position levels), Black or African American (0.00 at the GG-09 and GG-12 position levels), and Asian (0.00 percent at the GG-09, GG-11, GG-12, and GG-15 position levels).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (3.5 percent, 3.5 percent, and 3.9 percent) for the following groups: Hispanic or Latino (14.29 percent at the GG-11 position level), Black or African American (14.29 percent at the GG-11 position level, 10.26 percent at the GG-13 position level, 6.06 percent at the GG-14 position level, and 14.29 percent at the GG-15 position level), and Asian (9.09 percent at the GG-14 position level).

Within the management and program analysis occupation, 79 employees self-identified as having no disability (84.95 percent), 3 employees did not self-identify their status (3.23 percent), and 11 employees self-identified as PWD (11.83 percent), of whom 1 employee self-identified as PWTD (1.08 percent).

A total of 7 employees were assigned to the GG-11 position level, of whom 2 employees (28.57 percent) self-identified as PWD. A total of 6 employees were assigned to the GG-12 position level, of whom 2 employees (33.33 percent) self-identified as PWD. A total of 39 employees were assigned to the GG-13 position level, of whom 5 employees (12.82 percent) self-identified as PWD. A total of 33 employees were assigned to the GG-14 position level, of whom 2 employees (6.06 percent) self-identified as PWD; of these, 1 self-identified as PWTD (3.03 percent).

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the management and program analysis occupation at the GG-11 through GG-14 position levels.

1.4.4(8) Budget Analysis (0560)

The budget analysis occupation consisted of 27 employees. Males accounted for 13 employees (48.15 percent), of whom there were 1 Hispanic or Latino (3.17 percent), 8 White (29.63 percent), 1 Black or African American (3.70 percent), and 3 Asian (11.11 percent). Females accounted for 14 employees (51.85 percent), of whom there were 7 White (25.93 percent), 3 Black or African American (11.11 percent), and 4 Asian (14.81 percent).

The total representation percentage for females was below the total female OCLF percentage (61.7 percent). The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (37.6 percent, 11.4 percent, 5.3 percent) for the following groups: White (0.00 percent at the GG-07 and GG-12 position levels, 16.67 percent at the GG-13 position level, 30.77 percent at the GG-14 position level, and 33.33 percent at the GG-15 position level), Black or African American (0.00 percent at the GG-07, GG-09, GG-12, and GG-15 position levels and 7.69 percent at the GG-14 position level), and Asian (0.00 percent at the GG-07, GG-09, GG-12, and GG-13 position levels).

The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (37.6 percent, 11.4 percent, and 5.3 percent) for the following groups: White (100.00 percent at the GG-09 position level), Black or African American (33.33 percent at the GG-13 position level), and Asian (23.08 percent at the GG-14 position level and 33.33 percent at the GG-15 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (3.1 percent, 4.6 percent, 2.3 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-07, GG-09, and GG-13 through GG-15 position levels), Black or African American (0.00 at the GG-07, GG-09, GG-12, GG-14, and GG-15 position levels), and Asian (0.00 percent at the GG-09, GG-12, GG-13, and GG-15 position levels).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (3.1 percent, 4.6 percent, and 2.3 percent) for the following groups: Hispanic or Latino (100.00 percent at the GG-12 position level), Black or African American (16.67 percent at the GG-13 position level), and Asian (100.00 percent at the GG-07 position level and 15.38 percent at the GG-14 position level).

Within the budget analyst occupation, 22 employees self-identified as having no disability (81.48 percent), 3 employees did not self-identify their status (11.11 percent), 2 employees self-identified as PWD (7.41 percent), and 0 employees self-identified as PWTD. The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF and PWD and PWTD representation.

1.4.4(9) General Engineering (0801)

The general engineering occupation consisted of 823 employees. Males accounted for 614 employees (74.61 percent), of whom there were 39 Hispanic or Latino (4.79 percent), 427 White (51.88 percent), 51 Black or African American (6.20 percent), 81 Asian (9.84 percent), 3 individuals of two or more races (0.36 percent), and 13 unspecified (2.11 percent). Females accounted for 209 employees (25.39 percent), of whom there were 25 Hispanic or Latino (3.04 percent), 114 White (13.85 percent), 34 Black or African American (4.13 percent), 25 Asian (3.04 percent), 2 American Indian or Alaska Native (0.24 percent), 1 individual of two or more races (0.12 percent), and 8 unspecified (1.30 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (1.00 percent, 8.6 percent, 0.9 percent, 2.1 percent, 0.1 percent, and 0.3 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09 and GG-12 position levels), White (0.00 percent at the GG-11 position level), Black or African American (0.00 percent at the GG-09, GG-11, and GG-12 position levels), Asian (0.00 percent at the GG-11 position level), American Indian or Alaska Native (0.00 percent at the GG-07, GG-09, and GG-11 through GG-13 position levels), and individuals of two or more races (0.00 percent at the GG-07 and GG-11 through GG-15 position levels).

The total representation percentage for females was above the total female OCLF percentage (12.9 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the group OCLF (1.00 percent, 8.6 percent, 0.9 percent, 2.1 percent, 0.1 percent, and 0.3 percent) for the following groups: Hispanic or Latino (5.26 percent at the GG-07 position level, 5.88 percent at the GG-11 position level, 1.83 percent at the GG-13 position level, 5.07 percent at the GG-14 position level, and 2.27 percent at the GG-15 position level), White (15.79 percent at the GG-07 position level, 12.50 percent at the GG-09 position level, 30.00 percent at the GG-12 position level, 11.01 percent at the GG-13 position level, 11.59 percent at the GG-14 position level, and 16.83 percent at the GG-15 position level), Black or African American (5.26 percent at the GG-07 position level, 9.17 percent at the GG-13 position level, 4.71 percent at the GG-14 position level, and 2.27 percent at the GG-15 position level), Asian (5.26 percent at the GG-07 position level, 12.50 percent at the GG-09 position level, 10.00 percent at the GG-12 position level, 2.75 percent at the GG-13 position level, 2.17 percent at the GG-14 position level, and 4.21 percent at the GG-15 position level), American Indian or Alaska Native (0.36 percent at the GG-14 position level and 0.32 percent at the GG-15 position level), and individuals of two or more races (12.50 percent at the GG-09 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (5.9 percent, 3.8 percent, 9.9 percent, and 1.7 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09 position level, 5.43 percent at the GG-14 position level, 2.27 percent at the GG-15 position level); Black or African American (0.00 percent at the GG-09 and GG-12 position levels); Asian (5.26 percent at the GG-07 position level, 5.88 percent at the GG-11 position level, and 8.09 at the GG-15 position level); and individuals of two or more races (0.00 percent at the GG-07, GG-09, and GG-11 through GG-14 position levels and 0.32 percent at the GG-15 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the group OCLF (5.9 percent, 3.8 percent, and 9.9 percent) for the following groups: Hispanic or Latino (10.53 percent at the GG-07 position level, 11.76 percent at the GG-11 position level, 20.00 percent at the GG-12 position level, 9.17 percent at the GG-13 position level), Black or African American (5.26 percent at the GG-07 position level, 11.76 percent at the GG-11 position level, 9.17 percent at the GG-13 position level, 7.25 percent at the GG-14 position level, and 4.85 percent at the GG-15 position level), and Asian (25.00 percent at the GG-09 position level, 20.00 percent at the GG-12 position level, 10.09 percent at the GG-13 position level, and 12.32 percent at the GG-14 position level).

Within the general engineering occupation, 729 employees self-identified as having no disability (88.58 percent), 26 employees did not self-identify their status (3.16 percent), 68 employees self-identified as PWD (8.26 percent), and 11 employees self-identified as PWTD (1.34 percent). A total of 50 employees were assigned to the ES-00 position level, of whom 5 employees (10.00 percent) self-identified as PWD; of these, 1 employee (2.00 percent) self-identified as PWTD. A total of 19 employees were assigned to the GG-07 position level, of whom 2 employees (10.53 percent) self-identified as PWD. A total of 8 employees were assigned to the GG-09 position level, of whom 2 employees (25.00 percent) self-identified as PWD; of these, 1 employee (12.50 percent) self-identified as PWTD. A total of 17 employees were assigned to the GG-11 position level, of whom

1 employee (5.88 percent) self-identified as PWD. A total of 10 employees were assigned to the GG-12 position level, of whom 2 employees (20.00 percent) self-identified as PWD. A total of 109 employees were assigned to the GG-13 position level, of whom 7 employees (6.42 percent) self-identified as PWD; of these, 1 employee (0.92 percent) self-identified as PWTD. A total of 276 employees were assigned to the GG-14 position level, of whom 22 employees (7.97 percent) self-identified as PWD; of these 2 employees (0.72 percent) self-identified as PWTD. A total of 309 employees were assigned to the GG-15 position level, of whom 27 employees (8.74 percent) self-identified as PWD; of these, 6 employees (1.94 percent) self-identified as PWTD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the general engineering occupation at the ES-00, GG-07, GG-09, and GG-11 through GG-15 position levels.

1.4.4(10) Mechanical Engineering (0830)

The mechanical engineering occupation consisted of 15 employees. Males accounted for 14 employees (93.33 percent), of whom there were 1 Hispanic or Latino (6.67 percent), 5 White (33.33 percent), 1 Black or African American (6.67 percent), and 7 Asian (46.67 percent). There was 1 Asian female employee (6.67 percent) at the GG-15 position level. The total representation percentage for females (16.67 percent) was above the total female OCLF percentage (8.3 percent). The representation percentages for the male minority groups were above the OCLF percentages (5.6 percent, 3.3 percent, and 6.1 percent). Within the mechanical engineering occupation, all 15 employees self-identified as having no disability.

1.4.4(11) Nuclear Engineering (0840)

The nuclear engineering occupation consisted of 257 employees. Males accounted for 223 employees (86.77 percent), of whom there were 16 Hispanic or Latino (6.23 percent), 170 White (66.15 percent), 10 Black or African American (3.89 percent), 19 Asian (7.39 percent), 1 Native Hawaiian or Pacific Islander (0.39 percent), 3 American Indian or Alaska Native (1.17 percent), 1 individual of two or more races (0.39 percent), and 3 unspecified. Females accounted for 34 employees (13.23 percent), of whom there were 2 Hispanic or Latino (0.78 percent), 17 White (6.61 percent), 8 Black or African American (3.11 percent), 5 Asian (1.95 percent), 1 individual of two or more races (0.39 percent), and 1 unspecified (0.39 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (1.00 percent, 8.6 percent, 0.9 percent, 2.1 percent, 0.1 percent, and 0.3 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09, GG-11, GG-12, and GG-15 position levels and 0.82 percent at the GG-14 position level), White (0.00 percent at the GG-09, GG-11, and GG-12 position levels and 3.75 percent at the GG-13 position level), Black or African American (0.00 percent at the GG-09, GG-11, and GG-12 position levels), and Asian (0.00 percent at the GG-09, GG-12, and GG-15 position levels and 0.82 percent at the GG-14 position level).

The total representation percentage for females was above the total female OCLF percentage (12.9 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (1.00 percent, 8.6 percent, 0.9 percent, 2.1 percent, and 0.3 percent) for the following groups: Hispanic or Latino (1.25 percent at the GG-13 position level), White (8.20 percent at the GG-14 position level and 11.43 percent at the GG-15 position level), Black or African American (3.75 percent at the GG-13 position level, 3.28 percent at the GG-14 position level, and 2.86 percent at the GG-15 position level), Asian (33.33 percent at the GG-11 position level and 3.75 percent at the GG-13 position level), and individuals of two or more races (25.00 percent at the ES-00 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (5.9 percent, 3.8 percent, 9.9 percent, 0.1 percent, and 0.2 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09 and GG-12 position levels and 3.28 percent at the GG-14 position level), Black or African American (0.00 percent at the GG-09, GG-11, and GG-12 position levels), Asian (0.00 percent at the GG-09, GG-11, and GG-12 position levels, 6.25 percent at the GG-13 position level, and 6.56 percent at the GG-14 position level), Native Hawaiian or Pacific Islander (0.00 percent at the GG-09, GG-11, GG-12, GG-14, and GG-15 position levels), and American Indian or Alaska Native (0.00 percent at the GG-09, GG-11, GG-12, and GG-15 position levels).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (5.9 percent, 3.8 percent, 9.9 percent, 0.1 percent, and 0.2 percent) for the following groups: Hispanic or Latino (33.33 percent at the GG-11 position level, 8.75 percent at the GG-13 position level, and 8.57 percent at the GG-15 position level), Asian (14.29 percent at the GG-15 position level), Native Hawaiian or Pacific Islander (1.25 percent at the GG-13 position level), and American Indian or Alaska Native (1.25 percent at the GG-13 position level and 1.64 percent at the GG-14 position level).

Within the nuclear engineering occupation, 234 employees self-identified as having no disability (91.05 percent), 9 employees did not self-identify their status (3.50 percent), 14 employees self-identified as PWD (5.45 percent), and 1 employee self-identified as PWTD (0.39 percent). A total of 80 employees were assigned to the GG-13 position level, of whom 7 employees (8.75 percent) self-identified as PWD. A total of 122 employees were assigned to the GG-14 position level, of whom 5 employees (4.10 percent) self-identified as PWD. A total of 35 employees were assigned to the GG-15 position level, of whom 2 employees (5.71 percent) self-identified as PWD; of these, 1 employee (2.86 percent) self-identified as PWTD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the nuclear engineering occupation at the GG-13 through GG-15 position levels.

1.4.4(12) Electrical Engineering (0850)

The electrical engineering occupation consisted of 21 employees. Males accounted for 17 employees (86.77 percent), of whom there were 4 Hispanic or Latino (19.05 percent), 6 White (28.57 percent), 1 Black or African American (4.76 percent), and 6 Asian (28.57 percent). Females accounted for 4 employees (19.05 percent) of whom there were 2 Black or African American (9.52 percent), 1 Asian (4.76 percent), and 1 unspecified (4.76 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (0.9 percent, 5.3 percent, 0.2 percent, 0.8 percent, and 1.6 percent) for the following groups: Hispanic or Latino, White, and individuals of two or more races (0.00 percent at the GG-11, GG-12, GG-14 and GG-15 position levels), Black or African American (0.00 percent at the GG-13 and GG-15 position levels), and Asian (0.00 percent at the GG-11 through GG-14 position levels).

The total representation percentage for females was above the total female OCLF percentage (8.8 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the total female OCLF (0.8 percent and 1.6 percent) for the following groups: Black or African American (100.00 percent at the GG-11 position level and 11.11 percent at the GG-14 position level) and Asian (16.67 percent at the GG-15 position level).

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). A total of 4 employees were assigned to the GG-13 position level, of whom 1 employee (25.00 percent) self-identified as PWD. One employee who self-identified as PWD was assigned to the SN-00 position level.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the electrical engineering occupation at the GG-13 and SN-00 position levels.

1.4.4(13) General Attorney (0905)

The general attorney occupation consisted of 92 employees. Males accounted for 46 employees (50.00 percent), of whom there were 1 Hispanic or Latino (1.09 percent), 40 White (43.48 percent), 1 Black or African American (1.09 percent), 2 Asian (2.17 percent), and 2 American Indian or Alaska Native (2.17 percent). Females accounted for 46 employees (50.00 percent), of whom there were 1 Hispanic or Latino (1.09 percent), 39 White (42.39 percent), 2 Black or African American (2.17 percent), 2 Asian (2.17 percent), and 2 American Indian or Alaska Native (2.17 percent). Five male employees (100.00 percent) (White) were assigned to the AJ-00 position level. Two male employees (20.00 percent) (White) were assigned to the ES-00 position level.

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (2.5 percent, 28.5 percent, 3 percent, 2.1 percent, and 0.1 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-12 through GG-14 position levels and 2.27 percent at the GG-15 position level), White (0.00 percent at the GG-12 position level, 25.00 percent at the GG-13 position level), Black or African American (0.00 percent at the GG-12 through GG-14 position levels), Asian (0.00 percent at the GG-12 through GG-14 position levels), and American Indian or Alaska Native (0.00 percent at the GG-12, GG-13, and GG-15 position levels).

The total representation percentage for females was above the total female OCLF percentage (37.1 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (2.5 percent, 28.5 percent, 3 percent, 2.1 percent, and 0.1 percent) for the following groups: White (70.00 percent at the ES-00 position level, 50.00 percent at the GG-14 position level, and 45.45 percent at the GG-15 position level), Black or African American (4.55 percent at the GG-15 position level), and Asian (10.00 percent at the GG-14 position level).

The EEO office determined that there were male minority racial or ethnic group representation percentages below the OCLF (3.1 percent, 54.7 percent, 2.2 percent, 1.9 percent, and 0.1 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-12 through GG-14 position levels and 2.27 percent at the GG-15 position level), Black or African American (0.00 percent at the GG-12, GG-14, and GG-15 position levels), Asian (0.00 percent at the GG-12, GG-13, and GG-15 position levels), and American Indian or Alaska Native (0.00 percent at the GG-12 through GG-14 position levels).

The EEO office determined that there were male minority racial or ethnic group representation percentages above the OCLF (3.1 percent, 54.7 percent, 2.2 percent, 1.9 percent, and 0.1 percent) for the following groups: Hispanic or Latino (2.27 percent at the GG-15 position level), Black or African American (25.00 percent at the GG-13 position level), Asian (10.00 percent at the GG-14 position level), and American Indian or Alaska Native (10.00 percent at the ES-00 and 2.27 percent at the GG 15 position level).

Within the general attorney occupation, 81 employees self-identified as having no disability (88.04 percent), 5 employees did not self-identify their status (5.43 percent), 6 employees self-identified as PWD (6.52 percent), and 1 employee self-identified as PWTD (1.09 percent). A total of 5 employees were assigned to the AJ-00 position level, of whom 1 employee (20.00 percent) self-identified as PWD. A total of 10 employees were assigned to the ES-00 position level, of whom 1 employee (10.00 percent) self-identified as PWD. A total of 4 employees were assigned to the GG-13 position level, of whom 1 employee (25.00 percent) self-identified as PWD. A total of 20 employees were assigned to the GG-14 position level, of whom 1 employee (5.00 percent) self-identified as both PWD and PWTD (5.00 percent). A total of 44 employees were assigned to the GG-15 position level, of whom 1 employee (2.27 percent) self-identified as PWD. A total of 5 employees were assigned to the SN-00 position level, of whom 1 employee (20.00 percent) self-identified as PWD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the general attorney occupation at the AJ-00, ES-00, SN-00, and GG-13 through GG-15 position levels.

1.4.4(14) Contracting (1102)

The contracting occupation consisted of 29 employees. Males accounted for 10 employees (34.48 percent), of whom there were 1 Hispanic or Latino (3.45 percent), 6 White (20.69 percent), and 3 Black or African American (10.34 percent). Females accounted for 19 employees (65.52 percent), of whom there were 2 Hispanic or Latino (6.90 percent), 6 White (20.69 percent), 10 Black or African American (34.48 percent), and 1 Asian (3.45 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (4.6 percent, 39.2 percent, 5.2 percent, and 2.4 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-07, GG-11, GG-12, GG-14, GG-15, and ES-00 position levels), White (0.00 percent at the GG-07, GG-11, and GG-12 position levels, 9.09 percent at the GG-13 position level, 33.33 percent at the GG-14 position level, and 20.00 percent at the GG-15 position level), Black or African American (0.00 percent at the GG-07, GG-12, and ES-00 position levels), and Asian (0.00 percent at the GG-07, GG-11, GG-12, GG-14, GG-15, and ES-00 position levels).

The total representation percentage for females was above the total female OCLF (52.7 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (4.6 percent, 39.2 percent, 5.2 percent, and 2.4 percent) for the following groups: Hispanic or Latino (18.18 percent at the GG-13 position level), White (9.09 percent at the GG-13 position level, 33.33 percent at the GG-14 position level, and 20.00 percent at the GG-15 position level), Black or African American (50.00 percent at the GG-11 position level, 36.36 percent at the GG-13 position level, 11.11 percent at the GG-14 position level, and 80.00 percent at the GG-15 position level), and Asian (9.09 percent at the GG-13 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (4.3 percent and 3.3 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-07, GG-11 through GG-13, GG-15, and ES-00 position levels) and Black or African American (0.00 percent at the GG-07, GG-12, and ES-00 position levels).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (4.3 percent and 3.3 percent) for the following groups: Hispanic or Latino (11.11 percent at the GG-14 position level) and Black or African American (50.00 percent at the GG-11 position level and 18.18 percent at the GG-13 position level).

Within the contracting occupation, 26 employees self-identified as having no disability (89.66 percent), 1 employee did not self-identify their status (3.45 percent), 2 employees self-identified as PWD (6.90 percent), and 0 employees self-identified as PWTD (0.00 percent). A total of 11 employees were assigned to the GG-13 position level, of whom 2 employees (18.18 percent) self-identified as PWD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the contracting occupation at the GG-13 position level.

1.4.4(15) Building Management (1176)

The building management occupation consisted of 8 employees. Males accounted for 7 employees (87.50 percent), of whom there were 1 Hispanic or Latino (12.50 percent), 3 White (37.50 percent), 1 Black or African American (12.50 percent), and 2 Asian (25.00 percent). Females accounted for 1 employee (White) (12.50 percent).

Within the building management occupation, 5 employees self-identified as having no disability (62.50 percent), 1 employee did not self-identify their status (12.50 percent), 2 employees self-identified as PWD (25.00 percent), and 0 employees self-identified as PWTD (0.00 percent). A total of 3 employees were assigned to the GG-13 position level, of whom 2 employees (66.67 percent) self-identified as PWD.

The EEO office did not analyze the building management occupation further because of the small office size but recognizes that the total number of females was below the total female OCLF (50.6 percent). Minority male racial ethnic representation of Hispanic or Latino, Black or African American, and Asian was above the OCLF for those groups (4.9 percent, 3.6 percent, and 1.8 percent). The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD representation in the building management occupation at the GG-13 position level.

1.4.4(16) General Physical Science (1301)

The general physical science occupation consisted of 102 employees. Males accounted for 58 employees (56.86 percent), of whom there were 3 Hispanic or Latino (2.94 percent), 46 White (45.10 percent), 3 Black or African American (2.94 percent), 4 Asian (3.92 percent), 1 individual of two or more races (0.98 percent), and 1 unspecified (0.98 percent). Females accounted for 44 employees (43.14 percent), of whom there were 9 Hispanic or Latino (8.82 percent), 20 White (19.61 percent), 11 Black or African American (10.78 percent), 3 Asian (2.94 percent), and 1 American Indian or Alaska Native (0.98 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (2.8 percent, 29.9 percent, 2.1 percent, 7.3 percent, and 0.1 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-07, GG-11, AJ-00, EG-00, EI-00, ES-00, and SN-00 position levels), White (0.00 percent at the GG-09, GG-11, AJ-00, EG-00, and EI-00 position levels, 12.50 percent at the GG-13 position level, 21.43 percent at the GG-14 position level, and 7.14 percent at the GG-15 position level), Black or African American (0.00 percent at the GG-07, GG-09, GG-11, GG-15, AJ-00, EG-00, EI-00, ES-00, and SN-00 position levels), and American Indian or Alaska Native (0.00 percent at the GG-07, GG-09, GG-11, GG-15, AJ-00, EG-00, EI-00, ES-00, and SN-00 position levels).

The total representation percentage for females was equivalent to the total female OCLF (43.3 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (2.8 percent, 29.9 percent, 2.1 percent, 7.3 percent, and 0.1 percent) for the following groups: Hispanic or Latino (100.00 percent at the GG-09 position level, 18.75 percent at the GG-13 position level, 7.14 percent at the GG-14 position level, and 7.14 percent at the GG-15 position level), White (100.00 percent at the GG-07 position level, 62.50 percent at the ES-00 position level, and 33.33 percent at the SN-00 position level), Black or African American (6.25 percent at the GG-13 position level and 2.38 percent at the GG-14 position level), and American Indian or Alaska Native (12.50 percent at the ES-00 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (2.8 percent, 1.7 percent, 8.7 percent, and 0.1 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-07, GG-09, AJ-00, EG-00, EI-00, and SN-00 position levels and 2.38 percent at the GG-14 position level), Black or African American (0.00 percent at the GG-07, GG 09, GG 11, GG 15, AJ-00, EG-00, EI-00, and SN-00 position levels), Asian (0.00 percent at the GG-07, GG-09, GG 11, GG 15, AJ-00, EG-00, EI-00, ES-00, and SN-00 position levels, 6.25 percent at the GG 13 position level, and 7.14 percent at the GG-14 position level), and individuals of two or more races (0.00 percent at the GG-07, GG-09, GG-11, GG-15, AJ-00, EG-00, EI-00, ES-00, and SN-00 position levels).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (2.8 percent, 1.7 percent, and 0.1 percent) for the following groups: Hispanic or Latino (6.25 percent at the GG-13 position level, 33.33 percent at the GG-11 position level, and 3.57 percent at the GG-15 position level), Black or African American (6.25 percent at the GG-13 position level, 2.38 percent at the GG-14 position level, and 12.50 percent at the ES-00 position level), and individuals of two or more races (6.25 percent at the GG-13 position level).

Within the general physical science occupation, 90 employees self-identified as having no disability (88.24 percent), 4 employees did not self-identify their status (3.92 percent), and 8 employees self-identified as PWD (7.84 percent), of whom 2 employees self-identified as PWTD (1.96 percent). A total of 8 employees were assigned to the ES-00 position level, of whom 1 employee (12.50 percent) self-identified as PWD. One employee assigned to the GG-09 position level self-identified as PWD. A total of 16 employees were assigned to the GG-13 position level, of whom 2 employees (12.50 percent) self-identified as PWD and PWTD (12.50 percent). A total of 42 employees were assigned to the GG-14 position level, of whom 3 employees (7.14 percent) self-identified as PWD. A total of 28 employees were assigned to the GG-15 position level, of whom 1 employee (3.57 percent) self-identified as PWD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the general physical science occupation at the ES-00, GG-09, and GG-13 through GG-15 position levels.

1.4.4(17) Health Physics (1306)

The health physics occupation consisted of 135 employees. Males accounted for 86 employees (63.70 percent), of whom there were 7 Hispanic or Latino (1.09 percent), 63 White (46.67 percent), 6 Black or African American (4.44 percent), and 9 Asian (6.67 percent). Females accounted for 49 employees (36.30 percent), of whom there were 30 White (22.22 percent), 16 Black or African American (11.85 percent), and 3 Asian (2.22 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (14.00 percent, 1.3 percent, and 1.9 percent) for the following groups: White (0.00 percent at the GG-09, AD-13, EG-00, EI-00, and SN-00 position levels and 10.00 percent at the GG-12 position level), Black or African American (0.00 percent at the GG-09, GG-11, GG-15, AD-13, EG-00, EI-00, and SN-00 position levels), and Asian (0.00 percent at the GG-11, GG-12, GG-15, AD-13, EG-00, EI-00, and SN-00 position levels).

The total representation percentage for females was above the total female OCLF (19.00 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (14.00 percent, 1.3 percent, and 1.9 percent) for the following groups: White (28.57 percent at the GG-11 position level, 23.53 percent at the GG-13 position level, 25.00 percent at the GG-14 position level, and 15.38 at the GG-15 position level), Black or African American (10.00 percent at the GG-12 position level, 7.84 percent at the GG-13 position level, and 15.38 percent at the GG-14 position level), and Asian (100.00 percent at the GG-09 position level, 1.96 percent at the GG-13 position level, and 1.92 percent at the GG-14 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (3.5 percent, 2.3 percent, and 6.7 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-09, GG-11, GG-12, GG-15, AD-13, EG-00, EI-00, and SN-00 position levels), Black or African American (0.00 percent at the GG-09, GG-11, GG-15, AD-13, EG-00, EI-00, and SN-00 position levels), and Asian (0.00 percent at the GG-09, GG-11, GG-15, AD-13, EG-00, EI-00, and SN-00 position levels, and 3.85 percent at the GG-14 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (3.5 percent, 2.3 percent, and 6.7 percent) for the following groups: Hispanic or Latino (9.80 percent at the GG-13 position level and 3.85 percent at the GG-14 position level), Black or African American (10.00 percent at the GG-12 position level, 5.88 percent at the GG-13 position level, and 3.85 percent at the GG-14 position level), and Asian (9.80 percent at the GG-13 position level).

Within the health physics occupation, 118 employees self-identified as having no disability (87.41 percent), 6 employees did not self-identify their status (4.44 percent), 11 employees self-identified as PWD (8.15 percent), and 1 employee self-identified as PWTD (0.74 percent). A total of 10 employees were assigned to the GG-12 position level, of whom 2 employees (20.00 percent) self-identified as PWD. A total of 51 employees were assigned to the GG-13 position level, of whom 6 employees (11.76 percent) self-identified as PWD; of these, 1 employee self-identified as PWTD. A total of 52 employees were assigned to the GG-14 position level, of whom 2 employees (3.85 percent) self-identified as PWD. A total of 13 employees were assigned to the GG-15 position level, of whom 1 employee (7.69 percent) self-identified as PWD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the health physics occupation at the GG-12 through GG-15 position levels.

1.4.4(18) Criminal Investigating (1811)

The criminal investigating occupation consisted of 35 employees. Males accounted for 27 employees (77.14 percent), of whom there were 1 Hispanic or Latino (2.86 percent), 21 White (60.00 percent), and 5 Black or African American (14.29 percent). Females accounted for 8 employees (22.86 percent), of whom there were 1 Hispanic or Latino (2.86 percent), 3 White (9.57 percent), and 4 Black or African American (11.43 percent).

The total representation percentage for females was below the total female OCLF (25.00 percent). The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (4.1 percent, 16.2 percent, 3.6 percent, and 0.5 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-14, GG-15, and ES-00 position levels), White (0.00 percent at the GG-14, GG-15, and ES-00 position levels), and Black or African American (0.00 at the GG-14 position level).

The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (4.1 percent, 16.2 percent, 3.6 percent, and 0.5 percent) for the following groups: Hispanic or Latino (6.67 percent at the GG-13 position level), White (20.00 percent at the GG-13 position level), and Black or African American (6.67 percent at the GG-13 position level, 25.00 percent at the GG-15 position level, and 50.00 percent at the ES-00 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (10.1 percent) for the following group: Hispanic or Latino (0.00 percent at the GG-13, GG-14, and ES-00 position levels).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (10.1 percent and 7.1 percent) for the following groups: Hispanic or Latino (12.50 percent at the GG-15 position level) and Black or African American (13.33 percent at the GG-13 position level, 10.00 percent at the GG-14 position level, 12.50 percent at the GG-15 position level, and 50.00 percent at the ES-00 position level).

Within the criminal investigating occupation, 34 employees self-identified as having no disability (97.14 percent), 1 employee did not self-identify their status (2.86 percent), 0 employees self-identified as PWD (0.00 percent), and 0 employees self-identified as PWTD (0.00 percent).

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation in the criminal investigating occupation.

1.4.4(19) Information Technology Management (2210)

The information technology management occupation consisted of 153 employees. Males accounted for 101 employees (66.01 percent), of whom there were 7 Hispanic or Latino (4.58 percent), 59 White (38.56 percent), 18 Black or African American (11.76 percent), and 15 Asian (9.80 percent), and 2 unspecified (1.31 percent). Females accounted for 52 employees (33.99 percent), of whom there were 2 Hispanic or Latino (1.31 percent), 22 White (14.38 percent), 20 Black or African American (13.07 percent), and 8 Asian (5.23 percent).

The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (1.6 percent, 21.6 percent, 2.5 percent, and 2.6 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-07, GG-12, GG-13, GG-15, ES-00, and SN-00 position levels and 1.59 percent at the GG-14 position level), White (0.00 percent at the GG-07, GG-11, and ES-00 position levels, 20.00 percent at the GG-12 position level, 8.82 percent at the GG-13 position level, 17.46 percent at the GG-14 position level, and 13.33 percent at the GG-15 position level), Black or African American (0.00 percent at the GG-07, GG-11, GG-12, ES-00, and SN-00 position levels), and Asian (0.00 percent at the GG-07, GG-11, GG-12, ES-00, and SN-00 position levels).

The total representation percentage for females was above the total OCLF (29.1 percent). The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (1.6 percent, 21.6 percent, 2.5 percent, and 2.6 percent) for the following groups: Hispanic or

Latino (50.00 percent at the GG-11 position level), White (100.00 percent at the SN-00 position level), Black or African American (26.47 percent at the GG-13 position level, 12.70 percent at the GG-14 position level and 6.67 percent at the GG-15 position level), and Asian (2.94 percent at the GG-13 position level, 7.94 percent at the GG-14 position level, and 4.44 percent at the GG-15 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (4.5 percent, 3.6 percent, and 7.00 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-07, GG-11, GG-12, ES-00, and SN-00 position levels, 3.17 percent at the GG-14 position level, and 2.22 percent at the GG-15 position level), Black or African American (0.00 percent at the GG-07, GG-11, ES-00, and SN-00 position levels), and Asian (0.00 percent at the GG-07, GG-11, ES-00, and SN-00 position levels and 4.44 percent at the GG-15 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (4.5 percent, 3.6 percent, and 7.00 percent) for the following groups: Hispanic or Latino (11.76 percent at the GG-13 position level), Black or African American (40.00 percent at the GG-12 position level, 5.88 percent at the GG-13 position level, 12.70 percent at the GG-14 position level, and 13.33 percent at the GG-15 position level), and Asian (20.00 percent at the GG-12 position, 8.82 percent at the GG-13 position level, and 12.70 percent at the GG-14 position level).

Within the information technology management occupation, 135 employees self-identified as having no disability (88.24 percent), 7 employees did not self-identify their status (4.58 percent), 11 employees self-identified as PWD (7.19 percent), and 2 employees self-identified as PWTD (1.31 percent). A total of 34 employees were assigned to the GG-13 position level, of whom 3 employees (8.82 percent) self-identified as PWD. A total of 63 employees were assigned to the GG-14 position level, of whom 4 employees (6.35 percent) self-identified as PWD; of these, 1 employee (1.59 percent) self-identified as PWTD. A total of 45 employees were assigned to the GG-15 position level, of whom 4 employees (8.89 percent) self-identified as PWD; of these, 1 employee (2.22 percent) self-identified as PWTD.

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation but recognizes progress towards increasing PWD and PWTD in the information technology occupation at the GG-13 through GG-15 position levels.

1.4.4(20) Auditing (0511)

The auditing occupation consisted of 25 employees. Males accounted for 11 employees (44.00 percent), of whom there were 2 Hispanic or Latino (8.00 percent), 4 White (16.00 percent), 1 Black or African American (4.00 percent), and 4 Asian (16.00 percent). Females accounted for 14 employees (56.00 percent), of whom there were 6 White (24.00 percent), 4 Black or African American (16.00 percent), and 4 Asian (16.00 percent).

The total representation percentage for females was below the total OCLF (61.00 percent). The EEO office determined that there were female racial or ethnic group representation percentages below the OCLF (42.9 percent, 5.7 percent, and 5.7 percent) for the following groups: White (0.00 percent at the GG-11, GG-12, and ES-00 position levels, 27.27 percent at the GG-13 position level, and 25.00 percent at the GG-14 and GG-15 position levels), Black or African American (0.00 percent at the GG-11, GG-12, GG-14, GG-15, and ES-00 position levels), and Asian (0.00 percent at the GG-11, GG-12, and GG-15 position levels).

The EEO office determined that there were female racial or ethnic group representation percentages above the OCLF (5.7 percent, and 5.7 percent) for the following groups: Black or African American (9.09 percent at the GG-13 position level) and Asian (9.09 percent at the GG-13 position level, 25.00 percent at the GG-14 position level, and 100.00 percent at the ES-00 position level).

The EEO office determined that there were minority male racial or ethnic group representation percentages below the OCLF (2.7 percent, 2.7 percent, and 3.1 percent) for the following groups: Hispanic or Latino (0.00 percent at the GG-11 through GG-13 and ES-00 position levels), Black or African American (0.00 percent at the GG-11, GG-12, GG-14, GG-15, and ES-00 position levels), and Asian (0.00 percent at the GG-11, GG-12, and ES-00 position levels).

The EEO office determined that there were minority male racial or ethnic group representation percentages above the OCLF (2.7 percent, 2.7 percent, and 3.1 percent) for the following groups: Hispanic or Latino (12.50 percent at the GG-14 position level and 25.00 percent at the GG-15 position level), Black or African American (9.09 percent at the GG-13 position level), and Asian (18.18 percent at the GG-13 position level, 12.50 percent at the GG-14 position level, and 25.00 percent at the GG-15 position level).

Within the auditing occupation, 22 employees self-identified as having no disability (88.00 percent), 2 employees did not self-identify their status (8.00 percent), 1 employee self-identified as PWD (4.00 percent), and 0 employees self-identified as PWTD (0.00 percent).

The EEO office determined that triggers exist related to the representation percentages of females and minorities below the OCLF. The EEO office determined that triggers continue to exist related to PWD and PWTD representation.

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 occupations³¹ to determine the representation of women, minorities, and individuals with disabilities. No review was necessary for some of the listed 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.³²

2.1 Executive or Senior-Level Officials and Managers

The EEO office reviewed the agency's total senior grade levels to determine the representation of women, minorities, and individuals with disabilities. In FY 2022, 138 senior grade-level positions were held by 90 males (65.22 percent), who belonged to the following racial or ethnic groups: 2 Hispanic or Latino (1.45 percent), 69 White (50.00 percent), 9 Black or African American (6.52 percent), 6 Asian (4.35 percent), 1 American Indian or Alaska Native (0.72 percent), and 3 unspecified (2.17 percent). There were 48 females (34.78 percent), who belonged to the following racial or ethnic groups: 33 White (23.91 percent), 5 Black or African American (3.62 percent), 4 Asian (2.90 percent), 1 American Indian or Alaska Native (0.72 percent), 3 individuals of two or more races (2.17 percent), and 2 unspecified (1.45 percent).³³

³¹ Table A3.

³² See OCHCO's 2022 End of the Year Perm Staff Demographics Tables. See also Table A3.

³³ See Table A4 and Table A7.

The Senior Executive Service (SES) occupation falls under the Executive or Senior-Level Officials and Managers group. In 2022, the NRC had 113 SES employees. Males accounted for 66 employees (58.41 percent), of whom there were 51 White (45.13 percent), 8 Black or African Americans (7.08 percent), 4 Asian (3.54 percent), 1 American Indian (0.88 percent), and 2 unspecified (3.03 percent). Females accounted for 47 employees (41.59 percent), of whom there were 33 White (29.20 percent), 5 Black or African Americans (4.42 percent), 4 Asian (3.54 percent), 1 American Indian or Alaska Native (0.88 percent), 3 individuals of two or more races (2.65 percent), and 1 unspecified (0.88 percent).³⁴

A comparison of the SES 5-year average of female representation (33.00 percent) and the 2022 statistics for female representation reveals an increase of +8.59 percent representation. Within the female racial or ethnic groups, White female 2022 representation statistics in comparison to the 5-year average representation (26.00 percent) reveal an increase of +3.00 percent. Black or African American female representation in comparison to the 5-year average (2.00 percent) shows an increase of +2.00 percent. Asian Pacific American and individuals of two or more races 2022 representation statistics (4.00 percent and 2.00 percent) in comparison to the 5-year average representation (3.00 percent and 1.00 percent) show an increase of +1.00 percent. Hispanic or Latino and American Indian or Alaska Native 2022 representation statistics in comparison to the 5-year average (1.00 percent and 1.00 percent) remained at the same levels.³⁵

In 2022, the OPM provided an annual report on “Governmentwide DEIA: Our Progress and Path Forward to Building a Better Workforce for the American People.”³⁶ The report references Federal Governmentwide SES representation during FY 2021, which reflects similar governmentwide SES trends (i.e., from FY 2017 through FY 2021). The Governmentwide total workforce is 44.44 percent women, of whom 37.85 percent are SES employees. Men make up 55.56 percent of the Governmentwide total workforce and represent 62.15 percent of SES employees.³⁷ In 2022, the NRC’s total workforce was 40.41 percent females, of whom 41.59 percent were SES employees. Men made up 59.59 percent of the NRC’s total workforce and represented 58.41 percent of SES employees. Based on a comparison of the statistics, the NRC’s representation of women at the SES level is higher than the Governmentwide figures. The OPM and others, including the Federal News Network, have acknowledged that there was little or no significant change in representation of women and minorities at the SES levels.³⁸ The EEO office determined that triggers exist related to the representation of women within the NRC’s SES series.

The OPM report references Federal Governmentwide SES representation during FY 2021, which reflects similar trends related to race or ethnicity distribution—White (75.67 percent), Black or African American (11.66 percent), Asian (4.68 percent), Hispanic or Latino (5.07 percent), Native Hawaiian or Pacific Islander (0.16 percent), American Indian or Alaskan Native (1.24 percent), individuals of two or more races (1.35 percent), and unspecified (0.17 percent).³⁹ The NRC’s SES representation during FY 2022 for race or ethnicity reflects White (74.33 percent), Black or African American (11.50 percent), Asian (7.08 percent), Hispanic or Latino (2.65 percent—the numbers are incorrect on NRC Workforce Table A7), Native Hawaiian or Pacific Islander (0.00 percent), American Indian or Alaskan Native (1.76 percent), and individuals of two or more races (2.65 percent).⁴⁰

³⁴ See Table A7.

³⁵ See OCHCO 2022 End of the Year Perm Staff Demographic Tables.

³⁶ See [OPM.gov press release dated February 15, 2023 – “U.S. Office of Personnel Management Releases Government-wide Diversity, Equity, Inclusion, and Accessibility Annual Report.”](#) (OPM Accessibility Report)

³⁷ See [OPM Accessibility Report](#) and USAFacts.org article on [“What is the racial and ethnic breakdown of the federal government workforce?”](#). (USAFacts.org article)

³⁸ See [OPM Accessibility Report](#) and Federal News Network article by Amelia Brust dated February 25, 2021, [“Improving SES Diversity Takes Work from Leaders As Well As Lower Ranks.”](#)

³⁹ See [OPM Accessibility Report](#) and [USAFacts.org article](#).

⁴⁰ See Table A7. See also OCHCO 2022 End of the Year Perm Staff Demographics Tables (008).pdf.

Based on a comparison of the NRC's demographic data and the Federal Government statistics, the EEO office determined that the NRC's representation of minorities at the SES level was above the Governmentwide levels for Asian, American Indian or Alaskan Native, and individuals of two or more races, and slightly below the Governmentwide levels for Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and Black or African American (11.50 percent lower). The EEO office determined that triggers exist related to the representation of women and minorities in the NRC's SES.

The Governmentwide total workforce is made up of 57.25 percent of persons without disabilities, 16.60 percent PWD, and 2.50 percent PWTD.⁴¹ A review of the OPM's SES Governmentwide workforce statistics shows that 7,186 SES employees (92.10 percent) self-identified as having no disability, 311 employees (3.99 percent) as PWD, 33 employees (0.42 percent) as PWTD, 215 employees (2.76 percent) as having an unspecified disability, and 57 employees (0.73 percent) as having an unknown disability. In 2022, the NRC's total workforce comprised 2,542 persons without disabilities (91.14 percent), of whom 2,420 employees (86.77 percent) self-identified as having no disability and 122 employees (4.37 percent) did not self-identify a disability. There were 247 employees (8.86 percent) who self-identified as PWD, of whom 38 employees (1.36 percent) were PWTD. The total senior grades group consists of 1,469 employees, of whom 1,277 employees (86.93 percent) self-identified as not having a disability, 68 employees (4.63 percent) did not self-identify their status, 124 employees (8.44 percent) self-identified as PWD, which included 18 employees who self-identified as PWTD.⁴² Within the 113 employees in the SES group, 103 employees (91.15 percent) self-identified as having no disability, 1 employee (0.88 percent) did not self-identify, 9 employees (7.96 percent) self-identified as PWD, and 1 employee (0.88 percent) self-identified as PWTD.⁴³ From a comparison of the NRC's demographic data and the Federal Government statistics, the EEO office 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.

The EEO office also reviewed the agency's SES Candidate Development Program (CDP) to determine the participation of women minorities, PWD, and PWTD. It is the NRC's policy to establish fair and equitable practices for staffing SES positions.⁴⁴ This includes facilitating the timely replacement of SES members by reaching out to a wide, demographically diverse pool of qualified applicants through the NRC SES CDP. For example, in FY 2022, the NRC's SES CDP vacancy announcement is posted on the Corporate Gray job board and shared with the Disabled Veterans National Foundation.⁴⁵

The SES CDP provides a mix of formal leadership training, on-the-job executive-level experience during 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 SES CDP is evaluated and reported on as part of the annual Federal Equal Opportunity Recruitment Program (FEORP) report submitted to the OPM. The NRC also collects demographic data on the SES CDP participants. In 2022, the NRC recruited 18 internal candidates (i.e., from 4 corporate offices and 14 technical offices) and 6 external candidates (i.e., from 4 Federal agencies: Board of Veteran Appeals, Air Force Materiel Command, U.S. Environmental Protection Agency, and U.S. Department of Energy) to participate in the agency's SES CDP. The SES CDP cohort consisted of 24 participants. Males accounted for 14 participants (58.33 percent), of whom there were 9 White (64.28 percent), 2 Black or African American (14.28 percent), 1 Hispanic or Latino

⁴¹ See [OPM Accessibility Report](#) and [USAFacts.org article](#).

⁴² See Table B7.

⁴³ See Table B7 and Table B4.

⁴⁴ See [NRC Management Directive 10.135](#), "Senior Executive Service Employment and Staffing Programs," p. 2 (approved May 19, 2021). (Non-Public)

⁴⁵ Feedback received from OCHCO Job Placement Manager for preparation of the FY 2022 MD-715 Report.

(7.14 percent), 1 individual of two or more races (7.14 percent), and 1 unspecified (7.14 percent). Females accounted for 10 participants (41.66 percent), of whom there were 4 White (40.00 percent), 1 Black or African American (10.00 percent), 2 Hispanic or Latino (20.00 percent), 2 individuals of two or more races (20.00 percent), and 1 unspecified (10.00 percent). There were 19 persons without a disability (79.16 percent) and 5 PWD (20.83 percent).

Based on a review of prior years' SES CDP information and data, the NRC is showing meaningful progress towards increasing diversity in the agency's SES CDP, which will impact representation of females, minorities, and PWD within the NRC and other Federal agencies at the SES level.

2.2 Professionals

The NRC professional occupational workforce consists of 2,099 employees. Males accounted for 1,329 employees (63.32 percent) and females accounted for 770 employees (36.68 percent).⁴⁶ These employees comprised the following races and ethnicities:

- White employees—900 were males (42.88 percent), and 393 were females (18.72 percent).
- Black or African American employees—127 were males (6.05 percent), and 205 were females (9.77 percent).
- Asian employees—174 were males (8.29 percent), and 89 were females (4.24 percent).
- Hispanic or Latino employees—95 were males (4.53 percent), and 62 were females (2.95 percent).
- American Indian or Alaska Native employees—8 were males (0.38 percent), and 5 were females (0.24 percent).
- Native Hawaiian or Other Pacific Islander—1 was male (0.05 percent), and 0 were females (0.00 percent).
- Individuals of two or more races—7 were males (0.33 percent), and 6 were females (0.29 percent).
- Unspecified—27 employees were unspecified (workforce table A3).

Within the professional occupation group, 1,830 employees self-identified as having no disability (87.18 percent), 86 employees did not self-identify their status (4.10 percent), 183 employees self-identified as PWD (8.72 percent), and 28 employees self-identified as PWTD (1.33 percent).⁴⁷

Based on a comparison of the demographic data, the EEO office determined that triggers exist regarding the representation of female 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.

⁴⁶ See Table A3.

⁴⁷ See Table B3.

2.3 Technicians

The NRC technicians occupational workforce consists of 2 male Hispanic or Latino employees.⁴⁸ Within the technician occupation group, neither employee self-identified their disability status.⁴⁹ Based on a review of the demographic data, the EEO office did not determine that triggers exist.

2.4 Administrative Workers

The NRC administrative workers occupational workforce consists of 176 employees. Males accounted for 10 employees (5.68 percent), and females accounted for 166 employees (94.32 percent).⁵⁰ These employees comprised the following races and ethnicities:

- White employees—5 were males (2.84 percent), and 82 were females (46.59 percent).
- Black or African American employees—2 were males (1.14 percent), and 54 were females (30.68 percent).
- Asian employees—0 were males (0.00 percent), and 13 were females (7.39 percent).
- Hispanic or Latino employees—1 was male (0.57 percent), and 10 were females (5.68 percent).
- American Indian or Alaska Native employees—0 were males (0.00 percent), and 3 were females (1.70 percent).
- Native Hawaiian or Other Pacific Islander—1 was male (0.57 percent), and 1 was female (0.57 percent).
- Individuals of two or more races—1 was male (0.57 percent), and 2 were females (1.14 percent).
- Unspecified—1 employee was unspecified (workforce table A3).

Within the administrative workers occupation group, 141 employees self-identified as having no disability (80.11 percent), 10 employees did not self-identify their status (5.68 percent), and 25 employees self-identified as PWD (14.20 percent), of whom 4 employees self-identified as PWTD (2.27 percent).⁵¹

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

⁴⁸ See Table A3.

⁴⁹ See Table B3.

⁵⁰ See Table A3.

⁵¹ See Table B3.

2.5 Service Workers

The NRC service workers occupational workforce consists of 26 employees. Males accounted for 20 employees (76.92 percent), and females accounted for 6 employees (23.08 percent).⁵² These employees comprised the following races and ethnicities:

- White employees—17 were males (65.38 percent), and 3 were females (11.54 percent).
- Black or African American employees—3 were males (11.54 percent), and 2 were females (7.69 percent).
- Asian employees—0 were males (0.00 percent), and 0 were females (0.00 percent).
- Hispanic or Latino employees—0 were males (0.00 percent), and 1 was female (3.85 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, 25 employees self-identified as having no disability (96.15 percent), 1 employee did not self-identify their status (3.85 percent), 0 employees self-identified as PWD (0.00 percent), and 0 employees self-identified as PWTDD (0.00 percent).⁵³

Based on a comparison of the demographic data, the EEO office determined that triggers exist with regard to the representation of females and male minority racial or ethnic groups.

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

The EEO office reviewed and analyzed the NRC's administratively determined (AD)-13 and AD-14 permanent positions⁵⁴ to identify the representation of females, minorities, and PWD. The total AD permanent workforce consisted of 26 employees. Males accounted for 24 employees (92.31 percent), of whom 2 were Hispanic or Latino (7.69 percent), 18 White (69.23 percent), 1 Black or African American (3.85 percent), 2 Asian (7.69 percent), and 1 unspecified (3.85 percent). Females accounted for 2 employees (7.69 percent), of whom 1 was White (3.85 percent) and 1 was an unspecified employee (3.85 percent). Within the AD group, a female (White) is employed in the AD-7 series.⁵⁵

The AD-13 series consisted of 9 employees. Males accounted for all 9 employees, 1 of whom was Hispanic or Latino (11.11 percent), 5 were White (55.56 percent), 1 was Black or African American (11.11 percent), and 2 were Asian (22.22 percent). No female employees were identified in the AD-13

⁵² See Table A3.

⁵³ See Table B3.

⁵⁴ See Table A4P.

⁵⁵ See Table A4P.

series.⁵⁶ Within the AD-13 series group, 8 employees self-identified as having no disability (88.89 percent), and 1 employee self-identified as PWD (11.11 percent).⁵⁷

The AD-14 series consisted of 16 employees. Males accounted for 15 employees (93.75 percent), of whom 13 were White (81.25 percent), 1 was Hispanic or Latino (6.25 percent), and 1 was unspecified (6.25 percent). There was 1 unspecified female in the AD-14 group. Within the AD-14 series, all 16 employees reported no disability.⁵⁸

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

4 RECRUITMENT

In FY 2022, the EDO issued an agency announcement stating that NRC had onboarded 206 external hires. In 2023, the NRC aspires to hire and onboard 400 employees, while supporting promotion and professional development opportunities for the current workforce. The EEO office reviewed the NRC's 2022 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 describe 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 Efforts

The NRC typically focuses its recruitment efforts on engineers, scientists, security professionals, and those in other fields deemed important to conducting the agency's mission. The NRC conducts its recruitment efforts for the agency's major occupations on the national, regional, and local levels.

OCHCO administers the agency's University Champions (UC) Program, which comprises hiring officials and management-level representatives who maintain a high level of NRC presence on university campuses. Through the UC Program, NRC managers and senior staff volunteer to serve as emissaries of the NRC and establish a close individual liaison with university officials.

As mentioned in section 1.3 of this document, the agency created #HIRENRC to facilitate the recruitment and employment of highly talented people at the NRC.

To aid the onboarding of new staff, OCHCO revitalized the NRC Ambassador program. The Ambassadors help new employees navigate and get acclimated during the first 60 days.

The agency's NextGen cohort is a group of NRC staff members who have volunteered to help attract, recruit, and retain the next generation of nuclear regulator leaders to better position the NRC to support future nuclear energy demands. The group helps to coordinate events between the staff and summer interns, foster workplace engagement, and participate in internal and external networking opportunities to increase the NRC's presence in the local community and at recruitment events. The NextGen cohort

⁵⁶ See Table B4P.

⁵⁷ See Table B4AD-P.

⁵⁸ See Table B6P.

leads efforts to identify gaps and solutions for optimizing recruitment of the next generation of regulators. The group also helps the agency identify and address needs as the NRC and the nuclear industry evolve.

4.3 Developing the Fiscal Year 2022 Recruitment Schedule

OCHCO leads the planning, development, and execution of the NRC's annual recruitment schedule. However, OCHCO consults with, and obtains the concurrence of, the EEO office to ensure sensitivity to, and inclusion of, different cultural, racial, ethnic, gender, and disability statuses 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 2022 Recruitment and Advertisement Activities

The NRC continues to restructure the workforce to support its safety and security mission more effectively and efficiently. On December 2, 2021, the EDO tasked the NRC's Chief Human Capital Officer to develop and begin implementation of a hiring strategy with the objective of hiring and onboarding by October 1, 2022, within 1 percent of the agency's allocated full-time equivalent levels identified for FY 2023.

OCHCO and the EEO office collaborated on the calendar year 2022 recruitment schedule; developed plans to expand recruitment of the co-op, summer, and entry-level hires; met with EEO advisory groups, which resulted in identifying 11 new UCs at minority serving institutions (MSIs); and supported the recruitment and outreach plans developed by the UCs.

During FY 2022, the NRC's recruitment activities focused on participation in 41 outreach activities, including the following:

- The NRC participated in 12 professional or other events, such as those sponsored by the American Indian Science and Engineering Society, Health Physics Society, and Society of Women Engineers and the Equal Opportunities Publications CAREERS & the disABLED STEM Career Expo; Joint Women's Leadership Symposium & Career and Transition Seminar; Navy Nuclear Power Officer Career Conference; Service Academy Career Conference events in Washington, DC, and Texas for veterans; TECHEXPO Cyber event; White House Initiatives on Historically Black Colleges and Universities (HBCUs); Government to University Virtual Career Fair/Volcker Alliance; Atlanta University Center Consortium Federal Career Fair; and National Nuclear Security Administration Graduate Fellowship Program Career Fair.
- The NRC participated in over 30 on-campus outreach recruitment events at three Asian American Pacific Islander Serving Institutions, four American Indian/Alaska Native Serving Institutions, six non-MSI/HBCU institutions of higher education, seven Hispanic or Latino Serving Institutions, and 10 HBCUs.
- The NRC also partnered with "HBCU Connect," a social network for HBCU students, graduates, and alumni that provides a platform for networking, professional opportunities, educational opportunities, and connections with organizations that are looking to hire HBCU alumni and students. The NRC posted job opportunities, advertised on the organization's website, and sent an email blast to students about NRC opportunities.

- The NRC's Advisory Committee for Employees with Disabilities conducted a virtual lunchtime panel event, "Powered by Diversity: Hiring and Advancing Employees with Disabilities." The panel discussion covered the use of Schedule A authority.

The NRC engages in extensive outreach and partnerships with educational institutions (e.g., prekindergarten level through postgraduate level, trade schools), including MSIs, and other organizations to support academic achievement and produce a skilled and diverse workforce. Such partnership programs include the following:

- Summer RISE Program: The NRC chapter of Blacks in Government and the Advisory Committee for African Americans, along with the EEO office, cohosted the agency's FY 2022 Montgomery County Public Schools Summer RISE Program, which collaborates with local companies to provide opportunities to high school students in an effort to connect students to careers. Each July, the NRC staff provides rising juniors and seniors with in-person or virtual enriching summer career-based learning experiences.
- Montgomery County Science Fair: The NRC staff members helped coordinate and participated in the 2022 Hybrid Montgomery County Science Fair targeted to high school students. A panel of NRC judges chose the winners, who demonstrated scientific excellence in their research projects that correlated with the NRC's mission. On May 9, 2022, in the Commission Hearing Room, the NRC honored local high school students who received NRC community awards during the 2022 fair.
- EmbraceNRC: The EmbraceNRC summer 2022 program consisted of a team of NRC employees (volunteers and ambassadors) who welcomed summer interns to the agency. From June 2 to August 4, 2022, the program provided a broad range of experiential learning activities, including an introduction to the NRC.

The NRC also conducts the following agency-led career development and placement programs:

- Temporary Summer Student Internship Program (TSSIP): The NRC's summer internships serve as a key resource for improving diversity in the agency's workforce pipeline. The TSSIP offers internships to students pursuing a variety of degrees such as engineering, science, information technology, accounting, and business who maintain a minimum 2.85 grade point average. In FY 2022, the TSSIP selected 60 students for employment by the NRC during the summer.⁵⁹
- Nuclear Regulator Apprenticeship Network (NRAN) program: The NRAN program is a paid, full-time, 18-month training program for outstanding engineers and scientists who are graduating (B.S., M.S., PhD) and wish to start an advancement-oriented career. The program provides skill development in multiple areas across the agency through the support of mentors and NRC leaders. Participants gain real-world experience by completing three to four separate apprenticeships with technical experts to build a fundamental skill set to support future career growth. In 2022, the NRC hired 25 entry-level staff to the NRAN program, 5 of whom (19 percent) graduated from MSIs. The NRC onboarded a new NRAN cohort, in which 44 percent of the group is non-White, 44 percent of the group is female, and 16 percent of the group are PWD.
- Honor Law Graduate Program (HLGP): Each year, the NRC selects graduating law students or judicial law clerks to serve in the agency's HLGP, which is the agency's primary mechanism for hiring entry-level attorneys. During 2022, the OCHCO staff conducted recruitment outreach

⁵⁹ See the NRC FY 2022 Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report.

through Simplicity locally to the University of Baltimore, American University, George Washington University, Georgetown University, George Mason University, Howard University, Catholic University, and the University of Maryland. OCHCO also posted the HLGP vacancy announcement through Handshake to Santa Clara University, Florida International University, Oklahoma City University, Florida A&M University, University of California (Davis), North Carolina Central University, University of California (Irvine and Hastings), University of New Mexico, Texas Southern, Howard University, University of the District of Columbia, and University of Puerto Rico. The NRC hired four employees through the HLGP during FY 2022.

- Student Cooperative Education Program (co-ops): The Student Cooperative Education Program establishes student co-op appointments initially as 13-month terms rather than as permanent appointments, with flexibility to extend in appropriate increments (typically 1 year or less), for up to 120 days after the student's expected graduation. This ensures that students remain eligible for Federal benefits, and it affords the NRC the flexibility to convert successful program participants to term or permanent positions. The NRC's high conversion rate has helped make its student employment programs an especially successful pipeline to meet long-term agency needs. As of September 30, 2022, the NRC has employed a total of 50 co-ops in the program.⁶⁰

The NRC uses direct-hire authority similar to that in the competitive service to recruit for certain hard-to-fill positions and to appoint candidates directly, without using the standard hiring authority, under 5 U.S.C. 3304. Direct-hire authority 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 2022, the NRC posted direct-hire 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:

- The NRC participated in four veteran-focused outreach events during FY 2022: Navy Nuclear Power Officer Career Conference, Joint Women's Leadership Symposium, Career and Transition Seminar, and Service Academy Career Conference. The agency also participated in the Equal Opportunity Publications, Inc. CAREERS & the disABLED magazine's Virtual Career Fair, which brought industry and government together with PWD, including wounded warriors.⁶¹
- The NRC's VERG provides advice and recommendations to the EEO office and OCHCO regarding factors that impact the recruitment, selection, development, retention, and well-being of veterans. VERG helps promote services available to support the career development, upward mobility, and retention of veterans. Additionally, VERG assists agency management in understanding the responsibilities and considerations necessary to support the NRC veteran population.

To increase outreach and the number of applications from individuals with disabilities, the NRC undertook the following activities:

- The NRC participated in recruitment events and posted job vacancies on the online job boards for Equal Opportunity Publications, Inc., and GettingHired.com.

⁶⁰ See the NRC FY 2022 DVAAP Accomplishment Report.

⁶¹ See the NRC FY 2022 DVAAP Accomplishment Report.

- The NRC shared job vacancies with contacts at the Maryland Department of Rehabilitative Services Maryland Workforce Exchange.
- The NRC partnered with the U.S. Department of Defense's Operation Warfighter Program and the Workforce Recruitment Program by accessing its résumé database to search for candidates.
- OCHCO referred 24 resumes to human resources specialists for jobs such as information technology specialist, international relations specialist, and Innovation Program Manager, and for the 2022 TSSIP. Sources for resumes were the CAREERS & the disABLED Virtual Career Fair, City Diversity Fair, USA Jobs Agency Talent Portal, and the Workforce Recruitment Program.

As a result of the above recruitment activities, the NRC hired 36 PWD, of whom 3 were PWTD.

5 ADVERTISEMENT FOR FISCAL YEAR 2022 JOB VACANCIES

The NRC placed printed and online advertisements in diversity-focused publications and websites. For example, the NRC used USA Jobs to advertise job vacancies and process applications.⁶² In FY 2022, the NRC posted over 40 vacancies using online job boards and print branding advertising (e.g., CorporateGray.com, GettingHired.com, AbilityJobs.com, Joint Service Academies Jobs Electronically) and journals and magazines (e.g., Professional Women's Magazine, DIVERSEability Magazine, ABILITY Corps/ABILITY Magazine, Winds of Change Magazine (Tribal), and Society of Women Engineers). The NRC also participated in the CAREERS & the disABLED Virtual Career Fair.

6 NEW HIRES BY TYPE OF APPOINTMENT

6.1 Total Workforce New Hires

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

In 2022, the NRC employed 270 total workforce new hires. Males accounted for 167 employees (61.85 percent), of whom there were 15 Hispanic or Latino (5.56 percent), 112 White (41.48 percent), 20 Black or African American (7.41 percent), 16 Asian (5.93 percent), 1 Native Hawaiian or Other Pacific Islander (0.37 percent), 1 American Indian or Alaska Native (0.37 percent), and 2 individuals of two or more races (0.74 percent). Females accounted for 103 employees (38.15 percent), of whom there were 14 Hispanic or Latino (5.19 percent), 47 White (17.41 percent), 24 Black or African American (8.89 percent), 15 Asian (5.56 percent), 0 Native Hawaiian or Other Pacific Islander (0 percent), 0 American Indian or Alaska Native (0.00 percent), and 3 individuals of two or more races (1.11 percent). Percentages for White and Hispanic or Latino female racial or ethnic groups (17.41 percent and 5.19 percent) and Hispanic and two or more races male racial or ethnic groups (5.67 percent, and 1.03 percent) are below the groups' CLF percentages (31.82 percent, 6.16 percent, 6.82 percent, and 1.05 percent).⁶³ Within the total workforce new hire group, 204 employees self-identified as having no disability (75.56 percent), 28 employees did not self-identify their status (10.37 percent), and 38 employees self-identified as PWD (14.07 percent). The PWD group included four employees who self-identified as PWTD (1.48 percent).⁶⁴

⁶² [NRC's Vacancy Page](#)

⁶³ See Table A1.

⁶⁴ See Table B1-1.

6.2 Permanent New Hires

In 2022, the NRC employed 194 permanent workforce new hires. Males accounted for 117 employees (60.31 percent), of whom there were 11 Hispanic or Latino (5.67 percent), 74 White (38.14 percent), 17 Black or African American (8.76 percent), 12 Asian (6.19 percent), 1 Native Hawaiian or Other Pacific Islander (0.52 percent), and 2 individuals of two or more races (1.03 percent). Females accounted for 77 employees (39.69 percent), of whom there were 11 Hispanic or Latino (5.67 percent), 30 White (15.46 percent), 23 Black or African American (11.86 percent), 10 Asian (5.15 percent), and 3 individuals of two or more races (1.55 percent). Percentages for White and Hispanic or Latino female racial or ethnic groups and Hispanic or Latino and two or more races male racial or ethnic groups are below the groups' CLF percentages (31.82 percent, 6.16 percent, 6.82 percent, and 1.05 percent).

Within the total permanent new hire group, 144 employees self-identified as having no disability (74.23 percent), 18 employees did not self-identify their status (9.28 percent), and 32 employees self-identified as PWD (16.49 percent). The PWD group included three employees who self-identified as PWTD (1.55 percent). As of September 30, 2022, the NRC had 2,879 permanent employees on board, of whom 604 are veterans. Of the 604 veterans, 195 are disabled, with 112 of the veterans identifying themselves as 30 percent or more disabled. The NRC made 209 permanent hires during FY 2022, of whom 53 were veterans, which included 19 individuals with a 30 percent or more disability.

6.3 Temporary New Hires

In FY 2022, the NRC hired 76 temporary new hire employees. Males accounted for 50 temporary new hires (65.79 percent), of whom 4 were Hispanic or Latino (5.26 percent), 38 White (50.00 percent), 3 Black or African American (3.95 percent), 4 Asian (5.26 percent), and 1 American Indian or Alaska Native (1.32 percent). Females accounted for 26 temporary new hires (34.21 percent), of whom 3 were Hispanic or Latino (3.95 percent), 17 White (22.37 percent), 1 Black or African American (1.32 percent), and 5 Asian (6.58 percent).⁶⁵ Percentages for the White and Hispanic or Latino female racial or ethnic groups, and Hispanic or Latino and Black or African American male racial or ethnic groups percentages are below the groups' CLF percentages (31.82 percent, 6.16 percent, 6.82 percent, and 5.7 percent).⁶⁶ Within the temporary new hire workforce group, 60 employees self-identified as having no disability (78.95 percent), 10 employees did not self-identify their status (13.16 percent), 6 employees self-identified as PWD (7.89 percent), which included 1 employee who self-identified as PWTD (1.32 percent).

7 APPLICANTS AND NEW HIRES FOR NRC MISSION-CRITICAL OCCUPATIONS

It should be noted that the NRC continues to experience problems generating applicant flow, demographics, and other statistical information and data collections required for analysis of relevant MD-715 workforce tables. For example, data are missing, inaccurate, or incomplete as described in the sections below. Notwithstanding, the EEO office reviewed the available information and data related to new hires and selections for each listed NRC mission-critical occupation by race or ethnicity, sex, and disability to determine participation by females, minorities,⁶⁷ and individuals with disabilities.⁶⁸ The following sections discuss the findings.

⁶⁵ See Table A1.

⁶⁶ See Table B1-1.

⁶⁷ See Table A6P.

⁶⁸ See Table B6P.

7.1 Security Administration (0080)

The NRC issued three vacancy announcements. The NRC received 283 applications from potential new hires for the security administration position. The applicant flow data information and numbers are not accurate. For example, there is a difference between the total count for females (34) and the total figure for the female racial or ethnic breakdown (3 Hispanic or Latino, 17 White, 15 Black or African American, 3 American Indian or Alaska Native, and 2 individuals of two or more races, which sum to 40). There is also a difference between the total count for males (109) and the total figure for the male racial or ethnic breakdown (6 Hispanic or Latino, 62 White, 43 Black or African American, 7 Asian, 1 Native Hawaiian or Pacific Islander, and 5 individuals of two or more races, which sum to 124). The NRC determined that 95 applicants were qualified for the position and referred 168 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 3 applicants of whom, 2 were males (66.67 percent) (White) and 1 was female (33.33 percent) (Hispanic or Latino). The relevant applicant pool percentage (RAPP) data were unavailable.

Within the security administration hiring process, 23 applicants self-identified as having no disability (8.13 percent), 145 did not self-identify their status (51.24 percent), 13 self-identified as PWD (4.59 percent), and 8 self-identified as PWTD (2.83 percent). No PWD or PWTD were determined to be qualified applicants. The agency hired 3 applicants, of whom 1 (33.33 percent) had no disability and 2 (66.67 percent) self-identified as PWD, which included 1 employee (33.33 percent) who self-identified as PWTD.⁶⁹

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the security administration new hire process.⁷⁰

7.2 International Relations (0131)

There were no new hire vacancy announcements issued for the internal relations position.

7.3 Human Resources Management (0201)

There were no new hire vacancy announcements issued for the human resources management position.

7.4 Miscellaneous Administration and Program Series (0301)

The NRC issued eight vacancy announcements. The NRC received 265 applications from potential new hires for the miscellaneous administration and program series position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (84) and the total figure for the female racial or ethnic breakdown (12 Hispanic or Latino, 30 White, 50 Black or African American, 5 Asian, 2 Native Hawaiian or Pacific Islander, 3 American Indian or Alaska Native, and 5 individuals of two or more races, which sum to 107). There is also a difference between the total count for males (70) and the total figure for the male racial or ethnic breakdown (3 Hispanic or Latino, 29 White, 31 Black or African American, 9 Asian, 1 American Indian or Alaska Native, and 2 individuals of two or more races, which sum to 75). The NRC determined that 87 applicants were qualified for the

⁶⁹ See Table B3.

⁷⁰ See Table A3.

position and referred 92 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 9 applicants, of whom 1 was a male (11.11 percent) (Black or African American) and 8 were females (88.89 percent) (2 Hispanic or Latino, 2 White, 3 Black or African American, and 1 Asian). The RAPP was not provided in the table.

Within the miscellaneous administration and program series hiring process, 14 applicants' self-identified as having no disability (5.28 percent), 151 did not self-identify their status (56.98 percent), 19 self-identified as PWD (7.17 percent), and 6 self-identified as PWTD (2.26 percent). No PWD or PWTD were determined to be qualified applicants. The agency hired 8 with no disability (88.89 percent) and 1 employee (11.11 percent) who self-identified as PWD and also as PWTD.⁷¹

Based on the lack of data and the 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 are present related 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.⁷²

7.5 Secretary (0318)

The NRC issued seven vacancy announcements. The NRC received 294 applications from potential new hires for the secretary position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (173) and the total figure for the female racial or ethnic breakdown (11 Hispanic or Latino, 54 White, 100 Black or African American, 13 Asian, 1 Native Hawaiian or Pacific Islander, 7 American Indian or Alaska Native, and 10 individuals of two or more races, which sum to 196). There is also a difference between the total count for males (45) and the total figure for the male racial or ethnic breakdown (5 Hispanic or Latino, 28 White, 16 Black or African American, 1 Asian, 1 American Indian or Alaska Native, and 2 individuals of two or more races, which sum to 53). The NRC determined that 199 applicants were qualified for the position and referred 79 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 8 female applicants (6 White and 2 Black or African American).

Within the secretary hiring process, 6 applicants self-identified as having no disability (2.04 percent), 249 did not self-identify their status (84.69 percent), 22 self-identified as PWD (7.48 percent), and 13 self-identified as PWTD (4.42 percent). No PWD or PWTD were determined to be qualified. The agency hired 8 with no disability (100.00 percent).

Based on the lack of data and the 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 triggers 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 five vacancy announcements. The NRC received 168 applications from potential new hires for the management and program analysis position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (70) and the total figure for the female racial or ethnic breakdown (7 Hispanic or Latino, 31 White, 35 Black or African

⁷¹ See Table B3.

⁷² See Table A3.

American, 6 Asian, 1 American Indian or Alaska Native, and 3 individuals of two or more races, which sum to 83). There is also a difference between the total count for males (41) and the total figure for the male racial or ethnic breakdown (7 Hispanic or Latino, 19 White, 16 Black or African American, and 6 Asian, which sum to 48). The NRC determined that 104 applicants were qualified for the position and referred 96 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 5 applicants, of whom there were 1 male (Hispanic or Latino) and 4 females (2 Hispanic or Latino and 2 White). The RAPP data are unavailable.

Within the management and program analysis position hiring process, 3 applicants self-identified as having no disability (1.79 percent), 128 did not self-identify their status (76.19 percent), 8 self-identified as PWD (4.76 percent), and 1 employee self-identified as PWTD (0.60 percent). No PWD or PWTD were determined to be qualified. The agency hired 5, of whom there were 4 persons with no disability (80.00 percent) and 1 PWD (20.00 percent). Based on the lack of data and the 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. However, if the available referenced data are accurate, sufficient information exists to indicate that triggers are present 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 Budget Analysis (0560)

There were no new hire vacancy announcements issued for the budget analysis position.

7.8 General Engineering (0801)

The NRC issued 32 vacancy announcements. The NRC received 490 applications from potential new hires for the general engineering position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (100) and the total figure for the female racial or ethnic breakdown (23 Hispanic or Latino, 74 White, 18 Black or African American, 10 Asian, 1 American Indian or Alaska Native, and 7 individuals of two or more races, which sum to 133). There is also a difference between the total count for males (212) and the total figure for the male racial or ethnic breakdown (33 Hispanic or Latino, 135 White, 30 Black or African American, 40 Asian, 2 American Indian or Alaska Native, and 3 individuals two or more races, which sum to 243). The NRC determined that 356 applicants were qualified for the position and referred 478 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 39 applicants, of whom 22 were males (56.41 percent) (4 Hispanic or Latino, 12 White, 3 Black or African American, and 3 Asian) and 17 were females (43.59 percent) (4 Hispanic or Latino, 9 White, 3 Black or African American, and 1 Asian). The RAPP data are unavailable.

Within the general engineering position hiring process, 12 applicants self-identified as having no disability (2.45 percent), 415 did not self-identify their status (84.69 percent), 15 self-identified as PWD (3.06 percent), and 10 self-identified as PWTD (2.04 percent). No PWD or PWTD were determined to be qualified. The agency hired 36 applicants with no disability (92.31 percent), 1 employee who did not self-identify their status (2.56 percent), and 2 PWD (5.13 percent).

Based on the lack of data and the 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 are present 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 six vacancy announcements. The NRC received 44 applications from potential new hires for the nuclear engineering position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (6) and the total figure for the female racial or ethnic breakdown (2 Hispanic or Latino, 3 White, 2 Black or African American, 1 Asian, and 1 individual of two or more races, which sum to nine). There is also a difference between the total count for males (18) and the total figure for the male racial or ethnic breakdown (2 Hispanic or Latino, 14 White, 2 Black or African American, 1 Asian, and 1 American Indian or Alaska Native, which sum to 20). The NRC determined that 38 applicants were qualified for the position and referred 48 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 9 applicants, of whom 8 were males (88.89 percent) (1 Hispanic or Latino, 3 White, 3 Black or African American, and 1 American Indian or Alaska Native) and 1 was female (11.11 percent) (Black or African American). The RAPP data are unavailable.

Within the nuclear engineering position hiring process, 2 applicants self-identified as having no disability (4.55 percent), 42 did not self-identify their status (95.45 percent), and 0 self-identified as PWD (0.00 percent). The agency hired 9 with no disability (100.00 percent).

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women and minorities.

7.10 Law Clerk (0904)

There were no new hire vacancy announcements for the law clerk position.

7.11 General Attorney (0905)

There were no new hire vacancy announcements for the general attorney position.

7.12 Contracting (1102)

There were no new hire vacancy announcements for the contracting position.

7.13 General Physical Science (1301)

There were no new hire vacancy announcements for the general physical science position.

7.14 Health Physics (1306)

The NRC did not issue any vacancy announcements. The NRC received 50 applications from potential new hires for the health physics position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (14) and the total figure for the female racial or ethnic breakdown (1 Hispanic or Latino, 11 White, 2 Black or African American, and 2 Asian, which sum to 16). There is also a difference between the total count for males (30) and the total figure for the male racial or ethnic breakdown (2 Hispanic or Latino, 15 White, 7 Black or African American, and 7 Asian, which sum to 31). The NRC determined that 37 applicants were qualified for the position and referred 46 applicants to the hiring official (demographic information was not listed in

table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 5 applicants, of whom 3 were males (60.00 percent) (White) and 2 were females (40.00 percent) (White). The RAPP data are unavailable.

Within the health physics position hiring process, 1 employee self-identified as having no disability (2.00 percent), 48 did not self-identify their status (96.00 percent), 1 employee self-identified as PWD (2.00 percent), and 1 employee self-identified as PWTD (2.00 percent). No PWD or PWTD were determined to be qualified. The agency hired 5 applicants (demographic information was not listed in table B6).

Based on the lack of data and the 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 are present 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 Federal Sector Equal Employment Opportunity Portal Status file the NRC 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 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,⁷³ and disability to determine participation by women, minorities, PWD, and PWTD.⁷⁴ The sections below discuss the findings.

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

The NRC issued two vacancy announcements. The NRC received 26 applications for senior grade promotions. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for males (12) and the total figure for the male racial or ethnic breakdown (2 Hispanic or Latino, 8 White, 3 Black or African American, 2 Asian, and 1 individual of two or more races, which sum to 16). The total count for females (10) matched the total figure for the female racial or ethnic breakdown (1 Hispanic or Latino, 3 White, 3 Black or African American, and 3 Asian). The NRC determined that 19 applicants were qualified for the positions and referred 40 applicants to the hiring official (demographic information was not listed in table A7). The data table reflects that no applicants were interviewed for the position. The agency promoted 2 internal applicants, of whom 1 was a male (50.00 percent) (White) and 1 was a female (50.00 percent) (White). The MD-715 Disability Affirmative Action Plan provides the analysis of PWD and PWTD for promotions.

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the senior grade level promotional hiring process.

⁷³ See Table A6P.

⁷⁴ See Table B6.

8.2 GG-15 or Equivalent

The NRC issued 38 vacancy announcements. The NRC received 414 applications for internal competitive promotion to GG-15 or equivalent. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (106) and the total figure for the female racial or ethnic breakdown (26 Hispanic or Latino, 76 White, 17 Black or African American, 16 Asian, 2 American Indian or Alaska Native, and 11 individuals of two or more races). There is also a difference between the total count for males (185) and the total figure for the male racial or ethnic breakdown (24 Hispanic or Latino, 116 White, 30 Black or African American, 33 Asian, 1 American Indian or Alaska Native, and 3 individuals of two or more races). The NRC determined that 358 applicants were qualified for the positions and referred 476 applicants to the hiring official (demographic information not listed in the A7 data table). The data table reflects that no applicants were interviewed for the position. The agency promoted 44 internal applicants, of whom 23 were males (52.27 percent) (2 Hispanic or Latino, 16 White, 3 Black or African American, and 2 Asian) and 21 were females (47.73 percent) (4 Hispanic or Latino, 9 White, 4 Black or African American, 2 Asian, and 2 individuals of two or more races). The analysis of PWD and PWTD for promotions are provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present 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 38 vacancy announcements. The NRC received 549 applications for internal competitive promotion to GG-14 or equivalent. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (120) and the total figure for the female racial or ethnic breakdown (13 Hispanic or Latino, 65 White, 36 Black or African American, 14 Asian, 1 American Indian or Alaska Native, and 2 individuals of two or more races, which sum to 131). There is also a difference between the total count for males (253) and the total figure for the male racial or ethnic breakdown (40 Hispanic or Latino, 124 White, 48 Black or African American, 67 Asian, 7 American Indian or Alaska Native, and 4 individuals of two or more races, which sum to 290). The NRC determined that 370 applicants were qualified for the positions and referred 449 applicants to the hiring official (demographic information was not listed in table A7). The data table reflects that no applicants were interviewed for the position. The agency promoted 48 internal applicants, of whom 29 were males (60.42 percent) (6 Hispanic or Latino, 11 White, 7 Black or African American, 4 Asian, and 1 American Indian or Alaska Native) and 19 were females (39.58 percent) (3 Hispanic or Latino, 9 White, 5 Black or African American, and 2 Asian).⁷⁵ The analysis of PWD and PWTD for promotions are provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present 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.

⁷⁵ See Table A7.

8.4 GG-13 or Equivalent

The NRC issued two vacancy announcements. The NRC received 86 applications for internal competitive promotion to GG-13 or equivalent. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (26) and the total figure for the female racial or ethnic breakdown (2 Hispanic or Latino, 12 White, 13 Black or African American, 1 Asian, 1 American Indian or Alaska Native, and 1 individual of two or more races, which sum to 30). There is also a difference between the total count for males (19) and the total figure for the male racial or ethnic breakdown (1 Hispanic or Latino, 8 White, 7 Black or African American, and 4 Asian, which sum to 20). The NRC determined that 48 applicants were qualified for the position and referred 33 applicants to the hiring official (demographic information was not listed in table A7). The data table reflects that no applicants were interviewed for the position. The agency promoted 2 employees (demographic information was not listed in table A7). The analysis of PWD and PWTB for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women and minorities in the GG-13 or equivalent promotional hiring process.

8.5 Security Administration (0080)

The NRC issued four vacancy announcements. The NRC received 7 applications for promotion to the security administration position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (1), and the total figure for the female racial or ethnic breakdown (1 Hispanic or Latino, 1 Black or African American, 1 Asian, 1 American Indian or Alaska Native, and 1 individual of two or more races, which sum to 5). There is also a difference between the total count for males (4) and the total figure for the male racial or ethnic breakdown (3 White, 1 Black or African American, 1 Asian, and 1 individual of two or more races, which sum to 6). The NRC determined that all 7 applicants were qualified for the position and referred all 7 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 4 male applicants (3 White and 1 Asian). The analysis of PWD and PWTB for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women and minorities in the security administration internal competitive promotional hiring process.⁷⁶

8.6 International Relations (0343)

There were no promotional vacancies for the international relations position.

8.7 Human Resources Management (0201)

The NRC issued five vacancy announcements. The NRC received 621 applications for promotion to the human resources management position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (233) and the total figure for the

⁷⁶ See Table A6.

female racial or ethnic breakdown (24 Hispanic or Latino, 51 White, 164 Black or African American, 11 Asian, 2 Native Hawaiian or Pacific Islander, 5 American Indian or Alaska Native, and 11 individuals of two or more races, which sum to 268). There is also a difference between the total count for males (122) and the total figure for the male racial or ethnic breakdown (11 Hispanic or Latino, 38 White, 75 Black or African American, 9 Asian, 4 American Indian or Alaska Native, and 4 individuals of two or more races, which sum to 141). The NRC determined that 422 applicants were qualified for the position and referred 186 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency hired 5 employees, of whom there were 3 males (60.00 percent) (1 White and 2 individuals of two or more races) and 2 females (40.00 percent) (1 White and 1 Black or African American). The RAPP data are unavailable. The analysis of PWD and PWTD for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the human resources management internal competitive promotional hiring process.⁷⁷

8.8 Secretary (1318)

The NRC issued six vacancy announcements. The workforce table reflects that the NRC received 767 applications for promotion to the secretary position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (452) and the total figure for the female racial or ethnic breakdown (45 Hispanic or Latino, 153 White, 258 Black or African American, 29 Asian, 4 Native Hawaiian or Pacific Islander, 12 American Indian or Alaska Native, and 22 individuals of two or more races, which sum to 523). There is also a difference between the total count for males (140) and the total figure for the male racial or ethnic breakdown (23 Hispanic or Latino, 72 White, 56 Black or African American, 11 Asian, 1 Native Hawaiian or Pacific Islander, 4 American Indian or Alaska Native, and 8 individuals of two or more races, which sum to 175). The NRC determined that 273 applicants were qualified for the position and referred 164 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency promoted 14 employees, of whom 1 was male (7.14 percent) (Native Hawaiian or Pacific Islander) and 13 were female (92.86 percent) (2 Hispanic or Latino, 5 White, 5 Black or African American, and 1 individual of two or more races). The analysis of PWD and PWTD for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the secretary internal competitive promotional hiring process.⁷⁸

8.9 Management and Program Analysis (0343)

The NRC issued four vacancy announcements. The workforce table reflects that the NRC received 203 applications for promotion to the management and program analysis position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females

⁷⁷ See Table A6.

⁷⁸ See Table A3.

(83) and the total figure for the female racial or ethnic breakdown (10 Hispanic or Latino, 26 White, 53 Black or African American, 5 Asian, 2 American Indian or Alaska Native, and 5 individuals of two or more races, which sum to 101). There is also a difference between the total count for males (46) and the total figure for the male racial or ethnic breakdown (9 Hispanic or Latino, 23 White, 19 Black or African American, 8 Asian, and 3 individuals of two or more races, which sum to 62). The NRC determined that 90 applicants were qualified for the position and referred 138 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency promoted 4 employees, of whom there were 2 males (50.00 percent) (1 Black or African American and 1 Asian) and 2 females (1 Hispanic or Latino and 1 Black or African American). The analysis of PWD and PWTD for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present 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 hiring process.⁷⁹

8.10 Budget Analyst (0560)

There were no promotional vacancies for the budget analyst position.

8.11 General Engineering (0801)

The NRC issued 10 vacancy announcements. The workforce table reflects that the NRC received 1,137 applications for promotion to the general engineering position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (129) and the total figure for the female racial or ethnic breakdown (14 Hispanic or Latino, 67 White, 42 Black or African American, 21 Asian, 3 Native Hawaiian or Pacific Islander, 5 American Indian or Alaska Native, and 11 individuals of two or more races, which sum to 163). There is also a difference between the total count for males (309) and the total figure for the male racial or ethnic breakdown (38 Hispanic or Latino, 184 White, 57 Black or African American, 56 Asian, 7 American Indian or Alaska Native, and 9 individuals of two or more races, which sum to 351). The NRC determined that 411 applicants were qualified for the position and referred 313 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency promoted 23 applicants, of whom 19 (82.61 percent) were males (3 Hispanic or Latino, 14 White, and 2 Asian) and 4 (17.39 percent) were females (1 Hispanic or Latino, 1 Black or African American, 1 Asian, and 1 individual of two or more races). The analysis of PWD and PWTD for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the general engineering internal competitive promotional hiring process.⁸⁰

⁷⁹ See Table A6.

⁸⁰ See Table A6.

8.12 Nuclear Engineering (0840)

The NRC issued two vacancy announcements. The workforce table reflects that the NRC received 28 applications for promotion to the nuclear engineering position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for males (15) and the total figure for the male racial or ethnic breakdown (1 Hispanic or Latino, 11 White, 2 Black or African American, and 2 Asian, which sum to 16). The total count for females (5) matched the total figure for the female racial or ethnic breakdown (2 White, 2 Black or African American, and 1 American Indian or Alaska Native). The NRC determined that 15 applicants were qualified for the position and referred all 15 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency promoted 2 applicants, of whom 2 (100.00 percent) were males (White). The analysis of PWD and PWTB for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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 are present related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the nuclear engineering internal competitive promotional hiring process.⁸¹

8.13 Electrical Engineering (0850)

There were no promotional vacancies for the electrical engineering position.

8.14 General Physical Science (1301)

There were no promotional vacancies for the general physical science position.

8.15 Health Physics (1306)

The NRC issued three vacancy announcements. The workforce table reflects that the NRC received 418 applications for promotion to the health physics position. The applicant flow data are missing or inaccurate. For example, there is a difference between the total count for females (47) and the total figure for the female racial or ethnic breakdown (5 Hispanic or Latino, 29 White, 13 Black or African American, 4 Asian, 1 Native Hawaiian or Pacific Islander, 1 American Indian or Alaska Native, and 2 individuals of two or more races, which sum to 55). There is also a difference between the total count for males (101) and the total figure for the male racial or ethnic breakdown (15 Hispanic or Latino, 77 White, 13 Black or African American, 10 Asian, and 1 individual of two or more races, which sum to 116).

The NRC determined that 183 applicants were qualified for the position and referred 89 applicants to the hiring official (demographic information was not listed in table A6). The data table reflects that no applicants were interviewed for the position. The agency promoted 8 applicants, of whom 6 were males (75.00 percent) (5 White and 1 Black or African American) and 2 were females (25.00 percent) (White). The analysis of PWD and PWTB for promotions is provided in the MD-715 Disability Affirmative Action Plan.

Based on the lack of data and the 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

⁸¹ See Table A6.

triggers are present related to applicant flow data, hiring practices, and disparities for women, minorities, and individuals with disabilities in the health physics internal competitive promotional hiring process.⁸²

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, alternative 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 Commission-level entities (i.e., committees, panels, and offices) and offices under the EDO. The review revealed that management and leadership at all levels have complied with the agency's requirement to use SWP to determine gaps in current staffing critical skills and to project current and future hiring needs. The paragraphs below give examples of management and leadership support of rotations, details, assignments, advancement, and other types of selections.

ADM's leadership supported a supervisor's acceptance into an SES candidate development program at another Federal agency. ADM also supported rotations, details, and lateral assignments to promote employees' personal and professional growth and exposure to different parts of the agency.

The Office of Nuclear Security and Incident Response (NSIR) supported seven staff rotations, one promotion, and two employee conversions. The rotations were for an SES Asian male as acting Division of Security Operations (DSO) director, GG-15 Black or African American female as branch chief, GG-14 Black or African American female as branch chief, GG-13 Asian American male as DSO/Security Oversight and Support Branch (SOSB), GG-13 White male veteran as DSO, GG-13 White male as technical assistant, and White female in the NRAN program on rotation. NSIR promoted a GG-13 Black or African American female following completion of her Headquarters Operation Officer qualification program. NSIR also converted one Black or African American female NRAN cohort and one White male veteran co-op student to permanent employee status.

Region I (RI) leadership supported rotational and cross-qualification assignments and encouraged the staff to continue to learn about other parts of the agency. During the last two quarters of FY 2022, management supported two rotations within the Office of the Regional Administrator/Enforcement, Allegations & Government Liaison Team, nine rotations within the Division of Operating Reactor Safety, two rotations within the Division of Radiological Safety and Security, and five rotations within the Division of Resource Management; two cross-qualifications within the Division of Operating Reactor Safety; one cross-qualification within the Division of Radiological Safety and Security; and four NRAN rotations within RI. RI also supported an extended female inspector assignment to the International Atomic Energy Agency in Vienna, Austria.

Region II (RII) leadership supported multiple developmental opportunities for minority women to serve in leadership roles, including as an Acting Branch Chief for the Information Resources Branch, Acting Lead Administrative Assistant within the Division of Resource Management and Administration, and a 2-month promotional rotation to lead the allegations program for the Division of Construction Oversight. RII selected minority females to fill a management and program analyst position, information management assistant position, and a Resident Inspector Development Program position; a developmental rotational assignment in the Office of the Chief Financial Officer (OCFO); and participation in the Atlanta Federal Executive Board Leadership Government Program. RII also selected minority males to fill a division director position, a NRAN inspector was assigned to RII, and a minority male was promoted as a senior project engineer. RII also offered promotional opportunities and new

⁸² See Table A6.

job postings to employees for Senior Allegations and Enforcement Specialist (EICS), EICS Assistant, Regional Administrator Technical Assistant, and Regional Governmental Liaison Officer.

Region III (RIII) leadership supported three NRC Headquarters SES temporary reassignments (all females), one of whom is Native American. RIII supported five reassignments to enhance cross-sectional technical expertise. There were two competitive promotions; one female was selected. There were six developmental rotational assignments; two females, and one Black or African American male were selected. There were seven temporary promotions; three females were selected. One engineering co-op accepted an offer for conversion to a permanent appointment. Three engineering graduates from the agency's NRAN accepted positions and transferred to RIII in June 2022. RIII also supported four summer hire to co-op conversions. Additionally, RIII hired two external minority females.

Region IV (RIV) leadership is proactively hiring and recruiting qualified candidates to address future needs of the agency, as identified by the SWP and NRC human capital dashboards, with a focus on diversity. In FY 2022, RIV onboarded 14 new staff, including eight diverse hires. RIV supported a total of 14 developmental opportunities in the second half of FY 2022, which included temporary promotions, reassignments, and details/rotations. Of those, 29 percent went to women.

The Office of Investigations (OI) supported 14 rotational opportunities, and leadership encourages training at all levels to maintain technical expertise.

The Office of International Programs (OIP) supported nine rotational assignments for employees in the GG-11, GG-12, GG-13, GG-14, and GG-15 series.

OCFO supported eight rotational assignments to encourage professional growth, exposure to various parts of the agency, and training in a variety of skills sets across OCFO divisions.

The Office of Congressional Affairs (OCA) Director works to provide employees opportunities for career development and growth, training, advancement, and promotions. For example, OCA hosted three rotational assignments.

The Office of Nuclear Regulatory Research (RES) supported rotations for minority and female staff as acting branch chief, acting team leader, and to the National Reactor Innovation Center at Idaho National Laboratory. RES has onboarded multiple branch chief positions using lateral transfer opportunities. RES hired two individuals as entry-level reliability and risk analysts from the NRC's University Nuclear Leadership Program grant scholarship awardees and applicants to a vacancy announcement open to the public.

Within NRR, eight staff members received promotions, eight received temporary promotions, and multiple rotational opportunities took place, including branch chiefs rotating into deputy director positions, GG-14 staff rotating into branch chief positions, and GG-13/14 staff rotating into technical assistant positions.

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 NRC's Talent Management System (TMS), 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.

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 and in-person 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.

In 2022, the NRC's Human Resources Training Development/Learning and Talent Development Branch (HRTD) facilitated NRC employees participation in the following four external competitive career development programs.

- The White House Leadership Development Program (WHLDP) conducted by General Services Administration (GSA) and geared toward GG 15 employees. HRTD nominated 3 NRC employees (2 White Males, and 1 white Female) to participate in the program. The WHLDP selected 1 employee (1 White Male).
- The Mission Support Leadership Program (MSLP) (for summer) conducted by the Partnership for Public Services (PPS) and geared toward GG 12-14 employees. HRTD nominated 3 NRC employees (females) (1 African American or Black, 1 Hispanic or Latino, and 1 White) to participate in the program. The MSLP selected all 3 employees.
- The MSLP (for fall) conducted by PPS and geared toward GG 12-14 employees. HRTD nominated 6 NRC employees which included 2 males (White), and 4 females (2 African American or Black, and 2 White) to participate in the program. The MSLP selected all 6 employees.
- The Chief Executive Officers (CXO) Fellowship Program conducted by CXO and geared toward GG 9-13 employees. The CXO Program focuses on employees in acquisition/procurement, financial management/budget, human capital, information technology, cyber, and data. HRTD nominated 5 NRC employees, which included 3 males (1 African American or Black, and 2

White), and 2 females (1 Hispanic, and 1 White) to participate in the program. The CXO selected 1 employee (female) (Hispanic or Latino) for acquisition/procurement training; 1 employee (male) (White) for information technology training; and 1 employee (female)(White) for data training.

Among the NRC employees nominated and selected to participate in the above four external competitive programs 1 employee self-identified as a PWD/PWTD.

The NRC office leadership also supports employee participation in a wide range of external career development programs, such as the CXO Fellowship Program, WHLP (e.g., OGC, OCFO, OI). For example, the NRC's OIP selected two staff for training opportunities at the World Nuclear University Summer Institute in Valencia and Madrid, Spain (June–July 2022). OIP posted a solicitation of interest open to GG-14 staff or higher for a 1-year assignment to the Mansfield Fellowship Program, which is a professional development and international exchange program for Federal employees conducted in Japan from July 1, 2024–June 30, 2025. OIP posted another solicitation of interest for a 2-year assignment as an International Atomic Energy Agency Advisor to the Deputy Director General of the Department of Management for Organization Performance in Vienna, Austria.

The Office of Commission Appellate Adjudication (OCAA) Director benchmarks other organizations by attending the Human Capital Council, Agency Mission, and biweekly innovate meetings with other senior leaders. The director participates in courses at the National Judicial College and Administrative Conference of the United States (ACUS). The director also attended a series by the ACUS on agency best practices for increasing accessibility to agency adjudications for underprivileged communities.

OCHCO held two executive leadership seminars for supervisors and SES staff on Embracing Inclusive Leadership Skills Through Employee Connectedness, Wellness & Cooperative Coaching in this New Era of Work, and How to be a Relational Leader in a Hybrid Environment. OCHCO issued a data call for the Mission Support Public Leadership Program, and six NRC candidates were submitted to the program administrators for acceptance. OCHCO also submitted candidates to the Partnership for Public Service from Acquisition Management Division and selected a U.S. Navy veteran for participation in the Mission Support Leadership 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 2022, 268 NRC employees (51 SES, 70 supervisors, and 144 non-manager/non-supervisor employee) participated in the NRC Mentoring Program. Within this group, there were 65 veterans (42 mentors, and 23 mentees).

NRC offices (e.g., RES, OCAA, OCHCO, RII, RIII, RIV) actively participate in mentoring and coaching employees, which includes providing resources and support to identify and overcome barriers inhibiting inclusive diversity efforts and participating in the Federal Executive Board Mentoring Program to mentor staff from other agencies.

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. OCHCO also conducts IDP workshops. In addition, the OCHCO-administered TMS provides an online Professional Development section, which allows employees to create or modify their IDPs.

A review of the FY 2022 IDSP reports reveals that office leadership and management regularly encouraged employees to develop and update their IDPs (e.g., OEDO, ADM, NRR, OCAA, OCFO, OI, RII, and RII).

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 Leadership 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).⁸³

A review of rates of participation at the senior grade level for the NRC's 2022 Career Development Program (CDP) revealed that there were three open slots. The NRC determined that 67 applicants were eligible for the CDP, of whom 18 (26.87 percent) were males (4 Hispanic or Latino, 6 White, 7 Black or African American, and 1 Asian) and 49 (73.13 percent) were females (3 Hispanic or Latino, 21 White, 22 Black or African American, 1 Native Hawaiian or Other Pacific Islander, and 2 individuals of two or more races). The data table reflects 3 female applicants (1 Hispanic or Latino, 1 White, and 1 Black or African American) were considered and selected for the CDP.⁸⁴

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

NRC Management Directive 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. Management Directive 10.77 refers to descriptions of NRC-sponsored 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 merit system principles, 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.

⁸³ See the NRC's 2021 FEORP report.

⁸⁴ See Table A7.

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, RII's leadership team successfully identified promotion, rotation, and career enhancement opportunities based upon individual staff needs. Promotion and career opportunities are communicated weekly, and supervisors and senior inspectors have created a dedicated weekly training session for new hires to discuss inspector skills and qualification board preparation.

The following are other examples of how the NRC supports opportunities for employee professional development and growth:

- OCHCO manages the NRC's Open Opportunities, which is an online accessible portal where all employees may independently look for short-term opportunities to work with other offices, further develop skills, and gain useful and valuable experience.
- NRC management supported participation by minorities and females in training such as 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, 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, as mentioned under in section 9 of this document.

OCHCO held a panel discussion on the importance of mentoring and how it can advance careers. A mentoring event was held to provide an opportunity for mentees to meet with potential mentors. Following completion of the event, matches have occurred, thus helping staff attain help for career development.

A review of the discrimination complaints filed in 2022 revealed that one issue was raised regarding training.⁸⁵ Section 12 of this report addresses comments made by departing employees during exit survey interviews describing the factors contributing to their choice to leave the NRC. These factors include lack of opportunity for career advancement, lack of opportunity for training and development, and lack of opportunity for continuing education. The EEO office is unaware of any concerns voiced by the National Treasury Employees Union or other interest groups or stakeholders.⁸⁶

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

The EEO office reviewed the NRC's 2022 salary distribution and whether incentive awards are fairly distributed to identify triggers or barriers that may exclude women, minorities, PWD, and PWTD. The sections below discuss the internal review.

⁸⁵ Further discussion of the issue appears in the NRC's FY 2022 Annual Report on the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2022 (No FEAR Act), dated April 6, 2023.

⁸⁶ OCHCO Exit Survey FY18Q1-FY22Q4 Filtered for 2022 Q1,Q2, Q3, and Q4.xlsx.

11.1 Employees' Satisfaction with Their Pay

A review of the 6-year period 2017–2022 reflects that the NRC did not receive any complaints alleging discrimination on the basis of the Equal Pay Act. However, two complaints were filed in which the complainants alleged issues involving pay, including overtime.⁸⁷

The FEVS GSI measures employee satisfaction in four key indices related to life at work (i.e., job, pay, organization, and likelihood of recommending the organization as a good place to work). The OPM has made clear the importance of understanding employee satisfaction, as it gives Federal agencies a sense of how its employees are feeling, and satisfied employees are more likely to stay in their jobs, hence reducing turnover.

In the FY 2022 FEVS, 1,845 NRC employees responded to the GSI indices question (question 69—“Considering everything, how satisfied are you with your job?”). Employees assigned to 13 out of 24 participating NRC offices (54.16 percent) rated satisfaction with their pay at 70 percent or above. Employees assigned to 11 out of 24 participating NRC offices (45.83 percent) rated satisfaction with their pay below 70 percent (i.e., scores ranged from 59.00 percent to 67.7 percent). The NRC received an average overall score of 67.9 percent, which was higher than the Governmentwide ranking (55.9 percent).⁸⁸ The NRC’s scores were within the upper range for medium-size agencies (75–100 percent).⁸⁹

11.2 NRC Salary Distribution

The EEO office reviewed the 2022 workforce data associated with the NRC’s salary distribution.⁹⁰ Based on a review of the workforce statistics, disparities exist in salary distribution. The NRC made similar findings in the FY 2021 and FY 2022 annual MD-715 reports. The EEO office and OCHCO should 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, OGC attorneys 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. Based on a question raised by NRC employees during a presentation on the MD-715 report, the EEO office will coordinate efforts with OCHCO to make available information and data collections regarding distribution or demographic information for incentives other than cash or time-off awards for analysis as part of MD-715 compliance and reporting for FY 2023 (e.g., Student Loan Repayment Program, relocation benefits, recruitment and signing bonuses, retention bonuses).

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 of this report.

⁸⁷ NRC FY 2022 Annual Report on the No FEAR Act, dated April 6, 2023. ...

⁸⁸ [2022 OPM FEVS Results 1st Level Subagency Comparison Report for the U.S. Nuclear Regulatory Commission.](#)

⁸⁹ See the 2022 Best Places to Work in the Federal Government rankings.

⁹⁰ See Table A5P, “Salary—Distribution by Race, Ethnicity, and Sex (Participation Rate),” October 1, 2020, to September 30, 2021.

A review of the discrimination complaints filed in 2022 revealed that none of the complaints cited awards as an issue; however, one complaint alleged telework as an issue.⁹¹ Section 12 of this report addresses concerns expressed by departing employees in the exit survey interviews, which include incentives (e.g., retention, relocation, and awards).⁹² The EEO office is unaware of concerns voiced by the National Treasury Employees Union or other interest groups or stakeholders.

11.4 Employee Recognition and Awards

The EEO office reviewed employee recognition and awards to determine the participation levels of women, minorities,⁹³ and individuals with disabilities.⁹⁴ The sections below discuss the results of the review.

11.5 Time-Off Awards (1–10 Hours)

A review of time-off awards for 1–10 hours revealed that the NRC awarded 665 time-off awards, of which 389 males (58.50 percent) (33 Hispanic or Latino, 265 White, 43 Black or African American, 42 Asian, 2 American Indian or Alaska Native, 2 individuals of two or more races, and 2 unspecified) received at total of 3,214 hours and an average of 8 hours. A total of 276 females (41.50 percent) (18 Hispanic or Latino, 149 White, 73 Black or African American, 23 Asian, 5 American Indian or Alaska Native, 1 individual of two or more races, and 7 unspecified) received a total of 2,286 hours and average of 8 hours. The EEO office identified a trigger related to minority racial or ethnic groups based on the disparities identified when comparing the time-off awards made to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the time-off awards made to White males.

The analysis of PWD and PWTD for time-off awards (1–10 hours) is provided in the MD-715 Disability Affirmative Action Plan.

11.6 Time-Off Awards (11–20 Hours)

A review of time-off awards for 11–20 hours revealed that the NRC awarded 190 time-off awards, of which 125 males (65.79 percent) (8 Hispanic or Latino, 87 White, 9 Black or African American, 19 Asian, and 2 unspecified) received at total of 1,828 hours and an average of 14 hours. A total of 65 females (34.21 percent) (10 Hispanic or Latino, 37 White, 8 Black or African American, 7 Asian, 2 American Indian or Alaska Native, and 1 individual of two or more races) received a total of 1,026 hours and an average award of 15 hours. The EEO office identified a trigger related to minority racial or ethnic groups based on the disparities identified when comparing the time-off awards made to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the time-off awards made to White males.

The analysis of PWD and PWTD for time-off awards (11–20 hours) is provided in the MD-715 Disability Affirmative Action Plan.

⁹¹ NRC FY 2022 Annual Report on the No FEAR Act dated April 6, 2023.

⁹² See OCHCO Employee Exit Interview Survey FY18Q1-FY22Q4 Filtered for 2022 Q1, Q2, Q3, and Q4.xlsx.

⁹³ See Table A9, “Employee Recognition and Awards—Distribution by Race, Ethnicity, and Sex (Participation Rate),” October 1, 2020, to September 30, 2021.

⁹⁴ See Table B9-2, “Employee Recognition and Awards—Distribution by Disability (Inclusion Rate),” October 1, 2020, to September 30, 2021.

11.7 Time-Off Awards (21–30 Hours)

A review of time-off awards for 21–30 hours revealed that the NRC awarded 3 time-off awards, of which 3 females (100.00 percent) (1 White, 1 Black or African American, and 1 Asian) received a total of 69 hours and an average of 23 hours. No further analysis was conducted due to the small group of awardees.

The analysis of PWD and PWTB for time-off awards (21–30 hours) is provided in the MD-715 Disability Affirmative Action Plan.

11.8 Time-Off Awards (31–40 Hours)

A review of time-off awards for 31–40 hours revealed that the NRC awarded 4 time-off awards, of which 2 females (50.00 percent) (White) received a total of 62 hours and an average of 31 hours. A total of 2 males (50.00 percent) (1 White and 1 Asian) received a total of 72 hours and an average of 36 hours. No further analysis was conducted due to the small group of awardees.

The analysis of PWD and PWTB for time-off awards (31–40 hours) is provided in the MD-715 Disability Affirmative Action Plan.

11.9 Time-Off Awards (41 or More Hours)

A review of time-off awards for 41 or more hours revealed that the NRC awarded 6 time-off awards, of which 5 females (83.33 percent) (3 White, 1 Black or African American, and 1 Asian) received a total of 210 hours and an average of 42 hours. A total of 1 male (16.67 percent) (1 Asian) received 42 hours. No further analysis was conducted due to the small group of awardees.

The analysis of PWD and PWTB for time-off awards (31–40 hours) is provided in the MD-715 Disability Affirmative Action Plan.

11.10 Cash Awards of \$500 and Under

A review of cash awards for \$500 and under revealed that the NRC awarded 674 cash awards, of which 355 males (52.67 percent) (31 Hispanic or Latino, 255 White, 36 Black or African American, 23 Asian, 5 American Indian or Alaska Native and 5 unspecified) received at total of \$157,400.00, which is an average of \$443.38. A total of 319 females (47.33 percent) (24 Hispanic or Latino, 162 White, 85 Black or African American, 38 Asian, 3 American Indian or Alaska Native, 3 individuals of two or more races, and 2 unspecified) received a total of \$140,057.00, which is an average of \$439.05. The EEO office identified a trigger related to minority racial or ethnic groups given cash awards based on the disparities identified when comparing the number of cash awards given to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the number of cash awards given to White males.⁹⁵

The analysis of PWD and PWTB for cash awards \$500.00 and under is provided in the MD-715 Disability Affirmative Action Plan.

11.11 Cash Awards of \$501–\$999

A review of cash awards for \$501–\$999 revealed that the NRC awarded 818 cash awards, of which 441 males (53.91 percent) (41 Hispanic or Latino, 298 White, 38 Black or African American, 44 Asian, 8 American Indian or Alaska Native, 2 individuals of two or more races, and 10 unspecified) received at

⁹⁵ See Table A9.

total of \$333,285.00, which is an average of \$755.00. A total of 377 females (46.09 percent) (24 Hispanic or Latino, 209 White, 91 Black or African American, 39 Asian, 5 American Indian or Alaska Native, 3 individuals of two or more races, and 6 unspecified) received a total of \$281,025.00, which is an average of \$745.00. The EEO office identified a trigger related to minority racial or ethnic groups given cash awards based on the disparities identified when comparing the number of cash awards given to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the number of cash awards given to White males.⁹⁶

The analysis of PWD and PWTD for cash awards \$501–\$999 is provided in the MD-715 Disability Affirmative Action Plan.

11.12 Cash Awards of \$1,000–\$1,999

A review of cash awards for \$1,000–\$1,999 revealed that the NRC awarded 1,341 cash awards, of which 706 males (52.65 percent) (61 Hispanic or Latino, 495 White, 61 Black or African American, 72 Asian, 4 American Indian or Alaska Native, 4 individuals of two or more races, and 9 unspecified) received at total of \$917,822.00, which is an average of \$1,300.00. A total of 635 females (47.35 percent) (42 Hispanic or Latino, 350 White, 152 Black or African American, 68 Asian, 1 Native Hawaiian or Pacific Islander, 8 American Indian or Alaska Native, 2 individuals of two or more races, and 12 unspecified) received a total of \$840,962.00, which is an average of \$1,324.00. The EEO office identified a trigger related to minority racial or ethnic groups given cash awards based on the disparities identified when comparing the number of cash awards given to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the number of cash awards given to White males.⁹⁷

The analysis of PWD and PWTD for cash awards \$1,000–\$1,999 is provided in the MD-715 Disability Affirmative Action Plan.

11.13 Cash Awards of \$2,000–\$2,999

A review of cash awards for \$2,000–\$2,999 revealed that the NRC awarded 538 cash awards, of which 289 males (53.72 percent) (25 Hispanic or Latino, 203 White, 37 Black or African American, 22 Asian, and 2 American Indian or Alaska Native) received at total of \$685,610.00, which is an average of \$2,372.00. A total of 249 females (46.28 percent) (17 Hispanic or Latino, 135 White, 61 Black or African American, 30 Asian, 1 American Indian or Alaska Native, 2 individuals of two or more races, and 3 unspecified) received a total of \$606,168.00, which is an average of \$2,434.00. The EEO office identified a trigger related to minority racial or ethnic groups given cash awards based on the disparities identified when comparing the number of cash awards given to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the number of cash awards given to White males.⁹⁸

The analysis of PWD and PWTD for cash awards \$2,000–\$2,999 is provided in the MD-715 Disability Affirmative Action Plan.

11.14 Cash Awards of \$3,000–\$3,999

A review of cash awards for \$3,000–\$3,999 revealed that the NRC awarded 951 cash awards, of which 587 males (61.72 percent) (44 Hispanic or Latino, 398 White, 59 Black or African American, 64 Asian, 1 Native Hawaiian or Pacific Islander, 5 American Indian or Alaska Native, 1 individual of two or more races, and 15 unspecified) received at total of \$2,074,887.00, which is an average of \$3,534.00. A total

⁹⁶ See Table A9.

⁹⁷ See Table A9.

⁹⁸ See Table A9.

of 364 females (38.28 percent) (31 Hispanic or Latino, 189 White, 102 Black or African American, 30 Asian, 5 American Indian or Alaska Native, 1 individual of two or more races, and 6 unspecified) received a total of \$1,262,646.00, which is an average of \$3,468.00. The EEO office identified a trigger related to minority racial or ethnic groups given cash awards based on the disparities identified when comparing the number of cash awards given to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the number of cash awards given to White males.⁹⁹

The analysis of PWD and PWTD for cash awards \$3,000–\$3,999 is provided in the MD-715 Disability Affirmative Action Plan.

11.15 Cash Awards of \$4,000–\$4,999

A review of cash awards for \$4,000–\$4,999 revealed that the NRC awarded 536 cash awards, of which 360 males (67.16 percent) (22 Hispanic or Latino, 266 White, 19 Black or African American, 47 Asian, 1 American Indian or Alaska Native, 1 individual of two or more races, and 4 unspecified) received at total of \$1,584,914.00, which is an average of \$4,402.00. A total of 176 females (32.84 percent) (11 Hispanic or Latino, 99 White, 37 Black or African American, 23 Asian, 1 American Indian or Alaska Native, 2 individuals of two or more races, and 3 unspecified) received a total of \$772,310.00, which is an average of \$4,388.00. The EEO office identified a trigger related to minority racial or ethnic groups given cash awards based on the disparities identified when comparing the number of cash awards given to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the number of cash awards given to White males.¹⁰⁰

The analysis of PWD and PWTD for cash awards \$4,000–\$4,999 is provided in the MD-715 Disability Affirmative Action Plan.

11.16 Cash Awards of \$5,000 or More

A review of cash awards for \$5,000 or more revealed that the NRC awarded 374 cash awards, of which 232 males (62.03 percent) (8 Hispanic or Latino, 181 White, 22 Black or African American, 12 Asian, 3 American Indian or Alaska Native, and 6 unspecified) received at total of \$2,367,533.00, which is an average of \$10,204.00. A total of 142 females (37.97 percent) (7 Hispanic or Latino, 102 White, 14 Black or African American, 13 Asian, 1 American Indian or Alaska Native, 2 individuals of two or more races, and 3 unspecified) received a total of \$1,391,062.00, which is an average of \$9,796.00. The EEO office identified a trigger related to minority racial or ethnic groups given cash awards based on the disparities identified when comparing the number of cash awards given to White males and females. The EEO office also identified a trigger related to White females based on the disparities identified when comparing the number of cash awards given to White males.¹⁰¹

The analysis of PWD and PWTD for cash awards \$5,000 or more is provided in the MD-715 Disability Affirmative Action Plan.

11.17 Quality Step Increases Awarded

A review of QSIs revealed that the NRC awarded 55 QSIs to 26 males (47.27 percent) (22 Hispanic or Latino, 266 White, 19 Black or African American, 47 Asian, 1 American Indian or Alaska Native, and 1 individual of two or more races). A total of 29 females (52.73 percent) (11 Hispanic or Latino, 99 White, 37 Black or African American, 23 Asian, 1 American Indian or Alaska Native, and

⁹⁹ See Table A9.

¹⁰⁰ See Table A9.

¹⁰¹ See Table A9.

2 individuals of two or more races) received QSIs. Table A9 provided no applicant flow data. The EEO office was unable to determine whether triggers exist related to minority racial or ethnic groups, or related to White females when comparing the number of QSIs given to White males.¹⁰²

The analysis of PWD and PWTB for QSIs is provided in the MD-715 Disability Affirmative Action Plan.

11.18 Review of Employee Nominations, Acknowledgements, Recognitions, and Awards

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 OCHCO to update Management Directive 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 11, 2022, the NRC held its 43 Annual Awards Ceremony to recognize the extraordinary efforts of employees who performed beyond their duty. 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 2022, 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. For example, ADM holds a "Kudos Café" and has a Super Duck Award program that empowers ADM employees to reward peers and supervisors for practicing principles cited in the NRC's Leadership Model. NRR division-level managers recognize staff performance with awards, regular encouragement and appreciation, and special act and group awards. NSIR recognizes employee performance with group, special act, and on-the-spot awards. The Office of the Chief Information Officer (OCIO) recognizes performance through special act awards, and monthly through the Peer Recognition and in the OCIO Newsletter.

The Regional Administrator represented RIII on July 15, 2022, when RIII was nominated for the Secretary of Defense Freedom Award and recognized for its strong support of the Illinois National Guard and Reserve.

12 SEPARATIONS

The EEO office conducted a self-assessment of the NRC's separations to identify barriers that may affect women, minorities,¹⁰³ and individuals with disabilities.¹⁰⁴ The sections below discuss the results of the self-assessment.

In FY 2022, the NRC separated a total of 305 employees (86 workforce resignations, 157 retirements, 60 other separations, and 2 workforce removals). Within this group, 269 employees self-identified as having no disability (88.19 percent), 16 employees did not self-identify (5.24 percent), and 20 identified

¹⁰² See Table A9.

¹⁰³ See Table A1.

¹⁰⁴ See Tables B1 and B1-2.

as PWD (6.55 percent), including 4 PWTD (1.31 percent).¹⁰⁵ These separated employees are further analyzed in the paragraphs below.

In FY 2022, the NRC had a total of 246 permanent workforce separations from employment. Male separations consisted of 153 employees (62.20 percent), of whom there were 12 Hispanic or Latino (4.88 percent), 106 White (43.09 percent), 19 Black or African American (7.73 percent), 12 Asian (4.88 percent), 2 American Indian or Alaska Native (0.81 percent), and 2 unspecified (??%). Female total separations consisted of 93 employees (37.80 percent), of whom there were 6 Hispanic or Latino (2.44 percent), 44 White (17.89 percent), 31 Black or African American (12.60 percent), 10 Asian (4.07 percent), 1 American Indian or Alaska Native (0.41 percent), and 1 unspecified (??%).¹⁰⁶ Within this group, 216 employees self-identified as having no disability (87.80 percent), 11 employees did not self-identify (4.47 percent), and 19 identified as PWD (7.72 percent), including 4 PWTD (1.63 percent).¹⁰⁷

In FY 2022, the NRC had a total of 59 temporary workforce separations from employment. Male separations consisted of 40 employees (67.80 percent), of whom there were 2 Hispanic or Latino (3.39 percent), 32 White (54.24 percent), 4 Black or African American (6.78 percent), 1 Asian (1.69 percent), and 1 American Indian or Alaska Native (1.69 percent). Female total separations consisted of 19 employees (32.20 percent), of whom there were 1 Hispanic or Latino (1.69 percent), 13 White (22.03 percent), 1 Black or African American (1.69 percent), and 4 Asian (6.78 percent).¹⁰⁸ Within this group, 53 employees self-identified as having no disability (89.83 percent), 5 employees did not self-identify (8.47 percent), and 1 identified as PWD (1.69 percent), including 0 PWTD (0.00 percent).¹⁰⁹

12.1 Voluntary Separations

In FY 2022, the NRC had a total of 86 voluntary separations from employment (workforce resignations) (48 permanent workforce and 38 temporary workforce). Male resignations consisted of 50 employees (58.14 percent), of whom there were 6 Hispanic or Latino (6.98 percent), 35 White (40.70 percent), 6 Black or African American (6.98 percent), 2 Asian (2.33 percent), and 1 American Indian or Alaska Native (1.16 percent). Female resignations consisted of 36 employees (41.86 percent), of whom there were 2 Hispanic or Latino (2.33 percent), 18 White (20.93 percent), 8 Black or African American (9.30 percent), 7 Asian (8.14 percent), and 1 American Indian or Alaska Native.¹¹⁰ Within this group, 80 employees self-identified as having no disability (93.02 percent), 3 employees did not self-identify (3.49 percent), and 3 identified as PWD (3.49 percent), including 0 PWTD (0.00 percent).¹¹¹

12.2 Retirements

In FY 2022, the NRC had 157 employees who retired (153 permanent workforce and 4 temporary workforce). Males accounted for 111 retirements (70.70 percent), of whom there were 4 Hispanic or Latino (2.55 percent), 82 White (52.23 percent), 12 Black or African American (7.64 percent), 9 Asian (5.73 percent), 2 American Indian or Alaska Native (1.27 percent), and 2 unspecified (??%).¹¹² Females accounted for 46 retirements (29.30 percent), of whom there were 2 Hispanic or Latino (1.27 percent),

¹⁰⁵ See Tables B1-1 and B1-2.

¹⁰⁶ See Table A1.

¹⁰⁷ See Tables B1-1 and B1-2.

¹⁰⁸ See Table A1.

¹⁰⁹ See Tables B1-1 and B1-2.

¹¹⁰ See Table A1.

¹¹¹ See Tables B1-1 and B1-2.

¹¹² See Table A1.

27 White (17.20 percent), 15 Black or African American (9.55 percent), and 2 Asian (1.27 percent).¹¹³ Within this group, 136 employees self-identified as having no disability (86.62 percent), 8 employees did not self-identify their status (5.10 percent), and 13 identified as PWD (8.28 percent), including 2 PWTD (1.27 percent).¹¹⁴

12.3 Involuntary Separations

Two employees from the permanent workforce complement were involuntarily separated from employment with the NRC in FY 2022, of whom there were 2 Black females (100.00 percent).¹¹⁵ Within this group, both employees self-identified as having no disability.¹¹⁶

12.4 Other Separations

In FY 2022, the NRC had 60 other separations from employment (43 permanent workforce and 17 temporary workforce). Males accounted for 32 separations (53.33 percent), of whom there were 4 Hispanic or Latino (6.67 percent), 21 White (35.00 percent), 5 Black or African American (8.33 percent), and 2 Asian (3.33 percent).¹¹⁷ Females accounted for 28 separations (46.67 percent), of whom there were 3 Hispanic or Latino (5.00 percent), 12 White (20.00 percent), 7 Black or African American (11.67 percent), 5 Asian (8.33 percent), and 1 unspecified (1.66 percent).¹¹⁸ Within this group, 51 employees self-identified as having no disability (85.00 percent), 5 employees did not self-identify (8.33 percent), and 4 identified as PWD (6.67 percent), including 2 PWTD (3.33 percent).¹¹⁹

12.5 Triggers Identified Related to NRC Separations

The NRC’s exit interview survey responses and comments for 2017 through 2022 revealed negative reasons that contributed to employees’ decisions to separate employment with the agency by means of retirement, transfer, and resignation. In FY 2018, the EEO office put in place MD-715 Part H and Part I plans to address the negative reasons given for employee separations and to implement corrective measures, where warranted.

In FY 2022, OCHCO created an Exit Interview Information/Data Collection Shared Portal to help the Office of Small Business and Civil Rights and OCHCO better track demographics, workforce statistics, and employee responses for internal and external reporting purposes. The EEO office conducted a review of FY 2022 Exit Interview Survey comment factors chosen by 130 separating employees assigned to 19 NRC offices. An analysis of 373 total comments revealed that 90 primary and 60 secondary factors, described in table 1, contributed to employee separations from the NRC in FY 2022.¹²⁰

TABLE 1. TALLEY OF FY 2022 EXIT INTERVIEW SURVEY EMPLOYEE COMMENTS						
#	All Factors Contributing to Employee Separations	#	Primary Factors Contributing to Employee Separations	#	Secondary Factors Contributing to Employee Separations	#
A-Compensation						
1.	A01. Pay/Cost of Living	19	A01. Pay/Cost of Living	11	A01. Pay/Cost of Living	2
2.	A02. Dissatisfaction w. Leave Programs	0	A02. Dissatisfaction w. Leave Programs	1	A02. Dissatisfaction w. Leave Programs	1

¹¹³ See Table A1.

¹¹⁴ See Tables B1-1 and B1-2.

¹¹⁵ See Table A1.

¹¹⁶ See Tables B1-1 and B1-2.

¹¹⁷ See Table A1.

¹¹⁸ See Table A1.

¹¹⁹ See Tables B1-1 and B1-2.

¹²⁰ See OCHCO Employee Exit Interview Survey FY18Q1-FY22Q4 Filtered for 2022 Q1,Q2, Q3, and Q4.xlsx.

TABLE 1. TALLEY OF FY 2022 EXIT INTERVIEW SURVEY EMPLOYEE COMMENTS

#	All Factors Contributing to Employee Separations	#	Primary Factors Contributing to Employee Separations	#	Secondary Factors Contributing to Employee Separations	#
3.	A04. Dissatisfaction w. Incentives	7	A04. Dissatisfaction w. Incentives	0	A04. Dissatisfaction w. Incentives	0
B-Quality of Work-Life						
4.	B01. Dissatisfaction w. Work Schedule Flexibilities	14	B01. Dissatisfaction w. Work Schedule Flexibilities	1	B01. Dissatisfaction w. Work Schedule Flexibilities	2
5.	B02. Commute Too Long	15	B02. Commute Too Long	5	B02. Commute Too Long	2
6.	B03. Stressful Work Environment	23	B03. Stressful Work Environment	13	B03. Stressful Work Environment	3
7.	B04. Dissatisfaction w. Telework Opportunities	31	B04. Dissatisfaction w. Telework Opportunities	15	B04. Dissatisfaction w. Telework Opportunities	6
8.	B05. Dissatisfaction w. Office Environment	9	B05. Dissatisfaction w. Office Environment	0	B05. Dissatisfaction w. Office Environment	2
C-Management & Organization						
9.	C01. Lack of Opportunity for Career Advancement	27	C01. Lack of Opportunity for Career Advancement	10	C01. Lack of Opportunity for Career Advancement	7
10.	C02. Lack of Opportunity for Training & Development	7	C02. Lack of Opportunity for Training & Development	2	C02. Lack of Opportunity for Training & Development	2
11.	C03. Lack of Opportunity for Continuing Education	2	C03. Lack of Opportunity for Continuing Education	0	C03. Lack of Opportunity for Continuing Education	0
12.	C04. Lack of Meaningful Work	9	C04. Lack of Meaningful Work	2	C04. Lack of Meaningful Work	1
13.	C05. Skills Not Utilized	20	C05. Skills Not Utilized	2	C05. Skills Not Utilized	3
14.	C07. Dissatisfaction w. My Immediate Supervisors	11	C07. Dissatisfaction w. My Immediate Supervisors	3	C07. Dissatisfaction w. My Immediate Supervisors	1
15.	C08. Poor Morale	16	C08. Poor Morale	0	C08. Poor Morale	4
16.	C09. Poor Communication	15	C09. Poor Communication	0	C09. Poor Communication	1
17.	C11. Inability to Influence Organizational Decisions	17	C11. Inability to Influence Organizational Decisions	3	C11. Inability to Influence Organizational Decisions	3
18.	C12. Dissatisfaction w. Organizational Goals/Values	8	C12. Dissatisfaction w. Organizational Goals/Values	0	C12. Dissatisfaction w. Organizational Goals/Values	0
19.	C13. Work Not Valued/ Appreciated	20	C13. Work Not Valued/ Appreciated	2	C13. Work Not Valued/ Appreciated	9
20.	C14. Favoritism	13	C14. Favoritism	1	C14. Favoritism	1
21.	C18. Dissatisfaction w. Senior Leadership in My Office	0	C18. Dissatisfaction w. Senior Leadership in My Office	1	C18. Dissatisfaction w. Senior Leadership in My Office	0
22.	C21. Workload too Heavy	0	C21. Workload too Heavy	1	C21. Workload too Heavy	0
D-Personal/Family						
23.	D01. Relocating Out of the Area	20	D01. Relocating Out of the Area	5	D01. Relocating Out of the Area	5
24.	D02. Health	23	D02. Health	9	D02. Health	2
25.	D03. Child Care	6	D03. Child Care	1	D03. Child Care	0
26.	D04. Elder Care	9	D04. Elder Care	1	D04. Elder Care	1
27.	D05. Pursue Education	1	D05. Pursue Education	1	D05. Pursue Education	0
28.	D06. Start Business	1	D06. Start Business	0	D06. Start Business	1
E-Environment for Raising Concerns						
29.	E01. Fear of Reprisal for Raising Differing View	11	E01. Fear of Reprisal for Raising Differing View	0	E01. Fear of Reprisal for Raising Differing View	0
30.	E02. Dissatisfaction w. Inaction	9	E02. Dissatisfaction w. Inaction	0	E02. Dissatisfaction w. Inaction	1
31.	E03. Dissatisfaction w. the Corrective Action Taken to Address the Concerns	5	E03. Dissatisfaction w. the Corrective Action Taken to Address the Concerns	0	E03. Dissatisfaction w. the Corrective Action Taken to Address the Concerns	0
32.	E04. Dissatisfaction w. the Process (timeliness, confidentiality, available course of action)	5	E04. Dissatisfaction w. the Process	0	E04. Dissatisfaction w. the Process	0

TABLE 1. TALLEY OF FY 2022 EXIT INTERVIEW SURVEY EMPLOYEE COMMENTS						
#	All Factors Contributing to Employee Separations	#	Primary Factors Contributing to Employee Separations	#	Secondary Factors Contributing to Employee Separations	#
#	TOTAL OF ALL EMPLOYEE CHOSEN FACTORS	373	TOTAL PRIMARY FACTORS	90	TOTAL SECONDARY FACTORS	60

The EEO office and the HEART Team learned from discussions with OCHCO that the manual nature of sending exit surveys to employee resulted in errors in which not all separating employees were sent exit surveys before their departure. OCHCO has indicated that efforts are being made to put in place an automated distribution system.

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. MD-715 Report Part J presents a more in-depth disability assessment.

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 #	2832	1692	1140	115	79	1180	605	162	301	192	116	1	1	11	11	7	9
Total Workforce: Prior 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: Current FY #	2789	1662	1127	117	86	1148	594	160	291	195	117	2	1	9	10	9	12
Total Workforce: Current FY %	100	59.59	40.41	4.20	3.08	41.16	21.30	5.74	10.43	6.99	4.20	0.07	0.04	0.32	0.36	0.32	0.43
Total Workforce: Difference #	-43	-30	-13	2	7	-32	-11	-2	-10	3	1	1	0	-2	-1	2	3
Total Workforce: Ratio Change %	0.00	-0.16	0.16	0.14	0.29	-0.51	-0.06	0.02	-0.20	0.21	0.10	0.03	0.00	-0.07	-0.03	0.07	0.11
Total Workforce: Net Change %	-1.52	-1.77	-1.14	1.74	8.86	-2.71	-1.82	-1.23	-3.32	1.56	0.86	100.00	0.00	-18.18	-9.09	28.57	33.33
EMPLOYEE GAINS																	
Total Workforce: New Hires #	270	167	103	15	14	112	47	20	24	16	15	1	0	1	0	2	3
Total Workforce: New Hires %	100	61.85	38.15	5.56	5.19	41.48	17.41	7.41	8.89	5.93	5.56	0.37	0.00	0.37	0.00	0.74	1.11
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	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
Total Workforce: Removal %	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
Total Workforce: Resignation #	86	50	36	6	2	35	18	6	8	2	7	0	0	1	1	0	0
Total Workforce: Resignation %	100	58.14	41.86	6.98	2.33	40.70	20.93	6.98	9.30	2.33	8.14	0.00	0.00	1.16	1.16	0.00	0.00
Total Workforce: Retirement #	157	111	46	4	2	82	27	12	15	9	2	0	0	2	0	0	0
Total Workforce: Retirement %	100	70.70	29.30	2.55	1.27	52.23	17.20	7.64	9.55	5.73	1.27	0.00	0.00	1.27	0.00	0.00	0.00
Total Workforce: Other Separations #	60	32	28	4	3	21	12	5	7	2	5	0	0	0	0	0	0
Total Workforce: Other Separations %	100	53.33	46.67	6.67	5.00	35.00	20.00	8.33	11.67	3.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Total Separations #	305	193	112	14	7	138	57	23	32	13	14	0	0	3	1	0	0
Total Workforce: Total Separations %	100	63.28	36.72	4.59	2.30	45.25	18.69	7.54	10.49	4.26	4.59	0.00	0.00	0.98	0.33	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	2705	1615	1090	109	74	1119	568	158	297	186	113	1	1	11	11	7	8
Permanent Workforce: Prior 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: Current FY #	2659	1584	1075	109	79	1087	556	157	289	189	113	2	1	9	10	9	12
Permanent Workforce: Current FY %	100	59.57	40.43	4.10	2.97	40.88	20.91	5.90	10.87	7.11	4.25	0.08	0.04	0.34	0.38	0.34	0.45
Permanent Workforce: Difference #	-46	-31	-15	0	5	-32	-12	-1	-8	3	0	1	0	-2	-1	2	4
Permanent Workforce: Ratio Change %	0.00	-0.13	0.13	0.07	0.23	-0.49	-0.09	0.06	-0.11	0.23	0.07	0.04	0.00	-0.07	-0.03	0.08	0.15
Permanent Workforce: Net Change %	-1.70	-1.92	-1.38	0.00	6.76	-2.86	-2.11	-0.63	-2.69	1.61	0.00	100.00	0.00	-18.18	-9.09	28.57	50.00

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 PM

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
Temporary Workforce: Other Separations #	17	14	3	1	1	11	1	2	0	0	1	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	82.35	17.65	5.88	5.88	64.71	5.88	11.76	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	59	40	19	2	1	32	13	4	1	1	4	0	0	1	0	0	0
Temporary Workforce: Total Separations %	100	67.80	32.20	3.39	1.69	54.24	22.03	6.78	1.69	1.69	6.78	0.00	0.00	1.69	0.00	0.00	0.00

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 #	2659	1584	1075	109	79	1087	556	157	289	189	113	2	1	9	10	9	12
Permanent Workforce %	100	59.57	40.43	4.10	2.97	40.88	20.91	5.90	10.87	7.11	4.25	0.08	0.04	0.34	0.38	0.34	0.45
NU00 #	2659	1584	1075	109	79	1087	556	157	289	189	113	2	1	9	10	9	12
NU00 %	100	59.57	40.43	4.10	2.97	40.88	20.91	5.90	10.87	7.11	4.25	0.08	0.04	0.34	0.38	0.34	0.45

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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 #	113	66	47	0	0	51	33	8	5	4	4	0	0	1	1	0	3
SES %	100	58.41	41.59	0.00	0.00	45.13	29.20	7.08	4.42	3.54	3.54	0.00	0.00	0.88	0.88	0.00	2.65
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 #	113	66	47	0	0	51	33	8	5	4	4	0	0	1	1	0	3
Total Senior Pay %	100	58.41	41.59	0.00	0.00	45.13	29.20	7.08	4.42	3.54	3.54	0.00	0.00	0.88	0.88	0.00	2.65

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 #	2659	1584	1075	109	79	1087	556	157	289	189	113	2	1	9	10	9	12
Permanent Workforce %	100	59.57	40.43	4.10	2.97	40.88	20.91	5.90	10.87	7.11	4.25	0.08	0.04	0.34	0.38	0.34	0.45
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 #	14	1	13	0	1	1	9	0	1	0	1	0	0	0	1	0	0
\$40,001-\$50,000 %	100	7.14	92.86	0.00	7.14	7.14	64.29	0.00	7.14	0.00	7.14	0.00	0.00	0.00	7.14	0.00	0.00
\$50,001-\$60,000 #	42	7	35	0	2	3	19	2	12	1	2	0	0	0	0	1	0
\$50,001-\$60,000 %	100	16.67	83.33	0.00	4.76	7.14	45.24	4.76	28.57	2.38	4.76	0.00	0.00	0.00	0.00	2.38	0.00
\$60,001-\$70,000 #	48	6	42	2	3	2	16	1	15	0	6	1	0	0	1	0	0
\$60,001-\$70,000 %	100	12.50	87.50	4.17	6.25	4.17	33.33	2.08	31.25	0.00	12.50	2.08	0.00	0.00	2.08	0.00	0.00
\$70,001-\$80,000 #	100	39	61	6	5	23	28	5	17	5	9	0	0	0	0	0	2
\$70,001-\$80,000 %	100	39.00	61.00	6.00	5.00	23.00	28.00	5.00	17.00	5.00	9.00	0.00	0.00	0.00	0.00	0.00	2.00
\$80,001-\$90,000 #	76	26	50	2	7	19	20	2	15	3	5	0	1	0	1	0	1
\$80,001-\$90,000 %	100	34.21	65.79	2.63	9.21	25.00	26.32	2.63	19.74	3.95	6.58	0.00	1.32	0.00	1.32	0.00	1.32
\$90,001-\$100,000 #	56	17	39	3	1	6	25	7	12	1	1	0	0	0	0	0	0
\$90,001-\$100,000 %	100	30.36	69.64	5.36	1.79	10.71	44.64	12.50	21.43	1.79	1.79	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000 #	62	39	23	4	1	23	8	6	12	5	2	0	0	0	0	1	0
\$100,001-\$110,000 %	100	62.90	37.10	6.45	1.61	37.10	12.90	9.68	19.35	8.06	3.23	0.00	0.00	0.00	0.00	1.61	0.00
\$110,001-\$120,000 #	115	60	55	6	8	36	26	9	17	6	4	0	0	1	0	2	0
\$110,001-\$120,000 %	100	52.17	47.83	5.22	6.96	31.30	22.61	7.83	14.78	5.22	3.48	0.00	0.00	0.87	0.00	1.74	0.00
\$120,001-\$130,000 #	215	110	105	13	8	76	46	11	41	10	8	0	0	0	1	0	0
\$120,001-\$130,000 %	100	51.16	48.84	6.05	3.72	35.35	21.40	5.12	19.07	4.65	3.72	0.00	0.00	0.00	0.47	0.00	0.00
\$130,001-\$140,000 #	369	211	158	22	10	136	80	29	43	23	20	1	0	0	1	0	1
\$130,001-\$140,000 %	100	57.18	42.82	5.96	2.71	36.86	21.68	7.86	11.65	6.23	5.42	0.27	0.00	0.00	0.27	0.00	0.27
\$140,001-\$150,000 #	241	159	82	13	10	107	39	19	21	13	8	0	0	2	0	0	2
\$140,001-\$150,000 %	100	65.98	34.02	5.39	4.15	44.40	16.18	7.88	8.71	5.39	3.32	0.00	0.00	0.83	0.00	0.00	0.83
\$150,001-\$160,000 #	349	222	127	20	10	153	72	23	28	20	9	0	0	0	3	2	1

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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	63.61	36.39	5.73	2.87	43.84	20.63	6.59	8.02	5.73	2.58	0.00	0.00	0.00	0.86	0.57	0.29
\$160,001-\$170,000 #	295	207	88	9	8	128	44	12	22	53	13	0	0	2	0	1	1
\$160,001-\$170,000 %	100	70.17	29.83	3.05	2.71	43.39	14.92	4.07	7.46	17.97	4.41	0.00	0.00	0.68	0.00	0.34	0.34
\$170,001-\$180,000 #	531	384	147	7	5	298	86	23	30	42	21	0	0	3	1	2	1
\$170,001-\$180,000 %	100	72.32	27.68	1.32	0.94	56.12	16.20	4.33	5.65	7.91	3.95	0.00	0.00	0.56	0.19	0.38	0.19
\$180,001 and Greater #	146	96	50	2	0	76	38	8	3	7	4	0	0	1	1	0	3
\$180,001 and Greater %	100	65.75	34.25	1.37	0.00	52.05	26.03	5.48	2.05	4.79	2.74	0.00	0.00	0.68	0.68	0.00	2.05

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	3	57	10	10	4	2	0	0	0	3	0	0	2
SECURITY ADMINISTRATION (0080) %	100	80.61	19.39	7.14	3.06	58.16	10.20	10.20	4.08	2.04	0.00	0.00	0.00	3.06	0.00	0.00	2.04
AD-07 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
AD-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
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-07 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GG-07 %	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-09 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GG-09 %	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-13 #	36	27	9	6	2	18	4	3	3	0	0	0	0	0	0	0	0
GG-13 %	100	75.00	25.00	16.67	5.56	50.00	11.11	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-14 #	28	22	6	0	0	16	4	6	1	0	0	0	0	0	0	0	1
GG-14 %	100	78.57	21.43	0.00	0.00	57.14	14.29	21.43	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.57
GG-15 #	28	26	2	1	1	20	0	1	0	1	0	0	0	3	0	0	1
GG-15 %	100	92.86	7.14	3.57	3.57	71.43	0.00	3.57	0.00	3.57	0.00	0.00	0.00	10.71	0.00	0.00	3.57
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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	4																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	7	4	1	0	1	3	0	1	1	1	1	0	0	0	1	1	1
Internal Applications %	100	57.14	14.29	0.00	14.29	42.86	0.00	14.29	14.29	14.29	14.29	0.00	0.00	0.00	14.29	14.29	14.29
Qualified Internal Applicants #	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
Internal Selections %	100	100.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	283	109	34	6	3	62	17	43	15	7	0	1	0	0	3	5	2
Voluntarily Identified Applicants %	100	38.52	12.01	2.12	1.06	21.91	6.01	15.19	5.30	2.47	0.00	0.35	0.00	0.00	1.06	1.77	0.71

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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-15 #	33	15	18	2	2	11	10	2	5	0	1	0	0	0	0	0	0
GG-15 %	100	45.45	54.55	6.06	6.06	33.33	30.30	6.06	15.15	0.00	3.03	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
NEW HIRES																	
Vacancy Announcements #	8																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	265	70	84	3	12	29	30	31	50	9	5	0	2	1	3	2	5
Internal Applications %	100	26.42	31.70	1.13	4.53	10.94	11.32	11.70	18.87	3.40	1.89	0.00	0.75	0.38	1.13	0.75	1.89
Qualified Internal Applicants #	87	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	92	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	9	1	8	0	2	0	2	1	3	0	1	0	0	0	0	0	0
Internal Selections %	100	11.11	88.89	0.00	22.22	0.00	22.22	11.11	33.33	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	19	10	7	0	2	7	5	1	2	2	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	52.63	36.84	0.00	10.53	36.84	26.32	5.26	10.53	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
External Selections %	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
MISCELLANEOUS CLERK AND ASSISTANT (0303) #																	
MISCELLANEOUS CLERK AND ASSISTANT (0303) %	60	4	56	1	4	1	31	2	18	0	1	0	0	0	1	0	1
GG-06 #	100	6.67	93.33	1.67	6.67	1.67	51.67	3.33	30.00	0.00	1.67	0.00	0.00	0.00	1.67	0.00	1.67
GG-06 %	3	1	2	0	0	0	1	1	0	0	0	0	0	0	1	0	0
GG-07 #	100	33.33	66.67	0.00	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
GG-07 %	3	1	2	0	0	0	2	1	0	0	0	0	0	0	0	0	0
GG-08 #	100	33.33	66.67	0.00	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
GG-08 %	5	1	4	1	0	0	2	0	1	0	1	0	0	0	0	0	0

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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-08 %	100	20.00	80.00	20.00	0.00	0.00	40.00	0.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-09 #	17	0	17	0	3	0	8	0	6	0	0	0	0	0	0	0	0
GG-09 %	100	0.00	100.00	0.00	17.65	0.00	47.06	0.00	35.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-10 #	8	0	8	0	0	0	5	0	2	0	0	0	0	0	0	0	1
GG-10 %	100	0.00	100.00	0.00	0.00	0.00	62.50	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50
GG-11 #	23	1	22	0	1	1	12	0	9	0	0	0	0	0	0	0	0
GG-11 %	100	4.35	95.65	0.00	4.35	4.35	52.17	0.00	39.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-12 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GG-12 %	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	21	79	3.3	11.2	12.7	51.3	2.9	11.1	1.4	3.1	0	0.2	0.1	0.5	0.5	1.6
NEW HIRES																	
Vacancy Announcements #	3																
Relevant Applicant Pool %	100	35.38	64.62	4.62	5.64	20	31.79	6.15	19.49	3.59	5.64	0	0.51	0	0.51	1.03	1.03
Internal Applications #	14	1	4	1	0	0	0	0	4	0	0	1	0	0	0	0	0
Internal Applications %	100	7.14	28.57	7.14	0.00	0.00	0.00	0.00	28.57	0.00	0.00	7.14	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
Internal Selections %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	146	37	50	3	5	16	13	18	36	1	0	0	0	1	1	2	1
Voluntarily Identified Applicants %	100	25.34	34.25	2.05	3.42	10.96	8.90	12.33	24.66	0.68	0.00	0.00	0.00	0.68	0.68	1.37	0.68
Qualified External Applicants #	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	137	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
External Selections %	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
SECRETARY (0318) #	107	6	101	0	5	4	47	0	33	0	11	1	1	0	2	1	1
SECRETARY (0318) %	100	5.61	94.39	0.00	4.67	3.74	43.93	0.00	30.84	0.00	10.28	0.93	0.93	0.00	1.87	0.93	0.93

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	14	1	13	0	2	0	5	0	5	0	0	1	0	0	0	0	1
External Selections %	100	7.14	92.86	0.00	14.29	0.00	35.71	0.00	35.71	0.00	0.00	7.14	0.00	0.00	0.00	0.00	7.14
MANAGEMENT AND PROGRAM ANALYSIS (0343) #	93	19	74	1	3	6	29	8	36	4	5	0	0	0	0	0	0
MANAGEMENT AND PROGRAM ANALYSIS (0343) %	100	20.43	79.57	1.08	3.23	6.45	31.18	8.60	38.71	4.30	5.38	0.00	0.00	0.00	0.00	0.00	0.00
GG-09 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GG-09 %	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-11 #	7	3	4	1	1	1	3	1	0	0	0	0	0	0	0	0	0
GG-11 %	100	42.86	57.14	14.29	14.29	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-12 #	6	1	5	0	0	1	3	0	2	0	0	0	0	0	0	0	0
GG-12 %	100	16.67	83.33	0.00	0.00	16.67	50.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-13 #	39	5	34	0	1	0	12	4	19	1	2	0	0	0	0	0	0
GG-13 %	100	12.82	87.18	0.00	2.56	0.00	30.77	10.26	48.72	2.56	5.13	0.00	0.00	0.00	0.00	0.00	0.00
GG-14 #	33	7	26	0	1	2	11	2	11	3	2	0	0	0	0	0	0
GG-14 %	100	21.21	78.79	0.00	3.03	6.06	33.33	6.06	33.33	9.09	6.06	0.00	0.00	0.00	0.00	0.00	0.00
GG-15 #	7	3	4	0	0	2	0	1	3	0	1	0	0	0	0	0	0
GG-15 %	100	42.86	57.14	0.00	0.00	28.57	0.00	14.29	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	57.6	42.4	3.5	2.8	45.5	31.1	3.5	4.1	3.9	3.2	0	0	0.1	0.1	1.1	1
NEW HIRES																	
Vacancy Announcements #	5																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	168	41	70	7	7	19	31	16	35	6	6	0	0	0	1	0	3
Internal Applications %	100	24.40	41.67	4.17	4.17	11.31	18.45	9.52	20.83	3.57	3.57	0.00	0.00	0.00	0.60	0.00	1.79
Qualified Internal Applicants #	104	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	96	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	5	1	4	1	2	0	2	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	20.00	80.00	20.00	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	203	46	83	9	10	23	26	19	53	8	5	0	0	0	2	3	5
Voluntarily Identified Applicants %	100	22.66	40.89	4.43	4.93	11.33	12.81	9.36	26.11	3.94	2.46	0.00	0.00	0.00	0.99	1.48	2.46

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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-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) #	823	614	209	39	25	427	114	51	34	81	25	0	0	0	2	3	1
GENERAL ENGINEERING (0801) %	100	74.61	25.39	4.74	3.04	51.88	13.85	6.20	4.13	9.84	3.04	0.00	0.00	0.00	0.24	0.36	0.12
AD-13 #	3	3	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0
AD-13 %	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
AD-14 #	9	8	1	0	0	7	0	0	0	0	0	0	0	0	0	0	0
AD-14 %	100	88.89	11.11	0.00	0.00	77.78	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 #	50	37	13	0	0	31	10	2	3	2	0	0	0	0	0	0	0
ES-00 %	100	74.00	26.00	0.00	0.00	62.00	20.00	4.00	6.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-07 #	19	13	6	2	1	9	3	1	1	1	1	0	0	0	0	0	0
GG-07 %	100	68.42	31.58	10.53	5.26	47.37	15.79	5.26	5.26	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00
GG-09 #	8	5	3	0	0	3	1	0	0	2	1	0	0	0	0	0	1
GG-09 %	100	62.50	37.50	0.00	0.00	37.50	12.50	0.00	0.00	25.00	12.50	0.00	0.00	0.00	0.00	0.00	12.50
GG-11 #	17	16	1	2	1	11	0	2	0	1	0	0	0	0	0	0	0
GG-11 %	100	94.12	5.88	11.76	5.88	64.71	0.00	11.76	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-12 #	10	6	4	2	0	2	3	0	0	2	1	0	0	0	0	0	0
GG-12 %	100	60.00	40.00	20.00	0.00	20.00	30.00	0.00	0.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-13 #	109	81	28	10	2	50	12	10	10	11	3	0	0	0	0	0	0
GG-13 %	100	74.31	25.69	9.17	1.83	45.87	11.01	9.17	9.17	10.09	2.75	0.00	0.00	0.00	0.00	0.00	0.00
GG-14 #	276	205	71	15	14	129	32	20	13	34	6	0	0	0	1	2	0
GG-14 %	100	74.28	25.72	5.43	5.07	46.74	11.59	7.25	4.71	12.32	2.17	0.00	0.00	0.00	0.36	0.72	0.00

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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-15 #	309	228	81	7	7	175	52	15	7	25	13	0	0	0	1	1	0
GG-15 %	100	73.79	26.21	2.27	2.27	56.63	16.83	4.85	2.27	8.09	4.21	0.00	0.00	0.00	0.32	0.32	0.00
SN-00 #	13	12	1	1	0	9	1	0	0	2	0	0	0	0	0	0	0
SN-00 %	100	92.31	7.69	7.69	0.00	69.23	7.69	0.00	0.00	15.38	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
NEW HIRES																	
Vacancy Announcements #	32																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	490	212	100	33	23	135	74	30	18	40	10	0	0	2	1	3	7
Internal Applications %	100	43.27	20.41	6.73	4.69	27.55	15.10	6.12	3.67	8.16	2.04	0.00	0.00	0.41	0.20	0.61	1.43
Qualified Internal Applicants #	356	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	478	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	39	22	17	4	4	12	9	3	3	3	1	0	0	0	0	0	0
Internal Selections %	100	56.41	43.59	10.26	10.26	30.77	23.08	7.69	7.69	7.69	2.56	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	10																
Voluntarily Identified Applicants #	1137	309	129	38	14	184	67	57	42	56	21	0	3	7	5	9	11
Voluntarily Identified Applicants %	100	27.18	11.35	3.34	1.23	16.18	5.89	5.01	3.69	4.93	1.85	0.00	0.26	0.62	0.44	0.79	0.97
Qualified External Applicants #	411	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	313	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	23	19	4	3	1	14	0	0	1	2	1	0	0	0	0	0	1
External Selections %	100	82.61	17.39	13.04	4.35	60.87	0.00	0.00	4.35	8.70	4.35	0.00	0.00	0.00	0.00	0.00	4.35
MECHANICAL ENGINEERING (0830) #	15	14	1	1	0	5	0	1	0	7	1	0	0	0	0	0	0
MECHANICAL ENGINEERING (0830) %	100	93.33	6.67	6.67	0.00	33.33	0.00	6.67	0.00	46.67	6.67	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 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GG-09 %	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-13 #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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	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	5	0	0	0	1	0	1	0	3	0	0	0	0	0	0	0
GG-14 %	100	100.00	0.00	0.00	0.00	20.00	0.00	20.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-15 #	6	5	1	0	0	2	0	0	0	3	1	0	0	0	0	0	0
GG-15 %	100	83.33	16.67	0.00	0.00	33.33	0.00	0.00	0.00	50.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
SN-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SN-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
Occupational CLF %	100	91.7	8.3	5.6	0.6	75.1	5.9	3.3	0.5	6.1	1.1	0.1	0	0.2	0	1.3	0.2
NUCLEAR ENGINEERING (0840) #	257	223	34	16	2	170	17	10	8	19	5	1	0	3	0	1	1
NUCLEAR ENGINEERING (0840) %	100	86.77	13.23	6.23	0.78	66.15	6.61	3.89	3.11	7.39	1.95	0.39	0.00	1.17	0.00	0.39	0.39
AD-13 #	5	5	0	0	0	4	0	0	0	1	0	0	0	0	0	0	0
AD-13 %	100	100.00	0.00	0.00	0.00	80.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-14 #	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0
AD-14 %	100	100.00	0.00	16.67	0.00	83.33	0.00	0.00	0.00	0.00	0.00	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 #	4	3	1	0	0	3	0	0	0	0	0	0	0	0	0	0	1
ES-00 %	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
GG-09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-09 %	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-11 #	3	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0
GG-11 %	100	66.67	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	33.33	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
GG-13 #	80	69	11	7	1	50	3	4	3	5	3	1	0	1	0	0	0
GG-13 %	100	86.25	13.75	8.75	1.25	62.50	3.75	5.00	3.75	6.25	3.75	1.25	0.00	1.25	0.00	0.00	0.00
GG-14 #	122	106	16	4	1	87	10	5	4	8	1	0	0	2	0	0	0
GG-14 %	100	86.89	13.11	3.28	0.82	71.31	8.20	4.10	3.28	6.56	0.82	0.00	0.00	1.64	0.00	0.00	0.00
GG-15 #	35	30	5	3	0	18	4	1	1	5	0	0	0	0	0	1	0
GG-15 %	100	85.71	14.29	8.57	0.00	51.43	11.43	2.86	2.86	14.29	0.00	0.00	0.00	0.00	0.00	2.86	0.00
SN-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SN-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
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 Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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
Occupational CLF %	100	91.2	8.8	6.3	0.9	67.7	5.3	4.7	0.8	10.3	1.6	0.1	0	0.1	0	1.9	0.2
NEW HIRES																	
Vacancy Announcements #	1																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	4	2	1	2	0	1	0	0	1	0	0	0	0	0	0	0	0
Internal Applications %	100	50.00	25.00	50.00	0.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
LAW CLERK (0904) #	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0
LAW CLERK (0904) %	100	75.00	25.00	25.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-11 #	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0
GG-11 %	100	75.00	25.00	25.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-12 %	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	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
GENERAL ATTORNEY (0905) #	92	46	46	1	1	40	39	1	2	2	2	0	0	2	2	0	0
GENERAL ATTORNEY (0905) %	100	50.00	50.00	1.09	1.09	43.48	42.39	1.09	2.17	2.17	2.17	0.00	0.00	2.17	2.17	0.00	0.00
AJ-00 #	5	5	0	0	0	5	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 #	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
ES-00 #	10	3	7	0	0	2	7	0	0	0	0	0	0	1	0	0	0
ES-00 %	100	30.00	70.00	0.00	0.00	20.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00
GG-12 #	3	3	0	0	0	3	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
GG-13 #	4	3	1	0	0	2	1	1	0	0	0	0	0	0	0	0	0
GG-13 %	100	75.00	25.00	0.00	0.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-14 #	20	8	12	0	0	6	10	0	0	2	0	0	0	2	0	0	0
GG-14 %	100	40.00	60.00	0.00	0.00	30.00	50.00	0.00	0.00	10.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00
GG-15 #	44	19	25	1	1	17	20	0	2	0	2	0	0	1	0	0	0
GG-15 %	100	43.18	56.82	2.27	2.27	38.64	45.45	0.00	4.55	0.00	4.55	0.00	0.00	2.27	0.00	0.00	0.00

Table A6T: 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
HUMAN RESOURCES MANAGEMENT (0201) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGEMENT (0201) %	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-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-11 %	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	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) #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS ADMINISTRATION AND PROGRAM SERIES (0301) %	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
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
SECRETARY (0318) #	8	0	8	0	1	0	5	0	1	0	1	0	0	0	0	0	0
SECRETARY (0318) %	100	0.00	100.00	0.00	12.50	0.00	62.50	0.00	12.50	0.00	12.50	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
GG-09 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GG-09 %	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 #	2	0	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0
GG-11 %	100	0.00	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
GG-12 #	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
GG-12 %	100	0.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-13 #	3	0	3	0	0	0	3	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
Occupational CLF %	100	5.3	94.7	0.8	10.8	3.6	71.2	0.5	8.1	0.3	2.3	0	0.1	0	0.5	0.1	1.5
BUDGET ANALYSIS (0560) #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
BUDGET ANALYSIS (0560) %	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 #	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	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) #	3	3	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0
FINANCIAL MANAGEMENT STUDENT TRAINEE (0599) %	100	100.00	0.00	33.33	0.00	33.33	0.00	0.00	0.00	33.33	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 #	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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-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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-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
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 A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)

Senior Grade Levels	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
Upward Mobility Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Grades #	138	90	48	2	0	69	33	9	5	6	4	0	0	1	1	0	3
Total Senior Grades %	100	65.22	34.78	1.45	0.00	50.00	23.91	6.52	3.62	4.35	2.90	0.00	0.00	0.72	0.72	0.00	2.17
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	100	65.07	34.93	6.11	3.93	48.91	18.78	5.68	7.86	2.62	2.62	0	0	0	0	1.75	1.75
Internal Applications #	26	12	10	2	1	8	3	3	3	2	3	0	0	0	0	1	0
Internal Applications %	100	46.15	38.46	7.69	3.85	30.77	11.54	11.54	11.54	7.69	11.54	0.00	0.00	0.00	0.00	3.85	0.00
Qualified Internal Applicants #	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	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
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
CAREER DEVELOPMENT PROGRAM																	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 PM

Senior Grade Levels	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
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
GS-15 or Equivalent #																	
GS-15 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 or Equivalent %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	38																
Relevant Applicant Pool %	100	65.31	34.69	5.07	3.74	43.94	18.17	5.95	8.37	9.14	3.19	0	0	0.44	0.22	0.66	0.99
Internal Applications #	414	185	106	24	26	116	76	30	17	33	16	0	0	1	2	3	11
Internal Applications %	100	44.69	25.60	5.80	6.28	28.02	18.36	7.25	4.11	7.97	3.86	0.00	0.00	0.24	0.48	0.72	2.66
Qualified Internal Applicants #	358	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	476	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	44	23	21	2	4	16	9	3	4	2	2	0	0	0	0	0	2
Internal Selections %	100	52.27	47.73	4.55	9.09	36.36	20.45	6.82	9.09	4.55	4.55	0.00	0.00	0.00	0.00	0.00	4.55
NEW HIRES																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	157	84	34	2	2	27	5	30	17	27	10	0	1	1	0	2	1
Voluntarily Identified Applicants %	100	53.50	21.66	1.27	1.27	17.20	3.18	19.11	10.83	17.20	6.37	0.00	0.64	0.64	0.00	1.27	0.64
Qualified External Applicants #	125	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	167	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	3	3	0	0	0	1	0	0	0	1	0	0	0	0	0	1	0
External Selections %	100	100.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00

Nuclear Regulatory Commission

File Process Date and Time: 03/06/2023 04:17 PM

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions	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
Upward Mobility Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Management #	113	66	47	0	0	51	33	8	5	4	4	0	0	1	1	0	3
Total Management %	100	58.41	41.59	0.00	0.00	45.13	29.20	7.08	4.42	3.54	3.54	0.00	0.00	0.88	0.88	0.00	2.65
EXECUTIVES																	
Executives #	113	66	47	0	0	51	33	8	5	4	4	0	0	1	1	0	3
Executives %	100	58.41	41.59	0.00	0.00	45.13	29.20	7.08	4.42	3.54	3.54	0.00	0.00	0.88	0.88	0.00	2.65
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	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
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
CAREER DEVELOPMENT PROGRAM																	

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 #	2659	1584	1075	109	79	1087	556	157	289	189	113	2	1	9	10	9	12
Permanent Workforce %	100	59.57	40.43	4.10	2.97	40.88	20.91	5.90	10.87	7.11	4.25	0.08	0.04	0.34	0.38	0.34	0.45
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	665	389	276	33	18	265	149	43	73	42	23	0	0	2	5	2	1
Time-Off Awards 1 - 10 hours: Awards Given %	100	58.50	41.50	4.96	2.71	39.85	22.41	6.47	10.98	6.32	3.46	0.00	0.00	0.30	0.75	0.30	0.15
Time-Off Awards 1 - 10 Hours: Total Hours #	5500	3214	2286	271	154	2210	1252	322	625	359	159	0	0	16	48	16	8
Time-Off Awards 1 - 10 Hours: Average Hours #	8	8	8	8	8	8	8	7	8	8	6	0	0	8	9	8	8
Time-Off Awards 11 - 20 hours: Awards Given #	190	125	65	8	10	87	37	9	8	19	7	0	0	0	2	0	1
Time-Off Awards 11 - 20 hours: Awards Given %	100	65.79	34.21	4.21	5.26	45.79	19.47	4.74	4.21	10.00	3.68	0.00	0.00	0.00	1.05	0.00	0.53
Time-Off Awards 11 - 20 Hours: Total Hours #	2854	1828	1026	100	144	1288	594	116	116	292	116	0	0	0	44	0	12
Time-Off Awards 11 - 20 Hours: Average Hours #	15	14	15	12	14	14	16	12	14	15	16	0	0	0	22	0	12
Time-Off Awards 21 - 30 hours: Awards Given #	3	0	3	0	0	0	1	0	1	0	1	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	33.33	0.00	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	69	0	69	0	0	0	24	0	24	0	21	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	23	0	23	0	0	0	24	0	24	0	21	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	4	2	2	0	0	1	2	0	0	1	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	50.00	50.00	0.00	0.00	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	134	72	62	0	0	36	62	0	0	36	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	33	36	31	0	0	36	31	0	0	36	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	6	1	5	0	0	0	3	0	1	1	1	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	16.67	83.33	0.00	0.00	0.00	50.00	0.00	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	252	42	210	0	0	0	126	0	42	42	42	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	42	42	42	0	0	0	42	0	42	42	42	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	674	355	319	31	24	255	162	36	85	23	38	0	0	5	3	0	3
Cash Awards \$500 and Under: Awards Given %	100	52.67	47.33	4.60	3.56	37.83	24.04	5.34	12.61	3.41	5.64	0.00	0.00	0.74	0.45	0.00	0.45
Cash Awards \$500 and Under: Total Amount \$	297457	157400	140057	12900	10800	112200	71408	16600	35399	11150	18050	0	0	2250	1350	0	1250
Cash Awards \$500 and Under: Average Amount \$	441.33	443.38	439.05	416.13	450	440	440.79	461.11	416.46	484.78	475	0	0	450	450	0	416.67
Cash Awards: \$501 - \$999: Awards Given #	818	441	377	41	24	298	209	38	91	44	39	0	0	8	5	2	3
Cash Awards: \$501 - \$999: Awards Given %	100	53.91	46.09	5.01	2.93	36.43	25.55	4.65	11.12	5.38	4.77	0.00	0.00	0.98	0.61	0.24	0.37
Cash Awards: \$501 - \$999: Total Amount \$	614310	333285	281025	30418	17581	225225	155564	29095	66934	33629	29956	0	0	6050	3990	1350	2400
Cash Awards: \$501 - \$999: Average Amount \$	750	755	745	741	732	755	744	765	735	764	768	0	0	756	798	675	800
Cash Awards: \$1000 - \$1999: Awards Given #	1341	706	635	61	42	495	350	61	152	72	68	0	1	4	8	4	2
Cash Awards: \$1000 - \$1999: Awards Given %	100	52.65	47.35	4.55	3.13	36.91	26.10	4.55	11.33	5.37	5.07	0.00	0.07	0.30	0.60	0.30	0.15
Cash Awards: \$1000 - \$1999: Total Amount \$	1758784	917822	840962	77199	56516	648046	459372	75167	201974	95162	92136	0	1931	4100	11250	4948	2549
Cash Awards: \$1000 - \$1999: Average Amount \$	1311	1300	1324	1265	1345	1309	1312	1232	1328	1321	1354	0	1931	1025	1406	1237	1274

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 #	2832	2495	109	228	38	1	2	11	2	0	4	1	4	2	8	0	3
Total Workforce: Prior 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: Current FY #	2789	2420	122	247	38	1	2	10	2	0	3	1	4	2	10	0	3
Total Workforce: Current FY %	100	86.77	4.37	8.86	1.36	0.04	0.07	0.36	0.07	0.00	0.11	0.04	0.14	0.07	0.36	0.00	0.11
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	-43	-75	13	19	0	0	0	-1	0	0	-1	0	0	0	2	0	0
Total Workforce: Ratio Change %	0.00	-1.33	0.52	0.81	0.02	0.00	0.00	-0.03	0.00	0.00	-0.03	0.00	0.00	0.00	0.08	0.00	0.00
Total Workforce: Net Change %	-1.52	-3.01	11.93	8.33	0.00	0.00	0.00	-9.09	0.00	0.00	-25.00	0.00	0.00	0.00	25.00	0.00	0.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	270	204	28	38	4	0	1	1	0	0	0	0	0	0	1	0	1
Total Workforce: New Hires %	100	75.56	10.37	14.07	1.48	0.00	0.37	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.37	0.00	0.37
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	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	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
Total Workforce: Resignation #	86	80	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Resignation %	100	93.02	3.49	3.49	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 #	157	136	8	13	2	0	0	1	0	0	1	0	0	0	0	0	0
Total Workforce: Retirement %	100	86.62	5.10	8.28	1.27	0.00	0.00	0.64	0.00	0.00	0.64	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Other Separations #	60	51	5	4	2	0	0	1	0	0	0	0	0	0	0	0	1
Total Workforce: Other Separations %	100	85.00	8.33	6.67	3.33	0.00	0.00	1.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.67
Total Workforce: Total Separations #	305	269	16	20	4	0	0	2	0	0	1	0	0	0	0	0	1
Total Workforce: Total Separations %	100	88.20	5.25	6.56	1.31	0.00	0.00	0.66	0.00	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.33
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	2705	2384	101	220	38	1	2	11	2	0	4	1	4	2	8	0	3
Permanent Workforce: Prior 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: Current FY #	2659	2315	111	233	36	1	2	9	2	0	3	1	4	2	9	0	3
Permanent Workforce: Current FY %	100	87.06	4.17	8.76	1.35	0.04	0.08	0.34	0.08	0.00	0.11	0.04	0.15	0.08	0.34	0.00	0.11
Permanent Workforce: Difference #	-46	-69	10	13	-2	0	0	-2	0	0	-1	0	0	0	1	0	0
Permanent Workforce: Ratio Change %	0.00	-1.07	0.44	0.63	-0.05	0.00	0.01	-0.07	0.01	0.00	-0.04	0.00	0.00	0.01	0.04	0.00	0.00
Permanent Workforce: Net Change %	-1.70	-2.89	9.90	5.91	-5.26	0.00	0.00	-18.18	0.00	0.00	-25.00	0.00	0.00	0.00	12.50	0.00	0.00
EMPLOYEE GAINS																	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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 #	17	15	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	88.24	11.76	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	0.00
Temporary Workforce: Total Separations #	59	53	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	100	89.83	8.47	1.69	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 #	2832	2604	2495	109	228	38	1	2	11	2	0	4	1	4	2	8	0	3
Total Workforce: Prior 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: Current FY #	2789	2542	2420	122	247	38	1	2	10	2	0	3	1	4	2	10	0	3
Total Workforce: Current FY %	100	91.14	86.77	4.37	8.86	1.36	0.04	0.07	0.36	0.07	0.00	0.11	0.04	0.14	0.07	0.36	0.00	0.11
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	-43	-62	-75	13	19	0	0	0	-1	0	0	-1	0	0	0	2	0	0
Total Workforce: Ratio Change %	0.00	-0.81	-1.33	0.52	0.81	0.02	0.00	0.00	-0.03	0.00	0.00	-0.03	0.00	0.00	0.00	0.08	0.00	0.00
Total Workforce: Net Change %	-1.52	-2.38	-3.01	11.93	8.33	0.00	0.00	0.00	-9.09	0.00	0.00	-25.00	0.00	0.00	0.00	25.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	270	232	204	28	38	4	0	1	1	0	0	0	0	0	0	1	0	1
Total Workforce: New Hires %	100	85.93	75.56	10.37	14.07	1.48	0.00	0.37	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.37	0.00	0.37
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	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	0.07	0.08	0.08	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: Resignation #	86	83	80	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Resignation %	3.08	3.27	3.31	2.46	1.21	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
Total Workforce: Retirement #	157	144	136	8	13	2	0	0	1	0	0	1	0	0	0	0	0	0
Total Workforce: Retirement %	5.63	5.66	5.62	6.56	5.26	5.26	0.00	0.00	10.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Other Separations #	60	56	51	5	4	2	0	0	1	0	0	0	0	0	0	0	0	1
Total Workforce: Other Separations %	2.15	2.20	2.11	4.10	1.62	5.26	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33
Total Workforce: Total Separations #	305	285	269	16	20	4	0	0	2	0	0	1	0	0	0	0	0	1
Total Workforce: Total Separations %	10.94	11.21	11.12	13.11	8.10	10.53	0.00	0.00	20.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	33.33
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	2705	2485	2384	101	220	38	1	2	11	2	0	4	1	4	2	8	0	3
Permanent Workforce: Prior 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: Current FY #	2659	2426	2315	111	233	36	1	2	9	2	0	3	1	4	2	9	0	3
Permanent Workforce: Current FY %	100	91.24	87.06	4.17	8.76	1.35	0.04	0.08	0.34	0.08	0.00	0.11	0.04	0.15	0.08	0.34	0.00	0.11
Permanent Workforce: Difference #	-46	-59	-69	10	13	-2	0	0	-2	0	0	-1	0	0	0	1	0	0
Permanent Workforce: Ratio Change %	0.00	-0.63	-1.07	0.44	0.63	-0.05	0.00	0.01	-0.07	0.01	0.00	-0.04	0.00	0.00	0.01	0.04	0.00	0.00
Permanent Workforce: Net Change %	-1.70	-2.37	-2.89	9.90	5.91	-5.26	0.00	0.00	-18.18	0.00	0.00	-25.00	0.00	0.00	0.00	12.50	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 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 #	17	17	15	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	13.08	14.66	14.29	18.18	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
Temporary Workforce: Total Separations #	59	58	53	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	2.12	2.28	2.19	4.10	0.40	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 #	2659	2315	111	233	36	1	2	9	2	0	3	1	4	2	9	0	3
NU00 %	100	87.06	4.17	8.76	1.35	0.04	0.08	0.34	0.08	0.00	0.11	0.04	0.15	0.08	0.34	0.00	0.11

Table B5P: SALARY - Distribution by Disability (Participation Rate)

Salary Range	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]
501 Goal %				12.00	2.00												
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 #	14	9	2	3	1	0	0	0	0	0	0	0	1	0	0	0	0
\$40,001-\$50,000 %	100	64.29	14.29	21.43	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	42	34	3	5	2	0	0	1	0	0	0	0	0	1	0	0	0
\$50,001-\$60,000 %	100	80.95	7.14	11.90	4.76	0.00	0.00	2.38	0.00	0.00	0.00	0.00	0.00	2.38	0.00	0.00	0.00
\$60,001-\$70,000 #	48	39	5	4	1	0	0	0	0	0	0	0	0	0	0	0	1
\$60,001-\$70,000 %	100	81.25	10.42	8.33	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08
\$70,001-\$80,000 #	100	74	6	20	3	0	0	1	0	0	0	0	0	0	2	0	0
\$70,001-\$80,000 %	100	74.00	6.00	20.00	3.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00
\$80,001-\$90,000 #	76	64	3	9	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80,001-\$90,000 %	100	84.21	3.95	11.84	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
\$90,001-\$100,000 #	56	47	1	8	1	0	0	0	0	0	0	1	0	0	0	0	0
\$90,001-\$100,000 %	100	83.93	1.79	14.29	1.79	0.00	0.00	0.00	0.00	0.00	0.00	1.79	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000 #	62	48	6	8	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100,001-\$110,000 %	100	77.42	9.68	12.90	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
\$110,001-\$120,000 #	115	94	10	11	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	81.74	8.70	9.57	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
\$120,001-\$130,000 #	215	189	7	19	2	0	0	1	0	0	1	0	0	0	0	0	0
\$120,001-\$130,000 %	100	87.91	3.26	8.84	0.93	0.00	0.00	0.47	0.00	0.00	0.47	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	369	313	19	37	10	0	2	1	0	0	0	0	1	1	4	0	1
\$130,001-\$140,000 %	100	84.82	5.15	10.03	2.71	0.00	0.54	0.27	0.00	0.00	0.00	0.00	0.27	0.27	1.08	0.00	0.27
\$140,001-\$150,000 #	241	217	8	16	1	0	0	1	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	90.04	3.32	6.64	0.41	0.00	0.00	0.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	349	307	17	25	5	0	0	2	1	0	1	0	0	0	1	0	0
\$150,001-\$160,000 %	100	87.97	4.87	7.16	1.43	0.00	0.00	0.57	0.29	0.00	0.29	0.00	0.00	0.00	0.29	0.00	0.00
\$160,001-\$170,000 #	295	272	6	17	2	0	0	0	0	0	0	0	0	0	1	0	1

Table B6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

Mission-Critical Occupations	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]
501 Goal %				12.00	2.00												
SECURITY ADMINISTRATION (0080) #	98	79	9	10	3	0	2	1	0	0	0	0	0	0	0	0	0
SECURITY ADMINISTRATION (0080) %	100	80.61	9.18	10.20	3.06	0.00	2.04	1.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-07 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-07 %	100	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	0.00
ES-00 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	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
GG-07 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-07 %	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
GG-09 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-09 %	100	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	0.00
GG-13 #	36	28	3	5	2	0	2	0	0	0	0	0	0	0	0	0	0
GG-13 %	100	77.78	8.33	13.89	5.56	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-14 #	28	23	2	3	1	0	0	1	0	0	0	0	0	0	0	0	0
GG-14 %	100	82.14	7.14	10.71	3.57	0.00	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-15 #	28	24	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-15 %	100	85.71	7.14	7.14	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
SN-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SN-00 %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	4																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	7	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	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	0.00
Qualified Internal Applicants #	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	283	23	145	13	8	0	1	4	0	0	0	0	0	0	5	0	1
Voluntarily Identified Applicants %	100	8.13	51.24	4.59	2.83	0.00	0.35	1.41	0.00	0.00	0.00	0.00	0.00	1.77	0.00	0.35	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 PM

Mission-Critical Occupations	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]
AD-14 %	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
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 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	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
GG-09 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-09 %	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-11 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-11 %	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
GG-12 #	1	1	0	0	0	0	0	0	0	0	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GG-13 #	80	69	4	7	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-13 %	100	86.25	5.00	8.75	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-14 #	122	112	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
GG-14 %	100	91.80	4.10	4.10	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-15 #	35	33	0	2	1	0	0	0	0	0	1	0	0	0	0	0	0
GG-15 %	100	94.29	0.00	5.71	2.86	0.00	0.00	0.00	0.00	0.00	2.86	0.00	0.00	0.00	0.00	0.00	0.00
SN-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SN-00 %	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
NEW HIRES																	
Vacancy Announcements #	6																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	44	2	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	4.55	95.45	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
Qualified Internal Applicants #	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
INTERNAL COMPETITIVE PROMOTIONS																	

Nuclear Regulatory Commission

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/06/2023 04:17 PM

Upward Mobility to Senior Grade Levels	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]
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
GS-15 or Equivalent #																	
GS-15 or Equivalent #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 or Equivalent %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	38																
Relevant Applicant Pool %	100	89.43	3.74	6.83	0.99	0	0	0.33	0.11	0	0	0	0	0	0.33	0	0
Internal Applications #	414	9	389	16	8	0	0	1	0	0	4	1	0	0	3	0	0
Internal Applications %	100	2.17	93.96	3.86	1.93	0.00	0.00	0.24	0.00	0.00	0.97	0.24	0.00	0.00	0.72	0.00	0.00
Qualified Internal Applicants #	358	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	476	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	44	41	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	93.18	2.27	4.55	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
NEW HIRES																	
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	157	25	124	8	4	0	0	2	1	0	1	0	1	0	1	0	1
Voluntarily Identified Applicants %	100	15.92	78.98	5.10	2.55	0.00	0.00	1.27	0.64	0.00	0.64	0.00	0.64	0.00	0.64	0.00	0.64
Qualified External Applicants #	125	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	167	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	66.67	33.33	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
CAREER DEVELOPMENT PROGRAM																	

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 #	665	586	29	50	8	0	0	2	1	0	1	0	1	0	1	0	2
Time-Off Awards 1 - 10 hours: Awards Given %	100	88.12	4.36	7.52	1.20	0.00	0.00	0.30	0.15	0.00	0.15	0.00	0.15	0.00	0.15	0.00	0.30
Time-Off Awards 1 - 10 Hours: Total Hours #	5500	4735	243	522	108	0	0	20	6	0	4	0	8	0	20	0	50
Time-Off Awards 1 - 10 Hours: Average Hours #	8	8	8	10	13	0	0	10	6	0	4	0	8	0	20	0	25
Time-Off Awards 11 - 20 hours: Awards Given #	190	170	9	11	1	0	0	0	0	0	0	0	0	0	1	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	89.47	4.74	5.79	0.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	2854	2586	108	160	16	0	0	0	0	0	0	0	0	0	16	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15	15	12	14	16	0	0	0	0	0	0	0	0	0	16	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	66.67	0.00	33.33	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 #	69	45	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	23	22	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	75.00	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	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	134	98	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	33	32	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	83.33	16.67	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 #	252	210	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	42	42	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	674	578	36	60	13	0	0	2	0	0	3	0	1	0	3	0	4
Cash Awards \$500 and Under: Awards Given %	100	85.76	5.34	8.90	1.93	0.00	0.00	0.30	0.00	0.00	0.45	0.00	0.15	0.00	0.45	0.00	0.59
Cash Awards \$500 and Under: Total Amount \$	297457	255193	15304	26960	5600	0	0	800	0	0	1250	0	400	0	1250	0	1900
Cash Awards \$500 and Under: Average Amount \$	441.33	441.51	425.11	449.33	430.77	0	0	400	0	0	417	0	400	0	416.67	0	475
Cash Awards: \$501 - \$999: Awards Given #	818	726	31	61	13	0	0	2	1	0	2	0	3	0	3	0	2
Cash Awards: \$501 - \$999: Awards Given %	100	88.75	3.79	7.46	1.59	0.00	0.00	0.24	0.12	0.00	0.24	0.00	0.37	0.00	0.37	0.00	0.24
Cash Awards: \$501 - \$999: Total Amount \$	614310	545433	23226	45651	9600	0	0	1350	800	0	1450	0	2150	0	2200	0	1650
Cash Awards: \$501 - \$999: Average Amount \$	750	751	749	748	738	0	0	675	800	0	725	0	716	0	733	0	825
Cash Awards: \$1000 - \$1999: Awards Given #	1341	1203	50	88	14	0	0	1	0	0	0	1	1	1	9	0	1
Cash Awards: \$1000 - \$1999: Awards Given %	100	89.71	3.73	6.56	1.04	0.00	0.00	0.07	0.00	0.00	0.00	0.07	0.07	0.07	0.67	0.00	0.07
Cash Awards: \$1000 - \$1999: Total Amount \$	1758784	1578789	61137	118858	17759	0	0	1348	0	0	0	1521	1000	1150	10979	0	1761
Cash Awards: \$1000 - \$1999: Average Amount \$	1311	1312	1222	1350	1268	0	0	1348	0	0	0	1521	1000	1150	1219	0	1761
Cash Awards: \$2000 - \$2999: Awards Given #	538	473	20	45	5	0	1	2	0	0	1	0	0	0	1	0	0
Cash Awards: \$2000 - \$2999: Awards Given %	100	87.92	3.72	8.36	0.93	0.00	0.19	0.37	0.00	0.00	0.19	0.00	0.00	0.00	0.19	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 #	665	615	586	29	50	8	0	0	2	1	0	1	0	1	0	1	0	2
Time-Off Awards 1 - 10 hours: Awards Given %	25.01	25.35	25.31	26.13	21.46	22.22	0.00	0.00	22.22	50.00	0.00	33.33	0.00	25.00	0.00	11.11	0.00	66.67
Time-Off Awards 1 - 10 Hours: Total Hours #	5500	4978	4735	243	522	108	0	0	20	6	0	4	0	8	0	20	0	50
Time-Off Awards 1 - 10 Hours: Average Hours #	8	-2	8	8	10	13	0	0	10	6	0	4	0	8	0	20	0	25
Time-Off Awards 11 - 20 hours: Awards Given #	190	179	170	9	11	1	0	0	0	0	0	0	0	0	0	1	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	7.15	7.38	7.34	8.11	4.72	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	2854	2694	2586	108	160	16	0	0	0	0	0	0	0	0	0	16	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15	1	15	12	14	16	0	0	0	0	0	0	0	0	0	16	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	3	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	0.11	0.08	0.09	0.00	0.43	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 #	69	45	45	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	23	-1	22	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	4	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	0.15	0.16	0.13	0.90	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 #	134	134	98	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	33	33	32	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	6	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	0.23	0.25	0.22	0.90	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 #	252	252	210	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	42	42	42	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																		
Cash Awards \$500 and Under: Awards Given #	674	614	578	36	60	13	0	0	2	0	0	3	0	1	0	3	0	4
Cash Awards \$500 and Under: Awards Given %	25.35	25.31	24.97	32.43	25.75	36.11	0.00	0.00	22.22	0.00	0.00	100.00	0.00	25.00	0.00	33.33	0.00	133.33
Cash Awards \$500 and Under: Total Amount \$	297457	270497	255193	15304	26960	5600	0	0	800	0	0	1250	0	400	0	1250	0	1900
Cash Awards \$500 and Under: Average Amount \$	441.33	-8	441.51	425.11	449.33	430.77	0	0	400	0	0	417	0	400	0	416.67	0	475
Cash Awards: \$501 - \$999: Awards Given #	818	757	726	31	61	13	0	0	2	1	0	2	0	3	0	3	0	2
Cash Awards: \$501 - \$999: Awards Given %	30.76	31.20	31.36	27.93	26.18	36.11	0.00	0.00	22.22	50.00	0.00	66.67	0.00	75.00	0.00	33.33	0.00	66.67
Cash Awards: \$501 - \$999: Total Amount \$	614310	568659	545433	23226	45651	9600	0	0	1350	800	0	1450	0	2150	0	2200	0	1650
Cash Awards: \$501 - \$999: Average Amount \$	750	2	751	749	748	738	0	0	675	800	0	725	0	716	0	733	0	825
Cash Awards: \$1000 - \$1999: Awards Given #	1341	1253	1203	50	88	14	0	0	1	0	0	0	1	1	1	9	0	1
Cash Awards: \$1000 - \$1999: Awards Given %	50.43	51.65	51.97	45.05	37.77	38.89	0.00	0.00	11.11	0.00	0.00	0.00	100.00	25.00	50.00	100.00	0.00	33.33
Cash Awards: \$1000 - \$1999: Total Amount \$	1758784	1639926	1578789	61137	118858	17759	0	0	1348	0	0	0	1521	1000	1150	10979	0	1761
Cash Awards: \$1000 - \$1999: Average Amount \$	1311	-39	1312	1222	1350	1268	0	0	1348	0	0	0	1521	1000	1150	1219	0	1761
Cash Awards: \$2000 - \$2999: Awards Given #	538	493	473	20	45	5	0	1	2	0	0	1	0	0	0	1	0	0
Cash Awards: \$2000 - \$2999: Awards Given %	20.23	20.32	20.43	18.02	19.31	13.89	0.00	50.00	22.22	0.00	0.00	33.33	0.00	0.00	0.00	11.11	0.00	0.00

