



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Office of Federal Operations

P. O. Box 77960

Washington, D.C. 20013

September 30, 2021

Via Email: vonna.ordaz@nrc.gov

Vonna Ordaz, Director
Office of Small Business and Civil Rights
Nuclear Regulatory Commission
11555 Rockville Pike
Rockville, Maryland 20852

Dear Director Ordaz:

On April 28, 2021, the Nuclear Regulatory Commission (NRC) certified its FY 2021 MD-715 report in the Federal Sector EEO Portal (FedSEP). After reviewing the workforce data tables, we are providing NRC with feedback so that the agency may improve the consistency, completeness, and accuracy of its data for future MD-715 submissions.

Federal agencies have an ongoing obligation to prevent discrimination on the bases of race, color, national origin, religion, sex, age, reprisal, genetic information, and disability, and eliminate barriers that impede free and open competition in the workplace. The MD-715 workforce data tables are useful as an initial diagnostic tool to assist agencies during the barrier analysis process. Each federal agency must "provide sufficient resources to its equal employment opportunity program to ensure efficient and successful operation." 29 C.F.R § 1614.102 (a)(1). Part G, Section E.4.a of the MD-715 Instructions establishes that agencies must have effective and accurate data collection systems to evaluate employees' demographic data as well as the external and internal applicant flow data.

Below, we have identified potentially incomplete workforce data in Tables B1, A/B3, A/B4, A/B6, A/B7, A/B8, and A/B9 of NRC's FY 2020 MD-715 report:

- Table B1 does not contain data for Schedule A employees in the permanent workforce.
- Table A/B3 lack data in the Managers and Supervisors rows.
- Table A4/B4 (General Schedule Grades) lack any data for the GS grade rows.
- Table A6/B6 (Mission Critical Occupations) do not contain the number of Interviewed Applicants for New Hires and Internal Competitive Promotions.
- Table A7/B7 (Senior Grade Levels) lack data in the Career Development Program sections and the GS-15 row. For New Hires and Promotions, the tables do not have any data for Interviewed Applicants and only provide data

in the Total column in Qualified Applicants and Referred Applicants rows. As to Table A7, the data in the Upward Mobility Benchmark row is missing.

- Table A8/B8 (Management Positions) do not contain data in the Career Development Program sections and the Managers row. For New Hires and Promotions, the tables do not have any data for Interviewed Applicants and only provide data in the Total column in the Qualified Applicants and Referred Applicants rows. As to Table A8, the Upward Mobility Benchmark row is blank.
- Tables A9/B9 (Employee Recognition and Awards) lack data in the Total Benefit row for the QSI's Awarded section.

We expect NRC to demonstrate meaningful progress toward including all of the required workforce and applicant flow data in its next MD-715 report. If you have any questions or would like further assistance, please contact our EEO Specialist assigned to your agency: Cecilia Grugan at (202) 750-1912 or cecilia.grugan@eeoc.gov.

Lastly, EEOC is seeking NRC's feedback on our performance. We request that NRC complete the survey at the following link: <https://www.surveymonkey.com/r/AODCSS1>.

Sincerely,



Lori Grant, Assistant Director
Agency Oversight Division