



# PENSION BENEFIT GUARANTY CORPORATION

## Management Directive 715

FISCAL YEAR 2016



**FY 2016 Management Directive 715  
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EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
<b>For period covering October 1, 2015 to September 30, 2016.</b>					
<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. Pension Benefit Guaranty Corporation</b>		
	1.a. 2 <sup>nd</sup> level reporting component				
	1.b. 3 <sup>rd</sup> level reporting component				
	1.c. 4 <sup>th</sup> level reporting component				
	<b>2. Address</b>		<b>2. 1200 K Street NW</b>		
	<b>3. City, State, Zip Code</b>		<b>3. Washington, DC 20005</b>		
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4.</b>	<b>5.</b>	
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees				<b>1. 922</b>
	2. Enter total number of temporary employees				<b>2. 58</b>
	3. Enter total number employees paid from non-appropriated funds				<b>3. none</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>				<b>4. 980</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. W. Thomas Reeder, PBGC Director		
	2. Agency Head Designee		2. N/A		
	3. Principal EEO Director/Official Official Title/series/grade		3. Brenecia Watson, EEO Director/GS-260-15		
	4. Title VII Affirmative EEO Program Official		4. Larisha Warner, EEO Analyst		
	5. Section 501 Affirmative Action Program Official		5. Larisha Warner, EEO Analyst		
	6. Complaint Processing Program Manager		6. Dianne Wood, Attorney Advisor Craig Cassidy, EEO Specialist		
	7. Other Responsible EEO Staff		7. Kimberly Rodgers, EEO Specialist		
		Cynthia Searles, EEO Specialist			

<b>EEOC FORM 715-01 PART A - D</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes
	N/A	

<b>EEOC FORMS and Documents Included With This Report</b>
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*Executive Summary [FORM 715-01 PART E], that includes:	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
Brief paragraph describing the agency's mission and mission-related functions	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
Summary of EEO Plan action items implemented or accomplished	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	*Organizational Chart

<b>EEOC FORM 715-01 PART E</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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**EXECUTIVE SUMMARY****Introduction**

Fiscal Year (FY) 2016 proved to be quite a challenge for the Corporation with a six month absence of a director for the Office of Equal Employment Opportunity (OEEEO). However, the Pension Benefit Guaranty Corporation (PBGC or Agency) leadership team continued to support the implementation of PBGC's model EEO agency program through the OEEEO team. OEEEO manages the Agency's EEO program, promotes and advocates equal opportunity and affirmative employment in all aspects of the Corporation's employment and internal business relationships. In addition, OEEEO seeks opportunities to strengthen organizational services to enable PBGC to achieve its strategic mission – Protecting America's Pensions.

PBGC promotes full and fair opportunities for employment, career advancement and access to programs so that employees of PBGC are valued, respected and are free to develop their full potential in an innovative culture aligned with the Corporation's priorities. The Agency's leadership supports OEEEO efforts to promote and advocate for equal opportunity and affirmative employment in all aspects of the Corporation's employment and business relationships.

PBGC's noteworthy progress in FY 2016 in developing an equitable work environment and its plans for enhancing the EEO program are described below.

**Background**

The Pension Benefit Guaranty Corporation (PBGC) works with employers to preserve their pension plans, insuring pension benefits, and paying guaranteed pension benefits on time to retirees. For over 40 years, the PBGC has protected the pension benefits of millions of America's workers and retirees, and it is critical to our nation's retirement security that it does so for many more years. PBGC collects insurance premiums from employers that sponsor insured pension plans, earns money from investments, and receives funds from pension plans it takes over. PBGC insures the benefits for more than 41 million workers and retirees. During FY 2016, PBGC assumed responsibility for more than 46,000 people in 76 trustee single-employer plans and paid \$5.7 billion to nearly 840,000 retirees from more than 4,700 failed single-employer plans. The major occupations at PBGC during FY 2016 include Auditor (Series 0511), General Attorney (Series 0905), Actuary (Series 1510), Information Technology Specialist (Series 2210), Accountant (Series 0510), Employee Benefit Law Specialist (Series 0958), Financial Analyst (Series 1160), and Contract Specialist (Series 1102). These occupations represent a significant portion of the PBGC workforce. Affirmative employment and outreach efforts include collaborating with management on recruitment and retention in these major categories.

**Workforce Analysis**

During the reporting period, PBGC had 58 temporary and 922 permanent employees with total employment of 980. The total number of permanent and temporary employees increased from 953 in FY 2015. The statistical data reflects that, of PBGC's total workforce, Hispanic males and females, Native Hawaiian or Other Pacific Islander males and females, American Indian/Alaska Natives males and females, two or more races males, and white males and females are at less than their expected Civilian Labor Force (CLF) representation.

The following groups decreased their representation at PBGC in FY 2016:

- Asian females (from 5.98% to 5.82%)
- White females (from 17.52% to 17.04%)
- White males (from 25.71% to 25.20%)
- Black females (from 29.70% to 29.18%)
- Black males (from 12.59% to 12.04%)

PBGC did see increases in its representation of the following groups in FY 2016:

- Hispanic males (from 1.89% to 2.04%)
- Hispanic females (from 2.10% to 2.45%)
- Asian males (from 3.88% to 5.41%)
- Two or more races females (from 0.31% to 0.51%)

PBGC Workforce	Benchmark (National 2010 CLF)	FY2016 PBGC %	FY2015 PBGC %	FY2014 PBGC %
White Males	38.33%	25.20%	25.71%	26.82%
White Females	34.03%	17.04%	17.52%	16.84%
Hispanic Males	5.17%	2.04%	1.89%	1.98%
Hispanic Females	4.79%	2.45%	2.10%	1.98%
Black Males	5.49%	12.04%	12.59%	11.95%
Black Females	6.53%	29.18%	29.70%	29.83%
Asian Males	1.97%	5.41%	3.88%	3.74%
Asian Females	1.93%	5.82%	5.98%	6.03%
American Indian Males	0.55%	0.10%	0.10%	0.10%
American Indian Females	0.53%	0.10%	0.10%	0.21%
Native Hawaiian Males	0.07%	0.00%	0.00%	0.00%
Native Hawaiian Females	0.07%	0.00%	0.00%	0.00%
Two or More Races Males	0.26%	0.10%	0.10%	0.21%
Two or More Races Females	0.28%	0.51%	0.31%	0.31%

PBGC also saw increase in its representation of Persons with Disabilities (PWDs). In FY 2016, there were 84 PWDs which is an overall gain of seven new employees from the previous year. This includes 13 persons with a targeted disability (PWTDs). PWDs represent 8.57% of the Agency's workforce, an increase of 0.49% from the previous year. PWTDs represent 1.33% of the Agency's workforce, (a decrease of 0.03% from the previous year) and remains below the anticipated Federal target of 2.00%. Persons with targeted disabilities are represented in the following occupations

- Auditing
- Financial Analyst
- Actuarial Science
- Information Technology Specialist

PBGC Workforce	FY2016 PBGC %	FY2015 PBGC %	FY2014 PBGC %
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<b>People with Disabilities</b>	<b>8.57%</b>	<b>8.08%</b>	<b>7.48%</b>
<b>No Disability</b>	<b>86.73%</b>	<b>87.83%</b>	<b>88.88%</b>
<b>Not Identified</b>	<b>4.69%</b>	<b>4.09%</b>	<b>3.64%</b>

As a result of the strategies implemented in its FY 2016-2018 Disabled Veterans Affirmative Action Program (DVAAP) Plan, PBGC hired five full-time equivalent (FTE) disabled veterans. As of the end of FY 2016, PBGC employed 25 disabled veterans out of a total workforce of 980 employees (about 2.6 percent of PBGC's workforce).

### **Results of the Agency's Annual Self-Assessment**

PBGC has conducted its annual self-assessment of the EEOC's Management Directive (MD) 715 six "Essential Elements" and continues to report steady progress towards model EEO program status:

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

- The EEO director met with Agency Head, Senior Leadership and/or Department Directors to discuss EEO programs and initiatives throughout the year.
- The State of the Agency's EEO Program briefing was delivered to the Agency Head, Senior Leadership and PBGC's Diversity Council. The presentation was posted to the Agency's intranet.
- Agency leadership strongly supported:
  - MD-715 and NoFEAR Act Quarterly and Annual Reports posting on internal and external websites
  - Dissemination of information about PBGC's EEO programs to employees in new employee orientations and on Agency's internal website
  - PBGC Senior Leadership demonstrated commitment to equal opportunity, diversity and inclusion by supporting the PBGC Diversity Council and the administration of a D & I survey to obtain agency-wide input to PBGC's Diversity and Inclusion Strategic Plan

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

- PBGC enhanced constructive collaborative departmental partnerships involving OEEO that resulted in measurably improved integration of EEO, diversity and inclusion principles throughout the Agency's strategic operations in FY 2016:
  - Agency's Strategic Human Capital Plan
  - PBGC Annual Performance Report
  - Collaborative preparation of Federal Equal Opportunity Recruitment Program (FEORP), Disabled Veterans Affirmative Action Program (DVAAP), and Hispanic Employment Reports for FY 2016
- PBGC conducted barrier and trends analysis (BATA) in three organizations (representing 60 percent of its workforce), consisting of multiple departments, providing workforce demographics, trigger and barrier assessments on key human capital areas e.g. recruitment and hiring, separations, promotions. Comprehensive reports were provided to senior leadership including specific improvement strategies, and recommendations that will

lead to greater organizational success and increased mission accomplishment.

- The Agency developed, conducted, delivered, and participated in:
  - Multiple trainings on EEO, diversity, inclusion, reasonable accommodation, addressing unconscious bias, etc
  - Seven well-attended educationally focused Special Emphasis Program observances
- PBGC's OEEO and HRD departments collaboratively participated in discussions on human capital programs, succession planning, recruitment, personnel directives/policies, special emphasis programming and training;
- EEO received from HRD quarterly reports of promotions to supervisory positions, confirms issuance of Policy Statements, and establishes training schedules for mandatory training;
- EEO reviewed and established a schedule for ongoing mandatory EEO training courses for both current and new managers and supervisors;
- EEO worked with HRD through ongoing EEO/HR Team meetings and PBGC's Diversity & Inclusion Strategic Plan initiatives to recommend and coordinate diversity-training courses for both current and new managers, supervisors and employees.

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

- PBGC managers and supervisors are evaluated on their commitment to PBGC's affirmative employment principles, and EEO and Diversity goals;
- Agency policies, procedures, and practices were examined for hidden impediments to equal opportunity for groups of employees or applicants. Such reviews touched all aspects of PBGC operations:
  - Preserving plans and protecting pensioners
  - Paying timely and accurate benefits
  - Maintaining high standards of stewardship and accountability
- PBGC has a policy discouraging offensive conduct before it rises to the level of discriminatory harassment. Employees are encouraged to report offensive, unwanted conduct. In FY 2016, based on such reports, the Office of the General Counsel and the Human Resources Department assisted 19 employees through the Agency's Harassment Investigation Committee (HIC).

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

- PBGC provided managers, supervisors, and employees' information regarding their rights and responsibilities under various anti-discrimination and anti-retaliation laws through posters, intranet content, all-employee emails, and policy statements from Acting Agency Head;
- The Agency conducted formal trainings of PBGC managers and staff in the areas of EEO, Diversity, Inclusion, reasonable accommodation, and unconscious bias;
- Agency organizations sought barrier analysis and workforce assessment services from

EEO office to identify and/or correct potential barriers to equal opportunity.

**Essential Element E: Efficiency**

- The Agency promotes early resolution of complaints and the use of alternative dispute resolution (ADR) as an option to its traditional administrative EEO process. The commitment to ADR is communicated to employees through the intranet, training, and during individual meetings with parties seeking assistance from the EEO Office;
- For FY 2016, the total Alternative Dispute Resolution (ADR) offer rate for informal EEO complaints was 15 of which 7 accepted. The average days to set up a mediation was 42;
- PBGC received and processed 29 formal complaints alleging employment discrimination in FY 2016.

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

- Annual Federal EEO Statistical Report on Discrimination Complaints (EEOC Form 462) and Annual Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (NO FEAR) report was submitted within established timeframes;
- The Agency successfully processed 81 percent of informal complaints within regulatory time frames;
- The following reflects PBGC's formal complaints activity in FY 2016:
  - By the end of the fiscal year, the Agency had 72 formal complaints in inventory.
    - 60 formal complaints were on hand from FY2015
    - 29 formal complaints were filed in FY2016
    - 17 formal complaints were closed
  - Of the 72 formal complaints on hand
    - 3 pending letter of acknowledgement
    - 3 pending accept/dismiss
    - 34 in the investigative phase
    - 30 pending hearing with administrative judge
    - 2 pending final agency decision

**PBGC's Ongoing Commitment to a Model EEO Program and a Look Ahead to FY 2017**

- PBGC's senior leadership team, including its Director, demonstrate their commitment to moving the corporation to model EEO program status. Through their support, Agency-wide EEO, D & I training, barrier analysis, facilitated dialogues to address unconscious bias, and ADR tools were implemented during FY 2016;
- EEO will collaborate with HRD through quarterly EEO/HR meetings to ensure use of meaningful and effective Senior Level and managerial performance standards that clearly demonstrate agency leadership commitment to and accountability for promoting EEO and affirmative employment principles, as well as incorporating the EEOC model agency program compliance indicators and measures;
- EEO receives from HRD quarterly reports of promotions to supervisory positions, confirms issuance of Policy Statements, and establishes training schedules for mandatory training;
- EEO will review and establish a schedule for ongoing mandatory EEO training courses for

both current and new managers and supervisors;

- EEO will continue to work with HRD through ongoing EEO/HR Team meetings and PBGC's Diversity & Inclusion Strategic Plan initiatives to recommend and coordinate diversity-training courses for both current and new managers, supervisors and employees;
- For FY 2017, Agency senior leaders have expressed continued support and resources for conducting barrier analysis, expanded integration of equal opportunity, diversity and inclusion into the Agency's strategic operations, proactive prevention, and enhanced complaint processing efficiencies;
- Engage senior leaders, human resource staff, outreach coordinator and hiring officials to examine ways to improve recruitment and retention; discuss process improvement to determine whether the recruitment and selection process should be refined internally.

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

I,

Brenecia Watson

am the

(Insert name above)

(Insert official  
title/series/grade above)

Principal EEO Director/Official for

Pension Benefit Guarantee Corporation

(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

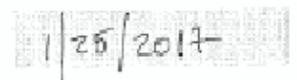
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



Date



Signature of Agency Head or Agency Head Designee



Date

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 <b>Compliance Indicator</b>	<b>EEO policy statements are up-to-date.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.			<b>X</b>	EEO policy statement was issued by the Agency Head Designee at that time.
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		<b>X</b>		EEO policy statement was issued by the Agency Head Designee.
Are new employees provided a copy of the EEO policy statement during orientation?		<b>X</b>		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		<b>X</b>		
 <b>Compliance Indicator</b>	<b>EEO policy statements have been communicated to all employees.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?			<b>X</b>	N/A. There are no PBGC subordinate reporting components.
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		<b>X</b>		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		<b>X</b>		

 <b>Compliance Indicator</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>	<b>Measure has been met</b>		<b>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>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X		

<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 <b>Compliance Indicator</b>	<b>The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?			X	N/A - There are no subordinate components.
If the agency has 2 <sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?			X	N/A - There are no subordinate components.
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 <b>Compliance Indicator</b>	<b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
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 re-alignments?		X		

Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	See Part H planned activities.
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204			X	See Part H planned activities.
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X	See Part H planned activities.
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient budget to support the success of its EEO Programs.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		

Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		

<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
<b>This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.</b>				
 <b>Compliance Indicator</b>	<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		

Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
 <b>Compliance Indicator</b>	<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		
 <b>Compliance Indicator</b>	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		1 Penalty/discipline: -8-hour EEO training -Verbal counseling -FY16 performance rating was adjusted downward to reflect the EEOC ruling
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		

<b>Essential Element D: PROACTIVE PREVENTION</b> <b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b>				
 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	<b>Measure has been met</b>		<b>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>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X	See Part H planned activities.
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X	See Part H planned activities.
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>		<b>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>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
	Are all employees encouraged to use ADR?	X		
	Is the participation of supervisors and managers in the ADR process required?	X		
<b>Essential Element E: EFFICIENCY</b> <b>Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.</b>				

 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	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	
 <b>Measures</b>				
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?			X	N/A. PBGC does not have any field facilities.
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	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
 <b>Measures</b>		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: <b>Contracts provide for reductions in contract amounts for overdue/unsatisfactory contractor performance.</b>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614)</b>	Measure has been met		For all unmet measures, provide a brief explanation in the space

 <b>Measures</b>	<b>regulations for processing EEO complaints of employment discrimination.</b>	<b>Yes</b>	<b>No</b>	<b>below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		<b>X</b>		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		<b>X</b>		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		<b>X</b>		
Does the agency complete the investigations within the applicable prescribed time frame?			<b>X</b>	40% of the Agency's investigations were completed within the prescribed time frames.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		<b>X</b>		
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		<b>X</b>		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		<b>X</b>		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?			<b>X</b>	Compliance with EEOC AJ decisions were not completed timely due to decrease in staffing resources.
 <b>Compliance Indicator</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		<b>X</b>		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		<b>X</b>		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		<b>X</b>		
Does the responsible management official directly involved in the dispute have settlement authority?			<b>X</b>	<i>IAW MD 110 - Accordingly, once the agency decides to offer EEO ADR, the accused manager has a duty to cooperate, like any witness, in the EEO ADR process, but may not be the agency official that has settlement authority.</i>

 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	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	
 Measures				
	Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?	X		
	Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?	X		
	Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?	X		
	Do the agency's EEO programs address all of the laws enforced by the EEOC?	X		
	Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	X		
	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	X		
	Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	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	
 Measures				
	Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?	X		
	Does the agency discrimination complaint process ensure a neutral adjudication function?	X		
	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	X		

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b> This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and
		Yes	No	
 Measures				

				attach an EEOC FORM 715-01 PART H to the agency's status report
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 <b>Compliance Indicator</b>	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		<b>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>
 <b>Measures</b>		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		The EEO Director and EEO Attorney Advisor's performance plans require compliance with EEOC orders. Performance is measured by quality and timeliness of compliance with EEOC orders.		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		X		
Does the agency promptly provide to the EEOC the following documentation for		X		

completing compliance:			
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Pension Benefit Guaranty Corporation		FY 2016/2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION	
OBJECTIVE:	Clearly define the responsibilities and duties of EEO officials; In particular in the HRD/EEO cross functional areas of Special Emphasis Programs (SEP's), ethnic observances, and outreach/recruitment;	
RESPONSIBLE OFFICIAL:	Agency Director, EMC, HRD Director and EEO Director and staff	
DATE OBJECTIVE INITIATED:	September 2016	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
EEO Director will work with HRD to clarify the cross functional roles of outreach and recruitment, ethnic observances, and Special Emphasis Programs (SEP's). The EEO Office will meet the terms of regulation 29 C.F.R. 1614.102(b)(4), that three SEP areas are specifically required: Federal Women's Program (FWP), Hispanic Employment Program (HEP) (and Persons with Disabilities (PWD) which the agency has), EEO Director will make selections for Federal Women's Program (FWP) and Hispanic Employment Program (HEP) areas within EEO Staff.	September 2017	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

**Essential Element B:**

- PBGC enhanced constructive collaborative departmental partnerships involving OEEO which resulted in measurably improved integration of EEO, diversity and inclusion principles throughout the Agency’s strategic operations in FY 2016:
  - Agency’s Strategic Human Capital Plan
  - PBGC Annual Performance Report
  - Collaborative preparation of FEORP, DVAAP, and Hispanic Employment Reports for FY 2016
- PBGC conducted barrier and trends analysis (BATA) in three organizations consisting of multiple departments, providing trigger and barrier assessments on key human capital areas
- OEEO prepared justification, submit request for additional barrier analysis funding, and work with Budget and Procurement Departments.
- See Part E (Executive Summary) for additional information.

<b>EEOC FORM 715-01 PART H</b>	<b><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Pension Benefit Guaranty Corporation		FY 2016/2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element D: PROACTIVE PREVENTION	
OBJECTIVE:	<p>Senior managers meet with and assist the EEO Director and EEO program officials in the identification of barriers that may be impeding the realization of equal employment opportunity;</p> <p>Senior managers successfully implement EEO Action Plans and incorporate plan objectives into the agency strategic plans;</p>	
RESPONSIBLE OFFICIAL:	Management officials (Department Directors, managers and supervisors) EEO Director and staff, Human Resources Director and staff	
DATE OBJECTIVE INITIATED:	April 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	

<p>The EEO Office will continue sharing and communicating its overall EEO Strategic Goals and engage at least one PBGC department to successfully develop and implement an organizational EEO Plan.</p>	<p>September 30, 2017</p>
<p>The EEO Office will continue to monitor and assess trends of organizational workforce demographics to determine potential areas of opportunities/improvements</p>	<p>September 30, 2017</p>
<p>The EEO director will provide technical assistance to senior managers in developing EEO objectives for their areas of responsibility</p>	<p>September 30, 2017</p>
<p>Provide quarterly workforce diversity profiles to assist leadership with efforts to meet affirmative employment, diversity and inclusion program goals.</p>	<p>September 30, 2017</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<ul style="list-style-type: none"> <li>• PBGC provided managers, supervisors and employees information regarding their rights and responsibilities under various anti-discrimination and anti-retaliation laws through posters, intranet content, all-employee emails, and policy statements from Acting Agency Head.</li> <li>• The Agency conducted formal trainings of PBGC managers and staff in area of EEO, Diversity, Inclusion, reasonable accommodation, unconscious bias.</li> <li>• See Part E (Executive Summary) for additional information.</li> </ul>	
<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>
<p>Pension Benefit Guaranty Corporation</p>	<p align="right">FY 2016/2017</p>
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p>	<p>Compared to the national CLF, <b>Hispanic employees</b> have lower than anticipated representation in the PBGC workforce. The participation rates of Hispanic males in the Auditing mission-critical occupation were well below their</p>

How was the condition recognized as a potential barrier?	anticipated participation rate relative to their availability in the occupational CLF. Hispanic males have lower than anticipated participation rates in all occupations except Actuarial Science. Hispanic females have consistently lower than anticipated participation rates across mission-critical occupations except Auditing.
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	The Office of Equal Employment Opportunity completed a review and analysis of FY 2016 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires.  *Triggers were identified through analysis of the FY2016 workforce tables A6, A7, A9, A11, A13  In FY 2017 Barrier Analysis plans will be focused on recruitment, hiring and the applicant pool and one additional employment life cycle area.
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The workforce data analysis suggest that barriers may exist for Hispanic employees in the hiring/selections processes of PBGC's mission-critical occupations.
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Increase the hiring of qualified Hispanic in PBGC by expanding the applicant pool for mission-critical occupations. Work with management and staff to identify any barriers and develop effective strategies and action plans. Provide recommendations to agency management and HRD to overcome any identified triggers/barriers.
<b>RESPONSIBLE OFFICIAL:</b>	EEO and HRD Directors and Staff, PBGC, Department Directors and Management Team
<b>DATE OBJECTIVE INITIATED:</b>	October 1, 2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	April 30, 2018
<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Build relationships with organizations such as National Hispanic MBA Association, Hispanic National Bar Association, Latinos in Information Sciences and Technology	March 30, 2018
Review the applicant pool and exit interview data to identify trends/barriers in hiring and selection of Hispanic employees	September 29, 2017

Evaluate policies and practices and observe how qualified applicants are selected into positions and assess whether the agency's selection process has any deficiencies or potential barriers	September 29, 2017
Provide workforce profiles quarterly to PBGC management to assist leadership with efforts to meet affirmative employment, diversity, inclusion program goals.	September 29, 2017
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<ul style="list-style-type: none"> <li>• PBGC/OEEO completed statistical analysis of workforce data (2010-2015) and Hispanic applicant pool data (2013-2015) at PBGC for occupational series at various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations consisting of multiple departments.</li> <li>• Three Hispanic female employees applied and received internal promotions in the Auditor, Actuary and Government Information Specialist positions.</li> <li>• One Hispanic female received an internal promotion to the GS-13 while two Hispanic females were promoted to GS-14 level positions.</li> </ul>	
<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
Pension Benefit Guaranty Corporation	FY 2016/2017
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Compared to the CLF, <b>White females</b> have consistently lower than anticipated representation across all grade levels. The participation rates of <b>White females</b> in the Accounting, Auditing, Actuarial Science and IT Specialist mission-critical occupations were less than their anticipated participation relative to their availability in the CLF.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The OEEO completed a review and analysis of FY 2016 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires.</p> <p>*Triggers were identified through analysis of FY2016 workforce tables A6, A7, A9, A11, A13</p> <p>In FY 2017 Barrier Analysis plans will be focused on recruitment, hiring and the applicant pool and one additional employment life cycle area.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The workforce data analysis suggest that barriers may exist for <b>White females</b> in the recruitment and/or hiring processes of PBGC's mission-critical occupations.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or</p>	<p>To increase the hiring of qualified <b>White females</b> within PBGC by expanding the applicant pool for all occupations where there is demonstrated</p>

practice to be implemented to correct the undesired condition.		underrepresentation within PBGC. By working with management and staff to identify potential barriers, develop effective strategies and action plans within PBGC.	
<b>RESPONSIBLE OFFICIAL:</b>		EEO and HRD Directors and Staff, PBGC Department Directors and Management Team	
<b>DATE OBJECTIVE INITIATED:</b>		January 1, 2017	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		April 30, 2018	
<b>EEOC FORM 715-01 PART I</b>		<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>	
Identify organizations with large concentrations of candidates in mission-critical occupations and develop strategic communications and target outreach efforts focused on engaging potential applicants in underrepresented group.		March 30, 2018	
Review the applicant pool and exit interview data to identify trends and potential barriers in hiring and retention of white females.		September 29, 2017	
Evaluate policies and practices and observe how qualified applicants are selected into senior grade level positions and assess whether the agency's selection process has any deficiencies or potential barriers.		September 29, 2017	
Provide workforce profiles quarterly to PBGC management to assist leadership with efforts to meet affirmative employment, diversity, inclusion program goals.		September 29, 2017	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>			
<ul style="list-style-type: none"> <li>• PBGC/OEEO completed statistical analysis of workforce data (2010-2015) and White applicant pool data (2013-2015) at PBGC for occupational series at various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations consisting of multiple departments.</li> </ul>			
<b>EEOC FORM 715-01 PART I</b>		<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Pension Benefit Guaranty Corporation		FY 2016/2017	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>		Compared to the national CLF, <b>Native Hawaiian or Other Pacific Islander males</b> have low participation rates in the mission-critical occupational areas of Accounting, Auditing, Employee Benefit Law Specialist, Contract Specialist and <b>females</b> have low participation rates in the mission critical occupation area of Financial Analyst.	
Provide a brief narrative describing the condition at issue.			
How was the condition recognized as a potential barrier?			

<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Office of Equal Employment Opportunity completed a review and analysis of FY 2016 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires.</p> <p>*Triggers were identified through analysis of the FY2016 workforce tables A6; Tables A7, A9, A11, A13</p> <p>*there is no CLF data for females in the following categories: Accounting, Auditing, General Attorney, Employee Benefit Law Specialist, Contract Specialist, Actuary Science and Information Technology Specialist.</p> <p>*there is no CLF data for males in the following categories: General Attorney, Financial Analyst, Actuary Science and Information Technology Specialist.</p> <p>In FY 2017 Barrier Analysis plans will be focused on recruitment, hiring and the applicant pool and one additional employment life cycle area.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The workforce data analysis suggest that barriers may exist for Native Hawaiian or Other Pacific Islander males and females in the recruitment and/or hiring processes of PBGC's mission-critical occupations.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase the hiring of qualified Native Hawaiian or Other Pacific Islander in PBGC by expanding the applicant pool for mission-critical occupations. Work with management and staff to identify any barriers and develop effective strategies and action plans. Provide recommendations to agency management and HRD to overcome any identified triggers/barriers.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>EEO Director and staff, Human Resources Director, Department Directors and Management Team</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>October 1, 2016</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>April 30, 2018</p>
<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b>EEO Plan To Eliminate Identified Barrier</b></p>
<p align="center"><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p align="center"><b>TARGET DATE (Must be specific)</b></p>
<p>Identify organizations with large concentrations of candidates in mission-critical occupations and develop strategic communications and target outreach</p>	<p align="center">March 30, 2018</p>

efforts focused on engaging potential applicants in underrepresented group.	
Review the applicant pool and exit interview data to identify trends/barriers in hiring and retention of Native Hawaiian or Other Pacific Islander males and females.	September 29, 2017
Evaluate policies and practices and observe how qualified applicants are selected into grade level positions and assess whether the agency's hiring and/or promotion process has any deficiencies or potential barriers.	September 29, 2017
Provide workforce profiles quarterly to PBGC management to assist leadership with efforts to meet affirmative employment, diversity, inclusion program goals.	September 29, 2017
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<ul style="list-style-type: none"> <li>PBGC/OEEO completed statistical analysis of workforce data (2010-2015) and Native Hawaiian or Other Pacific Islander applicant pool data (2013-2015) at PBGC for occupational series at various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations consisting of multiple departments.</li> </ul>	
<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
Pension Benefit Guaranty Corporation	FY 2016/2017
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Compared to the national CLF, <b>American Indian and Alaska Native males</b> have low participation rates in the mission-critical occupational areas of Accounting, Auditing, General Attorney, Employee Benefit Law Specialist, Contract Specialist, Financial Analyst and Information Technology Specialist; and <b>females</b> have low participation rates in the mission-critical occupational areas of Accounting, Auditing, Employee Benefit Law Specialist, Contract Specialist, Financial Analyst, Actuary Science and Information Technology Specialist</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Office of Equal Employment Opportunity completed a review and analysis of FY 2016 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires.</p> <p>*Triggers were identified through analysis of the FY2016 workforce tables A6, A7, A9, A11, A13</p> <p>In FY 2017 Barrier Analysis plans will be focused on recruitment, hiring and the applicant pool and one additional employment life cycle area.</p>

<b>STATEMENT OF IDENTIFIED BARRIER:</b>		The workforce data analysis suggest that barriers may exist for American Indian and Alaska Native males and females in the recruitment and/or hiring processes of PBGC's mission-critical occupation.		
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.				
<b>OBJECTIVE:</b>			Increase the hiring of qualified American Indian and Alaska Native males and females in PBGC by expanding the applicant pool for mission-critical occupations. Work with management and staff to identify any barriers and develop effective strategies and action plans. Provide recommendations to agency management and HRD to overcome any identified triggers/barriers.	
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.				
<b>RESPONSIBLE OFFICIAL:</b>				EEO and HRD Directors and Staff, PBGC Department Directors and Management Team
EEO and HRD Directors and Staff, PBGC Department Directors and Management Team				
<b>DATE OBJECTIVE INITIATED:</b>		October 1, 2017		
October 1, 2017				
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>			April 30, 2018	
April 30, 2018				
<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>			
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>				<b>TARGET DATE (Must be specific)</b>
Identify organizations with large concentrations of candidates in mission-critical occupations and develop strategic communications and target outreach efforts focused on engaging potential applicants in underrepresented group		March 30, 2018		
Review the applicant pool and exit interview data to identify trends/barriers in hiring and retention of American Indian and Alaska Native males and females		September 29, 2017		
Evaluate policies and practices and observe how qualified applicants are selected into grade level positions and assess whether the agency's hiring and/or promotion process has any deficiencies or potential barriers.		September 29, 2017		
Provide workforce profiles quarterly to PBGC management to assist leadership with efforts to meet affirmative employment, diversity, inclusion program goals		September 29, 2017		
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>				
<ul style="list-style-type: none"> <li>PBGC/OEEO completed statistical analysis of workforce data (2010-2015) and American Indian and Alaska Native applicant pool data (2013-2015) at PBGC for occupational series at various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations consisting of multiple departments.</li> </ul>				

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Pension Benefit Guaranty Corporation	FY 2016/2017	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Compared to the national CLF, <i>persons with targeted disabilities (PWTDs)</i> have lower than anticipated representation in the PBGC workforce compared to the Federal goal of 2 percent. Applicants with targeted disabilities are hired at a lower rate than their availability in the CLF. The rate of promotion as well as the rate in which PWTDs receive rewards is lower than anticipated compared to people without disabilities. There is lower than anticipated participation of persons with targeted disabilities in Accounting, General Attorney, Employee Benefit Law Specialist and Actuarial Science mission-critical occupations.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Office of Equal Employment Opportunity completed a review and analysis of FY 2016 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires.</p> <p>*Triggers were identified through analysis of FY2016 workforce tables B1-6, B7,B9, B11 and B13</p> <p>In FY 2017 Barrier Analysis plans will be focused on recruitment, hiring and the applicant pool and one additional employment life cycle area.</p>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The workforce data analysis suggest that barriers may exist PWTD males and females in the recruitment and/or hiring processes of PBGC's mission-critical occupation.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase the hiring of qualified PWTD in PBGC by expanding the applicant pool for mission-critical occupations. Work with management and staff to identify any barriers and develop effective strategies and action plans. Provide recommendations to agency management and HRD to overcome any identified triggers/barriers.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>EEO and HRD Directors and Staff, PBGC, Department Directors and Management Team</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>October 1, 2016</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>April 30, 2018</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Identify organizations with large concentrations of candidates in mission-critical occupations and develop strategic communications and target outreach efforts focused on engaging potential applicants in underrepresented group. (For example, organizations like Rehabilitation Service Administration and the Army Wounded Warrior Program).	March 30, 2018	
Review the applicant pool and exit interview data to identify trends/barriers in hiring and retention of persons with targeted disabilities (PWTDS).	September 30, 2017	
Evaluate policies and practices and observe how qualified applicants are selected into grade-level positions and assess whether the agency's selection process has any deficiencies or potential barriers	September 30, 2017	
Provide workforce profiles quarterly to PBGC management to assist leadership with efforts to meet affirmative employment, diversity, inclusion program goals.	September 30, 2017	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<ul style="list-style-type: none"> <li>• PBGC/OEEO completed statistical analysis of workforce data (2010-2015) and persons with targeted disabilities applicant pool data (2013-2015) at PBGC for occupational series at various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations consisting of multiple departments.</li> <li>• PBGC has a vigorous media campaign to emphasize the hiring of disabled veterans through personalized recruitment consultation encouraging Hiring Managers to consider hiring disabled veterans as a part of their recruitment effort including an informational flyer "Why Hire A Disabled Veteran".</li> <li>• PBGC was able to increase its total disabled veteran population by one to 25 disabled veterans' verses 24 disabled veterans in FY 2015; seven disabled veterans were promoted, 12 of 25 (48 percent) received within-grade increases, 23 out 25 (92 percent) received at least one award, and 20 out of 25 (80 percent) received two or more rewards.</li> <li>• PBGC/OEEO completed review of workforce data and PWDs/PWTDS applicant pool at PBGC for various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations.</li> </ul>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Pension Benefit Guaranty Corporation	FY 2016/2017	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Compared to the national CLF, <b>Black/African-American males</b> have a low participation rate in the mission-critical occupational area General Attorney.</p>	
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Office of Equal Employment Opportunity completed a review and analysis of FY 2016 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires monitoring data trends identified in the Barrier and Trends Analysis (BATA) that was conducted.</p> <p>*Triggers were identified through analysis of FY2016 workforce tables A6, A7, A9, A11, A13</p> <p>In FY 2017 Barrier Analysis plans will be focused on recruitment, hiring and the applicant pool and one additional employment life cycle area.</p>	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The workforce data analysis suggest that barriers may exist for Black males in the recruitment and/or hiring processes of PBGC's mission-critical occupation.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase the hiring of qualified Black/African-American males in PBGC by expanding the applicant pool for the mission-critical area General Attorney. Work with management and staff to identify any barriers and develop effective strategies and action plans. Provide recommendations to agency management and HRD to overcome any identified triggers/barriers.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>EEO and HRD Directors and Staff, PBGC, Department Directors and Management Team</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>October 1, 2016</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>April 30, 2018</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
	<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Identify organizations with large concentrations of candidates in mission-critical occupations and develop strategic communications and target outreach efforts focused on engaging potential applicants in underrepresented group		March 30, 2018
Review the applicant pool and exit interview data to identify trends/barriers in hiring and retention of Black/African-American.		September 29, 2017
Evaluate policies and practices and observe how qualified applicants are selected into grade-level positions and assess whether the agency's selection process has any deficiencies or potential barriers		September 29, 2017
Provide workforce profiles quarterly to PBGC management to assist leadership with efforts to meet affirmative employment, diversity, inclusion program goals.		September 29, 2017
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
<ul style="list-style-type: none"> <li>PBGC/OEEO completed statistical analysis of workforce data (2010-2015) and Black/African-American applicant pool data (2013-2015) at PBGC for occupational series at various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations consisting of multiple departments.</li> </ul>		
EEOC FORM 715-01 PART I	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
Pension Benefit Guaranty Corporation	FY 2016/2017	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	Compared to the national CLF, <b>Asian males and females</b> have a low participation rates in the Contract Specialist mission-critical occupational area. Asian <b>females</b> have low participation rates in the Financial Analyst mission-critical occupational area.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	The Office of Equal Employment Opportunity completed a review and analysis of FY 2016 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires.  *Triggers were identified through analysis of FY2016 workforce tables A6, A7, A9, A11, A13  In FY 2017 Barrier Analysis plans will be focused on	

	recruitment, hiring and the applicant pool and one additional employment life cycle area.
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The workforce data analysis suggest that potential barriers may exist for Asian in the recruitment and/or hiring processes of PBGC's mission-critical occupations.
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Increase the hiring of qualified Asian employees in PBGC by expanding the applicant pool for mission-critical occupations. Work with management and staff to identify any barriers and develop effective strategies and action plans.
<b>RESPONSIBLE OFFICIAL:</b>	EEO and HRD Directors and Staff, PBGC, Department Directors and Management Team
<b>DATE OBJECTIVE INITIATED:</b>	October 1, 2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	April 30, 2018
<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Identify organizations with large concentrations of candidates in mission-critical occupations and develop strategic communications and target outreach efforts focused on engaging potential applicants in underrepresented group.	March 30, 2018
Review the applicant pool and exit interview data to identify trends/barriers in hiring and retention of Asian males and females	September 29, 2017
Evaluate policies and practices and observe how qualified applicants are selected into positions and assess whether the agency's selection process has any deficiencies or potential barriers	September 29, 2017
Provide workforce profiles quarterly to PBGC management to assist leadership with efforts to meet affirmative employment, diversity, inclusion program goals	September 29, 2017
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<ul style="list-style-type: none"> <li>PBGC/OEEO completed statistical analysis of workforce data (2010-2015) and Asian applicant pool data (2013-2015) at PBGC for occupational series at various grade levels and conducted trend and barrier analysis on the identified work life cycle trigger areas in three organizations consisting of multiple departments.</li> </ul>	