

PENSION BENEFIT GUARANTY CORPORATION



Management Directive 715

Fiscal Year 2009

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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		
For period covering October 1, 2008 to September 30, 2009			
	1. Agency		1. Pension Benefit Guaranty Corporation
	1.a. 2 nd level reporting component		
	1.b. 3 rd level reporting component		
	1.c. 4 th level reporting component		
	2. Address		2. 1200 K Street, NW
	3. City, State, Zip Code		3. Washington, DC 20005
	4. CPDF Code	5. FIPS code(s)	4. BG00 5. 11001 (DC) 51510 (Alexandria, VA)
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 870
	2. Enter total number of temporary employees		2. 53
	3. Enter total number employees paid from non-appropriated funds		3. none
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 923
	1. Head of Agency Official Title	1. Vacant	
	2. Agency Head Designee	2. Vince Snowbarger Acting Director	
	3. Principal EEO Director/Official Official Title/series/grade	3. Karen R. Esser, Acting Director EEO and Diversity Management GS-260/15	
	4. Title VII Affirmative EEO Program Official	4. Lori J. Bledsoe Manager, Affirmative Employment and Diversity Management	
	5. Section 501 Affirmative Action Program Official	5. Lori J. Bledsoe Manager, Affirmative Employment and Diversity Management	
	6. Complaint Processing Program Managers	6. Karen R. Esser Craig Cassidy, EEO Specialist	
	7. Other Responsible Staff	Kimberly Kirkpatrick, EEO Specialist Cynthia Searles, EEO Specialist Kristin Hanmer, Reasonable Accommodation Coordinator	

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

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the Agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of Agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*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]	N/A
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	X
*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	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

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

Karen R. Esser, Acting Director,
EEO & Diversity Management,
GS-260-15

I am the Principal EEO Director/Official for the Pension Benefit Guaranty Corporation. 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 is conducting 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 E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Pension Benefit Guaranty Corporation	For period covering October 1, 2008 to September 30, 2009.	
EXECUTIVE SUMMARY		

Introduction

This annual report is submitted pursuant to Equal Employment Opportunity Management Directive 715 (MD 715). The purpose of the report is to provide an annual assessment of the Pension Benefit Guaranty Corporation’s (PBGC’s) EEO program and to develop, report, and carry out plans for the Agency to attain a model EEO program. There are six broad categories or elements that serve as the foundation for achieving a model EEO program and the ultimate goal of a discrimination free work environment. This report describes the progress of PBGC, as measured against these elements, in developing an equitable work environment for all employees and applicants for employment regardless of race, color, religion, national origin, sex, age, genetic information, or disability. The report also describes areas where improvements are warranted and the Agency’s plans for enhancing its EEO program. The PBGC Management Team has the major responsibility for implementing a viable, results-oriented EEO program through their leadership and active support of PBGC’s EEO program and activities. The EEO Office, headed by the Director of EEO and Diversity, has evaluation and oversight responsibility for PBGC’s EEO program plan and responsibility for providing EEO guidance and direction to the Agency.

Mission and Background

The Pension Benefit Guaranty Corporation (PBGC or the “Agency”) protects the retirement incomes of more than 44 million American workers in more than 29,000 private-sector defined benefit pension plans. PBGC was created by the Employee Retirement Income Security Act of 1974 to encourage the continuation and maintenance of private-sector defined benefit pension plans, provide timely and uninterrupted payment of pension benefits, and keep pension insurance premiums at a minimum. The Agency is headed by a Director under the policy guidance of a Board of Directors consisting of the Secretaries of Labor, Commerce and Treasury. The Secretary of Labor serves as Chairperson.

General tax revenues do not fund PBGC. 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's overall mission is:

“To insure, subject to statutory limits, benefits for participants in covered private-sector defined benefit pension plans in the United States.”

The Agency has developed three strategic goals to assist in carrying out its mission:

- **SAFEGUARD** – We safeguard the Federal Pension Insurance System for the benefit of participants, plan spouses, and other stakeholders.
- **SERVICE** – We provide exceptional customer service to customers and stakeholders.
- **STEWARDSHIP** – We exercise effective and efficient stewardship of PBGC Resources.

The major occupations at PBGC are Auditor (Series 0511), General Attorney (Series 0905), Actuary (Series 1510), Information Technology Specialist (Series 2210), Accountant (Series 0510), Employee Benefit Law Specialist (Series 958), Financial Analyst (Series 1160), and Contract Specialist (Series 1102). These occupations represent a significant portion of the PBGC workforce. PBGC's affirmative employment and outreach efforts will target collaborating with management on recruitment and retention in these major occupational categories.

Workforce Profiles

Total Workforce: During the reporting period, PBGC increased its total workforce by 27 employees (Permanent: 23 and Temporary: 4), from 896 in FY 2008 to 923 in FY 2009.

Hispanics: Hispanic males represent 1.30 percent (an increase of .30% from 2008) and Hispanic females represent 1.73 percent (an increase of .28% from 2008) of the Agency's workforce. Both Hispanic males (CLF: 6.17%) and Hispanic females (CLF: 4.52%), however, are below their anticipated level of representation in the Civilian Labor Force (CLF). Hispanic females represent 5.15 percent of the Auditor occupations, well above the 3.10 percent occupational CLF. However, Hispanics in general are below their anticipated level of CLF representation in all other major occupations.

Whites: White males represent 26.65 percent (a decrease of .36% from FY 2008) and White females represent 17.33 percent (a decrease of .86% from FY 2008) of the Agency's workforce. Both White males (CLF: 39.03%) and White females (CLF: 33.74%) are below their anticipated level of representation in the

Civilian Labor Force (CLF). However, White females (33.33 percent) and White males (55.2 percent) are well represented in the General Attorney occupations, White females (19.32 percent) and White males (34.09 percent) are well represented in the Actuary occupations, and White males (50.0 percent) and white females (25 percent) are well represented in the Financial Analyst occupations.

African Americans: African American males represent 13 percent (an increase of 1.06% from FY 2008) and African American females represent 31.42 percent (a decrease of .61% from FY 2008) of the Agency's workforce. Both African American male and females exceed their level of representation in the CLF in almost all major occupations. However, African American males in the General Attorney occupation (1.04 percent) do not currently and historically have not met the anticipated level of representation in the occupational CLF (2.0 percent).

Asian Americans: Asian American males represent 3.03 percent (an increase of .13% from FY 2008) and Asian American females represent 4.23 percent (a decrease of .24% from FY 2008) of the Agency's workforce. Both Asian American male and female representation exceed their anticipated level of representation in the CLF in most major occupations. In the major occupation of Information Technology Specialist, Asian Americans exceed the CLF (male: 7.4% and female 2.89%), with Asian American males at 10.34 percent and females at 8.05 percent. However, Asian males and females in the Contract Specialist occupation (CLF: male 1.03%, female 1.27%), Asian females in the Financial Analyst occupation (CLF: females 2.63%), and Asian males in the General Attorney Occupations (CLF: males 1.24) are below the anticipated level of representation in the occupational CLF.

American Indians: American Indian males represent .11 percent (no change from FY 2008) and American Indian females represent .33 percent (no change from FY 2008) of the Agency's workforce. Our female American Indian representation in the Employee Benefit Law Specialist occupation (2.63 percent) and Actuary (2.27 percent) occupation exceed the anticipated occupational CLF. However, both American Indian male and female representation fall below their level of anticipated representation in the CLF in all other major occupations.

Women: Women represent 55.58 percent (a decrease of 1.34%) of the Agency's workforce, exceeding their representation in the CLF (46.77%). The Employee Benefit Specialist occupation has the highest percent of women representation (69.42%) but remains below the level of anticipated representation in the occupational CLF (72.66%). Women representation in the Auditor, General Attorney, Actuary, and Information Technology Specialist occupations exceed their anticipated occupational CLF levels. Additionally, women representation in the Accountant, Contract Specialist and Financial Analyst occupations were below their anticipated occupational CLF.

Men: Men represent 44.42 percent (an increase of 1.34%) of the Agency's workforce, falling below the level of anticipated representation in the CLF (53.23%). The Financial Analyst occupation has the highest male representation (69.44%), with Contract Specialist (66.67%) a close second. The male representation in the Accountant and Employee Benefit Law Specialists also exceeded their anticipated occupational CLF levels. Additionally, Males were well represented in the overall Agency percentages for the Auditor, General Attorney, Actuary, and Information Technology Specialist occupations.

Persons with Disabilities: Persons with Disabilities represent 6.07 percent (a decrease of .41%) of the Agency's workforce. Persons with Targeted Disabilities total 1.30 percent (a decrease of .26%) of the Agency's workforce. Persons with Targeted Disabilities are represented in the following occupations: Auditor, Financial Analyst, Actuary and Information Technology Specialist.

The Agency plans to conduct trend and barrier analysis which will also address PBGC's workforce profiles at the senior and management levels.

The Agency must resurvey the workforce to confirm the accuracy of race and national origin designations and allow for designations of two or more races for all employees.

Results of the Agency's Annual Self-Assessment

The Agency has conducted its annual self-assessment of the MD-715 "Essential Elements." The following highlights the Agency's FY 2009 activities in support of a Model EEO Program.

Essential Element A: Demonstrated Commitment from Agency Leadership

- In April 2009, the Acting Director issued a reaffirmation statement to the Agency in support of Equal Employment Opportunity (EEO), diversity, and a workplace free of discrimination and harassment. An updated reaffirmation was issued in January 2010.
- Policy statements and EEO Procedures have been and continue to be provided to all new employees in the employee orientation package. In addition, an EEO Office representative participates in bi-weekly new employee orientation sessions to provide general information regarding the EEO program and policies. Copies of the Policy Statement and reaffirmations are provided to all employees and contractors.
- Information about the EEO program, administrative and judicial processes, and reasonable accommodation procedures are available to employees on the Agency's internal and external websites. EEO Law Posters are prominently posted in the HRD and EEO Offices.

- Reasonable Accommodation (RA) training was added to bi-weekly new employee orientation sessions. An RA segment was added to the supervisory EEO Training course this fiscal year. Additionally, the Human Resources Department (HRD) began a Disability Awareness Series and sponsored three Disability Awareness Training sessions this fiscal year.
- Mandatory basic EEO Training for new employees and managers was conducted during FY09.
- The new Agency Performance Management Program was implemented for FY2009. In December 2009, the Agency Performance Management Program Directive was issued and included enhancements specifically for performance measures to evaluate commitment to Agency EEO policies and principals.
- The EEO Office provided quarterly performance information on the Complaints program for the agency-wide Strategic Performance Report.

This FY PBGC to plans to address improvements in the following areas: Increasing the knowledge of employees on the overall EEO program, incorporating EEOC recommendations within its current Reasonable Accommodations Procedures, and resurveying the agency workforce to update race and national origin data. Some of the specific action plans include: Ongoing enhancement and updates of EEO training materials and intranet page, finalizing and issuing EEO Program Brochures, continuation of mandatory Basic EEO Training for employees and supervisors, and finalizing an EEO Officials poster for agency-wide distribution.

Essential Element B: Integration of EEO into the Agency’s Strategic Mission

- The Director of Equal Employment Opportunity and Diversity (EEO Director) reports directly to the head of the Agency.
- The EEO Director has access to Senior Management through weekly meetings to keep management informed regarding EEO priorities.
- In December 2009, the EEO Office gained access to and received training on PBGC’s Federal Personnel Payroll System/Datamart, providing direct data access to review Agency statistics

Beginning in FY 2010 PBGC to plans to address the following areas of improvement: Ensuring EEO Officials are present during agency deliberations regarding recruitment, succession planning, training and development and other workforce changes, and are included to incorporate EEO principles and priorities

into the agency's strategic mission and plan, ensuring the EEO Director has the authority and resources to assess and analyze agency data, implementing EEO Action Plans to improve program efficiency and obtaining the support and funding to procure an automated EEO Program and Tracking System. Additionally, plans are in place to ensure the State of the Agency presentation will be made to the head of the agency and senior officials following submission of this fiscal year's report and Special Emphasis Managers will be designated for the agency.

Essential Element C: Management and Program Accountability

- The EEO Office provides regular updates to the Agency Director on EEO complaints and EEO priorities.
- EEO, HRD and collateral duty staff received training from the EEOC on how to conduct barrier analysis.
- Representatives from the EEO Office and the Human Resources Department have reviewed EEOC's recommendations to the Agency's Reasonable Accommodations procedures and are in the process of incorporating the comments into the procedures.
- The EEO Office continued to include management in the review and submission of the Agency's FY2009 MD715. In addition for FY 2009 management's participation was increased from the Senior Executive Team to Department Directors.
- The EEO Office briefed employee organizations (such as Federally Employed Women and Blacks in Government) on FY09's MD715 submission and collected recommendations from the employee organizations for future MD715 submissions.

This FY PBGC to plans to address the following areas of improvement: Establishing new timetables for the review of PBGC policies and procedures in conjunction with the creation of a MD-715 and Trend and Barrier Analysis Team to review policies, conducting barrier analysis and making recommendations, and continuing and increasing management communications and updates regarding EEO program priorities.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- Having received training in FY 2009 on barrier analysis, the EEO Office now has the ability to develop realistic timeframes for analyzing the Agency's policies to determine any potential barriers, provide recommendations, and establish plans to overcome any barriers.
- Continued strides were made incorporating Alternative Dispute Resolution into the formal EEO complaints process, with increased positive results in achieving resolution. Moreover, as a part of the Human Capital Strategic Goal to improve communication and collaboration between supervisors and employees, the Agency will work to establish a Non-EEO ADR program within the Human Resources Department. Lastly, brochures regarding PBGC's EEO Programs have been developed pending approval by the new Director for EEO and Diversity.
- PBGC continues to explore the resources necessary to develop workforce and applicant data, as well as develop resources to collect complaint data. PBGC was not, however, able to meet the target date set for obtaining an automated complaint tracking system for previous fiscal years. The EEO Office will continue to meet and work with the IT, Budget, and Procurement Departments concerning system requirements, the process for implementation, and to obtain the necessary funds.

This FY PBGC plans to address the following areas of improvement: Conduct thorough trends analyses to determine potential barriers and establish plans to eliminate and overcome any identified barriers. In FY2010, the EEO Office will establish time-tables and conduct trend analyses of the Agency's employee recognition awards program, employee recruitment, hiring, and selection data and procedures.

Essential Element E: Efficiency

- The EEO Office continues to make tremendous efforts to address the deficiency noted in FY 07 with respect to the timeliness of EEO investigations. In FY 2009, PBGC processed 56% of its investigations in a timely manner, a significant increase from 4.55% of timely processed investigations in FY 2008.
- By the close of FY 2009, there were no formal EEO complaints pending at the accept/dismiss or investigation stages from prior fiscal years, and the previous year complaint backlog was completely eliminated for the first time in five years.

- The Agency offered ADR to all employees who filed complaints and processed 100% of all pre-complaints timely. PBGC performed EEO counseling through full-time EEO staff and collateral duty counselors.
- PBGC processed 100% of its reasonable accommodation requests within the timeframe set forth in PBGC's policy. PBGC used the Computer/Electronic Accommodations Program (CAP), the Job Accommodation Network (JAN) and other entities as a resource to successfully process twenty one (21) FY 2009 reasonable accommodation requests.

This FY PBGC plans to address the following areas of improvement: To better market and educate employees and managers about the formal ADR process. Upon selection of a new EEO Director, an ADR brochure can be approved and distributed to employees and managers. Further, we will continue to address the timeliness of EEO Investigations and Final Agency Decisions, improve the collection of EEO Complaint data and the response time for sending investigative files to the EEOC Administrative Law Judges through the developed manual processes.

Essential Element F: Responsiveness and Legal Compliance

- The Agency continues to post complaint statistical data on the website in compliance with the No FEAR Act.
- By the end of FY 2009, the EEO Office significantly improved its manual process for tracking and recording complaint report data.

In FY2010, the EEO Office will continue the current process to ensure 100% timeliness in the informal complaint process. The Agency will conduct mandatory No Fear Training and the Human Resources Department has agreed to resurvey the workforce by June 30, 2011.



Pension Benefit Guaranty Corporation
1200 K Street, N.W., Washington, D.C. 20005-402

TO: ALL PBGC

January 20, 2010

FROM: Vincent K. Snowbarger
Acting Director

RE: Reaffirmation of Equal Employment Opportunity
and Diversity Policy Statement

I want to reaffirm PBGC's commitment to equal employment opportunity and diversity and restate PBGC's zero tolerance policy for any form of discrimination. It is PBGC's policy to provide every individual with equal opportunity in all of its employment programs including, but not limited to recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. I am counting on each of you to uphold this policy and foster an inclusive work environment that is supportive of diversity.

Discrimination or harassment based on race, color, sex, religion, national origin, age, mental or physical disability, protected genetic information, sexual orientation, or parental status is prohibited and will not be tolerated. Retaliation based on participation in the EEO process or opposition to discriminatory practices is also prohibited and will not be tolerated. PBGC supports the rights of all employees to engage in protected EEO activity and remains firmly committed to promoting the principles of equity and diversity as it pursues its mission of protecting America's retirement security.

If you believe you have been subjected to discrimination, harassment, or retaliation, you should contact PBGC's Office of Equal Employment Opportunity and Diversity (Ext. 4363) within **45 calendar days** of the incident or the date you became aware of the incident. Employees may also report allegations of discrimination to their immediate supervisor, another management official, or to the Human Resources Department. Please note, however, that in order to pursue an EEO complaint under Part 1614 of the EEOC's regulations, employees must report allegations to PBGC's EEO Office within the 45-day time frame. Failure to do so may require the agency to dismiss the complaint.

If you have any questions regarding this policy, please contact the EEO Office at 202-326-4000 extension 4363 or via email at eeo@pbgc.gov.

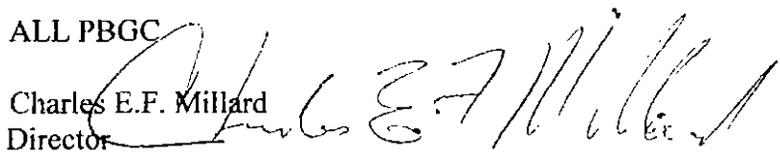
Attachment: January 2008 EEO Policy Statement



Pension Benefit Guaranty Corporation
1200 K Street, N.W., Washington, D.C. 20005-4026

Office of the Director

January 24, 2008

TO: ALL PBGC
FROM: Charles E.F. Millard
Director 
RE: Equal Employment Opportunity and Diversity Policy

As PBGC's Director, I want to affirm my personal commitment to equal employment opportunity and diversity and restate PBGC's zero tolerance policy for any form of discrimination. It is integral to the overall mission of PBGC to provide an environment where all employees compete on a fair and level playing field. It is PBGC's policy to provide every individual with equal opportunity in all of its employment programs including, but not limited to recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. I am asking each of you to join me in making a personal commitment to uphold this policy and foster a supportive work environment that allows each individual to achieve his or her full potential.

Discrimination or harassment based on race, color, sex, religion, national origin, age, mental or physical disability, protected genetic information, sexual orientation, or parental status is prohibited and will not be tolerated. Harassment is verbal or physical conduct that creates an intimidating, hostile, or offensive work environment or unreasonably interferes with an individual's work performance. Harassing conduct includes, but is not limited to, slurs, negative stereotyping, threatening, intimidating, or hostile acts, or written or graphic material that denigrates or shows hostility or aversion towards an individual or group in a discriminatory way. Harassment allegations will be immediately investigated, and where substantiated, appropriate action will be taken.

Retaliation based on participation in the EEO process or opposition to discriminatory practices is also prohibited and will not be tolerated. PBGC supports the rights of all employees to engage in protected EEO activity and is committed to protecting employees from reprisal for participating in such activity.

If you believe you have been subjected to discrimination, harassment, or retaliation, you should contact PBGC's Office of Equal Employment Opportunity and Diversity (Ext. 4363) within **45 calendar days** of the incident or the date you became aware of the incident. Employees may also report allegations of discrimination to their immediate supervisor, another management official, or to the Human Resources Department. Please note, however, that in order to pursue an EEO complaint under Part 1614 of the EEOC's

regulations, employees must report allegations to PBGC's EEO Office within the 45-day time frame. Failure to do so may require the agency to dismiss the complaint.

PBGC is firmly committed to promoting the principles of equity and diversity in the workplace. Each of us bears the responsibility to implement these principles on a daily basis. By doing so, together we will ensure an inclusive and productive workplace, where all employees have an opportunity to succeed and contribute to PBGC's mission of protecting America's retirement security.

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.						
 Compliance Indicator		EEO policy statements are up-to-date.		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	
		The EEO policy statement was issued in January 2008 by the previous Director. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		No Director has been installed to date.
		During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X		The Acting Director issued the reaffirmation in January 2010.
		Are new employees provided a copy of the EEO policy statement during orientation?		X		
		When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		
 Compliance Indicator		EEO policy statements have been communicated to all employees.		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	
		Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?			X	N/A – there are no subordinate 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?		X		
		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)]		X		

 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	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 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		The penalties for unacceptable behavior are shared with employees in the annual EEO policy statement, the Directive on Disciplinary and Adverse Actions and mandatory agency training.
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		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION 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.				
 Compliance Indicator	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.	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	
	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 nd 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 nd 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.			
 Compliance Indicator	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.	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	
	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	Previous EEO Director retired. SEE PART H.
	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	SEE PART H.
	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	SEE UPDATED PART H.
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	SEE UPDATED PART H.
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	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	
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	SEE PART H.
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	SEE PART H.
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	SEE PART H.
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.
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X	SEE PART H.
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	SEE PART H.
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		
 Compliance Indicator	The agency has committed sufficient budget to support the success 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
 Measures		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	SEE UPDATED PART H.

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		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
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.				
 Compliance Indicator	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.	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 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		

 Compliance Indicator	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)]	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			X	SEE UPDATED PART H.
	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	SEE UPDATED PART H.
	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	SEE UPDATED PART H.
	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	SEE UPDATED PART H.
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	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	
	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		There have been no findings of discrimination within the last two years.
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		

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	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				
	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	X		

realization of equal employment opportunity?				
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		NOTE: No Barriers have been identified to date.
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		NOTE: No Barriers have been identified to date.
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?			X	Snapshots have been done but not a trend analysis. See updated Part H.
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?			X	Snapshots have been done but not a trend analysis. See updated Part H.
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?			X	Snapshots have been done but not a trend analysis. See updated Part H.
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?			X	Snapshots have been done but not a trend analysis. See updated Part H.
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?			X	Snapshots have been done but not a trend analysis. See updated Part H.
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	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	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?			X	It is voluntary, however, managers participate. See updated Part H.

Essential Element E: EFFICIENCY 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.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	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	
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	SEE UPDATED PART H
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 – there are no 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		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's 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
 Measures		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	SEE PART H.
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: The Statement of Work provided to all contractors includes a penalty table for unapproved late delivery of products. The EEO Office implemented penalties for unapproved late deliveries in FY09.				
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		
 Compliance Indicator	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) regulations for processing EEO complaints of employment discrimination.	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	
Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
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?		X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		

Does the agency complete the investigations within the applicable prescribed time frame?			X	SEE PART H
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	SEE PART H
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?			X	SEE PART H
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	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.	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	
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?		X		
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?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X	Not required, however managers do it voluntarily.
Does the responsible management official directly involved in the dispute have settlement authority?			X	Settlement Authority resides with the General Counsel but the RMO is involved in settlement discussions.
 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
 Measures		Yes	No	
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	NOTE: Procedures for compiling 462 data were created and implemented at the end of FY09 SEE PART H
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		With the exception of an automated tracking system
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	In December 2009 EEO Staff acquired access to FPPS data through Datamart. See updated Part H.

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	This will be addressed in the recruitment barrier analysis plan. See Part H.
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
 Measures		Yes	No	
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		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE				
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 attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	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		
 Compliance Indicator	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.	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
 Measures		Yes	No	

				to the agency's status report
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		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	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	
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 is responsible for ensuring compliance with EEOC orders. We have not had any non-compliance issues with any 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 completing compliance:		X		
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		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

**EEOC FORM
715-01 PART H**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2009 Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: A	All employees are not knowledgeable on the overall EEO program
OBJECTIVE:	All PBGC employees are knowledgeable about the overall EEO program and the EEO complaint process; EEO Policy Statements are prominently posted
RESPONSIBLE OFFICIAL:	EEO Director, Human Resources Director, Communication & Public Affairs Director
DATE OBJECTIVE INITIATED:	03/2007; 3/2009; 01/08/2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2007 09/30/2009 12/31/2010 and Ongoing (Amended)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Update as needed Basic EEO training course for non-supervisory employees	6/30/2009;03/30/2010;6/30/2010;09/30/2010 (Completed and Ongoing)
Update as needed Basic EEO training course for supervisory employees	06/30/2009;03/30/2010;6/30/2010;09/30/2010 (Completed and Ongoing)
Continue ongoing training courses	3/30/2010;06/30/2010; 9/30/2010 (Completed and Ongoing)
Draft brochures on various EEO program areas such as ADR, complaint process, and the overall EEO program	12/30/2007 06/30/2009 (Completed)
Distribute brochures on various EEO program areas such as ADR, complaint process, and the overall EEO Program	12/30/2007 12/31/2010
Enhance EEO webpage	12/31/2007 09/30/2009; 03/30/2010;06/30/2010/9/30/2010;12/31/2010 (Completed and Ongoing)
EEO Officials Posters will be updated and Posted	09/30/2010

EEO Policy statements are prominently posted in the HR and EEO Offices

9/30/2009
1/31/2010 (Completed)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

FY 09: To further enhance the awareness of the EEO program and the EEO complaint process, draft EEO brochures were completed pending selection of the vacant EEO Director position. Basic EEO Training materials were updated and ongoing EEO training was conducted for new employees (3 sessions) and supervisors (1 session) during the FY. Additionally, an EEO presentation is incorporated into the bi-weekly New Employee Orientation Sessions. Updates and enhancements were developed and changes were made to the EEO intranet page. The Human Resources Department began a Diversity Awareness series this FY to educate employees on various disability issues.

After the EEO Director vacancy is filled, the draft brochures will be finalized, approved, and distributed. Additionally, ongoing review, updates and enhancements will be made to the EEO Training Materials and the EEO intranet page. No Fear Training will be conducted in FY 2010.

EEO Law posters, including the new Genetics Information Nondiscrimination Act of 2008 (GINA) poster, were ordered and posted prominently throughout the Agency. EEO Office materials and forms were updated to include the protected category of genetic information. Lastly, the 2010 EEO and Diversity policy statement reaffirmation was reissued and prominently posted.

**EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2009

Name of Agency of Reporting Component: PBGC

**STATEMENT of
MODEL PROGRAM
ESSENTIAL
ELEMENT
DEFICIENCY: A
and C**

Reasonable Accommodations Procedures Need to be finalized

OBJECTIVE:	Finalize Reasonable Accommodations (RA) Procedures and Communicate to all employees	
RESPONSIBLE OFFICIAL(S):	HRD Director	
DATE OBJECTIVE INITIATED:	10/2005; Amended 3/2007; Amended 1/2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2007 03/31/08 (Amended) 12/31/2010 (Amended)	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Place procedures on Internet	07/01/2007 04/30/2009 (Completed)	

Incorporate EEOC 2009 recommendations into PBGC's Reasonable Accommodation procedures.	09/30/2010
Re-Submit revised procedures to EEOC for review.	12/31/2010
Ensure updated procedures are placed on Internet and Intranet.	03/30/2011
Continue training all employees and managers on Reasonable Accommodation Procedures.	Ongoing

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

FY 09: Reasonable Accommodation (RA) training continued for managers/supervisors, training was added to bi-weekly new employee orientation sessions, and the RA procedures were placed on PBGC's external website in June of 2009. An RA segment was added the supervisory EEO Training course this fiscal year. Additionally, the Human Resources Department (HRD) began a Disability Awareness Series and sponsored three Disability Awareness Training sessions this fiscal year. HRD also established an on-call/on-site interpreter service for the Agency and offered video phones to Deaf and Hard of Hearing Staff. HRD has scheduled and continued the Disability Awareness Series for FY 2010.

HRD and EEO Staff persons met to discuss the EEOC recommended changes to PBGC's RA procedures. The Agency plans to incorporate EEOC recommendations into the current RA procedures in FY2010.

**EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	<p>EEO program officials are not present during Agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training /career development opportunities and workforce changes. EEO program officials are also not included in the Agency strategic planning to ensure that EEO concerns are integrated into the Agency's strategic mission.</p> <p>The EEO Director did not present the "State of Agency" to Agency head and senior officials following submission of the preceding MD-715 report. (New)</p>
OBJECTIVE:	Inclusion of EEO Program Officials in the planning and review stages of the Agency human capital plan and regarding succession and recruitment planning, including selections for training/career development program opportunities and workforce changes.
RESPONSIBLE OFFICIAL:	Human Resources Director, EEO Director, Budget and Organizational Performance Director, EMC, Management Officials.
DATE OBJECTIVE INITIATED:	03/21/2009 01/08/2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	01/31/2010 and Ongoing 09/30/2010 and Ongoing (Amended)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Set Meeting with EEO Director, Human Resources Director and Program Officials to discuss the current human capital plan, recruitment strategies and plan, succession planning, and Training and Development Plans.	6/15/2009 (Partially Completed 6/30/2009) 09/30/2010 (Amended) and Ongoing
Set Meeting with EEO and Budget and Organizational Planning Directors and Program Officials to discuss EEO's inclusion in the strategic planning process to ensure that EEO, Diversity & MD-715 areas are integrated into the Agency's strategic mission.	09/30/2010 (New) and Ongoing

Conducts EEO program presentations in alignment with the internal Strategic Planning, Budget, and Procurement Processes.	Quarterly (March, June , September and December 2010 and Ongoing
Establish on-going quarterly meeting dates with management and hold joint EEO/HRD briefings to discuss workforce changes impacting the strategic human capital and MD-715 areas. As well as, discuss plan review and recommendations prior to the next submissions.	9/30/2010 (Amended) and Ongoing
Establish timetable for incorporating EEO review, input and recommendations in the development, review, and submission of ongoing strategic plans.	9/30/2010 (Amended) and Ongoing
Conduct "State of the Agency" Presentation to the Agency Head and Senior Officials.	9/30/2010 (New)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

FY 09: The EEO Director retired in May 2009, shortly after the submission of last year's MD-715 report and was unable to conduct the "State of the Agency". EEO Staff did meet with HRD Staff to discuss collaboration and integration of the model EEO program essential elements into the Human Capital Plan. HRD informed the EEO Office that the Human Capital Strategic Plan, succession, and recruitment plans were being worked on and EEO would be allowed the opportunity to comment.

A Draft of the Human Capital Plan was provided to the EEO Office for review and comment in the first quarter of 2010. Recommendations were provided to HRD for inclusion. The position of the EEO Director was temporarily filled from September to December 2010. Accordingly, objectives and dates have been amended pending re-announcement and selection of that position. The previous EEO Director and Acting EEO Director were invited to participate in the 2011 Strategic Planning Meetings in December 2010. Future participation will allow the EEO Director opportunity to address EEO MD-715 program and priority areas within the Agency's strategic planning process.

The Federal Equal Opportunity Recruitment Plan and Report (FEORP) and Disabled Veterans Affirmative Program Plan and Report (DVAPP) responsibility was transferred from HRD to EEO in the first quarter of 2010.

**EEOC FORM
715-01 PART H**

***U.S. Equal Employment Opportunity Commission*
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	There are no Special Emphasis Program (SEP) Managers in place
OBJECTIVE:	To sufficiently staff Special Emphasis Programs
RESPONSIBLE OFFICIAL:	EEO Director, EMC, Management Officials
DATE OBJECTIVE INITIATED:	02/01/2005; Amended 03/2007; Amended 01/2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/01/2007 03/31/2008 (Amended) 12/31/2010 (Amended)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Appoint a Disability Employment Program Manager to guide efforts in this area	12/31/2010 (New)
Appoint a Hispanic Employment Program Manager to guide efforts in this area	12/31/2010 (New)
Appoint a Federal Women's Program Manager to guide efforts in this area	12/31/2010 (New)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>FY 08: The newly created Special Emphasis Planning Committee (SEPC), representing a diverse cross-functional membership from across executive level departments, participated in a workshop held by the EEO Office to acclimate and train the new committee. The committee developed a charter, mission statement, FY 2008/2009 plan, and a program survey tool. The SEPC planned and sponsored national observance programs for Women's History Month, Asian Pacific Heritage Month and Hispanic Heritage Month and sponsored a cross-cultural food sampling for the Corporation's first Diversity Day Training Conference. The SEPC collaborated</p>	

with the PBGC Recreation Association and Federally Employed Women's Chapter on various SEP events.

FY 09: The SEPC planned and sponsored national observance programs for Black History Month, Women's History Month, Asian Pacific Heritage Month, and Hispanic Heritage Month. Additionally, SEPC Members attended Basic MD-715 and Advanced Barrier Analysis Training at the end of the fiscal year.

During FY 2010 the EEO Office plans to appoint specific Program Managers for each required area and will initiate collaboration with the HRD Office regarding targeted recruitment for the areas of less than anticipated representation

In the first quarter of 2010, the EEO Office and SEPC held the Agency's first Disability Shadowing Day as well as a Disability Information Fair, and conducted a Schedule A Hiring Authority Seminar for Managers.

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***U.S. Equal Employment Opportunity Commission*
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B	<p>The EEO Director does not have the required authority and funding to ensure implementation of Agency EEO actions plans to improve EEO program efficiency and/or eliminate identified barriers. (New)</p> <p>There are insufficient personnel resources allocated to the EEO program to ensure that Agency self-assessments and self-analyses prescribed by MD-715 are conducted annually and to maintain an effective complaint processing system. (New)</p>
OBJECTIVE:	The EEO Director has the required authority, funding, and sufficient personnel resources to ensure implementation of Agency EEO action plans to improve EEO program efficiency; identify and eliminate identified barriers; ensure that Agency self-assessments and self-analyses prescribed by MD-715 are conducted annually and to maintain an effective complaint processing system.
RESPONSIBLE OFFICIAL:	Agency Director, EEO Director, EMC, Procurement and HRD Directors, Budget and Organizational Performance Director
DATE OBJECTIVE INITIATED:	01/2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
The EEO Director is granted the authority to address and garner support and funding for the EEO program priorities and to procure a EEO complaints tracking and automated system through the various internal processes, including the Corporate Planning for Information Technology Committee (CPIT), Budget Planning for Information Technology Committee (BPIT) /Internal Review Board (IRB))	12/31/2011
The EEO Director is granted the authority, funding and personnel resources to appoint and develop a Corporate MD-715 and Barriers Analysis Team	12/31/2010

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Several challenges are facing the EEO Office within the complaints processing program area. There continues to be a high ratio of complaints, though timeliness in complaints processing is steadily improving due to the creation of an attorney-advisor position on the EEO staff in early FY 2008 and the creation and use of standard operating procedures in FY 2009. In the last quarter of FY 2008, a Blanket Purchase Agreement (“BPA”) was approved for use in securing contract investigators. The new BPA included a newly established performance based Statement of Work (“SOW”). The new SOW was applied to FY 2009 contracts and financial penalties were imposed on contract firms that did not comply with contract deadlines. Moreover, in early FY 2010, enhanced manual tracking processes were implemented to more accurately capture and record complaints data for the Agency's 462 and No Fear reports. These improved processes were used in preparing the Agency's Annual FY 2009 462 Report and final FY 2009 No Fear data. The results of these improved processes should be fully realized in FY 2010, though there continues to be a significant need for an automated tracking system to improve efficiency and accuracy in data collection.

Beginning in FY 2008 into FY 2009, the EEO Office garnered enough support to secure the necessary resources to conduct a Systems Alternative Analysis. The EEO Office continues to pursue support to obtain an automated program management and tracking system to increase the efficiency of the overall EEO program.

During FY 2009, the EEO Office processed 56% of investigations in a timely manner; a significant increase from the 4.55% of timely investigations in FY 2008. By the close of FY 2009, there were no cases pending at the accept/dismiss or investigation stages from prior fiscal years, and the previous multi-year backlog was completely eliminated for the first time in five years. Timeliness in Final Agency Decisions (FAD) decreased slightly from 30% in FY 2008, to 25% in 2009.

Although the EEO Office continues to improve complaints processing and data collection, without the support of an automated tracking and reporting system we will continue to face challenges using time-consuming manual processes that are more prone to inaccuracies and duplication of effort. The EEO Office also needs automated support to conduct trend and barrier analyses that will allow the Agency to develop concrete plans to enhance the recruitment, hiring, retention and development of a diverse and skilled workforce.

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FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B and E	An improved system is needed to secure adequate data collection and tracking systems to analyze and identify potential barriers.
OBJECTIVE:	To obtain adequate data reporting and tracking systems to analyze workforce and applicant data and track complaints, including needed management controls.
RESPONSIBLE OFFICIAL:	EEO Director, Chief Information Officer, Procurement Director, HRD Director
DATE OBJECTIVE INITIATED:	10/01/2004; Amended 01/2008; Amended 03/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	03/31/2009 (12/31/2011 Amended)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Requested 2008 Planning Funds to determine tracking system needs	02/2008 (Completed)
Gather and document requirements and document "AS IS" business process	03/2008 08/2008 (Completed)
Document "To BE" business process	04/2008 09/2008 (Completed)
Perform Alternative Analysis and identify top 3 (based on cost, risk, schedule, etc.)	05/2008 10/2008 (Completed)
Coordinate with Procurement, Budget and Information Technology (IT) officials on the internal processes for obtaining the needed IT resources	07/2008 09/2009 03/31/2010 (Amended and ongoing)
Request needed funding to procure the identified best alternative tracking system , in alignment with the Agency budget cycle and process	08/2008 04/2009 (Completed and Ongoing) 04/2010

Meet with IT, Procurement and Budget Officials and begin process to request and obtain end of FY funding for tracking system procurement in alignment with the internal budget and procurement processes	04/30/2010 (Ongoing and Quarterly)
Target deployment date	March 2009 April 2010 12/31/2010 (Amended)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

FY 06: During FY 2006, the EEO Office did obtain some data services through an interagency agreement that was discontinued this fiscal year. The procurement process for a tracking system was also completed, but the vendor did not meet the service requirements.

FY 07: The EEO Office met on numerous occasions with representatives from PBGC's IT Department to discuss the requirements and process for obtaining a complaint tracking system. Based on those meetings, all steps have been outlined for moving forward and a target has been set to have a tracking system in place in FY 2009.

FY 08: The EEO Office conducted a presentation to the Agency's Information Technology Planning Committee to request support for the needed funding. The Office obtained the necessary planning funds from IT and a contractor was secured to conduct the needed planning phase. With assistance from the contractor the EEO Office developed and documented the to-be and as-is informal and formal complaint processes, annual report processes and completed an alternative analysis. As a result, the most effective tracking, complaints and reporting systems were identified and evaluated. A demonstration was conducted by the vendor who best met the requirements.

FY 09: Multiple meetings were held with the IT and the Budget Divisions; presentations were made to the agency Capital Planning for Information Technology Committee (CPIT). The EEO tracking system was not rated as a priority for 2010 funding. In February 2009, the EEO office submitted a request for additional FY 2011 funds. At the end of the fiscal year, the incoming EEO Director (the position is vacant as of January 2010) met with the Budget and Organizational Performance Director regarding possible end of year funding; however, there was not sufficient time to initiate the procurement process and obtain a product by September 30, 2009. The EEO Office has \$33,000 in the FY2011 Department Budget for EEO system maintenance. This is not, however, sufficient to procure an automated system.

FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: C	No time-tables or schedules have been established to review PBGC's Merit Promotion Program Policy and Procedures, Employee Recognition Awards Program and Procedures and Employee Development/Training Programs for systemic barriers that may be impeding full participation in the program by all groups.
OBJECTIVE:	To establish time-tables for the review of policies and procedures on a continuous basis to ensure there are no barriers in obtaining a model EEO program.
RESPONSIBLE OFFICIAL:	EEO Director, HRD Director
DATE OBJECTIVE INITIATED:	01/01/2005; Amended 05/2007; Amended 03/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	06/30/2007 (09/30/2010 Amended)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Obtain HRD Point of Contact for the Workforce Diversity Board	04/30/2009 (Completed) 9/30/2010 (Amended)
Establish time-tables for reviewing merit promotion plan and related procedures and policies	06/30/2007 09/30/2009 9/30/2010 (Amended)
Establish time-tables for reviewing employee recognition awards program and policies and related procedures	06/30/2007 09/30/2009 (9/30/2010 Amended)
Establish time-tables for reviewing the employee development and training programs and related procedures	06/30/2007 09/30/2009 9/30/2010 (Amended)
Establish time-tables for reviewing the Recruitment, Hiring and Selection policies and related procedures	9/30/2009 9/30/2010 (Amended)
Establish time-tables for reviewing the Separation policies and related procedures	9/30/2009 9/30/2010 (Amended)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
FY 08: This activity was postponed due to Agency resources dedicated to an Office of Personnel Management audit.	
FY 09: HRD appointed a point-of-contact; however, the employee left the Agency during the FY. A new designee was assigned in the second quarter of FY 2010.	

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Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: C, D	Monthly/quarterly/semi-annually EEO updates are not provided to management/supervisory officials by EEO program officials
OBJECTIVE:	All managers are kept abreast of EEO programs/matters within their areas of responsibility
RESPONSIBLE OFFICIAL:	EEO Director, EMC, HRD Director and Managers and Supervisors
DATE OBJECTIVE INITIATED:	10/01/2004; Amended 03/2007; Amended 3/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/07 and on-going 12/31/2010 and Ongoing (Amended)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
EEO office will conduct briefings with EMC Members semi-annually. Briefings will include a discussion on any identified program barriers	07/30/2007 and 10/31/2007 10/31/2009 12/31/2010 (Completed and Amended)
EEO workshops for managers will be conducted on emerging EEO issues	12/31/2007; annually thereafter 12/31/2010 (Completed and Ongoing)
EEO office will provide presentations at Departmental staff meetings as needed	09/30/2007 (Completed and ongoing) 12/31/2010 (Amended and Ongoing)
MD-715 status reports will be forwarded to Senior Leaders electronically	07/30/2007 and 10/31/2007 (Completed and Ongoing) 03/31/2010 (Amended)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

FY 08: The State of the Corporation was presented to PBGC Senior Leaders in March 2008. New PBGC supervisory personnel received EEO training, including sessions on harassment in the workplace and reasonable accommodations. On-going updates were provided to supervisors/managers at weekly Senior Staff and Department Directors' meetings, as well as in one-on-one meetings and through written guidance.

FY 09: Regular updates were provided at weekly Senior Staff meetings, Director meetings, and in departmental or individual management meetings. Management Guidance was issued during the fiscal year to address "official time" for employees and representatives during in the EEO complaint process.

The MD-715 report was shared electronically and by hard copy with Senior Staff and Directors. Additionally, in FY 2010, the report will be placed on the Agency internal website for all employees.

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FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: D	Managers meet and assist the EEO Director and Staff in the identification of potential barriers (New) Trend analyses have to be conducted of workforce profiles, major occupations, grade level distributions, awards, training, separations and management and personnel policies, procedures and practices
OBJECTIVE:	Conduct thorough trends analysis to determine potential barriers and establish plans to eliminate and overcome determined barriers
RESPONSIBLE OFFICIAL:	EEO Director, Workforce Diversity Board, EMC; Management Team
DATE OBJECTIVE INITIATED:	03/2007; Amended 03/2009; 1/ 2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	02/2009; Amended 04/2010; 09/30/2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Appoint HRD point of contact to the Workforce Diversity Board	05/15/2009 (Completed) 09/30/2010 (Amended)
Provide trend/barrier analysis training	09/30/2009 (Completed)
Establish time-tables and conduct trends analyses of merit promotion plan, promotion data and related procedures	06/30/2010 09/30/2011 (Amended)
Establish time-tables and conduct trends analyses of employee recognition awards program, data and procedures	08/30/2009 09/30/2010 (Amended)
Establish time-tables and conduct trends analyses of employee development and training programs	01/30/2010 09/30/2011 (Amended)
Establish time-tables and conduct trends analyses of employee recruitment, hiring and selection data and related procedures	09/30/2010
Establish time-tables and conduct trends analyses of employee separations	10/30/2009 09/30/2011 (Amended)
Submit report and analysis to EEO Director	09/15/09; 11/15/09; 03/15/2010

	09/30/2011 (Amended)
Prepare report and recommendations to EMC	10/15/09; 12/15/09; 04/15/2010 09/30/2011 (Amended)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

FY 08: The objective was modified to establish time-tables and conduct trends analyses in the areas of Recruitment, Hiring, Selections, and Separations, noted in last years' Part I. Also incorporated into the plan is the addition of a Human Resources Department point-of-contact to the Workforce Diversity Board.

FY 09: MD-715 and Barrier Analysis Training was conducted by the EEOC for the EEO Staff, HRD Staff, Special Emphasis Committee and Workforce Diversity Board. Access to data required for barrier analysis and training was provided to the EEO staff in December 2009. In FY 2010, the Department Directors provided input, in addition to the overall report, in the MD715 self-assessment process and management participation will be an essential part of developing the new MD-715 and Analysis Team.

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FY 2008	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: D and E	Alternative Dispute Resolution (ADR) is not fully utilized within the Corporation
OBJECTIVE:	All employees are knowledgeable of the PBGC EEO ADR processes and encouraged to utilize them if needed
RESPONSIBLE OFFICIAL:	EEO Director
DATE OBJECTIVE INITIATED:	03/2007; 1/2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007 06/30/2009 (Amended) 12/31/2010 (Amended)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Continue to use ADR process for formal complaints	07/30/2007 (completed and ongoing)
Educate employees on the use of the formal EEO ADR process	09/30/2007 (completed and ongoing) 12/31/2010 (Amended)
Market programs through posters, brochures, internet, and staff meetings	09/30/2007 09/30/2009 (12/31/2010 (Amended) & ongoing)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

FY08: The Formal ADR Program had a 36% participation rate and one successful settlement representing a 20% resolution rate. The Informal ADR Program had a 25% participation rate and a resolution rate of 44%. ADR Brochures will be completed this FY followed by a plan to market and further promote the use of ADR.

FY 09: The Formal ADR Program had a 23% participation rate and two successful settlements representing a 40% resolution rate. The Informal ADR Program had a 38% participation rate and a resolution rate of 25%. Upon selection of a new EEO Director, brochures will be reviewed and a decision made regarding distribution. Additionally, one of the goals identified in the Human Capital Strategic Plan is to improve communication and collaboration efforts between supervisors and employees to support PBGC's Human Capital Goals. To achieve this goal, the Human Resource Department will work to establish an ADR program, separate from the EEO ADR Program.

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FY 2009 Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: E	EEO investigations and Final Agency Decisions have not been completed within the EEOC regulatory timeframes Investigative files have not been sent immediately upon receipt in the case of an AJ Hearing order. (New) The Agency needs a system of management controls in place to ensure accurate, timely and consistent EEO complaint data, ensure accurate monitoring of HRD data. (New)
OBJECTIVE:	Increase the efficiency of the formal complaint process through the establishment of improved processes, performance based contract services and management controls; timely process EEO Investigations and Final Agency Decisions Ensure Investigative files are immediately sent upon receipt of AJ Orders and develop and implement a system of management controls to ensure EEO and HRD data is accurate and consistent.
RESPONSIBLE OFFICIAL:	EEO Director, Procurement Director, Budget and Organizational Performance Director, and IT Directors
DATE OBJECTIVE INITIATED:	03/2007; 1/2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2007 12/31/2008 (Amended) Completed Amended 3/2009; 01/2010 12/31/2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish a system of controls to address investigative files sent to the EEOC and accurate and consistent collection of EEO data	12/31/2010 (New)
Research, develop and incorporate formal EEO process and investigative benchmarks, performance accountability options and management controls for formal process	08/30/2007 08/31/2008 (Completed) 9/30/2010 Amended and Ongoing)
Re-submit paperwork for updated investigative firms contracts	09/15/2007 10/31/2008

	(Completed)(Initiated) 12/31/2010 (Amended)
Conduct Quarterly review of services and performance	12/31/2007 12/31/2008 03/31/2009 6/30/2009 9/30/2009 (Completed and Ongoing) 9/30/2010 Amended and Ongoing)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

FY 08: Shortened timeframes and payment adjustments based upon timely case completion were established and incorporated into a new performance based Statement of Work (SOW) for the EEO Service vendors. The EEO Office worked with the Procurement Department to establish a blanket purchase agreement alleviating the time consuming process of researching for vendors for services that cost over the single purchase credit card authority. On-going review of vendors and staff, overall performance and processes are being conducted to ensure quality service and performance.

FY 09: The EEO Office continues to make tremendous efforts to address the deficiency noted in FY 07 with respect to the timeliness of EEO investigations. Nevertheless, several challenges remain in the complaints processing program area. There continues to be a high ratio of complaints, though timeliness in complaints processing is steadily improving due to the creation of an attorney-advisor position on the EEO staff in early FY 2008 and the creation and use of standard operating procedures in FY 2009. Additionally, in the last quarter of FY 2008, a Blanket Purchase Agreement (“BPA”) was approved for use in securing contract investigators. The new BPA included a newly established performance based Statement of Work (“SOW”). The new SOW was applied to FY 2009 contracts and financial penalties were imposed on contract firms that did not comply with contract deadlines. Moreover, in early FY 10, enhanced manual tracking processes were implemented to more accurately capture and record complaints data for the Agency's 462 and No Fear reports. These improved processes were used in preparing the Agency's Annual FY 2009 462 Report and final FY 2009 No Fear data. The results of these improved processes should be fully realized in FY 2010, though there continues to be a significant need for an automated tracking system to improve efficiency and accuracy in data collection.

During FY 2009, the EEO Office processed 56% of investigations in a timely manner; a significant increase from the 4.55% of timely investigations in FY2008. By the close of FY 2009, there were no cases pending at the accept/dismiss or investigation stages from prior fiscal years, and the previous years backlog was completely eliminated for the first time in five years. Timeliness in Final Agency Decisions (FAD) decreased slightly from 30% in FY2008, to 25% in 2009, when on one FAD was timely processed.

Although the EEO Office continues to improve complaints processing and data collection, without the support of an automated tracking and reporting system we will continue to face challenges using time-consuming manual processes that are more prone to inaccuracies and duplication of efforts.

In the first quarter of 2010, the EEO established an internal process to increase the accuracy and consistency of EEO Complaint Data. Effective January 2010, The EEO Office established a specific Standard Operating Procedure for processing incoming Administrative Law Judge Orders for investigative files to increase the efficiency of our response time.

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FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: F	Several informal complaints have not been completed within the EEOC regulatory timeframes
OBJECTIVE:	Increase the efficiency of the informal complaint process
RESPONSIBLE OFFICIAL:	EEO Director, Communications & Public Affairs Director
DATE OBJECTIVE INITIATED:	03/2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007 09/30/2009 (Amended) (Completed)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Update EEO posters	03/31/2007 03/31/2008 (Completed) 12/31/2010 (Amended)
Post posters throughout workplace and intranet	07/30/2007 06/30/2009 12/31/2010 (Amended)
Conduct process analysis on informal complaint stages	04/30/2007 (Completed)
Develop strategies to remove any bottlenecks	05/31/2007 03/31/2009 06/30/2009 09/30/2009 (Completed and ongoing)
Conduct quarterly technical workshops for counselors	06/30/2007 09/30/2007 03/31/2009 06/30/2009 09/30/2009 (Completed)

Review and Address the use of collateral duty EEO Counselors	3/30/2011 (New)
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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

FY 08: New Posters were posted throughout the Agency, however an ongoing review to ensure maximum visibility continues. All EEO informal counseling for the FY was completed within the regulatory timeframes except for one conflict counseling case conducted by an outside Agency, resulting in 97% timeliness rate. Quarterly technical workshops were conducted for EEO Counselors. Ongoing review of overall counselor performance, with feedback and ongoing review of the overall processes are conducted to ensure quality service and performance.

FY 09: In FY 2009, all Informal Counseling's were completed within the regulatory timeframes. Informal Counseling Standard Operating Procedures (SOPs) were completed and used during the FY. An Updated EEO Officials Poster was initiated. After the selection of a new Director, EEO Posters will be finalized and the use of collateral duty counselors will be addressed. EEO Law Posters were posted prominently throughout the Agency in January 2010.

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FY 2009	
Name of Agency of Reporting Component: PBGC	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: A and C	PBGC Workforce needs to be resurveyed to update race and national origin data and address the two or more race designation option
OBJECTIVE:	To re-survey workforce for updates of race and national origin data and allow designation of two or more races
RESPONSIBLE OFFICIAL(s):	HRD Director
DATE OBJECTIVE INITIATED:	3/2009; 1/2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/2010; 12/31/2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish timeframes and process for Resurvey of RNO Data	09/30/2009 09/30/2010 (Amended)
Send re-survey to all employees	01/30/2010 03/30/2011 (Amended)
Update RNO Data	03/30/2010 06/30/2011 (Amended)
Provide required MD-715 reports that reflect updated RNO data and two or more race designations	09/30/2010 12/31/2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
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Agency Name: : Pension Benefit Guaranty Corporation	FY 2009	
<p>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?</p>	<p>Hispanic Males (1.30%) and Hispanic Females (1.73%) have overall participation rates below the Organizational CLFs of 6.17% and 4.52% respectively.</p> <p>Participation rates for Hispanic males (1.72%) and Hispanic females (1.72%) are below CLF for the major occupation series of 0510 (Accounting) (CLF: 2.03% and 3.10%).</p> <p>Participation rates for Hispanic males (0.0%) are below CLF for the major occupation series of 0511 (Auditing) (CLF: 2.03%).</p> <p>Participation rates for Hispanic males (1.04%) and females (0.0%) are below CLF in the major occupation of 0905 (Attorney) (CLF: 2.05% and 1.24%).</p> <p>Participation rates for Hispanic males (0.0%) and females (0.0%) are below CLF in the major occupation of 01102 (Contract Specialist) (CLF: 2.86% and 3.16%).</p> <p>Participation rates for Hispanic males (2.78%) and females (0.0%) are below CLF in the major occupation of 01160 (Financial Analyst) (CLF: 3.60% and 5.61%).</p> <p>Participation rates for Hispanic males (0.0%) are below CLF in the major occupation of 0301 (Employee Benefit Law Specialist) (CLF: 1.91%).</p> <p>Participation rates for Hispanic females (0.0%) are below CLF for the major occupation series of 1510 (Actuarial Sciences) (CLF: 0.6%).</p> <p>Participation rates for Hispanic males (2.30%) and Hispanic females (0.0%) are below CLF for the major occupation series of 2210 (Information Technology Specialist) (CLF: 3.14% and 1.55%).</p>	
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A trigger was identified through analysis of Table A-1 and A-6.</p>	

<p>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.</p>	<p>No Barriers have yet been identified.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Form a MD-715 and Barrier Analysis Team which will include management, the Hispanic Employment Program (HEP) Manager, and others to conduct barrier analysis and develop strategies to overcome identified barriers, including recommendations to increase Hispanic representation at PBGC.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team.</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>3/2007; 1/2010 (Amended)</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>1/2008 1/2009 11/30/2011 (Amended)</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007 (Completed)	
Appoint a Hispanic Employment Program (HEP) Manger to guide efforts in the area of Hispanic representation.	09/30/2010 (New)	
Form a MD-715 and Barrier Analysis Team which will include management, the HEP Manager and others to develop strategies to increase the Hispanic applicant pool at PBGC.	09/30/2010 (New)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on recruitment, hiring and selections.	07/30/2007 07/30/2008 09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on career development, occupational grade levels, succession planning, and management representation.	09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities.	11/30/2011 & ongoing (New)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with the barrier analysis process.	11/30/2011 & ongoing (New)	
Collaborate with HRD to establish relationships with all underrepresented communities and organizations, and develop partnerships with high schools, colleges, and universities to assist with recruitment and succession planning.	11/30/2011 & ongoing (New)	
Submit report and recommendations to the EEO Director, PBGC Director, and the Executive Management Committee (EMC).	12/20/2007 12/30/2008 11/30/2011 (Amended)	
Implement approved recommendations.	01/30/2008 01/30/2009 11/30/2011 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- **For 13 years PBGC has welcomed interns from the Hispanic Association of Colleges and Universities (HACU) as part of the HACU National Internship Program (HNIP). For the last two years PBGC has gradually increased the number of interns participating in the program. In FY 2008, there were 5 interns, in FY 2009 there were 7 interns, and 10 interns are projected for FY 2010. Additionally, PBGC filled two permanent auditor positions in FY 09 with interns from the HACU program.**
- **In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department Staff, and EEO Office Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).**
- **In December 2009, the EEO Staff received training and access to the National Business Center's Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier and trend analysis.**

FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2009	
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?	<p>White Males (26.65%) and White Females (17.33%) have overall participation rates below the Organizational CLF of 39.03% and 33.74% respectively.</p> <p>Participation rates for White males (17.24%) and females (10.34%) are below CLF for the major occupations series of 0510 (Accounting) (CLF: 35.05 % and 42.80%).</p> <p>Participation rates for White males (14.43%) and females (8.25%) are below CLF for the major occupations series of 0511 (Auditing) (CLF: 35.05 % and 42.80%).</p> <p>Participation rates for White males (7.89%) and females (13.16%) are below CLF for the major occupations series of 0301 (Employee Benefit Specialist) (CLF: 20.76% and 58.06%).</p> <p>Participation rates for White males (33.33%) and females (20%) are below CLF for the major occupations series of 1102 (Contract Specialist) (CLF: 39.80% and 42.73%).</p> <p>Participation rates for white females (25%) are below CLF for the major occupations series of 1160 (Financial Analyst) (CLF: 40.97%).</p> <p>Participation rates for White males (34.09%) and females (19.32%) are below CLF for the major occupations series of 1510 (Actuarial Sciences) (CLF: 58.94% and 27.88%).</p> <p>Participation rates for White males (37.93%) and females (9.20%) are below CLF for the major occupations series of 2210 (Information Technology Specialist) (CLF: 50.42% and 24.73%).</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	A trigger was identified through analysis of Table A-1, and A-6.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been	No Barriers have yet been identified.	

determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to conduct barrier analysis and develop strategies to overcome any identified barriers impacting Whites in the agency
RESPONSIBLE OFFICIAL:	EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team.
DATE OBJECTIVE INITIATED:	3/2007; 1/2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1/2008 11/2011 (Amended)

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007 (Completed)	
Form a MD-715 and Barrier Analysis Team which will include management and other representatives to develop strategies to address any identified barriers or trends.	09/30/2010 (New)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on recruitment, hiring and selections.	07/30/2007 07/30/2008 09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on career development, occupational grade levels, succession planning, and management representation.	09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities.	12/30/2011 & ongoing (New)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with the barrier analysis process.	09/30/2011 & ongoing (New)	
Collaborate with HRD to establish relationships with all underrepresented communities and organizations, and develop partnerships with high schools, colleges, and universities to assist with recruitment and succession planning.	12/20/2007 12/30/2008 10/30/2011 (Amended)	
Submit report and recommendations to the EEO Director, PBGC Director, and the Executive Management Committee (EMC).	01/30/2008 01/30/2009 11/30/2011 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- **In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department Staff, and EEO Office Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).**
- **In December 2009 the EEO Staff received training and access to the National Business Center's, Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier analysis.**

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2009	
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?	Participation rates for African American Males (1.04%) are below the Occupational CLF's for the major occupation of 0905 (Attorney) (CLF: 2.0%).	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	A trigger was identified through analysis of Table A-6.	
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.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to conduct barrier analysis and develop strategies to overcome identified barriers, including recommendations to increase the African American Male representation in the Attorney occupation.	
RESPONSIBLE OFFICIAL:	EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team.	
DATE OBJECTIVE INITIATED:	03/2007	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	01/2008 01/2009 12/2010 (Amended)	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007	
Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to develop strategies to increase the African American Male attorney applicant pool at PBGC.	07/01/2010 (New)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on recruitment, hiring and selections.	07/30/2007 07/30/2008 09/30/2010 (Amended)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on career development, occupational grade levels, succession planning, and management representation.	12/30/2010 (New)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities.	09/30/2010 & ongoing (New)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with the process.	09/30/2010 & ongoing (New)	
Collaborate with HRD to establish relationships with all underrepresented communities and organizations, and develop partnerships with high schools, colleges, and universities to assist with recruitment and succession planning.	12/30/2007 12/30/2008 12/30/2010 (Amended)	
Submit report and recommendations to the EEO Director, PBGC Director, and the Executive Management Committee (EMC).	01/30/2008 01/30/2009 12/30/2010 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- **In the first quarter of FY 2010, The EEO Office, Office of the Chief Counsel and Office of the General Counsel initiated discussions to address options for recruitment in the area of this deficiency.**
- **In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department and EEO Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).**
- **In December 2009, the EEO Staff received training and access to the National Business Center's, Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier analysis.**

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2009	
<p>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?</p>	<p>Participation rates for Asian males (1.04%) are below the CLF for the major occupation of 0905 (Attorney) (CLF: 1.24%).</p> <p>Participation rates for Asian males (0%) and females (0%) are below the CLF for the major occupation of 1102 (Contract Specialist) (CLF: 1.03% and 1.27%).</p> <p>Participation rates for Asian females (0%) are below the CLF for the major occupation of 1160 (Financial Analyst) (CLF: 2.63%).</p>	
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	A trigger was identified through analysis of Table A-6.	
<p>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.</p>	No Barriers have yet been identified.	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to conduct barrier analysis and develop strategies to overcome identified barriers, including recommendations to increase Asian representation at PBGC.	
<p>RESPONSIBLE OFFICIAL:</p>	EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team.	
<p>DATE OBJECTIVE INITIATED:</p>	03/2007; 1/2010 (Amended)	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	01/2008 01/2009 11/30/2011 (Amended)	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007	
Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to develop strategies to increase the Asian applicant pool at PBGC.	09/30/2010 (New)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on recruitment, hiring and selections.	07/30/2007 07/30/2008 09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on career development, occupational grade levels, succession planning, and management representation.	09/30/2011 (New)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities.	11/30/2011 & ongoing (New)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with the process.	11/30/2011 & ongoing (New)	
Collaborate with HRD to establish relationships with all underrepresented communities and organizations, and develop partnerships with high schools, colleges, and universities to assist with recruitment and succession planning.	12/30/2007 12/30/2008 10/30/2011 (Amended)	
Submit report and recommendations to the EEO Director, PBGC Director, and the Executive Management Committee (EMC).	01/30/2008 01/30/2009 11/30/2011 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- **In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department Staff, and EEO Office Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).**
- **In December 2009, the EEO Staff received training and access to the National Business Center's, Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier analysis.**

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2009	
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?	<p>American Indian/Alaska Native Males (0.11%) have participation rates below the National 2K CLF of 0.34%.</p> <p>Participation rates are below the Occupational CLF's for both males (0.0%) and females (0.0%) in the major occupations of 0510 (Accounting) (CLF: 0.12% and 0.26%).</p> <p>Participation rates are below the Occupational CLF's for both males (0.0%) and females (0.0%) 0511 (Auditing) (CLF: 0.12% and 0.26%).</p> <p>Participation rates are below the Occupational CLF's for males (0.0%) in the major occupation of 0301 (Employee Benefit Law Specialist) (CLF: 0.11%).</p> <p>Participation rates for American Indian/Alaska Native males (0%) and females (0%) are below CLF for the major occupation series of 1102 (Contract Specialist) (CLF: .18% and .30%).</p> <p>Participation rates for American Indian/Alaska Native males (0%) and females (0%) are below CLF for the major occupation series of 1160 (Financial Analyst) (CLF: .21% and .21%).</p> <p>Participation rates for American Indian/Alaska Native males (0%) and females (0%) are below CLF for the major occupation series of 2210 (Information Technology Specialist) (CLF: .24% and .11%).</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	A trigger was identified through analysis of Table A-1 and A-6.	
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.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Form a MD-715 and Barrier Analysis Team which will include management and other representatives to conduct barrier analysis and develop strategies to overcome identified barriers, including	

	recommendations to increase the Indian/Alaska Native representation at PBGC.
RESPONSIBLE OFFICIAL:	EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team
DATE OBJECTIVE INITIATED:	3/2007; 1/2010 (Amended)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1/2008 1/2009 12/30/2011(Amended)

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007	
Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to develop strategies to increase the American Indian/Alaska Native applicant pool at PBGC.	09/30/2010 (New)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on recruitment, hiring and selections.	07/30/2007 07/30/2008 09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on career development, occupational grade levels, succession planning, and management representation.	09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities.	12/30/2011 & ongoing (New)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with the process.	12/30/2011 & ongoing (New)	
Collaborate with HRD to establish relationships with all underrepresented communities and organizations, and develop partnerships with high schools, colleges, and universities to assist with recruitment and succession planning.	12/30/2011 & ongoing (New)	
Submit report and recommendations to the EEO Director, PBGC Director, and the Executive Management Committee (EMC).	12/20/2007 12/30/2008 12/30/2011 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- **In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department Staff, and EEO Office Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).**
- **In November 2009, the EEO Office and Special Emphasis Planning Committee coordinated a program for Native American History Month. A National Officer of the Society of American Indian Government Employees (SAIGE) served as the keynote speaker and introduced SAIGE to PBGC employees.**
- **In December 2009, the EEO Staff received training and access to the National Business Center's, Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier analysis.**

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: Pension Benefit Guaranty Corporation	FY 2009	
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?	Employees with targeted disabilities have a participation rate of 1.30%, which is below the 2% Target.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	A trigger was identified through analysis of Table B-1.	
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.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Form a MD-715 and Barrier Analysis Team which will include the appointed Disability Program Management, management and other department representatives to conduct barrier analysis and develop strategies to overcome identified barriers, including recommendations to increase the rate of employees with targeted disabilities at PBGC.	
RESPONSIBLE OFFICIAL:	EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team.	
DATE OBJECTIVE INITIATED:	03/2007; 1/2010 (Amended)	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1/2008 1/2009 12/2011 (Amended)	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007	
Appoint a Disability Employment Program (DEP) Manger to guide efforts in the area of increasing representation of employees with targeted disabilities.	09/30/2010 (new)	
Form a MD-715 and Barrier Analysis Team which will include the DEP Manager, management, and other department representatives to develop strategies to increase the applicant pool of individuals with targeted disabilities and disabilities at PBGC.	09/30/2010 (New)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on recruitment, hiring and selections.	07/30/2007 07/30/2008 09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on career development, occupational grade levels, succession planning, and management representation.	09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities.	10/30/2011 & ongoing (New)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with the process.	10/30/2011 & ongoing (New)	
Collaborate with HRD to establish relationships with all underrepresented communities and organizations, and develop partnerships with high schools, colleges, and universities to assist with recruitment and succession planning.	10/30/2011 & ongoing (New)	
Submit report and recommendations to the EEO Director, PBGC Director, and the Executive Management Committee (EMC).	12/20/2007 12/30/2008 12/30/2011 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- The agency had representatives attend several training programs to stay current on disability related issues, for example: “Preparing the Workplace for Everyone: Accounting for the Needs of People with Disabilities (October 2008) sponsored by the Emergency Preparedness Council, “ADA Update” (December 2008) and “ADA& FMLA Compliance Update” (April 2009), both sponsored by National Employment Law Institute (NELI).
- A Human Resources Department employee participated as a panel member on “Communication Solutions for Deaf and Hard-of- Hearing Employees in the Workplace” at the Interagency Disability Educational Awareness Showcase (IDEAS) Conference. The panel focused on the need to coordinate communication and accommodations and the IT environment.
- In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department Staff, and EEO Office Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).
- In October 2009, the EEO Office hosted a workshop for managers on “Schedule A” Hiring Authority and collaborated with the District of Columbia Office of Disability Rights to host a Disability Job Shadowing Day. The shadowing program enabled 6 individuals with disabilities to shadow PBGC employees for one day, providing an opportunity to observe the work environment first-hand.
- In November 2009, the EEO Office initiated communication with the Department of Veterans Affairs (VA), Vocational Rehabilitation & Employment Service, to discuss establishing a Memorandum of Understanding. The goal of the MOU is to provide veterans with service-connected disabilities opportunities for paid and unpaid work experience and career development. The MOU would also provide the Agency a viable recruitment option to fill positions expeditiously and have hires supported by VA services, with no cost to the agency.
- In December 2009, the EEO Staff received training and access to the National Business Center’s Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier analysis.
- In December 2009, staff from Human Resources and EEO

attended the “*Perspectives on Employment of Persons with Disabilities Conference*” to learn more about recent Presidential Executive Orders and to gather government wide recruitment initiatives.

- PBGC’s Human Resources Department continued its Disability Awareness Training series.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2009	
<p>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?</p>	<p>Awards data reflects a significant inequity in cash awards of \$100-\$500 between males (39.53%) and females (60.47%).</p> <p>Awards data reflects a inequity in the average amount of cash awards greater than \$501 between males and females, for example:</p> <p>Asian Males average cash award is \$2,142 Asian females average cash award is \$1,660</p> <p>Black males average cash award is \$1,903 Black female average cash award is \$1,642.</p>	
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	A trigger was identified through analysis of Table A-13.	
<p>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.</p>	No Barriers have yet been identified.	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to conduct barrier analysis and develop strategies to overcome any identified barriers, including recommendations to reduce any inequities in distribution of awards.	
<p>RESPONSIBLE OFFICIAL:</p>	EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team.	
<p>DATE OBJECTIVE INITIATED:</p>	03/2007	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	04/2008 12/2011 (Amended)	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007	
Form a MD-715 and Barrier Analysis Team which will include management and other department representatives to conduct trend and barrier analysis on Awards.	09/30/2010 (New)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on all Awards programs.	07/30/2007 07/30/2008 09/30/2011 (Amended)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in processing equitable awards programs for individuals from diverse communities.	11/30/2011 & ongoing (New)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with process.	11/30/2011 & ongoing (New)	
Submit report and recommendations to the EEO Director, PBGC Director and the Executive Management Committee (EMC).	12/20/2007 12/30/2008 10/30/2011 (Amended)	
Implement approved recommendations.	01/30/2008 01/30/2009 21/30/2011 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- **In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department Staff, and EEO Office Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).**
- **In December 2009, the EEO Staff received training and access to the National Business Center's Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier analysis.**

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Agency Name: : Pension Benefit Guaranty Corporation	FY 2009	
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?	<p>Separation data shows that White males (31.25%) and females (27.08%) are leaving the agency at a rate greater than their participation levels of 26.65% and 17.33%.</p> <p>Separation data shows that Black females (29.17%) are leaving the agency at a rate greater than their participation level of 31.42%.</p> <p>Separation data shows that Asian females (6.25%) are leaving the agency at a rate greater than their participation level of 4.23%.</p> <p>Separation data shows that Hispanic males (2.08%) are leaving the agency at a rate greater than their participation level of 1.30%.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	A trigger was identified through analysis of Table A-14 and A-1.	
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.	No Barriers have yet been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Form a MD-715 and Barrier Analysis Team which will include appointed HEP, FWP, DEP managers, management and other representatives to conduct barrier analysis and develop strategies to overcome any identified barriers.	
RESPONSIBLE OFFICIAL:	EEO Director, HRD Director, EMC, Workforce Diversity Board; MD-715 and Barrier Analysis Team.	
DATE OBJECTIVE INITIATED:	03/2007: 1/2010 (Amended)	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	10/2008 12/2011 (Amended)	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Creation of Workforce Diversity Board.	07/15/2007	
Form a MD-715 and Barrier Analysis Team which will include appointed HEP, FWP, DEP managers, management and other department representatives to conduct trend and barrier analysis on Separations.	09/30/2010 (new)	
MD-715 and Barrier Analysis Team conducts trend and barrier analysis on separations.	07/30/2007 07/30/2008 09/30/2011 (amended)	
MD-715 and Barrier Analysis Team collects best practices from other agencies which have been successful in improving separation rates of underrepresented groups.	11/30/2011 & ongoing (new)	
MD-715 and Barrier Analysis Team works closely with employee advocacy group/organizations (e.g., Federally Employed Women, Blacks in Government, Union, Federal Managers Association) to assist with process.	11/30/2011 & ongoing (new)	
Submit report and recommendations to the EEO Director, PBGC Director and the Executive Management Committee (EMC).	12/20/2007 12/30/2008 12/30/2011 (Amended)	
Implement approved recommendations.	01/30/2008 01/30/2009 12/30/2011 (Amended)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

- **In September 2009, the Workforce Diversity Board, Special Emphasis Planning Committee, Human Resources Department Staff, and EEO Office Staff were provided Barrier Analysis training by the Equal Employment Opportunity Commission (EEOC).**
- **In December 2009, the EEO Staff received training and access to the National Business Center's Federal Personnel Payroll System/Datamart and can now access required data reports to assist with barrier analysis.**

PENSION BENEFIT GUARANTY CORPORATION Pay Period from 200820 to 200920

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino												Two or more races	
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL WORKFORCE - Permanent and Temporary																		
Prior FY	#	896	386	510	9	13	242	163	107	287	26	40	0	0	1	3	1	4
	%	100%	43.08%	56.92%	1.00%	1.45%	27.01%	18.19%	11.94%	32.03%	2.90%	4.46%	0.00%	0.00%	0.11%	0.33%	0.11%	0.45%
Current FY	#	923	410	513	12	16	246	160	120	290	28	39	0	0	1	3	3	5
	%	100%	44.42%	55.58%	1.30%	1.73%	26.65%	17.33%	13.00%	31.42%	3.03%	4.23%	0.00%	0.00%	0.11%	0.33%	0.33%	0.54%
Nat 2k CLF	%	100%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
Org CLF	%	%	53.10%	46.90%	2.29%	2.56%	44.20%	36.08%	2.73%	4.22%	3.02%	3.13%	0.03%	0.04%	0.15%	0.21%	0.67%	0.67%
Difference	#	27	24	3	3	3	4	-3	13	3	2	-1	0	0	0	0	2	1
Ratio Change	%	0.00%	1.34%	-1.34%	0.30%	0.28%	-0.36%	-0.86%	1.06%	-0.61%	0.13%	-0.24%	0.00%	0.00%	-0.00%	-0.01%	0.21%	0.10%
Net Change	%	3.01%	6.22%	0.59%	33.33%	23.08%	1.65%	-1.84%	12.15%	1.05%	7.69%	-2.50%	0%	0%	0.00%	0.00%	200.00%	25.00%
PERMANENT WORKFORCE																		
Prior FY	#	847	362	485	9	13	233	158	95	269	23	38	0	0	1	3	1	4
	%	100%	42.74%	57.26%	1.06%	1.53%	27.51%	18.65%	11.22%	31.76%	2.72%	4.49%	0.00%	0.00%	0.12%	0.35%	0.12%	0.47%
Current FY	#	870	385	485	12	16	236	155	108	271	27	36	0	0	1	3	1	4
	%	100%	44.25%	55.75%	1.38%	1.84%	27.13%	17.82%	12.41%	31.15%	3.10%	4.14%	0.00%	0.00%	0.11%	0.34%	0.11%	0.46%
Difference	#	23	23	0	3	3	3	-3	13	2	4	-2	0	0	0	0	0	0
Ratio Change	%	0%	1.51%	-1.51%	0.32%	0.30%	-0.38%	-0.84%	1.20%	-0.61%	0.39%	-0.35%	0.00%	0.00%	-0.00%	-0.01%	-0.00%	-0.01%
Net Change	%	2.72%	6.35%	0.00%	33.33%	23.08%	1.29%	-1.90%	13.68%	0.74%	17.39%	-5.26%	0%	0%	0.00%	0.00%	0.00%	0.00%
TEMPORARY WORKFORCE																		
Prior FY	#	49	24	25	0	0	9	5	12	18	3	2	0	0	0	0	0	0
	%	100%	48.98%	51.02%	0.00%	0.00%	18.37%	10.20%	24.49%	36.73%	6.12%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	53	25	28	0	0	10	5	12	19	1	3	0	0	0	0	2	1
	%	100%	47.17%	52.83%	0.00%	0.00%	18.87%	9.43%	22.64%	35.85%	1.89%	5.66%	0.00%	0.00%	0.00%	0.00%	3.77%	1.89%
Difference	#	4	1	3	0	0	1	0	0	1	-2	1	0	0	0	0	2	1
Ratio Change	%	0%	-1.81%	1.81%	0.00%	0.00%	0.50%	-0.77%	-1.85%	-0.89%	-4.24%	1.58%	0.00%	0.00%	0.00%	0.00%	3.77%	1.89%
Net Change	%	8.16%	4.17%	12.00%	0%	0%	11.11%	0.00%	0.00%	5.56%	-66.67%	50.00%	0%	0%	0%	0%	0%	0%

PENSION BENEFIT GUARANTY CORPORATION Pay Period 200920

Table A2 - Permanent Workforce By Component - Distribution by Race/Ethnicity and Sex

Organizational Component	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
National CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39%	33.7%	4.8%	5.7%	1.9%	1.7%	.1%	.1%	.3%	.3%	.9%	.8%
CHIEF FINANCIAL OFFICER (CFO) (ORG)	#	114	57	57	1	1	28	13	22	38	5	5	0	0	1	0	0	0
	%	100%	50.00%	50.00%	0.88%	0.88%	24.56%	11.40%	19.30%	33.33%	4.39%	4.39%	0.00%	0.00%	0.88%	0.00%	0.00%	0.00%
CHIEF INSURANCE PROGRAM OFFICER (ORG)	#	158	81	75	4	2	59	34	14	32	3	5	0	0	0	1	1	1
	%	100%	51.92%	48.08%	2.56%	1.28%	37.82%	21.79%	8.97%	20.51%	1.92%	3.21%	0.00%	0.00%	0.00%	0.64%	0.64%	0.64%
CHIEF MANAGEMENT OFFICER (CMO) (ORG)	#	94	32	62	2	4	16	20	13	38	1	0	0	0	0	0	0	0
	%	100%	34.04%	65.96%	2.13%	4.26%	17.02%	21.28%	13.83%	40.43%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF OPERATING OFFICER (COO) (ORG)	#	282	100	182	3	7	52	37	38	117	7	18	0	0	0	2	0	1
	%	100%	35.46%	64.54%	1.06%	2.48%	18.44%	13.12%	13.48%	41.49%	2.48%	6.38%	0.00%	0.00%	0.00%	0.71%	0.00%	0.35%
OFC OF GENERAL COUNSEL (OGC) (ORG)	#	61	27	34	0	2	26	20	0	11	1	0	0	0	0	0	0	1
	%	100%	44.26%	55.74%	0.00%	3.28%	42.62%	32.79%	0.00%	18.03%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%
OFC OF POLICY & EXTERNAL AFFAIRS (OPEA) (ORG)	#	45	24	21	0	0	20	14	3	7	1	0	0	0	0	0	0	0
	%	100%	53.33%	46.67%	0.00%	0.00%	44.44%	31.11%	6.67%	15.56%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE CHIEF INFORMATION OFFICER (OCIO) (ORG)	#	93	55	38	2	0	31	9	13	21	9	7	0	0	0	0	0	1
	%	100%	59.14%	40.86%	2.15%	0.00%	33.33%	9.68%	13.98%	22.58%	9.68%	7.53%	0.00%	0.00%	0.00%	0.00%	0.00%	1.08%
OFC OF THE DIRECTOR (OD) (ORG)	#	3	0	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE INSPECTOR GENERAL (OIG) (ORG)	#	22	9	13	0	0	4	6	5	7	0	0	0	0	0	0	0	0
	%	100%	40.91%	59.09%	0.00%	0.00%	18.18%	27.27%	22.73%	31.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	870	385	485	12	16	236	155	108	271	27	36	0	0	1	3	1	4
	%	100%	44.25%	55.75%	1.38%	1.84%	27.13%	17.82%	12.41%	31.15%	3.10%	4.14%	0.00%	0.00%	0.11%	0.34%	0.11%	0.46%

PENSION BENEFIT GUARANTY CORPORATION Pay Period 200920

Table A2 - Temporary Workforce By Component - Distribution by Race/Ethnicity and Sex

Organizational Component	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
National CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39%	33.7%	4.8%	5.7%	1.9%	1.7%	.1%	.1%	.3%	.3%	.9%	.8%
CHIEF FINANCIAL OFFICER (CFO) (ORG)	#	6	2	4	0	0	0	0	2	4	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF INSURANCE PROGRAM OFFICER (ORG)	#	6	2	4	0	0	2	2	0	1	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF MANAGEMENT OFFICER (CMO) (ORG)	#	14	9	5	0	0	1	1	6	4	0	0	0	0	0	0	2	0
	%	100%	64.29%	35.71%	0.00%	0.00%	7.14%	7.14%	42.86%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%
CHIEF OPERATING OFFICER (COO) (ORG)	#	12	5	7	0	0	0	0	4	4	1	2	0	0	0	0	0	1
	%	100%	41.67%	58.33%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	8.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%
OFC OF GENERAL COUNSEL (OGC) (ORG)	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	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%
OFC OF POLICY & EXTERNAL AFFAIRS (OPEA) (ORG)	#	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	%	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%
OFC OF THE CHIEF INFORMATION OFFICER (OCIO) (ORG)	#	4	1	3	0	0	1	0	0	3	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE DIRECTOR (OD) (ORG)	#	6	5	1	0	0	5	1	0	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	16.67%	0.00%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE INSPECTOR GENERAL (OIG) (ORG)	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	53	25	28	0	0	10	5	12	19	1	3	0	0	0	0	2	1
	%	100%	47.17%	52.83%	0.00%	0.00%	18.87%	9.43%	22.64%	35.85%	1.89%	5.66%	0.00%	0.00%	0.00%	0.00%	3.77%	1.89%

PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period 200920

Table A3-1 - Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	104	56	48	1	0	40	27	11	16	4	3	0	0	0	1	0	1
	%	100%	53.85%	46.15%	0.96%	0.00%	38.46%	25.96%	10.58%	15.38%	3.85%	2.88%	0.00%	0.00%	0.00%	0.96%	0.00%	0.96%
Mid-Level (Grades 13-14)	#	30	14	16	1	0	10	5	3	10	0	1	0	0	0	0	0	0
	%	100%	46.67%	53.33%	3.33%	0.00%	33.33%	16.67%	10.00%	33.33%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	#	197	78	119	2	5	51	42	22	65	2	7	0	0	0	0	1	0
	%	100%	39.59%	60.41%	1.02%	2.54%	25.89%	21.32%	11.17%	32.99%	1.02%	3.55%	0.00%	0.00%	0.00%	0.00%	0.51%	0.00%
Officials And Managers - TOTAL	#	331	148	183	4	5	101	74	36	91	6	11	0	0	0	1	1	1
	%	100%	44.71%	55.29%	1.21%	1.51%	30.51%	22.36%	10.88%	27.49%	1.81%	3.32%	0.00%	0.00%	0.00%	0.30%	0.30%	0.30%
2. Professionals	#	428	214	214	7	9	130	69	57	110	20	23	0	0	0	1	0	2
	%	100%	50.00%	50.00%	1.64%	2.10%	30.37%	16.12%	13.32%	25.70%	4.67%	5.37%	0.00%	0.00%	0.00%	0.23%	0.00%	0.47%
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	103	20	83	1	2	4	12	13	65	1	2	0	0	1	1	0	1
	%	100%	19.42%	80.58%	0.97%	1.94%	3.88%	11.65%	12.62%	63.11%	0.97%	1.94%	0.00%	0.00%	0.97%	0.97%	0.00%	0.97%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	#	5	2	3	0	0	1	0	1	3	0	0	0	0	0	0	0	0
	%	100%	40.00%	60.00%	0.00%	0.00%	20.00%	0.00%	20.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period 200920

Table A3-2 - Occupational Categories - Distribution by Race/Ethnicity and Sex

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				male	female			male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																			
Executive/Senior Level (Grades 15 and Above)	#	104	56	48	1	0	40	27	11	16	4	3	0	0	0	1	0	1	
	%	12%	14.58%	9.94%	8.33%	0.00%	16.95%	17.42%	10.28%	5.95%	14.81%	8.33%	0%	0%	0.00%	33.33%	0.00%	25.00%	
Mid-Level (Grades 13-14)	#	30	14	16	1	0	10	5	3	10	0	1	0	0	0	0	0	0	
	%	3.46%	3.65%	3.21%	8.33%	0.00%	4.24%	3.23%	2.80%	3.72%	0.00%	2.78%	0%	0%	0.00%	0.00%	0.00%	0.00%	
First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%	0.00%	
Other	#	197	78	119	2	5	51	42	22	65	2	7	0	0	0	0	1	0	
	%	21.72%	20.31%	24.64%	16.67%	31.25%	21.61%	27.10%	20.56%	24.16%	7.41%	19.44%	0%	0%	0.00%	0.00%	100.00%	0.00%	
Officials And Managers - TOTAL	#	331	148	183	4	5	101	74	36	91	6	11	0	0	0	1	1	1	
	%	38.18%	38.54%	37.89%	0.46%	0.58%	11.65%	8.54%	4.15%	10.50%	0.69%	1.27%	0.00%	0.00%	0.00%	0.12%	0.12%	0.12%	
10. Professionals	#	428	214	214	7	9	130	69	57	110	20	23	0	0	0	1	0	2	
	%	49.37%	55.73%	44.31%	58.33%	56.25%	55.08%	44.52%	53.27%	40.89%	74.07%	63.89%	0%	0%	0.00%	33.33%	0.00%	50.00%	
11. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%	0.00%	
12. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%	0.00%	
13. Administrative Support Workers	#	103	20	83	1	2	4	12	13	65	1	2	0	0	1	1	0	1	
	%	11.88%	5.21%	17.18%	8.33%	12.50%	1.69%	7.74%	12.15%	24.16%	3.70%	5.56%	0%	0%	100.00%	33.33%	0.00%	25.00%	
14. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%	0.00%	
15. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%	0.00%	
16. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%	0.00%	
17. Service Workers	#	5	2	3	0	0	1	0	1	3	0	0	0	0	0	0	0	0	
	%	0.58%	0.52%	0.62%	0.00%	0.00%	0.42%	0.00%	0.93%	1.12%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%	0.00%	
Permanent Workforce	#	867	384	483	12	16	236	155	107	269	27	36	0	0	1	3	1	4	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

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Table A4-1: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
#					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	4	0	4	0	0	0	1	0	3	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	7	2	5	0	0	0	1	0	3	2	1	0	0	0	0	0	0	0
	%	100%	28.57%	71.43%	0.00%	0.00%	0.00%	14.29%	0.00%	42.86%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	6	0	6	0	0	0	2	0	3	0	0	0	0	0	0	0	0	1
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	33.33%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
GS-07	#	50	12	38	0	3	3	4	8	30	0	1	0	0	1	0	0	0	0
	%	100%	24.00%	76.00%	0.00%	6.00%	6.00%	8.00%	16.00%	60.00%	0.00%	2.00%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	12	1	11	0	0	0	0	1	11	0	0	0	0	0	0	0	0	0
	%	100%	8.33%	91.67%	0.00%	0.00%	0.00%	0.00%	8.33%	91.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	31	6	25	0	1	1	3	5	20	0	1	0	0	0	0	0	0	0
	%	100%	19.35%	80.65%	0.00%	3.23%	3.23%	9.68%	16.13%	64.52%	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	62	18	44	1	2	11	14	6	26	0	2	0	0	0	0	0	0	0
	%	100%	29.03%	70.97%	1.61%	3.23%	17.74%	22.58%	9.68%	41.94%	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	139	49	90	1	5	16	17	27	55	5	11	0	0	0	1	0	1	1
	%	100%	35.25%	64.75%	0.72%	3.60%	11.51%	12.23%	19.42%	39.57%	3.60%	7.91%	0.00%	0.00%	0.00%	0.72%	0.00%	0.72%	0.72%
GS-13	#	156	77	79	4	3	39	19	29	53	4	3	0	0	0	1	1	0	0
	%	100%	49.36%	50.64%	2.56%	1.92%	25.00%	12.18%	18.59%	33.97%	2.56%	1.92%	0.00%	0.00%	0.00%	0.64%	0.64%	0.00%	0.00%
GS-14	#	255	135	120	5	2	99	56	19	49	12	12	0	0	0	0	0	0	1
	%	100%	52.94%	47.06%	1.96%	0.78%	38.82%	21.96%	7.45%	19.22%	4.71%	4.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.39%
GS-15	#	112	65	47	0	0	50	26	11	17	4	4	0	0	0	0	0	0	0
	%	100%	58.04%	41.96%	0.00%	0.00%	44.64%	23.21%	9.82%	15.18%	3.57%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified)	#	36	20	16	1	0	17	12	2	1	0	1	0	0	0	1	0	0	1
	%	100%	55.56%	44.44%	2.78%	0.00%	47.22%	33.33%	5.56%	2.78%	0.00%	2.78%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%	2.78%
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table A4-2: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES AND RELATED GRADES	TOTAL EMPLOYEES		RACE/ETHNICITY														
			Hispanic or Latino		Non-Hispanic or Latino												
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%
GS-04	#	4	0	4	0	0	0	1	0	3	0	0	0	0	0	0	0
	%	0.46%	0.00%	0.82%	0.00%	0.00%	0.00%	0.65%	0.00%	1.11%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%
GS-05	#	7	2	5	0	0	0	1	0	3	2	1	0	0	0	0	0
	%	0.80%	0.52%	1.03%	0.00%	0.00%	0.00%	0.65%	0.00%	1.11%	7.41%	2.78%	0%	0%	0.00%	0.00%	0.00%
GS-06	#	6	0	6	0	0	0	2	0	3	0	0	0	0	0	0	1
	%	0.69%	0.00%	1.24%	0.00%	0.00%	0.00%	1.29%	0.00%	1.11%	0.00%	0.00%	0%	0%	0.00%	0.00%	25.00%
GS-07	#	50	12	38	0	3	3	4	8	30	0	1	0	0	1	0	0
	%	5.75%	3.12%	7.84%	0.00%	18.75%	1.27%	2.58%	7.41%	11.07%	0.00%	2.78%	0%	0%	100.00%	0.00%	0.00%
GS-08	#	12	1	11	0	0	0	0	1	11	0	0	0	0	0	0	0
	%	1.38%	0.26%	2.27%	0.00%	0.00%	0.00%	0.00%	0.93%	4.06%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%
GS-09	#	31	6	25	0	1	1	3	5	20	0	1	0	0	0	0	0
	%	3.56%	1.56%	5.15%	0.00%	6.25%	0.42%	1.94%	4.63%	7.38%	0.00%	2.78%	0%	0%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0%	0.00%	0.00%	0.00%
GS-11	#	62	18	44	1	2	11	14	6	26	0	2	0	0	0	0	0
	%	7.13%	4.68%	9.07%	8.33%	12.50%	4.66%	9.03%	5.56%	9.59%	0.00%	5.56%	0%	0%	0.00%	0.00%	0.00%
GS-12	#	139	49	90	1	5	16	17	27	55	5	11	0	0	0	1	1
	%	15.98%	12.73%	18.56%	8.33%	31.25%	6.78%	10.97%	25.00%	20.30%	18.52%	30.56%	0%	0%	0.00%	33.33%	0.00%
GS-13	#	156	77	79	4	3	39	19	29	53	4	3	0	0	0	1	0
	%	17.93%	20.00%	16.29%	33.33%	18.75%	16.53%	12.26%	26.85%	19.56%	14.81%	8.33%	0%	0%	0.00%	33.33%	100.00%
GS-14	#	255	135	120	5	2	99	56	19	49	12	12	0	0	0	0	1
	%	29.31%	35.06%	24.74%	41.67%	12.50%	41.95%	36.13%	17.59%	18.08%	44.44%	33.33%	0%	0%	0.00%	0.00%	0.00%
GS-15	#	112	65	47	0	0	50	26	11	17	4	4	0	0	0	0	0
	%	12.87%	16.88%	9.69%	0.00%	0.00%	21.19%	16.77%	10.19%	6.27%	14.81%	11.11%	0%	0%	0.00%	0.00%	0.00%
All other (unspecified)	#	36	20	16	1	0	17	12	2	1	0	1	0	0	1	0	1
	%	100%	55.56%	44.44%	2.78%	0.00%	47.22%	33.33%	5.56%	2.78%	0.00%	2.78%	0.00%	0.00%	0.00%	2.78%	2.78%
Senior Executive	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%																

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Table A4-2: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Service	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	870	385	485	12	16	236	155	108	271	27	36	0	0	1	3	1	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES		RACE/ETHNICITY														
			Hispanic or Latino		Non- Hispanic or Latino												
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Accounting (0510)	# 58	28	30	1	1	10	6	14	19	3	4	0	0	0	0	0	0
	% 100%	48.28%	51.72%	1.72%	1.72%	17.24%	10.34%	24.14%	32.76%	5.17%	6.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	# 100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
Auditing (0511)	# 97	39	58	0	5	14	8	22	39	3	5	0	0	0	0	0	1
	% 100%	40.21%	59.79%	0.00%	5.15%	14.43%	8.25%	22.68%	40.21%	3.09%	5.15%	0.00%	0.00%	0.00%	0.00%	0.00%	1.03%
Occupational CLF	# 100%	42.98%	56.64%	2.03%	3.10%	35.05%	42.80%	2.55%	5.31%	2.72%	4.70%	0.03%	0.06%	0.12%	0.26%	0.50%	0.77%
General Attorney (0905)	# 96	56	40	1	0	53	32	1	6	1	1	0	0	0	0	0	1
	% 100%	58.33%	41.67%	1.04%	0.00%	55.21%	33.33%	1.04%	6.25%	1.04%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%	1.04%
Occupational CLF	# 100%	71.31%	28.40%	2.05%	1.24%	65.22%	23.93%	2.00%	1.88%	1.24%	1.04%	0.02%	0.01%	0.11%	0.09%	0.68%	0.48%
Employee Benefit Law Specialist	# 38	12	26	0	1	3	5	8	18	1	1	0	0	0	1	0	0
	% 100%	31.58%	68.42%	0.00%	2.63%	7.89%	13.16%	21.05%	47.37%	2.63%	2.63%	0.00%	0.00%	0.00%	2.63%	0.00%	0.00%
Occupational CLF	# 100%	26.66%	72.66%	1.91%	5.48%	20.76%	58.06%	2.22%	6.29%	1.07%	1.80%	0.02%	0.06%	0.21%	0.49%	0.52%	1.12%
Contract Specialist (1102)	# 15	10	5	0	0	5	3	5	2	0	0	0	0	0	0	0	0
	% 100%	66.67%	33.33%	0.00%	0.00%	33.33%	20.00%	33.33%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	# 100%	46.95%	52.60%	2.86%	3.16%	39.80%	42.73%	2.55%	4.70%	1.03%	1.27%	0.05%	0.06%	0.18%	0.30%	0.49%	0.84%
Financial Analyst (1160)	# 36	25	11	1	0	18	9	4	2	2	0	0	0	0	0	0	0
	% 100%	69.44%	30.56%	2.78%	0.00%	50.00%	25.00%	11.11%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	# 100%	42.99%	56.71%	3.60%	5.61%	32.99%	40.97%	3.85%	6.78%	1.64%	2.63%	0.06%	0.09%	0.21%	0.21%	0.66%	0.68%
Actuary Science (1510)	# 88	48	40	3	0	30	17	9	13	6	8	0	0	0	2	0	0
	% 100%	54.55%	45.45%	3.41%	0.00%	34.09%	19.32%	10.23%	14.77%	6.82%	9.09%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%
Occupational CLF	# 100%	66.08%	33.64%	0.80%	0.60%	58.94%	27.88%	1.23%	1.50%	4.78%	3.40%	0.00%	0.02%	0.02%	0.00%	0.31%	0.49%
Information Technology Specialist (2210)	# 87	55	32	2	0	33	8	11	16	9	7	0	0	0	0	0	1
	% 100%	63.22%	36.78%	2.30%	0.00%	37.93%	9.20%	12.64%	18.39%	10.34%	8.05%	0.00%	0.00%	0.00%	0.00%	0.00%	1.15%
Occupational CLF	# 100%	66.73%	33.00%	3.14%	1.55%	50.42%	24.73%	4.29%	3.48%	7.40%	2.89%	0.05%	0.02%	0.24%	0.11%	1.23%	0.45%

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Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
#	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	63	40	23	2	1	21	8	14	12	3	1	0	0	0	0	0	1
	%	100%	63.49%	36.51%	3.17%	1.59%	33.33%	12.70%	22.22%	19.05%	4.76%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	1.59%
Temporary	#	50	26	24	0	0	13	8	11	13	0	2	0	0	0	0	2	1
	%	100%	52.00%	48.00%	0.00%	0.00%	26.00%	16.00%	22.00%	26.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	4.00%	2.00%
TOTAL	#	113	66	47	2	1	34	16	25	25	3	3	0	0	0	0	2	2
	%	44.25%	23.01%	21.24%	1.77%	0.88%	30.09%	14.16%	22.12%	22.12%	2.65%	2.65%	0.00%	0.00%	0.00%	0.00%	1.77%	1.77%
CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%

CLF is based on all workers on all Census Population

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (200920)

Table A10 - NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Permanent Workforce	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total Employees Eligible for Career Ladder Promotions	#	174	65	109	22	87	28	25	30	68	5	8	0	0	0	1	2	
	%	100%	37.36%	62.64%	12.15%	21.87%	16.09%	14.37%	17.24%	39.08%	2.87%	4.60%	0.00%	0.00%	0.00%	0.57%	1.15%	
Time in grade in excess of miniumum																		
1-12 Months	#	22	12	10	0	0	5	1	7	6	0	1	0	0	0	1	0	
	%	100%	54.55%	45.45%	0.00%	0.00%	22.73%	4.55%	31.82%	27.27%	0.00%	4.55%	0.00%	0.00%	0.00%	4.55%	0.00%	
13-24 Months	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	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%	
25 + months	#	7	1	6	0	0	0	2	1	4	0	0	0	0	0	0	0	
	%	100%	14.29%	85.71%	0.00%	0.00%	0.00%	28.57%	14.29%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Time-Off Awards - 1-9 hours																		
Total Time-Off Awards Given	#	220	86	134	2	9	56	38	24	67	4	17	0	0	0	1	0	2
	%	100%	39.09%	60.91%	0.91%	4.09%	25.45%	17.27%	10.91%	30.45%	1.82%	7.73%	0.00%	0.00%	0.00%	0.45%	0.00%	0.91%
Total Hours		1452	558	894	8	54	373	260	153	444	24	112	0	0	0	8	0	16
Average Hours		7	6	7	4	6	7	7	6	7	6	7	0	0	0	8	0	8
Time-Off Awards - 9+ hours																		
Total Time-Off Awards Given	#	166	61	105	3	2	46	40	7	50	5	12	0	0	0	1	0	0
	%	100%	36.75%	63.25%	1.81%	1.20%	27.71%	24.10%	4.22%	30.12%	3.01%	7.23%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%
Total Hours		4724	1848	2875	96	77	1410	1142	188	1312	153	304	0	0	0	40	0	0
Average Hours		28	30	27	32	39	31	29	27	26	31	25	0	0	0	40	0	0
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	683	270	413	14	9	177	138	61	225	17	36	0	0	1	2	0	3
	%	100%	39.53%	60.47%	2.05%	1.32%	25.92%	20.20%	8.93%	32.94%	2.49%	5.27%	0.00%	0.00%	0.15%	0.29%	0.00%	0.44%
Total Amount		\$202,691	\$76,900	\$125,791	\$3,944	\$1,269	\$50,714	\$43,298	\$17,404	\$65,975	\$4,562	\$11,645	\$0	\$0	\$276	\$552	\$0	\$1,052
Average Amount		\$297	\$285	\$305	\$282	\$363	\$287	\$314	\$285	\$293	\$268	\$323	0	0	\$276	\$276	0	\$351
Cash Awards - \$501+																		
Total Cash Awards Given	#	817	356	461	9	17	246	153	77	244	23	42	0	0	1	3	0	2
	%	100%	43.57%	56.43%	1.10%	2.08%	30.11%	18.73%	9.42%	29.87%	2.82%	5.14%	0.00%	0.00%	0.12%	0.37%	0.00%	0.24%
Total Amount		\$1,699,783	\$813,068	\$886,715	\$16,300	\$30,395	\$599,964	\$365,665	\$146,364	\$400,751	\$49,270	\$69,737	\$0	\$0	\$970	\$6,492	\$0	\$11,673
Average Amount		\$2,081	\$2,284	\$1,923	\$1,811	\$1,788	\$2,439	\$2,390	\$1,903	\$1,642	\$2,142	\$1,660	0	0	\$970	\$2,831	0	\$5,837
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	29	15	14	0	1	11	7	4	4	0	2	0	0	0	0	0	0
	%	100%	51.72%	48.28%	0.00%	3.45%	37.93%	24.14%	13.79%	13.79%	0.00%	6.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		\$94,254	\$50,623	\$43,629	\$0	\$3,425	\$37,141	\$23,033	\$13,464	\$9,903	\$0	\$7,268	\$0	\$0	\$0	\$0	\$0	\$0
Average Benefit		\$3,250	\$3,375	\$3,116	0	\$3,425	\$3,376	\$3,290	\$3,371	\$2,476	0	\$3,634	0	0	0	0	0	0

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table A13-1 - Employee Recognition and Awards by Salary - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	TOTAL EMPLOYEES		RACE/ETHNICITY														
			Hispanic or Latino		Non-Hispanic or Latino												
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<=\$60K																	
Sum of Count	\$220,464	\$34,147	\$186,317	\$0	\$10,858	\$14,195	\$26,511	\$17,080	\$129,292	\$1,626	\$19,104	\$0	\$0	\$1,246	\$0	\$0	\$552
Sum of Amount	317	49	268	0	11	22	42	22	187	3	26	0	0	2	0	0	2
Average	\$695	\$697	\$695	\$0	\$987	\$645	\$631	\$776	\$691	\$542	\$735	\$0	\$0	\$623	\$0	\$0	\$276
<=\$70K																	
Sum of Count	\$139,909	\$49,513	\$90,396	\$2,819	\$3,099	\$24,786	\$24,554	\$19,637	\$56,893	\$2,271	\$5,350	\$0	\$0	\$0	\$0	\$0	\$500
Sum of Amount	172	59	113	3	5	26	29	25	71	5	7	0	0	0	0	0	1
Average	\$813	\$839	\$800	\$940	\$620	\$953	\$847	\$785	\$801	\$454	\$764	\$0	\$0	\$0	\$0	\$0	\$500
<=\$80K																	
Sum of Count	\$181,984	\$55,644	\$126,340	\$0	\$4,931	\$25,111	\$32,896	\$30,349	\$77,373	\$184	\$8,852	\$0	\$0	\$0	\$2,288	\$0	\$0
Sum of Amount	171	62	109	0	2	30	30	31	71	1	5	0	0	0	1	0	0
Average	\$1,064	\$897	\$1,159	\$0	\$2,466	\$837	\$1,097	\$979	\$1,090	\$184	\$1,770	\$0	\$0	\$0	\$2,288	\$0	\$0
<=\$90K																	
Sum of Count	\$298,951	\$126,570	\$172,381	\$8,802	\$13,560	\$73,412	\$60,638	\$33,447	\$81,171	\$10,909	\$13,687	\$0	\$0	\$0	\$1,652	\$0	\$1,673
Sum of Amount	252	109	143	11	9	60	43	30	71	8	16	0	0	0	3	0	1
Average	\$1,186	\$1,161	\$1,205	\$800	\$1,507	\$1,224	\$1,410	\$1,115	\$1,143	\$1,364	\$855	\$0	\$0	\$0	\$551	\$0	\$1,673
<=\$100K																	
Sum of Count	\$216,303	\$114,920	\$101,383	\$0	\$1,000	\$87,166	\$38,416	\$16,097	\$46,219	\$11,657	\$15,748	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	181	95	86	0	1	76	34	14	36	5	15	0	0	0	0	0	0
Average	\$1,195	\$1,210	\$1,179	\$0	\$1,000	\$1,147	\$1,130	\$1,150	\$1,284	\$2,331	\$1,050	\$0	\$0	\$0	\$0	\$0	\$0
<=\$110K																	
Sum of Count	\$321,611	\$186,829	\$134,782	\$8,623	\$0	\$151,183	\$87,300	\$13,124	\$36,908	\$13,899	\$10,574	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	251	148	103	9	0	115	64	11	33	13	6	0	0	0	0	0	0
Average	\$1,281	\$1,262	\$1,309	\$958	\$0	\$1,315	\$1,364	\$1,193	\$1,118	\$1,069	\$1,762	\$0	\$0	\$0	\$0	\$0	\$0
<=\$120K																	
Sum of Count	\$176,383	\$104,610	\$71,773	\$0	\$0	\$80,376	\$40,437	\$15,980	\$23,563	\$8,254	\$7,773	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	105	59	46	0	0	45	25	9	16	5	5	0	0	0	0	0	0
Average	\$1,680	\$1,773	\$1,560	\$0	\$0	\$1,786	\$1,617	\$1,776	\$1,473	\$1,651	\$1,555	\$0	\$0	\$0	\$0	\$0	\$0
<=\$130K																	
Sum of Count	\$173,914	\$102,037	\$71,877	\$0	\$0	\$87,072	\$40,023	\$9,565	\$16,750	\$5,400	\$0	\$0	\$0	\$0	\$5,104	\$0	\$10,000
Sum of Amount	87	52	35	0	0	43	26	5	7	4	0	0	0	0	1	0	1
Average	\$1,999	\$1,962	\$2,054	\$0	\$0	\$2,025	\$1,539	\$1,913	\$2,393	\$1,350	\$0	\$0	\$0	\$0	\$5,104	\$0	\$10,000

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table A13-1 - Employee Recognition and Awards by Salary - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	TOTAL EMPLOYEES		RACE/ETHNICITY														
			Hispanic or Latino		Non-Hispanic or Latino												
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<=\$140K																	
Sum of Count	\$83,700	\$42,500	\$41,200	\$0	\$0	\$42,500	\$41,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	11	5	6	0	0	5	6	0	0	0	0	0	0	0	0	0	0
Average	\$7,609	\$8,500	\$6,867	\$0	\$0	\$8,500	\$6,867	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$150K																	
Sum of Count	\$91,100	\$74,600	\$16,500	\$0	\$0	\$65,000	\$16,500	\$9,600	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	11	9	2	0	0	8	2	1	0	0	0	0	0	0	0	0	0
Average	\$8,282	\$8,289	\$8,250	\$0	\$0	\$8,125	\$8,250	\$9,600	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$160K																	
Sum of Count	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$170K																	
Sum of Count	\$1,300	\$300	\$1,000	\$0	\$0	\$300	\$1,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Average	\$650	\$300	\$1,000	\$0	\$0	\$300	\$1,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$180K																	
Sum of Count	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table A14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						male	female	male	female	male	female	male	female	male	female	male	female	male	female
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Voluntary	#	46	18	28	1	0	15	13	2	13	0	2	0	0	0	0	0		
	%	100%	39.13%	60.87%	2.17%	0.00%	32.61%	28.26%	4.35%	28.26%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%		
Involuntary	#	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0		
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Total separation	#	48	18	30	1	0	15	13	2	14	0	3	0	0	0	0	0		
	%	100%	37.50%	62.50%	2.08%	0.00%	31.25%	27.08%	4.17%	29.17%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%		

PBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period from 200820 to 200920

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	896	807	31	58	14	4	1	0	1	0	4	1	3	0
	%	100%	90.07%	3.46%	6.47%	1.56%	0.45%	0.11%	0.00%	0.11%	0.00%	0.45%	0.11%	0.33%	0.00%
Current FY	#	923	829	38	56	12	1	2	0	1	0	4	1	3	0
	%	100%	89.82%	4.12%	6.07%	1.30%	0.11%	0.22%	0.00%	0.11%	0.00%	0.43%	0.11%	0.33%	0.00%
Federal High (FY08)	#					2,95%									
Difference	#	27	22	7	-2	-2	-3	1	0	0	0	0	0	0	0
Ratio Change	%	0.00%	- 0.25%	0.66%	- 0.41%	- 0.26%	- 0.34%	0.11%	0.00%	- 0.00%	0.00%	- 0.01%	- 0.00%	- 0.01%	0.00%
Net Change	%	3.01%	2.73%	22.58%	- 3.45%	- 14.29%	- 75.00%	100.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
PERMANENT WORKFORCE															
Prior FY	#	847	762	30	55	13	3	1	0	1	0	4	1	3	0
	%	100%	89.96%	3.54%	6.49%	1.53%	0.35%	0.12%	0.00%	0.12%	0.00%	0.47%	0.12%	0.35%	0.00%
Current FY	#	870	783	33	54	12	1	2	0	1	0	4	1	3	0
	%	100%	90.00%	3.79%	6.21%	1.38%	0.11%	0.23%	0.00%	0.11%	0.00%	0.46%	0.11%	0.34%	0.00%
Difference	#	23	21	3	-1	-1	-2	1	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.04%	0.25%	- 0.29%	- 0.16%	- 0.24%	0.11%	0.00%	- 0.00%	0.00%	- 0.01%	- 0.00%	- 0.01%	0.00%
Net Change	%	2.72%	2.76%	10.00%	- 1.82%	- 7.69%	- 66.67%	100.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
TEMPORARY WORKFORCE															
Prior FY	#	49	45	1	3	1	1	0	0	0	0	0	0	0	0
	%	100%	91.84%	2.04%	6.12%	2.04%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	53	46	5	2	0	0	0	0	0	0	0	0	0	0
	%	100%	86.79%	9.43%	3.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	4	1	4	-1	-1	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	- 5.04%	7.39%	- 2.35%	- 2.04%	- 2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	8.16%	2.22%	400.00%	- 33.33%	-100.00%	-100.00%	0%	0%	0%	0%	0%	0%	0%	0%

PENSION BENEFIT GUARANTY CORPORATION Pay Period 200920

Table B2 - Permanent Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Federal High (FY07)	%				2.65%										
CHIEF FINANCIAL OFFICER (CFO) (ORG)	#	114	108	0	6	1	0	0	0	0	0	1	0	0	0
	%	100%	94.74%	0.00%	5.26%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%	0.00%	0.00%
CHIEF INSURANCE PROGRAM OFFICER (ORG)	#	156	134	12	10	2	0	0	0	0	2	0	0	0	0
	%	100%	85.90%	7.69%	6.41%	1.28%	0.00%	0.00%	0.00%	0.00%	1.28%	0.00%	0.00%	0.00%	0.00%
CHIEF MANAGEMENT OFFICER (CMO) (ORG)	#	94	81	7	6	1	0	0	0	1	0	0	0	0	0
	%	100%	85.17%	7.45%	6.38%	1.06%	0.00%	0.00%	0.00%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%
CHIEF OPERATING OFFICER (COO) (ORG)	#	282	256	8	18	3	0	0	0	0	1	1	1	0	0
	%	100%	90.78%	2.84%	6.38%	1.06%	0.00%	0.00%	0.00%	0.00%	0.35%	0.35%	0.35%	0.00%	0.00%
OFC OF GENERAL COUNSEL (OGC) (ORG)	#	61	57	1	3	0	0	0	0	0	0	0	0	0	0
	%	100%	93.44%	1.64%	4.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF POLICY & EXTERNAL AFFAIRS (OPEA) (ORG)	#	45	41	1	3	2	0	0	0	0	0	0	0	2	0
	%	100%	91.11%	2.22%	6.67%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.44%	0.00%
OFC OF THE CHIEF INFORMATION OFFICER (OCIO) (ORG)	#	93	85	2	6	2	0	2	0	0	0	0	0	0	0
	%	100%	91.40%	2.15%	6.45%	2.15%	0.00%	2.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE DIRECTOR (OD) (ORG)	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	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%
OFC OF THE INSPECTOR GENERAL (OIG) (ORG)	#	22	18	2	2	1	1	0	0	0	0	0	0	0	0
	%	100%	81.82%	9.09%	9.09%	4.55%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	870	783	33	54	12	1	2	0	1	0	4	1	3	0
	%	100%	90.00%	3.79%	6.21%	1.38%	0.11%	0.23%	0.00%	0.11%	0.00%	0.46%	0.11%	0.34%	0.00%

KEY:
(D) Department
(B) Bureau
(SB) Sub Bureau
(ORG) Organization

PENSION BENEFIT GUARANTY CORPORATION Pay Period 200920

Table B2 - Temporary Workforce By Component - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-04) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Federal High (FY07)	%				2.65%									
CHIEF FINANCIAL OFFICER (CFO) (ORG)	#	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	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%
CHIEF INSURANCE PROGRAM OFFICER (ORG)	#	6	4	0	2	0	0	0	0	0	0	0	0	0
	%	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%
CHIEF MANAGEMENT OFFICER (CMO) (ORG)	#	14	14	0	0	0	0	0	0	0	0	0	0	0
	%	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%
CHIEF OPERATING OFFICER (COO) (ORG)	#	12	12	0	0	0	0	0	0	0	0	0	0	0
	%	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%
OFC OF GENERAL COUNSEL (DGC) (ORG)	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	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%
OFC OF POLICY & EXTERNAL AFFAIRS (OPEA) (ORG)	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	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%
OFC OF THE CHIEF INFORMATION OFFICER (OCIO) (ORG)	#	4	4	0	0	0	0	0	0	0	0	0	0	0
	%	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%
OFC OF THE DIRECTOR (OD) (ORG)	#	6	1	5	0	0	0	0	0	0	0	0	0	0
	%	100%	16.67%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFC OF THE INSPECTOR GENERAL (OIG) (ORG)	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	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%
Total	#	53	46	5	2	0	0	0	0	0	0	0	0	0
	%	100%	86.79%	9.43%	3.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

KEY:
(D) Department
(B) Bureau
(SB) Sub Bureau
(ORG) Organization

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Table B3-2 - Occupational Categories - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32- 38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
1. Officials and Managers														
Executive/Senior Level (Grades 15 and Above)	# 104	94	3	7	1	0	0	0	0	0	0	0	1	0
	% 100%	12.05%	9.09%	12.96%	8.33%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	33.33%	0%
Mid-Level (Grades 13-14)	# 30	26	1	3	1	0	0	0	0	0	0	0	1	0
	% 100%	3.33%	3.03%	5.56%	8.33%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	33.33%	0%
First-Level (Grades 12 and Below)	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0%	0%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
Other	# 197	186	3	8	1	0	0	0	0	0	1	0	0	0
	% 100%	23.85%	9.09%	14.81%	8.33%	0.00%	0.00%	0%	0.00%	0%	25.00%	0.00%	0.00%	0%
Officials And Managers - TOTAL	# 331	306	7	18	3	0	0	0	0	0	1	0	2	0
	% 38.18%	39.23%	21.21%	33.33%	25%	0.00%	0.00%	0%	0.00%	0%	25.00%	0.00%	66.67%	0%
2. Professionals	# 428	387	19	22	5	1	2	0	0	0	2	0	0	0
	% 49.37%	49.62%	57.58%	40.74%	41.67%	100.00%	100.00%	0%	0.00%	0%	50.00%	0.00%	0.00%	0%
3. Technicians	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0%	0%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
4. Sales Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0%	0%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
5. Administrative Support Workers	# 103	82	7	14	4	0	0	0	1	0	1	1	1	0
	% 11.88%	10.51%	21.21%	25.93%	33.33%	0.00%	0.00%	0%	100.00%	0%	25.00%	100.00%	33.33%	0%
6. Craft Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0%	0%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
7. Operatives	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0%	0%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
8. Laborers and Helpers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% 0%	0%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
9. Service Workers	# 5	5	0	0	0	0	0	0	0	0	0	0	0	0
	% 0.58%	0.64%	0%	0%	0%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%	0%
Permanent Workforce	# 867	780	33	54	12	1	2	0	1	0	4	1	3	0
	% 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Table B4-1: Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	4	2	0	2	2	0	0	0	0	0	1	1	0
	%	100%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	0.00%
GS-05	#	7	6	0	1	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	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%
GS-07	#	50	42	3	5	1	0	0	0	0	1	0	0	0
	%	100%	84.00%	6.00%	10.00%	2.00%	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%
GS-08	#	12	8	2	2	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	31	26	2	3	1	0	0	0	1	0	0	0	0
	%	100%	83.87%	6.45%	9.68%	3.23%	0.00%	0.00%	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	62	57	2	3	0	0	0	0	0	0	0	0	0
	%	100%	91.94%	3.23%	4.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	139	125	5	9	2	1	0	0	0	1	0	0	0
	%	100%	89.93%	3.60%	6.47%	1.44%	0.72%	0.00%	0.00%	0.00%	0.72%	0.00%	0.00%	0.00%
GS-13	#	156	144	5	7	1	0	0	0	0	1	0	0	0
	%	100%	92.31%	3.21%	4.49%	0.64%	0.00%	0.00%	0.00%	0.00%	0.64%	0.00%	0.00%	0.00%
GS-14	#	255	231	9	15	4	0	2	0	0	1	0	1	0
	%	100%	90.59%	3.53%	5.88%	1.57%	0.00%	0.78%	0.00%	0.00%	0.39%	0.00%	0.39%	0.00%
GS-15	#	112	101	4	7	1	0	0	0	0	0	0	1	0
	%	100%	90.18%	3.57%	6.25%	0.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.89%	0.00%
All other (unspecified)	#	36	35	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	97.22%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B4-2: Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0%
GS-04	#	4	2	0	2	2	0	0	0	0	0	0	1	1
	%	0.46%	0.26%	0.00%	3.70%	16.67%	0.00%	0.00%	0%	0.00%	0%	0.00%	100.00%	33.33%
GS-05	#	7	6	0	1	0	0	0	0	0	0	0	0	0
	%	0.80%	0.77%	0.00%	1.85%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%
GS-06	#	6	6	0	0	0	0	0	0	0	0	0	0	0
	%	0.69%	0.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%
GS-07	#	50	42	3	5	1	0	0	0	0	0	1	0	0
	%	5.75%	5.36%	9.09%	9.26%	8.33%	0.00%	0.00%	0%	0.00%	0%	25.00%	0.00%	0.00%
GS-08	#	12	8	2	2	0	0	0	0	0	0	0	0	0
	%	1.38%	1.02%	6.06%	3.70%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%
GS-09	#	31	26	2	3	1	0	0	0	1	0	0	0	0
	%	3.56%	3.32%	6.06%	5.56%	8.33%	0.00%	0.00%	0%	100.00%	0%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%
GS-11	#	62	57	2	3	0	0	0	0	0	0	0	0	0
	%	7.13%	7.28%	6.06%	5.56%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%
GS-12	#	139	125	5	9	2	1	0	0	0	0	1	0	0
	%	15.98%	15.96%	15.15%	16.67%	16.67%	100.00%	0.00%	0%	0.00%	0%	25.00%	0.00%	0.00%
GS-13	#	156	144	5	7	1	0	0	0	0	0	1	0	0
	%	17.93%	18.39%	15.15%	12.96%	8.33%	0.00%	0.00%	0%	0.00%	0%	25.00%	0.00%	0.00%
GS-14	#	255	231	9	15	4	0	2	0	0	0	1	0	1
	%	29.31%	29.50%	27.27%	27.78%	33.33%	0.00%	100.00%	0%	0.00%	0%	25.00%	0.00%	33.33%
GS-15	#	112	101	4	7	1	0	0	0	0	0	0	0	1
	%	12.87%	12.90%	12.12%	12.96%	8.33%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	33.33%
All other (unspecified)	#	35	35	1	0	0	0	0	0	0	0	0	0	0
	%	4.14%	4.47%	3.03%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0%	0.00%	0.00%	0.00%
TOTAL	#	870	783	33	54	12	1	2	0	1	0	4	1	3
	%													

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Table B4-2: Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Splne
%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Accounting (0510)	# 58	56	0	2	0	0	0	0	0	0	0	0	0	0
	% 100%	96.55%	0.00%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Auditing (0511)	# 97	82	8	7	2	1	0	0	0	0	1	0	0	
	% 100%	84.54%	8.25%	7.22%	2.06%	1.03%	0.00%	0.00%	0.00%	0.00%	1.03%	0.00%	0.00%	
General Attorney (0905)	# 96	83	8	5	0	0	0	0	0	0	0	0	0	
	% 100%	86.46%	8.33%	5.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Employee Benefit Law Specialist	# 38	34	2	2	0	0	0	0	0	0	0	0	0	
	% 100%	89.47%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Contract Specialist (1102)	# 15	14	0	1	0	0	0	0	0	0	0	0	0	
	% 100%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Financial Analyst (1160)	# 36	34	0	2	1	0	0	0	0	0	1	0	0	
	% 100%	94.44%	0.00%	5.56%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%	
Actuary Science (1510)	# 88	82	2	4	1	0	0	0	0	0	1	0	0	
	% 100%	93.18%	2.27%	4.55%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	1.14%	0.00%	0.00%	
Information Technology Specialist (2210)	# 87	79	2	6	2	0	2	0	0	0	0	0	0	
	% 100%	90.80%	2.30%	6.90%	2.30%	0.00%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Disability

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Permanent	#	63	56	3	3	1	0	1	0	0	0	0	0	0	0
	%	100%	88.89%	4.76%	4.76%	1.59%	0.00%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	#	50	44	5	1	0	0	0	0	0	0	0	0	0	
	%	100%	88.00%	10.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total	#	113	100	8	4	1	0	1	0	0	0	0	0		
	%	100%	88.50%	7.08%	3.54%	0.88%	0.00%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%		

RBGC PENSION BENEFIT GUARANTY CORPORATION Pay Period 200920

Table B10 Non-Competitive Promotions - Time in Grade - By Disability - Permanent Workforce

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32- 38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Total Employees Eligible for Career Ladder Promotions	# 174	155	9	10	1	1	0	0	0	0	0	0	0	0
	% 100%	89.08%	5.17%	5.75%	0.57%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Time in Grade Excess of Minimum														
1-12 Months	# 22	22	0	0	0	0	0	0	0	0	0	0	0	0
	% 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%
13-24 Months	# 1	1	0	0	0	0	0	0	0	0	0	0	0	0
	% 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%
25+ Months	# 7	5	2	0	0	0	0	0	0	0	0	0	0	0
	% 100%	71.43%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Activate 508 Compliance

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PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table B13 - Employee Recognition and Awards - Distribution by Disability - Permanent Workforce

Employment Tenure	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Time-Off Awards - 1-9 hours															
Total Time-Off Awards Given	#	220	203	5	12	2	0	0	0	0	0	0	2	0	
	%	100%	92.27%	2.27%	5.45%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.91%	0.00%	
Total Hours		1452	1334	34	84	12	0	0	0	0	0	0	12	0	
Average Hours		7	7	7	7	6	0	0	0	0	0	0	6	0	
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	166	151	7	8	0	0	0	0	0	0	0	0	0	
	%	100%	90.96%	4.22%	4.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Hours		4724	4285	242	197	0	0	0	0	0	0	0	0	0	
Average Hours		28	28	35	25	0	0	0	0	0	0	0	0	0	
Cash Awards - \$100 - \$500															
Total Cash Awards Given	#	683	615	23	45	6	0	0	0	2	0	3	1	0	
	%	100%	90.04%	3.37%	6.59%	0.88%	0.00%	0.00%	0.00%	0.29%	0.00%	0.44%	0.15%	0.00%	
Total Amount		\$202,691	\$182,465	\$7,256	\$12,970	\$1,288	\$0	\$0	\$0	\$460	\$0	\$552	\$276	\$0	
Average Amount		\$297	\$297	\$315	\$288	\$215	0	0	0	\$230	0	\$184	\$276	0	
Cash Awards - \$501+															
Total Cash Awards Given	#	817	750	29	38	7	0	0	0	0	0	3	0	4	
	%	100%	91.80%	3.55%	4.65%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.49%	
Total Amount		\$1,699,783	\$1,579,364	\$51,446	\$68,973	\$13,910	\$0	\$0	\$0	\$0	\$0	\$4,010	\$0	\$9,900	
Average Amount		\$2,081	\$2,106	\$1,774	\$1,815	\$1,987	0	0	0	0	0	\$1,337	0	\$2,475	
Senior Executive Service Performance Awards															
Total Cash Awards Given	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total Amount		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount		0	0	0	0	0	0	0	0	0	0	0	0	0	
Quality Step Increases(QSI)															
Total Cash Awards Given	#	29	25	0	4	0	0	0	0	0	0	0	0	0	
	%	100%	86.21%	0.00%	13.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Amount		\$94,254	\$79,297	\$0	\$14,957	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount		\$3,250	\$3,172	0	\$3,739	0	0	0	0	0	0	0	0	0	

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table B13-1 - Employee Recognition and Awards by Salary - Distribution by Disability - Permanent Workforce

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities								
		[04,05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	(28,32-38) Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion Limb/Spine
<=\$60K														
Sum of Amount	\$220,464	\$197,831	\$13,118	\$9,515	\$1,758	\$0	\$0	\$0	\$460	\$0	\$1,022	\$276	\$0	\$0
Sum of Count	317	275	21	21	4	0	0	0	2	0	1	1	0	0
Average	\$695%	\$719	\$625	\$453	\$440	\$0	\$0	\$0	\$230	\$0	\$1,022	\$276	\$0	\$0
<=\$70K														
Sum of Amount	\$139,909	\$134,104	\$2,126	\$3,679	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	172	162	3	7	0	0	0	0	0	0	0	0	0	0
Average	\$813%	\$828	\$709	\$526	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$80K														
Sum of Amount	\$181,984	\$163,196	\$11,587	\$7,201	\$184	\$0	\$0	\$0	\$0	\$0	\$184	\$0	\$0	\$0
Sum of Count	171	150	10	11	1	0	0	0	0	0	1	0	0	0
Average	\$1,064%	\$1,088	\$1,159	\$655	\$184	\$0	\$0	\$0	\$0	\$0	\$184	\$0	\$0	\$0
<=\$90K														
Sum of Amount	\$298,951	\$278,794	\$8,841	\$11,316	\$2,656	\$0	\$0	\$0	\$0	\$0	\$2,656	\$0	\$0	\$0
Sum of Count	252	235	6	11	3	0	0	0	0	0	3	0	0	0
Average	\$1,186%	\$1,186	\$1,474	\$1,029	\$885	\$0	\$0	\$0	\$0	\$0	\$885	\$0	\$0	\$0
<=\$100K														
Sum of Amount	\$216,303	\$197,649	\$967	\$17,687	\$6,400	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,400	\$0
Sum of Count	181	167	3	11	2	0	0	0	0	0	0	0	2	0
Average	\$1,195%	\$1,184	\$322	\$1,608	\$3,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,200	\$0
<=\$110K														
Sum of Amount	\$321,611	\$291,067	\$11,312	\$19,232	\$4,200	\$0	\$0	\$0	\$0	\$0	\$700	\$0	\$3,500	\$0
Sum of Count	251	229	7	15	3	0	0	0	0	0	1	0	2	0
Average	\$1,281%	\$1,271	\$1,616	\$1,282	\$1,400	\$0	\$0	\$0	\$0	\$0	\$700	\$0	\$1,750	\$0
<=\$120K														
Sum of Amount	\$176,383	\$170,031	\$5,300	\$1,052	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	105	100	2	3	0	0	0	0	0	0	0	0	0	0
Average	\$1,680%	\$1,700	\$2,650	\$351	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$130K														
Sum of Amount	\$173,914	\$155,558	\$5,819	\$12,537	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	87	74	4	9	0	0	0	0	0	0	0	0	0	0
Average	\$1,999%	\$2,102	\$1,455	\$1,393	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$140K														
Sum of Amount	\$83,700	\$83,700	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	11	11	0	0	0	0	0	0	0	0	0	0	0	0

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table B13-1 - Employee Recognition and Awards by Salary - Distribution by Disability - Permanent Workforce

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities								
		[04,05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	(28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion Limb/Spine
Average	\$7,609%	\$7,609	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$150K														
Sum of Amount	\$91,100	\$91,100	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	11	11	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$8,282%	\$8,282	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$160K														
Sum of Amount	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$170K														
Sum of Amount	\$1,300	\$1,300	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$650%	\$650	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$180K														
Sum of Amount	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

PBGC PENSION BENEFIT GUARANTY CORPORATION For Period (2008-10-01 TO 2009-09-30)

Table B14 - Separations by Type of Separation - Distribution by Disability - Permanent Workforce

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Voluntary	#	45	43	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	93.48%	4.35%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntary	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	%	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%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Separations	#	48	45	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	93.75%	4.17%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guaranty Corporation

REPORTING PERIOD: FY 2009

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	28	20
1. COUNSELED WITHIN 30 DAYS	2	2
2. COUNSELED WITHIN 31 TO 90 DAYS	26	20
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	18	14
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	8	8
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	28	20
1. COUNSELED WITHIN 30 DAYS	2	2
2. COUNSELED WITHIN 31 TO 90 DAYS	26	20
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	18	14
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	8	8
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	1	1
2. INITIATED DURING THE REPORTING PERIOD	31	24
3. COMPLETED/ENDED COUNSELINGS	28	20
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	4	4
b. WITHDRAWALS/NO COMPLAINT FILED	7	5
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	17	14
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	4	4

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	2	2	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	0	0	
4. REASSIGNMENTS	1	1	
5. REMOVALS RESCINDED	0	0	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	0	
6. ACCOMMODATIONS	1	1	
7. TRAINING	1	1	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	0	0	
11. LEAVE RESTORED	0	0	
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	2	2	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	0	0	
4. REASSIGNMENTS	0	0	
5. REMOVALS RESCINDED	0	0	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	0	
6. ACCOMMODATIONS	0	0	
7. TRAINING	0	0	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	1	1	
11. LEAVE RESTORED	0	0	
12. COMMUNICATION AGREEMENT	1	1	
13.			

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	2	2	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guaranty Corporation

REPORTING PERIOD: FY 2009

PART II - FORMAL COMPLAINT ACTIVITIES	
26	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
21	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F OR H THAT RESULTED FROM REMANOS
47	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
30	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
15	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
17	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
4	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
28	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
15	J. INDIVIDUALS FILING COMPLAINTS
7	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE						
A. AGENCY & CONTRACT RESOURCES						
	AGENCY		CONTRACT			
	NUMBER	PERCENT	NUMBER	PERCENT		
1. WORK FORCE						
a. TOTAL WORK FORCE	921					
b. PERMANENT EMPLOYEES	881					
2. COUNSELOR						
a. FULL-TIME	0	0.00	0	0.00		
b. PART-TIME	2	33.33	0	0.00		
c. COLLATERAL DUTY	4	66.67	0	0.00		
3. INVESTIGATOR						
a. FULL-TIME	0	0.00	8	100.00		
b. PART-TIME	0	0.00	0	0.00		
c. COLLATERAL DUTY	0	0.00	0	0.00		
4. COUNSELOR/INVESTIGATOR						
a. FULL-TIME	0	0.00	0	0.00		
b. PART-TIME	0	0.00	0	0.00		
c. COLLATERAL DUTY	0	0.00	0	0.00		
B. AGENCY & CONTRACT STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	3	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	3	0	0	8	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
C. REPORTING LINE						
1 EEO DIRECTOR'S NAME: Bobbie A. Moore						
1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?					YES	NO
					X	

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON:
TITLE:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: Bobbie A. Moore
TITLE: Director EEO and Diversity Management

4. WHO DOES THAT PERSON REPORT TO?
PERSON: Vincent Snowbarger
TITLE: Acting Director, PBGC

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guaranty Corporation

REPORTING PERIOD: FY 2009

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL CO-COMPLAINANTS BY ISSUE							
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT				AGE	DISABILITY					
	AMER. INDIAN ALASKA NATIVE	ASIAN	PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC LATINO	OTHER	MALE					FEMALE	MENTAL	PHYSICAL			
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
B. ASSIGNMENT OF DUTIES	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	3	2	2		
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1		
D. CONTRIBUTION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	1		
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3. SUSPENSION	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	1		
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
5.																								
6.																								
7.																								
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
G. EVALUATION/APPRAISAL	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0	1	6	3	3
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
HARASSMENT	0	0	0	6	1	0	1	1	8	2	3	0	0	0	0	0	0	0	2	0	0	24	16	14
1. NON-SEXUAL	0	0	0	6	1	0	1	1	8	2	3	0	0	0	0	0	0	0	2	0	0	24	16	14
2. SEXUAL									0	0	0											0	0	0
I. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PROMOTION/NO-N-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	1	1
L. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASONABLE ACCOMMODATION								0	3											1	3	7	5	3
N. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. TERMINATION	0	0	0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1	1	2	8	2	2
Q. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	2	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	5	3	3
R. TIME AND ATTENDANCE	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1
S. TRAINING	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1
T. OTHER (Please specify below)																								
1.																								
2.																								
3.																								
4.																								
5.																								
TOTAL ISSUES BY BASES	0	0	0	15	1	0	2	1	20	3	5	0	0	0	0	0	0	6	2	7				
TOTAL COMPLAINTS FILED BY BASES	0	0	0	12	1	0	2	1	14	3	4	0	0	0	0	0	0	5	2	5				
TOTAL CO-COMPLAINANTS BY BASES	0	0	0	11	1	0	2	1	11	2	4	0	0	0	0	0	0	5	2	3				

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guarant

REPORTING PERIOD: FY 2009

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

16	1. TITLE VII
3	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
5	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

24 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	19	7098	373.58
1. WITHDRAWALS	1	313	313.00
a. NON-ADR WITHDRAWALS	1	313	313.00
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	4	907	226.75
a. NON-ADR SETTLEMENTS	2	522	261.00
b. ADR SETTLEMENTS	2	385	192.50
3. FINAL AGENCY ACTIONS (B+C)	14	5878	419.86
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	11	3989	362.64
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	4	3245	811.25
3. DISMISSAL OF COMPLAINTS	7	744	106.29
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	3	1889	629.67
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	3	1889	629.67
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	2	1304	652.00
(c) DISMISSAL OF COMPLAINTS	1	585	585.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT: Pension Benefit Guaranty Corp

REPORTING PERIOD: FY 2009

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	4	1228	307.00
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	1	520	520.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	1	520	520.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	2	648	324.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	2	648	324.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	1	60	60.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	60	60.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	4	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	3	\$ 19,619.58
1. BACK PAY/FRONT PAY	1	\$ 6,719.58
2. LUMP SUM PAYMENT	1	\$ 400.00
3. COMPENSATORY DAMAGES	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	2	\$ 12,500.00
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E. CLOSURES WITH NON-MONETARY BENEFITS	1	
F. TYPES OF BENEFITS	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NON-MONETARY BENEFITS
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. EXPUNGEMENTS	1	0
4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	0	0
7. TRAINING	1	0
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	0	0
11. LEAVE RESTORED	1	0
12.		
13.		
14.		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guaranty Corpora

REPORTING PERIOD: FY 2009

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	8	620	77.50	203
3. COMPLAINTS PENDING IN HEARINGS	15	6922	461.47	1303
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	5	1344	268.80	611

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	16	4994	312.13
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. AGENCY INVESTIGATION COSTS	\$ 0.00		\$ 0.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	16	4994	312.13
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	3	475	158.33
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	7	2293	327.57
1. TIMELY COMPLETED INVESTIGATIONS	6	2020	336.67
2. UNTIMELY COMPLETED INVESTIGATIONS	1	273	273.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	6	2226	371.00
4. CONTRACTOR INVESTIGATION COSTS	\$ 56,980.00		\$ 3561.25

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guaranty 

REPORTING PERIOD: FY 2009

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY	21	17		
2. REJECTED BY COUNSELEE	13	11		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	8	8		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	8	8		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. MEDIATION	8	8	576	72.00
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	8	8	576	72.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	164	82.00
b. NO FORMAL COMPLAINT FILED	1	1	73	73.00
c. COMPLAINT FILED				
i. NO RESOLUTION	5	5	339	67.80
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guaranty Corp

REPORTING PERIOD: FY 2009

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

A. INTENTIONALLY LEFT BLANK		COMPLAINTS	COMPLAINANTS		
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1.	ADR OFFERED BY AGENCY	2	2		
2.	REJECTED BY COMPLAINANT	0	0		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		2	2		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	2	2		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		2	2	384	192.00
1.	MEDIATION	0	0	0	0.00
2.	SETTLEMENT CONFERENCES	2	2	384	192.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	2	2	384	192.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	384	192.00
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	0	0	0	0.00
d.	NO ADR ATTEMPT	0	0	0	0.00
2.	INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)	2	2	\$ 9,619.58	
a.	COMPENSATORY DAMAGES	0	0	\$ 0.00	
b.	BACKPAY/FRONTPAY	1	1	\$ 6,719.58	
c.	LUMP SUM	1	1	\$ 400.00	
d.	ATTORNEY FEES AND COSTS	1	1	\$ 2,500.00	
e.				\$	
f.				\$	
g.				\$	
2.	NON-MONETARY (INSERT TOTALS)	0	0		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	0	0		
d.	REASSIGNMENTS	0	0		
e.	REMOVALS RESCINDED	0	0		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	0	0		
g.	TRAINING	0	0		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	0	0		
i.	RESCINDED	0	0		
ii.	MODIFIED	0	0		
j.	PERFORMANCE EVALUATION MODIFIED	0	0		
k.	LEAVE RESTORED	0	0		
l.					
m.					

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Pension Benefit Guaranty Corporation **REPORTING PERIOD:** FY 2009

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

A. BASIC EEO ADR ORIENTATION TRAINING	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
1. MANAGERS	98	65
2. EMPLOYEES	823	300
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR :	921	
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	2	
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0	
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	2	
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
D. ADR FUNDING SPENT	AMOUNT	
	\$ 4,980.00	

E. ADR CONTACT INFORMATION

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER Lori Bledsoe

2. TITLE EEO Manager

3. TELEPHONE NUMBER 202-326-4000 x3345 4. EMAIL Bledsoe.Lori@PBGC.gov

F. ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in ADR?		X
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, 2009 are accurate and complete.

NAME AND TITLE OF EEO DIRECTOR/CERTIFYING OFFICIAL: Bobbie A Moore, Director, EEO and Diversity Management

SIGNATURE OF EEO DIRECTOR/CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature) 6482

DATE: 11/9/2009 **TELEPHONE NUMBER:** (202) 326-4000 **E-MAIL:** moore.bobbie@pbgc.gov

NAME AND TITLE OF PREPARER: Karen R Esser, Manager, Adjudication and Complaints

DATE: 11/9/2009 **TELEPHONE NUMBER:** 202-326-4000 x **E-MAIL:** esser.karen@pbgc.gov

This report (with the PIN entered) is due on or before November 2, 2009.

Appendix A -

Part 2

PBGC - II.A - Difference in number reported from 2008 report of cases on hand is attributed to data inconsistencies resulting from lack of an automated tracking system.

PBGC - II.B - Four complaints filed during the reporting period resulted from informal counselings completed in FY2008, and therefore do not show up on Part I line D.3.c on the current report

PBGC - II.J - This line does not match Part I Line D.3.c due to one individual being a FY2008 informal complainant, and therefore not showing on the 2009 informal report.

Part 8

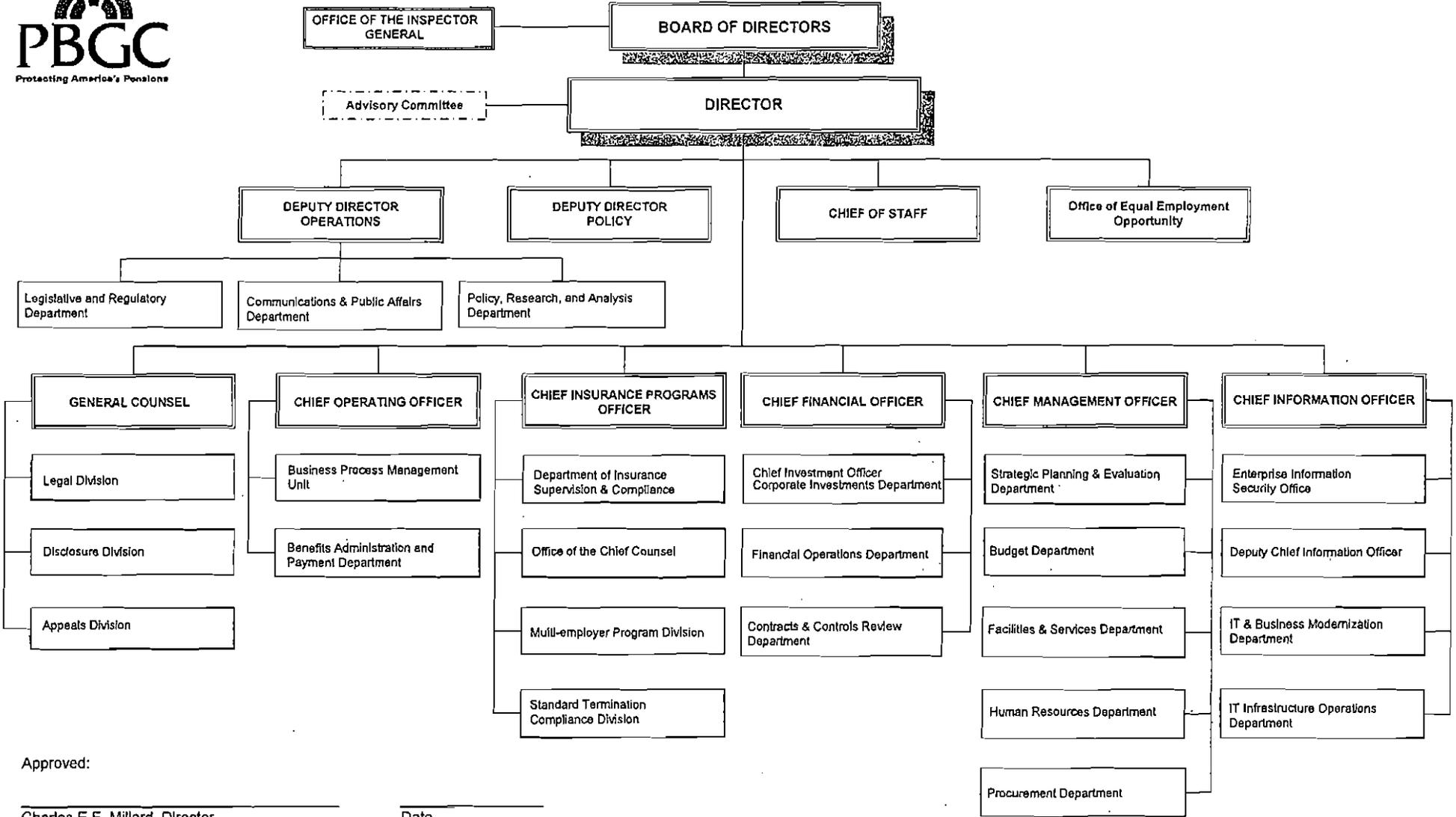
PBGC - VIII.A.2 Pending Oldest Case - Oldest case is 06-06 D. Montgomery. Awaiting Case number from EEOC due to rescission of settlement

Part 12

PBGC - XII.F.1 Agency require mgmt participate in ADR - Select No - PBGC does not currently have a policy requiring Management Officials to participate in ADR, however they are strongly encouraged to do so. In the event a manager does not want to participate, another appropriate management official is approached to represent the agency.



Pension Benefit Guaranty Corporation



Approved:

Charles E.F. Millard, Director

Date