



PENSION BENEFIT GUARANTY CORPORATION

Management Directive 715 Annual EEO Program Status Report

FISCAL YEAR 2018



<p align="center">Pension Benefit Guaranty Corporation FY18 Annual EEO Program Status Report Management Directive 715</p>
--

Table of Contents

Equal Employment Opportunity Policy Statement.....	i
Anti-Harassment Policy Statment.....	ii-iv
Organization Chart.....	v
PART A: Department or Agency Identifying Information.....	8
PART B: Total Employment.....	8
PART C: Agency Official(s) Responsible for Oversight of EEO Program(s).....	8-10
PART D: List of subordinate components covered in this report.....	10-11
PART E: Executive Summary.....	12-90
PART F: Certification-Establishment of Continuing Equal Employment Opportunity.....	91
PART G: Agency Self-Assessment Checklist Measuring Essential Elements.....	92-113
PART I: EEO Plan to Eliminate Identified Barriers.....	114-116
PART J: Special Program Plan for The Recruitment, Hiring, Advancement and Retention of Persons with Disabilities... ..	117-132

APPENDIX:

Fiscal Year 2018 EEO Workforce Data Tables (Parts A&B)



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

November 16, 2016

TO: All PBGC Staff

FROM: W. Thomas Reeder, Jr.
Director



SUBJECT: Equal Employment Opportunity Policy Statement

The Pension Benefit Guaranty Corporation (PBGC) protects the retirement incomes of nearly 40 million American workers in nearly 24,000 private-sector defined benefit pension plans. For PBGC to do its job well, we must continue to strive for inclusion, cooperation, and respect for the talents that a diverse workforce can bring to any successful venture.

PBGC is committed to ensuring that its employees and applicants for employment are treated equitably in an environment that is free from discrimination based on race, religion, color, sex, pregnancy, sexual orientation, gender identity, parental status, marital status, national origin, age, disability, family medical history, or genetic information. Employees and applicants who believe they may have experienced discrimination on any of these bases, or who believe they may have been retaliated against for exercising the right to go through the Equal Employment Opportunity (EEO) process, should contact the Office of Equal Employment Opportunity (OEEO) as discussed below.

All employees are responsible for exhibiting professional conduct and behavior in the workplace and cooperating in the enforcement of this policy. Individuals engaging in conduct or behavior that violates this policy may be subject to appropriate disciplinary action up to, and including, removal from Federal service.

If you believe you may have been subjected to discrimination or retaliation, you should contact OEEO at ext. 4363 or email eeo@pbgc.gov immediately. OEEO offers a confidential and neutral early intervention process to address concerns without your having to initiate the EEO complaint process. If, however, you decide to initiate the EEO complaint process, you must do so within 45 calendar days of the incident or the date you became aware of the incident. Where an aggrieved individual elects and OEEO determines that Alternative Dispute Resolution (ADR) is appropriate, managers and/or supervisors have a duty to participate in PBGC's ADR process.

In our work processes, PBGC will create avenues for full participation to enable excellence and innovation that is realized through collaboration of diverse ideas, experiences, and perspectives. By working together to promote the principles of equal opportunity, we will ensure that all employees and applicants for employment have an opportunity to succeed and contribute to PBGC's mission of protecting America's retirement security.



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

JAN 24 2018

TO: All PBGC Staff

FROM: W. Thomas Reeder, Jr. 
Director

SUBJECT: Anti-Harassment Policy Statement

The Pension Benefit Guaranty Corporation (PBGC) has a policy providing for a work environment free from all forms of harassment. For example, in addition to providing the protection required by EEO laws from harassment based on race, color, religion, sex (including pregnancy, sexual harassment, gender identity, and non-sexual harassment based on sex), sexual orientation, national origin, age, disability (mental or physical), family medical history or genetic information, PBGC's policy protects against harassment of any kind.

Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Examples may include, but are not limited to:

- Making negative comments about an employee's personal religious beliefs, or trying to convert them to a certain religious ideology;
- Using racist slang, phrases, or nicknames;
- Making remarks about an individual's skin color or other ethnic traits;
- Displaying racist drawings, or posters that might be offensive to a particular group;
- Making offensive gestures;
- Making offensive reference to an individual's mental or physical disability;
- Sharing inappropriate images, videos, e-mails, letters, or notes of an offensive nature;
- Offensively talking about negative racial, ethnic, or religious stereotypes; or
- Making derogatory age-related comments

No single situation constitutes harassment and determination is made from the facts on a case-by-case basis. Harassment may be direct or indirect. The harassment may be directed at you, but it can also be directed at someone else or even at no one. Indirect harassment may not be directed at you, but you still find it offensive. For example, two employees are in the breakroom making disparaging comments about a particular race. The comments are not addressed at anyone, but it creates an intimidating and hostile environment for you who happened to be utilizing the common area. You may be able to bring a claim for harassment related to race.

Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile, or offensive working environment. Such conduct may include, but is not limited to:

- an employer or supervisor conditioning promotion, job assignments, or other tangible job benefits based on acquiescence to unwelcome sexual conduct, or penalizing an individual for refusing to participate in such conduct;
- sexist or stereotypical remarks about a person's clothing, body, appearance, or activities;
- sexually oriented jokes, stories, remarks, or discussions;
- descriptions of sexual acts;
- posting or displaying sexually graphic pictures anywhere in the workplace;
- deliberately touching, pinching, patting, or giving inappropriate looks to another person;
- pressure for dates or sexual activity;
- unwelcome telephone calls, e-mail messages, social network postings or letters of a sexual nature; or
- demands for sexual favors.

In sexual harassment, the harasser may be male or female, and the victim may be of the opposite sex or the same sex as the harasser. Even a consensual relationship between the harasser and the victim may involve sexual harassment. For example, if the victim agrees to sexual behavior out of fear of retaliation, the conduct of the other party may still constitute sexual harassment. The focus is on whether the conduct was unwelcome, not consensual.

The goal of the Anti-Harassment Policy Statement is to address and eliminate harassing conduct at the earliest possible stage, regardless of whether the conduct violated the law. All employees are responsible for exhibiting professional conduct and behavior in the workplace and cooperating in the enforcement of this policy. Individuals engaging in conduct or behavior that violates this policy may be subject to appropriate disciplinary action up to, and including, removal from Federal service. Supervisors must strive to maintain and promote a work environment free of harassment. To prevent and remedy incidents of workplace harassment, PBGC officials must be made aware of the conduct or behavior as soon as possible

PBGC will not tolerate the creation of a hostile work environment and will address reported workplace harassment promptly. Individuals who believe they are being harassed or subjected to a hostile work environment are encouraged to tell the alleged harasser (orally or in writing) to stop, keep a record of the events, immediately report the behavior, and cooperate in any inquiry regarding allegations of harassment. Retaliation for reporting workplace harassment or for

assisting in any inquiry concerning a report of harassment also will not be tolerated. In addition, PBGC will protect the confidentiality of employees who bring harassment claims, to the extent possible.

PBGC employees who believe they have been harassed or have been subjected to a hostile work environment should report the matter immediately to their immediate supervisor, another management official, or to PBGC's Harassment Inquiry Committee (HIC). Reports to the HIC may be directed to Karen Esser (HRD) – ext. 3275, or Katherine Easmunt (OGC) – ext. 3357. Additional information about the HIC is available on SharePoint at:

<https://pbgcgov.sharepoint.com/eo/pages/antiharassment.aspx>

Employees may also report allegations of harassment to PBGC's Office of Equal Employment Opportunity at ext. 4363, EEO@PBGC.gov.

Upon receipt of a harassment allegation the Agency will conduct a prompt, thorough, and impartial inquiry, if appropriate. The Agency will take immediate and appropriate corrective action if it determines harassment has occurred.

An employee who reports allegations of harassment or hostile work environment to the HIC, a PBGC supervisor/manager, or HRD has **not** filed an EEO complaint. An employee who wishes to file an EEO complaint must contact PBGC's EEO Office within 45 calendar days of the alleged harassing conduct or the date they became aware of the harassing conduct. Failure to do so may result in the dismissal of the EEO complaint.

The federal sector EEO discrimination complaint process cannot be initiated by reporting harassment or hostile work environment to a supervisor or management official, the HIC, HRD or by contacting the Employee Assistance Program (EAP) or union.

This policy applies to all PBGC employees. Related questions or requests for information should be directed to OEEO, Brenecia Watson, ext.6868.

Advisory Committee

Small group that represents interests of employers with pension plans, employee organizations and the general public.

Board of Directors

Secretary of Labor and Board Chair
Secretary of Treasury
Secretary of Commerce

OFFICE OF THE PARTICIPANT AND PLAN SPONSOR ADVOCATE (OPPSA)



Constance Donovan
Participant and Plan Sponsor Advocate

OFFICE OF INSPECTOR GENERAL (OIG)



Robert Westbrook
Inspector General



Ann Orr
Chief of Staff (COS)



Director
Thomas Reeder
Office of the Director (OD)



Brenecia Watson
Director
Office of Equal Employment Opportunity (OEEO)

OFFICE OF BENEFITS ADMINISTRATION (OBA)



David Foley
Chief of Benefits Administration



Janice Brown-Taylor
Deputy Chief of Benefits Administration



Scott Young
Director
Actuarial Services and Technology Department (ASTD)



Jennifer Messina
Director
Participant Services Department (PSD)



Michael Hutchins
Director
Plan Asset and Data Management Department (PADMD)

OFFICE OF CHIEF FINANCIAL OFFICER (OCFO)



Patricia Kelly
Chief Financial Officer



Franklin Pace
Director
Corporate Controls & Reviews Department (CCRD)



John Greenberg
Chief Investment Officer
Corporate Investments Department (CID)



Theodore Winter
Director
Financial Operations Department (FOD)

OFFICE OF THE GENERAL COUNSEL (OGC)



Judith Starr
General Counsel



Charles Finke
Deputy General Counsel
Bankruptcy, Litigation and Terminations (BLT)



Kartar Khalsa
Deputy General Counsel
Bankruptcy, Transactions and Terminations (BTT)



Philip Hertz
Deputy General Counsel
General Law and Operations (GLO)



Dan Liebman
Deputy General Counsel
Program Law and Policy (PLP)

OFFICE OF INFORMATION TECHNOLOGY (OIT)



Robert Scherer
Chief Information Officer



Vidhya Shyamsunder
Director
Business Innovation Services Department (BISD)



Melanie Carter
Director
Enterprise Governance Department (EGD)



Joshua Kossoy
Director
Information Technology Infrastructure Operations Department (ITIIO)

OFFICE OF MANAGEMENT & ADMINISTRATION (OMA)



Alice Maroni
Chief Management Officer



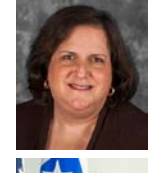
Kimberly Mayo
Director
Budget Department (BD)



Arrie Etheridge
Director
Human Resources Department (HRD)



Jeffrey Donahue
Director
Procurement Department (PD)



Diane Braunstein
Director
Quality Management Department (QMD)

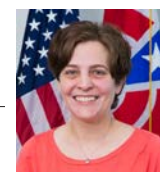


Alisa Cottone
Director
Workplace Solutions Department (WSD)

OFFICE OF NEGOTIATIONS & RESTRUCTURING (ONR)



Karen Morris
Chief of Negotiations and Restructuring

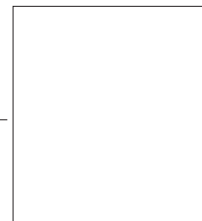


Adi Berger
Director
Corporate Finance & Restructuring Department (CFRD)



Rossi Marcelin
Deputy Chief of Negotiations and Restructuring

OFFICE OF POLICY AND EXTERNAL AFFAIRS (OPEA)



Vacant
Chief Policy Officer



Michael Rae
Deputy Chief Policy Officer



Martha Threatt
Director
Communications Outreach and Legislative Affairs Department (COLAD)



Ted Goldman
Director
Policy, Research and Analysis Department (PRAD)

MD-715 Parts A Through E

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code	FIPS Code
Pension Benefit Guaranty Corporation		1200 K Street NW	Washington, DC		20005	BG	11

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	900	44	944

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	W. Thomas Reeder	PBGC Director
Head of Agency Designee	N/A	


Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Principal EEO Director/Official	Brenecia Watson	EEO Director	260	GS-15	202-326-4000 ext. 6868	watson.brenecia@pbgc.gov
Affirmative Employment Program Manager	Hope Fuller	Lead EEO Specialist	260	GS-14	202-326-4000 ext. 3345	fuller.hope@pbgc.gov
Complaint Processing Program Manager	Dianne Wood	Attorney Advisor	905	GS-14	202-326-4000 ext. 3307	wood.dianne@pbgc.gov
Complaint Processing Program Manager	Craig Cassidy	EEO Specialist	260	GS-13	202-326-4000 ext. 3043	cassidy.craig@pbgc.gov

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Diversity & Inclusion Officer	Karen Esser	Problem Resolution Specialist	301	GS-14	202-326-4000 ext. 3275	esser.karen@pbgc.gov
Hispanic (Affirmative Employment) Program Manager (SEPM)	Kimberly Rodgers	EEO Specialist	260	GS-11	202-326-4000 ext. 3575	rodgers.kimberly@pbgc.gov
Women's (Affirmative Employment) Program Manager (SEPM)	Beverley Hebron	Management Analyst	343	GS-13	202-326-4000 ext. 6237	hebron.beverley@pbgc.gov
Disability Program Manager (SEPM)	Donald Beasley	HR Specialist	201	GS-13	202-326-4000 ext. 3637	beasley.donald@pbgc.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Donald Beasley	HR Specialist	201	GS-13	202-326-4000 ext. 3637	beasley.donald@pbgc.gov
Reasonable Accommodation Program Manager	Donald Beasley	HR Specialist	201	GS-13	202-326-4000 ext. 3637	beasley.donald@pbgc.gov
Anti-Harassment Program Manager	Karen Esser	Problem Resolution Specialist	301	GS-14	202-326-4000 ext. 3275	esser.karen@pbgc.gov
ADR Program Manager	Craig Cassidy	EEO Specialist	260	GS-13	202-326-4000 ext. 3043	cassidy.craig@pbgc.gov
Compliance Manager	Dianne Wood	Attorney Advisor	905	GS-14	202-326-4000 ext. 3307	wood.dianne@pbgc.gov
Principal MD-715 Preparer	Hope Fuller	Lead EEO Specialist	260	GS-14	202-326-4000 ext. 3345	fuller.hope@pbgc.gov
Other EEO Staff	Cynthia Searles	EEO Specialist	260	GS-09	202-326-4000 ext. 3405	searles.cynthia@pbgc.gov

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.). If the agency does not have any subordinate components, please check the box. 

Subordinate Component	City	State	Country (Optional)	Agency Code	FIPS Codes

Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	YES	
EEO Policy Statement	YES	
Strategic Plan	YES	
Anti-Harassment Policy and Procedures	YES	
Reasonable Accommodation Procedures	YES	Updated procedures were submitted to EEOC for approval September 25, 2018
Personal Assistance Services Procedures	YES	Updated procedures were submitted to EEOC for approval September 25, 2018
Alternative Dispute Resolution Procedures	YES	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	YES	
Disabled Veterans Affirmative Action Program (DVAAP) Report	YES	

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	YES	
Diversity and Inclusion Plan under Executive Order 13583	YES	
Diversity Policy Statement	YES	
Human Capital Strategic Plan	YES	
EEO Strategic Plan	YES	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	YES	

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, 2017 to September 30, 2018	
<h2 style="text-align: center;">EXECUTIVE SUMMARY</h2>		
<p><u>E.1: Mission</u></p> <p>The Pension Benefit Guaranty Corporation (PBGC or Corporation) protects the retirement incomes of nearly 37 million American workers in nearly 25,000 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. For over 40 years, the PBGC has protected the pension benefits of millions of America's workers and retirees, and it is critical to our nation's retirement security. During FY 2018, PBGC assumed responsibility for 28,000 people in 58 trustee single-employer plans and paid \$5.9 billion to more than 861,000 retirees from 4,919 failed single-employer plans.</p> <p>PBGC promotes full and fair opportunities for employment, career advancement and access to programs so that employees of PBGC are valued, respected and are free to develop their full potential in a culture aligned with the Corporation's priorities. The Office of Equal Employment Opportunity (OEEO) manages the agency's Equal Employment Opportunity (EEO) program and follows the Equal Employment Opportunity Commission's (EEOC) regulations and policy.</p> <p>Management Directive 715 (MD-715) is the policy guidance which the EEOC provides to federal agencies for their use in establishing and maintaining effective programs of equal employment opportunity under Section 717 of Title VII of the Civil Rights Act of 1964 (Title VII), as amended, and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended.</p> <p>MD-715 provides a roadmap for creating effective EEO programs for all federal employees as required by Title VII and the Rehabilitation Act. The stated objective of the Directive is to ensure that all employees and applicants for employment enjoy equality of opportunity in the federal workplace, regardless of race, sex, national origin, color, religion, disability or reprisal for engaging in prior protected activity. Additionally, the EEOC seeks to ensure the same opportunities to all groups regardless of age, genetic information, pregnancy, sexual orientation, or other prohibited bases.</p> <p>MD-715 requires agencies to take appropriate steps to ensure that all employment decisions are free from discrimination. It sets forth standards by which agencies' EEO programs will be reviewed by the EEOC, including, but not limited to, the requirement that agencies conduct periodic self-assessments and barrier analysis to identify and remove barriers which may preclude access to equal employment opportunities in the workplace.</p> <p>As required by the EEOC, this report was completed utilizing data compiled at the end of FY 2018 and covers the period from October 1, 2017 through September 30, 2018. The workforce data utilized includes permanent employees and was extracted from DataMart, the Interior Business Center of the Department of the Interior.</p> <p>PBGC's noteworthy progress in FY 2018 in developing an equitable work environment and its plans for enhancing the EEO program are described in the remainder of the document.</p>		

The major occupations at PBGC during FY 2018 include Auditor (Series 0511), General Attorney (Series 0905), Actuary (Series 1510), Information Technology Specialist (Series 2210), Accountant (Series 0510), Employee Benefit Law Specialist (Series 0958), Financial Analyst (Series 1160), and Contract Specialist (Series 1102). These occupations represent a significant portion of the PBGC workforce. Planned affirmative employment and outreach efforts include collaborating with management and the Human Resources Department on recruitment and retention in these major categories.

Results of the Agency's Annual Self-Assessment

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

The following chart reflects the percentage met for each essential element of a model EEO program over the past three fiscal years:

Element	FY 2018		FY 2017		FY 2016	
	Number of Deficiencies	Percentage	Number of Deficiencies	Percentage	Number of Deficiencies	Percentage
A - Demonstrated Leadership Commitment	2	86%	0	100%	1	95%
B - Integration of EEO in Strategic Mission	0	100%	0	100%	3	91%
C - Management & Program Accountability	1	98%	0	100%	0	100%
D - Proactive Discrimination Prevention	0	100%	1	90%	2	80%
E - Efficiency	1	97%	2	94%	2	94%
F - Responsive & Legal Compliance	0	100%	0	100%	0	100%
Summary Score		97%		97%		93%

E.2: Essential Elements A - F

Essential Element A: Demonstrated Commitment from Agency Leadership

- The EEO Director met with the Agency Head, Senior Leadership and/or Department Directors to discuss EEO programs and initiatives throughout the year.
- The State of the Agency's EEO Program briefing was delivered to the Agency Head and Senior Leadership. The presentation was posted to the Agency's intranet.

Agency leadership supported the following:

- Posting of MD-715 and No FEAR Act Quarterly and Annual Reports on internal and external websites.
- Dissemination of information about PBGC's EEO programs to employees in new employee orientations and on the agency's internal website.
- Equal opportunity, diversity, and inclusion by supporting the PBGC Diversity Council's "Community Day" event which showcased the agency's organizational diversity and by supporting the various special emphasis observances held throughout the year.
- Affirmative Employment Committee agency staff participation.

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

- PBGC enhanced collaborative departmental partnerships involving OEEO that resulted in measurably improved integration of EEO, diversity and inclusion principles throughout the agency's strategic operations in FY 2018.
- Collaborative preparation of Federal Equal Opportunity Recruitment Program (FEORP), Disabled Veterans Affirmative Action Program (DVAAP), and Hispanic Employment Reports for FY 2018.
- PBGC conducted barrier and trends analysis (BATA) on key human capital areas, e.g. recruitment and hiring, separations, promotions.
- The agency developed, conducted, delivered, and participated in multiple trainings on EEO, diversity and inclusion, anti-harassment, and reasonable accommodation, as well as seven educationally focused Special Emphasis Program/Disability Awareness observances.
- PBGC's OEEO and Human Resources Department (HRD) collaboratively participated in discussions on human capital programs, succession planning, recruitment, personnel directives/policies, and special emphasis programming.
- OEEO continued to receive from HRD semi-annual reports highlighting promotions to supervisory positions, confirming issuance of Policy Statements, and schedules for mandatory training.
- OEEO reviewed and established a schedule for ongoing mandatory EEO training courses for both current and new managers and supervisors.
- OEEO worked with HRD through ongoing EEO/HR Team meetings and PBGC's Diversity & Inclusion Strategic Plan initiatives to recommend and coordinate diversity-training courses for both current and new managers, supervisors and employees.

Essential Element C: Management and Program Accountability

- PBGC managers and supervisors are evaluated on their commitment to PBGC's affirmative employment principles, and EEO and Diversity goals.
- Agency policies, procedures, and practices were examined to identify if there were barriers to equal employment opportunity for employees and applicants.
- PBGC has a policy discouraging offensive conduct before it rises to the level of discriminatory harassment. Employees are encouraged to report offensive, unwanted conduct. In FY 2018, the Office of the General Counsel and the Human Resources Department jointly evaluated 21 reports of potential harassment and conducted inquiries as appropriate through the Agency's Harassment Inquiry Committee (HIC).
- PBGC has an annual mandatory reasonable accommodation and diversity and inclusion training requirement for all supervisors and managers and HRD delivered multiple training sessions in these areas in FY 2018. The agency's Reasonable Accommodations Coordinator briefs all new employees on reasonable accommodation procedures during New Employee Orientation.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- PBGC provided managers, supervisors, and employees with information regarding their rights and responsibilities under various anti-discrimination and anti-retaliation laws through posters, intranet content, all-employee emails, and policy statements.
- The Agency conducted formal trainings for PBGC managers and staff in the areas of EEO, Diversity, Inclusion, anti-harassment and reasonable accommodation.
- Agency organizations supported the EEO program in identifying and/or correcting potential barriers to equal employment opportunity and supported EEO-related committees and projects.

Essential Element E: Efficiency

- The agency promotes early resolution of complaints and the use of alternative dispute resolution (ADR) as an option to its traditional administrative EEO process. The commitment to ADR is communicated to employees through the intranet, training, and during individual meetings with parties seeking assistance from OEEO.
- For FY 2018, ADR was offered at a rate of 15 percent for the 32 Informal EEO Complaints cases filed. Of the five cases where it was offered, two individuals, or 40 percent accepted.
- PBGC received and processed 18 formal complaints alleging employment discrimination in FY 2018.

Essential Element F: Responsiveness and Legal Compliance

- Annual Federal EEO Statistical Report on Discrimination Complaints (EEOC Form 462) and Annual Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (NO FEAR) report were submitted in advance of established timeframes.
- The Agency successfully processed 83 percent of informal complaints within regulatory time frames.
- The following reflects PBGC's formal complaints activity in FY 2018:
- By the end of the fiscal year, the agency had 32 formal complaints in inventory:
 - 69 formal complaints were on hand from FY2017
 - 18 formal complaints were filed in FY2018
 - 2 formal complaints were remanded from the EEOC
 - 53 formal complaints were closed
- Of the 32 formal complaints on hand at the end of the fiscal year:
 - 0 pending letter of acknowledgement
 - 2 pending accept/dismiss
 - 3 in the investigative phase
 - 21 pending hearing with administrative judge
 - 6 pending final agency decisions

E.4 – E.5: PBGC's Accomplishments and Ongoing Commitment to a Model EEO Program

- PBGC's senior leadership team, including its Director, demonstrate its commitment to moving the corporation to model EEO program status. Through leadership support, barrier analysis, Agency-wide EEO, Diversity, and Inclusion training was continued during FY 2018.
- OEEEO will continue to collaborate with HRD through quarterly EEO/HR meetings to ensure use of meaningful and effective Senior Level and managerial performance standards that clearly demonstrate agency leadership commitment to and accountability for promoting EEO and affirmative employment principles, as well as incorporating the EEOC model agency program compliance indicators and measures.
- During FY2018, OEEEO offered Supervisory EEO training and EEO Employee training and will review and establish a schedule for ongoing EEO training courses for both current and new managers and supervisors.
- OEEEO will continue to collaborate with HRD through ongoing EEO/HR Team meetings and PBGC's Diversity & Inclusion Strategic Plan initiatives to support and recommend programs that increase employee engagement.
- Agency senior leaders have provided continued support for barrier analysis by providing organizational points of contact to work with OEEEO so that equal opportunity and diversity and inclusion are integrated into the agency's strategic operations. The goal is to be proactive in the prevention of discrimination.
- OEEEO will continue to engage senior leaders, human resource staff, outreach coordinator and hiring officials to examine ways to improve recruitment and retention and discuss process improvement to determine whether the recruitment and selection process should be refined internally.
- OEEEO introduced a book club focused on topics that support equity, diversity, and inclusion in order to create a more engaged workforce.
- OEEEO has developed a program (YOUUniversity) for agency leaders that focuses on unconscious bias self-awareness that will be implemented in FY 2019.
- PBGC's Affirmative Employment Committees actively participated in barrier analysis to help identify triggers to equal opportunity.

E.3: Workforce Analysis

Data Tables

- A1: Total Workforce-Distribution by Race/Ethnicity and Sex
- A2: Permanent Workforce by Component-Distribution by Race/Ethnicity and Sex
- A3: Occupational Categories-Distribution by Race/Ethnicity and Sex
- A4: Participation Rates for General Schedule Grades-Distribution by Race/Ethnicity and Sex-Permanent Workforce

2018 Workforce Analysis

During the reporting period, PBGC had **944** permanent and temporary employees. The total number of permanent and temporary employees decreased from **953** in FY 2017. The statistical data reflects that of PBGC's total workforce, African American males and females, and Asian American males and females have a higher than expected representation rate, while Hispanic males and females and White males and females have a lower than anticipated representation, in comparison to the Civilian Labor Force (CLF) benchmarks.

Table A1: Total Workforce – Distribution by Race/Ethnicity and Sex

Work Indicators	Hispanic Males			% Change	Hispanic Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce (A1)	2.01%	1.89%	2.04%	-1.47%	2.22%	2.2%	2.45%	-9.39%
Civilian Labor Force (A1)	5.17%				4.79%			
Occupational Categories (A3):								
Officials & Managers	2.11%	2.09%	1.85%	14.05%	1.88%	1.86%	2.08%	-9.62%
Executive/Senior-level	3.17%	3.33%	2.52%	25.79%	0.00%	0.00%	0.00%	0.00%
Professionals	1.95%	1.95%	2.42%	-19.42%	2.68%	2.43%	2.42%	10.74%
Administrative Support	1.75%	1.59%	1.49%	17.45%	1.75%	0.00%	1.49%	17.45%
Grade-level distribution (A4)								
GS-15	1.99%	2.76%	2.11%	-5.69%	0.66%	0.00%	0.00%	N/A
GS-14	1.99%	2.30%	2.66%	-25.19%	1.99%	1.64%	1.33%	49.62%
GS-13	1.79%	1.30%	1.37%	30.66%	2.68%	2.60%	3.65%	-26.58%
GS-12	2.06%	1.98%	1.65%	24.85%	2.06%	2.97%	2.48%	-16.94%
GS-11	2.56%	0.00%	2.33%	9.87%	7.69%	5.71%	9.30%	-17.31%
GS-9	5.56%	4.00%	0.00%	N/A	5.56%	4.00%	0.00%	N/A
GS-7	0.00%	0.00%	3.85%	-100.00%	0.00%	4.55%	3.85%	-100.00%
GS-4 to 8	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	N/A

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

2018-2016 Trend Analysis

Over the past three fiscal years, Hispanic males and females were underrepresented in comparison to the National Civilian Labor Force (CLF) benchmark, however the PBGC's participation rate improved in the Occupational and Grade Level categories, as follows:

Hispanic Female Increase in Occupational Categories

- Professionals increased from 2.42% (FY16) and 2.43% (FY17) to 2.68% (FY18)
- Administrative Support increased from 1.49% (FY16) and 0.00% (FY17) to 1.75% (FY18)

Hispanic Female Increase in Grade Level Categories

- GS-15 increased from 0.00% (FY16) and 0.00% (FY17) to .66% (FY18)
- GS-14 increased from 1.33% (FY16) and 1.64% (FY17) to 1.99% (FY18)
- GS-9 increased from 0.00% (FY16) and 4.00% (FY17) to 5.56% (FY18)

Hispanic Males Increase in Occupation Category

- Officials and Managers increased from 1.85%(FY16) and 2.09% (FY17) to 2.11% (FY18)

Hispanic Males Increase in Grade Level Category

- GS-13 increased from 1.37% (FY16) and 1.30% (FY17) to 1.79% (FY18)
- GS-12 increased from 1.65% (FY16) and 1.98% (FY17) to 2.06% (FY18)
- GS-11 increased from 2.33% (FY16) and 0.00% (FY17) to 2.56% (FY18)
- GS-09 increased from 0.00% (FY16) and 4.00% (FY17) to 5.56% (FY18)

The PBGC also saw decreases in Hispanic male and female representation in the Grade Level categories, as follows:

Hispanic Female Decrease in Grade Level Category

- GS-13 decreased from 3.65% (FY16) and 2.60% (FY17) to 2.68% (FY18)
- GS-07 decreased from 3.85% (FY16) and 4.55% (FY17) to 0.00% (FY18)

Hispanic Males Decrease in Grade Level Category

- GS-15 decreased from 2.11% (FY16) and 2.76% (FY17) to 1.99% (FY18)
- GS-14 decreased from 2.66% (FY16) and 2.30% (FY17) to 1.99% (FY18)
- GS-07 decreased from 3.85% (FY16) and 0.00% (FY17) to 0.00% (FY18)

Table A2: Permanent Workforce by Component – Distribution by Race/Ethnicity and Sex

Work Indicators	Hispanic Males			% Change	Hispanic Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Civilian Labor Force (A1)	5.17%				4.79%			
Component Utilization								
OCFO	2.58%	1.71%	1.64%	57.32%	0.00%	0.00%	0.00%	0.00%
OMA	2.65%	3.64%	3.60%	-26.39%	3.54%	2.73%	2.70%	31.11%
OBA	1.56%	1.12%	1.11%	40.54%	1.95%	1.87%	1.85%	5.41%
ONR	3.19%	3.00%	3.09%	3.24%	5.31%	5.00%	4.12%	28.88%
OGC	1.41%	1.45%	1.35%	4.44%	2.11%	1.45%	1.35%	56.30%
OPEA	0.00%	0.00%	0.00%	0.00%	3.23%	3.23%	3.13%	3.19%
OCIO	2.08	3.54%	3.74%	-44.39%	0.00	0.00%	0.00%	0.00%

2018 Workforce Analysis by Organization

During the reporting period, PBGC had a total of **40** Hispanic employees. The total number of Hispanic employees increased from **39** in FY 2017. The statistical data reflects that PBGC's Hispanic male and female workforce has a lower than anticipated representation in comparison to the Civilian Labor Force (CLF) benchmarks of 5.17% for males and 4.79% for females.

FY2018 to FY2016 Trend Analysis

Although the representation level remained steadily below the CLF benchmark, over the past three years, PBGC's organizations did experience a net increase in representation for Hispanic males and females, as follows:

Hispanic Male Increase per Component Category

- OCFO increased from 1.64% (FY16) and 1.71% (FY17) to 2.58% (FY18))
- OBA increased from 1.11% (FY16) and 1.12% (FY17) to 1.56% (FY18)
- ONR increased from 3.09% (FY16) and 3.00% (FY17) to 3.19% (FY18)
- OGC increased from 1.35% (FY16) and 1.45% (FY17) to 1.41% (FY18)

Hispanic Female Increase per Component Category

- OMA increased from 2.70% (FY16) and 2.73% (FY17) to 3.54% (FY18)
- OBA increased from 1.85% (FY16) and 1.87% (FY17) to 1.95% (FY18)
- ONR increased from 4.12% (FY16) and 5.00% (FY17) to 5.31% (FY18)
- OGC increased from 1.35% (FY16) and 1.45% (FY17) to 2.11% (FY18)
- OPEA increased from 3.13% (FY16) and 3.23% (FY17) to 3.23% (FY18)

Table A1: Total Workforce – Distribution by Race/Ethnicity and Sex

Work Indicators	White Males			% Change	White Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce (A1)	23.31%	24.13%	25.02%	-6.83%	17.16%	16.68 %	17.04%	0.70%
Civilian Labor Force (A1)	38.33%				34.03%			
Occupational Categories (A3):								
Officials & Managers	25.12%	25.58%	26.10%	-3.75%	19.25%	19.77%	21.25%	-9.41%
Executive/Senior-level	37.30%	39.17%	39.50%	-5.57%	23.02%	23.33%	23.53%	-2.17%
Professionals	23.84%	25.79%	26.88%	-11.31%	16.55%	15.82%	15.01%	10.26%
Administrative Support	8.77%	7.94%	10.45%	-16.08%	3.51%	3.17%	2.99%	17.39%
Grade-level distribution (A4)								
GS-15	33.77%	35.86%	38.73%	-12.81%	26.49%	24.83%	23.24%	13.98%
GS-14	31.89%	33.88%	33.89%	-5.90%	17.94%	17.43%	19.93%	-9.98%
GS-13	16.07%	16.45%	19.63%	-18.14%	10.71%	11.26%	10.50%	2.00%
GS-12	7.22%	9.90%	9.09%	-20.57%	18.56%	13.86%	14.05%	32.10%
GS-11	10.26%	2.86%	11.63%	-11.78%	7.69%	22.86%	13.95%	-44.87%
GS-9	0.00%	8.00%	0.00%	N/A	5.56%	8.00%	20.83%	-73.31%
GS-7	0.00%	0.00%	11.54%	-100.00%	5.00%	4.55%	3.85%	29.87%
GS-4 to 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

2018 Workforce Analysis

During the reporting period, PBGC had **382** White male and female employees. The total number of White male and female employees decreased from **389** in FY 2017. The statistical data reflects that White males and females have a lower than anticipated representation, in comparison to the Civilian Labor Force (CLF) benchmarks.

PBGC saw an increase in White female representation at the GS-14 grade level, from 17.43% (FY2017) to 17.94% (FY2018) and a decrease in representation at the GS-9 grade level, from 8% (FY2017) to 5.56% (FY2018), a total of one employee; and a decrease of White females at the GS-11 grade level from 22.86% (FY2017) to 7.69% (FY2018), a total of 5 employees.

PBGC's participation rate of White males in the total workforce decreased from 24.13% (FY2017) to 23.31% (FY2018), while White females increased from 16.68% (FY2017) to 17.16% (FY2018).

2018-2016 Trend Analysis

Over the past three years, White males and females were underrepresented in comparison to the National Civilian Labor Force (CLF) benchmark, however the PBGC's participation rate improved in the Occupational and Grade Level categories for White females, as follows:

White Female Increase in Occupational Categories

- Professionals increased from 15.01% (FY16) and 15.82% (FY17) to 16.55% (FY18)
- Administrative Support increased from 2.99% (FY16) and 3.17% (FY17) to 3.51% (FY18)

White Female Increase in Grade Level Categories

- GS-15 increased from 23.24% (FY16) and 24.83% (FY17) to 26.49% (FY18)
- GS-07 increase 3.85% (FY16) and 4.55% (FY17) to 5.00% (FY18)
- GS-12 increased from 14.05% (FY16) and 13.86% (FY17) to 18.56% (FY18)

White Males Decrease in Occupation Category

- Officials and Managers decreased from 26.10% (FY16) and 25.58% (FY17) to 25.12% (FY18)
- Professional decreased from 26.88% (FY16) and 25.79% (FY17) to 23.84% (FY18)

White Males Decrease in Grade Level Category

- GS-15 decreased from 38.73% (FY16) and 35.86% (FY17) to 33.77% (FY18)
- GS-14 decreased from 33.89% (FY16) and 33.88% (FY17) to 31.89% (FY18)
- GS-13 decreased from 19.63% (FY16) and 16.45% (FY17) to 16.07% (FY18)
- GS-07 decreased from 11.54% (FY16) and 0.00% (FY17) to 0.00% (FY18)

PBGC also experienced decreases in White female representation in the Grade Level and Occupation categories, as follows:

White Female Decrease in Grade Level Category

- GS-09 decreased from 20.83% (FY16) and 5.56% (FY17) to 8.00% (FY18)
- GS-11 decreased from 13.95% (FY16) and 22.86% (FY17) to 7.69% (FY18)
- GS-14 decreased from 19.93% (FY16) and 17.43% (FY17) to 17.94% (FY18)

White Female Decrease in Occupation Level Category

- Official/Manager decreased from 21.25% (FY16) and 19.77% (FY17) to 19.25% (FY18)
- Executive/Senior Level decreased from 23.53% (FY16) and 23.33% (FY17) to 23.02% (FY18)

Table A2: Permanent Workforce by Component – Distribution by Race/Ethnicity and Sex

Work Indicators	White Males			% Change	White Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Civilian Labor Force (A1)	38.33%				34.03%			
Component Utilization								
OCFO	21.55%	23.08%	24.59%	-12.36%	10.34%	11.11%	11.48%	-9.93%
OMA	14.16%	13.64%	15.32%	-7.57	22.12%	22.73%	21.62%	2.31%
OBA	16.02%	20.22%	20.37%	-21.35	10.94%	11.24%	11.11%	-1.53%
ONR	26.60%	26.00%	27.84%	-4.45	17.02%	18.00%	18.56%	-8.30%
OGC	11.27%	35.51%	35.14%	-67.93	35.51%	33.33%	33.78%	5.12%
OPEA	35.48%	38.71%	37.50%	-5.39	19.35%	19.35%	21.88%	-11.56%
OCIO	29.36%	30.97%	28.97%	1.35%	6.42%	7.08%	8.41%	-23.66%

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

FY2018 Workforce Analysis

The statistical data reflects that White males and females have a lower than anticipated representation, in comparison to the Civilian Labor Force (CLF) benchmarks, 38.33% for males; and 34.03% for females. However, during the FY2017 to FY2018 period, PBGC saw an increase in White female representation in OGC; and an increase in White male representation in OMA and ONR.

FY2018 to FY2016 Trend Analysis

Over the past three years, PBGC saw a decrease in White male representation in these organizations:

- OMA decreased from 15.32% (FY16) and 13.64% (FY17) to 14.16% (FY18)
- OBA decreased from 20.37% (FY16) and 20.22% (FY17) to 16.02% (FY18)
- ONR decreased from 27.84% (FY16) and 26.00% (FY17) to 26.60% (FY18)
- OGC decreased from 35.14% (FY16) and 35.51% (FY17) to 11.27% (FY18)
- OPEA decreased from 37.50% (FY16) and 38.71% (FY17) to 35.48% (FY18)

Table A1: Total Workforce – Distribution by Race/Ethnicity and Sex

Work Indicators	Black Males			% Change	Black Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce (A1)	12.5%	12.8%	12.04%		29.66%	29.8%	29.18%	
Civilian Labor Force (A1)	5.49%				6.53%			
Occupational Categories (A3):								
Officials & Managers	13.15%	12.79%	11.55%	13.85%	30.75%	30.00%	30.02%	2.43%
Executive/Senior-level	12.70%	11.67%	12.61%	0.71%	14.29%	13.33%	12.61%	13.32%
Professionals	11.19%	12.65%	12.35%	-9.39%	24.57%	22.87%	23.73%	3.54%
Administrative Support	12.28%	14.29%	11.94%	2.85%	64.91%	66.67%	65.67%	-1.16%

Grade-level distribution (A4)								
GS-15	11.26%	10.34%	10.56%	6.63%	14.57%	15.17%	15.49%	-5.94%
GS-14	11.63%	12.17%	10.63%	9.41%	21.26%	20.72%	21.26%	0.00%
GS-13	15.63%	17.32%	17.81%	-12.24%	37.95%	36.36%	33.33%	13.86%
GS-12	11.34%	10.89%	12.40%	-8.55%	44.33%	43.56%	43.80%	1.21%
GS-11	12.82%	17.14%	11.63%	10.23%	46.15%	45.71%	41.86%	10.25%
GS-9	27.78%	12.00%	8.33%	233.49%	50.00%	52.00%	66.67%	-25.00%
GS-7	5.00%	13.64%	3.85%	29.87%	80.00%	63.64%	61.54%	30.00%
GS-4 to 8	0.00%	0.00%	0.00%	0.00%	85.71%	85.71%	87.50%	-2.05%

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

FY2018 Workforce Analysis

During the FY2018 reporting period, PBGC had **398** Black male and female employees. The total number of Black male and female employees decreased from **406** in FY 2017. The statistical data reflects that of PBGC's total workforce, Black male and female representation is above the anticipated representation, in comparison to the Civilian Labor Force (CLF) benchmarks.

PBGC saw a net decrease in Black male representation from 12.8% (FY2017) to 12.05% (FY2018) a total of 4 employees; and a net decrease in Black female representation from 29.8% (FY2017) to 29.66% (FY2018) a total of 4 employees.

FY2018- FY2016 Trend Analysis

Over the past three fiscal years, Black male and female representation exceeded the National Civilian Labor Force (CLF) benchmark. However, it should be noted that Black male and female representation in grades GS-15 and SL are significantly below their rates of representation in PBGC. PBGC's participation rate for Occupational and Grade Level categories, is as follows:

Black Females Increase in Occupational Categories

- Professionals increased from 23.73% (FY16) and 22.87% (FY17) to 24.57% (FY18)

Black Females Increase in Grade Level Categories

- Executive Senior Level increased from 12.61% (FY16) and 13.33% (FY17) to 14.29% (FY18)
- GS-13 increased from 33.33% (FY16) and 36.36% (FY17) to 37.95% (FY18)
- GS-12 increased from 43.80% (FY16) and 43.56% (FY17) to 44.33% (FY18)
- GS-11 increase from 41.86% (FY16) and 45.71% (FY17) to 46.15% (FY18)
- GS-07 increased from 61.54% (FY16) and 63.64% (FY17) to 80.00% (FY18)

Black Males Increase in Grade Level Category

- GS-15 increased from 10.56% (FY16) and 10.34% (FY17) to 11.26% (FY18)
- GS-09 increased from 8.33% (FY16) and 12.00% (FY17) to 27.78% (FY18)

Black Males Increase in Occupation Level Category

- Officials/Managers increased from 11.55% (FY16) and 12.79% (FY17) to 13.15% (FY18)

The PBGC saw decreases in Black female and male representation in the Grade Level and Occupation categories, as follows:

Black Females Decrease in Grade Level Category

- GS-09 decreased from 66.67% (FY16) and 52.00% (FY17) to 50.00% (FY18)

Black Females Decrease in Occupation Level Category

- Administrative Support decreased from 65.67% (FY16) and 66.67% (FY17) to 64.91% (FY18)

Black Males Decrease in Occupation Category

- Professional decreased from 12.35% (FY16) and 12.65% (FY17) to 11.65% (FY18)

Black Males Decrease in Grade Level Category

- GS-12 decreased from 12.40% (FY16) and 10.89% (FY17) to 11.34% (FY18)
- GS-13 decreased from 17.81% (FY16) and 17.32% (FY17) to 15.63% (FY18)

Table A2: Permanent Workforce by Component – Distribution by Race/Ethnicity and Sex

Work Indicators	Black Males			% Change	Black Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Civilian Labor Force (A1)	5.49%				6.53%			
Component Utilization								
OCFO	18.10%	17.09%	18.03%	0.39%	27.59%	29.06%	28.69%	-3.83%
OMA	14.16%	13.64%	12.61%	14.67%	39.82%	40.00%	41.44%	-3.91%
OBA	15.23%	16.85%	16.67%	-8.64%	36.72%	35.58%	35.56%	3.26%
ONR	15.96%	15.00%	13.40%	19.10%	21.28%	20.00%	19.59%	8.63%
OGC	0.70%	2.17%	1.35%	-48.15%	20.42%	18.84%	19.59%	4.24%
OPEA	6.45%	6.45%	6.25%	3.20%	19.35%	22.58%	21.88%	-11.56%
OCIO	12.84%	11.50%	12.15%	5.68%	25.69%	24.78%	25.23%	1.82%

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

FY2018 Workforce Analysis

The statistical data reflects that Black males and females have a higher than anticipated representation, in comparison to the Civilian Labor Force (CLF) benchmarks, 5.49% for male; and 6.53% for females. However, PBGC saw a decrease in Black female representation in OCFO, OMA, ONR and OPEA, and a decrease in Black male representation in OBA and OGC during the FY2018 reporting period.

FY2018-FY2016 Trend Analysis

Over the past 3 years, Black females have decreased representation and Black males have increased representation as follows:

Black Female Decrease per Component Category:

- OMA decreased from 41.44% (FY16) and 40.00% (FY17) to 39.82% (FY18)

Black Male Increase per Component Category:

- OCFO increased from 18.03% (FY16) and 17.09% (FY17) to 18.10% (FY18)
- OMA increased from 12.61% (FY16) and 13.64% (FY17) to 14.16% (FY18)
- ONR increased from 13.40% (FY16) and 15.00% (FY17) to 15.96% (FY18)
- OPEA increased from 6.25% (FY16) and 6.45% (FY17) to 6.45% (FY18)

Table A1: Total Workforce – Distribution by Race/Ethnicity and Sex

Work Indicators	Asian Males			% Change	Asian Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce (A1)	5.93%	5.98%	5.41%	9.61%	5.83%	5.56%	5.82%	0.17%
Civilian Labor Force (A1)	1.97%				1.93%			
Occupational Categories (A3):								
Officials & Managers	2.82%	2.79%	3.00%	-6.00%	3.52%	3.72%	3.46%	1.73%
Executive/Senior-level	5.56%	5.83%	5.88%	-5.44%	3.97%	3.33%	3.36%	18.15%
Professionals	9.73%	9.98%	7.99%	21.78%	8.52%	8.03%	8.47%	0.59%
Administrative Support	3.51%	3.17%	2.99%	17.39%	3.51%	3.17%	2.99%	17.39%
Grade-level distribution (A4)								
GS-15	4.64%	4.83%	4.93%	-5.88%	6.62%	6.21%	4.93%	34.28%
GS-14	7.31%	6.25%	4.98%	46.79%	4.65%	4.61%	5.32%	-12.59%
GS-13	6.70%	6.49%	6.39%	4.85%	6.25%	6.49%	5.94%	5.22%
GS-12	5.15%	8.91%	5.79%	-11.05%	9.28%	7.92%	9.09%	2.09%
GS-11	5.13%	0.00%	4.65%	10.32%	7.69%	5.71%	2.33%	230.04%
GS-9	5.56%	8.00%	0.00%	N/A	0.00%	4.00%	4.17%	-100.00%
GS-7	5.00%	9.09%	7.69%	-34.98%	5.00%	4.55%	3.85%	29.87%
GS-4 to 8	0.00%	0.00%	33.33%	-100.00%	0.00%	0.00%	0.00%	0.00%

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

FY2018 Workforce Analysis

During the FY2018 reporting period, PBGC had 111 Asian males and females. The total number of Asian male and female employees increased from 110 in FY 2017. The statistical data reflects that of PBGC's total workforce, Asian male and female representation is above the anticipated representation, in comparison to the Civilian Labor Force (CLF) benchmarks. PBGC saw a net decrease in Asian male representation from 5.98% (FY2017) to 5.93% (FY2018), and a net increase in Asian female representation from 5.56% (FY2017) to 5.83% (FY2018).

FY2018-FY2016 Trend Analysis

Over the past three fiscal years, Asian male and female representation has been above the National Civilian Labor Force (CLF) benchmark. PBGC's participation rate for Occupational and Grade Level categories is as follows:

Asian Females Increase in Occupational Categories

- Administrative Support increased from 2.99% (FY16) and 3.17% (FY17) to 3.51% (FY18)

Asian Females Increase in Grade Level Categories

- GS-15 increased from 4.93% (FY16) and 6.21% (FY17) to 6.62% (FY18)
- GS-12 increased from 9.09% (FY16) and 7.92% (FY17) to 9.28% (FY18)
- GS-11 increased from 2.33% (FY16) and 5.71% (FY17) to 7.69% (FY18)
- GS-07 increased from 3.85% (FY16) and 4.55% (FY17) to 5.00% (FY18)

Asian Males Increase in Grade Level Category

- GS-14 increased from 4.98% (FY16) and 6.25% (FY17) to 7.31% (FY18)
- GS-13 increased from 6.39% (FY16) and 6.49% (FY17) to 6.70% (FY18)
- GS-11 increased from 4.65% (FY16) and 0.00% (FY17) to 5.13% (FY18)

Asian Males Increase in Occupation Level Category

- Administrative Support increased from 2.99% (FY16) and 3.17% (FY17) to 3.51% (FY18)

The PBGC saw decreases in Asian males and females Grade Level representation, as follows:

Asian Females Decrease in Grade Level Category

- GS-09 decreased from 4.17% (FY16) and 4.00% (FY17) to 0.00% (FY18)

Asian Males Decrease in Grade Level Category

- GS-15 decreased from 4.93% (FY16) and 4.83% (FY17) to 4.64% (FY18)

Table A2: Permanent Workforce by Component – Distribution by Race/Ethnicity and Sex

Work Indicators	Asian Males			% Change	Asian Females			% Change
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Civilian Labor Force (A1)	1.97%				1.93%			
Component Utilization								
OCFO	10.34%	9.40%	8.20%	26.10%	8.90%	6.84%	5.74%	55.05%
OMA	0.88%	1.82%	1.80%	-51.11%	0.00%	0.00%	0.00%	0.00%
OBA	5.86%	5.62%	5.56%	5.40%	7.03%	6.74%	7.41%	-5.13%
ONR	4.26%	5.00%	5.15%	-17.28%	7.45%	7.00%	7.22%	3.19%
OGC	1.40%	1.45%	1.35%	3.70%	5.63%	5.80%	6.08%	-17.27%
OPEA	3.23%	3.23%	3.13%	3.19%	9.68%	6.45%	6.25%	54.88%
OCIO	15.60%	15.04%	14.02%	11.27%	6.42%	6.19%	5.64%	13.83%

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

FY2018 Workforce Analysis

The statistical data reflects that Asian male and female representation has been above the anticipated representation, in comparison to the Civilian Labor Force (CLF) benchmarks, 1.97% for males and 1.93% for females. PBGC experienced a decrease in representation for Asian males in OMA, ONR and OGC during the FY2018 reporting period. There was also a decrease in the representation of Asian females in OBA and OGC during the FY2018 reporting period.

FY2018-FY2016 Trend Analysis

Over the past 3 years, Asian males and females have increased representation within these components, as follows:

Asian Males Increase in Component Category:

OCFO increased from 8.20% (FY16) and 9.40% (FY17) to 10.34% (FY18)
 OBA increased from 5.56% (FY16) and 5.62% (FY17) to 5.86% (FY18)
 OPEA increased from 3.13% (FY16) and 3.23% (FY17) to 3.23% (FY18)
 OCIO increased from 14.02% (FY16) and 15.04% (FY17) to 15.60% (FY18)

Asian Females Increase in Component Category:

OCFO increased from 5.74% (FY16) and 6.84% (FY17) to 8.90% (FY18)

ONR increased from 7.22% (FY16) and 7.00% (FY17) to 7.45% (FY18)

OPEA increased from 6.25% (FY16) and 6.45% (FY17) to 9.68% (FY18)

OCIO increased from 5.64% (FY16) and 6.19% (FY17) to 6.42% (FY18)

Data Tables

- A6: Participation Rates for Major Occupations-Distribution by Race/Ethnicity and Sex-Permanent Workforce
- A7: Hires for Major Occupations-Distribution by Race/Ethnicity and Sex-Permanent Workforce
- A14: Separations by Type of Separations-Distribution by Race/Ethnicity and Sex-Permanent Workforce
- B6: Participation Rates for Major Occupations-Distribution by Disability-Permanent Workforce
- B7: Hires for Major Occupations-Distribution by Disability-Permanent Workforce
- B14: Separations by Type of Separation-Distribution by Disability-Permanent Workforce

Table A6: Participation Rates for Major Occupations by RNO-Permanent Workforce

Work Indicators	Hispanic Males			% Change	Hispanic Females			% Change
Civilian Labor Force (A1)	5.17%				4.79%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	2.01%	1.89%	2.04%	-1.47%	2.22%	2.20%	2.45%	-9.39%
Occupational Distributions (A6):								
Accounting (0510)	1.64%	1.56%	1.56%	5.13%	1.64%	1.56%	0.00%	NA
Occupational CLF	2.19%	2.19%	2.19%		3.93%	3.93%	3.93%	
Auditing (0511)	0.00%	0.00%	0.00%	0.00%	5.26%	5.26%	5.17%	1.74%
Occupational CLF	2.19%	2.19%	2.19%		3.93%	3.93%	3.93%	
General Attorney (0905)	0.99%	1.01%	0.97%	2.06%	1.98%	1.01%	0.97%	104.12%
Occupational CLF	2.52%	2.52%	2.52%		1.85%	1.85%	1.85%	
Employee Benefit Law Specialist (0958)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%	-100.00%
Occupational CLF	2.05%	2.05%	2.05%		7.35%	7.35%	7.35%	
Contract Specialist (1102)	5.26%	5.26%	5.00%	5.20%	0.00%	0.00%	5.00%	-100.00%
Occupational CLF	3.29%	3.29%	3.29%		3.80%	3.80%	3.80%	
Financial Analyst (1160)	4.44%	4.08%	3.92%	13.27%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	3.10%	3.10%	3.10%		1.97%	1.97%	1.97%	
Actuary Science (1510)	4.30%	3.23%	3.26%	31.90%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	1.30%	1.30%	1.30%		0.56%	0.56%	0.56%	
Information Technology Specialist (2210)	2.86%	3.67%	3.77%	-24.14%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	5.39%	5.39%	5.39%		2.17%	2.17%	2.17%	

Note: % change is the percentage change for the total workforce and for each gender and RNO group from FY2016 to FY2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

Hispanic Employees in PBGC Workforce

Hispanic males are well above their anticipated participation rate relative to their availability in the Occupational CLF for the following mission-critical occupations:

- Contract Specialist: 5.26% (PBGC) vs. 3.29% (OCLF)
- Financial Analyst: 4.44% (PBGC) vs. 3.10% (OCLF)
- Actuary Science: 4.30% (PBGC) vs. 1.30% (OCLF)

Hispanic males have lower than anticipated participation rates in following mission-critical occupations:

- Accounting: 1.64% (PBGC) vs. 2.19% (OCLF)
- Auditing: 0.00% (PBGC) vs. 2.19% (OCLF)
- General Attorney: 0.99% (PBGC) vs. 2.52% (OCLF)
- Employee Benefit Law Specialist: 0.00% (PBGC) vs. 2.05% (OCLF)
- Information Technology Specialist: 2.86% (PBGC) vs. 5.39% (OCLF)

Hispanic females are well above their anticipated participation rate relative to their availability in the Occupational CLF for the following mission-critical occupations:

- Auditing: 5.26% (PBGC) vs. 3.93% (OCLF)
- General Attorney: 1.98% (PBGC) vs. 1.85% (OCLF)

Hispanic females have lower than anticipated participation rates in following mission-critical occupations:

- Accounting: 1.64% (PBGC) vs. 3.93% (OCLF)
- Employee Benefit Law Specialist: 0.00% (PBGC) vs. 7.35% (OCLF)
- Contract Specialist: 0.00% (PBGC) vs. 3.80% (OCLF)
- Financial Analyst: 0.00% (PBGC) vs. 1.97% (OCLF)
- Actuary Science: 0.00% (PBGC) vs. 0.56% (OCLF)
- Information Technology Specialist: 0.00% (PBGC) vs. 2.17% (OCLF)

3-year trend analysis (FY2018-FY2016)

When considering PBGC's mission-critical occupations over a three-year period (FY2018 - FY2016), Hispanic males were below their anticipated participation rate relative to their availability in the Occupational CLF for Accounting (0510), Auditing (0511), General Attorney (0905), Employee Benefit Law Specialist (0958), and Information Technology Specialist (2210) occupations.

Hispanic females were below their anticipated participation rate relative to their availability in the Occupational CLF for Accounting (0510), Employee Benefit Law Specialist (0958), Financial Analyst (1160), Actuary Science (1510) and Information Technology Specialist (2210) occupations.

Participation rates for Hispanic females in the General Attorney mission-critical occupation increased over three years from 0.97% (FY-16) and 1.01% (FY-17) to 1.98% (FY-18) and is above their availability in the OCLF of 1.85%

Participation rates for Hispanic females in the Auditing mission-critical occupation increased over three years from 5.17% (FY-16) and 5.26% (FY-17) to 5.26% (FY-18) and is above the OCLF of 3.93% and National CLF of 4.79%.

Participation rates for Hispanic females in the Employee Benefit Law Specialist occupation decreased from 2.86% (FY-16) and 0.00% (FY-17) to 0.00% (FY-18) and remain below the OCLF of 7.35%.

Participation rates for Hispanic females in the Contract Specialist occupation decreased from 5.00% (FY-16) 0.00%, and (FY-17) to 0.00% (FY-18) and remain below the OCLF of 3.80%.

Table A6: Participation Rates for Major Occupations by RNO-Permanent Workforce

Work Indicators	White Males			% Change	White Females			% Change
Civilian Labor Force (A1)	38.33%				34.03%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	23.31%	24.13%	25.20%	-7.50%	17.16%	16.68%	17.04%	0.70%
Occupational Distributions (A6):								
Accounting (0510)	18.03%	17.19%	18.75%	-3.84%	6.56%	7.81%	7.81%	-16.01%
Occupational CLF	31.79%	31.79%	31.79%		44.23%	44.23%	44.23%	
Auditing (0511)	12.28%	12.28%	12.93%	-5.03%	9.65%	9.65%	9.48%	1.79%
Occupational CLF	31.79%	31.79%	31.79%		44.23%	44.23%	44.23%	
General Attorney (0905)	37.62%	41.41%	43.69%	-13.89%	40.59%	38.38%	34.95%	16.14%
Occupational CLF	59.68%	59.68%	59.68%		26.68%	26.68%	26.68%	
Employee Benefit Law Specialist (0958)	18.75%	17.14%	17.14%	9.39%	3.13%	2.86%	2.86%	9.44%
Occupational CLF	19.18%	19.18%	19.18%		55.67%	55.67%	55.67%	
Contract Specialist (1102)	31.58%	31.58%	30.00%	5.27%	21.05%	21.05%	20.00%	5.25%
Occupational CLF	38.09%	38.09%	38.09%		41.87%	41.87%	41.87%	
Financial Analyst (1160)	33.33%	38.78%	41.18%	-19.06%	22.22%	18.37%	19.61%	13.31%
Occupational CLF	53.98%	53.98%	53.96%		22.01%	22.01%	22.01%	
Actuary Science (1510)	37.63%	38.71%	40.22%	-6.44%	16.13%	16.13%	15.22%	5.98%
Occupational CLF	60.44%	60.44%	60.44%		27.01%	27.01%	27.01%	
Information Technology Specialist (2210)	33.33%	34.86%	33.02%	0.94%	5.71%	5.50%	6.60%	-13.48%
Occupational CLF	52.21%	52.21%	52.21%		20.89%	20.89%	20.89%	

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

White Employees in PBGC Workforce

Participation rates for White males in PBGC mission-critical occupations is less than their anticipated participation rate relative to their availability in the Occupational CLF for all occupations:

- Accounting: 18.03% (PBGC) vs. 31.79% (OCLF)
- Auditing: 12.28% (PBGC) vs. 31.79% (OCLF)
- General Attorney: 37.62% (PBGC) vs. 59.68% (OCLF)
- Employee Benefit Law Specialist: 18.75% (PBGC) vs. 19.18% (OCLF)
- Contract Specialist: 31.58% (PBGC) vs. 38.09% (OCLF)
- Financial Analyst: 33.33% (PBGC) vs. 53.98% (OCLF)
- Actuary Science: 37.63% (PBGC) vs. 60.44% (OCLF)
- Information Technology Specialist: 33.33% (PBGC) vs. 52.21% (OCLF)

White females are above their anticipated participation rate relative to their availability in the Occupational CLF for the following mission-critical occupations:

- General Attorney: 40.59 (PBGC) vs. 26.68% (OCLF))
- Financial Analyst: 22.22% (PBGC) vs. 22.01% (OCLF)

White females have lower than anticipated participation rates in following mission-critical occupations:

- Accounting: 6.56% (PBGC) vs. 44.23% (OCLF)
- Auditing: 9.65% (PBGC) vs. 44.23% (OCLF)
- Employee Benefit Law Specialist: 3.13% (PBGC) vs. 55.67% (OCLF)
- Contract Specialist: 21.05% (PBGC) vs. 41.87% (OCLF)
- Actuary Science: 16.13% (PBGC) vs. 27.01% (OCLF)
- Information Technology Specialist: 5.71% (PBGC) vs. 20.89% (OCLF)

3-year trend analysis (2018-2016)

When considering PBGC's mission-critical occupations over three-year period (FY2018 - FY2016), White males were below their anticipated participation rate relative to their availability in the Occupational CLF for Accounting (0510), Auditing (0511), General Attorney (0905), Employee Benefit Law Specialist (0958), Contract Specialist (1102) Financial Analyst (1160), Actuary Science (1510), and Information Technology Specialist (2210) occupations.

Participation rates for White males in the Employee Benefit Law Specialist mission-critical occupation increased over three years from 17.14% (FY16) and 17.14% (FY17) to 18.75% (FY18) but remain below the occupational CLF of 19.18%

Participation rates for White males in the Contract Specialist occupation increased over three years from 30.00% (FY16) and 31.58% (FY17) to 31.58% (FY18) but remain below the occupational CLF of 38.09%

Participation rates for White males in the Financial Analyst occupation decreased from 41.18% (FY16) 38.78% (FY17) to 33.33% (FY18) and remain below the occupational CLF of 53.98%.

Participation rates for White males in the Actuary Science occupation decreased from 40.22% (FY16) 38.71% (FY17) to 37.63% (FY18) and remain below the occupational CLF of 60.44%.

White females were below their anticipated participation rate relative to their availability in the Occupational CLF for Accounting (0510), Auditing (0511), Employee Benefit Law Specialist (0958), Contract Specialist (1102), Actuary Science (1510), and Information Technology Specialist (2210) occupations.

Participation rates for White females in the Contract Specialist occupation increased over three years from 20.00% (FY16) and 21.05 (FY17) to 21.05% (FY18) but remain below the occupational CLF of 41.87%.

Participation rates for White females in the Financial Analyst occupation increased over three years from 19.61% (FY16) and 18.37% (FY17) to 22.22% (FY18) and is above the occupational CLF of 22.01%.

Participation rates for White females in the Actuary Science occupation increased from 15.22% (FY16) and 16.13% (FY17) to 16.13% (FY18) but remain below the occupational CLF of 27.01%.

Participation rates for White females in the Information Technology Specialist occupation decreased from 6.60% (FY16) and 5.50% (FY17) to 5.71% (FY18) and remains below the occupational CLF of 20.89%.

Table A6: Participation Rates for Major Occupations by RNO-Permanent Workforce

Work Indicators	Black Males			% Change	Black Females			% Change
Civilian Labor Force (A1)	5.49%				6.53%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	12.5%	12.80%	12.04%	3.82%	29.66%	29.80%	29.18%	1.64%
Occupational Distributions (A6):								
Accounting (0510)	21.31%	20.31%	21.88%	-2.61%	27.87%	28.13%	29.69%	-6.13%
Occupational CLF	2.49%	2.49%	2.49%		5.66%	5.66%	5.66%	
Auditing (0511)	16.67%	21.05%	20.69%	-19.43%	39.47%	36.84%	37.07%	6.47%
Occupational CLF	2.49%	2.49%	2.49%		5.66%	5.66%	5.66%	
General Attorney (0905)	0.99%	2.02%	0.97%	2.06%	10.89%	9.09%	9.71%	12.15%
Occupational CLF	2.13%	2.13%	2.13%		2.60%	2.60%	2.60%	
Employee Benefit Law Specialist (0958)	21.88%	22.86%	22.86%	-4.29%	53.13%	54.29%	51.43%	3.31%
Occupational CLF	2.66%	2.66%	2.66%		7.41%	7.41%	7.41%	
Contract Specialist (1102)	21.05%	21.05%	20.00%	5.25%	21.05%	21.05%	20.00%	5.25%
Occupational CLF	3.01%	3.01%	3.01%		5.47%	5.47%	5.47%	
Financial Analyst (1160)	22.22%	20.41%	17.65%	25.89%	8.89%	8.16%	7.84%	13.39%
Occupational CLF	3.55%	3.55%	3.55%		3.96%	3.96%	3.96%	
Actuary Science (1510)	10.75%	10.75%	10.87%	-1.10%	9.68%	9.68%	9.78%	-1.02%
Occupational CLF	1.17%	1.17%	1.17%		1.23%	1.23%	1.23%	
Information Technology Specialist (2210)	12.38%	11.93%	12.26%	0.98%	20.00%	19.27%	20.75%	-3.61%
Occupational CLF	6.61%	6.61%	6.61%		4.50%	4.50%	4.50%	

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

Black Employees in PBGC Workforce

Participation rates for Black males in PBGC mission-critical occupations is higher than their anticipated participation rate relative to their availability in the Occupational CLF and National CLF of 5.49% for following occupations:

- Accounting: 21.31% (PBGC) vs. 2.49% (OCLF)
- Auditing: 16.67% (PBGC) vs. 2.49% (OCLF)
- Employee Benefit Law Specialist: 21.88%(PBGC) vs. 2.66% (OCLF)
- Contract Specialist: 21.05% (PBGC) vs. 3.01% (OCLF)
- Financial Analyst: 22.22% (PBGC) vs. 3.55% (OCLF)
- Actuary Science: 10.75% (PBGC) vs. 1.17% (OCLF)

- Information Technology Specialist: 12.38% (PBGC) vs. 6.61% (OCLF)

Black males are below their anticipated participation rate relative to their availability in the Occupational CLF and National CLF of 5.49% for the following mission-critical occupations:

- General Attorney: 0.99% (PBGC) vs. 2.13% (OCLF)

Black females have higher than anticipated participation rates relative to their availability in the Occupational CLF and National CLF of 6.53% in all PBGC mission-critical occupations:

- Accounting: 27.87% (PBGC) vs. 5.66% (OCLF)
- Auditing: 39.47% (PBGC) vs. 5.66% (OCLF)
- General Attorney: 10.89% (PBGC) vs. 2.60% (OCLF)
- Employee Benefit Law Specialist: 53.13% (PBGC) vs. 7.41% (OCLF)
- Contract Specialist: 21.05% (PBGC) vs. 5.47% (OCLF)
- Financial Analyst: 8.89% (PBGC) vs. 3.96% (OCLF)
- Actuary Science: 9.68% (PBGC) vs. 1.23% (OCLF)
- Information Technology Specialist: 20.00% (PBGC) vs. 4.50% (OCLF)

3-year trend analysis (FY2018-FY2016)

When considering PBGC's mission-critical occupations over three-year period (FY2018 - FY2016), Black males were well above their anticipated participation rate relative to their availability in the Occupational CLF and National CLF for Accounting (0510), Auditing (0511), Employee Benefit Law Specialist (0958), Contract Specialist (1102), Financial Analyst (1160), Actuary Science (1510), and Information Technology Specialist (2210) occupations.

Participation rates for Black males in Accounting occupation decreased over three years from 21.88% (FY16) and 20.31% (FY17) to 21.31% (FY18) but remains above the National CLF of 5.49%.

Participation rates for Black males in Auditing occupation decreased over three years from 20.69% (FY16) and 21.05% (FY17) to 16.67% (FY18) but remains above the National CLF of 5.49%.

Participation rates for Black males in Employee Benefit Law Specialist decreased over three years from 22.86% (FY16) and 22.86% (FY17) to 21.88% (FY18) but remain above the National CLF of 5.49%.

Participation rates for Black males in Contract Specialist occupation increased from 20.00% (FY16) and 21.05% (FY17) to 21.05% (FY18) and remain above the National CLF of 5.49%.

Participation rates for Black males in Financial Analyst mission-critical occupation increased over three years from 17.65% (FY16) and 20.41% (FY17) to 22.22% (FY18) and is above the National CLF of 5.49%.

Participation rates for Black males in Actuary Science occupation decreased over three years from 10.87% (FY16) and 10.75% (FY17) to 10.75% (FY18) but remain above the National CLF of 5.49%.

Black females were above their anticipated participation rates relative to their availability in the Occupational CLF and National CLF for Accounting (0510), Auditing (0511), General Attorney

(0905), Employee Benefit Law Specialist (0958), Contract Specialist (1102), Financial Analyst (1160), Actuary Science (1510), and Information Technology Specialist (2210) occupations.

Participation rates for Black females in the Accounting occupation decreased over three years from 29.69% (FY16) and 28.13% (FY17) to 27.87% (FY18) but remain above the National CLF of 6.53%.

Participation rates for Black females in the Auditing occupation increased over three years from 37.07% (FY16) and 36.84% (FY17) to 39.47% (FY18) and remain above the National CLF of 6.53%.

Participation rates for Black females in the General Attorney occupation increased over three years from 9.71% (FY16) and 9.09% (FY17) to 10.89% (FY-18) and remain above the National CLF of 6.53%.

Participation rates for Black females in the Contract Specialist occupation increased over three years from 20.00% (FY16) and 21.05 (FY17) to 21.05% (FY18) and remain above the National CLF of 6.53%.

Participation rates for Black females in the Financial Analyst occupation increased over three years from 7.84% (FY16) and 8.16% (FY17) to 8.89% (FY18) and remain above the National CLF of 6.53%.

Participation rates for Black females in Actuary Science occupation decreased over three years from 9.78% (FY16) and 9.68% (FY17) to 9.68% (FY18) but remain above the National CLF of 6.53%.

Participation rates for Black females in Information Technology Specialist occupation decreased over three years from 20.75% (FY16) and 19.27% (FY17) to 20.00% (FY18) but remain above the National CLF of 6.53%.

Table A6: Participation Rates for Major Occupations by RNO-Permanent Workforce

Work Indicators	Asian Males			% Change	Asian Females			% Change
Civilian Labor Force (A1)	1.97%				1.93%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	5.93%	5.98%	5.41%	9.61%	5.83%	5.56%	5.82%	0.17%
Occupational Distributions (A6):								
Accounting (0510)	14.75%	15.63%	12.50%	18.00%	8.20%	7.81%	12.50%	-34.40%
Occupational CLF	3.06%	3.06%	3.06%		5.49%	5.49%	3.06%	
Auditing (0511)	7.02%	7.02%	6.03%	16.42%	7.89%	7.02%	7.76%	0.00%
Occupational CLF	3.06%	3.06%	3.06%		5.49%	5.49%	5.49%	
General Attorney (0905)	0.99%	1.01%	0.97%	2.06%	5.94%	6.06%	7.77%	-23.55%
Occupational CLF	1.82%	1.82%	1.82%		1.74%	1.74%	1.74%	
Employee Benefit Law Specialist (0958)	3.13%	2.86%	2.86%	9.44%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	1.64%	1.64%	1.64%		2.24%	2.24%	2.24%	

Contract Specialist (1102)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	1.38%	1.38%	1.38%		1.77%	1.77%	1.77%	
Financial Analyst (1160)	4.44%	4.08%	3.92%	13.27%	4.44	6.12%	3.92%	13.27%
Occupational CLF	6.14%	6.14%	6.14%		4.40	4.40%	6.14%	
Actuary Science (1510)	10.75%	10.75%	9.78%	9.92%	10.75%	10.75%	10.87%	-1.10%
Occupational CLF	4.06%	4.06%	4.06%		3.91%	3.91%	3.91%	
Information Technology Specialist (2210)	18.10%	17.43%	16.04%	12.84%	6.67%	6.42%	6.60%	1.06%
Occupational CLF	5.14%	5.14%	5.14%		1.55%	1.55%	1.55%	

Note: % change is the percentage change for the total workforce and for each gender and RNO group from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

Asian Employees in PBGC Workforce

Participation rates for Asian males in PBGC mission-critical occupations is higher than their anticipated participation rate relative to their availability in the Occupational CLF and National CLF of 1.97% for following occupations:

- Accounting: 14.75% (PBGC) vs. 3.06% (OCLF)
- Auditing: 7.02% (PBGC) vs. 3.06% (OCLF)
- Employee Benefit Law Specialist: 3.13% (PBGC) vs. 1.64% (OCLF)
- Actuary Science: 10.75% (PBGC) vs. 4.06% (OCLF)
- Information Technology Specialist: 18.10% (PBGC) vs. 5.14% (OCLF)

Asian males have lower than anticipated participation rates relative to their availability in the Occupational CLF for the following mission-critical occupations:

- General Attorney: 0.99% (PBGC) vs. 1.82% (OCLF)
- Contract Specialist: 0.00% (PBGC) vs. 1.38%
- Financial Analyst: 4.44% (PBGC) vs. 6.14% (OCLF)

Participation rates for Asian females in PBGC mission-critical occupations is higher than their anticipated participation rate relative to their availability in the Occupational CLF and National CLF of 1.93% for following occupations:

- Accounting: 8.20% (PBGC) vs. 5.49% (OCLF)
- Auditing: 7.89% (PBGC) vs. 5.49% (OCLF)
- General Attorney: 5.94% (PBGC) vs. 1.74% (OCLF)
- Financial Analyst: 4.44% (PBGC) vs. 4.40% (OCLF)
- Actuary Science: 10.75% (PBGC) vs. 4.06% (OCLF)
- Information Technology Specialist: 18.10% (PBGC) vs. 5.14% (OCLF)

Asian females have lower than anticipated participation rates in following mission-critical occupations:

- Employee Benefit Law Specialist: 0.00% (PBGC) vs. 2.24% (OCLF)
- Contract Specialist: 0.00% (PBGC) vs. 1.38% (OCLF)

3-year trend analysis (FY2018-FY2016)

When considering PBGC's mission-critical occupations over three-year period (FY2018 - FY2016), Asian males were below their anticipated participation rate relative to their availability in the Occupational CLF for General Attorney (0905) and Contract Specialist (1102) occupations.

Participation rates for Asian males in the Financial Analyst mission-critical occupation increased over three years from 3.92% (FY16) and 4.08% (FY17) to 4.44% (FY18) and is above the National CLF of 1.97%

Participation rates for Asian males in the Information Technology Specialist occupation increased over three years from 16.04% (FY16) and 17.43% (FY17) to 18.10% (FY18) and is above the National CLF of 1.97%

Participation rates for Asian males in the Auditing mission-critical occupation increased over three years from 6.03% (FY16) 7.02% and (FY17) to 7.02% (FY18) and is above the national CLF of 1.97%

Participation rates for Asian males in the Actuary Science mission-critical occupation increased over three years from 9.78% (FY16) and 10.75% (FY17) to 10.75% (FY18) and is above the National CLF of 1.97%

Asian females were below their anticipated participation rate relative to their availability in the Occupational CLF for the Employee Benefit Law Specialist (0958) and Contract Specialist (1102) occupations.

Over three- year period participation rates for Asian females were above the national CLF of 1.93% for Accounting (0510), Auditing (0511), General Attorney (0905), Financial Analyst (1160), Actuary Science (1510), and Information Technology Specialist (2210) mission-critical occupations.

Participation rates for Asian females in the Accounting occupation decreased over three years from 12.50% (FY16) and 7.81% (FY17) to 8.20% (FY18) but remain above the occupational CLF of 5.49% and National CLF of 1.93%

Participation rates for Asian females in the General Attorney occupation decreased over three years from 7.77% (FY16) and 6.06% (FY17) to 5.94% (FY18) but remain above the occupational CLF of 1.74% and national CLF of 1.93%.

Table B6: Participation Rates for Major Occupations Distribution by Disability-Permanent Workforce

Work Indicators	Employees without Disabilities			% Change	Employees with Disabilities			% Change
Civilian Labor Force (A1)								
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	85.28%	86.57%	86.73%	-1.67%	9.85%	8.92%	8.57%	14.94%
Occupational Distributions (A6):								
Accounting (0510)	90.16%	89.06%	90.63%	-0.52%	9.84%	10.94%	9.38%	4.90%
Occupational CLF								
Auditing (0511)	91.30%	91.23%	90.43%	0.96%	4.35%	4.39%	4.35%	0.00%
Occupational CLF								
General Attorney (0905)	84.31%	83.84%	84.76%	-0.53%	7.84%	7.07%	6.67%	17.54%
Occupational CLF								
Employee Benefit Law Specialist (0958)	93.75%	91.29%	91.43%	2.54%	6.25%	5.71%	5.71%	9.46%
Occupational CLF								
Contract Specialist (1102)	84.21%	94.74%	95.00%	-11.36%	10.53%	5.26%	5.00%	110.60%
Occupational CLF								
Financial Analyst (1160)	88.89%	89.80%	92.00%	-3.38%	11.11%	8.16%	6.00%	85.17%
Occupational CLF								
Actuary Science (1510)	86.02%	87.10%	88.89%	-3.23%	9.68%	8.60%	7.78%	24.42%
Occupational CLF								
Information Technology Specialist (2210)	84.76%	85.32%	86.54%	-2.06%	12.38%	11.01%	10.58%	17.01%
Occupational CLF								

Note: % change is the percentage change for each group in the occupational category from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

Employees with Disabilities in PBGC Workforce

Persons with Disabilities (PWD) are not tracked in the US labor pool. However, EEOC has established a goal of 12% for persons with disabilities. Employees with Disabilities are above EEOC's established goal of 12% for the following mission-critical occupation: Information Technology Specialist which is represented at 12.38%. Employees with Disabilities are below EEOC established goal of 12% for the following mission critical occupations: Accounting (0510), Auditing (0511), General Attorney (0905), Employee Benefit Law Specialist (0958), Contract Specialist (1102), Financial Analyst (1160), and Actuary Science (1510).

This data is based solely on individual self-identification obtained through OPM Standard Form 256 and does not consider individuals with disabilities who are identified through PBGC's reasonable accommodation program and under hiring authorities that take disability into account.

3-year trend analysis (FY2018-FY2016)

Participation rates for Employees with Disabilities increased in the PBGC total workforce over three years from 8.57% (FY16) and 8.92% (FY17) to 9.85% (FY18) but remain below EEOC established goal of 12%.

Participation rates for Employees with Disabilities increased over three years in Accounting mission-critical occupation from 9.38% (FY16) and 10.94% (FY17) to 9.84% (FY18) but remain below EEOC goal of 12%.

Participation rates for Employees with Disabilities increased over three years in General Attorney occupation from 6.67% (FY16) and 7.07% (FY17) to 7.84% (FY18) but remain below EEOC goal of 12%.

Participation rates for Employees with Disabilities increased over three years in Employee Benefit Law Specialist occupation from 5.71% (FY16) and 5.71% (FY17) to 6.25% (FY18) but remain below EEOC goal of 12%.

Participation rates for Employees with Disabilities increased over three years in Contract Specialist occupation from 5.00 % (FY16) and 5.26% (FY17) to 10.53% (FY18) but remain below EEOC goal of 12%.

Participation rates for Employees with Disabilities increased over three years in the Financial Analyst occupation from 6.00% (FY16) and 8.16% (FY17) to 11.11% (FY18) but remain below EEOC goal of 12%.

Participation rates for Employees with Disabilities increased over three years in the Actuary Science occupation from 7.78% (FY16) and 8.60% (FY17) to 9.68% (FY18) but remain below EEOC goal of 12%.

Participation rates for Employees with Disabilities increased over three years in the Information Technology Specialist occupation from 10.58% (FY16) and 11.01% (FY17) to 12.38% (FY18) and is above EEOC established goal of 12%.

Table B6: Participation Rates for Major Occupations Distribution by Disability-Permanent Workforce

Work Indicators	Employees without Targeted Disabilities			% Change	Employees with Targeted Disabilities			% Change
Civilian Labor Force (A1)								
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	85.28%	86.57%	86.73%	-1.67%	1.59%	1.33%	1.33%	19.55%
Occupational Distributions (A6):								
Accounting (0510)	90.16%	89.06%	90.63%	-0.52%	0.00%	0.00%	0.00%	0.00%
Occupational CLF								
Auditing (0511)	91.30%	91.23%	90.43%	0.96%	0.87%	0.88%	0.87%	0.00%
Occupational CLF								
General Attorney (0905)	84.31%	83.84%	84.76%	-0.53%	0.00%	0.00%	0.00%	0.00%
Occupational CLF								

Employee Benefit Law Specialist (0958)	93.75%	91.29%	91.43%	2.54%	0.00%	0.00%	0.00%	0.00%
Occupational CLF								
Contract Specialist (1102)	84.21%	94.74%	95.00%	-11.36%	0.00%	0.00%	0.00%	0.00%
Occupational CLF								
Financial Analyst (1160)	88.89%	89.80%	92.00%	-3.38%	2.22%	2.04%	2.00%	11.00%
Occupational CLF								
Actuary Science (1510)	86.02%	87.10%	88.89%	-3.23%	4.30%	4.30%	3.33%	29.13%
Occupational CLF								
Information Technology Specialist (2210)	84.76%	85.32%	86.54%	-2.06%	2.86%	2.75%	2.88%	-0.69
Occupational CLF								

Note: % change is the percentage change for each group in the occupational category from 2016 to 2018. This was calculated by subtracting the value in 2016 from the value in 2018 and dividing the difference by the value in 2016.

Employees with Targeted Disabilities in PBGC Workforce

Persons with Targeted Disabilities (PWTD) are not tracked in the US labor pool. However, EEOC has established a goal of 2.00% for persons with targeted disabilities. Employees with Targeted Disabilities are above EEOC established goal of 2.00% for Financial Analyst (1160), Actuary Science (1510) and Information Technology Specialist (2210) mission-critical occupations. The participation rate for Employees with Targeted Disabilities is below EEOC established goal of 2.00% for Accounting (0510), Auditing (0511), General Attorney (0905), Employee Benefit Law Specialist (0958), and Contract Specialist (1102) mission-critical occupations.

This data is based solely on individual self-identification obtained through OPM Standard Form 256 and does not consider individuals with disabilities who are identified through PBGC's reasonable accommodation program and under hiring authorities that take disability into account.

3-year trend analysis (FY2018-FY2016)

The participation rate for Employees with Targeted Disabilities increased over three years in PBGC total workforce from 1.33% (FY16) 1.33% (FY17) to 1.59% (FY18) but remain below EEOC established goal of 2.00%.

The participation rate for Employees with Targeted Disabilities increased over three years in the Financial Analyst-1160 occupation from 2.00% (FY16) and 2.04% (FY17) to 2.22% (FY18) and is above EEOC's established goal of 2.00%. The participation rate for Employees with Targeted Disabilities increased over three years in the Actuary Science-1510 occupation from 3.33% (FY16) and 4.30% (FY17) to 4.30% (FY18) and is above EEOC's established goal of 2.00%. The participation rate for Employees with Targeted Disabilities decreased over three years in the Information Technology Specialist occupation from 2.88% (FY16) to 2.86% (FY18) but remains above EEOC established goal of 2.00%.

Table A7: Applicants and Hires for Major Occupations-Distribution by Race/Ethnicity and Sex

Hispanic Employees in PBGC

	Target Workforce	Hispanic or Latino
	All	Male
0510 Supervisory Accountant		
CLF		2.19%
Voluntarily Identified	465	4.52%
Qualified Applicants	420	4.52%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.06%
Qualified Applicants vs. CLF Discrepancies*		2.06%
	Target Workforce	Hispanic or Latino
	All	Male
0511 Supervisory Auditor		
CLF		2.19%
Voluntarily Identified	488	3.48%
Qualified Applicants	424	2.59%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.59%
Qualified Applicants vs. CLF Discrepancies*		1.18%
	Target Workforce	Hispanic or Latino
	All	Male
0905 General Attorney		
CLF		2.52%
Voluntarily Identified	150	7.33%
Qualified Applicants	145	7.59%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.91%
Qualified Applicants vs. CLF Discrepancies*		3.01%

	Target Workforce	Hispanic or Latino
	All	Male
1102 Director, Procurement		
CLF		3.29%
Voluntarily Identified	395	7.34%
Qualified Applicants	297	6.06%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.23%
Qualified Applicants vs. CLF Discrepancies*		1.84%

	Target Workforce	Hispanic or Latino
	All	Male
1160 Supvy. Financial Analyst		
CLF		3.10%
Voluntarily Identified	496	7.86%
Qualified Applicants	174	6.32%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.54%
Qualified Applicants vs. CLF Discrepancies*		2.04%
	Target Workforce	Hispanic or Latino
	All	Male
1510 Actuary		
CLF		5.39%
Voluntarily Identified	412	8.98%
Qualified Applicants	306	9.15%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.67%
Qualified Applicants vs. CLF Discrepancies*		1.70%
	Target Workforce	Hispanic or Latino
	All	Male
2210 IT Specialist		
CLF		5.39%
Voluntarily Identified	412	8.98%
Qualified Applicants	306	9.15%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.67%
Qualified Applicants vs. CLF Discrepancies*		1.70%
	Target Workforce	Hispanic or Latino
	All	Female
0510 Supervisory Accountant		
CLF		3.93%
Voluntarily Identified	465	5.16%
Qualified Applicants	420	5.00%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.31%
Qualified Applicants vs. CLF Discrepancies*		1.27%
	Target Workforce	Hispanic or Latino
	All	Female
0511 Supervisory Auditor		
CLF		3.93%
Voluntarily Identified	488	3.48%
Qualified Applicants	424	3.54%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.88%
Qualified Applicants vs. CLF Discrepancies*		0.90%

	Target Workforce	Hispanic or Latino
	All	Female
0905 General Attorney		
CLF		1.85%
Voluntarily Identified	150	4.67%
Qualified Applicants	145	4.83%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.52%
Qualified Applicants vs. CLF Discrepancies*		2.61%
1102 Director, Procurement	Target Workforce	Hispanic or Latino
	All	Female
CLF		3.80%
Voluntarily Identified	395	5.57%
Qualified Applicants	297	5.72%
Voluntary Identified Applicants vs. CLF Discrepancies *		1.47%
Qualified Applicants vs. CLF Discrepancies		1.51%
	Target Workforce	Hispanic or Latino
	All	Female
1160 Supvy Financial Analyst		
CLF		2.00%
Voluntarily Identified	496	3.02%
Qualified Applicants	174	3.45%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.51%
Qualified Applicants vs. CLF Discrepancies*		1.73%
	Target Workforce	Hispanic or Latino
	All	Female
2210 IT Specialist		
CLF		2.17%
Voluntarily Identified	412	2.43%
Qualified Applicants	306	2.61%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.12%
Qualified Applicants vs. CLF Discrepancies*		1.20%

White Employees in PBGC

	Target Workforce	White
	All	Male
0510 Supervisory Accountant		
CLF		31.79%
Voluntarily Identified	465	10.11%
Qualified Applicants	420	10.24%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.32%
Qualified Applicants vs. CLF Discrepancies*		0.32%
	Target Workforce	White
	All	Male
0511 Supervisory Auditor		
CLF		31.79%
Voluntarily Identified	488	10.86%
Qualified Applicants	420	11.56%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.34%
Qualified Applicants vs. CLF Discrepancies*		0.36%
	Target Workforce	White
	All	Male
0905 General Attorney		
CLF		59.68%
Voluntarily Identified	150	23.33%
Qualified Applicants	145	22.07%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.39%
Qualified Applicants vs. CLF Discrepancies*		0.37%
	Target Workforce	White
	All	Male
1102 Director, Procurement		
CLF		38.09%
Voluntarily Identified	395	12.91%
Qualified Applicants	297	14.14%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.34%
Qualified Applicants vs. CLF Discrepancies*		0.37%

	Target Workforce	White
	All	Male
1160 Supvy. Financial Analyst		
CLF		54.00%
Voluntarily Identified	496	20.77%
Qualified Applicants	174	21.84%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.38%
Qualified Applicants vs. CLF Discrepancies*		0.40%
	Target Workforce	White
	All	Male
2210 IT Specialist		
CLF		52.21%
Voluntarily Identified	412	19.66%
Qualified Applicants	306	17.32%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.38%
Qualified Applicants vs. CLF Discrepancies*		0.33%
	Target Workforce	White
	All	Female
0510 Supervisory Accountant		
CLF		44.23%
Voluntarily Identified	465	10.75%
Qualified Applicants	420	10.95%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.24%
Qualified Applicants vs. CLF Discrepancies*		0.25%
	Target Workforce	White
	All	Female
0511 Supervisory Auditor		
CLF		44.23%
Voluntarily Identified	488	8.61%
Qualified Applicants	424	9.43%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.19%
Qualified Applicants vs. CLF Discrepancies*		0.21%

	Target Workforce	White
	All	Female
0905 General Attorney		
CLF		26.68%
Voluntarily Identified	150	30.00%
Qualified Applicants	145	31.03%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.12%
Qualified Applicants vs. CLF Discrepancies*		1.16%
1102 Director, Procurement	Target Workforce	White
	All	Female
CLF		41.87%
Voluntarily Identified	395	8.10%
Qualified Applicants	297	8.42%
Voluntary Identified Applicants vs. CLF Discrepancies *		0.19%
Qualified Applicants vs. CLF Discrepancies		0.20%
	Target Workforce	White
	All	Female
1160 Supvy Financial Analyst		
CLF		22.00%
Voluntarily Identified	496	10.89%
Qualified Applicants	174	12.07%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.50%
Qualified Applicants vs. CLF Discrepancies*		0.55%
	Target Workforce	White
	All	Female
2210 IT Specialist		
CLF		20.89%
Voluntarily Identified	412	5.83%
Qualified Applicants	306	6.21%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.28%
Qualified Applicants vs. CLF Discrepancies*		0.30%

Black or African American Employees in PBGC

	Target Workforce	Black
	All	Male
0510 Supervisory Accountant		
CLF		2.49%
Voluntarily Identified	465	21.29%
Qualified Applicants	420	21.90%
Voluntary Identified Applicants vs. CLF Discrepancies*		8.55%
Qualified Applicants vs. CLF Discrepancies*		8.80%
	Target Workforce	Black
	All	Male
0511 Supervisory Auditor		
CLF		2.49%
Voluntarily Identified	488	25.00%
Qualified Applicants	420	23.82%
Voluntary Identified Applicants vs. CLF Discrepancies*		10.04%
Qualified Applicants vs. CLF Discrepancies*		9.57%
	Target Workforce	Black
	All	Male
0905 General Attorney		
CLF		2.13%
Voluntarily Identified	150	10.00%
Qualified Applicants	145	10.34%
Voluntary Identified Applicants vs. CLF Discrepancies*		4.69%
Qualified Applicants vs. CLF Discrepancies*		4.85%
1102 Director, Procurement	Target Workforce	Black
	All	Male
		3.01%
Voluntarily Identified	395	20.25%
Qualified Applicants	297	20.20%
Voluntary Identified Applicants vs. CLF Discrepancies *		6.73%
Qualified Applicants vs. CLF Discrepancies		6.71%
	Target Workforce	Black
	All	Male
1160 Supvy. Financial Analyst		
CLF		3.50%
Voluntarily Identified	496	18.55%
Qualified Applicants	174	14.37%
Voluntary Identified Applicants vs. CLF Discrepancies*		5.30%
Qualified Applicants vs. CLF Discrepancies*		4.11%

	Target Workforce	Black
	All	Male
2210 IT Specialist		
CLF		6.61%
Voluntarily Identified	412	26.46%
Qualified Applicants	306	26.14%
Voluntary Identified Applicants vs. CLF Discrepancies*		4.00%
Qualified Applicants vs. CLF Discrepancies*		3.95%
	Target Workforce	Black
	All	Female
0510 Supervisory Accountant		
CLF		5.66%
Voluntarily Identified	465	29.46%
Qualified Applicants	420	28.81%
Voluntary Identified Applicants vs. CLF Discrepancies*		5.20%
Qualified Applicants vs. CLF Discrepancies*		5.09%
	Target Workforce	Black
	All	Female
0511 Supervisory Auditor		
CLF		5.66%
Voluntarily Identified	488	28.89%
Qualified Applicants	424	28.77%
Voluntary Identified Applicants vs. CLF Discrepancies*		5.10%
Qualified Applicants vs. CLF Discrepancies*		5.08%
	Target Workforce	Black
	All	Female
0905 General Attorney		
CLF		2.60%
Voluntarily Identified	150	19.33%
Qualified Applicants	145	20.00%
Voluntary Identified Applicants vs. CLF Discrepancies*		7.43%
Qualified Applicants vs. CLF Discrepancies*		7.69%
1102 Director, Procurement	Target Workforce	Black
	All	Female
CLF		5.47%
Voluntarily Identified	395	33.42%
Qualified Applicants	297	31.99%
Voluntary Identified Applicants vs. CLF Discrepancies *		6.10%
Qualified Applicants vs. CLF Discrepancies		5.85%

	Target Workforce	Black
	All	Female
1160 Supvy Financial Analyst		
CLF		3.80%
Voluntarily Identified	496	16.73%
Qualified Applicants	174	16.09%
Voluntary Identified Applicants vs. CLF Discrepancies*		4.40%
Qualified Applicants vs. CLF Discrepancies*		4.23%
	Target Workforce	Black
	All	Female
2210 IT Specialist		
CLF		4.50%
Voluntarily Identified	412	13.83%
Qualified Applicants	306	13.40%
Voluntary Identified Applicants vs. CLF Discrepancies*		3.07%
Qualified Applicants vs. CLF Discrepancies*		2.98%

Asian Employees in PBGC

	Target Workforce	Asian
	All	Male
0510 Supervisory Accountant		
CLF		3.06%
Voluntarily Identified	465	7.96%
Qualified Applicants	420	8.10%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.60%
Qualified Applicants vs. CLF Discrepancies*		2.65%
	Target Workforce	Asian
	All	Male
0511 Supervisory Auditor		
CLF		3.06%
Voluntarily Identified	488	6.56%
Qualified Applicants	424	6.84%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.14%
Qualified Applicants vs. CLF Discrepancies*		2.24%
	Target Workforce	Asian
	All	Male
0905 General Attorney		
CLF		1.82%
Voluntarily Identified	150	.67%
Qualified Applicants	145	.69%
Voluntary Identified Applicants vs. CLF Discrepancies*		0.37%
Qualified Applicants vs. CLF Discrepancies*		0.38%
1102 Director, Procurement	Target Workforce	Asian
	All	Male
CLF		1.38%
Voluntarily Identified	395	4.56%
Qualified Applicants	297	4.38%
Voluntary Identified Applicants vs. CLF Discrepancies *		3.30%
Qualified Applicants vs. CLF Discrepancies		3.17%

	Target Workforce	Asian
	All	Male
1160 Supvy Financial Analyst		
CLF		5.50%
Voluntarily Identified	496	12.50%
Qualified Applicants	174	16.67%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.27%
Qualified Applicants vs. CLF Discrepancies*		3.03%
	Target Workforce	Asian
	All	Male
2210 IT Specialist		
CLF		5.14%
Voluntarily Identified	412	17.72%
Qualified Applicants	306	20.92%
Voluntary Identified Applicants vs. CLF Discrepancies*		3.44%
Qualified Applicants vs. CLF Discrepancies*		4.07%
	Target Workforce	Asian
	All	Female
0510 Supervisory Accountant		
CLF		5.49%
Voluntarily Identified	465	9.68%
Qualified Applicants	420	9.52%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.76%
Qualified Applicants vs. CLF Discrepancies*		1.73%
	Target Workforce	Asian
	All	Female
0511 Supervisory Auditor		
CLF		5.49%
Voluntarily Identified	488	7.79%
Qualified Applicants	424	8.96%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.42%
Qualified Applicants vs. CLF Discrepancies*		1.63%
	Target Workforce	Asian
	All	Female
0905 General Attorney		
CLF		1.74%
Voluntarily Identified	150	2.67%
Qualified Applicants	145	2.76%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.53%
Qualified Applicants vs. CLF Discrepancies*		1.59%

1102 Director, Procurement	Target Workforce	Asian
	All	Female
CLF		1.77%
Voluntarily Identified	395	4.56%
Qualified Applicants	297	5.39%
Voluntary Identified Applicants vs. CLF Discrepancies *		2.58%
Qualified Applicants vs. CLF Discrepancies		3.05%
	Target Workforce	Asian
	All	Female
1160 Supvy Financial Analyst		
CLF		4.20%
Voluntarily Identified	496	7.46%
Qualified Applicants	174	9.20%
Voluntary Identified Applicants vs. CLF Discrepancies*		1.78%
Qualified Applicants vs. CLF Discrepancies*		2.19%
	Target Workforce	Asian
	All	Female
1510 Actuary		
CLF		3.40%
Voluntarily Identified	412	50.00%
Qualified Applicants	306	50.00%
Voluntary Identified Applicants vs. CLF Discrepancies*		14.71%
Qualified Applicants vs. CLF Discrepancies*		14.71%
	Target Workforce	Asian
	All	Female
2210 IT Specialist		
CLF		1.55%
Voluntarily Identified	412	3.64%
Qualified Applicants	306	3.59%
Voluntary Identified Applicants vs. CLF Discrepancies*		2.34%
Qualified Applicants vs. CLF Discrepancies*		2.31%

Workforce Analysis (2018)

Hispanic females have less than anticipated representation in the voluntarily identified and qualified applicant pool compared to the CLF in the Supervisory Auditor mission-critical occupations.

White males have lower than anticipated representation in the voluntarily identified and qualified applicant pools compared to the CLF in six major occupations: Supervisory Accountant, Supervisory Auditor, General Attorney, Director Procurement, Supervisory Financial Analyst and IT Specialist.

White females have lower than anticipated representation in the voluntarily identified and qualified applicant pool compared to the CLF in five major occupations: Supervisory Accountant, Supervisory Auditor, Director Procurement, Supervisory Financial Analyst, and IT Specialist.

Black males and females have higher than anticipated representation in the voluntarily identified applicant pools compared to the CLF in all major occupations.

Asian males have lower than anticipated representation in the voluntarily identified and qualified applicant pool compared to the CLF in the General Attorney mission-critical occupation.

Table B7: Applicants and Hires for Major Occupations-Distribution by Disability

	Total Workforce	Total by Disability Status			
		No Disability	Not Identified	Disability	Targeted Disability
2018 Total Workforce					
#Total Applicants	6805	4325	2047	433	190
% Total Applicants		63.56%	30.08%	6.36%	2.79%
# Hired	98	61	33	4	1
% Hired		62.24%	33.67%	4.08%	1.02%
% Applicants Hired	1.44%	1.41%	1.61%	0.92%	0.53%
Discrepancy*					0.37%
	Total Workforce	Total by Disability Status			
		No Disability	Not Identified	Disability	Targeted Disability
2017 Total Workforce					
#Total Applicants	4056	2179	1640	237	99
% Total Applicants		53.72%	40.43%	5.84%	2.44%
# Hired	86	37	46	3	0
% Hired		43.02%	53.49%	3.49%	0.00%
% Applicants Hired	2.12%	1.70%	2.80%	1.27%	0.00%
Discrepancy*					0.00%
	Total Workforce	Total by Disability Status			
		No Disability	Not Identified	Disability	Targeted Disability
2016 Total Workforce					
#Total Applicants	8534	3820	4346	368	146
% Total Applicants		44.76%	50.93%	4.31%	1.71%
# Hired	79	34	41	4	4
% Hired		43.04%	51.90%	5.06%	5.06%
% Applicants Hired	0.93%	0.89%	0.94%	1.09%	2.74%
Discrepancy*					3.08%

3-year trend analysis

In 2017 and 2018, the hiring rate of applicants with targeted disabilities was less than 80% of the hiring rate of applicants with no disabilities.

Discrepancies were evaluated using the “80 Percent” method, which declares a discrepancy exists if the percentage of qualified applicants in a job group within a major occupation is less than 80% of their availability in the voluntarily identified applicant pool. The numbers highlighted in red indicate a discrepancy and are triggers that possible barriers may exist.

Table A7: Selections for Major Occupations

Hispanic Employees in PBGC

	Total Workforce	Hispanic or Latino	
	All	Male	Female
0510 Supervisory Accountant			
CLF		2.19%	3.93%
Qualified Applicants	420	4.52%	5.00%
Selected	5	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 5 hires, No Hispanic Selections**

	Total Workforce	Hispanic or Latino	
	All	Male	Female
0511 Supervisory Auditor			
CLF		2.19%	3.93%
Qualified Applicants	424	2.59%	3.54%
Selected	6	0.00%	16.67%
Selected vs. CLF Discrepancies*		0	4.24
Selected vs Qualified Discrepancies**		0	4.71

***Of the 6 hires, One Hispanic Female Selected**

	Total Workforce	Hispanic or Latino	
	All	Male	Female
0905 General Attorney			
CLF		2.52%	1.85%
Qualified Applicants	145	7.59%	4.83%
Selected	3	33.33%	0.00%
Selected vs. CLF Discrepancies*		13.23	0
Selected vs Qualified Discrepancies**		4.39	0

***Of the 3 hires, One Hispanic Male Selected**

	Total Workforce	Hispanic or Latino	
	All	Male	Female
1102 Director, Procurement			
CLF		3.29%	3.80%
Qualified Applicants	297	6.06%	5.72%
Selected	4	0.00%	25.00%
Selected vs. CLF Discrepancies*		0	6.58
Selected vs Qualified Discrepancies**		0	4.37

***Of the 4 hires, One Hispanic Female Selected**

	Total Workforce	Hispanic or Latino	
	All	Male	Female
1160 Supvy. Financial Analyst			
CLF		3.10%	2.00%
Qualified Applicants	174	6.32%	3.45%
Selected	7	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 7 hires, No Hispanics Selected**

	Total Workforce	Hispanic or Latino	
	All	Male	Female
1510 Actuary			
CLF		1.30%	.60%
Qualified Applicants	2	50.00%	0.00%
Selected	3	33.00%	0.00%
Selected vs. CLF Discrepancies*		25.38	0
Selected vs Qualified Discrepancies**		0.66	N/A

***Of the 3 hires, One Hispanic Male Selected**

	Total Workforce	Hispanic or Latino	
	All	Male	Female
2210 IT Specialist			
CLF		5.39%	2.17%
Qualified Applicants	306	9.15%	2.61%
Selected	3	33.33%	0.00%
Selected vs. CLF Discrepancies*		6.18	0
Selected vs Qualified Discrepancies**		3.64	0

***Of the 3 hires, One Hispanic Male Selected**

Workforce Analysis (2018):

Hispanic male and female Supervisory Accountants have lower than anticipated representation among PBGC selections relative to their ratios in the CLF and qualified Supervisory Accountant applicant pools.

Hispanic males have lower than anticipated representation among PBGC selections for Auditors relative to their ratios in the CLF.

Hispanic female applicants for the General Attorney major occupation have higher representation than the CLF but none were selected.

The number of qualified Hispanic male applicants and female applicants for the Supervisory Financial Analyst is greater than the CLF but none were selected.

Hispanic female IT Specialists have lower than anticipated representation among PBGC selections relative to their ratios in the CLF and qualified Supervisory IT Specialist applicant pool.

White Employees in PBGC

	Total Workforce	White	
	All	Male	Female
0510 Supervisory Accountant			
CLF		31.79%	44.23%
Qualified Applicants	466	10.24%	10.95%
Selected	5	40.00%	20.00%
Selected vs. CLF Discrepancies*		1.26	0.45
Selected vs Qualified Discrepancies**		3.91	1.83

***Of the 5 hires, Two White Males and One White Female Selected**

	Total Workforce	White	
	All	Male	Female
0511 Supervisory Auditor			
CLF		31.79%	44.23%
Qualified Applicants	424	11.56%	9.43%
Selected	6	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 6 hires, No Whites Selected**

	Total Workforce	White	
	All	Male	Female
0905 General Attorney			
CLF		59.68%	26.68%
Qualified Applicants	145	22.07%	31.03%
Selected	3	0.00%	66.67%
Selected vs. CLF Discrepancies*		0	2.50
Selected vs Qualified Discrepancies**		0	2.15

***Of the 3 hires, Two White Females Selected**

	Total Workforce	White	
	All	Male	Female
1102 Director, Procurement			
CLF		38.09%	41.87%
Qualified Applicants	297	14.14%	8.42%
Selected	4	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 4 hires, No Whites Selected**

	Total Workforce	White	
	All	Male	Female
1160 Supvy. Financial Analyst			
CLF		54.00%%	22.00%
Qualified Applicants	174	21.84%	12.07%
Selected	7	42.86%	42.86%
Selected vs. CLF Discrepancies*		0.79	1.95
Selected vs Qualified Discrepancies**		1.96	3.55

***Of the 7 hires, Three White Males and Three White Females Selected**

	Total Workforce	White	
	All	Male	Female
1510 Actuary			
CLF		60.40%	27.00%
Qualified Applicants	2	0.00%	0.00%
Selected	3	33.33%	0.00%
Selected vs. CLF Discrepancies*		0.55	0
Selected vs Qualified Discrepancies**			

***Of the 3 hires One White Male and One White Female Selected**

	Total Workforce	White	
	All	Male	Female
2210 IT Specialist			
CLF		52.21%	20.89%
Qualified Applicants	306	17.32%	6.21%
Selected	3	0.00%	0.005
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 3 hires, No Whites Selected**

Workforce Analysis (2018):

White female Supervisory Accountants have less than anticipated representation among PBGC selections relative to their ratio in the Relevant Civilian Labor Force (RCLF). White male and female applicants for Supervisory Auditor are lower than the RCLF and none that were qualified were selected.

White male Supervisory Financial Analyst have less than anticipated representation among PBGC selections relative to their ratios in the CLF. White male and female IT Specialist have lower than anticipated representation among PBGC selections relative to their ratios in the CLF and the qualified IT Specialist applicant pool.

Black or African American Employees in PBGC

	Total Workforce	Black	
	All	Male	Female
0510 Supervisory Accountant			
CLF		2.49%	5.66%
Qualified Applicants	420	21.90%	28.81%
Selected	5	20.00%	0.00%
Selected vs. CLF Discrepancies*		8.03	0
Selected vs Qualified Discrepancies**		0.91	0

***Of the 5 hires, 1 Black Male Selected**

	Total Workforce	Black	
	All	Male	Female
0511 Supervisory Auditor			
CLF		2.49%	5.66%
Qualified Applicants	424	23.82%	28.77%
Selected	6	33.33%	16.67%
Selected vs. CLF Discrepancies*		13.39	2.95
Selected vs Qualified Discrepancies**		1.40	0.58

***Of the 6 hires, Two Black Males and One Black Female Selected**

	Total Workforce	Black	
	All	Male	Female
0905 General Attorney			
CLF		2.13	2.60
Qualified Applicants	145	10.34%	20.00%
Selected	3	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 3 hires, No Blacks Selected**

	Total Workforce	Black	
	All	Male	Female
1102 Director, Procurement			
CLF		3.01%	5.47%
Qualified Applicants	297	20.20%	31.99%
Selected	4	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 4 hires, No Blacks Selected**

	Total Workforce	Black	
	All	Male	Female
1160 Supvy. Financial Analyst			
CLF		3.50%	3.80%
Qualified Applicants	174	14.37%	16.09%
Selected	7	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 7 hires, No Blacks Selected**

	Total Workforce	Black	
	All	Male	Female
1510 Actuary			
CLF		1.10%	1.20%
Qualified Applicants	2	0.00%	0.00%
Selected	3	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		N/A	

***Of the 3 hires, No Blacks Selected**

	Total Workforce	Black	
	All	Male	Female
2210 IT Specialist			
CLF		6.61%	4.50%
Qualified Applicants	306	26.14%	13.40%
Selected	3	0.00%	66.67%
Selected vs. CLF Discrepancies*		0	14.82
Selected vs Qualified Discrepancies**		0	4.98

***Of the 3 hires, Two Black Females Selected**

Workforce Analysis (2018):

Black females have lower than anticipated representation among PBGC selections for Supervisory Accountant relative to their ratios in the CLF. The number of Black female qualified applicants for Supervisory Accountant is greater than the CLF and none were selected. Black male and female applicants for the General Attorney major occupation have higher representation than the CLF but none were selected. Black male and female applicants for the Supervisory Financial Analyst major occupation have higher representation than the CLF but none were selected. Black male IT Specialists had less than anticipated representation among PBGC selections relative to their ratio in the CLF and qualified IT Specialist applicant pool. Black males are 6.61% in the CLF for IT Specialists but none were selected.

Asian Employees in PBGC

	Total Workforce	Asian	
	All	Male	Female
0510 Supervisory Accountant			
CLF		3.06%	5.49%
Qualified Applicants	420	8.10%	9.52%
Selected	5	20.00%	0.00%
Selected vs. CLF Discrepancies*		6.54	0
Selected vs Qualified Discrepancies**		2.47	0

***Of the 5 hires, One Asian Male Selected**

	Total Workforce	Asian	
	All	Male	Female
0511 Supervisory Auditor			
CLF		3.06%	5.49%
Qualified Applicants	424	6.84%	8.96%
Selected	6	33.33%	0.00%
Selected vs. CLF Discrepancies*		10.89	0
Selected vs Qualified Discrepancies**		4.87	0

***Of the 6 hires, Two Asian Males Selected**

	Total Workforce	Asian	
	All	Male	Female
0905 General Attorney			
CLF		1.82%	1.74%
Qualified Applicants	145	.69%	2.76%
Selected	3	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 3 hires, No Asians Selected**

	Total Workforce	Asian	
	All	Male	Female
1102 Director, Procurement			
CLF		1.38%	1.77%
Qualified Applicants	297	4.38%	5.39%
Selected	4	0.00%	25.00%
Selected vs. CLF Discrepancies*		0	14.12
Selected vs Qualified Discrepancies**		N/A	4.64

***Of the 4 hires, One Asian Male and Two Asian Females Selected (Acting)**

	Total Workforce	Asian	
	All	Male	Female
1160 Supvy. Financial Analyst			
CLF		5.50%	4.20%
Qualified Applicants	174	16.67%	9.20%
Selected	7	14.29%	0.00%
Selected vs. CLF Discrepancies*		2.60	0
Selected vs Qualified Discrepancies**		0.86	0

***Of the 7 hires, One Asian Male Selected**

	Total Workforce	Asian	
	All	Male	Female
1510 Actuary			
CLF		3.70%	3.40%
Qualified Applicants	2	0.00%	0.00%
Selected	3	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**			

***Of the 3 hires, No Asians Selected**

	Total Workforce	Asian	
	All	Male	Female
2210 IT Specialist			
CLF		5.14%	1.55%
Qualified Applicants	306	20.92%	3.59%
Selected	3	0.00%	0.00%
Selected vs. CLF Discrepancies*		0	0
Selected vs Qualified Discrepancies**		0	0

***Of the 3 hires, No Asians Selected**

Workforce Analysis (2018):

Asian females have lower than anticipated representation among PBGC selections for Supervisory Accountant relative to their ratios in the CLF. The number of Asian female qualified applicants for Supervisory Accountant was greater than the CLF and none were selected. Asian females have lower than anticipated representation among PBGC selections for Supervisory Auditor relative to their ratios in the CLF. The number of Asian female qualified applicants for Supervisory Auditor was greater than the CLF and none were selected. Asian male and female General Attorney have lower than anticipated representation among PBGC selections relative to their ratios in the CLF and qualified applicant pool. The number of qualified Asian female applicants was greater than their CLF representation however none were selected.

Asian female Supervisory Financial Analysts had less than anticipated representation among PBGC selections relative to their ratios in the CLF and qualified applicant pool. Seven people were selected, and none were Asian female.

Asian male and female IT Specialists had less than anticipated representation among PBGC selections relative to their ratios in the CLF and qualified applicant pool.

***Discrepancies were evaluated using the “80 Percent” method which declares a discrepancy exists if the percentage of qualified applicants in a job group within a major occupation is less than 80% of their availability in the voluntarily identified applicant pool. Cells in red indicate a discrepancy.**

****Discrepancies in the ratio of applicants selected compared to the qualified applicant pool were evaluated using the “80 Percent” method, which declares a discrepancy exists if the percentage of applicants hired in a job group within a major occupation is less than 80% of their availability in the qualified applicant pool. Cells in red indicate a discrepancy.**

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

Hispanic Employees in PBGC

	Total Workforce	Hispanic or Latino	
	All	Male	Female
2018 Total Workforce	944	2.01%	2.22%
Voluntary	59	3.39%	0.00%
Total Separation	59	3.39%	0.00%
Voluntary vs. Workforce*		1.69%	0.00%
Total Separation vs. Workforce*		1.69%	0.00%
	Total Workforce		
	All		
2017 Total Workforce	953	1.89%	2.20%
Voluntary	76	2.63%	5.26%
Total Separation	77	2.60%	5.19%
Voluntary vs. Workforce*		1.39%	1.00%
Total Separation vs. Workforce*		1.38%	2.36%
	Total Workforce		
	All		
2016 Total Workforce	980	2.04%	2.45%
Voluntary	73	1.37%	1.37%
Total Separation	75	1.33%	1.33%
Voluntary vs. Workforce*		0.00%	0.00%
Total Separation vs. Workforce*		0.65%	0.54%

*Separation ratios were calculated by comparing rates of voluntary and total separations to EEO group representation within the total workforce in 2018-2016. Rates of separation for each group greater than 120% of the group's representation in PBGC's workforce are flagged as triggers.

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

White Employees in PBGC

	Total Workforce	White	
	All	Male	Female
2018 Total Workforce	944	23.31%	17.16%
Voluntary	59	37.29%	13.56%
Total Separation	59	37.29%	13.56%
Voluntary vs. Workforce*		1.60%	0.79%
Total Separation vs. Workforce*		1.60%	0.79%
	Total Workforce		
	All		
2017 Total Workforce	953	24.13%	16.68%
Voluntary	76	34.21%	18.24%
Total Separation	77	33.77%	18.18%
Voluntary vs. Workforce*		1.42%	1.09%
Total Separation vs. Workforce*		1.40%	1.09%

	Total Workforce		
	All		
2016 Total Workforce	980	25.20%	17.04%
Voluntary	73	20.55%	21.92%
Total Separation	75	21.33%	21.33%
Voluntary vs. Workforce*		0.82%	1.29%
Total Separation vs. Workforce*		0.85%	1.25%

*Separation ratios were calculated by comparing rates of voluntary and total separations to EEO group representation within the total workforce in 2018-2016. Rates of separation for each group greater than 120% of the group's representation in PBGC's workforce are flagged as triggers.

Table A14: Separations by Type of Separation-Distribution by Race/Ethnicity and Sex – Permanent Workforce - Black or African American Employees in PBGC

	Total Workforce		Black or African American	
	All		Male	Female
2018 Total Workforce	944		12.50%	29.66%
Voluntary	59		16.95%	18.64%
Total Separation	59		16.95%	18.64%
Voluntary vs. Workforce*			0.99%	1.49%
Total Separation vs. Workforce*			0.99%	1.49%
	Total Workforce			
	All			
2017 Total Workforce	953		12.80%	29.80%
Voluntary	76		6.58%	23.68%
Total Separation	77		6.49%	24.68%
Voluntary vs. Workforce*			0.51%	0.79%
Total Separation vs. Workforce*			0.51%	0.83%
	Total Workforce			
	All			
2016 Total Workforce	980		12.04%	29.18%
Voluntary	73		9.59%	30.14%
Total Separation	75		9.33%	30.67%
Voluntary vs. Workforce*			0.80%	1.03%
Total Separation vs. Workforce*				

Table A14: Separations by Type of Separation-Distribution by Race/Ethnicity and Sex – Permanent Workforce - Asian Employees in PBGC

	Total Workforce		Asian	
	All		Male	Female
2018 Total Workforce	944		5.93%	5.83%
Voluntary	59		6.78%	1.69%
Total Separation	59		6.78%	1.69%
Voluntary vs. Workforce*			1.14%	0.29%
Total Separation vs. Workforce*			1.14%	0.29%

	Total Workforce		
	All		
2017 Total Workforce	953	5.98%	5.56%
Voluntary	76	1.32%	6.58%
Total Separation	77	1.30%	6.49%
Voluntary vs. Workforce*		0.22%	1.18%
Total Separation vs. Workforce*		0.22%	1.17%
	Total Workforce		
	All		
2016 Total Workforce	980	5.41%	5.82%
Voluntary	73	2.74%	12.33%
Total Separation	75	2.67%	12.00%
Voluntary vs. Workforce*		0.51%	2.12%
Total Separation vs. Workforce*		0.49%	2.06%

*Separation ratios were calculated by comparing rates of voluntary and total separations to EEO group representation within the total workforce in 2018-2016. Rates of separation for each group greater than 120% of the group's representation in PBGC's workforce are flagged as triggers.

Workforce Analysis

Hispanic males, White males, Black males, and Asian males voluntarily separated from PBGC's workforce at higher than their representation in PBGC's total workforce. There were no conditions identified that contributed to the separations; however, we will continue to conduct barrier analysis.

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

Disability Separations

	Total Workforce	Total by Disability Status			
		No Disability	Not Identified	Disability	Targeted Disability
2018 Total Workforce	944	805	46	93	15
% Total Workforce		85.28%	4.87%	9.85%	1.59%
#Voluntary Separations	59	51	4	4	0
%Voluntary Separations		86.44%	6.78%	6.78%	0.00%
Separation Rate	6.25%	6.34%	8.70%	4.30%	0.00%
Separation Ratio*					0.00
	Total Workforce				
2017 Total Workforce	953	825	43	85	14
% Total Workforce		86.57%	4.51%	8.92%	1.47%
#Voluntary Separations	76	63	6	7	0
%Voluntary Separations		82.89%	7.89%	9.21%	0.00%
Separation Rate	7.97%	7.64%	13.95%	8.24%	0.00%
Separation Ratio*					0.00

	Total Workforce				
	All				
2016 Total Workforce	980	850	46	84	13
%Total Workforce		86.73%	4.69%	8.57%	1.33%
#Voluntary Separations	73	61	3	9	1
%Voluntary Separations		83.56%	4.11%	12.33%	1.37%
Separation Rate	7.45%	7.18%	6.52%	10.71%	7.69%
Separation Ratio*					1.07%

***Separation ratios were calculated by dividing the rate of separation of employees with targeted disabilities by the rate of separation of employees with no disability**

3-year trend Analysis

In 2018 and 2017 the rates of voluntary separations are lower than anticipated for employees with targeted disabilities compared to employees with no disabilities, with 0.00% of employees with targeted disabilities voluntarily separating from PBGC in 2018 and 2017.

Data Tables

- A8: New Hires by Type of Appointment-Distribution by Race/Ethnicity and Sex
- A9: Selections for Internal Competitive Promotions for Major Occupations-Distribution by Race/Ethnicity and Sex
- A10: Non-Competitive Promotions-Time in Grade-Distribution by Race/Ethnicity and Sex
- A11: Internal Selections for Senior Level Positions (GS 13/14, GS-15 and SES)-Distribution by Race/Ethnicity and Sex

**Table A8: New Hires by Type of Appointment
Hispanic Applicants, Selection & Hires Permanent PBGC Workforce**

There were 145 Hispanic male and female applicants in FY18 for various positions and major occupations within PBGC workforce. There were 4 Hispanic hires: 3 permanent and 1 temporary.

Work Indicators	Hispanic Males			Percentage Change	Hispanic Females			Percentage Change
Civilian Labor Force (A1)	5.17%				4.79%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Permanent Hires Overall (A8):	35.71%	60.42%	50.00%	-28.58%	64.29%	39.58%	50.00%	28.58%
Occupational Distributions (A8):								
Hispanic Permanent Hires	4.76%	0.00%	2.44%	-95.08%	2.38%	4.17%	2.44%	-2.46%

**Table A8: New Hires by Type of Appointment
Black/African American Applicants, Selection & Hires Permanent PBGC Workforce**

There were 884 Black/African American male and female applicants in FY18 for various positions and major occupations within the PBGC workforce. There were 26 Black/African American hires: 2 males and 13 females (permanent) and 3 males and 8 females (temporary).

Work Indicators	Black or African American Males			Percentage Change	Black or African American Females			Percentage Change
Civilian Labor Force (A1)	5.49%				6.53%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Permanent Hires Overall (A8):	35.71%	60.42%	50.00%	-28.58%	64.29%	39.58%	50.00%	28.58%
Occupational Distributions (A8):								
Black Permanent Hires	4.76%	16.67%	10.98%	-56.68%	30.95%	16.67%	24.39%	26.90%

**Table A8: New Hires by Type of Appointment
White Applicants, Selection & Hires Permanent PBGC Workforce**

There were 534 White male and female applicants in FY18 for various positions and major occupations within PBGC workforce. There were 32 White hires, 9 males and 7 females (permanent) and 8 males and 8 females (temporary).

Work Indicators	White Males			Percentage Change	White Females			Percentage Change
Civilian Labor Force (A1)	38.33%				34.03%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Permanent Hires Overall (A8):	35.71%	60.42%	50.00%	-28.58%	64.29%	39.58%	50.00%	28.58%
Occupational Distributions (A8):								
White Permanent Hires	21.43%	0.00%	18.29%	17.17%	16.67%	0.00%	15.85%	5.17%

**Table A8: New Hires by Type of Appointment
Asian Applicants, Selection & Hires Permanent PBGC Workforce**

There were 345 Asian male and female applicants in FY18 for various positions and major occupations within PBGC workforce. There were 9 Asian hires, 2 males and 2 females permanent and 3 males and 2 females temporary.

Work Indicators	Asian Males			Percentage Change	Asian Females			Percentage Change
Civilian Labor Force (A1)	1.97%				1.93%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Permanent Hires Overall (A8):	35.71%	60.42%	50.00%	-28.58%	64.29%	39.58%	50.00%	28.58%
Occupational Distributions (A8):								
Asian Permanent Hires	4.76%	12.50%	18.29%	-73.97%	4.76%	8.33%	6.10%	-21.97%

**Table A8: New Hires by Type of Appointment
Two or More Races Applicants, Selection & Hires Permanent PBGC Workforce**

Two or more races of males and females are above their anticipated representation compared to the CLF from 2016-2018 among permanent hires.

Work Indicators	Two or more races Males			Percentage Change	Two or more races Females			Percentage Change
Civilian Labor Force (A1)	0.26%				0.28%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Permanent Hires Overall (A8):	35.71%	60.42%	50.00%	-28.58%	64.29%	39.58%	50.00%	28.58%
Occupational Distributions (A8):								
Two or More Permanent Hires	0.00%	4.17%	0.00%	N/A	2.38%	0.00%	1.22%	95.08%

*Native Hawaiian or Other Pacific Islander and American Indian males and females are consistently underrepresented compared to the CLF from 2016 to 2018 among permanent hires.

*Underrepresentation was evaluated by using the "80 Percent" method, which declares underrepresentation exists if the percentage of new hires in a job group is less than 80% of their availability in the CLF. Cells in red indicate underrepresentation. Cells in green indicate above representation.

Table B8b - PERMENANT NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Disability

	Total Workforce	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability	Not Identified	Disability	Targeted Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion - Limb/Spine
2016														
Total Workforce	980	850	39	77	13	1	2	0	3	0	3	0	4	0
% Total Workforce		74.39%	9.76%	15.85%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	1.22%	0.00%	1.22%	0.00%
# Hired	82	61	8	13	3	0	0	0	0	0	1	0	1	0
% Hired	100%	88.54%	2.08%	7.29%	2.08%	1.04%	0.00%	0.00%	0.00%	0.00%	1.04%	0.00%	0.00%	0.00%
New Hires as a % of Workforce	8.37%	7.18%	20.51%	16.88%	23.08%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	25.00%	0.00%
Discrepancy*					3.22%									

2017														
Total Workforce	953	825	43	85	14	1	2	0	2	0	4	0	5	0
% Total Workforce		90.11%	3.68%	6.21%	1.38%	0.11%	0.23%	0.00%	0.11%	0.00%	0.46%	0.11%	0.34%	0.00%
# Hired	48	36	5	7	1	0	0	0	0	0	0	0	1	0
% Hired	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%
New Hires as a % of Workforce	5.04%	4.36%	11.63%	8.24%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Discrepancy*					163.69%									
2018														
# Total Workforce	944	805	46	93	15	1	2	0	2	0	4	0	6	0
% Total Workforce		90.74%	3.35%	5.92%	1.34%	0.11%	0.22%	0.00%	0.11%	0.00%	0.45%	0.11%	0.33%	0.00%
# Hired	42	33	4	5	0	0	0	0	0	0	0	0	0	0
% Hired	100%	98.68%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
New Hires as a % of Workforce	4.45%	4.10%	8.70%	5.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discrepancy*					0.00%									

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Hispanic Workforce FY18

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0510 Supervisory Accountant GS-0510-14									
Total Applicants	2	--	8	0	--		0	--	0
Qualified Applicants	2	--	3	0.00%	--	0.00%	0.00%	--	0.00%
Selected	0	--	2	0	--	0	0	--	0

Analysis Results: Supervisory Accountants - Hispanic males and females have lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Accountant applicant pools. Between FY16 and FY18 there were a total of 10 applicants and 5 qualified applicants and 2 selections. No Hispanic applicants were selected. There were no internal competitive promotions (for major occupations) in FY17.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Supervisory Auditor									
Total Applicants	6	--	6	0	--	0	1	--	1
Qualified Applicants	6	--	6	0.00%	--	0.00%	16.70%	--	16.70%
Selected	2	--	4	0	--	0	1	--	1

Analysis Results: Supervisory Auditor - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Auditor applicant pools. Between FY16 and FY18 there were a total of 12 qualified applicants and 6 selections. In both years FY16 and FY18, a Hispanic female applicant was selected. There were no internal competitive promotions (for major occupations) in FY17.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Auditor									
Total Applicants	--	5	--	--	0	--	--	1	--
Qualified Applicants	--	5	--	--	0.00%	--	--	20.00%	--
Selected	--	5	--	--	0	--	--	0	--

Analysis Results: Auditor - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Auditor applicant pools. Between FY16 and FY18 there were a total of 5 applicants, 5 qualified applicants and 0 selections; In FY17, there were no Hispanic male or female applicants. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0958 Supervisory Employee Benefits Project Manager									
Total Applicants	13	--	--	0	--	--	0	--	--
Qualified Applicants	12	--	--	0.00%	--	--	0.00%	--	--
Selected	0	--	--	0	--	--	0	--	--

Analysis Results: Supervisory Employee Benefits Project Manager - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Auditor relative to their ratios in the CLF and qualified Supervisory Employee Benefits Project Manager applicant pools. Between FY16 and FY18 there were a total of 13 applicants, 12 qualified applicants and 0 selections, there were no Hispanic applicants. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Supervisory Financial Analyst									
Total Applicants	--	5	3	0	0	0	0	0	0
Qualified Applicants	--	5	3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	--	0	2	0	0	0	0	0	0

Analysis Results: Supervisory Financial Analyst - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Financial Analyst applicant pools. Between FY16-FY18 there were a total of 8 applicants, 8 qualified applicants and 2 selections. There were no Hispanic applicants and there were no internal competitive promotions (for major occupations) in FY16.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Financial Analyst									
Total Applicants	2			0			0		
Qualified Applicants	2	--	--	0.00%	--	--	0.00%	--	--
Selected	0	--	--	0	--	--	0	--	--

Analysis Results: Financial Analyst - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Financial Analyst applicant pools. Between FY16 and FY18 there a total of 2 applicants, 2 qualified applicants and 0 selections. There were no Hispanic applicants. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Supervisory Actuary									
Total Applicants		3	--		0	--		0	--
Qualified Applicants	--	3	--	--	0.00%	--	--	0.00%	--
Selected	--	1	--	--	0	--	--	0	--

Analysis Results: Supervisory Actuary - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Actuary applicant pools. Between FY16 and FY18 there a total of 3 applicants, 3 qualified applicants and 1 selection, there were no Hispanic applicants. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Actuary (Negotiations and Restructuring Actuarial Manager)									
Total Applicants	3	--	--	0	--	--	1	--	--
Qualified Applicants	3	--	--	0.00%	--	--	33.30%	--	--
Selected	1	--	--	0	--	--	1	--	--

Analysis Results: Actuary (Negotiations and Restructuring Actuarial Manager) - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Actuary (Negotiations and Restructuring Actuarial Manager) applicant pools. Between FY16 and FY18 there were total of 3 applicants, 3 qualified applicants and 1 selection. In FY16 there was one Hispanic Female applicant selected. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (ENTARCH)									
Total Applicants	12	--	--	3	--	--	0	--	--
Qualified Applicants	10	--	--	30.00 %	--	--	0.00%	--	--
Selected	4	--	--	0	--	--	0	--	--

Analysis Results: Supervisory IT Specialist (ENTARCH) - Hispanic males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory IT Specialist (ENTARCH) applicant pools. Between FY16 and FY18 there were a total of 12 applicants (3 Hispanic). Of that number, 10 were qualified applicants and 4 were selected. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (PLCYPLN)									
Total Applicants	--	11	--	--	2	--	--	1	--
Qualified Applicants	--	11	--	--	16.67%	--	--	8.33%	--
Selected	--	3	--	--	0	--	--	0	--

Analysis Results: Supervisory IT Specialist (PLCYPLN) - Hispanic males and females have a lower than anticipated representation among PBGC selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory IT Specialist (PLCYPLN) applicant pools. Between FY16-FY18, there were a total of 11 applicants, 12 qualified applicants and 3 selections; in FY17 there were 2 Hispanic male applicants and 1 Hispanic female applicant. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Hispanic or Latino					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 IT Project Manager (INFOSEC)									
Total Applicants	--	--	4	--	--	1	--	--	0
Qualified Applicants	--	--	2	--	--	50.00 %	--	--	0.00%
Selected	--	--	1	--	--	0	--	--	0

Analysis Results: IT Project Manager (INFOSEC) - Hispanic males and females lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified IT Project Manager (INFOSEC) applicant pools. Between FY16 and FY18 there were a total of 4 applicants, 2 qualified applicants and 1 selection. There were no internal competitive promotions (for major occupations) in FY16 and FY17.

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - FY18 White Workforce

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0510 Supervisory Accountant GS-0510-14									
Total Applicants	2	--	8	0	--	1	0	--	0
Qualified Applicants	2	--	3	0.00%	--	0.00%	0.00%	--	0.00%
Selected	0	--	2	0	--	0	0	--	0

Analysis Results: Supervisory Accountants - White male and female have lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Accountant applicant pools. Between FY16 and FY18 there a total of 10 applicants,

5 qualified applicants, 2 selected, no White applicants were selected. In FY16 there was one White male applicant, none qualified, and none selected. There were no internal competitive promotions (for major occupations) in FY17.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Supervisory Auditor									
Total Applicants	6	--	6	2	--	0	1	--	0
Qualified Applicants	6	--	6	33.30%	--	0.00%	16.70%	--	0.00%
Selected	2	--	4	0	--	0	1	--	0

Analysis Results: Supervisory Auditor – White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Auditor applicant pools. Between FY16 and FY18 there were a total of 12 applicants, 12 qualified applicants and 2 selections. In FY16 there were 2 White males and 1 White female applicants, 2 White males and 1 White female qualified. There were no internal competitive promotions (for major occupations) in FY17.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Auditor									
Total Applicants	--	6	--	--	1	--	--	0	--
Qualified Applicants	--	6	--	--	16.67%	--	--	0.00%	--
Selected	--	4	--	--	1	--	--	0	--

Analysis Results: Auditor - White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Auditor applicant pools. Between FY16 and FY18 there were a total of 6 applicants, 6 qualified applicants and 4 selections, there was 1 White Male selected. In FY17 there was one White male applicant, qualified and selected. There were no internal competitive promotions (for major occupations) in FY16 and 18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Auditor									
Total Applicants	--	5	--	--	0	--	--	0	--
Qualified Applicants	--	5	--	--	0.00%	--	--	20.00%	--
Selected	--	0	--	--	0	--	--	0	--

Analysis Results: Auditor - White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Auditor applicant pools. Between FY16 and FY18 there were a total of 5 applicants, 5 qualified applicants and 0 selections. In FY17, there were no White male or female applicants. There were no internal competitive promotions (for major occupations) in FY16 and 18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0958 Supervisory Employee Benefits Project Manager									
Total Applicants	13	--	--	4	--	--	2	--	--
Qualified Applicants	12	--	--	33.30%	--	--	16.70%	--	--
Selected	0	--	--	0	--	--	0	--	--

Analysis Results: Supervisory Employee Benefits Project Manager - White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Employee Benefits Project Manager pools relative to their ratios in the CLF and qualified Supervisory Employee Benefits Project Manager applicant pools. Between FY16 and FY18 there were a total of 13 applicants. Of these, there were 4 White male applicants and 2 White female applicants, all qualified and none selected. There were no internal competitive promotions (for major occupations) in FY16 and 18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Financial Analyst									
Total Applicants	2	--	--	1	--	--	0	--	--
Qualified Applicants	2	--	--	50.00%	--	--	0.00%	--	--
Selected	0	--	--	0	--	--	0	--	--

Analysis Results: Financial Analyst – White males and females have lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Financial Analyst applicant pools. Between FY16 and FY18 there were a total of 2 applicants, 2 qualified applicants and 0 selections. There were no internal competitive promotions' (for major occupations) in FY16 and 18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Supervisory Financial Analyst									
Total Applicants	--	8	3	--	2	1	--	1	1
Qualified Applicants	--	8	3	--	40.00%	33.33%	--	20.00%	33.33%
Selected	--	0	2	--	0	2	--	0	0

Analysis Results: Supervisory Financial Analyst - White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Financial Analyst applicant pools. Between FY16 and FY18, there were a total of 11 applicants, 11 qualified applicants and 2 selections of White males. There were no internal competitive promotions (for major occupations) in FY16.

*** The A9 chart indicated that there was 1 male and 1 female however the selection shows 2 males.**

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Supervisory Actuary									
Total Applicants	--	3	--	--	2	--	--	0	--
Qualified Applicants	--	3	--	--	40.00%	--	--	20.00%	--
Selected	--	1	--	--	0	--	--	0	--

Analysis Results: Supervisory Actuary - White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder grades, workforce and qualified Supervisory Actuary applicant pools. Between FY16 and FY18 there were a total of 3 applicants, 3 qualified applicants and 1 selection; In FY17 there were 2 White male applicants, 2 White male qualified applicants and no white male selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Actuary (Negotiations and Restructuring Actuarial Manager)									
Total Applicants	3	--	--	2	--	--	0	--	--
Qualified Applicants	3	--	--	66.70%	--	--	0.00%	--	--
Selected	1	--	--	0	--	--	0	--	--

Analysis Results: Actuary (Negotiations and Restructuring Actuarial Manager) - White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Actuary (Negotiations and Restructuring Actuarial Manager) applicant pools. Between FY16 and FY18 there were a total of 3 applicants, 3 qualified applicants and 1 selection. In FY16 there was 2 White Male applicants, qualified and none selected. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (ENTARCH)									
Total Applicants	12	--	--	2	--	--	1	--	--
Qualified Applicants	10	--	--	20.00%	--	--	10.00%	--	--
Selected	4	--	--	2	--	--	1	--	--

Analysis Results: Supervisory IT Specialist (ENTARCH) - White males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory IT Specialist (ENTARCH) applicant pools. Between FY16 and FY18 there were a total of 12 applicants, 10 qualified applicants and 4 selections. In FY16 there were 2 White Female applicants and 1 White male, however, there were no White males or females selected. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (PLCYPLN)									
Total Applicants	--	11	--	--	3	--	--	0	--
Qualified Applicants	--	11	--	--	25.00%	--	--	0.00%	--
Selected	--	3	--	--	0	--	--	0	--

Analysis Results: Supervisory IT Specialist (PLCYPLN) – White females have a lower than anticipated representation among PBGC’s selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory IT Specialist (PLCYPLN) applicant pools. Between FY16 and FY18 there were a total of 11 applicants, however no White applicants were selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	White					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 IT Project Manager (INFOSEC)									
Total Applicants	--	--	4	--	--	0	--	--	0
Qualified Applicants	--	--	2	--	--	0.00%	--	--	0.00%
Selected	--	--	1	--	--	0	--	--	0

Analysis Results: IT Project Manager (INFOSEC) - White males and females have a lower than anticipated representation among PBGC’s selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified IT Project Manager (INFOSEC) applicant pools. Between FY16 and FY18 there were a total of 4 applicants, 2 qualified applicants and 1 selection; no White male or female selected. There were no internal competitive promotions (for major occupations) in FY16 and FY17.

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Black Workforce FY18

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0510 Supervisory Accountant GS-0510-14									
Total Applicants	2	--	8	1	--	1	0	--	3
Qualified Applicants	2	--	3	50.00%	--	0.00%	0.00%	--	0.00%
Selected	0	--	2	0	--	0	0	--	0

Analysis Results: Supervisory Accountants - Black or African American males and females have lower than anticipated representation among PBGC’s selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Accountant applicant pools. Between FY16 and FY18 there were a total of 10 applicants, 5 qualified applicants, and 2 selected; no Black or African American applicants were selected. There were no internal competitive promotions (for major occupations) in FY17.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Auditor									
Total Applicants	--	6	--	--	2	--	--	1	--
Qualified Applicants	--	6	--	--	33.33%	--	--	16.67%	--
Selected	--	4	--	--	1	--	--	1	--

Analysis Results: Auditor - Black or African American males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Auditor applicant pools. Between FY16 and FY18 there were a total of 6 qualified applicants and 4 selections; 1 Black or African American male and female were selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Auditor									
Total Applicants	--	5	--	--	1	--	--	2	--
Qualified Applicants	--	5	--	--	20.00%	--	--	40.00%	--
Selected	--	5	--	--	0	--	--	0	--

Analysis Results: Auditor - Black or African American males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Auditor applicant pools. Between FY16 and FY18 there were a total of 5 applicants, 5 qualified applicants and 0 selections; in FY17 there were 3 Black or African American applicants, qualified and none selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Supervisory Auditor									
Total Applicants	6	--	6	0	--	3	2	--	1
Qualified Applicants	6	--	6	0.00%	--	50.00%	33.30%	--	16.67%
Selected	2	--	4	0	--	1	0	--	0

Analysis Results: Supervisory Auditor – Black or African American males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Auditor applicant pools. Between FY16 and FY18 there were a total of 12 applicants, 12 qualified applicants and 2 selections. There were no internal competitive promotions (for major occupations) in FY17.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0958 Supervisory Employee Benefits Specialist									
Total Applicants	13	--	--	1	--	--	5	--	--
Qualified Applicants	12	--	--	8.30%	--	--	33.30%	--	--
Selected	0	--	--	0	--	--	0	--	--

Analysis Results: Supervisory Employee Benefits Project Manager - Black or African American males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Employee Benefits Project Manager applicant pools. Between FY16 and FY18 there were a total of 13 applicants, 12 qualified applicants and 0 selections. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Financial Analyst									
Total Applicants	2	--	--	1	--	--	0	--	--
Qualified Applicants	2	--	--	50.00%	--	--	0.00%	--	--
Selected	0	--	--	0	--	--	0	--	--

Analysis Results: Financial Analyst – Black or African American males and females have a lower than anticipated representation among PBGC’s selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Financial Analyst applicant pools. Between FY16 and FY18 there a total of 2 applicants, 2 qualified applicants and 0 selections. In FY16 there was 1 Black or African American applicant, qualified and none selected. There were no internal competitive promotions (for major occupations) in FY17 and 18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Supervisory Financial Analyst									
Total Applicants	--	5	3	--	0	0	--	0	0
Qualified Applicants	--	5	3	--	0.00%	0.00%	--	0.00%	0.00%
Selected	--	0	2	--	0	0	--	0	0

Analysis Results: Supervisory Financial Analyst - Black or African American males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Financial Analyst applicant pools. Between FY16 and FY18 there were a total of 8 applicants, 8 qualified applicants and 2 selections. In FY17 there were 0 Black or African American applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY16.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Supervisory Actuary									
Total Applicants	--	3	--	--	0	--	--	0	--
Qualified Applicants	--	3	--	--	0.00%	--	--	0.00%	--
Selected	--	1	--	--	0	--	--	0	--

Analysis Results: Supervisory Actuary - Black or African American males and females have a lower than anticipated representation among PBGC’s selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Actuary applicant pools. Between FY16 and FY18 there were a total of 3 applicants, 3 qualified applicants and 1 selection; In FY17 there were 0 Black or African American applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Actuary (Negotiations and Restructuring Actuarial Manager)									
Total Applicants	3	--	--	0	--	--	0	--	--
Qualified Applicants	3	--	--	0.00%	--	--	0.00%	--	--
Selected	1	--	--	0	--	--	0	--	--

Analysis Results: Actuary (Negotiations and Restructuring Actuarial Manager) - Black or African American males and females have lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Actuary (Negotiations and Restructuring Actuarial Manager) applicant pools. Between FY16 and FY18 there were a total of 3 applicants, 3 qualified applicants and 1 selection. In FY16 there was 0 Black or African American applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (ENTARCH)									
Total Applicants	12	--	--	0	--	--	3	--	--
Qualified Applicants	10	--	--	0.00%	--	--	30.00%	--	--
Selected	4	--	--	0	--	--	0	--	--

Analysis Results: Supervisory IT Specialist (ENTARCH) - Black or African American males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory IT Specialist (ENTARCH) applicant pools. Between FY16 and FY18 there were a total of 12 applicants, 10 qualified applicants and 4 selections; in FY16 there were 3 Black or African American female applicants, qualified and none selected. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (PLCYPLN)									
Total Applicants		11	--		2	--		2	--
Qualified Applicants	--	12	--	--	25.00%	--	--	16.67%	--
Selected	--	3	--	--	2	--	--	1	--

Analysis Results: Supervisory IT Specialist (PLCYPLN) – Black or African American male and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory IT Specialist (PLCYPLN) applicant pools. Between FY16 and FY18 there were a total of 11 applicants, 11 qualified applicants and 3 selections; in FY17 there were 2 Black or African American males and 1 female applicant selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Black or African American					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 IT Project Manager (INFOSEC)									
Total Applicants	--	--	4	--	--	1	--	--	2
Qualified Applicants	--	--	2	--	--	0.00%	--	--	50.00%
Selected	--	--	1	--	--	0	--	--	1

Analysis Results: IT Project Manager (INFOSEC) - Black or African American males and females have lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified IT Project Manager (INFOSEC) applicant pools.

Between FY16 and FY18 there were a total of 4 applicants, 2 qualified applicants and 1 selection a Black or African American female selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Asian Workforce FY18

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0510 Supervisory Accountant GS-0510-14									
Total Applicants	2	--	8	1	--	3	0	--	0
Qualified Applicants	2	--	3	50.00%	--	66.67%	0.00%	--	0.00%
Selected	0	--	2	0	--	1	0	--	0

Analysis Results: Supervisory Accountants - Asian male and female have lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Accountant applicant pools. Between FY16 and FY18 there were a total of 10 applicants, 5 qualified applicants, 2 selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Auditor									
Total Applicants	--	6	--	--	1	--	--	1	--
Qualified Applicants	--	6	--	--	16.67%	--	--	16.67%	--
Selected	--	4	--	--	0	--	--	1	--

Analysis Results: Auditor - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Auditor applicant pools. Between FY16 and FY18 there were a total of 6 applicants, 6 qualified applicants and 4 selections. In FY17 there were 2 Asian applicants, 1 male and 1 female, both qualified and selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Auditor									
Total Applicants	--	5	--	--	1	--	--	0	--
Qualified Applicants	--	5	--	--	20.00%	--	--	0.00%	--
Selected	--	0	--	--	0	--	--	0	--

Analysis Results: Auditor - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Auditor applicant pools. Between FY16 and FY18 there were a total of 5 applicants, 5 qualified applicants and 0 selections; in FY17 there was 1 Asian male applicant, 1 Asian male qualified and no selection. There were no Asian female applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0511 Supervisory Auditor									
Total Applicants	6	--	6	0	--	2	0	--	0
Qualified Applicants	6	--	6	0.00%	--	33.33%	0.00%	--	0.00%
Selected	2	--	4	0	--	2	0	--	0

Analysis Results: Supervisory Actuary - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Actuary applicant pools. Between FY16 and FY18 there were a total of 3 applicants, 3 qualified applicants and 1 selection; in FY17 there were 2 Asian male applicants, 2 Asian male qualified applicants and no Asian males selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
0958 Supervisory Employee Benefits Specialist									
Total Applicants	13	--	--	1	--	--	0	--	--
Qualified Applicants	12	--	--	8.30%	--	--	0.00%	--	--
Selected	0	--	--	1	--	--	0	--	--

Analysis Results: Supervisory Employee Benefits Project Manager - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified pools. Between FY16-FY18 there were a total of 13 applicants, 12 qualified applicants and 0 selections. In FY16 there was 1 Asian male applicant, 1 Asian Male qualified and none selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Financial Analyst									
Total Applicants	2	--	--	0	--	--	0	--	--
Qualified Applicants	2	--	--	0.00%	--	--	0.00%	--	--
Selected	0	--	--	0	--	--	0	--	--

Analysis Results: Financial Analyst – Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Financial Analyst applicant pools. Between FY16 and FY18 there were a total of 2 applicants, 2 qualified applicants and 0 selections. In FY16 there were no Asian applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1160 Supervisory Financial Analyst									
Relevant Applicant Pool	--	5	--	--	--	--	--	--	--
Qualified Applicants	--	5	3	--	0.00%	0.00%	--	40.00%	33.33%
Selected	--	0	2	--	0	0	--	0	0

Analysis Results: Supervisory Financial Analyst - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Auditor applicant pools. Between FY16 and FY18 there were a total of 8 applicants, 8 qualified applicants and 2 selections. In FY17 there were 0 Asian Male applicants, qualified or selected, and there were 2 Asian female applicants, 2 Asian female qualified and none selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Supervisory Actuary									
Total Applicants		3	--	--	1	--		0	--
Qualified Applicants	--	3	--	--	33.33%	--	--	0.00%	--
Selected	--	1	--	--	1	--	--	0	--

Analysis Results: Supervisory Actuary - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory Actuary applicant pools. Between FY16 and FY18 there were a total of 3 applicants, 3 qualified applicants and 1 selection; in FY17 there was 1 Asian male applicant, 1 Asian Male qualified and none selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
1510 Actuary (Negotiations and Restructuring Actuarial Manager)									
Total Applicants	3	--	--	0	--	--	0	--	--
Qualified Applicants	3	--	--	0.00%	--	--	0.00%	--	--
Selected	1	--	--	0	--	--	0	--	--

Analysis Results: Actuary (Negotiations and Restructuring Actuarial Manager) - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Actuary (Negotiations and Restructuring Actuarial Manager) applicant pools. Between FY16 and FY18 there were a total of 3 applicants, 3 qualified applicants and 1 selection. In FY16 there was 0 Asian applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY17 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (ENTARCH)									
Total Applicants	12	--	--	3	--	--	0	--	--
Qualified Applicants	10	--	--	10.00%	--	--	0.00%	--	--
Selected	4	--	--	1	--	--	0	--	--
Selected vs. RAP Discrepancies*		--	--	--	--	--	--	--	--
Selected vs. Qualified Applicant Discrepancies**		--	--	2.50	--	--	--	--	--

Analysis Results: Supervisory IT Specialist (ENTARCH) - Asian males and females have a lower than anticipated representation among PBGC's selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and

qualified Supervisory IT Specialist (ENTARCH) applicant pools. Between FY16 and FY18 there were a total of 12 applicants, 10 qualified applicants and 4 selections. In FY16 there were 3 Asian male applicants, 1 Asian male qualified and 1 Asian male selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 Supervisory IT Specialist (PLCYPLN)									
Total Applicants	--	11	--	--	1	--	--	0	--
Qualified Applicants	--	11	--	--	8.33%	--	--	0.00%	--
Selected	--	3	--	--	0	--	--	0	--

Analysis Results: Supervisory IT Specialist (PLCYPLN) – Asian male and females have a lower than anticipated representation among PBGC’s selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified Supervisory IT Specialist (PLCYPLN) applicant pools. Between FY16 and FY18 there were a total of 11 qualified applicants and 3 selections. In FY17 there was 1 Asian male applicant that was determined to be qualified, however, no Asian was selected. There were 0 female applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY16 and FY18.

	Total Workforce	Total Workforce	Total Workforce	Asian					
	FY16 All	FY17 All	FY18 All	FY16 Male	FY17 Male	FY18 Male	FY16 Female	FY17 Female	FY18 Female
2210 IT Project Manager (INFOSEC)									
Total Applicants	--	--	4	--	--	0	--	--	0
Qualified Applicants	--	--	2	--	--	0.00%	--	--	0.00%
Selected	--	--	1	--	--	0	--	--	0

Analysis Results: IT Project Manager (INFOSEC) - Asian males and females have a lower than anticipated representation among PBGC’s selections for internal competitive promotions for major occupations relative to their ratios in the feeder pool, workforce and qualified IT Project Manager (INFOSEC) applicant pools. Between FY16 and FY18 there were a total of 4 applicants, 2 qualified applicants and 1 selection; no Asian male or female applicants, qualified or selected. There were no internal competitive promotions (for major occupations) in FY16 and FY17.

****Discrepancies were evaluated using the “80 Percent” method which declares a discrepancy exists if the percentage of qualified applicants in a job group within a major occupation is less than 80% of their availability in the voluntarily identified applicant pool. Cells in red indicate a discrepancy.***

*****Discrepancies in the ratio of applicants selected compared to the qualified applicant pool were evaluated using the “80 Percent” method, which declares a discrepancy exists if the percentage of applicants hired in a job group within a major occupation is less than 80% of their availability in the qualified applicant pool. Cells in red indicate a discrepancy.***

Table A10: Non-Competitive Promotions-Time In-Grade Distribution by Race/Ethnicity and Gender Hispanic Employees in PBGC Workforce Analysis Results:

From FY2016 to FY2018, Hispanic males and females did not receive Time-in-grade non-competitive promotions although there were eligible candidates.

Work Indicators	Hispanic Males				Hispanic Females		
Civilian Labor Force (A1)	5.17%				4.79%		
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16
Total Eligible	3.13%	1.18%	0.91%		3.13%	2.35%	1.82%
A10:							
1 - 12 months	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
13 - 24 months	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
25+ months	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%

Table A10: Non-Competitive Promotions-Time In Grade-Distribution by Race/Ethnicity and Gender White Employees in PBGC Workforce Analysis Results:

From FY2016 to FY2018, White males and females received lower rates of career ladder promotions relative to the number of eligible candidates, between the months 1-12, 13-24 and 25+ months post Time-in-Grade eligibility.

Work Indicators	White Males				White Females		
Civilian Labor Force (A1)	38.33%				34.03%		
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16
Total Eligible	10.94%	16.47%	16.36%		14.06%	17.65%	13.64%
A10:							
1 - 12 months	0.00%	26.09%	0.00%		0.00%	4.35%	0.00%
13 - 24 months	26.67%	0.00%	0.00%		0.00%	0.00%	0.00%
25+ months	16.67%	0.00%	0.00%		100.00%	50.00%	1.00%

Table A10: Non-Competitive Promotions-Time In Grade-Distribution by Race/Ethnicity and Gender Black Employees in PBGC Workforce Analysis Results:

From FY2017 to FY2018, Black males and females received lower rates of career ladder promotions 1-12 months, 13-24 months, and 25+ months compared to their eligibility.

Work Indicators	Black or African American Males				Black or African American Females		
Civilian Labor Force (A1)	12.5%				29.66%		
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16
Total Eligible	17.19%	18.82%	13.64%		35.94%	29.41%	40.91%
A10:							
1 - 12 months	50.00%	26.09%	0.00%		50.00%	34.78%	0.00%
13 - 24 months	20.00%	0.00%	0.00%		46.67%	0.00%	0.00%
25+ months	0.00%	0.00%	0.00%		0.00%	50.00%	1.00%

Table A10: Non-Competitive Promotions-Time-In-Grade Distribution by Race/Ethnicity and Gender Asian Employees in PBGC Workforce Analysis Results:

From FY2016 to FY2018, Asian males and females received lower rates of career ladder promotions 1-12 months, 13-24 months, and 25+months compared to their eligibility.

Work Indicators	Asian Males				Asian Females		
Civilian Labor Force (A1)	5.17%				4.79%		
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16
Total Eligible	7.81%	9.41%	7.27%		6.25%	4.71%	2.73%
A10:							
1 - 12 months	0.00%	8.70%	0.00%		0.00%	0.00%	0.00%
13 - 24 months	6.67%	0.00%	0.00%		0.00%	0.00%	0.00%
25+ months	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%

***Promotion ratios were calculated by comparing Promotion Rates of each EEO group to that group's representation in the eligible workforce in 2016, 2017 and 2018. Promotion Rates for each group less than 80% of the group's representation in the eligible workforce were flagged in red as triggers.**

Table A11: Internal Selections for Senior Level Positions by Race/Ethnicity and Sex 3-year trend analysis (2018-2016) Hispanic Employees in PBGC Workforce Analysis Results:

There is lower than anticipated representation for internal selections for senior level positions for Hispanic males at the GS-13, 14, 15 and SL. There were three qualified Hispanic males at the GS-14 and 15 level but none were selected. There is lower than anticipated representation for internal selections for senior level positions for Hispanic females at the GS 15 and SL level. There was 1 qualified Hispanic female at the GS-15 level in FY17, but the applicant was not selected. This should be interpreted with caution given the small applicant pools.

	Hispanic Males			Percentage Change	Hispanic Females			Percentage Change
Civilian Labor Force (A1)	5.17%				4.79%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	1.79%	1.30%	1.37%		2.68%	2.60%	3.65%	
Grade Level: 13								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	25.00%	-100.00%
Qualified	0.00%	0.00%	0.00%	0.00	0.00%	7.69%	33.30%	-100.00
Selected	0.00%	0.00%	0.00%	0.00	20.00%	0.00%	50.00%	-60.00%
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	1.50	-100.00%

	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	1.99%	2.30%	2.66%		1.99%	1.64%	1.33%	
Grade Level: 14								
Total Applicant Received	11.11%	14.29%	0.00%	N/A	0.00%	0.00%	8.00%	-100.00%
Qualified	12.50%	14.29%	0.00%	N/A	0.00%	0.00%	9.50%	-100.00
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	50.00%	-100.00%
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	5.26	-100.00%
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	1.99%	2.76%	2.11%		0.66%	0.00%	0.00%	
Grade Level: 15								
Total Applicant Received	5.56%	16.67%	0.00%	N/A	0.00%	5.56%	0.00%	N/A
Qualified	5.88%	16.67%	0.00%	N/A	0.00%	5.56%	0.00%	N/A
Selected	0.00%	0.00	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	%	%	%		%	%	%	
Grade Level: SES								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Qualified	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	2.63%	2.94%	2.94%		0.00%	0.00%	0.00%	
Grade Level: SL								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Qualified	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Table A11: Internal Selections for Senior Level Positions by Race/Ethnicity and Sex
3-year trend analysis (2018-2016) White Employees in PBGC Workforce Analysis Results:**

There is lower than anticipated representation for White males and females at the GS 13 level and there is a higher than anticipated representation rate at the GS 14 level for White females. This should be interpreted with caution given the small applicant pools.

	White Males			Percentage Change	White Females			Percentage Change
Civilian Labor Force (A1)	38.33%				34.03%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	16.07%	16.45%	19.63%		10.71%	11.26%	10.50%	
Grade Level: 13								
Total Applicant Received	0.00%	16.67%	0.00%	N/A	0.00%	0.00%	25.00%	-100.00%
Qualified	0.00%	15.38%	0.00%	N/A	0.00%	0.00%	33.30%	-100.00%
Selected	0.00%	33.33%	0.00%	N/A	20.00%	0.00%	50.00%	-60.00%
Discrepancy	0.00	2.17	0.00	N/A	0.00	0.00	1.50	-100.00%

	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	31.89%	33.88%	33.89%		17.94%	17.43%	19.93%	
Grade Level: 14								
Total Applicant Received	22.22%	42.86%	36.00%	-38.28%	11.11%	14.29%	4.00%	177.75%
Qualified	25.00%	42.86%	33.30%	-24.92%	12.50%	14.29%	4.80%	160.42%
Selected	50.00%	50.00%	0.00%	N/A	50.00%	50.00%	25.00%	100.00%
Discrepancy	2.00	1.17	0.00	N/A	4.00	3.50	5.21	-23.32%
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	33.77%	35.86%	38.73%		26.49%	24.83%	23.24%	
Grade Level: 15								
Total Applicant Received	5.56%	27.78%	34.80%	-84.02%	0.00%	16.67%	13.00%	-100.00%
Qualified	5.88%	27.78%	35.00%	-83.20%	0.00%	16.67%	15.00%	-100.00%
Selected	0.00%	0.00	50.00%	-100.00%	0.00%	50.00%	25.00%	-100.00%
Discrepancy	0.00	0.00	1.43	-100.00%	0.00	3.00	1.67	-100.00%
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	%	%	%		%	%	%	
Grade Level: SES								
Total Applicant Received	0.00%	66.67%	0.00%	N/A	0.00%	0.00%	0.00%	0.00
Qualified	0.00%	66.67%	0.00%	N/A	0.00%	0.00%	0.00%	0.00
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	47.37%	47.06%	47.06%		28.95%	35.29%	32.35%	
Grade Level: SL								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Qualified	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Table A11: Internal Selections for Senior Level Positions by Race/Ethnicity and Sex
3-year trend analysis (2018-2016) Black Employees in PBGC Workforce Analysis Results:**

There is higher than anticipated representation for Black males at the GS 13 level and lower than anticipated representation rate for females at the GS-13 and 14 levels. This should be interpreted with caution given the small applicant pools.

	Black Males			Percentage Change	Black Females			Percentage Change
Civilian Labor Force (A1)	5.49%				6.53%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	15.63%	17.32%	17.81%		37.95%	36.36%	33.33%	
Grade Level: 13								
Total Applicant Received	22.22%	25.00%	0.00%	N/A	22.22%	0.00%	25.00%	-11.12%
Qualified	20.00%	30.77%	0.00%	N/A	0.00%	7.69%	33.30%	-100.00%
Selected	20.00%	33.33%	0.00%	N/A	0.00%	0.00%	0.00%	0.00
Discrepancy	1.00	0.00	0.00	N/A	0.00	0.00	0.00	0.00
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	11.63%	12.17%	10.63%		21.26%	20.72%	21.26%	
Grade Level: 14								
Total Applicant Received	22.22%	0.00%	16.00%	38.88%	33.33%	0.00%	32.00%	4.16%
Qualified	12.50%	0.00%	19.00%	-34.21%	27.27%	0.00%	28.60%	-4.65%
Selected	0.00%	0.00%	0.00%	0.00	33.33%	0.00%	25.00%	33.32%
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.87	-100.00%
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	11.26%	10.34%	10.56%		14.57%	15.17%	15.49%	
Grade Level: 15								
Total Applicant Received	11.11%	11.11%	0.00%	N/A	16.67%	11.11%	0.00%	N/A
Qualified	11.76%	11.11%	0.00%	100.00	11.76%	11.11%	0.00%	N/A
Selected	0.00%	50.00	0.00%	N/A	20.00%	0.00%	0.00%	N/A
Discrepancy	0.00	4.50	0.00	N/A	1.70	0.00	0.00	N/A
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	%	%	%		%	%	%	
Grade Level: SES								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	40.00%	33.33%	0.00%	N/A
Qualified	0.00%	0.00%	0.00%	0.00	40.00%	33.33%	0.00%	N/A
Selected	0.00%	0.00%	0.00%	0.00	0.00%	100.00%	0.00%	N/A
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	5.26%	2.94%	2.94%		10.53%	5.88%	5.88%	
Grade Level: SL								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	50.00%	0.00%	0.00%	N/A
Qualified	0.00%	0.00%	0.00%	0.00	50.00%	0.00%	0.00%	N/A
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Asian Employees in PBGC Workforce

While there is lower than anticipated representation for Asian females at the GS 13 and GS 14 levels, and lower than anticipated representation for Asian males at the GS 14 level. This should be interpreted with caution given the small applicant pools.

Table A11: Internal Selections for Senior Level Positions by Race/Ethnicity and Sex

	Asian Males			Percentage Change	Asian Females			Percentage Change
Civilian Labor Force (A1)	1.97%				1.93%			
	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
Total Workforce	6.70%	6.49%	6.39%		6.25%	6.49%	5.94%	
Grade Level: 13								
Total Applicant Received	55.56%	16.67%	25.00%	122.24%	0.00%	8.33%	0.00%	N/A
Qualified	80.00%	15.38%	0.00%	N/A	0.00%	7.69%	0.00%	N/A
Selected	60.00%	0.00%	0.00%	N/A	0.00%	16.67%	0.00%	N/A
Discrepancy	0.75	0.00	0.00	N/A	0.00	2.17	0.00	N/A
Total Workforce	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
	7.31%	6.25%	4.98%		4.65%	4.61%	5.32%	
Grade Level: 14								
Total Applicant Received	0.00%	14.29%	4.00%	-100.00%	0.00%	14.29%	0.00%	N/A
Qualified	0.00%	14.29%	4.80%	0.00	0.00%	14.29%	0.00%	N/A
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
	4.64%	4.83%	4.93%		6.62%	6.21%	4.93%	
Grade Level: 15								
Total Applicant Received	5.56%	5.56%	13.00%	-57.23%	0.00%	5.56%	4.30%	-100.00%
Qualified	5.88%	5.56%	10.00%	-41.20%	0.00%	5.56%	0.00%	N/A
Selected	0.00%	0.00	25.00%	-100.00%	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	2.50	-100.00%	0.00	0.00	0.00	0.00
Total Workforce	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
	%	%	%		%	%	%	
Grade Level: SES								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Qualified	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce	FY-18	FY-17	FY-16		FY-18	FY-17	FY-16	
	2.63%	1.89%	2.94%		2.63%	2.20%	5.88%	
Grade Level: SL								
Total Applicant Received	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Qualified	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Selected	0.00%	0.00%	0.00%	0.00	0.00%	0.00%	0.00%	0.00
Discrepancy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

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

I, **Brenecia Watson** am the

(Insert name above)

(Insert official
title/series/grade above)

Principal EEO Director/Official for

Pension Benefit Guarantee Corporation

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

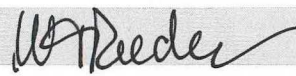
The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.


Signature of Principal EEO Director/Official





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



5/1/2019
Date






Signature of Agency Head or Agency Head Designee





May 1, 2019
Date

EEOC FORM
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
MD-715 - PART G
Agency Self-Assessment Checklist





Essential Element A: Demonstrated Commitment From agency Leadership This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
A.1.a	A.1 – The agency issues an effective, up-to-date EEO policy statement.	Yes	November 21, 2017
A.1.b	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	
	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes	
 Compliance Indicator  Measures	A.2 – The agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
A.2.a	Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes	
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	No	Updated procedures were submitted to EEOC for approval September 25, 2018.
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes	
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes	
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	No	Updated procedures were submitted to EEOC for approval September 25, 2018.
A.2.c	Does the agency inform its employees about the following topics:		





A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	The EEO complaints process is always available on the OEEEO's intranet. New employees are also informed during orientation. In addition, OEEEO provided training that informs the workforce of the EEO complaints process.
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	The ADR process is always available on the OEEEO's intranet. New employees are also informed during orientation.
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	The Reasonable Accommodation brochure is provided to all employees during NEO and the PBGC Reasonable Accommodation Coordinator provides a briefing to all new employees during NEO on reasonable accommodation procedures. In addition, the information is available on the intranet.
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	HRD provides training regarding workplace behavior, Harassment Inquiry Committee (HIC), agency policy, arbitration/ mediation, and inappropriate behaviors/ethics in the workplace. During these sessions, employees are provided information tools such as the PBGC's Anti-harassment Policy brochure, the current OEEEO Prevention of Workplace Harassment Policy Statement and the Equal Employment Opportunity Policy Statement to give notice to federal employees of inappropriate behaviors in the workplace and the potential result of such actions.
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	Notices are also publicly displayed in the HRD's front office and the agency intranet site.
 Compliance Indicator  Measures	A.3 – The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments New Compliance Indicator
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section.	Yes	EEO Merit Award and Certificates
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	

Essential Element B: Integration of EEO into the agency's Strategic Mission This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.			
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	NA	
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	March 14, 2018
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes	
 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments New Compliance Indicator
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may	Yes	



	not be applicable for certain subordinate level components.]		
B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	NA	
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes	
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	PBGC Strategic reference: Encourage and support a diverse and inclusive work environment that encourages employee engagement; Foster a diverse, high- performing workforce; Foster a culture of inclusion that encourages collaboration, flexibility and fairness.
 Compliance Indicator  Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		





B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes	
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	NA	
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees,	Yes	





	receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?		
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
 Compliance Indicator  Measures	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments New Indicator
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	
 Compliance Indicator  Measures	B.6 – The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments New Indicator
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes	
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	During FY18 action plans were established and implemented. We anticipate measuring results by 2020.







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  Measures	C.1 – The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	N/A	PBGC does not have any field offices
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	N/A	PBGC does not have any field offices
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	N/A	PBGC does not have any field offices
 Compliance Indicator  Measures	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments New Indicator
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes	
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging	Yes	



	harassment? [see Enforcement Guidance, V.C.]		
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comment's column.	Yes	
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes	
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	Yes	
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	No	The procedures will be posted in FY19



 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments New Indicator
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes	
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes	
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes	
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes	
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes	





 Compliance Indicator  Measures	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes	
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes	
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes	
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes	
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes	
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see	Yes	There were no managers or supervisors disciplined/sanctioned for this fiscal year.







	29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.		
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	
 Compliance Indicator  Measures	C.6 – The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	Annually
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
Essential Element D: Proactive Prevention This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.			
 Compliance Indicator  Measures	D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes	
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes	



 Compliance Indicator  Measures	D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments New Indicator
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.c	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes	
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comment's column.	Yes	iComplaints and OBIEE
 Compliance Indicator  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments New Indicator
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes	No barriers have been identified
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes	No barriers identified during reporting period
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	
 Compliance Indicator  Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments New Indicator

Measures			
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes	
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	
Essential Element E: Efficiency This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.			
 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
 Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	Yes	Yes, the Agency issues accept letter/dismissal decisions within a reasonable time. The internal office policy is to issue within 14 days of receipt of the formal complaint
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes	
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	Yes	
E.1.h	When the complainant does not request a hearing, does the agency timely issue the	Yes	

	final agency decision, pursuant to 29 CFR §1614.110(b)?		
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes	
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comment's column.	Yes	Yes, the Agency uses contract investigators to conduct EEO discrimination investigations. The EEO attorney-advisor requires weekly progress reports from the contract investigators during an investigation. In addition, the EEO attorney-advisor, reviews the report of investigation for legal sufficiency before it is issued. If there are any identified problems, the contract investigator is required to fix the problem.
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes	
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes	
 Compliance Indicator  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments Revised Indicator
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	The Equal Employment Opportunity Office has an Attorney Advisor on Staff to insure legal sufficiency reviews are separate and apart from the agency representative.
E.2.c	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	Yes	

 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
	E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes
	E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	No While not required, it is strongly encouraged and managers participate.
	E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes
	E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes
	E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes
	E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes
 Compliance Indicator  Measures	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
	E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	
	E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes
	E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes
	E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes
	E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes
	E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes
	E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes
	E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes

 Compliance Indicator  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
	E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes By conducting Barrier and Trend Analysis. (See section E3 Workforce Analysis)
	E.5.b	Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes We always work to remain current regarding industry best practices. However, we have not identified practices that significantly differ from PBGC’s.
	E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes
Essential Element F: Responsiveness and Legal Compliance This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.			
 Compliance Indicator  Measures	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
	F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes
	F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes
	F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes
	F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes
	F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes
 Compliance Indicator  Measures	F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments
	F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes Indicator moved from E-III Revised
	F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes

F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes	
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes	
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes	
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	

MD-715 – Part I
Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger												
Hispanic representation in PBGC is below the CLF benchmark	All Data Tables	<p>When comparing representation rates of mission critical occupations to the Occupational Civilian Labor Force benchmark, Hispanic males have lower than anticipated participation rates in Accounting (0510), Auditing (0511), General Attorney (0905), Employee Law Benefit (0958), and Information Technology Specialist (2210).</p> <p>Hispanic females also have consistently lower than anticipated participation rates in mission-critical occupations: Accounting (0510), Employee Benefits Law Specialist (0958), Contracting (1102), Financial Analyst (1160), Actuary Science (1510) and Information Technology Specialist (2210).</p> <p>Furthermore, when compared to the National Civilian Labor Force (NCLF), Hispanic employees have lower than anticipated representation in the PBGC workforce. The participation rates of Hispanic males and females in PBGC and the NCLF are as follows:</p> <table><tr><th></th><th>Males</th><th>Females</th><th>Total</th></tr><tr><td>PBGC</td><td>2.01%</td><td>2.22%</td><td>4.23%</td></tr><tr><td>NCLF</td><td>5.17%</td><td>4.79%</td><td>9.96%</td></tr></table>		Males	Females	Total	PBGC	2.01%	2.22%	4.23%	NCLF	5.17%	4.79%	9.96%
	Males	Females	Total											
PBGC	2.01%	2.22%	4.23%											
NCLF	5.17%	4.79%	9.96%											

EEO Group(s) Affected by Trigger

EEO Group
Hispanic or Latino Males - YES
Hispanic or Latino Females - YES

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<p>The Office of Equal Employment Opportunity completed a review of FY 2018 workforce and human resources data for PBGC major occupations, applicant flow, recruitment activities and new hires. Triggers were identified through analysis of the FY 2018 workforce tables.</p> <p>In FY 2019 barrier analysis efforts will continue to focus on the applicant flow data, recruitment, and hiring. Other elements of the employee life cycle will also be analyzed to determine the impact of the recruitment and retention of Hispanics.</p>
Complaint Data (Trends)	Yes	To identify complainant demographics
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	To identify trends across the Federal government
Climate Assessment Survey (e.g., FEVS)	Yes	To assess employee satisfaction
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	To identify trends and industry best practices
Other (Please Describe)		

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
The workforce data analysis suggest that barriers may exist for Hispanic employees in the hiring/selections processes of PBGC's mission-critical occupations.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated)	Target Date)	Sufficient Funding & Staffing? (Yes or No)	Modified Date	Date Completed
Increase the hiring of Hispanic males and females in PBGC by expanding the applicant pool for mission-critical occupations with lower than anticipated participation rates. Work with management and staff to identify any barriers and develop effective strategies and action plans. Provide recommendations to agency management and HRD to overcome any identified triggers/barriers.	October 1, 2016	September 30, 2020			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
HRD Directors and Staff, PBGC, Department Directors and Management Team		
OEEEO Director	Brenecia Watson	Yes
Lead EEO Specialist	Hope Fuller	Yes
EEO Specialist	Cynthia Searles	Yes
EEO Specialist	Kimberly Rodgers	Yes
Management Analyst	Beverley Hebron	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Modified Date	Completion Date
March 30, 2020	Build relationships with organizations such as National Hispanic MBA Association, Hispanic National Bar Association, Latinos in Information Sciences and Technology		

Target Date	Planned Activities	Modified Date	Completion Date
September 30, 2019	Review the applicant pool and exit interview data to identify trends/barriers in hiring and selection of Hispanic employees		
September 30, 2020	Evaluate policies and practices and observe how qualified applicants are selected into positions and assess whether the agency's selection process has any deficiencies or potential barriers		
September 30, 2020	Assess the effectiveness of mentorships and developmental programs in increasing representation of groups that are below their rate of representation in senior level positions and the feeder pool for senior level positions.		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2018	<p>OEEA completed statistical analysis of workforce data including 3-year trend analysis and Barrier and Trends Analysis (BATA).</p> <p>In FY 2018, PBGC received applications from Hispanic males and females in five out of the eight mission critical occupations: Supervisory Accountant (0510), Supervisory Actuary (1510), Auditor (0511), General Attorney (0905), and Information Technology Specialist (2210). One female was selected for Supervisory Auditor. Two Hispanic males applied and received internal promotions in General Attorney and Actuary Science.</p>
FY 2018	<p>Leveraged the Hispanic Affirmative Employment Committee's commitment in helping to identify issues that are of concern to PBGC's Hispanic workforce. Implemented the Representation Matters Campaign so that all employees understand the importance of providing accurate demographic data and the impact accurate numbers can have on the agency.</p>
FY 2018	<p>HOLA, the Hispanic Affinity Group conducted activities to support the professional development of PBGC's Hispanic workforce and to also create connections with the community in order to develop future interest in employment at PBGC.</p> <ul style="list-style-type: none"> Professional development workshops for HOLA members – LinkedIn and TSP (more details on our newsletter attached) Federal Hispanic Networking event in collaboration with other federal affinity groups (HECFAA-STATE&USAID, CLEO-CENSUS, HACE-USDA, ALAS-DOL, HEO-HHS, HIT, HEC-ED, LATINOS@NOAA, NHCFAE, NCHEPM) The event's purpose was to get all the Hispanics Employee Resource Groups (ERGs) together to share topics on career advancement and mentoring. HOLAPBGC was lead coordinator. (more details on our newsletter attached) HOLA-HACU Mentorship Program- This summer we established the HOLA-HACU mentorship program in which we paired the

	<p>summer interns with HOLA members and agency professionals based on their fields and career aspirations. Each HACU intern was assigned a mentor. For example, two interns expressed interest in pursuing law, so they were paired with two attorneys in OGC. In addition, a Hispanic Supervisory Financial Analyst also served as lead mentor for all interns.</p> <ul style="list-style-type: none"> • Community Service Events with Don Bosco Cristo Rey High School in Takoma Md- HOLA members volunteered their time to help Hispanic high school seniors with their FAFSA (college financial aid) and to review their college essays and personal statements. HOLA members also created a list of scholarships available to Hispanics and minorities and distributed to the students. • Annual Hispanic Heritage Month Observance event – This year's theme was The Power of Latina Women, and included an educational exhibit about many powerful Latinas in the Arts, STEM, Philanthropy, Sports and Politics. The event also featured a short film documentary about Afro Latinas perceptions in the media.
FY 2018	HRD partnered with hiring managers and affinity groups to broaden targeted recruitment efforts to reach a diverse applicant pool.

MD-715 – Part I
Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Comparing grade representation to its benchmark.	A/B1 A/B4-1 A/B4-2	There is a significant decline in female representation in grades GS-14, GS-15, and SL in comparison to their representation rate in the civilian labor force.

EEO Group(s) Affected by Trigger

EEO Group
All Women - YES

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Female representation in grades, in major occupations, in manager/supervisory positions.
Complaint Data (Trends)	Yes	To identify the demographics making complaints
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	To understand employee perceptions
Exit Interview Data	No	
Focus Groups		Pending; A focus group is planned for FY19
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	To view trends across the government.

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Other (Please Describe)		

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
None identified

Objective(s) and Dates for EEO Plan

Objective	Date Initiated	Target Date	Sufficient Funding & Staffing? (Yes or No)	Modified Date	Date Completed
Provide resources (trainings, workshops) that support when in the development of their own careers.	06/01/2018	Ongoing	Yes		
Provide the agency trainings and workshops on strategies to support equal employment opportunity.	06/01/2018	Ongoing	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
OEEEO Director	Brenecia Watson	Yes
Lead EEO Specialist	Hope Fuller	Yes
EEO Specialist	Cynthia Searles	Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Specialist	Kimberly Rodgers	Yes
Management Analyst	Beverley Hebron	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Modified Date	Completion Date
07/30/2019	Conduct a focus group comprised of women in PBGC to gather anecdotal data and develop hypothesis on issues impacting women at the senior level.		

Report of Accomplishments

Fiscal Year	Accomplishments
2017	Developed the Federal Women's Affirmative Employment Committee (FWAEC) and the Hispanic Affirmative employment Committee (HAEC).
2018	<p>Leveraged FWAEC's commitment in helping to remove barriers that impede equal opportunity by empowering members to assist in barrier analysis.</p> <p>FWAEC has developed a focus group for February 2019.</p> <p>During FY18, FWAEC provided resume writing workshop to provide useable tools to those seeking career advancement.</p> <p>HAEC Sponsored a workshop on the importance of diverse representation in PBGC's workshop.</p>
2018	HRD partnered with hiring managers and affinity groups to broaden targeted recruitment efforts to reach a diverse applicant pool.

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Please note: The triggers identified in this Part J are based solely on individual self-identification obtained through OPM's Standard Form 256. We anticipate the total count of PWDs and PWTDs will increase and some triggers will be eliminated as additional individuals with disabilities are identified through the agency's reasonable accommodations program and through appointments under hiring authorities that take disability into account.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
 - a. Cluster GS-1 to GS-10 (PWD) Yes 0 No X
 - b. Cluster GS-11 to SES (PWD) Yes X No 0

Where there is representation in the cluster GS-1 to GS-10, PWD did not have a trigger. PWD did not have a trigger for grades GS-11 or GS-12, however in the cluster GS-13 to SL, there is a trigger because representation rates decrease for the following grades:

GS-13: 9.78%,

GS-14: 7.62%

GS-15: 7.28%

SL: 5.26%

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
 - a. Cluster GS-1 to GS-10 (PWTD) Yes 0 No X
 - b. Cluster GS-11 to SES (PWTD) Yes 0 No X

Where there is representation, and where the sample size is large enough, we have determined that there is not a trigger for grades GS-04 thru GS-14. However, there is a trigger for grade GS-14 with only a .66% representation rate and SL with zero representation of PWTD.

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

Each year numerical goals are communicated to the Corporation's Senior leaders at the state of the agency briefing. That information is also included in the annual MD-715 report which is available on PBGC's intranet and the public internet.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

- Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the agency's plan to improve the staffing for the upcoming year.

Yes X No 0

--

- Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	7	0	0	Brandy Pelham, Supervisory HR Specialist,
Answering questions from the public about hiring authorities that take disability into account	1		1	Donald Beasley Selective Placement Program Coordinator HRD; Karen Esser Diversity and Inclusion Program Manager, HRD, esser.karen@pbgc.gov
Processing reasonable accommodation requests from applicants and employees	1			Donald Beasley Reasonable Accommodation Coordinator
Section 508 Compliance			Section 508 Compliance Team, headed by the Office of Information Technology	Angela Watkins IT Specialist and Section 508 Compliance Team Chair
Architectural Barriers Act Compliance	1			Terri Garner, Industrial Specialist Workplace Solutions Department
Special Emphasis Program for PWD and PWTD	1			Loraine Johnson Special Emphasis Program Manager

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If "yes", describe the training that disability program staff have received. If "no", describe the training planned for the upcoming year.

Yes X No 0

One employee attended NELI's two-day public sector employment law seminar that included a segment on disability.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If "no", describe the agency's plan to ensure all aspects of the disability program have sufficient funding and other resources.

Yes X No 0

HRD manages a centralized budget set aside to purchase items needed as a reasonable accommodation.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD.

A. Plan to Identify Job Applicants with Disabilities

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

Selective Placement Program Coordinator (SPPC) receives inquiries from job applicants with disabilities, including individuals with targeted disabilities daily via email. Staffing Specialists in the Staffing and Classification Division receive applications from applicants with disabilities, including individuals with targeted disabilities, through the application process. The specialists review the provided documentation and make a determination as to whether the applicant is eligible for veterans' preference and/or the Schedule A hiring authority. The specialists collaborate with the SPPC as necessary.

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

Selective Placement Program Coordinator (SPPC) receives inquiries from job applicants with disabilities, including individuals with targeted disabilities daily via email and forwards Schedule A letters and resumes to the agency's Disability Program Staffing Specialist. The Staffing Specialist determines which hiring authorities the applicant is eligible for and whether the applicant is minimally qualified for the position. The Staffing Specialist then refers eligible and minimally qualified applicants to the Hiring Official with an explanation of how they should be considered.

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

Selective Placement Program Coordinator (SPPC) receives inquiries from job applicants with disabilities, including individuals with targeted disabilities daily via email and forwards Schedule A letters and resumes to the agency's Disability Program Staffing Specialist. The Staffing Specialist determines which hiring authorities the applicant is eligible for and whether the applicant is minimally qualified for the position. The Staffing Specialist then refers eligible and minimally qualified applicants to the Hiring Official with an explanation of how they should be considered.

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

Yes X No 0 N/A 0

SPPC offered one training in FY18 that informed PBGC managers of the ABC's of Schedule A hiring and how it is used at PBGC.

B. Plan to Establish Contacts with Disability Employment Organizations

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

SPPC forwards PBGC vacancy announcements via email to numerous organizations that assist PWDs in securing and maintaining employment. The Staffing and Classification Division attends career fairs specifically targeted to disabled veterans, including veterans with targeted disabilities, to discuss hiring opportunities at the agency as well as the application process and the various hiring authorities under which the attendees might be eligible. Starting in FY 2019, the Staffing and Classification Division accepted resumes from disabled veterans, including veterans with targeted disabilities, and is determining which of them may be referred noncompetitively under one or more hiring authorities.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)	Yes X	No 0
b. New Hires for Permanent Workforce (PWTD)	Yes X	No 0

Triggers exist for hires in all eight major occupations for PWTD as no PWTDs were hired in any of the occupations. Triggers exist for all but the following three occupations for PWD because the hires exceeded the 12% goal:

Auditing @ 14.29%
 Actuarial Science @ 50%
 Information Technology Management @ 50%

However, it should be noted that the sample size was limited causing the number to appear above the goal.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. New Hires for MCO (PWD)	Yes X	No 0
b. New Hires for MCO (PWTD)	Yes X	No 0

Of all the PWDs and PWTDs that applied for MCOs, only one PWD was hired for series 0511-Auditing. However, there were no applicants for series 1510- Actuarial Science.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Qualified Applicants for MCO (PWD)	Yes 0	No X
b. Qualified Applicants for MCO (PWTD)	Yes 0	No X

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Promotions for MCO (PWD)	Yes 0	No X
b. Promotions for MCO (PWTD)	Yes 0	No X

There were no internal applications for any of the major occupations that did hire employees.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. Advancement Program Plan

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

In order to increase the representation of disabled veterans in the PBGC Pathways (Student Intern) Program, the Staffing and Classification Division has established a hiring and retention plan for those individuals.

B. Career Development Opportunities

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

PBGC has a variety of career development programs that require supervisory approval but not competition, including: (1) Project Management Certification; (2) executive coaching; (3) conflict coaching; (4) detail opportunities; (5) Pathways and HACU internships; (6) multiple training opportunities for employees at all grade levels; (7) training program for new supervisors. In addition, in FY 2017, the agency launched a pilot leadership development mentoring program for non-bargaining unit employees at the GS-13, 14 and 15 grade levels. All NBU employees at these grade levels were invited to apply and those who participated were paired with a Senior Level mentor. Starting in FY 2016, the agency established a Veterans Integration Program (VIP) that is designed to equip Federal employees who will be working with newly-hired veterans with the tools and skills needed to assist veterans with their transition the federal workforce (through instructor-led and web-based training). PBGC continues to use career ladder promotions as a recruitment strategy to hire at the entry level with development, growth, and promotion potential.

9. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	N/A					
Fellowship Programs	N/A					
Mentoring Programs	N/A					
Coaching Programs	N/A					
Training Programs	N/A					
Detail Programs	N/A					
Other Career Development Programs	N/A					

10. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

- a. Applicants (PWD) Yes 0 No 0
b. Selections (PWD) Yes 0 No 0

Not applicable. The agency does not have career development programs that require competition.

11. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Applicants (PWTD)	Yes 0	No 0
b. Selections (PWTD)	Yes 0	No 0

Not applicable. See above.

C. Awards

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)	Yes 0	No X
b. Awards, Bonuses, & Incentives (PWTD)	Yes 0	No X

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

a. Pay Increases (PWD)	Yes 0	No X
b. Pay Increases (PWTD)	Yes X	No 0

PWTDs did not receive QSI in FY18.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD)	Yes 0	No 0	N/A X
b. Other Types of Recognition (PWTD)	Yes 0	No 0	N/A X

D. Promotions

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

b. Grade GS-15

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

c. Grade GS-14

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

d. Grade GS-13

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

--

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes 0	No X

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes 0	No X

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes 0	No X

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Yes 0	No X
ii. Internal Selections (PWTD)	Yes 0	No X

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the textbox.

a. New Hires to SES (PWD)	Yes 0	No X
b. New Hires to GS-15 (PWD)	Yes 0	No X
c. New Hires to GS-14 (PWD)	Yes 0	No X
d. New Hires to GS-13 (PWD)	Yes 0	No X

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the textbox.

a. New Hires to SES (PWTD)	Yes 0	No X
b. New Hires to GS-15 (PWTD)	Yes 0	No X
c. New Hires to GS-14 (PWTD)	Yes 0	No X
d. New Hires to GS-13 (PWTD)	Yes 0	No X

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

b. Managers

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

c. Supervisors

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes 0 | No X |
| ii. Internal Selections (PWD) | Yes 0 | No X |

--

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |

b. Managers

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |

c. Supervisors

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No X |
| ii. Internal Selections (PWTD) | Yes 0 | No X |

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

a. New Hires for Executives (PWD)	Yes 0	No X
b. New Hires for Managers (PWD)	Yes 0	No X
c. New Hires for Supervisors (PWD)	Yes 0	No X

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD)	Yes 0	No X
b. New Hires for Managers (PWTD)	Yes 0	No X
c. New Hires for Supervisors (PWTD)	Yes 0	No X

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes X No 0 N/A 0

The agency did convert all Schedule A employees into the competitive service.

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

a. Voluntary Separations (PWD)	Yes 0	No X
b. Involuntary Separations (PWD)	Yes 0	No X

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

Voluntary Separations (PWTD)	Yes 0	No X
Involuntary Separations (PWTD)	Yes 0	No X

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

Not Applicable

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

Anyone with an accessibility issue related to navigating the pbgc.gov site should contact the webmaster@pbgc.gov (per The PBGC Website Policies and Procedures and the Accessibility section).

In compliance with Section 508 of the Rehabilitation Act (link is external), PBGC is committed to providing access to its Web pages to all people-disabled or not-seeking information about PBGC. According to its policies for accessibility (link is external), the agency shall take appropriate steps to ensure effective communication with applicants, participants, personnel of other Federal entities, and members of the public.

If you use assistive technology (such as a Braille reader, a screen reader, or TTY) and the format of any material on this Web site interferes with your ability to access information, please contact the PBGC Webmaster at webmaster@pbgc.gov (link sends e-mail) or 202-326-4343. To enable us to respond in a manner most helpful to you, please indicate the nature of your accessibility problem, the preferred format in which to receive the material, the Web address of the requested material, and your contact information. Users who need accessibility assistance can also contact us by phone through the Federal Information Relay Service at 1-800-400-7242 for TTY/Voice communication.

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

Not available

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

PBGC continues ensure access to the building for people with disabilities.

In FY 2018, the agency's Section 508 Compliance Team conducted training sessions across the agency to raise awareness of Section 508 responsibilities and also introduced a new "Acclimate to Section 508 Learning Series" that provided hands-on instruction on how to make Word documents accessible to People with Disabilities. This series will continue in FY 2019.

C. Reasonable Accommodation Program

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

30 days

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

(1) PBGC effectively operates a Reasonable Accommodation Program for qualified individuals with disabilities, including having a centralized reasonable accommodation fund and designated Reasonable Accommodation Coordinator;

(2) During FY 2018, PBGC received and timely processed 64 reasonable accommodation requests.

(3) PBGC actively collaborates with the Computer/Electronic Accommodations Program (CAP) and the Job Accommodations Network (JAN);

(4) PBGC ensures easy access and availability of interpreter services for applicants and employees who are deaf or hard of hearing through continued operation of its Interpreter Services Program;

(5) PBGC highlights disability topics through a Disability Awareness Series, with speakers, information and articles in the PBGC newsletter;

(6) PBGC includes information about the Workforce Recruitment Program, Diversity and Inclusion, Special Emphasis Observances, and the Reasonable Accommodation Program on its HRD intranet webpage;

(7) PBGC maintains a videophone in its lobby to accommodate deaf and hard of hearing visitors;

(8) PBGC has an annual mandatory reasonable accommodation and Diversity & Inclusion training requirement for all supervisors and managers and hosted and delivered multiple training sessions in these areas;

(9) The HRD Reasonable Accommodation brochure is provided to all employees during New Employee Orientation (NEO) and the PBGC Reasonable Accommodation Coordinator provides a briefing to all new employees during NEO on reasonable accommodation procedures. In addition, the information is available on the intranet via the Employee and Labor Relations Management Division (ELRMD) link entitled "Reasonable Accommodations" at:

http://intranet/human_resources/emp_labor_relations/accommodations.cfm

and on the internet at:

http://www.pbgc.gov/documents/reasonable_accom.pdf

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The PAS policy is included in the Reasonable Accommodations Policy; however, it is currently not posted on the agency's intranet and is awaiting approval by the EEOC.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

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

Yes 0 No X N/A 0

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes 0 No X N/A 0

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

Not Applicable due to no findings.

B. EEO Complaint Data involving Reasonable Accommodation

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

Yes 0 No X N/A 0

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?
- Yes 0 No X N/A 0
3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Not Applicable due to no findings.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?
- Yes 0 No X
2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?
- Yes 0 No 0 N/A X
3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1	While there may be a trigger in terms of representation, most of the sample sizes are too small to determine if there were barriers. However, as we continue to conduct barrier analysis, we will continue to look for issues that limit equal employment opportunity for PWD and PWTD.	
Barrier(s)	Not Identified	
Objective(s)	To increase representation in PBGC of PWDs and PWTDs.	
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
HRD, OEEO, Agency leadership		No
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
Ongoing		No
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Representation Rates
Complaint Data (Trends)	Yes	Bases and Issues if applicable
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	Employee Perceptions

Exit Interview Data	No			
Focus Groups	No			
Interviews	No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	EEOC data on disability findings		
Other (Please Describe)				
Target Date	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date	Completion Date
Ongoing	HRD will continue to train and educate on disability topics, including mandatory RA training for managers and supervisors.			
Ongoing	The agency will continue to operate a robust inter-departmental Section 508 Compliance Team and offer hands-on Section 508 accessibility training to all employees.			
FY 2020	OEEEO will explore how it can also provide programs for PWD and PWTD.			
Fiscal Year	Accomplishments			
FY18	The disability functions are managed by human resources and they have provided training that included topics on disability awareness.			

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

The agency has not identified any barriers; thus this question is not applicable.

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

Not Applicable

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

OEEEO will conduct barrier analysis to address the identified triggers.



MD-715 Data Tables (A1 & B1)

PENSION BENEFIT GUARANTY CORPORATION Pay Period from 201721 to 201821

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

Employment Tenure	RACE/ETHNICITY														
	Non-Hispanic or Latino														
	TOTAL WORKFORCE							Hispanic or Latino							
	All	male	female	male	female	White	Black or African American	Asian	Native Hawaiian or Other Pacific	American Indian or Alaska Native	Two or more races				
						male	female	male	female	male	female	male	female	male	female
TOTAL															
Prior FY	#	953	431	522	18	21	230	159	122	284	57	53	0	1	1
	%	100%	45.23%	54.77%	1.89	2.2	24.13	16.68	12.8	29.8	5.98	5.56	0	0	0.1
Current FY	#	944	416	528	19	21	220	162	118	280	56	55	0	1	2
	%	100%	44.07%	55.93%	2.01	2.22	23.31	17.16	12.5	29.66	5.93	5.83	0	0	0.11
PBGC Overall %					4.23%		40.47%		42.16%		11.76%		0.00%	0.32%	0.85%
CLF 2010	%	100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.55%	0.53%
CLF Overall %					9.96%		72.36%		12.02%		3.90%		0.14%	1.08%	0.54%
Org CLF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Alternate Benchmark	%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	-9	-15	6	1	0	-10	3	-4	-4	-1	2	0	0	1
Ratio Change	%	0.00%	-1.16%	1.16%	0.12%	0.02%	-0.83%	0.48%	-0.30%	-0.14%	-0.05%	0.26%	0.00%	0.00%	0.11%
Net Change	%	-0.94%	-3.48%	1.15%	5.56%	0.00%	-4.35%	1.89%	-3.28%	-1.41%	-1.75%	3.77%	0%	0.00%	100.00%
PERMANENT															
Prior FY	#	908	416	492	18	18	222	152	117	267	55	51	0	1	1
	%	100%	45.81%	54.19%	1.98%	1.98%	24.45%	16.74%	12.89%	29.41%	6.06%	5.62%	0.00%	0.11%	0.11%
Current FY	#	900	398	502	18	20	212	152	111	269	54	52	0	1	2
	%	100%	44.22%	55.78%	2.00%	2.22%	23.56%	16.89%	12.33%	29.89%	6.00%	5.78%	0.00%	0.11%	0.22%
Difference	#	-8	-18	10	0	2	-10	0	-6	2	-1	1	0	0	1
Ratio Change	%	0%	-1.59%	1.59%	0.02%	0.24%	-0.89%	0.15%	-0.55%	0.48%	-0.06%	0.16%	0.00%	0.00%	0.11%
Net Change	%	-0.88%	-4.33%	2.03%	0.00%	11.11%	-4.50%	0.00%	-5.13%	0.75%	-1.82%	1.96%	0%	0.00%	100.00%
TEMPORARY															
Prior FY	#	45	15	30	0	3	8	7	5	17	2	2	0	0	0
	%	100%	33.33%	66.67%	0	6.67	17.78	15.56	11.11	37.78	4.44	4.44	0	0	0
Current FY	#	44	18	26	1	1	8	10	7	11	2	3	0	0	0
	%	100%	40.91%	59.09%	2.27	2.27	18.18	22.73	15.91	25	4.55	6.82	0	0	0
Difference	#	-1	3	-4	1	-2	0	3	2	-6	0	1	0	0	0
Ratio Change	%	0%	7.58%	-7.58%	2.27%	-4.39%	0.40%	7.17%	4.80%	-12.78%	0.10%	2.37%	0.00%	0.00%	0.00%
Net Change	%	-2.22%	20.00%	-13.33%	0%	-66.67%	0.00%	42.86%	40.00%	-35.29%	0.00%	50.00%	0%	0%	0%

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure		Total		Total by Disability Status				Detail for Targeted Disabilities								Mental Retardation/ Severe Intellectual Disability		Mental Illness/ Psychiatric Disability		Convulsive Disorder/ Epilepsy		Total Paralysis (71-79)		Partial Paralysis (64-69)		Missing Limbs/ Extremities (28,30,32-38)		Deafness (16,19)		Blindness (21,23,25)		Targeted Disability (28,30,32-38)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
-------------------	--	-------	--	----------------------------	--	--	--	----------------------------------	--	--	--	--	--	--	--	--	--	--	--	-------------------------------	--	-------------------------	--	---------------------------	--	--	--	------------------	--	----------------------	--	-----------------------------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--