

Department of Energy

For period covering October 1, 2018 to September 30, 2019

PART A Department or Agency Identifying Information	1. Agency	1. Department of Energy		
	1.a 2nd level reporting component			
	2. Address	2. 1000 Independence Ave. SW		
	3. City, State, Zip Code	3. Washington, DC 20585		
	4. Agency Code 5. FIPS code(s)	4. DN00	5. 11001	

PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 5764
	2. Enter total number of temporary employees	2. 419
	3. TOTAL EMPLOYMENT [add lines B 1 through 2]	4. 6183

PART C	Title Type	Name	Title
Agency Official(s) Responsible For Oversight of EEO Program(s)	Head of Agency	Dan Brouillette *sworn in 12/04/19	Secretary of Energy
	Head of Agency Designee	James E. Campos	Director, Office of Economic Impact and Diversity
	Principal EEO Director/Official	James E. Campos	Director, Office of Economic Impact and Diversity
	Affirmative Employment Program Manager	Cecily Johnson	Affirmative Employment Program Manager
	Complaint Processing Program Manager	Patricia Zarate	Deputy Director, Office of Civil Rights and Diversity
	Diversity & Inclusion Officer	James E. Campos	Director, Office of Economic Impact and Diversity
	Hispanic Program Manager (SEPM)	Collette Bankins	Equal Employment Specialist (Detailee)
	Women's Program Manager (SEPM)	Cecily Johnson	Affirmative Employment Program Manager
	Special Placement Program Coordinator (Individuals with Disabilities)	Donna Friend	Veteran and Disability Employment Program Manager
	Reasonable Accommodation Program Manager	Brad Shaff	Corporate Reasonable Accommodation Program Manager
	ADR Program Manager	Shahram Ghasemian	Director, Alternate Dispute Resolution Office
	Compliance Manager	Patricia Zarate	Deputy Director, Office of Civil Rights and Diversity
	Principal MD-715 Preparer	Cecily Johnson	Affirmative Employment Program Manager

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PART D
List of Subordinate Components Covered in
This Report

Subordinate Component and Location (City/State)	Country	Agency Code
Department of Energy Aiken, SC	United States	DNSR
Department of Energy Golden, CO	United States	DNGF
Department of Energy Oak Ridge, TN	United States	DNOR
Department of Energy Lemont, IL	United States	DNCO
Department of Energy Richland, WA	United States	DNRO
Department of Energy Cincinnati, OH	United States	DNEM
Department of Energy Idaho Falls, ID	United States	DNIO
Department of Energy Pittsburgh, PA	United States	DNNE
Department of Energy Elberton, GA	United States	DNSE
Department of Energy Tulsa, OK	United States	DNSW
Department of Energy New Orleans, LA	United States	DNSP
Department of Energy Oak Ridge, TN	United States	DNOS

EEOC FORMS and Documents	Required	Uploaded
Agency Strategic Plan	Y	Y
Reasonable Accommodation Procedure	Y	Y
Organization Chart	Y	Y
EEO Policy Statement	Y	Y
Personal Assistance Services Procedures	Y	Y
Anti-Harassment Policy and Procedures	Y	Y
Alternative Dispute Resolution Procedures	Y	Y
Diversity Policy Statement	N	N
EEO Strategic Plan	N	N
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	N
Human Capital Strategic Plan	N	N
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	N
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	Y

EXECUTIVE SUMMARY: MISSION

Introduction

The U.S. Department of Energy (the Department or DOE) is a cabinet-level agency led by Secretary Dan Brouillette, who was sworn in as Secretary in December 2019. Secretary Rick Perry preceded Secretary Brouillette as Energy Secretary. In fiscal year (FY) 2019, Secretary Perry delegated his authority of ensuring equal opportunity within the Agency to James Campos, Director, Office of Economic Impact and Diversity (ED). Director Campos also serves as the Director of the Office of Civil Rights and Diversity (OCD).

The following is the Department's EEO Program status report demonstrating continued compliance with Management Directive (MD)-715 for FY 2019. This status report outlines DOE's overall progress in ensuring that all employees and applicants are provided equal opportunity regardless of race, sex (including pregnancy, gender identity, and sexual orientation), national origin, color, religion, disability, genetic information, or reprisal for engaging in prior protected activity. DOE is dedicated to maintaining an inclusive and engaging workplace culture through collaborative efforts that focus on leadership, recruitment, development, retention, and work-life balance. DOE's goal is to develop an increasingly diverse workforce that will fill leadership roles, develop innovative ideas, and make significant contributions toward DOE's mission.

Mission and Goal:

The Department's mission is to ensure America's security and prosperity by addressing its energy, environmental and nuclear challenges through transformative science and technology solutions.

The key components of the Department's mission include the following:

Energy

Catalyze the timely, material, and efficient transformation of the nation's energy system and secure U.S. leadership in energy technologies.

Science and Innovation

Maintain a vibrant U.S. effort in science and engineering as a cornerstone of our economic prosperity with clear leadership in energy technologies.

Nuclear Safety and Security

Enhance nuclear security through defense, nonproliferation, and environmental efforts.

Management and Operational Excellence

Establish an operational and adaptable framework that combines the best wisdom of all Department stakeholders to maximize mission success.

The Department's key accomplishments for FY 2019 are aligned with the goals of a Model EEO Program and are highlighted below.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Essential Element A: Demonstrated Commitment by Agency Leadership

The Secretary is strongly committed to EEO and diversity in the workforce and to a workplace free of all forms of discrimination. Secretary Perry issued a Policy Statement on Equal Employment Opportunity, Harassment, and Retaliation in August 2019 to all DOE employees via DOECAS, the Department's internal messaging system. The Policy Statement on Equal Employment Opportunity, Harassment, and Retaliation has been distributed to new employees during new employee orientations, to managers and supervisors during new Supervisory Essential training, and to participants in OCRD's EEO compliance and harassment prevention trainings. The Policy Statement was also distributed at DOE's Field Site locations, such as the Richland Operations Office, Office of Science Integrated Support Center-Oak Ridge, National Energy Technology Laboratory, Strategic Petroleum Reserve, and the Office of Science and Technical Information. The EEO Policy Statement is also located on the webpage of the Office of Civil Rights.

In January 2019 then Deputy Secretary Brouillette issued a Memorandum on Alternative Dispute Resolution (ADR), which was disseminated to all employees through DOE's internal messaging system, DOECAS. The Department is in the process of reviewing its draft anti-harassment policy and procedures.

The National Energy Technology Laboratory (NETL) delivered new cafeteria-style EEO and Diversity & Inclusion Training for all employees to include Unconscious Bias, Positive Workplace Connections & the Future of Work, Consequences of Sexual Harassment, Consequences of Bullying, and Workplace Conflict for Supervisors. NETL achieved 100% employee participation of mandatory FY 2019 EEO training and obtained approval for contractors to participate in EEO/Diversity & Inclusion training. Additionally, NETL updated its Workplace Harassment, Hostile Environment, and Workplace Violence Order.

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

Director Campos reports to the Secretary of Energy for purposes of EEO. Accordingly, Director Campos has regular access and effective means to inform the Agency Head, Deputy Secretary, and other senior officials of the effectiveness, efficiency, and legal compliance of the EEO program. At various times during FY 2019, Director Campos discussed DOE's civil rights and EEO policies and programs with the Secretary, Deputy Secretary, and DOE senior leadership.

During FY 2019, DOE continued to focus efforts on workforce planning, retention, and equal opportunity for all through the Strategic Human Capital Plan for 2016-2020 and EEO Policy Statement. The Agency is committed to attracting, managing, training, and retaining the best federal workforce to meet future mission needs.

The OCRD Equity and Diversity Division (OED) and the HC Office of Corporate Recruitment and Outreach met regularly to discuss workforce changes and developments, recruitment, vacancy projections, succession planning, selections for training and career development opportunities, and strategic planning when considering future needs of the DOE workforce. OED, the HC Workforce and Organization Development Division, and other HC stakeholders also met to discuss workforce data, recruitment strategies, outreach activities, and employee enrichment programs.

Appropriate, relevant, and current EEO and Diversity training is central to achieving performance objectives. The Department trains managers and supervisors in leadership, organizational change, cultural awareness, communication, and interpersonal skills.

In FY 2019, the HC work group continued its efforts to identify best practices for possible implementation within DOE to help prioritize actions for Hiring Excellence. This includes supervisors and hiring managers being involved in every appropriate step of the hiring process; data being used to inform workforce planning and strategic recruitment; relevant hiring authorities being leveraged, as appropriate; and providing outreach activities to diverse communities to create applicant pools from all segments of society.

The Office of Science (SC) received EEO and diversity and inclusion support from SC Field Leadership from ten Site Offices and two Integrated Support Centers (ISCs). Integrated Support Center Manager and Deputy Manager continued to be actively engaged in local EEO and D&I efforts; met regularly with management, legal, and human resources on EEO supported efforts; briefed senior leaders on EEO Program Health at quarterly Senior Manager Meetings; and communicated EEO activities to the workforce via email, Zoom meetings, building monitors, and all-hands workforce meetings in segments dedicated to EEO topics called "EEO Minutes." SC Field organizations were heavily engaged in a variety of EEO training to include Leadership Forum Discussions on EEO and D&I; Mediation Skills; EEO and Preventing Discrimination in the Workforce; EEO Counselor Training 2019; Workplace Harassment Prevention for Employees; EEO and Lawful Hiring; Emotional Intelligence; Managing the Stress of Organizational Change; EEO Counselor Refresher – Virtual; EEO Training Seminar; Federal Dispute Resolution Training; and EEOC Law Week.

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F**Essential Element C: Management and Program Accountability**

During FY 2019, the Office of Civil Rights and Diversity maintained continuous contact with DOE field site EEO Managers by holding monthly conference calls to address updates, trends, and unique issues.

The Agency is currently reviewing draft anti-harassment policies/procedures and updating its RA/PAS procedures. The policy and procedures will comply with the EEOC regulations, enforcement guidance, and other applicable laws and executive orders. The Agency posted the RA/PAS procedures on its external-facing website in April 2020. Secretary Perry issued a Policy Statement on the "Employment and Advancement of Persons with Disabilities including Reasonable Accommodation and Personal Assistance Services" in August 2019.

The Department continues to evaluate SES leaders on their efforts to ensure equality of opportunity for all employees and applicants. One of the Senior Executive Service (SES) performance elements states that SES leaders and managers will, "recruit, retain, and develop the talent needed to achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while supporting workforce diversity, workplace inclusion, and equal employment policies and programs." The Department is in the process of developing a performance element for managers and supervisors to ensure accountability for their commitment to EEO policies and principles.

Essential Element D: Proactive Prevention of Unlawful Discrimination

As an ongoing obligation for the Department to prevent discrimination, the EEO Office conducts reviews and self-assessments to monitor progress, identifies areas where barriers may exist to exclude certain groups, and develops action plans to eliminate the identified barriers by using a variety of information, such as workforce data. The Office of Civil Rights and Diversity Deputy Director meets regularly with the Chief, Equity and Diversity Division, to discuss and address potential barriers. The Chief of Equity and Diversity and EEO Specialists/Program Managers met with various Employee Resource Groups to gain their insights.

The Agency is aware of the emphasis on promoting the recruitment, hiring, and advancement of qualified individuals with disabilities and individuals with targeted disabilities. The affirmative action plan was posted on the Equity and Diversity website in April 2020.

Example of efforts at the DOE Richland Office (RL)/Office of River Protection (ORP) at the DOE Hanford Site:

- The DOE Richland Office (RL)/Office of River Protection (ORP) at the DOE Hanford Site continued to explore ways to recruit talented veterans, women and minorities as well as individuals with targeted disabilities. These efforts included participation in career fairs (in-person and virtual); outreach to potential candidates through the online means and organizations that support individuals with disabilities (ACCESS Tri-Cities), summer hiring programs, and internships; educating managers and supervisors about special appointing authorities; and sponsoring DOE-Diversity awareness month activities for all employees.
- Efforts to identify and address barriers to the hiring, retention, and career advancement of technical and non-technical females through Women's Sensing Session(s) were championed by the Hanford Manager. These efforts led to the identification of barriers and strategies that females believe are hindering their career development, advancements in the organization, and recruitment of females to Hanford. Strategic efforts included enhancing current recruitment processes, supporting internal rotational and matrixed assignments, better access to developmental training courses, recruitment of entry-level and experienced female engineers and scientists, advertising with targeted female professional organizations for specialty skills, and partnering with regional and national female professional organizations to sponsor networking activities such as the local SWE chapter, Tri-Cities Women's Professional conference and the Hanford Community effort "Connect Tri-Cities," specifically aimed at identifying qualified professionals who have an interest in Hanford employment opportunities.
- The Hanford organizations continued to implement the goals and objectives of its "Leadership" initiative and the mandatory monthly Training Tuesday Program to ensure that training and development opportunities are in place to support a culture of continual learning. In addition, the RL/ORP continued to improve the alignment of its retention, recruitment, and training programs with organizational needs by developing a strategic focus on enhancing the efficiency and effectiveness of those programs. This focus includes the strategic priority of matching its workforce with its needs by developing an organization-wide workforce plan that aligns the human capital efforts with its vision for the future. Hanford leadership is committed to the employee engagement process, which is one of several initiatives the FEVS identified to enhance effectiveness and ensure that Hanford continues to be a good place to work.
- The Hanford Senior Executives champion joint employee diversity/social events every year. The attendance at these events has been outstanding and provides an excellent opportunity for employees to network with each other and collaborate on projects or programs they are working on or are interested in finding out more information about.
- A targeted recruitment schedule was developed that included minority-serving institutions to solicit more applications from women and minorities for summer, entry-level, and journey person positions.

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- The Hanford EEO and Diversity office is supporting DOE-RL Procurement for the re-competing of our very successful 5-year summer intern contract. The local effort is in addition to our partnership with Headquarters MEISSP, DOE Scholars, and MES programs that in 2019 provided 23 opportunities for students, 11 females (including 2 African Americans, 2 Hispanics, and 1 Asian) and 5 male minorities (including 1 African American, 2 Hispanics, 1 Asian, and 1 Native American).
- The RL EEO and Diversity Manager is a participating member of the Hanford Future Workforce Subcommittee, the Tribal Employment and Education Steering Subcommittee and the Washington State University Tri-Cities STEM committee whose charters are to develop Hanford strategies on Diversity, Employment, Education and Training efforts.
- Many RL Senior Executives have mentees assigned to them. SES mentors meet with mentees on a regular basis and utilize coaching techniques. The SES mentors provide assignments to mentees to enhance their knowledge base and to give them constructive feedback.

Essential Element E: Efficiency

The Department's EEO complaint process is rooted in an efficient, fair, and impartial process. In that respect, the Office of Civil Rights (OCR) strives to ensure that its EEO complaint processing function remains neutral and is kept separate from its legal defense arm. The OCR will continue to evaluate its complaint processes to improve early resolution, tracking, and managing of civil rights complaints from the initial counseling stage through resolution.

The Office of Civil Rights has in place a system for identifying, monitoring, and reporting significant trends reflected in EEO complaint processing activity complex-wide. The same system is used to track and monitor EEO complaint activity. During FY 2018, the Office of Civil Rights was at approximately 54% staffing, due to an extended leave period, vacancies, and rotational assignments. OCRD also lost 4 senior staff positions during the remainder of calendar year 2019 (one to retirement, one to an internal promotion, and two who accepted offers of employment at other federal agencies). The staffing limitations have had an impact on OCR EEO case processing timelines. During FY 2020, OCR has been working to fill a number of vacancies to close the gap in staff. A new law clerk came onboard on 4/26/20. OCR has received approval to hire additional attorneys. Four tentative offers of employment were recently extended and accepted. This will allow OCR to begin improving timeframes for case processing in FY 2021 after onboarding the new staff and training them on OCR standards and processes.

Additionally, to improve the efficiency of EEO and diversity program delivery to our customers, in FY 2019, the Department initiated a restructure and realignment effort. This has been undertaken to right-size the organization, update process and performance metrics, increase effectiveness and efficiency, and improve service delivery to our customers. The Secretary of Energy approved the EEO realignment in July 2020 and efforts are underway to implement the realignment in FY 2021.

The Alternative Dispute Resolution Office is housed in the Agency's Office of Hearings and Appeals. The ADR Office is a neutral resource for all DOE components and employees to explore efficient and cost-effective means of preventing conflicts and resolving disputes, without the formalities and cost of litigation. The Department also utilizes additional processes within the Agency to resolve complaints and conflicts proactively, including the Ombudsman Office and the Employee Concerns Program (ECP). The ECP provides an important alternative forum for DOE federal and contractor employees to raise concerns related to environment, safety, health and/or other management concerns.

The Department has access to acquire accurate data to evaluate the EEO program and provide the data required by the Form 462 and MD-715 Reports. The HC Office of Corporate Recruitment and Outreach resurveys the workforce twice within a fiscal year.

Essential Element F: Responsiveness and Legal Compliance

The Department continues to strive to ensure compliance with the law, including EEOC regulations, orders, and provisions of settlement/resolution agreements. The Office of Civil Rights reports program efforts and accomplishments in accordance with EEOC instructions and ensures that management aligns with final EEOC orders for corrective action and relief in EEO matters. The Department's annual EEO end-of-year reporting requirements were developed and timely submitted.

In August 2020, the Department hired a new Informal Complaints Manager to fill a vacancy in the position. The Informal Complaints Manager will assume responsibility for ensuring that No FEAR Act data is timely posted on DOE's public website.

During the COVID-19 pandemic, OCR transitioned to virtual EEO complaint processing. While there was a period of transition, OCR was able to maintain communication with EEO complainants. OCR followed EEOC guidance memos on EEO complaint processing and informed EEO complainants with pending complaints of the EEOC guidance. OCR also instituted daily phone calls to connect with attorney advisors and support services staff on the status of cases and communication with EEO complainants.

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EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Please see workforce analysis in supporting documents.

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Office of Economic Impact and Diversity

- ED continued to collaborate with Morehouse College in support of its financial assistance award totaling \$1,250,719 to train aspiring STEM scholars through academic advisement, mentoring, and summer enrichment programs at ORNL. This project supports minority students located in opportunity zones.

- ED continued to collaborate with Fort Valley State University in support of its financial assistance award totaling \$299,874 to increase the number of underrepresented students and women employed in the energy industry through alliances with major universities and energy corporations. This project supports minority students located in opportunity zones.

- ED continued to collaborate with the University of Houston in support of its financial assistance award totaling \$527,287 to cultivate and promote innovation and entrepreneurship through management training, a lab-to-market conceptual framework, business plan development, and a 6-week summer business enrichment program.

- ED continued to collaborate with the University of New Mexico in support of its financial assistance award totaling \$155,802 to support an academic achievement program to improve student leadership training, exposing students to STEM activities, decreasing the student dropout rates in New Mexico, and providing scholarship awards for students entering college to pursue a STEM-related degree.

- ED continued to collaborate with Hampton University in support of its financial assistance award totaling \$82,842 to implement a summer academic enrichment program labeled as the Business of Engineering to enable high school students to develop business leadership and engineering skills. This project includes hosting the Advancing Research and Technology in the Sciences (ARTS) workshop to build MSIs awareness of opportunities within DOE and the National Labs.

- ED continued to collaborate with Florida International University in support of its financial assistance award totaling \$757,327 to conduct a 5 year study of innovation ecosystem development that aligns MSIs with research areas of DOE program offices and National Labs. The project establishes the Dr. Walter E. Massey Fellows program which emphasizes DOE research, workforce development and economic impact via technology transfer. In addition, the project enhances MSI curriculum that is in support of DOE's technology transfer and economic impact mission.

- ED continued to collaborate with Tougaloo College in support of its financial assistance award totaling \$225,000 to provide over 20 STEM scholarships to minority students. The project will also build HBCU research capacity through partnerships with the Project Advisory Board.

Office of Civil Rights and Diversity

- OCRD spearheaded a collaborative effort with the National Nuclear Security Administration Office of Civil Rights to develop and launch a comprehensive harassment prevention training mandatory for all DOE federal employees.

- In the brief period of time that DOE has exercised maximum telework during the pandemic, OCR has made great strides in digitizing the Department's equal employment opportunity complaint process, which has enabled DOE employees to have continued access to the EEO complaint process to preserve their rights under civil rights statutes.

- Developed and deployed four state of the art in-person EEO trainings: EEO Compliance for Managers and Supervisors, EEO Compliance for DOE Employees, Sexual Harassment Prevention, and Workplace Harassment.

- Increased technical assistance and outreach to stakeholders by: developing and presenting a training on the subject of analysis of workforce demographic data to identify triggers and barriers to equal employment opportunity at the national Federal Dispute Resolution (FDR) Conference and for the EEO Office at the National Science Foundation; conducting sexual harassment and workplace harassment prevention training for DOE Headquarters organizations upon request; and providing diversity and inclusion, as well as implicit bias, training to DOE Headquarters organizations upon request.

- In support of developing a robust DOE-wide Diversity and Inclusion Strategic Plan, OED participated in a technical assistance visit with the Office of Personnel Management (OPM), Diversity and Inclusion Office; engaged in benchmarking with OPM on the subject of the Diversity and Inclusion Strategic Plan; and held three Diversity and Inclusion Round Tables with DOE's field site EEO Managers. ED anticipates that a draft Diversity and Inclusion Strategic Plan will be submitted into the ExecSec concurrence process by October 2020.

- OED has sponsored successful special observances and special emphasis programs for the DOE community, in coordination with Employee Resource Groups.

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Office of the Chief Human Capital Officer (HC)**Recruitment**

1.

The 2016-2020 Strategic Human Capital Plan sets forth the Human Capital goals and strategies to support the mission and goals of the Department. In Section 6. Strategic Human Capital Outcomes, it states: *The overarching outcome measure is the realization of Strategic Objective 12 from the DOE Strategic Plan for 2014-2018.* (See: <https://www.energy.gov/sites/prod/files/2016/03/f30/DOE-Strategic-Human-Capital-Plan-2016-2020.pdf>)

Strategic Objective 12 demonstrates the agency's commitment to: Attract, Manage, Train, and Retain the Best Federal Workforce to Meet Future Mission Needs. Specifically, it states: *Efforts are underway to improve hiring quality and onboarding processes and outcomes, with a continued focus on promoting diversity and inclusion within the workforce.* The following actions were taken in support of these strategic objectives.

2.

During FY19, there was an increase in the number of recruitment activities over the previous year. DOE participated in over 65 recruitment and outreach events including job fairs for diverse and under-represented communities. Of the 65 events, 15 targeted African Americans; 2 targeted Asian American and Pacific Islanders; 1 targeted Native Americans; 3 targeted women, 5 targeted people with disabilities; 10 targeted or included veterans, and 8 career/job fairs specifically targeted Hispanics.

a.

These included participation by DOE program offices in: the Society of Hispanic Professional Engineers (SHPE) National Conference and several regional events, the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), Hispanic Association of Colleges and Universities (HACU), and the Hispanic Engineer National Achievement Awards Conference (HENAAC).

b.

The Office of the Chief Human Capital Officer (OCHCO) established a membership with the Hispanic Latino Professionals Association to share job board information with their membership and participated in the job fair.

3. In FY19, DOE executed 102 hires via the Career Pathways Program as follows: Interns (69), Recent Graduates (32) and PMF (1). Pathways hires represented 9% of the overall hires in FY19, not including FERC. Minorities accounted for 21.6% of all Pathways recruitment, specifically: Hispanic hires 11 (10.8%); African-American hires 3 (2.9%); Asian hires 8 (7.8%). Veterans represented 20 (20%) of the Pathways hires, of those 8 (7.8%) were 30% or more disabled veterans and 1 (.9%) was a 10 point compensable veteran.

Self-identification, Benchmarking and Analysis

1.

The Federal government has established programs and processes that facilitate the hiring, advancement, and retention of individuals with disabilities. Self-identification of disability status is important for workforce data integrity and plays a role in protecting equal employment opportunity. Data is used to understand the extent of diversity within the workforce. DOE resurveyed the workforce in FY19. Results showed very little change in the number of self-identified individuals with disabilities from the previous year.

Outreach and Recruitment of Individuals with Disabilities

1. During FY19, DOE participated in five recruitment and outreach events that specifically targeted individuals with disabilities, and ten that targeted or included disabled veterans. These included Operation Warfighter internship fairs and the Bender virtual job fair for individuals with disabilities. Virtual events offer the ability to reach individuals who may not be able to attend a physical job fair. Noteworthy examples:

a.

Representatives from the Office of the Chief Information Officer and the Chief Human Capital Officer participated in the Careers and Disabled Career Expo. Guidance was provided on job opportunities, the Federal hiring process and laws that protect people with disabilities if they are hired by the federal government.

b.

Representatives from the Office of the Chief Information Officer and the Chief Human Capital Officer participated in an employer information session on IT/Cyber career opportunities hosted by the Maryland Department of Rehabilitation Services. Participants that were not already pursuing a career in Cyber were encouraged to consider the field.

c.

Savannah River Advisory Office networking initiatives with Fort Gordon, Submarine Base Kings Bay, GA, and Naval Base Jacksonville FL has resulted in a successful partnership leading to participation in two employer transition panels to provide guidance and direction for building a resume and applying for Federal positions. Buying back their military time for Federal retirement purposes was also discussed. The Savannah River Advisory Office continued to engage disabled veterans through information sessions, intern fairs, and the Operation Warfighter (OWF) and Soldier for Life programs, in coordination with DoD Ft. Gordon.

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2. Various online sources (WRP Database, OPM Shared Database, unsolicited e-mails, and vocational rehabilitation centers) were utilized to attract individuals with disabilities for DOE job or internship opportunities.
3. Job opportunities were disseminated widely through: USAJOBS, social media, DOE's "featured jobs" on its employment website, local job fairs, and email lists that targeted a variety of disabled and veteran organizations. A noteworthy example is:
 - a. The Strategic Petroleum Reserve Employee Management Advisory Committee (EMAC) is comprised of several Special Emphasis Program Managers that ensure local recruitment centers for the disabled, and Veteran Employment Network Centers receive copies of all vacancy announcements.
4. The 2019 DOE Disability Mentoring Day was hosted in collaboration with the American Association of People with Disabilities annual effort. It was moved to October to better align with the National effort and allow students returning to college more time to register. The program was expanded to include adults and college alumnus. In addition to college outreach, DOE partnered with the Maryland Department of Rehabilitative Services to attract participants. Ten program offices offered participants an exciting opportunity for career and internship exploration in addition to an hour of job shadowing and mentoring. Attendees were from Maryland Department of Rehabilitative Services, DC Government Disability Services, eight colleges in the DC area, and two colleges outside of the DC area. One participant is currently being considered for hire using Schedule A.
5. People with disabilities were hosted through partnerships with disability organizations, and vocational rehabilitation programs, during FY19. Noteworthy examples:
 - a. The Corporate Recruitment and Outreach Division continued the relationship with the American Association of People with Disabilities (AAPD). Not all Federal agencies have an opportunity to host AAPD interns. The relationship with AAPD resulted in DOE's ability to host one student intern during the summer.
 - b. The Office of Intelligence and Counterintelligence (IN) brought four veterans in through the Intelligence Community Wounded Warrior Program. The program affords opportunities in analysis, security, counterintelligence and cyber. Two of the veterans transitioned to contractor positions. IN intends to bring in another in FY20.

Hiring

Note: Since the National Nuclear Security Administration, Bonneville Power Administration, and Western Area Power Administration submit their own reports, hiring data provided in this report is for the remainder of DOE.

1. DOE ended FY19 with a Federal workforce of 6,193. Individuals with disabilities in the workforce equals 928 (15%), and 168 (2.7%) for individuals with targeted disabilities.
2. In FY19, the Agency's targeted hiring goals for people with disabilities were approved by the Chief Human Capital Officer (OCHCO) and tracked quarterly. The goals were: 12% for hires of individuals with disabilities, 2% for hires of people with targeted disabilities, 2% for Schedule A hires, 11% for veterans with disabilities, and 7% for veterans with disabilities of 30% or more. Hires of individuals with disabilities showed an increase from FY18 to FY19 and exceeded the targeted goals in most areas. Please see the Trend Chart in number 3 below, for more information. Progress was assessed through quarterly reviews against the hiring goals and shared with HR Business Partners to inform hiring and recruitment consultations with their customers. Several Program Offices have established their own oversight process and metrics to further monitor activities within their areas of responsibility. Lists of upcoming recruiting events and sources are also offered to help them target a diverse recruitment strategy.
3. The trend for DOE hires of people with disabilities over the last two years is shown below. DOE met or exceeded each goal area when workforce data from NNSA, Bonneville Power Administration and Western Area Power Administration is included.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

DISABILITY HIRING TREND:	FY18	FY19
Total Permanent DOE Hires	234	477
Total Self-Identified Disabilities Hires (Goal 12%)	49	96
Percentage	20.9%	20.1%
Total Self-Identified Targeted Disabilities Hires (Goal 2%)	3	15
Percentage	1.2%	3.14%
Total Schedule A Hires (Goal 2%)	1	11
Percentage	.43%	2.31%
Total Hires of Veterans with Disabilities (Goal 11%)	27	34
Percentage	9.8%	8.8%
Total Hires of Veterans with Disabilities of 30% or more (Goal 7%)**	22	32
Percentage	10.7%	8.3%

**Hires of veterans with disabilities of 30% or more is a subset of hires of veterans with disabilities.

4. Out of 88 employees hired through the Schedule A Hiring Authority, 6 (6.8%) remained on indefinite or non-career appointments after two years.

Career Development

1. Employees must establish an Individual Development Plan in consultation with their supervisor and are encouraged to apply for opportunities to broaden their skills and competencies for career progression. Federal employees at DOE can use competency assessments to identify competency-based training and development opportunities that could help them achieve sustained career growth. The Department's learning management system, Learning Nucleus, provides all federal employees access to employee development tools and resources, including an expansive course catalog, a competency assessment module, and a mentoring module, to support their development.
2. Learning and development opportunities are promoted through DOE-wide announcements, internal websites, and through consultations provided to employees by managers and organizational leaders. DOE has taken steps to promote and support career development and training for all employees by sharing information through Training Administrators, e-mail distribution lists, monitors, and posters placed in prominent places.

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3.

In FY 19, DOE provided career and leadership development opportunities for employees through a suite of different programs, rotational opportunities, detail appointments, corporately-sponsored courses, Learning Nucleus, and information available on HCnet. Additionally, many Program Offices sponsor employees and/or offer technical training through the National Training Center, or outside vendors.

a.

Of the 122 OPM Leadership 360 program participants, 20 (16.3%) were employees with disabilities; 2 (1.6%) participants were persons with a targeted disability.

b.

Of the 24 employees that participated in the Federal Executive Institute external leadership development program, 3 (10%) were veterans with disabilities of 30 percent or more, 2 (6.7%) were veterans with targeted disabilities of 30 percent or more, 1 (3%) was a person with a disability, and 1 (3%) was a person with a targeted disability.

c.

Of the 1,145 instances of training through the Professional Skills Program, 55 (4.8%) were people with disabilities, 11 (1%) were people with targeted disabilities, 22 (1.9%) were veterans with disabilities, 67 (5.9%) were veterans with disabilities of 30 percent or more, and of those 2 (.2%) were veterans with targeted disabilities.

d.

Of the 219 employees that participated in the Supervisory Training, 19 (8.7%) were people with disabilities, 10 (4.6%) were veterans with a disability, 16 (7.3%) were veterans with disabilities of 30 percent or more, and of those 4 (1.8%) had targeted disabilities.

Internal and External Communications

1. DOE participated in meetings of the Federal Exchange on Employment of Persons with Disabilities to remain abreast of best practices and important issues affecting the community. DOE also participates in webinars hosted by the Employee Assistance and Resource Network on Disability Inclusion. Information of importance is shared within DOE.

Training and Education

1. Quickly filling positions through the use of special hiring authorities such as Schedule A continues to be a topic included in supervisory training sessions.
2. Mandatory online training workshops are provided through the new Learning Nucleus system for managers and human resources professionals. Developed by OPM, the course educates HR Professionals and hiring managers about the use of special hiring authorities to quickly fill positions with qualified individuals with disabilities. Training completions during FY 2019 are as follows:
 - a. A total of 1,538 (approximately 72%) HR Professionals and hiring managers completed *A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities*.
 - b. A total of 1,310 (approximately 66%) HR Professionals and hiring managers completed the *Veteran Employment Training and Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)* training.

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

Planned activities for FY 2020:

Continue to monitor and review the Department's policies, practices, and procedures for potential employment barriers.

Continue to address employment barriers and to find solutions to remove or change those barriers.

Continue to analyze applicant and employment demographic data.

Continue to engage with stakeholders to ensure reasonable accommodation needs are addressed.

Continue work on updating reasonable accommodation/personal assistance services procedures.

Continue to make progress in developing anti-harassment procedures.

Continue to partner with Employee Resource Groups to identify and address employment barriers affecting underrepresented groups.

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

[Redacted] am the
(Insert Name Above) (Insert official title/series/grade above)

Principal EEO Director/Official for

[Redacted]
(Insert Agency/Component Name above)

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

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

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

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

Signature of Agency Head or Agency Head Designee

Date

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Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	A.1. The agency issues an effective, up-to-date EEO policy statement.				
	A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	X			Secretary Perry issued the annual EEO policy statement for FY 2019 on August 30, 2019. 8/30/2019
	A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	A.2. The agency has communicated EEO policies and procedures to all employees.				
	A.2.a. Does the agency disseminate the following policies and procedures to all employees:				
	A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]		X		
	A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]		X		
	A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:				
	A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]		X		
	A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)]	X			
	A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			https://www.energy.gov/sites/prod/files/2020/04/f74/Reasonable%20Accommodati%20for%20Employees%20with%20Disabilities%20Desk%20Reference_Sej%202019.pdf
	A.2.c. Does the agency inform its employees about the following topics:				
	A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.	X			During the new employee orientation, during supervisory training, during the annual online harassment prevention course, through in-person EEO trainings, during the bi-annual No FEAR Act training, and through the DOE civil rights webpage.

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A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	X		In addition to distributing the annual ADR Statement to all DOE employees, the ADR Office conducts periodic training.
A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	X		In 2019, OCRD launched a new online harassment prevention course for all DOE employees, which has a vignette related to RA and a slide on the requirement to provide RA to qualified individuals with a disability. On 8/26/19, the Secretary issued a Policy Statement on the Employment and Advancement of Persons with Disabilities, Including Reasonable Accommodations and Personal Assistance Services.
A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.		X	

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A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If “yes”, please provide how often.

X

The FY19 online harassment training gave examples of inappropriate conduct and informed employees that they may be subject to discipline for engaging in unlawful discrimination. The FY'19 Statement on EEO, Harassment, and Retaliation also identified some examples and informed employees that they could be subject to discipline for engaging in such behavior.

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	A.3. The agency assesses and ensures EEO principles are part of its culture.				

A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section. .

X

A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]'

X

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

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.1. The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.				
	B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	X			For purposes of EEO/civil rights matters, the EEO Director reports to the Secretary.
	B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.			X	For purposes of EEO/civil rights matters, the EEO Director reports to the Secretary.
	B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	X			
	B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	X			
	B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.		X		
	B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.2. The EEO Director controls all aspects of the EEO program.				
	B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
	B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
	B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
	B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
	B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.			N/A	
	B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	X			
	B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.			X	The agency does not currently have a strategic plan. However, the Office of the Chief Human Capital Officer (HC) has a Strategic Human Capital Plan for 2016-2020, which focuses on these human capital solutions: human capital analysis and strategy; workforce and succession planning; recruitment and hiring; engagement and retention; competency development; training and learning; and diversity.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.4. The agency has sufficient budget and staffing to support the success of its EEO program.				
	B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:				
	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	X			
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]	X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X			
	B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			While the agency has allocated sufficient resources, the agency has had a number of key vacancies in its EEO complaint processing staff, which the agency is currently working to fill.
	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X			
	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]		X		
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			
	B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X			
	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	X			
	B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C. 1]	X			
	B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	X			
	B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X			
	B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?	X			

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B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? X

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills				

B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:

B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]		X		
B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]		X		
B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.6. The agency involves managers in the implementation of its EEO program.				

B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]		X		
B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]		X		
B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]		X		

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Essential Element: C Management and Program Accountability

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.1. The agency conducts regular internal audits of its component and field offices.				
	C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X		
	C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X		
	C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]			X	Headquarters does not regularly conduct field audits on the field offices.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.2. The agency has established procedures to prevent all forms of EEO discrimination.				
C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]			X		
C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]				X	Currently, the Agency does not have an anti-harassment program.
C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]		X			The anti-harassment program will reside with the Office of the Chief Human Capital Officer, which is separate from the EEO Program.
C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]			X		See Part H for C. 2.a.
C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]				X	The Agency is still in the process of developing its anti-harassment policy/procedures.
C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.				X	The Agency is still in the process of developing its anti-harassment policy/procedures.
C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]				X	The Agency is still in the process of developing its anti-harassment policy/procedures. However, the FY19 online harassment prevention training contained information on disability-based harassment.
C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]			X		

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C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]	X			
C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	X			Local Reasonable Accommodation Coordinators report to HC officials. In FY19, ED hired a Corporate Reasonable Accommodation Program Manager, who is responsible for RA/PAS policy, avenues of redress, and training. There is a firewall between that individual and the day-to-day EEO case processing. The individual reports directly to the ED Principal Deputy Director.
C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]	X			
C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]	X			
C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.	X			
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)]	X			
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.	X			https://www.energy.gov/sites/prod/files/2020/04/f74/Reasonable %20Accommodati %20for %20Employees %20with %20Disabilities %20Desk %20Reference_Se %202019.pdf

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.				
	C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?		X		
	C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:				
	C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]		X		
	C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]		X		
	C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		X		
	C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	X			
	C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]		X		
	C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]		X		
	C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]		X		
	C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]			X	The Agency is still in the process of establishing its anti-harassment policy/procedures.
	C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		X		
	C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	X			
	C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.				
	C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	X			
	C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		X		
	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			See Part H for E. 4.a.4. While the Agency has access to demographic data in these areas, there are still some gaps related to the applicant flow data available in Monster.
	C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
	C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
	C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
	C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
	C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
	C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Yes	No	N/A	
	C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	X			
	C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	X			0
	C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.6. The EEO office advises managers/supervisors on EEO matters.				
	C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.		X		
	C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	X			

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Agency Self-Assessment Checklist

Essential Element: D Proactive Prevention

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	D.1. The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.			N/A	
	D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	X			
	D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	X			
	D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]		X		
 Compliance Indicator	D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	X			
	D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		X		

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	D.3. The agency establishes appropriate action plans to remove identified barriers.			N/A	
	D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	X			
	D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Yes	No	N/A	
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.	X			https://www.energy.gov/sites/prod/files/2020/04/f73/MD715%20AAP%202018%20Report%20DOE.pdf
	D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]	X			
	D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]	X			
	D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]	X			

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Agency Self-Assessment Checklist

Essential Element: E Efficiency

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.				
E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?		X			
E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?		X			
E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?		X			
E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.			X		
E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?		X			
E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?			X		
E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?		X			
E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?			X		
E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?		X			
E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.		X			Generally, if the Agency identifies poor work product from a contractor, the Agency requests that the contractor correct the work.
E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X			
E.1.l. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]		X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	E.2. The agency has a neutral EEO process.				
	E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.	X			There is a clear separation between the EEO complaint process and the defensive function.
	E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/ location of the attorney who conducts the legal sufficiency review in the comments column.	X			The Office of Civil Rights has a staff of attorneys who conduct the sufficiency reviews.
	E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]			X	OCR does not rely on the Agency's defensive function for legal sufficiency reviews. The reviews are conducted by OCR attorneys.
	E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	X			
	E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]			X	OCR does not rely on the Agency's defensive function for legal sufficiency reviews. The reviews are conducted by OCR attorneys.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]		X			
E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]			X		The agency strongly encourages managers and supervisors to participate in ADR but does not require it.
E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]		X			
E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]		X			
E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]		X			
E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]		X			

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.				
E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:					
E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]		X			
E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]		X			
E.4.a.3. Recruitment activities? [see MD-715, II(E)]		X			
E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]			X		In conducting an evaluation of the FY19 applicant flow data, it was determined that there is a partial gap in the data.
E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]		X			
E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]				X	The Agency has not yet established its anti-harassment program.
E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]		X			

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.5. The agency identifies and disseminates significant trends and best practices in its EEO program.				
E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			OCR looks for trends in complaints that are filed with the office in real time and looks at complaint data for preceding years to see if the data is trending in a certain direction (e.g., whether a particular basis tends to be in the top three bases, or whether a certain basis has risen to the top of the list for a given period of time.)
E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			The Agency learns new best practices from EEOC EEO Director's Meetings and from interacting with other federal agency EEO offices. OCR also participates on a list serv with multiple agencies, where it is able to see how certain agencies address certain aspects of the EEO program. When OCR has a unique issue, it may reach out to other agencies to learn about how they might address the matter.
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]			X		

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Agency Self-Assessment Checklist

Essential Element: F Responsiveness and Legal Compliance

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.				
	F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	X			
	F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	X			
	F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			While the Agency does not have written procedures in place on this specific topic, it has a standing practice to ensure the appropriate processing of ordered monetary relief.
	F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			While the Agency does not have written procedures in place on this specific topic, it has a standing practice to ensure the appropriate processing of ordered relief.
	F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	X			

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures	F.2. The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]		X			
F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]		X			
F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]		X			
F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]		X			
F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?		X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	F.3. The agency reports to EEOC its program efforts and accomplishments.				
F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]		X			The Agency has historically submitted the No FEAR Act Report timely. However, during two previous cycles, the new concurrence process changed to include additional concurrences, which inadvertently led to submission of the Reports beyond the deadline. For the FY19 Report, while the Report was timely completed, the pandemic significantly impacted the concurrence process.
F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]			X		

Essential Element: O Other

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Plan to Attain Essential Elements

PART H.1

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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.	
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.		
OBJECTIVE:	<u>Date Objective Initiated:</u> Jan 31, 2019	<u>Target Date For Completion Of Initiative:</u> Dec 31, 2020
To prominently provide information throughout the workplace and on the DOE website related to an anti-harassment program.		
Responsible Official	Loretta Collier	
Planned Activities	<u>Target Date</u>	<u>Planned Activity</u>
	Dec 31, 2020 12:00 AM	To announce the anti-harassment program via DOECAST to all DOE employees and to new employees at orientation.
Report of Accomplishments and Modifications to Objective	In FY19, OCRD launched a new, comprehensive harassment prevention course. The harassment prevention course also informs employees of the following: “Managers who have knowledge of an act of possible discrimination or harassment should contact their local EEO or Human Capital Office, or the Office of the Ombudsman, for guidance. Managers must act promptly and appropriately to eliminate and prevent discrimination and harassment in the workplace.” The course then has a number of slides related to a manager's duty to act and a slide on management inquiries.	

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Plan to Attain Essential Elements

PART H.2

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]

Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]

OBJECTIVE:	<i>Date Objective Initiated:</i> Jul 16, 2018	<i>Target Date For Completion Of Initiative:</i> Dec 15, 2020
	The Agency will disseminate the RA/PAS policy/procedure to all DOE employees.	
Responsible Official	Bradley Shaff Tiffany Wheeler	
Planned Activities	<i>Target Date</i> Jan 30, 2020 12:00 AM	<i>Planned Activity</i> The Agency will disseminate a weblink to the RA/PAS policy/procedure to all DOE employees through DOECASST.
	Jan 30, 2020 12:00 AM	The Agency will provide information (develop a flyer about and provide the hyperlink to the RA/PAS policy/procedures) during New Employee Orientation and the New Manager/Supervisor 40-hour training.
	Oct 30, 2020 12:00 AM	The Agency will re-submit the revised RA/PAS procedures to EEOC for review.
Report of Accomplishments and Modifications to Objective	HC has completed revisions to the reasonable accommodation (RA)/personal assistant services (PAS) procedures. The draft is currently being reviewed by other stakeholders.	

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Plan to Attain Essential Elements

PART H.3

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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)]			
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)]				
OBJECTIVE:	<u>Date Objective Initiated:</u> Oct 30, 2018	<u>Target Date For Completion Of Initiative:</u> Dec 1, 2020		
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)]				
Responsible Official	Patricia Zarate			
Planned Activities	<u>Target Date</u>	<u>Planned Activity</u>		
<table border="1"> <tr> <td data-bbox="358 653 560 716">Aug 31, 2020 12:00 AM</td> <td data-bbox="560 653 1573 852">In addition to the weblink noted in accomplishments below, posters are placed throughout the Headquarters buildings that contain general information about the EEO complaint process, as well as contact information for OCRD. OCRD will update the poster to more prominently identify the central phone number for EEO counseling services and to add the names of the SEPMS. Due to the pandemic and the posture of the office working primarily remotely, this action has been delayed.</td> </tr> </table>			Aug 31, 2020 12:00 AM	In addition to the weblink noted in accomplishments below, posters are placed throughout the Headquarters buildings that contain general information about the EEO complaint process, as well as contact information for OCRD. OCRD will update the poster to more prominently identify the central phone number for EEO counseling services and to add the names of the SEPMS. Due to the pandemic and the posture of the office working primarily remotely, this action has been delayed.
Aug 31, 2020 12:00 AM	In addition to the weblink noted in accomplishments below, posters are placed throughout the Headquarters buildings that contain general information about the EEO complaint process, as well as contact information for OCRD. OCRD will update the poster to more prominently identify the central phone number for EEO counseling services and to add the names of the SEPMS. Due to the pandemic and the posture of the office working primarily remotely, this action has been delayed.			
Report of Accomplishments and Modifications to Objective	In April 2020, OCRD updated the EEO contact list that contains contact information for the Deputy Director, OCRD, the Chief for Civil Rights, the Chief for Equity and Diversity, and all field site EEO Managers on the Civil Rights website, at the following web address: https://www.energy.gov/diversity/services/protecting-civil-rights/equal-employment-opportunity-title-vii . OCRD also added the central phone number for EEO counseling services, as well as the names of the SEPMS on that directory.			

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Plan to Attain Essential Elements

PART H.4

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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]

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]

OBJECTIVE:	<u><i>Date Objective Initiated:</i></u> Sep 1, 2020	<u><i>Target Date For Completion Of Initiative:</i></u> Dec 31, 2020
	The Agency will begin to analyze FEVS data at the Headquarters level to monitor the perception of EEO in the workforce.	
Responsible Official	Jaime Claudio	
Planned Activities	<u><i>Target Date</i></u> Oct 31, 2020 12:00 AM	<u><i>Planned Activity</i></u> The Agency will benchmark against other federal agencies to identify best practices to incorporate FEVS.
	<u><i>Target Date</i></u> Dec 31, 2020 12:00 AM	<u><i>Planned Activity</i></u> The Agency will identify an action plan/method for utilizing FEVS to monitor perceptions of EEO by the workforce.
Report of Accomplishments and Modifications to Objective	Some DOE field sites currently utilize the FEVS scores to monitor the perception of EEO principles in the workplace.	

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Plan to Attain Essential Elements

PART H.5

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]	
Anti-harassment policy? [see MD 715, II(A)]		
OBJECTIVE:	<u>Date Objective Initiated:</u> Oct 13, 2018	<u>Target Date For Completion Of Initiative:</u> Dec 31, 2020
Develop and implement an agency Anti-harassment policy and procedures.		
Responsible Official	Loretta Collier	
Planned Activities	Target Date	Planned Activity
	Sep 28, 2020 12:00 AM	Disseminate the Anti-harassment policy and procedures to all DOE employees by DOECASST and new employee orientation.
	Nov 15, 2020 12:00 AM	Provide anti-harassment policy/procedures to EEOC for review.
Mar 15, 2021 12:00 AM	Begin offering training to DOE employees and supervisors on the new Anti-harassment policy and procedures.	
Report of Accomplishments and Modifications to Objective	The Department has made significant progress in relation to its anti-harassment program. Based on the work of an Organizational Culture subgroup in FY '19 that was focused on addressing organizational culture and bullying, the Office of the Chief Human Capital Officer (HC) determined that it would assume responsibility for the Department's anti-harassment program. HC has completed draft procedures for the anti-harassment and workplace bullying program. The last round of comments/suggested edits to the draft procedures was due April 23, 2020. The updated draft is currently under review by the Deputy CHCO.	

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.6

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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. .

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.

OBJECTIVE:	<u><i>Date Objective Initiated:</i></u> Aug 31, 2019	<u><i>Target Date For Completion Of Initiative:</i></u> Jun 1, 2021
	Develop and implement an EEO awards program to recognize employees for their accomplishments in equal employment opportunities.	

Responsible Official	Jaime Claudio
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	<u><i>Target Date</i></u>	<u><i>Planned Activity</i></u>
PlannedActivities	Oct 31, 2020 12:00 AM	Benchmark federal agencies to identify best practices for EEO Recognition Program.
	Mar 1, 2021 12:00 AM	Develop criteria for recognizing employees, supervisors, managers and units for their accomplishments in equal employment opportunities.
	Jun 1, 2021 12:00 AM	Implement EEO Recognition Program.

Report of Accomplishments and Modifications to Objective	
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Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.7

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

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)]

OBJECTIVE:	<i>Date Objective Initiated:</i> Oct 1, 2019	<i>Target Date For Completion Of Initiative:</i> Mar 31, 2021
	Take steps to address the insufficient resources to conduct audits of field site EEO Offices.	
Responsible Official	Patricia Zarate Jaime Claudio	
Planned Activities	<i>Target Date</i>	<i>Planned Activity</i>
	Sep 30, 2020 12:00 AM	Identify two field sites to undergo a field site audit.
	Dec 31, 2020 12:00 AM	Develop a robust assessment tool based on criteria that addresses civil rights/EEO/ diversity and inclusion.
	Mar 31, 2021 12:00 AM	Conduct two field audits utilizing developed assessment tool.
Report of Accomplishments and Modifications to Objective	<p>OCRD has been working to fill critical vacancies. OCRD recently extended two attorney advisor offers, which were tentatively accepted, and expects to extend two additional offers during the first week of September 2020. OCRD expects that these new hires will be onboard in November 2020, which will assist OCRD in completing additional MD-715-related milestones, including the field site audits. In addition, the Secretary recently approved an EEO realignment, through which the EEO/civil rights/diversity and inclusion functions from the field sites (with the exception of NNSA and with a hybrid for the power marketing administrations) will come under the leadership of OCRD in early FY'21, with the goal of creating a community of practice. Therefore, the criteria established for the audits will need to be established with the new reporting structure and realignment of functions in mind.</p>	

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.8

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]

Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]

OBJECTIVE:	<i>Date Objective Initiated:</i> Aug 31, 2019	<i>Target Date For Completion Of Initiative:</i> Apr 30, 2020
	To provide orientation and training on the Agency's RA/PAS requirements/responsibilities for all DOE managers and supervisors.	
Responsible Official	Ann Augustyn Brad Shaff	
Planned Activities	<i>Target Date</i>	<i>Planned Activity</i>
	Aug 30, 2020 12:00 AM	Develop process with HC Learning Nucleus Team whereby supervisors may receive credit for taking RA/PAS training.
	Nov 15, 2020 12:00 AM	Develop FY21 RA/PAS training schedule for DOE supervisors and managers.
Report of Accomplishments and Modifications to Objective	<p>In 2019, OCRD launched a new, comprehensive online harassment prevention course for all DOE employees. The training includes a vignette related to RA, as well as a slide informing employees that federal agencies are required to provide reasonable accommodation to qualified individuals with a disability. The slide has a link to the OCR webpage, which in turn has a link to the RA/PAS desk reference webpage. In addition, the DOE Corporate Reasonable Accommodation Program Manager, who is responsible for DOE training on RA/PAS, has achieved the following milestones: - Provided several sessions, in person and online, of a two-hour comprehensive RA/PAS Training for all Local Reasonable Accommodation Coordinators in the Department, as well as members of the EEO and HC Communities. - Developed Supervisor Training on RA/PAS. However, the training has not yet been provided to all DOE supervisors/managers. - Provided Program Awareness Training to DOE Counterparts in the following offices: o Ombudsman o ADR o EAP o Union Officers o Employee Concerns Program Reps -Provided RA/PAS to five field site locations.</p>	

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For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.9

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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.

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.

OBJECTIVE:	<i>Date Objective Initiated:</i> Oct 1, 2019	<i>Target Date For Completion Of Initiative:</i> Sep 30, 2020
	The Agency will take steps to provide the State of the Agency Briefing to the Agency Head.	
Responsible Official	Patricia Zarate	
Planned Activities	<i>Target Date</i>	<i>Planned Activity</i>
	Sep 30, 2020 12:00 AM	ED will take steps to conduct a State of the Agency briefing with the Agency Head.
Report of Accomplishments and Modifications to Objective	Over the course of the past 18 months, the EEO Director has had a number of meetings with the former Deputy Secretary, who is now the Secretary of Energy, related to examining ways to leverage Headquarters and field site EEO offices to maximize efficiencies and allow extended outreach. While an official State of the Agency briefing was not conducted, there were discussions related to the overall EEO program. On July 6, 2020, the Secretary approved an EEO realignment that will bring the field site EEO function under the leadership of ED (with the exception of NNSA and with a hybrid for the power marketing administrations).	

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Plan to Attain Essential Elements

PART H.10

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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)]	
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into strategic plans? [29 CFR §1614.102(a)(5)]		
OBJECTIVE:	<u>Date Objective Initiated:</u> Oct 30, 2018	<u>Target Date For Completion Of Initiative:</u> Apr 30, 2021
To develop a method to include senior managers in the process of successfully implementing EEO action plans.		
Responsible Official	Jaime Claudio	
Planned Activities	Target Date	Planned Activity
	Oct 31, 2020 12:00 AM	Benchmark against other federal agencies to identify best practices in this area.
	Dec 30, 2020 12:00 AM	Identify two DOE Program/Staff Offices to serve as pilot organizations for participating in implementing successful EEO Action Plans.
	Mar 30, 2021 12:00 AM	Develop a method by which OCRD will engage senior managers to participate in this exercise.
Report of Accomplishments and Modifications to Objective		

Department of Energy

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Plan to Attain Essential Elements

PART H.11

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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]

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]

OBJECTIVE:	<i>Date Objective Initiated:</i> Oct 13, 2018	<i>Target Date For Completion Of Initiative:</i> Apr 30, 2021
	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]	

Responsible Official	Jaime Claudio
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	<i>Target Date</i>	<i>Planned Activity</i>
PlannedActivities	Oct 31, 2020 12:00 AM	Benchmark against other federal agencies to identify best practices in this area.
	Dec 31, 2020 12:00 AM	Identify two DOE Program/Staff Offices to serve as pilot organizations for participating in this exercise.
	Mar 30, 2021 12:00 AM	Develop a mechanism by which OCRD will engage senior leaders in this exercise.

Report of Accomplishments and Modifications to Objective	
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Department of Energy

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Plan to Attain Essential Elements

PART H.12

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]

Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]

OBJECTIVE:

Date Objective Initiated: Oct 13, 2018 Target Date For Completion Of Initiative: Apr 30, 2021

Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]

Responsible Official

Jaime Claudio

Planned Activities

<i>Target Date</i>	<i>Planned Activity</i>
Oct 31, 2020 12:00 AM	Benchmark against other federal agencies to identify best practices in this area.
Dec 31, 2020 12:00 AM	Identify two DOE Program or Staff Offices to serve in a pilot for engaging senior management in the barrier analysis process.
Mar 30, 2021 12:00 AM	Develop a method by which the Office of Civil Rights and Diversity will engage senior leaders to participate in the barrier analysis process.

**Report of Accomplishments
and Modifications to
Objective**

Department of Energy

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Plan to Attain Essential Elements

PART H.13

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]

Anti-harassment policy? [see MD-715(II)(B)]

OBJECTIVE:	<u><i>Date Objective Initiated:</i></u> Jun 29, 2018	<u><i>Target Date For Completion Of Initiative:</i></u> Jun 30, 2020
	To provide orientation and training on the Agency's anti-harassment policy requirements/responsibilities for all DOE managers and supervisors.	
Responsible Official	Loretta Collier	
Planned Activities	<u><i>Target Date</i></u>	<u><i>Planned Activity</i></u>
	Mar 15, 2021 12:00 AM	Begin to offer training to supervisors/managers on the Agency's anti-harassment policy/procedures.
Report of Accomplishments and Modifications to Objective	The FY19 harassment prevention training informed employees of the following: "Managers who have knowledge of an act of possible discrimination or harassment should contact their local EEO or Human Capital Office, or the Office of the Ombudsman, for guidance. Managers must act promptly and appropriately to eliminate and prevent discrimination and harassment in the workplace." The course also has a number of slides related to a manager's duty to act and a slide on management inquiries.	

Department of Energy

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Plan to Attain Essential Elements

PART H.14

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]
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Does the agency require supervisors/managers to be rated on the following: Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]

OBJECTIVE:	<u>Date Objective Initiated:</u> Jul 12, 2019	<u>Target Date For Completion Of Initiative:</u> Nov 15, 2020
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HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.

Responsible Official	Tiffany Wheeler Jaime Claudio Patricia Zarate
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Planned Activities	<table border="1"> <tr> <th data-bbox="358 709 560 745"><u>Target Date</u></th> <th data-bbox="560 709 1578 745"><u>Planned Activity</u></th> </tr> </table>		<u>Target Date</u>	<u>Planned Activity</u>
	<u>Target Date</u>	<u>Planned Activity</u>		
May 30, 2020 12:00 AM	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.			

Report of Accomplishments and Modifications to Objective	The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.
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Department of Energy

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Plan to Attain Essential Elements

PART H.15

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]

Does the agency require supervisors/managers to be rated on the following: Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]

OBJECTIVE:	<u><i>Date Objective Initiated:</i></u> Jul 12, 2019	<u><i>Target Date For Completion Of Initiative:</i></u> Nov 15, 2020
	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.	
Responsible Official	Tiffany Wheeler Jaime Claudio Patricia Zarate	
Planned Activities	<u><i>Target Date</i></u>	<u><i>Planned Activity</i></u>
	May 30, 2020 12:00 AM	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.
Report of Accomplishments and Modifications to Objective	The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.	

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Plan to Attain Essential Elements

PART H.16

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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.

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.

OBJECTIVE:	<i>Date Objective Initiated:</i> Jun 30, 2019	<i>Target Date For Completion Of Initiative:</i> Dec 31, 2020
	Develop an action plan and time table to ensure that management/supervisory officials are provided regular EEO updates.	
Responsible Official	Jaime Claudio Patricia Zarate	
Planned Activities	<i>Target Date</i> May 30, 2020 12:00 AM	<i>Planned Activity</i> Develop an action plan and time table to ensure that management/supervisory officials are provided regular EEO updates.
	Dec 31, 2020 12:00 AM	Identify two organizations to participate in a pilot related to this subject area.
Report of Accomplishments and Modifications to Objective	OCDR has been working to fill critical vacancies. OCDR hired an EEO specialist in March 2020 and recently advertised a position for a D&I specialist. Although OCDR had advertised for a position of social scientist, a position which will be critical to analyzing barriers in the workplace, the position will have to be re-advertised. The Affirmative Employment Program Manager left DOE for another agency in July 2020. The new hires will assist OCDR in completing MD-715-related milestones, such as this one.	

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Plan to Attain Essential Elements

PART H.17

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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.

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.

OBJECTIVE:	<i>Date Objective Initiated:</i> Apr 1, 2018	<i>Target Date For Completion Of Initiative:</i> Apr 30, 2021
	The Agency will develop an action plan for assessing its field sites to determine whether there are deficiencies.	

Responsible Official	Patricia Zarate
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Planned Activities	<i>Target Date</i>	<i>Planned Activity</i>
		Jul 31, 2020 12:00 AM
	Dec 31, 2020 12:00 AM	Develop a robust assessment tool that utilizes criteria in the 3 main areas of responsibility (EEO, D&I, and Civil Rights).
	Mar 31, 2021 12:00 AM	Conduct 2 field site audits utilizing the developed assessment tool.

Report of Accomplishments and Modifications to Objective	<p>OCRD has been working to fill critical vacancies. OCRD hired an EEO specialist in March 2020 and recently advertised a position for a D&I specialist. Although OCRD had advertised for a position of social scientist, a position which will be critical to analyzing barriers in the workplace, the position will have to be re-advertised. The new hires will assist OCRD in completing additional MD-715-related milestones, including the field site audits. In addition, the Secretary recently approved an EEO realignment, through which the EEO/civil rights/diversity and inclusion functions from the field sites (with the exception of NNSA and with a hybrid for the power marketing administrations) will come under the leadership of OCRD in early FY21, with the goal of creating a community of practice. Therefore, the criteria established for the audits will have to take this into consideration.</p>
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Plan to Attain Essential Elements

PART H.18

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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?

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?

OBJECTIVE:

Date Objective Initiated: Jun 16, 2018 Target Date For Completion Of Initiative: Nov 15, 2020

HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.

Responsible Official

Jaime Claudio
Tiffany Wheeler
Patricia Zarate

Planned Activities

<i>Target Date</i>	<i>Planned Activity</i>
Mar 30, 2020 12:00 AM	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.

**Report of Accomplishments
and Modifications to
Objective**

The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.19

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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.	
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.		
OBJECTIVE:	<u>Date Objective Initiated:</u> Oct 15, 2018	<u>Target Date For Completion Of Initiative:</u> Apr 30, 2021
Assess and assist field offices on their efforts to remove barriers from the workplace.		
Responsible Official	Jaime Claudio	
Planned Activities	<u>Target Date</u>	<u>Planned Activity</u>
	Mar 30, 2020 12:00 AM	Develop a method for assessing and assisting the two field sites related to analyzing/removing identified barriers.
	Mar 30, 2020 12:00 AM	Identify two field site offices to undergo an assessment related to analyzing and removing identified barriers in the workplace.
May 30, 2020 12:00 AM	Evaluate the efforts of the two field sites in analyzing/developing action plans to remove any identified barriers.	
Report of Accomplishments and Modifications to Objective	OCRD has been working to fill critical vacancies. OCRD hired an EEO specialist in March 2020 and recently advertised a position for a D&I specialist. Although OCRD had advertised for a position of social scientist, a position which will be critical to analyzing barriers in the workplace, the position will have to be re-advertised. The new hires will assist OCRD in completing additional MD-715-related milestones, including the field site audits. In addition, the Secretary recently approved an EEO realignment, through which the EEO/civil rights/diversity and inclusion functions from the field sites (with the exception of NNSA and with a hybrid for the power marketing administrations) will come under the leadership of OCRD in early FY21, with the goal of creating a community of practice. Therefore, the criteria established for the audits will have to take this into consideration.	

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Plan to Attain Essential Elements

PART H.20

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

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)]

OBJECTIVE:	<i>Date Objective Initiated:</i> Oct 13, 2018	<i>Target Date For Completion Of Initiative:</i> Dec 31, 2020
	Establish a comprehensive anti-harassment policy and procedure that comply with EEOC's enforcement guidance.	
Responsible Official	Loretta Collier	
Planned Activities	<i>Target Date</i> Nov 15, 2020 12:00 AM	<i>Planned Activity</i> Provide anti-harassment policy/procedures to EEOC for review.
	<i>Target Date</i> Dec 31, 2020 12:00 AM	<i>Planned Activity</i> Disseminate the anti-harassment policy/procedures to all DOE employees by DOECAST and new employee orientation.
Report of Accomplishments and Modifications to Objective	The Department has made significant progress in relation to its anti-harassment program. Based on the work of an Organizational Culture subgroup in FY19 that was focused on addressing organizational culture and bullying, the Office of the Chief Human Capital Officer (HC) determined that it would assume responsibility for the Department's anti-harassment program. HC has completed draft procedures for the anti-harassment and workplace bullying program. The last round of comments/suggested edits to the draft procedures was due April 23, 2020. The updated draft is currently under review by the Deputy CHCO.	

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Plan to Attain Essential Elements

PART H.21

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]

Does the agency require supervisors/managers to be rated on the following: Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715,

OBJECTIVE:	<u>Date Objective Initiated:</u> Jul 12, 2019	<u>Target Date For Completion Of Initiative:</u> Nov 15, 2020
	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.	
Responsible Official	Tiffany Wheeler Jaime Claudio Patricia Zarate	
Planned Activities	<u>Target Date</u>	<u>Planned Activity</u>
	Mar 30, 2020 12:00 AM	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.
Report of Accomplishments and Modifications to Objective	The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.	

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Plan to Attain Essential Elements

PART H.22

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

Does the agency have RA/PAS procedures that comply with EEOC's regulations and guidance?

OBJECTIVE:

<u><i>Date Objective Initiated:</i></u>	<u><i>Target Date For Completion Of Initiative:</i></u>
Jul 16, 2018	Oct 30, 2020

To re-submit RA/PAS procedures to EEOC for review/approval.

Responsible Official

Tiffany Wheeler
Brad Shaff

Planned Activities

<u><i>Target Date</i></u>	<u><i>Planned Activity</i></u>
Oct 30, 2020 12:00 AM	The Agency will re-submit RA/PAS procedures, which have been updated to incorporate EEOC and stakeholder feedback, for review/approval.

**Report of Accomplishments
and Modifications to
Objective**

HC has completed revisions to the reasonable accommodation (RA)/personal assistant services (PAS) procedures. The draft is currently being reviewed by other stakeholders.

Department of Energy

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Plan to Attain Essential Elements

PART H.23

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]

Does the agency require supervisors/managers to be rated on the following: Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]

OBJECTIVE:	<u>Date Objective Initiated:</u> Jul 12, 2019	<u>Target Date For Completion Of Initiative:</u> Nov 15, 2020
	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.	
Responsible Official	Tiffany Wheeler Jaime Claudio Patricia Zarate	
Planned Activities	<u>Target Date</u>	<u>Planned Activity</u>
	Sep 30, 2020 12:00 AM	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.
Report of Accomplishments and Modifications to Objective	The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.	

Department of Energy

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Plan to Attain Essential Elements

PART H.24

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

Does the agency require supervisors/managers to be rated on the following: Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]

OBJECTIVE:	<u>Date Objective Initiated:</u> Jul 12, 2019		<u>Target Date For Completion Of Initiative:</u> Nov 15, 2020	
	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.			
Responsible Official	Tiffany Wheeler			
	Jaime Claudio			
	Patricia Zarate			
Planned Activities	<u>Target Date</u>		<u>Planned Activity</u>	
	May 30, 2020 12:00 AM		HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.	
Report of Accomplishments and Modifications to Objective	The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.			

Department of Energy

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Plan to Attain Essential Elements

PART H.25

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]

Does the agency require supervisors/managers to be rated on the following: Support the EEO program in identifying and removing barriers to equal opportunity? [see MD-715, II(C)]

OBJECTIVE:	<u><i>Date Objective Initiated:</i></u> Jul 12, 2019	<u><i>Target Date For Completion Of Initiative:</i></u> Nov 15, 2020
	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.	
Responsible Official	Tiffany Wheeler Jaime Claudio Patricia Zarate	
Planned Activities	<u><i>Target Date</i></u>	<u><i>Planned Activity</i></u>
	May 30, 2020 12:00 AM	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.
Report of Accomplishments and Modifications to Objective	The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.	

Department of Energy

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Plan to Attain Essential Elements

PART H.26

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

Does the agency require supervisors/managers to be rated on the following: 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)]

OBJECTIVE:	<u><i>Date Objective Initiated:</i></u> Jul 12, 2019	<u><i>Target Date For Completion Of Initiative:</i></u> Nov 15, 2020
	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.	
Responsible Official	Tiffany Wheeler Jaime Claudio Patricia Zarate	
Planned Activities	<u><i>Target Date</i></u>	<u><i>Planned Activity</i></u>
	Mar 30, 2020 12:00 AM	HC and OCRD will determine a path forward and timeline for incorporating EEO principles found in C.3 into all supervisory performance plans.
Report of Accomplishments and Modifications to Objective	The Office of the Chief Human Capital Officer has identified a point of contact to work with OCRD on incorporating EEO principles into all supervisory performance elements. OCRD has provided draft language to HC that incorporates the supervisory performance requirements of C.3 related to EEO principles. EEOC's representative for DOE has confirmed that DOE's standard SES performance element that makes reference to the principle of EEO satisfies this requirement.	

Department of Energy

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Plan to Attain Essential Elements

PART H.27

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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]

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]

OBJECTIVE:

Date Objective Initiated: Apr 2, 2019 Target Date For Completion Of Initiative: Dec 1, 2020

Collaborate with Human Capital office to establish time tables for systemic barriers that may be impeding full participation in the program by all EEO groups.

Responsible Official

Jaime Claudio
Tiffany Wheeler

Planned Activities

<i>Target Date</i>	<i>Planned Activity</i>
Oct 31, 2020 12:00 AM	Benchmark against other federal agencies to identify best practices and criteria for conducting such a review of the merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers.
Dec 1, 2020 12:00 AM	Develop criteria and a time table to review the merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers.

**Report of Accomplishments
and Modifications to
Objective**

OCR D has been working to fill critical vacancies. OCR D hired an EEO specialist in March 2020 and recently advertised a position for a D&I specialist. Although OCR D had advertised for a position of social scientist, a position which will be critical to analyzing barriers in the workplace, the position will have to be re-advertised. The Affirmative Employment Program Manager left DOE for another agency in July 2020. The new hires will assist OCR D in completing MD-715-related milestones, such as this one.

Department of Energy

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Plan to Attain Essential Elements

PART H.28

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

Does the Agency have a separate procedure to address harassment allegations?

OBJECTIVE:

Date Objective Initiated: Oct 13, 2018 Target Date For Completion Of Initiative: Dec 31, 2020

Establish a comprehensive anti-harassment policy and procedure that comply with EEOC's enforcement guidance.

Responsible Official

Loretta Collier

Planned Activities

Target Date *Planned Activity*

Nov 15, 2020 12:00 AM Provide anti-harassment policy/procedures to EEOC for review.

Dec 31, 2020 12:00 AM Disseminate the anti-harassment policy/procedures to all DOE employees by DOECAST and new employee orientation.

**Report of Accomplishments
and Modifications to
Objective**

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.29

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]

Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]

OBJECTIVE:	<u>Date Objective Initiated:</u> Apr 2, 2018	<u>Target Date For Completion Of Initiative:</u> Oct 15, 2020
	OED will collaborate with HC to determine a best path forward on being able to incorporate a question into an exit survey related to improving the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.	

Responsible Official
Jaime Claudio
John Walsh

Planned Activities	Target Date	Planned Activity
	Oct 15, 2020 12:00 AM	OED will collaborate with HC to determine a best path forward on this item.
	Nov 15, 2020 12:00 AM	In addition, ED will benchmark against other federal agencies to determine best practices in this area.

Report of Accomplishments and Modifications to Objective
The Office of the Chief Human Capital Officer conducts an exit survey to obtain information on various relevant pieces of information. However, the survey does not contain a question on these topics related to individuals with disabilities.

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.30

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I]] If “yes”, please identify the data sources in the comments column.

Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I]] If “yes”, please identify the data sources in the comments column.

OBJECTIVE:

Date Objective Initiated: Jun 15, 2018
Target Date For Completion Of Initiative: Dec 31, 2020

"Develop an action plan for incorporating various sources of information into barrier analysis process (e.g., grievance data, exit surveys, employee resource groups, focus groups, etc.)"

Responsible Official

Jaime Claudio
John Walsh

Planned Activities

<i>Target Date</i>	<i>Planned Activity</i>
Oct 31, 2020 12:00 AM	OED will collaborate with HC to determine the best path for regularly obtaining information from exit surveys conducted by HC.
Nov 30, 2020 12:00 AM	Conduct strategic meetings/informational sessions with Employee Resource Groups to discuss barriers and to obtain ERG input.
Dec 31, 2020 12:00 AM	Develop an action plan to regularly review these sources of information as part of the barrier analysis process.

**Report of Accomplishments
and Modifications to
Objective**

While the Agency at times may review information from some of these independent sources, it does not regularly review each of these sources of information. OCRD has been working to fill critical vacancies. OCRD hired an EEO specialist in March 2020 and recently advertised a position for a D&I specialist. Although OCRD had advertised for a position of social scientist, a position which will be critical to analyzing barriers in the workplace, the position will have to be re-advertised. The Affirmative Employment Program Manager left DOE for another agency in July 2020. The new hires will assist OCRD in completing MD-715-related milestones, such as this one.

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.31

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]

OBJECTIVE:

Date Objective Initiated: Jun 30, 2019 *Target Date For Completion Of Initiative:* May 31, 2021

The Agency does not compare its performance in the EEO process with other federal agencies of a similar size.

Responsible Official

Patricia Zarate
Orlando Sepulveda

Planned Activities

<i>Target Date</i>	<i>Planned Activity</i>
Oct 31, 2020 12:00 AM	OCRD will reach out to the Agency's EEO liaison to discuss potential agencies to utilize for purposes of comparison.
Feb 28, 2021 12:00 AM	OCRD will work on obtaining data from other federal agencies related to the EEO process for comparison purposes.
May 31, 2021 12:00 AM	OCRD will complete a review of comparison data from other federal agencies related to the EEO process.

**Report of Accomplishments
and Modifications to
Objective**

OCRD has identified data points that it would like to compare with other federal agencies.

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.32

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?

When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.108?

OBJECTIVE:

Date Objective Initiated: Sep 30, 2018 Target Date For Completion Of Initiative: Sep 30, 2021

OCR will work to improve the timeliness in the issuance of final agency decisions (FADs).

Responsible Official

Jody TallBear
Patricia Zarate

Planned Activities

<i>Target Date</i>	<i>Planned Activity</i>
Dec 1, 2020 12:00 AM	Hire additional attorney advisors to fill staffing gaps in order to better support EEO complaint processing.
Jan 31, 2021 12:00 AM	Organize EEO training for new attorney advisors and current OCR staff and review standard operating procedures with new attorney advisors.
Jun 30, 2021 12:00 AM	Have new attorney advisors register for training on preparing final agency decisions when EEOC releases 2021 training opportunities.

**Report of Accomplishments
and Modifications to
Objective**

During the COVID-19 pandemic, OCR transitioned to virtual EEO complaint processing. While there was a period of transition, OCR was able to maintain communication with EEO complainants. OCR also instituted daily phone calls to connect with attorney advisors and support services staff on the status of cases and communication with EEO complainants.

During FY 2018, OCR was staffed at approximately 54% due to an employee on extended leave, rotational assignments, the retirement of a senior attorney, and vacancies. In February/March 2019, OCR was able to bring on two new law clerks. However, OCRD also lost four senior staff positions during the remainder of calendar year 2019 (one to retirement, one to an internal promotion, and two who accepted offers of employment at other federal agencies). The staffing limitations have had an impact on OCR EEO case processing timelines. During FY 2020, OCR has been working to fill a number of vacancies to close the gap in staff. A new law clerk came onboard on 4/26/20. OCR has received approval to hire additional attorneys. Four tentative offers of employment were recently extended, and two have been accepted to date. If the remaining offers of employment are accepted, OCR expects to be fully staffed by late Fall 2020. This will allow OCR to begin improving timeframes for case processing in FY 2021 after onboarding the new staff and training them on OCR standards and processes.

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.33

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]
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Work to improve external and internal applicant flow data concerning applicants' race, national origin, sex, and disability status.

OBJECTIVE:	<table border="0"> <tr> <td><u>Date Objective Initiated:</u></td> <td><u>Target Date For Completion Of Initiative:</u></td> </tr> <tr> <td>Sep 1, 2020</td> <td>Oct 31, 2021</td> </tr> </table> <p>Work to improve external and internal applicant flow data.</p>	<u>Date Objective Initiated:</u>	<u>Target Date For Completion Of Initiative:</u>	Sep 1, 2020	Oct 31, 2021
<u>Date Objective Initiated:</u>	<u>Target Date For Completion Of Initiative:</u>				
Sep 1, 2020	Oct 31, 2021				

Responsible Official	Jaime Claudio
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	<i>Target Date</i>	<i>Planned Activity</i>
Planned Activities	Nov 15, 2020 12:00 AM	OED will set up a working group to partner with HC and Monster Hiring Solutions regarding this item.
	Dec 31, 2020 12:00 AM	OED will benchmark against other Federal agencies that utilize Monster to determine if they have been able to troubleshoot similar issues and find solutions.
	Mar 31, 2021 12:00 AM	The working group will identify issues to troubleshoot within the Monster database.
	Oct 31, 2021 12:00 AM	OED will collaborate with HC and Monster to develop a solution to ensure appropriate applicant flow data.

Report of Accomplishments and Modifications to Objective	OED has made progress in further utilizing data contained in the Monster database to provide responses to questions in Part J. In addition, the DOE National Nuclear Security Administration Office of Civil Rights and Human Resources Office met with representatives from Monster Government Solutions to discuss means to acquire more accurate applicant flow data, and those efforts/discussions are ongoing.
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For period covering October 1, 2018 to September 30, 2019

Plan to Attain Essential Elements

PART H.34

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?

Does the Agency complete timely investigations 29 CFR §1614.108?

OBJECTIVE:	<u>Date Objective Initiated:</u> Sep 1, 2020	<u>Target Date For Completion Of Initiative:</u> Sep 30, 2021
	The OCR will work to improve the timeliness in the issuance of Reports of Investigation (ROIs).	
Responsible Official	Jody TallBear Patricia Zarate	
PlannedActivities	<u>Target Date</u>	<u>Planned Activity</u>
	Dec 1, 2020 12:00 AM	Hire additional attorney advisors to fill staffing gaps in order to better support EEO complaint processing, including ROI factual/legal sufficiency reviews.
	Jan 31, 2021 12:00 AM	Organize EEO training for new attorney advisors and current OCR staff and review standard operating procedures with new attorney advisors.
	Jan 31, 2021 12:00 AM	Develop ROI review template/checklist for use by OCR attorney advisors conducting factual/legal sufficiency reviews of ROIs.
Report of Accomplishments and Modifications to Objective	<p>During the COVID-19 pandemic, OCR transitioned to virtual EEO complaint processing. While there was a period of transition, OCR was able to maintain communication with EEO complainants. OCR also instituted daily phone calls to connect with attorney advisors and support services staff on the status of cases and communication with EEO complainants.</p> <p>During FY 2018, OCR was staffed at approximately 54% due to an employee on extended leave, rotational assignments, the retirement of a senior attorney, and vacancies. In February/March 2019, OCR was able to bring on two new law clerks. However, OCRD also lost four senior staff positions during the remainder of calendar year 2019 (one to retirement, one to an internal promotion, and two who accepted offers of employment at other federal agencies). The staffing limitations have had an impact on OCR EEO case processing timelines. During FY 2020, OCR has been working to fill a number of vacancies to close the gap in staff. A new law clerk came onboard on 4/26/20. OCR has received approval to hire additional attorneys. Four tentative offers of employment were recently extended, and two have been accepted to date. If the remaining offers of employment are accepted, OCR expects to be fully staffed by late Fall 2020. This will allow OCR to begin improving timeframes for case processing in FY 2021 after onboarding the new staff and training them on OCR standards and processes.</p>	

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Plan to Attain Essential Elements

PART H.35

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

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)]

Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]

OBJECTIVE:	<u>Date Objective Initiated:</u> Sep 30, 2018	<u>Target Date For Completion Of Initiative:</u> Apr 30, 2021
	The Agency does not require but encourages managers to participate in ADR.	
Responsible Official	Patricia Zarate Richard Cronin	
Planned Activities	<u>Target Date</u> Oct 31, 2020 12:00 AM	<u>Planned Activity</u> OCDR will meet with the ADR staff to discuss options.
	Apr 30, 2021 12:00 AM	OCDR and the ADR Office will continue to promote the use of ADR when discussing the potential for conflict resolution with employees, supervisors, and managers.
Report of Accomplishments and Modifications to Objective	DOE will continue to encourage supervisors/managers to participate in ADR. On January 25, 2019, the Deputy Secretary of Energy issued an ADR policy statement that stated that managers and supervisors should integrate ADR into their organizational frameworks. It also stated that while ADR is voluntary for employees, managers should fully participate in ADR, when appropriate.	

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Plan to Attain Essential Elements

PART H.36

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.

Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.

OBJECTIVE:	<u>Date Objective Initiated:</u> Jun 30, 2019	<u>Target Date For Completion Of Initiative:</u> Sep 30, 2021
	The OCR will work to issue notices of acceptance/dismissal in a more reasonable time.	
Responsible Official	Jody TallBear Patricia Zarate	
Planned Activities	<u>Target Date</u>	<u>Planned Activity</u>
	Dec 1, 2020 12:00 AM	Hire additional attorney advisors to fill staffing gaps in order to better support EEO complaint processing.
	Jan 31, 2021 12:00 AM	Organize EEO training for new attorney advisors and current OCR staff and review standard operating procedures with new attorney advisors.
	Jun 30, 2021 12:00 AM	Have new attorney advisors register for training on preparing notices of accept/dismiss when EEOC releases 2021 training opportunities.
Report of Accomplishments and Modifications to Objective	<p>During the COVID-19 pandemic, OCR transitioned to virtual EEO complaint processing. While there was a period of transition, OCR was able to maintain communication with EEO complainants. OCR also instituted daily phone calls to connect with attorney advisors and support services staff on the status of cases and communication with EEO complainants.</p> <p>During FY 2018, OCR was staffed at approximately 54% due to an employee on extended leave, rotational assignments, the retirement of a senior attorney, and vacancies. In February/March 2019, OCR was able to bring on two new law clerks. However, OCRD also lost four senior staff positions during the remainder of calendar year 2019 (one to retirement, one to an internal promotion, and two who accepted offers of employment at other federal agencies). The staffing limitations have had an impact on OCR EEO case processing timelines. During FY 2020, OCR has been working to fill a number of vacancies to close the gap in staff. A new law clerk came onboard on 4/26/20. OCR has received approval to hire additional attorneys. Four tentative offers of employment were recently extended, and two have been accepted to date. If the remaining offers of employment are accepted, OCR expects to be fully staffed by late Fall 2020. This will allow OCR to begin improving timeframes for case processing in FY 2021 after onboarding the new staff and training them on OCR standards and processes.</p>	

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Plan to Attain Essential Elements

PART H.37

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]

Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]

OBJECTIVE:

<u><i>Date Objective Initiated:</i></u> Sep 30, 2019	<u><i>Target Date For Completion Of Initiative:</i></u> Nov 15, 2020
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Post the quarterly No Fear Act Data on DOE's public website timely.

Responsible Official

Patricia Zarate
Orlando Sepulveda

Planned Activities

<u><i>Target Date</i></u>	<u><i>Planned Activity</i></u>
Jul 1, 2020 12:00 AM	Ensure designated staff member prepares the quarterly No Fear Act data and works to have it posted on DOE's website timely.

**Report of Accomplishments
and Modifications to
Objective**

OCRD hired a new Informal Complaints Manager in August 2020. The individual will be responsible for quarterly preparing the No FEAR Act data and working with the ED contractor to post it on DOE's website in a timely manner.

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

PART I.1

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Triggers identified were general (overall) low participation of diversity (for particular groups) at the DOE's Senior Executive Service (SES) level. The identified feeder pool for SES positions was identified as GS/13-15. During FY 2019, the largest participation at the Senior Executive Service (SES) level was White male employees. Specifically, White males at 65% with a feeder pool of 46%. This is 19 percentage points above the feeder pool. During FY 2019, DOE's overall federal workforce participation of White females at the DOE's Senior Executive Service (SES) level was 18% with a feeder pool of 26%. During FY 2019, DOE's overall federal workforce participation of Hispanic females at the DOE's Senior Executive Service (SES) level was .38% and the feeder pool is 2%. During FY 2019, DOE's overall federal workforce participation of Black females at the DOE's Senior Executive Service (SES) level was 3% and the feeder pool was 9%. During FY 2019, DOE's overall federal workforce participation of Black males at the DOE's Senior Executive Service (SES) level was 3% and the feeder pool is 6%.</p>						
<p>STATEMENT OF BARRIER GROUPS:</p>	<p>Barrier Group</p> <p>Hispanic or Latino Females White Females Black or African American Males Black or African American Females</p>						
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>							
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>DOE does not currently have a defined plan on recruitment and development strategies to increase diversity participation at the SES level.</p>						
<p>Objective</p>	<p>Complete further barrier analysis to better determine how to address the lower participation rates of identified groups.</p> <table border="1" data-bbox="760 1339 1563 1495"> <tr> <td>Date Objective Initiated</td> <td>Sep 1, 2020</td> </tr> <tr> <td>Target Date For Completion Of Objective</td> <td>Sep 1, 2021</td> </tr> </table>	Date Objective Initiated	Sep 1, 2020	Target Date For Completion Of Objective	Sep 1, 2021		
Date Objective Initiated	Sep 1, 2020						
Target Date For Completion Of Objective	Sep 1, 2021						
<p>Responsible Officials</p>	<p>Jaime Claudio Chief, Equity & Diversity Division Saundra White Director, Corporate Outreach and Recruitment</p>						
<p>Planned Activities Toward Completion of Objective</p>	<table border="1" data-bbox="717 1585 1563 1789"> <thead> <tr> <th>Planned Activity</th> <th>Target Date</th> </tr> </thead> <tbody> <tr> <td>Establish a working group with HC to continue to discuss data, potential barriers, and methods to address them.</td> <td>Oct 31, 2020</td> </tr> <tr> <td>Perform a collection and review of workforce data tables and additional sources for FY '20 to see if there are any changes in the participation rates of the identified groups to determine the best path forward.</td> <td>Jan 31, 2021</td> </tr> </tbody> </table>	Planned Activity	Target Date	Establish a working group with HC to continue to discuss data, potential barriers, and methods to address them.	Oct 31, 2020	Perform a collection and review of workforce data tables and additional sources for FY '20 to see if there are any changes in the participation rates of the identified groups to determine the best path forward.	Jan 31, 2021
Planned Activity	Target Date						
Establish a working group with HC to continue to discuss data, potential barriers, and methods to address them.	Oct 31, 2020						
Perform a collection and review of workforce data tables and additional sources for FY '20 to see if there are any changes in the participation rates of the identified groups to determine the best path forward.	Jan 31, 2021						
<p>Report of Accomplishments and Modifications to Objective</p>							

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

PART I.2

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.
How was the condition recognized as a potential barrier?

Less than expected representation of Hispanic and Asian males in the major occupation series Contracting (1102) in comparison to CLF participation rates for these groups.

STATEMENT OF BARRIER GROUPS:

Barrier Group
Two or More Races Males

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

DOE does not currently have a defined plan on recruitment strategies to attract Hispanic and Asian males in the Contracting Occupational Series (1102).

Objective

Perform further barrier analysis to identify the causes of disparities in equal employment opportunities for Hispanics and Asian males in the Contracting (1102) occupational series.
Date Objective Initiated Sep 1, 2020
Target Date For Completion Of Objective Sep 1, 2020

Responsible Officials

Jaime Claudio Chief, Office of Equity and Diversity
Collette Bankins Hispanic Employment Program Manager
Saundra White Director, HC Corporate Outreach and Recruitment

Planned Activities Toward Completion of Objective

Planned Activity	Target Date
Establish a working group with HC to continue to discuss data, potential barriers, and methods to address them.	Nov 15, 2020
Perform a collection and review of workforce data tables and additional sources for FY '20 to see if there are any changes in the participation rates of the identified groups.	Jan 31, 2021

Report of Accomplishments and Modifications to Objective

During FY 2019, there was an increase in the number of recruitment activities over the previous year. The Office of the Chief Human Capital Officer (HC), Corporate Outreach and Recruitment Division (CORD) participated in over sixty-five recruitment and outreach events, including job fairs for diverse and underrepresented communities; eight of the recruitment/outreach events specifically targeted Hispanics. These eight events included participation by DOE program offices in the Society of Hispanic Professional Engineers (SHPE) National Conference and several regional conferences, the conference of the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), the conference of the Hispanic Association of Colleges and Universities (HACU), and the Hispanic Engineer National Achievement Awards Conference (HENAAC).
HC also established a membership with the Hispanic Latino Professionals Association to share job board information with its membership and to participate in its job fairs.

Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

PART I.3

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Triggers identified were general (overall) low participation of Hispanic males and females, and White females as compared to the U.S. Census Bureau's 2010 Civilian Labor Force (CLF) statistical data. During FY 2019, DOE's overall federal workforce participation level of Hispanic females was 2.57% which was lower than the CLF comparative data point of 4.79%. DOE's participation level of Hispanic females was approximately 54% of the CLF. During FY 2019, DOE's overall federal workforce participation level of Hispanic males was 3.05% which was lower than the CLF comparative data point of 5.17%. DOE's participation level of Hispanic males was approximately 59% of the CLF. During FY 2019, DOE's overall federal workforce participation level of White females was 26.63% which was lower than the CLF comparative data point of 34.03%. DOE's participation level of White females was approximately 78% of the CLF.</p>							
<p>STATEMENT OF BARRIER GROUPS:</p>	<p><i>Barrier Group</i></p> <p>Hispanic or Latino Males</p> <p>Two or more Races Females</p>							
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>								
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>DOE does not currently have a defined plan on recruitment strategies to attract Hispanic males and females, and White females into the workforce.</p>							
<p>Objective</p>	<p>Perform further barrier analysis regarding low total workforce participation of Hispanic females, Hispanic males, and White females.</p> <table border="1" data-bbox="751 1186 1563 1339"> <tr> <td>Date Objective Initiated</td> <td>Sep 1, 2020</td> </tr> <tr> <td>Target Date For Completion Of Objective</td> <td>Sep 1, 2021</td> </tr> </table>		Date Objective Initiated	Sep 1, 2020	Target Date For Completion Of Objective	Sep 1, 2021		
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<p>Responsible Officials</p>	<p>Jaime Claudio Chief, Office of Equity and Diversity Collette Bankins Hispanic Employment Manager Saundra White Director, HC Corporate Outreach and Recruitment</p>							
<p>Planned Activities Toward Completion of Objective</p>	<table border="1" data-bbox="711 1457 1563 1665"> <thead> <tr> <th>Planned Activity</th> <th>Target Date</th> </tr> </thead> <tbody> <tr> <td>Establish a working group with HC to continue to discuss data, potential barriers, and methods to address them.</td> <td>Oct 31, 2020</td> </tr> <tr> <td>Perform a collection and review of workforce data tables and additional sources for FY20 to see if there are any changes in the participation rates of the identified groups to determine the best path forward.</td> <td>Dec 31, 2020</td> </tr> </tbody> </table>		Planned Activity	Target Date	Establish a working group with HC to continue to discuss data, potential barriers, and methods to address them.	Oct 31, 2020	Perform a collection and review of workforce data tables and additional sources for FY20 to see if there are any changes in the participation rates of the identified groups to determine the best path forward.	Dec 31, 2020
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Department of Energy

For period covering October 1, 2018 to September 30, 2019

Plan to Eliminate Identified Barriers

Report of Accomplishments and Modifications to Objective

During FY 2019, there was an increase in the number of recruitment activities over the previous year. The Office of the Chief Human Capital Officer (HC), Corporate Outreach and Recruitment Division (CORD) participated in over sixty-five recruitment and outreach events, including job fairs for diverse and underrepresented communities; eight of the recruitment/outreach events specifically targeted Hispanics. These eight events included participation by DOE program offices in the Society of Hispanic Professional Engineers (SHPE) National Conference and several regional conferences, the conference of the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), the conference of the Hispanic Association of Colleges and Universities (HACU), and the Hispanic Engineer National Achievement Awards Conference (HENAAC).

HC also established a membership with the Hispanic Latino Professionals Association to share job board information with its membership and to participate in its job fairs.

MD-715 – Part J
Special Program Plan
for the Recruitment, Hiring, Advancement, and
Retention of Persons with Disabilities

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

Section I: Efforts to Reach Regulatory Goals

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

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a.Cluster GS-1 to GS-10 (PWD)	Answer	No
b.Cluster GS-11 to SES (PWD)	Answer	No

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d) (7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a.Cluster GS-1 to GS-10 (PWTD)	Answer	No
b.Cluster GS-11 to SES (PWTD)	Answer	Yes

The percentage of PWTD in the GS-11 to SES cluster was 8.6% in FY 2019, which falls below the inclusion goal of 12%.

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

The Agency communicates annual hiring goals for persons with disabilities and persons with targeted disabilities through consultations with hiring managers, selecting officials, supervisory training workshops, and regular Human Capital collaboration calls offering quarterly progress updates. The Agency's Human Capital Office is currently developing a Recruitment and Outreach Plan, with the objective of increasing PWD and PWTD employment within the DOE, and this plan will be communicated to all hiring managers and recruiters. The plan includes recruitment campaign efforts, which will focus on key configurable areas to ensure the agency's effective PWD/PWTD related recruiting endeavors, to include attending career fairs; networking with PWD organizations; and partnering with local colleges and universities.

Section II: Model Disability Program

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

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

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

Answer Yes

In FY 2019, the Agency hired a Corporate Reasonable Accommodation Manager who will be focused on developing avenues for redress, policy, and training.

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

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	0	0	46	Steven C. Erhart Deputy Chief Human Capital Officer
Answering questions from the public about hiring authorities that take disability into account	1	0	21	Donna Friend Disability/Veteran Employment Program Manager donna.friend@hq.doe.gov
Processing reasonable accommodation requests from applicants and employees	0	0	20	Tiffany Wheeler Director of Policy tiffany.wheeler@hq.doe.gov
Section 508 Compliance	1	0	0	Teddy Dyer Information Technology Specialist teddy.dyer@hq.doe.gov
Architectural Barriers Act Compliance	1	0	0	David Brown Deputy Director, Technical Services
Special Emphasis Program for PWD and PWTD	0	0	1	Patricia Zarate Deputy Director patricia.zarate@hq.doe.gov

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

Answer Yes

During FY2019, two training modules were provided: "A roadmap to Success: Hiring, Retaining, and Including PWDs and PWTDs" by the Office of Personnel Management; and Basic Disability Program Manager training by the U.S. Equal Employment Opportunity Commission. These trainings provided participants with useful and important information, covering all aspects of the disability employment including recruiting, interviewing, use of special hiring authorities, career development, and reasonable accommodations. Participants were provided with tools in order to effectively recruit, accommodate, hire, retain, and include individuals with disabilities, consistent with applicable law. Participants were trained on how to identify Federal laws, regulations, policies, and initiatives that promote an inclusive workplace for people with disabilities, and were provided with information on how to locate internal and external resources to recruit, develop, and retain employees with disabilities. Human Capital works closely with the Office of Civil Rights and Diversity as it relates to the Disability Program. Human Capital staff received on-the-job, web-based, and formal classroom training on hiring, to include Schedule A, Veterans Recruitment Appointment, 30% or more disabled veteran hiring authorities, and reasonable accommodation.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

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

Answer Yes

Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

The Department of Energy utilized a variety of sources and programs to increase the number of qualified applicants with disabilities and applicants with targeted disabilities within major occupations. Additional sources used to attract talent included the Workforce Recruitment Program database, OPM Shared Database, and unsolicited e-mails. Programs offered by vocational rehabilitation centers, Soldier for Life, Operation Warfighter, the Intelligence Community Wounded Warrior Program, and the American Job Centers were utilized. In addition, the Agency hosted a disability mentoring day for students with disabilities from ten colleges and universities to provide information on student internships and career opportunities. Ten program offices provided a day of career exploration and job shadowing/mentoring. The Corporate Outreach and Recruitment Division (CRO) coordinated DOE participation in five recruitment and outreach events that specifically targeted individuals with disabilities, and ten that included individuals with disabilities. One was the Bender Virtual Job Fair for individuals with disabilities that provide opportunities for participants that may not be able to attend a physical job fair.

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

The Department of Energy utilizes all available and appropriate hiring authorities to recruit and hire Persons with Disabilities (PWD) and Persons with Targeted Disabilities (PWTD). Applicants who wish to be considered for job announcements may do so by applying to vacancies listed on the USAJOBS website targeted towards PWD and PWTD or may contact an agency disability coordinator. Within DOE, the use of database and file maintenance systems facilitate rapid hiring through non-competitive consideration of individuals with disabilities for vacant positions.

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

The Agency determines eligibility for applicants who apply under special hiring authorities for persons with disabilities and persons with targeted disabilities through documentation, such as a Schedule A letter, letters from the Veterans Administration, or letters from a vocational rehabilitation center that identify the individual as a person with a disability. Applicants who apply under special hiring authorities that take disability into account are referred with other applicants from competitive announcements. They may be processed and referred to hiring managers on both a competitive Certificate of Eligibles and a non-competitive Certificate of Eligibles. The Agency's Human Resource Business Partners also request referrals through the Office of Corporate Recruitment and Outreach Division, and from database or file maintenance systems.

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

Answer Yes

The use of hiring authorities, such as Schedule A, that can be used to quickly fill positions is a topic of interest during supervisory training sessions for new supervisors and will continue to be included in future training sessions. Mandatory online training workshops are provided through the new Learning Nucleus system for managers and human resources professionals on special hiring authorities that take disability into account. The courses educate HR Professionals and hiring managers about the use of special hiring authorities available to quickly fill positions with qualified individuals with disabilities. A total of 2001 (approximately 80%) HR Professionals and hiring managers completed A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities. A total of 2082 (approximately 83%) HR Professionals and hiring managers completed the Veteran Employment Training and the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) training.

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.

A partnership with the American Association of People with Disabilities (AAPD) resulted in placement of one summer intern. Human Capital strengthened relationships with the Maryland Department of Rehabilitative Services (DORS) and local military bases and provided employment information sessions that will continue. Relationships with AAPD, DORS, and Operation Warfighter provided visibility and participants for the DOE Disability Mentoring Day. Human Capital established relationships between Headquarters and DOE sites with local vocational rehabilitation centers, Soldier for Life, Operation Warfighter, the Intelligence Community Wounded Warrior Program, and the American Job Centers. DOE participates in meetings of the Federal Exchange on Employment of Individuals with Disabilities to remain abreast of issues and best practices that impact the disability community. DOE also participates in webinars hosted by the Employee Assistance and Resource Network on Disability Inclusion.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

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

- a. New Hires for Permanent Workforce (PWD) Answer Yes
- b. New Hires for Permanent Workforce (PWTD) Answer No

The percentage of PWD in new hires was 9.1% in FY 2019, which falls below the inclusion goal of 12%.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PWTD) Answer Yes

In comparison to the benchmarks among qualified applicants for the Program Management series (0340), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 5.58%/3.19% respectively. However, of those identified, none were selected. In comparison to the benchmarks among qualified applicants for the Financial Administration & Program series (0501), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 7.76%/5.17% respectively. However, of those identified, none were selected. In comparison to the benchmarks among qualified applicants for the Accounting series (0510), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 9.61%/2.85% respectively. However, of those identified, none were selected. In comparison to the benchmarks among qualified applicants for the Auditing series (0511), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 7.69%/5.13% respectively. However, of those identified, none were selected. In comparison to the benchmarks among qualified applicants for the General Engineering series (0801), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 4.97%/2.30% respectively. However, of those identified, 3.77% PWD and .94% PWTD were selected, which is below their inclusion goals of 12%/2% respectively. In comparison to the benchmarks among qualified applicants for the Nuclear Engineering series (0840), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 8.40%/2.80% respectively. However, of those identified, 10% PWD and 0.00% PWTD were selected, which is below their inclusion goals of 12%/2% respectively. In comparison to the benchmarks among qualified applicants for the Electrical Engineering series (0850), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 3.94%/1.48% respectively. However, of those identified, 6.25% PWD and 0.00% PWTD were selected, which is below their inclusion goals of 12%/2% respectively. In comparison to the benchmarks among qualified applicants for the Information Technology Management series (2210), triggers exist for PWD who were identified as qualified at a participating rate of 5.79%. However, of those identified, 6.25% were selected, which is below their inclusion goals of 12%.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer Yes
- b. Qualified Applicants for MCO (PWTD) Answer Yes

In comparison to the benchmarks among qualified candidates for the General Engineering series (0801), triggers exist for PWD who were identified as qualified at a participating rate of 4.54%. However, of those identified, none were selected. For the General Engineering series (0801), triggers exist for PWTD who were identified as qualified at a participating rate of 1.51%. However, of those identified, none were selected as new hires. In comparison to the benchmarks among qualified applicants for the Contracting series (1102), triggers exist for PWD who were identified as qualified at a participating rate of 2.08%. However, of those identified, only one PWD was selected, which is 2.08% of the 1102 new hires which falls below the inclusion goal of 12%. As for the Information Technology Management series (2210), triggers exist for PWD who were identified as qualified at a participating rate of 4.0%. However, of those identified, none were selected.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer Yes
- b. Promotions for MCO (PWTD) Answer Yes

In comparison to the benchmarks among qualified applicants promoted to the General Engineering series (0801), triggers exist for PWD/PWTD who were identified as qualified at a participating rate of 3.88%/1.46% respectively. However, of those identified, none were selected.

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.

The Department of Energy has engaged in the below initiatives to ensure employees with disabilities and employees with targeted disabilities have sufficient advancement opportunity: (1) Human Resource Business Partners and the Office of Corporate Recruitment and Outreach regularly consult with hiring managers on effective approaches to talent management including special hiring authorities, conversion of Schedule A appointees, and utilizing sources, including the Workforce Recruitment Program and the OPM Shared Database; (2) Initiated a mentoring program guide for all employees including employees with disabilities and employees with targeted disabilities. Some program areas and field locations have active mentoring programs; (3) All employees, in consultation with their supervisors, are required to develop and execute Individual Development Plans. They are encouraged to apply for opportunities to broaden their skills and competencies for career progression. Reasonable accommodations are made available, as needed, to ensure participation of individuals with disabilities; and (4) Of the Career Pathways Program hires, 8 (7.8%) were 30% or more disabled veterans and 1 (.9%) was a 10-point compensable veteran. • Student volunteer and stipend based internship programs offer opportunities to gain experiential learning related to their field of study and serve as feeder programs for the Career Pathways Program.

B. CAREER DEVELOPMENT OPPORTUNITES

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

DOE provides career and leadership development opportunities for employees through a suite of different programs, rotational opportunities, detail appointments, corporately-sponsored courses, the Online Learning Center and resources, such as Books 24/7 and PowerPedia. Additionally, many Program Offices sponsor employees and/or offer technical training through the National Training Center or outside vendors. Learning and development opportunities are promoted through DOE-wide announcements, internal websites, training administrators, e-mail distribution, monitors and posters placed in prominent places. Also, consultations are provided to employees by managers and organizational leaders. Examples of opportunities are: (1) Of the 122 OPM Leadership 360 program participants, 20 (16.3%) were employees with disabilities; 2 (1.6%) were persons with a targeted disability; (2) Of the 24 employees that participated in the Federal Executive Institute external leadership development program, 1 (3%) was a person with a disability, and 1 (3%) was a person with a targeted disability, 3 (10%) were veterans with disabilities of 30 percent or more, and 2 (6.7%) of those were veterans with targeted disabilities; (3) Of the 1,145 instances of training through the Professional Skills Program, 55 (4.8%) were people with disabilities, 11 (1%) were people with targeted disabilities, 22 (1.9%) were veterans with disabilities, 67 (5.9%) were veterans with disabilities of 30 percent or more, and of those 2 (.2%) were veterans with targeted disabilities; (4) Of the 219 employees who participated in the Supervisory Training Program, 19 (8.7%) were people with disabilities, 10 (4.6%) were veterans with a disability, and 16 (7.3%) were veterans with disabilities of 30% or more, and of those 4 (1.8%) had targeted disabilities.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)
Internship Programs	0	0	0.0	0.0	0.0	0.0
Fellowship Programs	4	4	0.0	0.0	0.0	0.0
Mentoring Programs	0	0	0.0	0.0	0.0	0.0
Coaching Programs	122	122	4.0	4.0	1.6	1.6
Training Programs	1395	1395	8.6	8.6	1.4	1.4
Detail Programs	9	9	0.0	0.0	0.0	0.0
Other Career Development Programs	3606	54	7.3	0.4	0.0	0.0

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer N/A
 b. Selections (PWD) Answer N/A

The Agency will be establishing a working group to analyze PWD gaps in data for applicants and/or selectees for career development programs.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer N/A
 b. Selections (PWTD) Answer N/A

The Agency will be establishing a working group to analyze PWTD gaps in data for applicants and/or selectees for career development programs.

C. AWARDS

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

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
 b. Awards, Bonuses, & Incentives (PWTD) Answer No

PWD falls below the inclusion goal of 12% in 7 of the 12 award categories.

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

- | | | |
|-------------------------|--------|-----|
| a. Pay Increases (PWD) | Answer | Yes |
| b. Pay Increases (PWTD) | Answer | No |

PWD QSI awards are at 5.93% in FY 2019, which falls below the inclusion goal of 12%.

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

- | | | |
|--------------------------------------|--------|-----|
| a. Other Types of Recognition (PWD) | Answer | N/A |
| b. Other Types of Recognition (PWTD) | Answer | N/A |

The Agency does not have other types of employee recognition programs other than what is listed above.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |

In comparison to the benchmarks among internal qualified applicants for grade 15, triggers exist for PWD with a participating rate of 2.65%. However, of those identified, 4.29% were selected, both are below the inclusion goal of 12%. In comparison to the benchmarks among internal qualified applicants for grade 14, triggers exist for PWD with a participating rate of 2.90%. However, of those identified, 2.33% were selected, both are below the inclusion goal of 12%. In comparison to the benchmarks among internal qualified applicants for grade 13, triggers exist for PWD with a participating rate of 5.12%. However, of those identified, 2.48% were selected, both are below the inclusion goal of 12%.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|---|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |
| ii. Internal Selections (PWTD) | Answer | Yes |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |
| ii. Internal Selections (PWTD) | Answer | Yes |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |
| ii. Internal Selections (PWTD) | Answer | Yes |

In comparison to the benchmarks among internal qualified applicants for grade 15, triggers exist for PWTB with a participating rate of 1.76%. However, of those identified, 1.43% were selected, both are below the inclusion goal of 2%. In comparison to the benchmarks among internal qualified applicants for grade 14, triggers exist for PWTB with a participating rate of .83%. However, of those identified, none were selected, both are below the inclusion goal of 2%. In comparison to the benchmarks among internal qualified applicants for grade 13, triggers exist for PWTB with a participating rate of 1.46%. However, of those identified, 1.65% were selected, both are below the inclusion goal of 2%.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-----------------------------|--------|-----|
| a. New Hires to SES (PWD) | Answer | N/A |
| b. New Hires to GS-15 (PWD) | Answer | N/A |
| c. New Hires to GS-14 (PWD) | Answer | N/A |
| d. New Hires to GS-13 (PWD) | Answer | N/A |

The Agency will be establishing a working group to analyze gaps and develop options for improving PWD applicant data for senior grade level new hires.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------|--------|-----|
| a. New Hires to SES (PWTB) | Answer | N/A |
| b. New Hires to GS-15 (PWTB) | Answer | N/A |
| c. New Hires to GS-14 (PWTB) | Answer | N/A |
| d. New Hires to GS-13 (PWTB) | Answer | N/A |

The Agency will be establishing a working group to analyze gaps and develop options for improving PWTB applicant data for supervisory level new hires.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Managers | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |

The Agency will be establishing a working group to analyze gaps and develop options for improving PWD applicant data for supervisory level promotions.

6. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|---|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWTB) | Answer | N/A |
| ii. Internal Selections (PWTB) | Answer | N/A |
| b. Managers | | |
| i. Qualified Internal Applicants (PWTB) | Answer | N/A |
| ii. Internal Selections (PWTB) | Answer | N/A |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWTB) | Answer | N/A |
| ii. Internal Selections (PWTB) | Answer | N/A |

The Agency will be establishing a working group to analyze gaps and develop options for improving PWTB applicant data for supervisory level promotions.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer N/A
- b. New Hires for Managers (PWD) Answer N/A
- c. New Hires for Supervisors (PWD) Answer N/A

The Agency will be establishing a working group to analyze gaps and develop options for improving PWD applicant data for supervisory level new hires.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTB) Answer N/A
- b. New Hires for Managers (PWTB) Answer N/A
- c. New Hires for Supervisors (PWTB) Answer N/A

The Agency will be establishing a working group to analyze gaps and develop options for improving PWTB applicant data for supervisory level new hires.

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

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

Answer Yes

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

- a. Voluntary Separations (PWD) Answer No
- b. Involuntary Separations (PWD) Answer No

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

- a. Voluntary Separations (PWTB) Answer No
- b. Involuntary Separations (PWTB) Answer No

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

N/A

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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

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

<https://www.energy.gov/cio/department-energy-doe-and-section-508> DOE has issued a notice explaining employee and applicant rights under Section 508 of the Rehabilitation Act. A description of how to file a complaint is also on this public website.

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.

GSA owns the buildings that DOE occupies. The following websites provide relevant information: <https://www.gsa.gov/real-estate/design-construction/accessible-facility-design> <https://www.access-board.gov/guidelines-andstandards/communications-and-it/about-the-section-508-standards>.

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.

In 2019, the Agency did not implement any projects to improve accessibility of facilities during the reporting period. The DOE Headquarters building is fully ADAAA compliant.

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.)

The approximate number of days for processing an initial request for reasonable accommodation across the DOE complex was 30 days during the reporting period.

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.

The desk reference for reasonable accommodation procedures has served as an informative tool for those requesting reasonable accommodations. The desk reference has also been helpful for managers, supervisors and the Local Reasonable Accommodation Coordinators.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

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

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

The desk reference for reasonable accommodation has served as an informative tool for those requesting reasonable accommodation(s) and/or personal assistance services. The Office of Economic Impact and Diversity will develop a process for individuals requesting PAS, as stated in the desk reference.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

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

Answer N/A

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

Answer Yes

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

N/A - The response in VI.A.2 relates to a settlement agreement, not a finding of discrimination. Because the item related to a settlement agreement, with no admission of liability, there were no corrective measures taken by the Agency.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer N/A

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

Section VII: Identification and Removal of Barriers

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

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

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

DOE is working to fill critical vacancies in its Equity and Diversity Division, including the hiring of a Social Scientist, which will add tremendous value in analyzing data and trends and conducting more in-depth barrier analysis.

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

1. DOE ended FY19 with a Federal workforce of 6,183. Individuals with disabilities in the workforce equals 928 (15%), and 168 (2.7%) for individuals with targeted disabilities. 2. In FY19, targeted hiring goals for people with disabilities were approved by the Chief Human Capital Officer (OCHCO) and tracked quarterly. The goals were: 12% for hires of individuals with disabilities, 2% for hires of people with targeted disabilities, 2% for Schedule A hires, 11% for veterans with disabilities, and 7% for veterans with disabilities of 30% or more. Hires of individuals with disabilities showed an increase from FY18 to FY19 and exceeded the targeted goals in most areas. Please see the Trend Chart in number 3 below, for more information. Progress was assessed through quarterly reviews against the hiring goals and shared with HR Business Partners to inform hiring and recruitment consultations with their customers. Several Program Offices have established their own oversight process and metrics to further monitor activities within their areas of responsibility. Lists of upcoming recruiting events and sources are also offered to help them target a diverse recruitment strategy.

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.

Develop and deliver Unconscious Bias training, which includes segments on PWD and PWTD, for officials with hiring responsibilities. Perform a collection and review of workforce data tables and additional sources, and conduct further barrier analyses focusing on low participation levels of PWD and PWTD.

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Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
EMPLOYEE GAINS																	
Permanent Workforce: New Hires #	339	207	132	8	15	144	72	33	35	19	9	0	0	1	1	2	0
Permanent Workforce: New Hires %	100	61.06	38.94	2.36	4.42	42.48	21.24	9.73	10.32	5.60	2.65	0.00	0.00	0.29	0.29	0.59	0.00
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	11	6	5	0	1	2	2	4	2	0	0	0	0	0	0	0	0
Permanent Workforce: Removal %	100	54.55	45.45	0.00	9.09	18.18	18.18	36.36	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	92	57	35	3	1	38	20	4	8	9	4	0	0	2	1	1	1
Permanent Workforce: Resignation %	100	61.96	38.04	3.26	1.09	41.30	21.74	4.35	8.70	9.78	4.35	0.00	0.00	2.17	1.09	1.09	1.09
Permanent Workforce: Retirement #	240	156	84	7	1	128	60	12	21	5	0	0	0	2	1	2	1
Permanent Workforce: Retirement %	100	65.00	35.00	2.92	0.42	53.33	25.00	5.00	8.75	2.08	0.00	0.00	0.00	0.83	0.42	0.83	0.42
Permanent Workforce: Other Separations #	135	82	53	3	2	56	34	15	14	6	2	0	0	2	1	0	0
Permanent Workforce: Other Separations %	100	60.74	39.26	2.22	1.48	41.48	25.19	11.11	10.37	4.44	1.48	0.00	0.00	1.48	0.74	0.00	0.00
Permanent Workforce: Total Separations #	478	301	177	13	5	224	116	35	45	20	6	0	0	6	3	3	2
Permanent Workforce: Total Separations %	100	62.97	37.03	2.72	1.05	46.86	24.27	7.32	9.41	4.18	1.26	0.00	0.00	1.26	0.63	0.63	0.42
TEMPORARY WORKFORCE																	
Temporary Workforce: Current FY #	419	265	154	3	12	233	114	10	14	16	11	0	0	3	1	0	2
Temporary Workforce: Current FY %	100	63.25	36.75	0.72	2.86	55.61	27.21	2.39	3.34	3.82	2.63	0.00	0.00	0.72	0.24	0.00	0.48
Temporary Workforce: Difference #	-6680	-4014	-2666	-222	-139	-3104	-1701	-346	-649	-279	-146	0	0	-63	-33	0	2
Temporary Workforce: Ratio Change %	0.00	2.97	-2.97	-2.45	0.73	8.60	1.64	-2.62	-6.00	-0.34	0.42	0.00	0.00	-0.21	-0.24	0.00	0.48
Temporary Workforce: Net Change %	-94.10	-93.81	-94.54	-98.67	-92.05	-93.02	-93.72	-97.19	-97.89	-94.58	-92.99	0.00	0.00	-95.45	-97.06	0.00	0.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	179	111	68	2	8	93	46	8	4	8	8	0	0	0	0	0	2
Temporary Workforce: New Hires %	100	62.01	37.99	1.12	4.47	51.96	25.70	4.47	2.23	4.47	4.47	0.00	0.00	0.00	0.00	0.00	1.12
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	49	33	16	2	1	26	12	1	0	3	3	0	0	1	0	0	0
Temporary Workforce: Resignation %	100	67.35	32.65	4.08	2.04	53.06	24.49	2.04	0.00	6.12	6.12	0.00	0.00	2.04	0.00	0.00	0.00
Temporary Workforce: Retirement #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Other Separations #	40	22	18	0	0	21	15	0	0	0	3	0	0	0	0	1	0
Temporary Workforce: Other Separations %	100	55.00	45.00	0.00	0.00	52.50	37.50	0.00	0.00	0.00	7.50	0.00	0.00	0.00	0.00	2.50	0.00

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Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Total Separations #	94	59	35	2	1	51	28	1	0	3	6	0	0	1	0	1	0
Temporary Workforce: Total Separations %	100	62.77	37.23	2.13	1.06	54.26	29.79	1.06	0.00	3.19	6.38	0.00	0.00	1.06	0.00	1.06	0.00

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Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2010 %	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce #	5764	3302	2462	176	148	2546	1535	325	586	202	152	0	0	42	28	11	13
Permanent Workforce %	100	57.29	42.71	3.05	2.57	44.17	26.63	5.64	10.17	3.50	2.64	0.00	0.00	0.73	0.49	0.19	0.23
DN00 #	5764	3302	2462	176	148	2546	1535	325	586	202	152	0	0	42	28	11	13
DN00 %	100	57.29	42.71	3.05	2.57	44.17	26.63	5.64	10.17	3.50	2.64	0.00	0.00	0.73	0.49	0.19	0.23

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Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5764	3302	2462	176	148	2546	1535	325	586	202	152	0	0	42	28	11	13
Permanent Workforce %	100	57.29	42.71	3.05	2.57	44.17	26.63	5.64	10.17	3.50	2.64	0.00	0.00	0.73	0.49	0.19	0.23
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	9	5	4	0	1	2	2	3	1	0	0	0	0	0	0	0	0
GS-05 %	100	55.56	44.44	0.00	11.11	22.22	22.22	33.33	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	6	2	4	0	1	2	3	0	0	0	0	0	0	0	0	0	0
GS-06 %	100	33.33	66.67	0.00	16.67	33.33	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	70	10	60	0	5	9	35	1	18	0	2	0	0	0	0	0	0
GS-07 %	100	14.29	85.71	0.00	7.14	12.86	50.00	1.43	25.71	0.00	2.86	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	36	0	36	0	4	0	21	0	10	0	0	0	0	0	0	0	1
GS-08 %	100	0.00	100.00	0.00	11.11	0.00	58.33	0.00	27.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.78
GS-09 #	103	23	80	2	3	14	54	4	17	2	4	0	0	0	2	1	0
GS-09 %	100	22.33	77.67	1.94	2.91	13.59	52.43	3.88	16.50	1.94	3.88	0.00	0.00	0.00	1.94	0.97	0.00
GS-10 #	8	1	7	0	0	0	7	0	0	0	0	0	0	1	0	0	0
GS-10 %	100	12.50	87.50	0.00	0.00	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00
GS-11 #	203	74	129	3	10	51	71	16	44	3	3	0	0	1	1	0	0
GS-11 %	100	36.45	63.55	1.48	4.93	25.12	34.98	7.88	21.67	1.48	1.48	0.00	0.00	0.49	0.49	0.00	0.00
GS-12 #	562	237	325	19	26	162	166	39	108	10	16	0	0	5	8	2	1
GS-12 %	100	42.17	57.83	3.38	4.63	28.83	29.54	6.94	19.22	1.78	2.85	0.00	0.00	0.89	1.42	0.36	0.18
GS-13 #	1430	812	618	46	44	611	386	101	141	47	36	0	0	4	9	3	2
GS-13 %	100	56.78	43.22	3.22	3.08	42.73	26.99	7.06	9.86	3.29	2.52	0.00	0.00	0.28	0.63	0.21	0.14
GS-14 #	1578	942	636	61	28	714	393	92	154	61	51	0	0	12	6	2	4
GS-14 %	100	59.70	40.30	3.87	1.77	45.25	24.90	5.83	9.76	3.87	3.23	0.00	0.00	0.76	0.38	0.13	0.25

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	1256	805	451	29	21	647	314	56	81	65	29	0	0	6	2	2	4
GS-15 %	100	64.09	35.91	2.31	1.67	51.51	25.00	4.46	6.45	5.18	2.31	0.00	0.00	0.48	0.16	0.16	0.32
All Other (Unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	5263	2911	2352	160	143	2212	1454	312	574	188	141	0	0	29	28	10	12
Total GS Employees %	100	55.31	44.69	3.04	2.72	42.03	27.63	5.93	10.91	3.57	2.68	0.00	0.00	0.55	0.53	0.19	0.23
SES #	260	197	63	9	1	169	47	7	7	6	7	0	0	6	0	0	1
SES %	100	75.77	24.23	3.46	0.38	65.00	18.08	2.69	2.69	2.31	2.69	0.00	0.00	2.31	0.00	0.00	0.38
Other Senior Pay #	27	20	7	1	0	19	4	0	0	0	3	0	0	0	0	0	0
Other Senior Pay %	100	74.07	25.93	3.70	0.00	70.37	14.81	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	287	217	70	10	1	188	51	7	7	6	10	0	0	6	0	0	1
Total Senior Pay %	100	75.61	24.39	3.48	0.35	65.51	17.77	2.44	2.44	2.09	3.48	0.00	0.00	2.09	0.00	0.00	0.35

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
AD-30 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-31 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-31 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-32 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-33 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent) #	18	16	2	0	0	13	2	0	0	0	0	0	0	3	0	0	0
Total AD Workforce (Permanent) %	100	88.89	11.11	0.00	0.00	72.22	11.11	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	0.00

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
AD-30 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-31 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-31 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-32 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-33 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent) #	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Total AD Workforce (Permanent) %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

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Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5764	3302	2462	176	148	2546	1535	325	586	202	152	0	0	42	28	11	13
Permanent Workforce %	100	57.29	42.71	3.05	2.57	44.17	26.63	5.64	10.17	3.50	2.64	0.00	0.00	0.73	0.49	0.19	0.23
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	61	61	0	1	0	54	0	1	0	0	0	0	0	5	0	0	0
Up to \$20,000 %	100	100.00	0.00	1.64	0.00	88.52	0.00	1.64	0.00	0.00	0.00	0.00	0.00	8.20	0.00	0.00	0.00
\$20,001-\$30,000 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	5	4	1	0	0	2	1	2	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	80.00	20.00	0.00	0.00	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	32	11	21	0	3	8	11	3	6	0	1	0	0	0	0	0	0
\$40,001-\$50,000 %	100	34.38	65.63	0.00	9.38	25.00	34.38	9.38	18.75	0.00	3.13	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	101	17	84	1	8	11	54	3	15	2	5	0	0	0	2	0	0
\$50,001-\$60,000 %	100	16.83	83.17	0.99	7.92	10.89	53.47	2.97	14.85	1.98	4.95	0.00	0.00	0.00	1.98	0.00	0.00
\$60,001-\$70,000 #	158	51	107	4	9	35	69	7	28	4	0	0	0	0	0	1	1
\$60,001-\$70,000 %	100	32.28	67.72	2.53	5.70	22.15	43.67	4.43	17.72	2.53	0.00	0.00	0.00	0.00	0.00	0.63	0.63
\$70,001-\$80,000 #	185	71	114	4	8	45	64	16	33	2	6	0	0	4	3	0	0
\$70,001-\$80,000 %	100	38.38	61.62	2.16	4.32	24.32	34.59	8.65	17.84	1.08	3.24	0.00	0.00	2.16	1.62	0.00	0.00
\$80,001-\$90,000 #	309	140	169	12	11	90	103	29	47	7	4	0	0	1	4	1	0
\$80,001-\$90,000 %	100	45.31	54.69	3.88	3.56	29.13	33.33	9.39	15.21	2.27	1.29	0.00	0.00	0.32	1.29	0.32	0.00
\$90,001-\$100,000 #	466	233	233	14	17	176	143	19	60	19	10	0	0	4	2	1	1
\$90,001-\$100,000 %	100	50.00	50.00	3.00	3.65	37.77	30.69	4.08	12.88	4.08	2.15	0.00	0.00	0.86	0.43	0.21	0.21
\$100,001-\$110,000 #	651	338	313	21	20	255	176	44	87	14	24	0	0	1	5	3	1
\$100,001-\$110,000 %	100	51.92	48.08	3.23	3.07	39.17	27.04	6.76	13.36	2.15	3.69	0.00	0.00	0.15	0.77	0.46	0.15
\$110,001-\$120,000 #	739	441	298	28	15	336	185	56	76	18	16	0	0	2	4	1	2
\$110,001-\$120,000 %	100	59.68	40.32	3.79	2.03	45.47	25.03	7.58	10.28	2.44	2.17	0.00	0.00	0.27	0.54	0.14	0.27
\$120,001-\$130,000 #	650	360	290	18	15	275	169	44	75	17	25	0	0	5	4	1	2
\$120,001-\$130,000 %	100	55.38	44.62	2.77	2.31	42.31	26.00	6.77	11.54	2.62	3.85	0.00	0.00	0.77	0.62	0.15	0.31
\$130,001-\$140,000 #	556	356	200	21	14	262	124	35	48	24	10	0	0	12	2	2	2
\$130,001-\$140,000 %	100	64.03	35.97	3.78	2.52	47.12	22.30	6.29	8.63	4.32	1.80	0.00	0.00	2.16	0.36	0.36	0.36
\$140,001-\$150,000 #	504	298	206	20	4	232	137	23	53	21	10	0	0	1	2	1	0
\$140,001-\$150,000 %	100	59.13	40.87	3.97	0.79	46.03	27.18	4.56	10.52	4.17	1.98	0.00	0.00	0.20	0.40	0.20	0.00
\$150,001-\$160,000 #	456	273	183	14	8	214	115	21	38	19	16	0	0	4	1	1	5

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	59.87	40.13	3.07	1.75	46.93	25.22	4.61	8.33	4.17	3.51	0.00	0.00	0.88	0.22	0.22	1.10
\$160,001-\$170,000 #	983	654	329	18	17	526	232	46	57	60	22	0	0	2	1	2	0
\$160,001-\$170,000 %	100	66.53	33.47	1.83	1.73	53.51	23.60	4.68	5.80	6.10	2.24	0.00	0.00	0.20	0.10	0.20	0.00
\$170,001-\$180,000 #	144	113	31	4	4	93	24	3	2	11	1	0	0	2	0	0	0
\$170,001-\$180,000 %	100	78.47	21.53	2.78	2.78	64.58	16.67	2.08	1.39	7.64	0.69	0.00	0.00	1.39	0.00	0.00	0.00
\$180,001 and Greater #	241	182	59	9	0	156	43	8	6	4	8	0	0	5	1	0	1
\$180,001 and Greater %	100	75.52	24.48	3.73	0.00	64.73	17.84	3.32	2.49	1.66	3.32	0.00	0.00	2.07	0.41	0.00	0.41

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	75.00	25.00	0.00	0.00	62.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	30	25	5	0	0	19	4	0	1	5	0	0	0	1	0	0	0
\$160,001-\$170,000 %	100	83.33	16.67	0.00	0.00	63.33	13.33	0.00	3.33	16.67	0.00	0.00	0.00	3.33	0.00	0.00	0.00
\$170,001-\$180,000 #	14	12	2	0	0	10	1	0	1	2	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	85.71	14.29	0.00	0.00	71.43	7.14	0.00	7.14	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	18	15	3	0	0	14	3	0	0	0	0	0	0	1	0	0	0
\$180,001 and Greater %	100	83.33	16.67	0.00	0.00	77.78	16.67	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00	0.00

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	8	7	1	1	0	6	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	87.50	12.50	12.50	0.00	75.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	8	7	1	1	0	6	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	87.50	12.50	12.50	0.00	75.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	11	9	2	1	0	2	1	4	0	0	1	0	0	2	0	0	0
GS-12 %	100	81.82	18.18	9.09	0.00	18.18	9.09	36.36	0.00	0.00	9.09	0.00	0.00	18.18	0.00	0.00	0.00
GS-12 #	11	9	2	1	0	2	1	4	0	0	1	0	0	2	0	0	0
GS-12 %	100	81.82	18.18	9.09	0.00	18.18	9.09	36.36	0.00	0.00	9.09	0.00	0.00	18.18	0.00	0.00	0.00
GS-13 #	203	164	39	12	4	131	24	11	6	9	5	0	0	1	0	0	0
GS-13 %	100	80.79	19.21	5.91	1.97	64.53	11.82	5.42	2.96	4.43	2.46	0.00	0.00	0.49	0.00	0.00	0.00
GS-13 #	203	164	39	12	4	131	24	11	6	9	5	0	0	1	0	0	0
GS-13 %	100	80.79	19.21	5.91	1.97	64.53	11.82	5.42	2.96	4.43	2.46	0.00	0.00	0.49	0.00	0.00	0.00
GS-14 #	276	219	57	18	4	175	35	10	10	14	7	0	0	1	1	1	0
GS-14 %	100	79.35	20.65	6.52	1.45	63.41	12.68	3.62	3.62	5.07	2.54	0.00	0.00	0.36	0.36	0.36	0.00
GS-14 #	276	219	57	18	4	175	35	10	10	14	7	0	0	1	1	1	0
GS-14 %	100	79.35	20.65	6.52	1.45	63.41	12.68	3.62	3.62	5.07	2.54	0.00	0.00	0.36	0.36	0.36	0.00
GS-15 #	220	178	42	6	3	144	31	3	5	23	3	0	0	2	0	0	0
GS-15 %	100	80.91	19.09	2.73	1.36	65.45	14.09	1.36	2.27	10.45	1.36	0.00	0.00	0.91	0.00	0.00	0.00
GS-15 #	220	178	42	6	3	144	31	3	5	23	3	0	0	2	0	0	0
GS-15 %	100	80.91	19.09	2.73	1.36	65.45	14.09	1.36	2.27	10.45	1.36	0.00	0.00	0.91	0.00	0.00	0.00
ED-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ED-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ED-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ED-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
EJ-05 %	100	100.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
ES-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	10	10	0	0	0	8	0	1	0	1	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	80.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	10	10	0	0	0	8	0	1	0	1	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	80.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	39	31	8	3	0	23	4	3	1	1	3	0	0	1	0	0	0
GS-14 %	100	79.49	20.51	7.69	0.00	58.97	10.26	7.69	2.56	2.56	7.69	0.00	0.00	2.56	0.00	0.00	0.00
GS-14 #	39	31	8	3	0	23	4	3	1	1	3	0	0	1	0	0	0
GS-14 %	100	79.49	20.51	7.69	0.00	58.97	10.26	7.69	2.56	2.56	7.69	0.00	0.00	2.56	0.00	0.00	0.00
GS-15 #	33	28	5	1	1	23	4	1	0	3	0	0	0	0	0	0	0
GS-15 %	100	84.85	15.15	3.03	3.03	69.70	12.12	3.03	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	33	28	5	1	1	23	4	1	0	3	0	0	0	0	0	0	0
GS-15 %	100	84.85	15.15	3.03	3.03	69.70	12.12	3.03	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK-04 #	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
EK-04 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK-04 #	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
EK-04 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK-05 #	12	11	1	0	0	9	1	0	0	1	0	0	0	1	0	0	0
EK-05 %	100	91.67	8.33	0.00	0.00	75.00	8.33	0.00	0.00	8.33	0.00	0.00	0.00	8.33	0.00	0.00	0.00
EK-05 #	12	11	1	0	0	9	1	0	0	1	0	0	0	1	0	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
EK-05 %	100	91.67	8.33	0.00	0.00	75.00	8.33	0.00	0.00	8.33	0.00	0.00	0.00	8.33	0.00	0.00	0.00
ELECTRICAL ENGINEER (0850) #	22	20	2	2	1	11	0	0	0	7	1	0	0	0	0	0	0
ELECTRICAL ENGINEER (0850) %	100	90.91	9.09	9.09	4.55	50.00	0.00	0.00	0.00	31.82	4.55	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	91.29	8.71	4.81	0.69	71.1	5.51	4.29	0.94	10.2	1.47	0.05	0.01	0.04	0.04	0.34	0.04
GS-12 #	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	8	7	1	0	1	6	0	0	0	1	0	0	0	0	0	0	0
GS-13 %	100	87.50	12.50	0.00	12.50	75.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	8	7	1	0	1	6	0	0	0	1	0	0	0	0	0	0	0
GS-13 %	100	87.50	12.50	0.00	12.50	75.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	7	6	1	2	0	2	0	0	0	2	1	0	0	0	0	0	0
GS-14 %	100	85.71	14.29	28.57	0.00	28.57	0.00	0.00	0.00	28.57	14.29	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	7	6	1	2	0	2	0	0	0	2	1	0	0	0	0	0	0
GS-14 %	100	85.71	14.29	28.57	0.00	28.57	0.00	0.00	0.00	28.57	14.29	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	5	5	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	5	5	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CONTRACTING (1102) #	358	155	203	10	15	119	126	22	50	2	8	0	0	2	2	0	2
CONTRACTING (1102) %	100	43.30	56.70	2.79	4.19	33.24	35.20	6.15	13.97	0.56	2.23	0.00	0.00	0.56	0.56	0.00	0.56
Occupational CLF %	100	46.45	53.55	3.33	3.8	38.26	41.72	3.01	5.48	1.41	1.73	0.02	0.12	0.29	0.29	0.1	0.22
ES-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	10	4	6	0	0	4	5	0	1	0	0	0	0	0	0	0	0
GS-11 %	100	40.00	60.00	0.00	0.00	40.00	50.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	78	39	39	5	6	26	20	7	11	0	2	0	0	1	0	0	0
GS-12 %	100	50.00	50.00	6.41	7.69	33.33	25.64	8.97	14.10	0.00	2.56	0.00	0.00	1.28	0.00	0.00	0.00
GS-13 #	115	42	73	3	2	33	58	6	10	0	1	0	0	0	1	0	1
GS-13 %	100	36.52	63.48	2.61	1.74	28.70	50.43	5.22	8.70	0.00	0.87	0.00	0.00	0.00	0.87	0.00	0.87
GS-14 #	84	32	52	0	5	26	25	4	17	1	4	0	0	1	0	0	1
GS-14 %	100	38.10	61.90	0.00	5.95	30.95	29.76	4.76	20.24	1.19	4.76	0.00	0.00	1.19	0.00	0.00	1.19

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GS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AUDITORS (0511) #	4	1	3	0	1	1	1	0	1	0	0	0	0	0	0	0	0
AUDITORS (0511) %	100	25.00	75.00	0.00	25.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	40.11	59.89	2.17	3.85	32.12	44.4	2.41	5.51	3.05	5.41	0.02	0.06	0.27	0.27	0.15	0.24
ES-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	0.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-12 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GENERAL ENGINEERING (0801) #	19	13	6	0	0	9	5	1	0	3	0	0	0	0	0	0	1
GENERAL ENGINEERING (0801) %	100	68.42	31.58	0.00	0.00	47.37	26.32	5.26	0.00	15.79	0.00	0.00	0.00	0.00	0.00	0.00	5.26
Occupational CLF %	100	88.46	11.54	4.07	0.7	70.99	7.93	3.39	0.91	9.11	1.81	0.06	0.02	0.05	0.05	0.34	0.06
ES-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	4	3	1	0	0	2	1	0	0	1	0	0	0	0	0	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-07 %	100	75.00	25.00	0.00	0.00	50.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	4	3	1	0	0	2	1	0	0	1	0	0	0	0	0	0	0
GS-07 %	100	75.00	25.00	0.00	0.00	50.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ED-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ED-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ED-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ED-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
EJ-05 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0

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Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	5764	3302	2462	176	148	2546	1535	325	586	202	152	0	0	42	28	11	13
Permanent Workforce %	100	57.29	42.71	3.05	2.57	44.17	26.63	5.64	10.17	3.50	2.64	0.00	0.00	0.73	0.49	0.19	0.23
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 Hours: Total Hours #	3422	2282	1140	158	106	1849	809	194	159	65	66	0	0	8	0	8	0
Time-Off Awards 1 - 10 hours: Awards Given #	360	234	126	11	13	193	86	20	20	8	7	0	0	1	0	1	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	65.00	35.00	3.06	3.61	53.61	23.89	5.56	5.56	2.22	1.94	0.00	0.00	0.28	0.00	0.28	0.00
Time-Off Awards 1 - 10 Hours: Average Hours #	9	9	9	14	8	9	9	9	7	8	9	0	0	8	0	8	0
Time-Off Awards 11 - 20 hours: Awards Given #	337	191	146	15	7	143	93	17	30	13	11	0	0	2	3	1	2
Time-Off Awards 11 - 20 hours: Awards Given %	100	56.68	43.32	4.45	2.08	42.43	27.60	5.04	8.90	3.86	3.26	0.00	0.00	0.59	0.89	0.30	0.59
Time-Off Awards 11 - 20 Hours: Total Hours #	6105	3485	2620	277	135	2603	1620	310	575	235	203	0	0	40	50	20	37
Time-Off Awards 11 - 20 Hours: Average Hours #	18	18	17	18	19	18	17	18	19	18	18	0	0	20	16	20	18
Time-Off Awards 21 - 30 hours: Awards Given #	544	318	226	13	19	252	151	27	38	12	9	0	0	12	8	2	1
Time-Off Awards 21 - 30 hours: Awards Given %	100	58.46	41.54	2.39	3.49	46.32	27.76	4.96	6.99	2.21	1.65	0.00	0.00	2.21	1.47	0.37	0.18
Time-Off Awards 21 - 30 Hours: Total Hours #	15622	9054	6568	345	558	7167	4424	753	1087	351	265	0	0	378	204	60	30
Time-Off Awards 21 - 30 Hours: Average Hours #	28	28	29	26	29	28	29	27	28	29	29	0	0	31	25	30	30
Time-Off Awards 31 - 40 hours: Awards Given #	763	403	360	17	20	334	254	30	57	17	23	0	0	5	4	0	2
Time-Off Awards 31 - 40 hours: Awards Given %	100	52.82	47.18	2.23	2.62	43.77	33.29	3.93	7.47	2.23	3.01	0.00	0.00	0.66	0.52	0.00	0.26
Time-Off Awards 31 - 40 Hours: Total Hours #	30680	16324	14356	710	795	13548	10050	1186	2312	680	959	0	0	200	160	0	80
Time-Off Awards 31 - 40 Hours: Average Hours #	40	40	39	41	39	40	39	39	40	40	41	0	0	40	40	0	40
Time-Off Awards 41 or more Hours: Awards Given #	513	265	248	15	10	215	191	18	33	13	10	0	0	4	2	0	2
Time-Off Awards 41 or more Hours: Awards Given %	100	51.66	48.34	2.92	1.95	41.91	37.23	3.51	6.43	2.53	1.95	0.00	0.00	0.78	0.39	0.00	0.39
Time-Off Awards 41 or more Hours: Total Hours #	25630	13238	12392	749	500	10740	9531	899	1647	650	500	0	0	200	100	0	114
Time-Off Awards 41 or more Hours: Average Hours #	49	49	49	49	50	49	49	49	49	50	50	0	0	50	50	0	57
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	1974	1085	889	52	45	880	607	77	165	67	52	0	0	8	15	1	5
Cash Awards \$500 and Under: Awards Given %	100	54.96	45.04	2.63	2.28	44.58	30.75	3.90	8.36	3.39	2.63	0.00	0.00	0.41	0.76	0.05	0.25
Cash Awards \$500 and Under: Total Amount \$	531405	298608	232797	16185	11300	238749	155403	21224	48776	19700	12375	0	0	2250	3775	500	1168
Cash Awards \$500 and Under: Average Amount \$	269.2	275.21	261.86	311.25	251.11	271.31	256.02	275.64	295.61	294.03	237.98	0	0	281.25	251.67	500	233.6
Cash Awards: \$501 - \$999: Awards Given #	390	186	204	10	9	128	111	33	72	13	10	0	0	1	1	1	1
Cash Awards: \$501 - \$999: Awards Given %	100	47.69	52.31	2.56	2.31	32.82	28.46	8.46	18.46	3.33	2.56	0.00	0.00	0.26	0.26	0.26	0.26
Cash Awards: \$501 - \$999: Total Amount \$	294892	141322	153570	6834	6253	97435	83935	25561	54695	9943	7166	0	0	600	559	949	962
Cash Awards: \$501 - \$999: Average Amount \$	756	759	752	683	694	761	756	774	759	764	716	0	0	600	559	949	962
Cash Awards: \$1000 - \$1999: Awards Given #	1290	672	618	39	34	487	367	91	188	45	20	0	0	8	8	2	1
Cash Awards: \$1000 - \$1999: Awards Given %	100	52.09	47.91	3.02	2.64	37.75	28.45	7.05	14.57	3.49	1.55	0.00	0.00	0.62	0.62	0.16	0.08
Cash Awards: \$1000 - \$1999: Total Amount \$	1899092	1001976	897116	58326	47714	726042	532860	134800	275347	68743	29571	0	0	11342	9934	2723	1690
Cash Awards: \$1000 - \$1999: Average Amount \$	1472	1491	1451	1495	1403	1490	1451	1481	1464	1527	1478	0	0	1417	1241	1361	1690

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Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$2000 - \$2999: Awards Given #	1170	735	435	23	24	583	265	66	119	49	24	0	0	10	2	4	1
Cash Awards: \$2000 - \$2999: Awards Given %	100	62.82	37.18	1.97	2.05	49.83	22.65	5.64	10.17	4.19	2.05	0.00	0.00	0.85	0.17	0.34	0.09
Cash Awards: \$2000 - \$2999: Total Amount \$	2861245	1802147	1059098	56999	57380	1431544	649244	161934	287192	115878	57546	0	0	25013	5262	10779	2474
Cash Awards: \$2000 - \$2999: Average Amount \$	2445	2451	2434	2478	2390	2455	2449	2453	2413	2364	2397	0	0	2501	2631	2694	2474
Cash Awards: \$3000 - \$3999: Awards Given #	669	449	220	34	13	355	143	29	44	27	13	0	0	2	4	2	3
Cash Awards: \$3000 - \$3999: Awards Given %	100	67.12	32.88	5.08	1.94	53.06	21.38	4.33	6.58	4.04	1.94	0.00	0.00	0.30	0.60	0.30	0.45
Cash Awards: \$3000 - \$3999: Total Amount \$	2275449	1532805	742644	113407	41734	1212453	485297	99339	147669	93902	44704	0	0	6776	13416	6928	9824
Cash Awards: \$3000 - \$3999: Average Amount \$	3401	3413	3375	3335	3210	3415	3393	3425	3356	3477	3438	0	0	3388	3354	3464	3274
Cash Awards: \$4000 - \$4999: Awards Given #	237	154	83	10	5	122	49	6	20	11	8	0	0	5	1	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	64.98	35.02	4.22	2.11	51.48	20.68	2.53	8.44	4.64	3.38	0.00	0.00	2.11	0.42	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	1038149	675388	362761	44470	21841	533205	213409	25783	89178	48609	34262	0	0	23321	4071	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4380	4385	4370	4447	4368	4370	4355	4297	4458	4419	4282	0	0	4664	4071	0	0
Cash Awards: \$5000 or more: Awards Given #	116	80	36	6	1	62	23	5	8	7	2	0	0	0	1	0	1
Cash Awards: \$5000 or more: Awards Given %	100	68.97	31.03	5.17	0.86	53.45	19.83	4.31	6.90	6.03	1.72	0.00	0.00	0.00	0.86	0.00	0.86
Cash Awards: \$5000 or more: Total Amount \$	725396	497467	227929	33346	5438	397012	151790	28039	44428	39070	16196	0	0	0	5000	0	5077
Cash Awards: \$5000 or more: Average Amount \$	6253	6218	6331	5557	5438	6403	6599	5607	5553	5581	8098	0	0	0	5000	0	5077
OTHER AWARDS																	
Total QSIs Awarded #	484	247	237	10	13	206	164	16	38	13	18	0	0	2	4	0	0
Total QSIs Awarded %	100	51.03	48.97	2.07	2.69	42.56	33.88	3.31	7.85	2.69	3.72	0.00	0.00	0.41	0.83	0.00	0.00

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Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	7500	6483	241	684	86			0	22	9		17	13	1	24	0	
Total Workforce: Prior FY %	100	86.44	3.21	9.12	1.15			0.00	0.29	0.12		0.23	0.17	0.01	0.32	0.00	
Total Workforce: Current FY #	6183	5262	231	527	163	1	10	59	15	6	22	9	11	1	27	0	2
Total Workforce: Current FY %	100	85.10	3.74	8.52	2.64	0.02	0.16	0.95	0.24	0.10	0.36	0.15	0.18	0.02	0.44	0.00	0.03
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	-1317	-1221	-10	-157	77			59	-7	-3		-8	-2	0	3	0	
Total Workforce: Ratio Change %	0.00	-1.34	0.53	-0.60	1.49			0.95	-0.05	-0.02		-0.08	0.01	0.01	0.12	0.00	
Total Workforce: Net Change %	-17.56	-18.83	-4.15	-22.95	89.53			0.00	-31.82	-33.33		-47.06	-15.38	0.00	12.50	0.00	
EMPLOYEE GAINS																	
Total Workforce: New Hires #	518	418	38	47	15	0	4	3	0	0	1	0	0	0	7	0	0
Total Workforce: New Hires %	100	80.69	7.34	9.07	2.90	0.00	0.77	0.58	0.00	0.00	0.19	0.00	0.00	0.00	1.35	0.00	0.00
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	12	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	100	83.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	141	125	7	8	1	0	1	0	0	0	0	0	0	0	0	0	0
Total Workforce: Resignation %	100	88.65	4.96	5.67	0.71	0.00	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Retirement #	244	201	8	25	10	0	0	6	1	2	0	0	0	0	1	0	0
Total Workforce: Retirement %	100	82.38	3.28	10.25	4.10	0.00	0.00	2.46	0.41	0.82	0.00	0.00	0.00	0.00	0.41	0.00	0.00
Total Workforce: Other Separations #	175	158	2	13	2	0	0	0	0	0	0	0	1	0	1	0	0
Total Workforce: Other Separations %	100	90.29	1.14	7.43	1.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.57	0.00	0.57	0.00	0.00
Total Workforce: Total Separations #	572	494	18	47	13	0	1	6	1	2	0	0	1	0	2	0	0
Total Workforce: Total Separations %	100	86.36	3.15	8.22	2.27	0.00	0.17	1.05	0.17	0.35	0.00	0.00	0.17	0.00	0.35	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	6716	5774	224	548	170	0	0	67	22	10	23	9	12	1	23	0	3
Permanent Workforce: Prior FY %	100	85.97	3.34	8.16	2.53	0.00	0.00	1.00	0.33	0.15	0.34	0.13	0.18	0.01	0.34	0.00	0.04
Permanent Workforce: Current FY #	5764	4884	213	506	161	0	9	59	15	6	22	9	11	1	27	0	2
Permanent Workforce: Current FY %	100	84.73	3.70	8.78	2.79	0.00	0.16	1.02	0.26	0.10	0.38	0.16	0.19	0.02	0.47	0.00	0.03
Permanent Workforce: Difference #	-952	-890	-11	-42	-9	0	9	-8	-7	-4	-1	0	-1	0	4	0	-1
Permanent Workforce: Ratio Change %	0.00	-1.24	0.36	0.62	0.26	0.00	0.16	0.02	-0.07	-0.05	0.04	0.03	0.01	0.01	0.13	0.00	-0.01
Permanent Workforce: Net Change %	-14.18	-15.41	-4.91	-7.66	-5.29	0.00	0.00	-11.94	-31.82	-40.00	-4.35	0.00	-8.33	0.00	17.39	0.00	-33.33
EMPLOYEE GAINS																	

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Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
Temporary Workforce: Other Separations #	40	39	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	97.50	0.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	94	91	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	100	96.81	1.06	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
EMPLOYEE GAINS																	
EMPLOYEE LOSSES																	

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Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
TOTAL WORKFORCE (Participation Rate)																			
Total Workforce: Prior FY #	7500	6816	6483	241	684	86			0	22	9		17	13	1	24	0		
Total Workforce: Prior FY %	100	90.88	86.44	3.21	9.12	1.15			0.00	0.29	0.12		0.23	0.17	0.01	0.32	0.00		
Total Workforce: Current FY #	6183	5656	5262	231	527	163	1	10	59	15	6	22	9	11	1	27	0	2	
Total Workforce: Current FY %	100	91.48	85.10	3.74	8.52	2.64	0.02	0.16	0.95	0.24	0.10	0.36	0.15	0.18	0.02	0.44	0.00	0.03	
Total Workforce: 501 Goal %					12.00	2.00													
Total Workforce: Difference #	-1317	-1160	-1221	-10	-157	77			59	-7	-3		-8	-2	0	3	0		
Total Workforce: Ratio Change %	0.00	0.60	-1.34	0.53	-0.60	1.49			0.95	-0.05	-0.02		-0.08	0.01	0.01	0.12	0.00		
Total Workforce: Net Change %	-17.56	-17.02	-18.83	-4.15	-22.95	89.53			0.00	-31.82	-33.33		-47.06	-15.38	0.00	12.50	0.00		
EMPLOYEE GAINS (Participation Rate)																			
Total Workforce: New Hires #	518	471	418	38	47	15	0	4	3	0	0	1	0	0	0	7	0	0	
Total Workforce: New Hires %	100	90.93	80.69	7.34	9.07	2.90	0.00	0.77	0.58	0.00	0.00	0.19	0.00	0.00	0.00	1.35	0.00	0.00	
EMPLOYEE LOSSES (Inclusion Rate)																			
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total Workforce: Removal #	12	11	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Workforce: Removal %	0.19	0.19	0.19	0.43	0.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total Workforce: Resignation #	141	133	125	7	8	1	0	1	0	0	0	0	0	0	0	0	0	0	
Total Workforce: Resignation %	2.28	2.35	2.38	3.03	1.52	0.61	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total Workforce: Retirement #	244	219	201	8	25	10	0	0	6	1	2	0	0	0	0	1	0	0	
Total Workforce: Retirement %	3.95	3.87	3.82	3.46	4.74	6.13	0.00	0.00	10.17	6.67	33.33	0.00	0.00	0.00	0.00	3.70	0.00	0.00	
Total Workforce: Other Separations #	175	162	158	2	13	2	0	0	0	0	0	0	0	1	0	1	0	0	
Total Workforce: Other Separations %	2.83	2.86	3.00	0.87	2.47	1.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00	3.70	0.00	0.00	
Total Workforce: Total Separations #	572	525	494	18	47	13	0	1	6	1	2	0	0	1	0	2	0	0	
Total Workforce: Total Separations %	9.25	9.28	9.39	7.79	8.92	7.98	0.00	10.00	10.17	6.67	33.33	0.00	0.00	9.09	0.00	7.41	0.00	0.00	
PERMANENT WORKFORCE (Participation Rate)																			
Permanent Workforce: Prior FY #	6716	6168	5774	224	548	170	0	0	67	22	10	23	9	12	1	23	0	3	
Permanent Workforce: Prior FY %	100	91.84	85.97	3.34	8.16	2.53	0.00	0.00	1.00	0.33	0.15	0.34	0.13	0.18	0.01	0.34	0.00	0.04	
Permanent Workforce: Current FY #	5764	5258	4884	213	506	161	0	9	59	15	6	22	9	11	1	27	0	2	
Permanent Workforce: Current FY %	100	91.22	84.73	3.70	8.78	2.79	0.00	0.16	1.02	0.26	0.10	0.38	0.16	0.19	0.02	0.47	0.00	0.03	
Permanent Workforce: Difference #	-952	-910	-890	-11	-42	-9	0	9	-8	-7	-4	-1	0	-1	0	4	0	-1	
Permanent Workforce: Ratio Change %	0.00	-0.62	-1.24	0.36	0.62	0.26	0.00	0.16	0.02	-0.07	-0.05	0.04	0.03	0.01	0.01	0.13	0.00	-0.01	
Permanent Workforce: Net Change %	-14.18	-14.75	-15.41	-4.91	-7.66	-5.29	0.00	0.00	-11.94	-31.82	-40.00	-4.35	0.00	-8.33	0.00	17.39	0.00	-33.33	
EMPLOYEE GAINS (Participation Rate)																			

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Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Temporary Workforce: Other Separations #	40	39	39	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	9.55	9.80	10.32	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	94	92	91	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	1.52	1.63	1.73	0.43	0.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate)																		
EMPLOYEE GAINS (Participation Rate)																		
EMPLOYEE LOSSES (Inclusion Rate)																		

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Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
501 Goal %				12.00	2.00												
DN00 #	5764	4884	213	506	161	0	9	59	15	6	22	9	11	1	27	0	2
DN00 %	100	84.73	3.70	8.78	2.79	0.00	0.16	1.02	0.26	0.10	0.38	0.16	0.19	0.02	0.47	0.00	0.03

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
All Other (Unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	5263	4435	200	471	157	0	9	56	15	6	22	9	10	1	27	0	2
Total GS Employees %	100	84.27	3.80	8.95	2.98	0.00	0.17	1.06	0.29	0.11	0.42	0.17	0.19	0.02	0.51	0.00	0.04
SES #	260	239	5	13	3	0	0	2	0	0	0	0	1	0	0	0	0
SES %	100	91.92	1.92	5.00	1.15	0.00	0.00	0.77	0.00	0.00	0.00	0.00	0.38	0.00	0.00	0.00	0.00
Other Senior Pay #	27	23	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	100	85.19	3.70	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	287	262	6	16	3	0	0	2	0	0	0	0	1	0	0	0	0
Total Senior Pay %	100	91.29	2.09	5.57	1.05	0.00	0.00	0.70	0.00	0.00	0.00	0.00	0.35	0.00	0.00	0.00	0.00

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Table B5P: SALARY - Distribution by Disability (Participation Rate)

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	61	57	2	4	1	0	0	1	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	93.44	3.28	6.56	1.64	0.00	0.00	1.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	5	3	3	2	1	0	0	0	0	0	0	0	0	1	0	0	0
\$30,001-\$40,000 %	100	60.00	60.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00
\$40,001-\$50,000 #	32	22	2	10	3	0	1	1	0	0	0	0	0	0	0	0	0
\$40,001-\$50,000 %	100	68.75	6.25	31.25	9.38	0.00	3.13	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	101	82	4	19	7	0	0	4	0	0	0	0	0	0	3	0	0
\$50,001-\$60,000 %	100	81.19	3.96	18.81	6.93	0.00	0.00	3.96	0.00	0.00	0.00	0.00	0.00	0.00	2.97	0.00	0.00
\$60,001-\$70,000 #	158	131	14	27	7	0	0	1	1	0	2	0	2	0	1	0	0
\$60,001-\$70,000 %	100	82.91	8.86	17.09	4.43	0.00	0.00	0.63	0.63	0.00	1.27	0.00	1.27	0.00	0.63	0.00	0.00
\$70,001-\$80,000 #	185	150	14	35	7	0	1	1	0	0	1	0	1	0	3	0	0
\$70,001-\$80,000 %	100	81.08	7.57	18.92	3.78	0.00	0.54	0.54	0.00	0.00	0.54	0.00	0.54	0.00	1.62	0.00	0.00
\$80,001-\$90,000 #	309	263	21	46	12	0	0	6	1	0	2	0	0	0	3	0	0
\$80,001-\$90,000 %	100	85.11	6.80	14.89	3.88	0.00	0.00	1.94	0.32	0.00	0.65	0.00	0.00	0.00	0.97	0.00	0.00
\$90,001-\$100,000 #	466	400	23	66	18	0	3	5	1	0	1	0	0	0	7	0	0
\$90,001-\$100,000 %	100	85.84	4.94	14.16	3.86	0.00	0.64	1.07	0.21	0.00	0.21	0.00	0.00	0.00	1.50	0.00	0.00
\$100,001-\$110,000 #	651	568	29	83	22	0	0	10	1	2	3	0	2	0	3	0	0
\$100,001-\$110,000 %	100	87.25	4.45	12.75	3.38	0.00	0.00	1.54	0.15	0.31	0.46	0.00	0.31	0.00	0.46	0.00	0.00
\$110,001-\$120,000 #	739	636	17	103	19	0	1	8	2	0	4	0	0	0	3	0	1
\$110,001-\$120,000 %	100	86.06	2.30	13.94	2.57	0.00	0.14	1.08	0.27	0.00	0.54	0.00	0.00	0.00	0.41	0.00	0.14
\$120,001-\$130,000 #	650	585	23	65	19	0	1	4	2	1	4	0	4	0	1	0	0
\$120,001-\$130,000 %	100	90.00	3.54	10.00	2.92	0.00	0.15	0.62	0.31	0.15	0.62	0.00	0.62	0.00	0.15	0.00	0.00
\$130,001-\$140,000 #	556	505	13	51	14	0	0	8	0	2	1	0	0	0	1	0	1
\$130,001-\$140,000 %	100	90.83	2.34	9.17	2.52	0.00	0.00	1.44	0.00	0.36	0.18	0.00	0.00	0.00	0.18	0.00	0.18
\$140,001-\$150,000 #	504	452	10	52	13	0	1	8	3	1	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	89.68	1.98	10.32	2.58	0.00	0.20	1.59	0.60	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	456	413	13	43	8	0	1	2	0	1	1	0	1	0	2	0	0
\$150,001-\$160,000 %	100	90.57	2.85	9.43	1.75	0.00	0.22	0.44	0.00	0.22	0.22	0.00	0.22	0.00	0.44	0.00	0.00
\$160,001-\$170,000 #	983	895	32	88	18	0	1	3	5	1	2	0	1	0	2	0	0

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Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
\$160,001-\$170,000 %	100	91.05	3.26	8.95	1.83	0.00	0.10	0.31	0.51	0.10	0.20	0.00	0.10	0.00	0.20	0.00	0.00
\$170,001-\$180,000 #	144	131	5	13	2	0	0	1	0	0	1	0	0	0	0	0	0
\$170,001-\$180,000 %	100	90.97	3.47	9.03	1.39	0.00	0.00	0.69	0.00	0.00	0.69	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	241	224	5	17	3	0	0	2	0	0	0	0	1	0	0	0	0
\$180,001 and Greater %	100	92.95	2.07	7.05	1.24	0.00	0.00	0.83	0.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
ES-00 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	13	10	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	76.92	7.69	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	26	22	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	84.62	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	28	26	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	92.86	3.57	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	9	5	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	55.56	0.00	44.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FINANCIAL MANAGEMENT (0505) #	6	5	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0
FINANCIAL MANAGEMENT (0505) %	100	83.33	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00
ES-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ACCOUNTING (0510) #	177	144	10	16	7	0	0	2	0	0	3	1	1	0	0	0	0
ACCOUNTING (0510) %	100	81.36	5.65	9.04	3.95	0.00	0.00	1.13	0.00	0.00	1.69	0.56	0.56	0.00	0.00	0.00	0.00
ES-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	4	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	46	35	4	4	3	0	0	1	0	0	1	0	1	0	0	0	0
GS-12 %	100	76.09	8.70	8.70	6.52	0.00	0.00	2.17	0.00	0.00	2.17	0.00	2.17	0.00	0.00	0.00	0.00
GS-13 #	68	58	4	5	1	0	0	0	0	0	0	1	0	0	0	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
AUDITORS (0511) #	139	120	2	12	5	0	1	2	0	1	1	0	0	0	0	0	0
AUDITORS (0511) %	100	86.33	1.44	8.63	3.60	0.00	0.72	1.44	0.00	0.72	0.72	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	0.00	0.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	3	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	17	14	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	82.35	5.88	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	73	62	1	8	2	0	0	1	0	0	1	0	0	0	0	0	0
GS-13 %	100	84.93	1.37	10.96	2.74	0.00	0.00	1.37	0.00	0.00	1.37	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	24	22	0	0	2	0	1	0	0	1	0	0	0	0	0	0	0
GS-14 %	100	91.67	0.00	0.00	8.33	0.00	4.17	0.00	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GENERAL ENGINEERING (0801) #	756	660	31	45	20	0	2	5	3	2	3	1	1	0	2	0	1
GENERAL ENGINEERING (0801) %	100	87.30	4.10	5.95	2.65	0.00	0.26	0.66	0.40	0.26	0.40	0.13	0.13	0.00	0.26	0.00	0.13
ES-00 #	15	13	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	86.67	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	15	13	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	86.67	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	8	6	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
GS-11 %	100	75.00	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00
GS-11 #	8	6	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
GS-11 %	100	75.00	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00
GS-12 #	11	8	1	0	2	0	1	0	0	0	0	0	0	0	1	0	0
GS-12 %	100	72.73	9.09	0.00	18.18	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00	0.00

Department of Energy

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
GS-15 #	33	29	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	87.88	3.03	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-04 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-04 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EJ-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EJ-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK-04 #	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
EK-04 %	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK-04 #	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
EK-04 %	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK-05 #	12	10	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
EK-05 %	100	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EK-05 #	12	10	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
EK-05 %	100	83.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ELECTRICAL ENGINEER (0850) #	22	20	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
ELECTRICAL ENGINEER (0850) %	100	90.91	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CONTRACTING (1102) #	358	287	15	44	12	0	0	2	2	0	2	1	0	0	5	0	0
CONTRACTING (1102) %	100	80.17	4.19	12.29	3.35	0.00	0.00	0.56	0.56	0.00	0.56	0.28	0.00	0.00	1.40	0.00	0.00

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Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	360	310	15	21	14	0	1	7	1	0	0	0	1	0	3	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	100	86.11	4.17	5.83	3.89	0.00	0.28	1.94	0.28	0.00	0.00	0.00	0.28	0.00	0.83	0.00	0.28
Time-Off Awards 1 - 10 Hours: Total Hours #	3422	2933	157	200	132	0	17	64	10	0	0	0	12	0	21	0	8
Time-Off Awards 1 - 10 Hours: Average Hours #	9	9	10	9	9	0	17	9	10	0	0	0	12	0	7	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	337	282	12	31	12	0	1	4	0	1	2	0	1	1	2	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	83.68	3.56	9.20	3.56	0.00	0.30	1.19	0.00	0.30	0.59	0.00	0.30	0.30	0.59	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	6105	5043	223	570	269	0	20	120	0	17	36	0	20	20	36	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	18	17	18	18	22	0	20	30	0	17	18	0	20	20	18	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	544	436	21	66	21	0	0	7	5	1	2	1	1	0	3	0	1
Time-Off Awards 21 - 30 hours: Awards Given %	100	80.15	3.86	12.13	3.86	0.00	0.00	1.29	0.92	0.18	0.37	0.18	0.18	0.00	0.55	0.00	0.18
Time-Off Awards 21 - 30 Hours: Total Hours #	15622	12508	598	1950	566	0	0	186	141	30	51	21	30	0	83	0	24
Time-Off Awards 21 - 30 Hours: Average Hours #	28	28	28	29	26	0	0	26	28	30	25	21	30	0	27	0	24
Time-Off Awards 31 - 40 hours: Awards Given #	763	634	36	65	28	0	1	14	0	3	4	1	1	0	3	0	1
Time-Off Awards 31 - 40 hours: Awards Given %	100	83.09	4.72	8.52	3.67	0.00	0.13	1.83	0.00	0.39	0.52	0.13	0.13	0.00	0.39	0.00	0.13
Time-Off Awards 31 - 40 Hours: Total Hours #	30680	25426	1479	2589	1186	0	40	627	0	120	160	40	40	0	119	0	40
Time-Off Awards 31 - 40 Hours: Average Hours #	40	40	41	39	42	0	40	44	0	40	40	40	40	0	39	0	40
Time-Off Awards 41 or more Hours: Awards Given #	513	461	12	31	9	0	1	3	1	0	0	2	0	0	2	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	89.86	2.34	6.04	1.75	0.00	0.19	0.58	0.19	0.00	0.00	0.39	0.00	0.00	0.39	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	25630	23035	600	1549	446	0	50	146	50	0	0	100	0	0	100	0	0
Time-Off Awards 41 or more Hours: Average Hours #	49	49	50	49	49	0	50	48	50	0	0	50	0	0	50	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	1974	1749	62	125	38	1	2	15	3	1	4	4	2	0	6	0	0
Cash Awards \$500 and Under: Awards Given %	100	88.60	3.14	6.33	1.93	0.05	0.10	0.76	0.15	0.05	0.20	0.20	0.10	0.00	0.30	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	531405	473517	15708	32265	9915	171	730	4597	375	300	1118	774	300	0	1550	0	0
Cash Awards \$500 and Under: Average Amount \$	269.2	270.74	253.35	258.12	260.92	171	365	306.47	125	300	280	193.5	150	0	258.33	0	0
Cash Awards: \$501 - \$999: Awards Given #	390	323	15	38	14	0	0	6	1	0	1	0	2	0	4	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	82.82	3.85	9.74	3.59	0.00	0.00	1.54	0.26	0.00	0.26	0.00	0.51	0.00	1.03	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	294892	243114	10965	29614	11199	0	0	5221	568	0	916	0	1453	0	3041	0	0
Cash Awards: \$501 - \$999: Average Amount \$	756	752	731	779	799	0	0	870	568	0	916	0	726	0	760	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	1290	1099	39	115	37	0	2	13	4	2	8	2	2	0	4	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	100	85.19	3.02	8.91	2.87	0.00	0.16	1.01	0.31	0.16	0.62	0.16	0.16	0.00	0.31	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	1899092	1618651	56210	169545	54686	0	3453	19372	5527	2855	13273	3062	2703	0	4441	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1472	1472	1441	1474	1478	0	1726	1490	1381	1427	1659	1531	1351	0	1110	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	1170	1001	34	109	26	0	0	10	3	0	4	2	3	0	4	0	0
Cash Awards: \$2000 - \$2999: Awards Given %	100	85.56	2.91	9.32	2.22	0.00	0.00	0.85	0.26	0.00	0.34	0.17	0.26	0.00	0.34	0.00	0.00

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Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	2861245	2448079	84878	263290	64998	0	0	25158	7723	0	9687	5296	7999	0	9135	0	0
Cash Awards: \$2000 - \$2999: Average Amount \$	2445	2445	2496	2415	2499	0	0	2515	2574	0	2421	2648	2666	0	2283	0	0
Cash Awards: \$3000 - \$3999: Awards Given #	669	591	15	49	14	0	0	8	2	1	1	1	1	0	0	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	88.34	2.24	7.32	2.09	0.00	0.00	1.20	0.30	0.15	0.15	0.15	0.15	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	2275449	2010605	51804	165871	47169	0	0	27318	7387	3222	3120	3114	3008	0	0	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3401	3402	3453	3385	3369	0	0	3414	3693	3222	3120	3114	3008	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	237	211	8	15	3	0	0	0	0	0	0	0	0	0	2	0	1
Cash Awards: \$4000 - \$4999: Awards Given %	100	89.03	3.38	6.33	1.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.84	0.00	0.42
Cash Awards: \$4000 - \$4999: Total Amount \$	1038149	921978	35171	66981	14019	0	0	0	0	0	0	0	0	0	9326	0	4693
Cash Awards: \$4000 - \$4999: Average Amount \$	4380	4369	4396	4465	4673	0	0	0	0	0	0	0	0	0	4663	0	4693
Cash Awards: \$5000 or more: Awards Given #	116	101	2	13	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	100	87.07	1.72	11.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	725396	626412	10557	88427	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	6253	6202	5278	6802	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER AWARDS																	
Total QSIs Awarded #	484	433	15	30	6	0	0	2	0	0	0	2	1	0	1	0	0
Total QSIs Awarded %	100	89.46	3.10	6.20	1.24	0.00	0.00	0.41	0.00	0.00	0.00	0.41	0.21	0.00	0.21	0.00	0.00

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Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																		
Time-Off Awards 1 - 10 hours: Awards Given #	360	339	310	15	21	14	0	1	7	1	0	0	0	1	0	3	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	6.25	6.45	6.35	7.04	4.15	8.70	0.00	11.11	11.86	6.67	0.00	0.00	0.00	9.09	0.00	11.11	0.00	50.00
Time-Off Awards 1 - 10 Hours: Total Hours #	3422	3222	2933	157	200	132	0	17	64	10	0	0	0	12	0	21	0	8
Time-Off Awards 1 - 10 Hours: Average Hours #	9	0	9	10	9	9	0	17	9	10	0	0	0	12	0	7	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	337	306	282	12	31	12	0	1	4	0	1	2	0	1	1	2	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	5.85	5.82	5.77	5.63	6.13	7.45	0.00	11.11	6.78	0.00	16.67	9.09	0.00	9.09	100.00	7.41	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	6105	5535	5043	223	570	269	0	20	120	0	17	36	0	20	20	36	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	18	0	17	18	18	22	0	20	30	0	17	18	0	20	20	18	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	544	478	436	21	66	21	0	0	7	5	1	2	1	1	0	3	0	1
Time-Off Awards 21 - 30 hours: Awards Given %	9.44	9.09	8.93	9.86	13.04	13.04	0.00	0.00	11.86	33.33	16.67	9.09	11.11	9.09	0.00	11.11	0.00	50.00
Time-Off Awards 21 - 30 Hours: Total Hours #	15622	13672	12508	598	1950	566	0	0	186	141	30	51	21	30	0	83	0	24
Time-Off Awards 21 - 30 Hours: Average Hours #	28	-1	28	28	29	26	0	0	26	28	30	25	21	30	0	27	0	24
Time-Off Awards 31 - 40 hours: Awards Given #	763	698	634	36	65	28	0	1	14	0	3	4	1	1	0	3	0	1
Time-Off Awards 31 - 40 hours: Awards Given %	13.24	13.28	12.98	16.90	12.85	17.39	0.00	11.11	23.73	0.00	50.00	18.18	11.11	9.09	0.00	11.11	0.00	50.00
Time-Off Awards 31 - 40 Hours: Total Hours #	30680	28091	25426	1479	2589	1186	0	40	627	0	120	160	40	40	0	119	0	40
Time-Off Awards 31 - 40 Hours: Average Hours #	40	1	40	41	39	42	0	40	44	0	40	40	40	40	0	39	0	40
Time-Off Awards 41 or more Hours: Awards Given #	513	482	461	12	31	9	0	1	3	1	0	0	2	0	0	2	0	0
Time-Off Awards 41 or more Hours: Awards Given %	8.90	9.17	9.44	5.63	6.13	5.59	0.00	11.11	5.08	6.67	0.00	0.00	22.22	0.00	0.00	7.41	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	25630	24081	23035	600	1549	446	0	50	146	50	0	0	100	0	0	100	0	0
Time-Off Awards 41 or more Hours: Average Hours #	49	0	49	50	49	49	0	50	48	50	0	0	50	0	0	50	0	0
CASH AWARDS																		
Cash Awards \$500 and Under: Awards Given #	1974	1849	1749	62	125	38	1	2	15	3	1	4	4	2	0	6	0	0
Cash Awards \$500 and Under: Awards Given %	34.25	35.17	35.81	29.11	24.70	23.60	0.00	22.22	25.42	20.00	16.67	18.18	44.44	18.18	0.00	22.22	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	531405	499140	473517	15708	32265	9915	171	730	4597	375	300	1118	774	300	0	1550	0	0
Cash Awards \$500 and Under: Average Amount \$	269.2	11	270.74	253.35	258.12	260.92	171	365	306.47	125	300	280	193.5	150	0	258.33	0	0
Cash Awards: \$501 - \$999: Awards Given #	390	352	323	15	38	14	0	0	6	1	0	1	0	2	0	4	0	0
Cash Awards: \$501 - \$999: Awards Given %	6.77	6.69	6.61	7.04	7.51	8.70	0.00	0.00	10.17	6.67	0.00	4.55	0.00	18.18	0.00	14.81	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	294892	265278	243114	10965	29614	11199	0	0	5221	568	0	916	0	1453	0	3041	0	0
Cash Awards: \$501 - \$999: Average Amount \$	756	-23	752	731	779	799	0	0	870	568	0	916	0	726	0	760	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	1290	1175	1099	39	115	37	0	2	13	4	2	8	2	2	0	4	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	22.38	22.35	22.50	18.31	22.73	22.98	0.00	22.22	22.03	26.67	33.33	36.36	22.22	18.18	0.00	14.81	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	1899092	1729547	1618651	56210	169545	54686	0	3453	19372	5527	2855	13273	3062	2703	0	4441	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1472	-2	1472	1441	1474	1478	0	1726	1490	1381	1427	1659	1531	1351	0	1110	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	1170	1061	1001	34	109	26	0	0	10	3	0	4	2	3	0	4	0	0
Cash Awards: \$2000 - \$2999: Awards Given %	20.30	20.18	20.50	15.96	21.54	16.15	0.00	0.00	16.95	20.00	0.00	18.18	22.22	27.27	0.00	14.81	0.00	0.00

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Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
Cash Awards: \$2000 - \$2999: Total Amount \$	2861245	2597955	2448079	84878	263290	64998	0	0	25158	7723	0	9687	5296	7999	0	9135	0	0	
Cash Awards: \$2000 - \$2999: Average Amount \$	2445	30	2445	2496	2415	2499	0	0	2515	2574	0	2421	2648	2666	0	2283	0	0	
Cash Awards: \$3000 - \$3999: Awards Given #	669	620	591	15	49	14	0	0	8	2	1	1	1	1	0	0	0	0	
Cash Awards: \$3000 - \$3999: Awards Given %	11.61	11.79	12.10	7.04	9.68	8.70	0.00	0.00	13.56	13.33	16.67	4.55	11.11	9.09	0.00	0.00	0.00	0.00	
Cash Awards: \$3000 - \$3999: Total Amount \$	2275449	2109578	2010605	51804	165871	47169	0	0	27318	7387	3222	3120	3114	3008	0	0	0	0	
Cash Awards: \$3000 - \$3999: Average Amount \$	3401	16	3402	3453	3385	3369	0	0	3414	3693	3222	3120	3114	3008	0	0	0	0	
Cash Awards: \$4000 - \$4999: Awards Given #	237	222	211	8	15	3	0	0	0	0	0	0	0	0	0	2	0	1	
Cash Awards: \$4000 - \$4999: Awards Given %	4.11	4.22	4.32	3.76	2.96	1.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.41	0.00	50.00	
Cash Awards: \$4000 - \$4999: Total Amount \$	1038149	971168	921978	35171	66981	14019	0	0	0	0	0	0	0	0	0	9326	0	4693	
Cash Awards: \$4000 - \$4999: Average Amount \$	4380	-85	4369	4396	4465	4673	0	0	0	0	0	0	0	0	0	4663	0	4693	
Cash Awards: \$5000 or more: Awards Given #	116	103	101	2	13	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cash Awards: \$5000 or more: Awards Given %	2.01	1.96	2.07	0.94	2.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Cash Awards: \$5000 or more: Total Amount \$	725396	636969	626412	10557	88427	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cash Awards: \$5000 or more: Average Amount \$	6253	-549	6202	5278	6802	0	0	0	0	0	0	0	0	0	0	0	0	0	
OTHER AWARDS																			
Total QSIs Awarded #	484	454	433	15	30	6	0	0	2	0	0	0	2	1	0	1	0	0	
Total QSIs Awarded %	8.40	8.63	8.87	7.04	5.93	3.73	0.00	0.00	3.39	0.00	0.00	0.00	22.22	9.09	0.00	3.70	0.00	0.00	