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

										RACI	E/ETH	NICIT	Ϋ́					
			тотат								Non- H	lispanic	or Lat	ino				
Employm Tenure		W	TOTAL ORKFOR		Hispa Lat		Whi	ite	Black or Ame		As	ian	or Oth	Hawaiian er Pacific ander	Indian o	rican or Alaska tive		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
FY 2015	#	3790	1794	1996	111	99	1285	1177	265	523	121	174	1	1	5	11	6	11
F 1 2013	%	100%	47.34%	52.66%	2.93%	2.61%	33.91%	31.06%	6.99%	13.80%	3.19%	4.59%	0.03%	0.03%	0.13%	0.29%	0.16%	0.29%
FY 2016	#	3889	1819	2070	111	107	1292	1205	272	548	129	182	1	2	8	13	6	13
F 1 2010	%	100%	46.77%	53.23%	2.85%	2.75%	33.22%	30.98%	6.99%	14.09%	3.32%	4.68%	0.03%	0.05%	0.21%	0.33%	0.15%	0.33%
NCLF (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%
Difference	#	99	25	74	0	8	7	28	7	25	8	8	0	1	3	2	0	2
Ratio Change	%	0.00%	-0.56%	0.56%	-0.07%	0.14%	-0.68%	-0.07%	0.00%	0.29%	0.12%	0.09%	0.00%	0.03%	0.07%	0.04%	0.00%	0.04%
Net Change	%	2.61%	1.39%	3.71%	0.00%	8.08%	0.54%	2.38%	2.64%	4.78%	6.61%	4.60%	0.00%	100.00%	60.00%	18.18%	0.00%	18.18%
PERMANE	NT																	
EX7.201 <i>E</i>	#	3303	1551	1752	102	88	1091	1003	238	494	109	146	0	1	5	10	6	10
FY 2015	%	100%	46.96%	53.04%	3.09%	2.66%	33.03%	30.37%	7.21%	14.96%	3.30%	4.42%	0.00%	0.03%	0.15%	0.30%	0.18%	0.30%
TO 1016	#	3432	1593	1839	100	97	1122	1038	245	523	112	156	0	1	8	12	6	12
FY 2016	%	100%	46.42%	53.58%	2.91%	2.83%	32.69%	30.24%	7.14%	15.24%	3.26%	4.55%	0.00%	0.03%	0.23%	0.35%	0.17%	0.35%
Difference	#	129	42	87	-2	9	31	35	7	29	3	10	0	0	3	2	0	2
Ratio Change	%	0.00%	-0.54%	0.54%	-0.17%	0.16%	-0.34%	-0.12%	-0.07%	0.28%	-0.04%	0.13%	0.00%	0.00%	0.08%	0.05%	-0.01%	0.05%
Net Change	%	3.91%	2.71%	4.97%	-1.96%	10.23%	2.84%	3.49%	2.94%	5.87%	2.75%	6.85%	0.00%	0.00%	60.00%	20.00%	0.00%	20.00%
TEMPORA	RY_																	
FY 2015	#	487	243	244	9	11	194	174	27	29	12	28	1	0	0	1	0	1
FY 2015	%	100%	49.90%	50.10%	1.85%	2.26%	39.84%	35.73%	5.54%	5.95%	2.46%	5.75%	0.21%	0.00%	0.00%	0.21%	0.00%	0.21%
FY 2016	#	457	226	231	11	10	170	167	27	25	17	26	1	1	0	1	0	1
	%	100%	49.45%	50.55%	2.41%	2.19%	37.20%	36.54%	5.91%	5.47%	3.72%	5.69%	0.22%	0.22%	0.00%	0.22%	0.00%	0.22%
Difference	#	-30	-17	-13	2	-1	-24	-7	0	-4	5	-2	0	1	0	0	0	0
Ratio Change	%	0.00%	-0.44%	0.44%	0.56%	-0.07%	-2.64%	0.81%	0.36%	-0.48%	1.26%	-0.06%	0.01%	0.22%	0.00%	0.01%	0.00%	0.01%
Net Change	%	-6.16%	-7.00%	-5.33%	22.22%	-9.09%	-12.37%	-4.02%	0.00%	-13.79%	41.67%	-7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPR	OPF	RIATEI)															
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<u> </u>	%	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%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

<u> </u>		I						3 01 × 1	, tellibel									
										RACI	E/ETH	NICIT	Y					
 			TOTAL								Non- H	lispanic	or Lati	ino				
Employm Tenure			ORKFOR	RCE	Hispa Lat	ino	Whi	1	Black or Ame	rican		ian	or Oth	Hawaiian er Pacific ander	or Alask	n Indian a Native	ra	or more aces
TOTAL		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	1704	711	993	55	49	423	477	165	392	59	65	1	1	4	2	4	7
FY 2015	%	100%	41.73%	58.27%	3.23%	2.88%	24.82%	27.99%	9.68%	23.00%	3.46%	3.81%	0.06%	0.06%	0.23%	0.12%	0.23%	0.41%
	#	1739	715	1024	52	55	431	487	161	397	61	72	1	1	5	4	4	8
FY 2016	%	100%	41.12%	58.88%	2.99%	3.16%	24.78%	28.00%	9.26%	22.83%	3.51%	4.14%	0.06%	0.06%	0.29%	0.23%	0.23%	0.46%
NCLF (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%
Difference	#	35	4	31	-3	6	8	10	-4	5	2	7	0	0	1	2	0	1
Ratio Change	%	0.00%	-0.61%	0.61%	-0.24%	0.29%	-0.04%	0.01%	-0.42%	-0.18%	0.05%	0.33%	0.00%	0.00%	0.05%	0.11%	0.00%	0.05%
Net Change	%	2.05%	0.56%	3.12%	-5.45%	12.24%	1.89%	2.10%	-2.42%	1.28%	3.39%	10.77%	0.00%	0.00%	25.00%	100.00%	0.00%	14.29%
PERMANE	NT		8			•									•			
EX 2015	#	1548	626	922	49	44	363	434	153	376	53	59	0	1	4	2	4	6
FY 2015	%	100%	40.44%	59.56%	3.17%	2.84%	23.45%	28.04%	9.88%	24.29%	3.42%	3.81%	0.00%	0.06%	0.26%	0.13%	0.26%	0.39%
FY 2016	#	1584	634	950	46	48	374	441	152	383	53	66	0	1	5	4	4	7
F 1 2010	%	100%	40.03%	59.97%	2.90%	3.03%	23.61%	27.84%	9.60%	24.18%	3.35%	4.17%	0.00%	0.06%	0.32%	0.25%	0.25%	0.44%
Difference	#	36	8	28	-3	4	11	7	-1	7	0	7	0	0	1	2	0	1
Ratio Change	%	0.00%	-0.41%	0.41%	-0.26%	0.19%	0.16%	-0.20%	-0.29%	-0.11%	-0.08%	0.36%	0.00%	0.00%	0.06%	0.12%	-0.01%	0.05%
Net Change	%	2.33%	1.28%	3.04%	-6.12%	9.09%	3.03%	1.61%	-0.65%	1.86%	0.00%	11.86%	0.00%	0.00%	25.00%	100.00%	0.00%	16.67%
TEMPORA	<u>RY</u>																	
FY 2015	#	156	85	71	6	5	60	43	12	16	6	6	1	0	0	0	0	1
	%	100%	54.49%	45.51%	3.85%	3.21%	38.46%	27.56%	7.69%	10.26%	3.85%	3.85%	0.64%	0.00%	0.00%	0.00%	0.00%	0.64%
FY 2016	#	155	81	74	6	7	57	46	9	14	8	6	1	0	0	0	0	1
Difference	% #	100%	52.26%	47.74%	3.87%	4.52%	36.77%	29.68%	5.81%	9.03%	5.16%	3.87%	0.65%	0.00%	0.00%	0.00%	0.00%	0.65%
Ratio Change	%	-1	-4	3 220/	0.02%	2	-3	3	-3	-2	2	0	0.00%	0.00%	0 0000	0.00%	0	0.00%
Net Change	%	-0.64%	-2.23% -4.71%	2.23% 4.23%	0.02%	1.31% 40.00%	-1.69% -5.00%	2.11% 6.98%	-1.89% -25.00%	-1.22% -12.50%	1.32% 33.33%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPR				4.2370	0.00%	40.00%	-3.00%	0.9670	-23.0070	-12.3070	33.3370	0.00%	0.0070	0.00%	0.00%	0.0070	0.0070	0.00%
Prior FY	#	0	<u>)</u> 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11101 F 1	%	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%
Current FY	#	0	0.0070	0.0070	0.0070	0.0070	0.00%	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070
	%	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%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
 																		

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

										RACI	E/ETH	NICIT	Ϋ́					
			тотат								Non- H	lispanic	or Lati	ino				
Employme Tenure		W	TOTAL ORKFOR		Hispa Lat		Whi	ite	Black or Ame			ian	Native or Othe	Hawaiian er Pacific ander		n Indian a Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<u>TOTAL</u>																		
FY 2015	#	2086	1083	1003	56	50	862	700	100	131	62	109	0	0	1	9	2	4
F 1 2015	%	100%	51.92%	48.08%	2.68%	2.40%	41.32%	33.56%	4.79%	6.28%	2.97%	5.23%	0.00%	0.00%	0.05%	0.43%	0.10%	0.19%
FY 2016	#	2150	1104	1046	59	52	861	718	111	151	68	110	0	1	3	9	2	5
	%	100%	51.35%	48.65%	2.74%	2.42%	40.05%	33.40%	5.16%	7.02%	3.16%	5.12%	0.00%	0.05%	0.14%	0.42%	0.09%	0.23%
NCLF (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%
Difference	#	64	21	43	3	2	-1	18	11	20	6	1	0	1	2	0	0	1
Ratio Change	%	0.00%	-0.57%	0.57%	0.06%	0.02%	-1.28%	-0.16%	0.37%	0.74%	0.19%	-0.11%	0.00%	0.05%	0.09%	-0.01%	0.00%	0.04%
Net Change	%	3.07%	1.94%	4.29%	5.36%	4.00%	-0.12%	2.57%	11.00%	15.27%	9.68%	0.92%	0.00%	0.00%	200.00%	0.00%	0.00%	25.00%
PERMANE	NT	-		•		•		•				•	•	•	•	•		•
	#	1768	939	829	55	40	744	572	84	118	54	87	0	0	0	8	2	4
FY 2015	%	100%	53.11%	46.89%	3.11%	2.26%	42.08%	32.35%	4.75%	6.67%	3.05%	4.92%	0.00%	0.00%	0.00%	0.45%	0.11%	0.23%
TT 401/	#	1848	959	889	54	49	748	597	93	140	59	90	0	0	3	8	2	5
FY 2016	%	100%	51.89%	48.11%	2.92%	2.65%	40.48%	32.31%	5.03%	7.58%	3.19%	4.87%	0.00%	0.00%	0.16%	0.43%	0.11%	0.27%
Difference	#	80	20	60	-1	9	4	25	9	22	5	3	0	0	3	0	0	1
Ratio Change	%	0.00%	-1.22%	1.22%	-0.19%	0.39%	-1.61%	-0.05%	0.28%	0.90%	0.14%	-0.05%	0.00%	0.00%	0.16%	-0.02%	0.00%	0.04%
Net Change	%	4.52%	2.13%	7.24%	-1.82%	22.50%	0.54%	4.37%	10.71%	18.64%	9.26%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
TEMPORA	RY																	
TTT 2015	#	362	174	188	4	10	147	144	16	14	7	19	0	0	0	1	0	0
FY 2015	%	100%	48.07%	51.93%	1.10%	2.76%	40.61%	39.78%	4.42%	3.87%	1.93%	5.25%	0.00%	0.00%	0.00%	0.28%	0.00%	0.00%
FET 2016	#	302	145	157	5	3	113	121	18	11	9	20	0	1	0	1	0	0
FY 2016	%	100%	48.01%	51.99%	1.66%	0.99%	37.42%	40.07%	5.96%	3.64%	2.98%	6.62%	0.00%	0.33%	0.00%	0.33%	0.00%	0.00%
Difference	#	-60	-29	-31	1	-7	-34	-23	2	-3	2	1	0	1	0	0	0	0
Ratio Change	%	0.00%	-0.05%	0.05%	0.55%	-1.77%	-3.19%	0.29%	1.54%	-0.23%	1.05%	1.37%	0.00%	0.33%	0.00%	0.05%	0.00%	0.00%
Net Change	%	-16.57%	-16.67%	-16.49%	25.00%	-70.00%	-23.13%	-15.97%	12.50%	-21.43%	28.57%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPR	OPF	RIATED)															
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	%	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%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
i	%	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%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table	A3:	Total	PERM	IANEN	NT OC	CUPA	ΓΙΟΝΑ	L CAT	EGOR	IES - D	istribu	ıtion b	y Race	e/Ethni	icity ar	nd Sex		
						Dat	a as of	Septem	ber 30	, 2016								
										RAC	E/ETI	INICI	TY					
			TOTAI								Non-	Hispan	ic or La	tino				
Occupational Categories			IPLOY		La	anic or tino	WI	hite		r African erican	As	ian	or Othe	Hawaiian r Pacific nder	America	an Indian ka Native		or more ces
1. Officials and Managers		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level (GS-	#																	
15, FS-01 and Above)	%	650	340	310	11	11	278	218	34	57	16	22	0	0	0	2	1	0
	7 0 #	100%	52.31%	47.69%	1.69%	1.69%	42.77%	33.54%	5.23%	8.77%	2.46%	3.38%	0.00%	0.00%	0.00%	0.31%	0.15%	0.00%
Mid-level (GS-13, GS-14, and FS-02)	%	251	140	111	7	7	102	64	23	28	8	11	0	0	0	0	0	1
,	7 0 #	100%	55.78%	44.22%	2.79%	2.79%	40.64%	25.50%	9.16%	11.16%	3.19%	4.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.40%
First-Level (Grades 12 and Below)	%	98	38	60	1	3	29	37	8	11	0	9	0	0	0	0	0	0
2010 ,	7 0 #	100%	38.78%	61.22%	1.02%	3.06%	29.59%	37.76%	8.16%	11.22%	0.00%	9.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Other		1527	662	865	48	49	434	436	116	312	53	55	0	1	7	5	4	7
	% #	100%	43.35%	56.65%	3.14%	3.21%	28.42%	28.55%	7.60%	20.43%	3.47%	3.60%	0.00%	0.07%	0.46%	0.33%	0.26%	0.46%
Officials and Managers - TOTAL	#	2526	1180	1346	67	70	843	755	181	408	77	97	0	1	7	7	5	8
	%	100%	46.71%	53.29%	2.65%	2.77%	33.37%	29.89%	7.17%	16.15%	3.05%	3.84%	0.00%	0.04%	0.28%	0.28%	0.20%	0.32%
Occupational CLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
2. Professionals	#	710	373	337	31	21	250	205	58	64	32	39	0	0	1	4	1	4
	%	100%	52.54%	47.46%	4.37%	2.96%	35.21%	28.87%	8.17%	9.01%	4.51%	5.49%	0.00%	0.00%	0.14%	0.56%	0.14%	0.56%
Occupational CLF		100%	54.18%	45.82%	4.18%	2.19%	36.45%	26.69%	8.57%	8.96%	4.58%	7.37%	0.00%	0.00%	0.20%	0.40%	0.20%	0.20%
3. Technicians	#	135	32	103	0	4	28	67	1	13	3	18	0	0	0	1	0	0
	%	100%	23.70%	76.30%	0.00%	2.96%	20.74%	49.63%	0.74%	9.63%	2.22%	13.33%	0.00%	0.00%	0.00%	0.74%	0.00%	0.00%
Occupational CLF		100%	36.76%	63.24%	3.43%	4.75%	26.86%	45.25%	3.51%	9.27%	2.31%	2.92%	0.06%	0.06%	0.39%	0.66%	0.21%	0.33%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative	#	61	8	53	2	2	1	11	5	38	0	2	0	0	0	0	0	0
Support Workers	%	100%	13.11%	86.89%	3.28%	3.28%	1.64%	18.03%	8.20%	62.30%	0.00%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	24.70%	75.30%	3.10%	7.70%	16.50%	55.70%	3.70%	8.60%	1.00%	2.10%	0.00%	0.10%	0.20%	0.80%	0.10%	0.40%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
_	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	%	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%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
!	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

						Da	ta as o	f Septe	mber 3	0, 2016	<u> </u>							
								-			CE/ET	HNIC	TY					
			TOTAI								Non	- Hispan	ic or La	tino				
Occupational Categories		EN	MPLOY!		_	nic or tino	WI	nite		· African rican	As	ian	l	Iawaiian r Pacific nder		n Indian a Native		r more ces
Occ. 1 134		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
. Officials and Managers Executive/Senior Level	ц		ı			ı	ı									ı		
Grades 15 and Above)	# %	263	127	136	4	5	98	80	17	36	7	14	0	0	0	1	1	0
	#	100%	48.29%	51.71%	1.52%	1.90%	37.26%	30.42%	6.46%	13.69%	2.66%	5.32%	0.00%	0.00%	0.00%	0.38%	0.38%	0.00%
Mid-level (Grades 13-14)	%	67	28	39	2	4	13	13	11	18	2	3	0	0	0	0	0	1
T 1 1 (C 1 10 1		100%	41.79%	58.21%	2.99%	5.97%	19.40%	19.40%	16.42%	26.87%	2.99%	4.48%	0.00%	0.00%	0.00%	0.00%	0.00%	1.49%
First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	% #	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
Other	#	832	305	527	22	26	163	219	87	250	26	26	0	1	4	1	3	4
	%	100%	36.66%	63.34%	2.64%	3.13%	19.59%	26.32%	10.46%	30.05%	3.13%	3.13%	0.00%	0.12%	0.48%	0.12%	0.36%	0.48%
Officials and Managers -	#	1162	460	702	28	35	274	312	115	304	35	43	0	1	4	2	4	5
	%	100%	39.59%	60.41%	2.41%	3.01%	23.58%	26.85%	9.90%	26.16%	3.01%	3.70%	0.00%	0.09%	0.34%	0.17%	0.34%	0.43%
Occupational CLF	1 ,,	100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
2. Professionals	#	334	159	175	16	10	93	101	32	41	17	19	0	0	1	2	0	2
	%	100%	47.60%	52.40%	4.79%	2.99%	27.84%	30.24%	9.58%	12.28%	5.09%	5.69%	0.00%	0.00%	0.30%	0.60%	0.00%	0.60%
Occupational CLF		100%	54.18%	45.82%	4.18%	2.19%	36.45%	26.69%	8.57%	8.96%	4.58%	7.37%	0.00%	0.00%	0.20%	0.40%	0.20%	0.20%
3. Technicians	#	27	7	20	0	1	6	17	0	0	1	2	0	0	0	0	0	0
	%	100%	25.93%	74.07%	0.00%	3.70%	22.22%	62.96%	0.00%	0.00%	3.70%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF	- 4	100%	36.76%	63.24%	3.43%	4.75%	26.86%	45.25%	3.51%	9.27%	2.31%	2.92%	0.06%	0.06%	0.39%	0.66%	0.21%	0.339
. Sales Workers	#	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
. Administrative	#	61	8	53	2	2	1	11	5	38	0	2	0	0	0	0	0	0
upport Workers	%	100%	13.11%	86.89%	3.28%	3.28%	1.64%	18.03%	8.20%	62.30%	0.00%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
Occupational CLF		100%	24.70%	75.30%	3.10%	7.70%	16.50%	55.70%	3.70%	8.60%	1.00%	2.10%	0.00%	0.10%	0.20%	0.80%	0.10%	0.40%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00

Occupational Civilian Labor Force (CLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

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7. Operatives

8. Laborers and Helpers

9. Service Workers

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Data as of September 30, 2016

										RA	CE/ET	HNICI	TY					
			TOTAI								Non	- Hispan	ic or La	tino				
Occupational Categories		EN	MPLOY		Hispa Lat	nic or tino	WI	nite		· African rican	As	ian	or Othe	Iawaiian r Pacific nder		n Indian ka Native		r more ces
~~~		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers	.,																	
Executive/Senior Level (FS- 01 and Above)		387	213	174	7	6	180	138	17	21	9	8	0	0	0	1	0	0
01 414 1120 (0)	%	100%	55.04%	44.96%	1.81%	1.55%	46.51%	35.66%	4.39%	5.43%	2.33%	2.07%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%
Mid-level (FS-02)	#	184	112	72	5	3	89	51	12	10	6	8	0	0	0	0	0	0
, ,	%	100%	60.87%	39.13%	2.72%	1.63%	48.37%	27.72%	6.52%	5.43%	3.26%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level (FS-03 and	#	98	38	60	1	3	29	37	8	11	0	9	0	0	0	0	0	0
Below)	%	100%	38.78%	61.22%	1.02%	3.06%	29.59%	37.76%	8.16%	11.22%	0.00%	9.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Others	#	695	357	338	26	23	271	217	29	62	27	29	0	0	3	4	1	3
- Other	%	100%	51.37%	48.63%	3.74%	3.31%	38.99%	31.22%	4.17%	8.92%	3.88%	4.17%	0.00%	0.00%	0.43%	0.58%	0.14%	0.43%
Officials and Managers -	#	1364	720	644	39	35	569	443	66	104	42	54	0	0	3	5	1	3
TOTAL	%	100%	52.79%	47.21%	2.86%	2.57%	41.72%	32.48%	4.84%	7.62%	3.08%	3.96%	0.00%	0.00%	0.22%	0.37%	0.07%	0.22%
Occupational CLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
2. Professionals	#	376	214	162	15	11	157	104	26	23	15	20	0	0	0	2	1	2
	%	100%	56.91%	43.09%	3.99%	2.93%	41.76%	27.66%	6.91%	6.12%	3.99%	5.32%	0.00%	0.00%	0.00%	0.53%	0.27%	0.53%
Occupational CLF		100%	54.18%	45.82%	4.18%	2.19%	36.45%	26.69%	8.57%	8.96%	4.58%	7.37%	0.00%	0.00%	0.20%	0.40%	0.20%	0.20%
3. Technicians	#	108	25	83	0	3	22	50	1	13	2	16	0	0	0	1	0	0
	%	100%	23.15%	76.85%	0.00%	2.78%	20.37%	46.30%	0.93%	12.04%	1.85%	14.81%	0.00%	0.00%	0.00%	0.93%	0.00%	0.00%
Occupational CLF		100%	36.76%	63.24%	3.43%	4.75%	26.86%	45.25%	3.51%	9.27%	2.31%	2.92%	0.06%	0.06%	0.39%	0.66%	0.21%	0.33%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Support Workers	%	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%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
_	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	%	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%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational Civilian Labor Force (C	T.F.\- 2(	010 FFO to														1		
Cecapational Civinan Labor Force (C	.L.r.). 21	JIV EEO lä	iouiation Dast	a on delicilli	urk uata HUII	2010 CE	nous useu as	uic vasis oi c	omparison 10	i inc USAID	CIVII DEI VICE	WOLKIOICE A	, arsurouted t	oy major occi	apanons.			

Table A4: CIVIL SERVICE PERMANENT PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

Data as of September 30, 2016

										RAC	CE/ETI	HNICI	TY					
			TOTAL	r							Non-	Hispani	c or Lat	ino				
GS/GM, SES, A RELATED GRA			MPLOY	EES	Hispa Lat	ino		nite	-	rican		ian	or Other Islan	nder	or Alasl	an Indian ka Native	ra	or more aces
NCLF (2010)	%	All 100%	male 51.86%	female 48.14%	male 5.17%	female 4.79%	male 38.33%	female 34.03%	male 5.49%	female 6.53%	male 1.97%	female 1.93%	male 0.07%	female 0.07%	male 0.55%	female 0.53%	male 0.26%	female 0.28%
NCLF (2010)	#	0	0	48.14%	0	4.79%	0	0	3.49% 0	0.53%	0	0	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
GS-01	%	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-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02	%	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-03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
G8-03	%	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%
CC 04	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-04	%	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%
GG 0.	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
GS-05	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	4	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
GS-06	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	7	0	7	0	0	0	0	0	7	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%
	#	25	6	19	1	0	0	2	5	16	0	1	0	0	0	0	0	0
GS-08	%	100%	24.00%	76.00%	4.00%	0.00%	0.00%	8.00%	20.00%	64.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	57	18	39	6	0	3	8	5	26	4	3	0	0	0	1	0	1
GS-09	%	100%	31.58%	68.42%	10.53%	0.00%	5.26%	14.04%	8.77%	45.61%	7.02%	5.26%	0.00%	0.00%	0.00%	1.75%	0.00%	1.75%
	#	8	0	8	0	1	0	2	0	5	0	0	0	0	0	0	0	0
GS-10	%	100%	0.00%	100.00%	0.00%	12.50%	0.00%	25.00%	0.00%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	83	29	54	4	4	14	15	9	31	2	3	0	0	0	0	0	1
GS-11	%	100%	34.94%	65.06%	4.82%	4.82%	16.87%	18.07%	10.84%	37.35%	2.41%	3.61%	0.00%	0.00%	0.00%	0.00%	0.00%	1.20%
	#	158	51	107	5	6	21	39	18	57	4	5	0	0	1	0	2	0
GS-12	%	100%	32.28%	67.72%	3.16%	3.80%	13.29%	24.68%	11.39%	36.08%	2.53%	3.16%	0.00%	0.00%	0.63%	0.00%	1.27%	0.00%
	#	366	133	233	9	12	70	95	41	107	10	16	0	1	2	0	1	2
GS-13	%	100%	36.34%	63.66%	2.46%	3.28%	19.13%	25.96%	11.20%	29.23%	2.73%	4.37%	0.00%	0.27%	0.55%	0.00%	0.27%	0.55%
	#	494	208	286	13	16	126	157	50	90	18	19	0	0	1	2	0	2
GS-14	%	100%	42.11%	57.89%	2.63%	3.24%	25.51%	31.78%	10.12%	18.22%	3.64%	3.85%	0.00%	0.00%	0.20%	0.40%	0.00%	0.40%
	#	333	163	170	6	7	120	110	21	34	14	17	0	0	1	1	1	1
GS-15	%	100%	48.95%	51.05%	1.80%	2.10%	36.04%	33.03%	6.31%	10.21%	4.20%	5.11%	0.00%	0.00%	0.30%	0.30%	0.30%	0.30%
Senior Ex. Service	#	45	25	20	2	2	19	9	3	7	1	2	0	0	0	0	0	0
Corps (ES, ST, SL)	%	100%	55.56%	44.44%	4.44%	4.44%	42.22%	20.00%	6.67%	15.56%	2.22%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1584	634	950	46	48	374	441	152	383	53	66	0	1	5	4	4	7
Total	%	100%	40.03%	59.97%	2.90%	3.03%	23.61%	27.84%	9.60%	24.18%	3.35%	4.17%	0.00%	0.06%	0.32%	0.25%	0.25%	0.44%

Table A4: CIVII	_ SEI	RVICE	TEMP	OKAKY	PART						SCHED	ULE (G	SS) GRA	ADES b	y Race/	Ethnicit	y and S	Sex
						I	Data as o	of Septer	mber 30,									
							1			RAC		HNICI						
CC/CM CEC AND	n		TOTAL	L							Non-	Hispani	c or Lat	tino			ı	
GS/GM, SES, AND RELATED GRADI		EN	<b>IPLOY</b>	EES	Hispa Lat		W	hite		· African rican	As	ian	Native H or Other Islan	r Pacific		an Indian ka Native		or more aces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NCLF (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%
GS-01	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
GS-02	# %	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%
	<b>%</b> 0 #	4	0.00%	4	0.00%	0.00%	0.00%	2	0.00%	2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	# %	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	<b>%</b> 0 #	5	4	100.00%	0.00%	1	0.00%	0	2	0	2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	%	100%	80.00%	20.00%	0.00%	20.00%	0.00%	0.00%	40.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0.0070	0	0.0070	0.0070	0	0.0070	0	0.0070	0.0070	0.0070	0.0070	0.0070	0.0070	0.007
GS-05	<i>π</i> %	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%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06	%	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%
	#	8	6	2	1	0	4	0	1	0	0	1	0	0	0	0	0	1
GS-07	%	100%	75.00%	25.00%	12.50%	0.00%	50.00%	0.00%	12.50%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.509
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08	%	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%
22.00	#	5	3	2	1	1	2	0	0	1	0	0	0	0	0	0	0	0
GS-09	%	100%	60.00%	40.00%	20.00%	20.00%	40.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CC 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10	%	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	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GS-11	%	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-12	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
33-12	<b>%</b>	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%
GS-13	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	10	5	5	0	0	3	5	1	0	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	30.00%	50.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	18	11	7	1	0	8	6	1	1	1	0	0	0	0	0	0	0
	%	100%	61.11%	38.89%	5.56%	0.00%	44.44%	33.33%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other (Administratively letermined, Experts and	#	84	38	46	2	4	29	29	2	8	4	5	1	0	0	0	0	0
Consultants)	%	100%	45.24%	54.76%	2.38%	4.76%	34.52%	34.52%	2.38%	9.52%	4.76%	5.95%	1.19%	0.00%	0.00%	0.00%	0.00%	0.00%
Executive (EX)	# %	11 100%	7 63.64%	4 36.36%	9.09%	9.09%	5 45.45%	2 18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service Corps	#	2	1	1	9.09%	9.09%	1	10.10%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ES, ST, SL, IG)	%	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%
Total	#	155	81 52.26%	74	6	7	57	46	9	14	8 5 160/	6	1	0	0	0	0	1
	<b>%</b>	100%	52.26%	47.74%	3.87%	4.52%	36.77%	29.68%	5.81%	9.03%	5.16%	3.87%	0.65%	0.00%	0.00%	0.00%	0.00%	0.65%

Table A4: FOREIGN SERVICE PERMANENT PARTICIPATION RATES FOR FOREIGN SERVICE (FS) GRADES by Race/Ethnicity and Sex

										RAC	E/ETI	HNICI	TY					
			TOTAL	Γ.							Non-	Hispani	c or Lat	ino				
FP/FO, SFS, AN RELATED GRAD		EM	IPLOY.		Hispa Lat		WI	hite	Black or Ame	African rican	As	ian	Native H or Other Islan	r Pacific		nn Indian ka Native		or more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NCLF (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%
FS-06	#	4	1	3	0	0	1	1	0	1	0	1	0	0	0	0	0	0
15-00	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	25.00%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-05	#	87	41	46	3	3	27	21	8	18	2	3	0	0	1	0	0	1
T 5-03	%	100%	47.13%	52.87%	3.45%	3.45%	31.03%	24.14%	9.20%	20.69%	2.30%	3.45%	0.00%	0.00%	1.15%	0.00%	0.00%	1.15%
FS-04	#	253	133	120	7	10	97	76	17	17	10	14	0	0	2	2	0	1
T5-0 <del>4</del>	%	100%	52.57%	47.43%	2.77%	3.95%	38.34%	30.04%	6.72%	6.72%	3.95%	5.53%	0.00%	0.00%	0.79%	0.79%	0.00%	0.40%
FS-03	#	611	283	328	21	16	215	218	28	48	18	41	0	0	0	3	1	2
F5-03	%	100%	46.32%	53.68%	3.44%	2.62%	35.19%	35.68%	4.58%	7.86%	2.95%	6.71%	0.00%	0.00%	0.00%	0.49%	0.16%	0.33%
FS-02	#	411	238	173	12	12	189	113	20	26	16	20	0	0	0	1	1	1
FS-02	%	100%	57.91%	42.09%	2.92%	2.92%	45.99%	27.49%	4.87%	6.33%	3.89%	4.87%	0.00%	0.00%	0.00%	0.24%	0.24%	0.24%
FS-01	#	306	169	137	8	5	141	96	12	24	8	10	0	0	0	2	0	0
15-01	%	100%	55.23%	44.77%	2.61%	1.63%	46.08%	31.37%	3.92%	7.84%	2.61%	3.27%	0.00%	0.00%	0.00%	0.65%	0.00%	0.00%
Senior Foreign Service	#	176	94	82	3	3	78	72	8	6	5	1	0	0	0	0	0	0
bemoi Poreign bervice	%	100%	53.41%	46.59%	1.70%	1.70%	44.32%	40.91%	4.55%	3.41%	2.84%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1848	959	889	54	49	748	597	93	140	59	90	0	0	3	8	2	5
- 0	%	100%	51.89%	48.11%	2.92%	2.65%	40.48%	32.31%	5.03%	7.58%	3.19%	4.87%	0.00%	0.00%	0.16%	0.43%	0.11%	0.27%

Table A4: FOREIGN SERVICE TEMPORARY PARTICIPATION RATES FOR FOREIGN SERVICE (FS) GRADES by Race/Ethnicity and Sex

										RAC	E/ETI	HNICI'	TY					
			TOTAL	۲,							Non-	Hispani	c or Lat	ino				
FP/FO, SFS, AN RELATED GRAD			IPLOY.		Hispa Lat		WI	hite	Black or Ame		As	ian	Native H or Other Islan	r Pacific		nn Indian ka Native		or more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NCLF (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%
FS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15-00	%	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%
FS-05	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	
F5-05	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-04	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
F5-04	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-03	#	66	28	38	0	2	16	26	10	4	2	5	0	0	0	1	0	0
FS-03	%	100%	42.42%	57.58%	0.00%	3.03%	24.24%	39.39%	15.15%	6.06%	3.03%	7.58%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%
EC 02	#	143	71	72	3	1	56	54	6	6	6	11	0	0	0	0	0	0
FS-02	%	100%	49.65%	50.35%	2.10%	0.70%	39.16%	37.76%	4.20%	4.20%	4.20%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EC 01	#	83	40	43	2	0	35	37	2	1	1	4	0	1	0	0	0	0
FS-01	%	100%	48.19%	51.81%	2.41%	0.00%	42.17%	44.58%	2.41%	1.20%	1.20%	4.82%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%
C	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Senior Foreign Service	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	302	145	157	5	3	113	121	18	11	9	20	0	1	0	1	0	0
างเลา	%	100%	48.01%	51.99%	1.66%	0.99%	37.42%	40.07%	5.96%	3.64%	2.98%	6.62%	0.00%	0.33%	0.00%	0.33%	0.00%	0.00%

Table A6: CIVIL SERVICE PERMANENT PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

										RAG	CE/ET	HNIC	TY					
Job Title/Series	,		TOTAI	ച							Non-	Hispan	ic or Lat	tino				
Agency Rate RCl		EM	(PLOY)	EES	Hispa Lat		W	hite	Black or Ame		As	sian	Other	awaiian or Pacific Inder	America or Alask			or more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0301 Miscellaneous	#	251	107	144	8	6	79	87	12	44	6	4	0	0	1	2	1	1
Administration & Program	%	100%	42.63%	57.37%	3.19%	2.39%	31.47%	34.66%	4.78%	17.53%	2.39%	1.59%	0.00%	0.00%	0.40%	0.80%	0.40%	0.40%
RCLF	%	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0340 Program Management	#	41	23	18	0	2	21	9	1	5	1	2	0	0	0	0	0	0
	%	100%	56.10%	43.90%	0.00%	4.88%	51.22%	21.95%	2.44%	12.20%	2.44%	4.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0341 Administrative	#	64	17	47	1	4	4	10	11	32	0	0	0	0	0	0	1	1
Officer	%	100%	26.56%	73.44%	1.56%	6.25%	6.25%	15.63%	17.19%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.56%	1.56%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0343 Management Program	#	244	73	171	5	9	46	87	15	59	6	14	0	1	1	0	0	1
Analysis	%	100%	29.92%	70.08%	2.05%	3.69%	18.85%	35.66%	6.15%	24.18%	2.46%	5.74%	0.00%	0.41%	0.41%	0.00%	0.00%	0.41%
RCLF		100%	58.45%	41.55%	2.46%	2.14%	49.01%	32.56%	3.03%	3.80%	3.33%	2.46%	0.02%	0.04%	0.31%	0.32%	0.27%	0.24%
0511 Auditing	#	48	25	23	1	2	10	9	10	10	4	1	0	0	0	1	0	0
0311 Additing	%	100%	52.08%	47.92%	2.08%	4.17%	20.83%	18.75%	20.83%	20.83%	8.33%	2.08%	0.00%	0.00%	0.00%	2.08%	0.00%	0.00%
RCLF		100%	39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%
0601 General Health	#	30	9	21	1	0	6	18	1	1	1	2	0	0	0	0	0	0
Science	%	100%	30.00%	70.00%	3.33%	0.00%	20.00%	60.00%	3.33%	3.33%	3.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
0685 Public Health	#	36	10	26	0	1	9	21	0	0	1	4	0	0	0	0	0	0
Program Specialist	%	100%	27.78%	72.22%	0.00%	2.78%	25.00%	58.33%	0.00%	0.00%	2.78%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
1102 Contracting	#	151	55	96	3	6	23	37	21	50	6	2	0	0	1	0	1	1
1102 Contracting	%	100%	36.42%	63.58%	1.99%	3.97%	15.23%	24.50%	13.91%	33.11%	3.97%	1.32%	0.00%	0.00%	0.66%	0.00%	0.66%	0.66%
RCLF		100%	46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%

Table A6: CIVIL SERVICE TEMPORARY PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

										RAC	CE/ET	HNICI	TY					
Job Title/Series	,		TOTAI								Non-	Hispan	ic or Lat	tino				
Agency Rate RC		EM	(IPLOY	EES	Hispa Lat		WI	nite	Black or Ame		As	ian	Other	awaiian or Pacific Inder	America or Alask			or more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0301 Miscellaneous	#	84	37	47	4	5	27	28	2	9	3	5	1	0	0	0	0	0
Administration & Program	%	100%	44.05%	55.95%	4.76%	5.95%	32.14%	33.33%	2.38%	10.71%	3.57%	5.95%	1.19%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF	%	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0340 Program Management	#	19	11	8	1	1	8	5	1	2	1	0	0	0	0	0	0	0
, ,	%	100%	57.89%	42.11%	5.26%	5.26%	42.11%	26.32%	5.26%	10.53%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF	%	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0341 Administrative	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Officer	%	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%
RCLF	<b>%</b>	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0343 Management Program	#	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
Analysis	%	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%
RCLF		100%	58.45%	41.55%	2.46%	2.14%	49.01%	32.56%	3.03%	3.80%	3.33%	2.46%	0.02%	0.04%	0.31%	0.32%	0.27%	0.24%
0511 Auditing	#	5	5	0	0	0	3	0	2	0	0	0	0	0	0	0	0	0
0011 Huditing	%	100%	100.00%	0.00%	0.00%	0.00%	60.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF	%	100%	39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%
0601 General Health	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Science	%	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%
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
0685 Public Health	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Program Specialist	%	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%
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
1102 Contracting	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1102 Contracting	%	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%
RCLF		100%	46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%

## Table A6: FOREIGN SERVICE PERMANENT PARTICIPATION RATES FOR MAJOR BACKSTOPS - Distribution by Race/Ethnicity and Sex

## Data as of September 30, 2016

										RA	CE/ET	HNICI	TY					
Ich Title/Comic	~	ТОТА		OVEEG							Nor	ı- Hispaı	nic or Lat	ino				
Job Title/Serie Agency Rate RC	-	TOTA	L EMPLO	OYEES	Hispanic	or Latino	WI	nite		African rican	As	ian	Other	awaiian or Pacific nder		Indian or Native	Two or m	nore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Backstop 01 Mission	#	192	104	88	0	3	92	78	9	4	3	3	0	0	0	0	0	0
Directors and Executive Level Positions	%	100%	54.17%	45.83%	0.00%	1.56%	47.92%	40.63%	4.69%	2.08%	1.56%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
Backstop 02/94	#	313	135	178	5	10	117	123	5	26	6	16	0	0	1	2	1	1
Program/Project Developmen	%	100%	43.13%	56.87%	1.60%	3.19%	37.38%	39.30%	1.60%	8.31%	1.92%	5.11%	0.00%	0.00%	0.32%	0.64%	0.32%	0.32%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
Backstop 50 Health Science	#	157	37	120	0	5	33	77	2	16	2	21	0	0	0	1	0	0
Backstop 30 Health Science	%	100%	23.57%	76.43%	0.00%	3.18%	21.02%	49.04%	1.27%	10.19%	1.27%	13.38%	0.00%	0.00%	0.00%	0.64%	0.00%	0.00%
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
Backstop 76 Democracy, Crisis, Stabilization, and	#	181	80	101	2	8	66	72	8	11	4	9	0	0	0	0	0	1
Governance	%	100%	44.20%	55.80%	1.10%	4.42%	36.46%	39.78%	4.42%	6.08%	2.21%	4.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.55%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%

Table A6: FOREIGN SERVICE TEMPORARY PARTICIPATION RATES FOR MAJOR BACKSTOPS - Distribution by Race/Ethnicity and Sex

										RA	CE/ET	HNICI	TY					
Ich Title/Cowie		TOTAL	L EMEDI	OVEEC							Nor	- Hispar	nic or Lat	tino				
Job Title/Serie Agency Rate RC		IOIAI	L EMPL	OYEES	Hispanic	or Latino	WI	nite	Black or Ame	African rican	As	ian		awaiian or Pacific nder	America or Alask		Two or n	nore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Backstop 01 Mission Directors and Executive	#	7	4	3	0	0	4	2	0	0	0	1	0	0	0	0	0	0
Level Positions	%	100%	57.14%	42.86%	0.00%	0.00%	57.14%	28.57%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
Backstop 02/94	#	51	24	27	1	0	18	20	3	1	2	6	0	0	0	0	0	0
Program/Project Developmen	%	100%	47.06%	52.94%	1.96%	0.00%	35.29%	39.22%	5.88%	1.96%	3.92%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
Backstop 50 Health Science	#	72	13	59	0	3	7	44	3	4	3	8	0	0	0	0	0	0
Backstop 50 Health Science	%	100%	18.06%	81.94%	0.00%	4.17%	9.72%	61.11%	4.17%	5.56%	4.17%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
Backstop 76 Democracy, Crisis, Stabilization, and	#	35	22	13	0	0	21	12	1	0	0	1	0	0	0	0	0	0
Governance	%	100%	62.86%	37.14%	0.00%	0.00%	60.00%	34.29%	2.86%	0.00%	0.00%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%

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

### Data as of September 30, 2016

	TOTAL									RAC	E/ETH	NICIT	Y					
			TOTAL								Non- H	Iispanic	or Lati	ino				
Employme Tenure	nt	W	ORKFOI		Hispanic (	or Latino	W	hite		r African erican	Asi	an	or Othe	Iawaiian r Pacific nder		n Indian a Native		r more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Danmananan	#	329	147	182	6	10	102	96	26	57	10	15	0	0	3	2	0	2
Permanent	%	100%	44.68%	55.32%	1.82%	3.04%	31.00%	29.18%	7.90%	17.33%	3.04%	4.56%	0.00%	0.00%	0.91%	0.61%	0.00%	0.61%
Тото по по по	#	96	47	49	5	5	30	28	6	8	6	6	0	1	0	0	0	1
Temporary	%	100%	48.96%	51.04%	5.21%	5.21%	31.25%	29.17%	6.25%	8.33%	6.25%	6.25%	0.00%	1.04%	0.00%	0.00%	0.00%	1.04%
Total	#	425	194	231	11	15	132	124	32	65	16	21	0	1	3	2	0	3
1 0tai	<b>%</b>	100%	45.65%	54.35%	2.59%	3.53%	31.06%	29.18%	7.53%	15.29%	3.76%	4.94%	0.00%	0.24%	0.71%	0.47%	0.00%	0.71%
NCLF	<b>%</b>	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%

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

#### Data as of September 30, 2016

										RAC	E/ETH	NICIT	<b>Y</b>					
El	4		TOTAL	1							Non- H	Iispanic	or Lati	no				
Employme Tenure	nı	W	ORKFOI	RCE	Hispanic (	or Latino	W	hite		r African erican	Asi	an	or Othe	Iawaiian r Pacific nder	America	n Indian a Native		r more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Down on out	#	183	78	105	3	6	51	53	16	34	7	9	0	0	1	2	0	1
Permanent	%	100%	42.62%	57.38%	1.64%	3.28%	27.87%	28.96%	8.74%	18.58%	3.83%	4.92%	0.00%	0.00%	0.55%	1.09%	0.00%	0.55%
T	#	61	32	29	3	4	22	14	4	7	3	3	0	0	0	0	0	1
Temporary	%	100%	52.46%	47.54%	4.92%	6.56%	36.07%	22.95%	6.56%	11.48%	4.92%	4.92%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%
T-4-1	#	244	110	134	6	10	73	67	20	41	10	12	0	0	1	2	0	2
Total	%	100%	45.08%	54.92%	2.46%	4.10%	29.92%	27.46%	8.20%	16.80%	4.10%	4.92%	0.00%	0.00%	0.41%	0.82%	0.00%	0.82%
<b>NCLF</b>	<b>%</b>	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%

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

#### Data as of September 30, 2016

	TOTAL									RAC	E/ETH	NICIT	<b>Y</b>					
Ela	4		TOTAL	4							Non- H	Iispanic	or Lati	no				
Employme Tenure	ent	W	ORKFOI	RCE	Hispanic o	or Latino	W	hite		r African erican	Asi	an	or Othe	Iawaiian r Pacific nder	America	n Indian xa Native		r more ces
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Downson	#	146	69	77	3	4	51	43	10	23	3	6	0	0	2	0	0	1
Permanent	%	100%	47.26%	52.74%	2.05%	2.74%	34.93%	29.45%	6.85%	15.75%	2.05%	4.11%	0.00%	0.00%	1.37%	0.00%	0.00%	0.68%
T	#	35	15	20	2	1	8	14	2	1	3	3	0	1	0	0	0	0
Temporary	%	100%	42.86%	57.14%	5.71%	2.86%	22.86%	40.00%	5.71%	2.86%	8.57%	8.57%	0.00%	2.86%	0.00%	0.00%	0.00%	0.00%
Total	#	181	84	97	5	5	59	57	12	24	6	9	0	1	2	0	0	1
Total	%	100%	46.41%	53.59%	2.76%	2.76%	32.60%	31.49%	6.63%	13.26%	3.31%	4.97%	0.00%	0.55%	1.10%	0.00%	0.00%	0.55%
<b>NCLF</b>	<b>%</b>	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%

		Table	A13: US	SAID PEI	RMANE	NT EMP	LOYEE	RECOG	NITION	AND AV	VARDS -	Distribu	tion by F	Race/Ethi	nicity and	l Sex		
								ata as of S					•					
											RACE/ET	HNICIT	Y					
											No	on- Hispan	ic or Latin	10				
Employment Tenure	ţ	TOTAL	L WORKI	FORCE	Hispanic	or Latino	WI	hite	Black or Ame	· African rican		ian	Native Ha	waiian or	American Alaska		Two or m	iore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awar	ds	- 1-9 hou	rs															
Total Time-Off	#	19	6	13	0	3	5	9	0	0	0	1	0	0	0	0	1	0
Awards Given	%	100%	31.58%	68.42%	0.00%	15.79%	26.32%	47.37%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%
Total Hours		156.00	49.00	107.00	0.00	26.00	40.00	73.00	0.00	0.00	0.00	8.00	0	0	0.00	0.00	9	0
Average Hours		8.21	8.17	8.23	0.00	8.67	8.00	8.11	0.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	9.00	0.00
Time-Off awar	ds	- 9+ hour	rs.															
<b>Total Time-Off</b>	#	120	41	79	5	4	22	38	10	31	4	6	0	0	0	0	0	0
Awards Given	%	100%	34.17%	65.83%	4.17%	3.33%	18.33%	31.67%	8.33%	25.83%	3.33%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours	-	2861.00	1003.00	1858.00	106.00	91.00	550.00	924.00	227.00	699.00	120.00	144.00	0	0	0.00	0.00	0	0
Average Hours		23.84	24.46	23.52	21.20	22.75	25.00	24.32	22.70	22.55	30.00	24.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards -	\$5	00 and U	nder															
Total Cash Awards	#	436	191	245	23	15	128	132	19	73	18	18	0	0	3	6	0	1
Given	%	100%	43.81%	56.19%	5.28%	3.44%	29.36%	30.28%	4.36%	16.74%	4.13%	4.13%	0.00%	0.00%	0.69%	1.38%	0.00%	0.23%
Total Amount		140925.00	62547.00	78377.00	7000.00	3517.00	41798.00	43932.00	6595.00	22525.00	6198.00	6045.00	0	0	957.00	1959.00	0	400
Average Amount		\$323.22	\$327.47	\$319.91	\$304.35	\$234.47	\$326.55	\$332.82	\$347.11	\$308.56	\$344.33	\$335.83	\$0.00	\$0.00	\$319.00	\$326.50	\$0.00	\$400.00
Cash Awards:	\$50	)1+																
Total Cash Awards	#	1685	751	934	46	60	529	556	120	227	51	81	0	0	2	5	3	5
Given	%	100%	44.57%	55.43%	2.73%	3.56%	31.39%	33.00%	7.12%	13.47%	3.03%	4.81%	0.00%	0.00%	0.12%	0.30%	0.18%	0.30%
Total Amount		3470376.11	1557516.11	1912862.00	84574.00	112985.00	1127160.11	1167288.00	231883.00	438104.00	103492.00	174774.00	0	0	2800.00	8509.00	7,606	702
Average Amount		\$2,059.57	\$2,073.92	\$2,048.03	\$1,838.57	\$1,883.08	\$2,130.74	\$2,099.44	\$1,932.36	\$1,929.97	\$2,029.25	\$2,157.70	\$0.00	\$0.00	\$1,400.00	\$0.00	\$2,535.33	\$140.40
<b>Quality Step In</b>	ıcr	eases (QS																
Total QSIs Awarded	#	22	8	14	0	1	5	11	2	0	1	2	0	0	0	0	0	0
	%	100%	36.36%	63.64%	0.00%	4.55%	22.73%	50.00%	9.09%	0.00%	4.55%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		59905.00	21804.00	38101.00	0.00	1790.00	12915.00	30130.00	6172.00	0.00	2717.00	6181.00	0	0	0.00	0.00	0	0
Average Benefit		\$2,722.95	\$2,725.50	\$2,721.50	\$0.00	\$1,790.00	\$2,583.00	\$2,739.09	\$3,086.00	\$0.00	\$2,717.00	\$3,090.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Time-Off awards are l			•															
Cash awards are NOA				45, 848, 849	and 871.													

Quality Step Increases (QSI) NOAC is 892.

#### Table A13: CIVIL SERVICE PERMANENT EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex Data as of September 30, 2016 RACE/ETHNICITY Non- Hispanic or Latino **Employment** TOTAL WORKFORCE **Hispanic or Latino Black or African** Native Hawaiian or **American Indian or Tenure** White **Asian** Two or more races **American** Other Pacific Islander Alaska Native male female female male female male male female male male female male female male female female Time-Off awards - 1-9 hours Total Time-Off 16 11 0 4 0 0 0 0 **Awards Given** 100% 0.00% 6.25% 31.25% 68.75% 0.00% 18.75% 25.00% 43.75% 0.00% 0.00% 6.25% 0.00% 0.00% 0.00% 0.00% 0.00% 132.00 41.00 91.00 57.00 0.00 0.00 26.00 32.00 0.00 0.00 8.00 0 0 0.00 0.00 **Fotal Hours** 8.25 8.20 8.27 0.00 8.67 8.00 0.00 0.00 0.00 8.00 0.00 0.00 0.00 0.00 9.00 0.00 Average Hours 8.14 Time-Off awards - 9+ hours **Total Time-Off** 101 34 29 67 4 3 16 29 10 4 0 0 0 0 0 **Awards Given** 0.00% 100% 33.66% 66.34% 3.96% 2.97% 15.84% 28.71% 9.90% 28.71% 3.96% 5.94% 0.00% 0.00% 0.00% 0.00% 0.00% 2446.00 739.00 659.00 144.00 837.00 1609.00 90.00 67.00 400.00 227.00 120.00 0 0 0.00 0.00 0 0 **Fotal Hours** 25.48 24.22 24.62 24.01 22.50 22.33 22.70 22.72 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 Average Hours 25.00 Cash Awards - \$500 and Under Total Cash Awards 226 136 12 55 15 58 10 Given 100% 4.42% 0.44% 0.44% 0.00% 39.82% 60.18% 5.31% 1.33% 24.34% 28.32% 6.64% 25.66% 3.10% 0.00% 0.00% 0.00% 79318 32158 47160 3750 952 20318 23052 5115 18858 2575 3799 **Fotal Amount** \$350.96 \$357.31 \$346.76 \$312.50 \$317.33 \$369.42 \$360.19 \$341.00 \$325.14 \$367.86 \$379.90 \$0.00 \$0.00 \$400.00 \$500.00 \$0.00 \$0.00 Average Amount Cash Awards: \$501+ Total Cash Awards 872 353 519 23 33 208 267 89 181 29 32 0 0 2 1 2 5 Given 10.21% 3.33% 0.23% 0.11% 0.23% 0.57% 100% 40.48% 59.52% 2.64% 3.78% 23.85% 30.62% 20.76% 3.67% 0.00% 0.00% 1,821,766.00 753,705.00 1068063.00 38,699.00 63782.00 468909.00 583073.00 171856.00 338,875.00 65940.00 69,281.00 0 2800.00 1850.00 5,500.00 702.00 **Fotal Amount** \$2,089.18 \$2,135.14 \$2,057.92 \$2,254.37 \$2,183.79 \$1,930.97 \$1,872.24 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Average Amount Quality Step Increases (QSI) Total QSIs Awarded # 0 100% 0.00% 100.00% 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% 7441.00 7441.00 0.00 0.00 **Fotal Benefit** 0.00 0.00 0.00 0.00 0 0.00 0.00 \$2,480.33 \$0.00 \$2,480.33 \$0.00 \$0.00 \$0.00 \$2,480.33 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Average Benefit Time-Off awards are Nature of Action Codes (NOAC) 846 and 847

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

Table A13: FOREIGN SERVICE PERMANENT EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

							Dat	ta as of S	Septemb	er 30, 201	16							
										R	ACE/ET	HNICIT	Ϋ́					
Employmor	. 4	ТОТА	WODE	CODOE							No	n- Hispan	ic or Lati	no				
Employmer Tenure	IL	TOTAL	L WORKI	FORCE	Hispanic	or Latino	WI	nite		· African rican	As	ian		awaiian or fic Islander		Indian or Native	Two or m	ore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awa	rds	- 1-9 hov	ırs															
Total Time-Off	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
Awards Given	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		24.00	8.00	16.00	0.00	0.00	8.00	16.00	0.00	0.00	0.00	0.00	0	0	0.00	0.00	0	0
Average Hours		8.00	8.00	8.00	0.00		8.00	8.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00		0.00
Time-Off awa	rds	- 9+ hou	rs															
Total Time-Off	#	19	7	12	1	1	6	9	0	2	0	0	0	0	0	0	0	0
Awards Given	%	100%	36.84%	63.16%	5.26%	5.26%	31.58%	47.37%	0.00%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		415.00	166.00	249.00	16.00	24.00	150.00	185.00	0.00	40.00	0.00	0.00	0	0	0.00	0.00	0	0
Average Hours		21.84	23.71	20.75	16.00	24.00	25.00	20.56	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards	- \$5	00 and U	Inder	•	•				•		•		•			•		
Total Cash Awards		210	101	109	11	12	73	68	4	15	11	8	0	0	2	5	0	1
Given	%	100%	48.10%	51.90%	5.24%	5.71%	34.76%	32.38%	1.90%	7.14%	5.24%	3.81%	0.00%	0.00%	0.95%	2.38%	0.00%	0.48%
Total Amount		61607.00	30389.00	31217.00	3250.00	2565.00	21480.00	20880.00	1480.00	3667.00	3623.00	2246.00	0	0	557.00	1459.00	0	400
Average Amount		\$293.37	\$300.88	\$286.39	\$295.45	\$213.75	\$294.25	\$307.06	\$370.00	\$244.47	\$329.36	\$280.75			\$278.50	\$291.80		\$400.00
Cash Awards:	\$50	)1+																
Total Cash Awards	-	813	398	415	23	27	321	289	31	46	22	49	0	0	0	4	1	0
Given	%	100%	48.95%	51.05%	2.83%	3.32%	39.48%	35.55%	3.81%	5.66%	2.71%	6.03%	0.00%	0.00%	0.00%	0.49%	0.12%	0.00%
Total Amount		1648610.11	803811.11	844799.00	45875.00	49203.00	658251.11	584215.00	60027.00	99229.00	37552.00	105493.00	0	0	0.00	6659.00	2,106.00	0
Average Amount		\$2,027.81	\$2,019.63	\$2,035.66	\$1,994.57	\$1,822.33	\$2,050.63	\$2,021.51	\$1,936.35	\$2,157.15	\$1,706.91	\$2,152.92	\$0.00	\$0.00	\$0.00	\$1,664.75	\$2,106.00	\$0.00
Quality Step I	ncr			, ,,,,,,,,,,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	. ,=3	. ,	. ,	, ,:::::30	, , , , , , , , , , , , , , , , , , , ,	. , 55.5	, , <u>===</u>	÷	+		, , , , , , , , , , , , , , , , , , , ,	. ,	
Total QSIs Awarde		19	8	11	0	1	5	8	2	0	1	2	0	0	0	0	0	0
-	%	100%	42.11%	57.89%	0.00%	5.26%	26.32%	42.11%	10.53%	0.00%	5.26%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		52464.00	21804.00	30660.00	0.00	1790.00	12915.00	22689.00	6172.00	0.00	2717.00	6181.00	0	0	0.00	0.00	0	0
Average Benefit				\$2,787.27			\$2,583.00					\$3,090.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Time-Off awards are	Natu					÷ . , . 55.56	÷=,000.00	÷=,000.10	70,000.00	<b>40.00</b>	, , , , , , , , , , , , , , , , , , ,	75,555.50	<b>40.00</b>	40.00	<b>40.00</b>	1 +5.55	<b>40.00</b>	Ψ0.00

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

#### Table A14: USAID SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

#### Data as of September 30, 2016

										RA	CE/ET	HNIC	ITY					
			TOTAL	1							No	n- Hispar	nic or Lati	no				
Employment Te	nure	WC	ORKFOI	RCE	_	nnic or tino	W	hite		African rican	As	ian	or Othe	Hawaiian r Pacific nder		an Indian ka Native	Two or n	nore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntowy	#	187	97	90	8	1	63	49	19	33	7	7	0	0	0	0	0	0
Voluntary	%	100%	51.87%	48.13%	4.28%	0.53%	33.69%	26.20%	10.16%	17.65%	3.74%	3.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntono	#	25	14	11	1	0	9	9	4	2	0	0	0	0	0	0	0	0
Involuntary	%	100%	56.00%	44.00%	4.00%	0.00%	36.00%	36.00%	16.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Conquetions	#	212	111	101	9	1	72	58	23	35	7	7	0	0	0	0	0	0
Total Separations	%	100%	52.36%	47.64%	4.25%	0.47%	33.96%	27.36%	10.85%	16.51%	3.30%	3.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	3432	1593	1839	100	97	1122	1038	245	523	112	156	0	1	8	12	6	12
Total worklorce	%	100%	46.42%	53.58%	2.91%	2.83%	32.69%	30.24%	7.14%	15.24%	3.26%	4.55%	0.00%	0.03%	0.23%	0.35%	0.17%	0.35%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

### Table A14: CIVIL SERVICE SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

### Data as of September 30, 2016

										RA	CE/ET	HNIC	TY					
			TOTAL	ı							No	n- Hispar	ic or Lati	no				
Employment Te	nure	WC	ORKFOI	RCE	_	nic or tino	WI	hite		· African rican	As	ian	or Othe	Iawaiian r Pacific nder		n Indian ka Native	Two or n	nore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Volumtour	#	148	72	76	6	1	42	40	18	30	6	5	0	0	0	0	0	0
Voluntary	%	100%	48.65%	51.35%	4.05%	0.68%	28.38%	27.03%	12.16%	20.27%	4.05%	3.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Invalantana	#	4	1	3	1	0	0	1	0	2	0	0	0	0	0	0	0	0
Involuntary	%	100%	25.00%	75.00%	25.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Companyions	#	152	73	79	7	1	42	41	18	32	6	5	0	0	0	0	0	0
Total Separations	%	100%	48.03%	51.97%	4.61%	0.66%	27.63%	26.97%	11.84%	21.05%	3.95%	3.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	1584	634	950	46	48	374	441	152	383	53	66	0	1	5	4	4	7
Total Workforce	%	100%	40.03%	59.97%	2.90%	3.03%	23.61%	27.84%	9.60%	24.18%	3.35%	4.17%	0.00%	0.06%	0.32%	0.25%	0.25%	0.44%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

#### Table A14: FOREIGN SERVICE SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

#### Data as of September 30, 2016

										RA	CE/ET	HNIC	TY					
			TOTAL	1							No	n- Hispar	ic or Lati	no				
Employment Te	nure	WC	ORKFOI	RCE	_	nic or tino	WI	nite		African rican	As	ian	or Othe	Iawaiian r Pacific nder		n Indian ka Native	Two or n	ore races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntory	#	39	25	14	2	0	21	9	1	3	1	2	0	0	0	0	0	0
Voluntary	%	100%	64.10%	35.90%	5.13%	0.00%	53.85%	23.08%	2.56%	7.69%	2.56%	5.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Invalantana	#	21	13	8	0	0	9	8	4	0	0	0	0	0	0	0	0	0
Involuntary	%	100%	61.90%	38.10%	0.00%	0.00%	42.86%	38.10%	19.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Companyions	#	60	38	22	2	0	30	17	5	3	1	2	0	0	0	0	0	0
Total Separations	%	100%	63.33%	36.67%	3.33%	0.00%	50.00%	28.33%	8.33%	5.00%	1.67%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workfords	#	1848	959	889	54	49	748	597	93	140	59	90	0	0	3	8	2	5
Total Workforce	%	100%	51.89%	48.11%	2.92%	2.65%	40.48%	32.31%	5.03%	7.58%	3.19%	4.87%	0.00%	0.00%	0.16%	0.43%	0.11%	0.27%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

	r -	Гable В1	: USAID	TOTAL	WORKF	ORCE - 1	Distributi	on by Dis	ability [C	PM Form	n 256 Self	f-Identifi	cation Co	des]	
						D	ata as of So	eptember 3	0, 2016						
				Total by Dis	ability Status					Detail for	Targeted I	Disabilities			
Employment Tenure	t	TOTAL	No Disability	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL					<u>,</u>		!			!	!			ļ	
	#	3,790	3,516	92	182	30	15	0	2	2	0	4	2	4	1
FY 2015	%	100%	92.77%	2.43%	4.80%	0.79%	0.40%	0.00%	0.05%	0.05%	0.00%	0.11%	0.05%	0.11%	0.03%
FY 2016	#	3,889	3,593	114	182	31	15	0	2	4	0	2	2	5	1
F Y 2016	%	100%	92.39%	2.93%	4.68%	0.80%	0.39%	0.00%	0.05%	0.10%	0.00%	0.05%	0.05%	0.13%	0.03%
Difference	#	99	77	22	0	1	0	0	0	2	0	-2	0	1	0
Ratio Change	%	0%	0%	1%	0%	0.01%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	2.61%	2.19%	23.91%	0.00%	3.33%	0.00%	0.00%	0.00%	100.00%	0.00%	-50.00%	0.00%	25.00%	0.00%
Federal Goal	%					2.00%									
PERMANE	ENT														
EW 2015	#	3,303	3,065	79	159	26	15	0	2	1	0	4	1	3	0
FY 2015	%	100%	92.79%	2.39%	4.81%	0.79%	0.45%	0.00%	0.06%	0.03%	0.00%	0.12%	0.03%	0.09%	0.00%
FY 2016	#	3432	3173	98	161	26	15	0	2	2	0	2	1	4	0
F 1 2010	%	100%	92.45%	2.86%	4.69%	0.76%	0.44%	0.00%	0.06%	0.06%	0.00%	0.06%	0.03%	0.12%	0.00%
Difference	#	129	108	19	2	0	0	0	0	1	0	-2	0	1	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	3.91%	3.52%	24.05%	1.26%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	-50.00%	0.00%	33.33%	0.00%
<b>TEMPORA</b>	RY														•
	#	487	451	13	23	4	0	0	0	1	0	0	1	1	1
FY 2015	%	100%	92.61%	2.67%	4.72%	0.82%	0.00%	0.00%	0.00%	0.21%	0.00%	0.00%	0.21%	0.21%	0.21%
FY 2016	#	457	420	16	21	5	0	0	0	2	0	0	1	1	1
F 1 2010	%	100%	91.90%	3.50%	4.60%	1.09%	0.00%	0.00%	0.00%	0.44%	0.00%	0.00%	0.22%	0.22%	0.22%
Difference	#	-30	-31	3	-2	1	0	0	0	1	0	0	0	0	0
Ratio Change	%	0%	-1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	-6.16%	-6.87%	23.08%	-8.70%	25.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPI	ROP	RIATED	_												
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1 1101 F 1	%	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%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

7	<b>Table</b>	B1: CI	VIL SERV	VICE TO	TAL WO	RKFOR	CE - Dist	ribution k	y Disabil	ity [OPM	Form 25	6 Self-Ide	entificatio	n Codes]	
						D	ata as of S	eptember 3	0, 2016						
				Total by Dis	ability Status					Detail for	Targeted I	Disabilities			
Employmen Tenure	t	TOTAL	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 o 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis	Complete		Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL	!						<u> </u>								
	#	1,704	1,521	61	122	25	15	0	2	0	0	4	2	2	0
FY 2015	%	100%	89.26%	3.58%	7.16%	1.47%	0.88%	0.00%	0.12%	0.00%	0.00%	0.23%	0.12%	0.12%	0.00%
FY 2016	#	1,739	1,532	80	127	26	15	0	2	2	0	2	2	3	0
1 2010	%	100%	88.10%	4.60%	7.30%	1.50%	0.86%	0.00%	0.12%	0.12%	0.00%	0.12%	0.12%	0.17%	0.00%
Difference	#	35	11	19	5	1	0	0	0	2	0	-2	0	1	0
Ratio Change	%	0%	-1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	2.05%	0.72%	31.15%	4.10%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-50.00%	0.00%	50.00%	0.00%
Federal Goal	%					2.00%									
PERMANI	ENT_														
EX 2015	#	1,548	1,375	56	117	24	15	0	2	0	0	4	1	2	0
FY 2015	%	100%	88.82%	3.62%	7.56%	1.55%	0.97%	0.00%	0.13%	0.00%	0.00%	0.26%	0.06%	0.13%	0.00%
FY 2016	#	1584	1394	70	120	24	15	0	2	1	0	2	1	3	0
1 1 2010	%	100%	88.01%	4.42%	7.58%	1.52%	0.95%	0.00%	0.13%	0.06%	0.00%	0.13%	0.06%	0.19%	0.00%
Difference	#	36	19	14	3	0	0	0	0	1	0	-2	0	1	0
Ratio Change	%	0%	-1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	2.33%	1.38%	25.00%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-50.00%	0.00%	50.00%	0.00%
TEMPOR A	ARY														
	#	156	146	5	5	1	0	0	0	0	0	0	1	0	0
FY 2015	%	100%	93.59%	3.21%	3.21%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.64%	0.00%	0.00%
EV 2017	#	155	138	10	7	2	0	0	0	1	0	0	1	0	0
FY 2016	%	100%	89.03%	6.45%	4.52%	1.29%	0.00%	0.00%	0.00%	0.65%	0.00%	0.00%	0.65%	0.00%	0.00%
Difference	#	-1	-8	5	2	1	0	0	0	1	0	0	0	0	0
Ratio Change	%	0%	-5%	3%	1%	1%	0%	0%	0%	1%	0%	0%	0%	0%	0%
Net Change	%	-0.64%	-5.48%	100.00%	40.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APP	ROPI	RIATED													
Duion EV	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prior FY	%	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%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current I	%	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%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Tab	ole B	1: FORI	EIGN SE	RVICE T	OTAL W	ORKFO	RCE - Di	stribution	ı by Disal	bility [OP	M Form	256 Self-I	dentifica	tion Code	es]
						D	Data as of Se	eptember 3	0, 2016						
				Total by Dis	ability Status					Detail for	Targeted I	Disabilities			
Employment Tenure	t	TOTAL	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL			!	!	ļ.			!		!				ļ.	
FY 2015	#	2,086	1,997	31	60	5	0	0	0	2	0	0	0	2	1
	%	100%	95.73%	1.49%	2.88%	0.24%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%	0.10%	0.05%
FY 2016	#	2,150	2,061	34	55	5	0	0	0	2	0	0	0	2	1
	%	100%	95.86%	1.58%	2.56%	0.23%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%	0.09%	0.05%
Difference	#	64	64	3	-5	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	3.07%	3.20%	9.68%	-8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goal	%					2.00%									
PERMANE	ENT														
TY	#	1,755	1,691	23	42	2	0	0	0	1	0	0	0	1	0
FY 2015	%	100%	96.35%	1.31%	2.39%	0.11%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.06%	0.00%
EN 2016	#	1848	1779	28	41	2	0	0	0	1	0	0	0	1	0
FY 2016	%	100%	96.27%	1.52%	2.22%	0.11%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.00%
Difference	#	93	88	5	-1	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	5.30%	5.20%	21.74%	-2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TEMPORA	ARY														
	#	331	305	8	18	3	0	0	0	1	0	0	0	1	1
FY 2015	%	100%	92.15%	2.42%	5.44%	0.91%	0.00%	0.00%	0.00%	0.30%	0.00%	0.00%	0.00%	0.30%	0.30%
	#	302	282	6	14	3	0	0	0	1	0	0	0	1	1
FY 2016	%	100%	93.38%	1.99%	4.64%	0.99%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.33%	0.33%
Difference	#	-29	-23	-2	-4	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	1%	0%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	-8.76%	-7.54%	-25.00%	-22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPI	ROP	RIATED	<u></u>												
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prior FY	%	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%
Cramor-4 EV	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current FY	%	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%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Ta	able	e <b>B3: US</b>	AID PEF	RMANEN	IT OCCU	PATIO	NAL CAT	<b>TEGORI</b>	ES - Dist	ribution	by Disabi	ility Emp	loyees		
						Data as	of Septemb	er 30, 201	6						
				Total by Dis	ability Status	1				Detail for	Targeted l	Disabilities	3		
Occupational Category		Total WF	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
1. Officials and Managers - Executive/Senior Level (GS- 15, FS-01	#	650	617	12	21	3	0	0	1	2	0	0	0	0	0
and Above)	%	100%	94.92%	1.85%	3.23%	0.46%	0.00%	0.00%	0.15%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%
- Mid-Level (GS-13, GS-14, and	#	251	235	5	11	1	1	0	0	0	0	0	0	0	0
FS-02)	%	100%	93.63%	1.99%	4.38%	0.40%	0.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- First-Level (GS-12, FS-03 and	#	98	91	4	3	0	0	0	0	0	0	0	0	0	0
Below)	%	100%	92.86%	4.08%	3.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Other Officials and Managers	#	1527	1396	54	77	9	3	0	1	0	0	2	0	3	0
	%	100%	91.42%	3.54%	5.04%	0.59%	0.20%	0.00%	0.07%	0.00%	0.00%	0.13%	0.00%	0.20%	0.00%
Officials and Managers -	#	2526	2339	75	112	13	4	0	2	2	0	2	0	3	0
TOTAL	%	100%	92.60%	2.97%	4.43%	0.51%	0.16%	0.00%	0.08%	0.08%	0.00%	0.08%	0.00%	0.12%	0.00%
2. Des fermionals	#	710	657	17	36	10	9	0	0	0	0	0	0	1	0
2. Professionals	%	100%	92.54%	2.39%	5.07%	1.41%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%
3. Technicians	#	135	131	2	2	0	0	0	0	0	0	0	0	0	0
5. Technicians	%	100%	97.04%	1.48%	1.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	%	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%
5. Administrative Support	#	61	46	4	11	3	2	0	0	0	0	0	1	0	0
Workers	%	100%	75.41%	6.56%	18.03%	4.92%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%	0.00%	0.00%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
o. Clait Workers	%	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%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Operatives	%	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%
8. Labors and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
o. Labors and Helpers	%	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%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Service workers	%	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%

# Table B3: CIVIL SERVICE PERMANENT OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Data as of September 30, 2016

		1	N			Data a	s of Septe	<u>ember 30,</u>	2010						
			Т	otal by Disa	ability Stat	us				Detail fo	r Target	ed Disabilit	ies		
Occupational Category		Total WF	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
1. Officials and Managers - Executive/Senior Level (Grades 15 and	#	263	242	9	12	2	0	0	1	1	0	0	0	0	0
Above	%	100%	92.02%	3.42%	4.56%	0.76%	0.00%	0.00%	0.38%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%
- Mid-Level (Grades 13-14)	#	67	57	3	7	1	1	0	0	0	0	0	0	0	0
- Wild-Level (Grades 13-14)	%	100%	85.07%	4.48%	10.45%	1.49%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- First-Level (Grades 12 and	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
Below)	%	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%
- Other Officials and Managers	#	832	728	39	65	9	3	0	1	0	0	2	0	3	0
Other Officials and Managers	%	100%	87.50%	4.69%	7.81%	1.08%	0.36%	0.00%	0.12%	0.00%	0.00%	0.24%	0.00%	0.36%	0.00%
Officials and Managers -	#	1162	1027	51	84	12	4	0	2	1	0	2	0	3	0
ΓΟΤΑL	%	100%	88.38%	4.39%	7.23%	1.03%	0.34%	0.00%	0.17%	0.09%	0.00%	0.17%	0.00%	0.26%	0.00%
2. Professionals	#	334	296	14	24	9	9	0	0	0	0	0	0	0	0
2. I Totessionais	%	100%	88.62%	4.19%	7.19%	2.69%	2.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3. Technicians	#	27	25	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	92.59%	3.70%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support	#	61	46	4	11	3	2	0	0	0	0	0	1	0	0
Workers	%	100%	75.41%	6.56%	18.03%	4.92%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%	0.00%	0.00%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K	%	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%
8. Labors and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	# %	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

# Table B3: FOREIGN SERVICE PERMANENT OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

#### Data as of September 30, 2016

			Т	otal by Disa	bility Stat	us				Detail fo	r Targete	ed Disabilit	ies		
Occupational Category		Total WF	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
1. Officials and Managers -	#	387	375	3	9	1	0	0	0	1	0	0	0	0	0
Executive/Senior Level (FS-01 and Above	%	100%	96.90%	0.78%	2.33%	0.26%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%
-Mid-Level (FS 02)	#	184	178	2	4	0	0	0	0	0	0	0	0	0	0
	%	100%	96.74%	1.09%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- First-Level (FS 03 and Below)	#	98	91	4	3	0	0	0	0	0	0	0	0	0	0
	%	100%	92.86%	4.08%	3.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Other Officials and Managers	#	695	668	15	12	0	0	0	0	0	0	0	0	0	0
	%	100%	96.12%	2.16%	1.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers -	#	1364	1312	24	28	1	0	0	0	1	0	0	0	0	0
TOTAL	%	100%	96.19%	1.76%	2.05%	0.07%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%
2 Drofossionals	#	376	361	3	12	1	0	0	0	0	0	0	0	1	0
2. Professionals	%	100%	96.01%	0.80%	3.19%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%
3. Technicians	#	108	106	1	1	0	0	0	0	0	0	0	0	0	0
5. Technicians	%	100%	98.15%	0.93%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	%	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%
5. Administrative Support	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Workers	%	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%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
o. Craft Workers	%	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%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
. Operauves	%	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%
8. Labors and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
o. Labors and Heipers	%	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%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Betvice Wolkers	%	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%

Table B4: CIVI	L S	ERVI	CE PER	MANEN	T PART	TCIPAT	ION RA	TES FO	R GENE	ERAL SO	CHEDUI	LE (GS)	GRADE	S by Disa	ability
						Data a	s of Septe	mber 30, 2	016						
			7	Fotal by Dis	ability Statu	s			]	Detail for	Targeted	Disabilitie	es		
GS/GM, SES, AND RELATE GRADES	D	Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G5 - V1	%	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%
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G5 02	%	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%
GS - 03	#	1	0	0	1	1	0	0	0	0	0	0	1	0	0
	%	100%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
GS - 04	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 05	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	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%
GS - 06	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0
	<b>%</b>	100%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 07	#	7	3	1	3	1	1	0	0	0	0	0	0	0	0
	% #	100%	42.86%	14.29%	42.86%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 08	%	25	17	3	5	1 000/	1 000/	0	0	0	0	0	0	0	0
	<b>#</b>	100%	68.00%	12.00%	20.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS- 09	%	57	45	5 260/	9	2 510/	1.750/	0	0	0	0	0	0	1.750/	0
	#	100%	78.95% 7	5.26%	15.79%	3.51%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.75%	0.00%
GS - 10	%	100%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	83	65	7	12.30%	5	5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 11	%	100%	78.31%	8.43%	13.25%	6.02%	6.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	158	128	13	17	4	3	0.0070	0.0070	0.0070	0.0070	1	0.0070	0.0070	0.0070
GS - 12	%	100%	81.01%	8.23%	10.76%	2.53%	1.90%	0.00%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%	0.00%
	#	366	327	19	20	4	3	0	0	0	0	0	0	1	0
GS - 13	%	100%	89.34%	5.19%	5.46%	1.09%	0.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%
	#	494	455	8	31	3	1	0	0	0	0	1	0	1	0
GS - 14	%	100%	92.11%	1.62%	6.28%	0.61%	0.20%	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.20%	0.00%
GG 15	#	333	302	12	19	2	0	0	1	1	0	0	0	0	0
GS - 15	%	100%	90.69%	3.60%	5.71%	0.60%	0.00%	0.00%	0.30%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service Corps	#	45	40	3	2	1	0	0	1	0	0	0	0	0	0
(ES, ST, SL)	%	100%	88.89%	6.67%	4.44%	2.22%	0.00%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1584	1394	70	120	24	15	0	2	1	0	2	1	3	0
Total Workforce	%	100%	88.01%	4.42%	7.58%	1.52%	0.95%	0.00%	0.13%	0.06%	0.00%	0.13%	0.06%	0.19%	0.00%

#### Table B4: CIVIL SERVICE TEMPORARY PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability Data as of September 30, 2016 **Total by Disability Status Detail for Targeted Disabilities** GS/GM, SES, AND RELATED Total Missing Complete Severe GRADES No Disability Not Identified Disability [06-Targeted Hearing [16/17 | Vision [23/25 or Partial Paralysis Psychiatric Paralysis [71-78 Extremities [28 Epilepsy [82] Dwarfism [92] Intellectual [64-68 or 69] [05] [01] Disability or 181 211 Disability [91] 32-38 or 301 or 791 Disability [90] 0 0 0 0 0 0 0 GS - 01 % 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 0 0 0 0 0 0 0 0 0 0 0 0 0 **GS - 02** % 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% 4 0 0 0 0 0 0 0 **GS - 03** % 100% 75.00% 0.00% 25.00% 25.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 25.00% 0.00% 0.00% # 5 4 0 0 0 0 0 0 0 0 0 0 0 GS - 04 % 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 0 0 0 0 0 0 0 0 0 0 0 0 0 **GS - 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 0 0 0 0 0 0 0 0 0 0 0 0 0 **GS - 06** % 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% # 8 2 0 0 0 0 0 0 0 0 0 0 6 GS - 07 % 100% 75.00% 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 0 0 0 0 0 0 0 0 0 0 0 0 0 **GS - 08** % 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 0 0 0 0 0 GS- 09 % 100% 20.00% 20.00% 60.00% 20.00% 0.00% 0.00% 0.00% 20.00% 0.00% 0.00% 0.00% 0.00% 0.00% # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 **GS - 10** % 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 0 0 0 0 0 0 0 0 0 0 **GS - 11** % 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% 3 3 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% 2 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% # 10 10 0 0 0 0 0 0 0 0 0 0 0 0 **GS - 14** % 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% # 15 18 3 0 0 0 0 0 0 0 GS - 15 % 100% 83.33% 16.67% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 84 81 3 0 0 0 0 0 0 0 0 0 0 0 letermined, Experts and % 100% 96.43% 3.57% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% Consultants) 11 10 0 0 0 0 0 0 0 0 0 0 0 Executive (EX) % 100% 90.91% 9.09% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 2 2 0 0 0 0 0 0 0 0 0 0 0 0 Senior Ex. Service Corps (ES, ST, SL. IG) % 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%

138

89.03%

10

6.45%

4.52%

2

1.29%

0

0.00%

0

0.00%

0

0.00%

0.65%

0

0.00%

0

0.00%

0.65%

0

0.00%

0

0.00%

155

100%

%

Total Workforce

Table B4: F0	)R	EIGN SI	ERVICE	PERMA	NENT P	ARTICI	PATION	RATES	FOR FO	REIGN	SERVIC	CE (FS) G	GRADES	by Disal	oility
						Data a	as of Septe	mber 30, 2	2016						J
				Total by Disa	ability Status	5				Detail for	Targeted 1	Disabilities	S		
FP/FO, SFS, AND RELATI GRADES	ED	Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
FS-06	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
15-00	%	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%
FS-05	#	87	82	3	2	0	0	0	0	0	0	0	0	0	0
r5-05	%	100%	94.25%	3.45%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EC 04	#	253	242	5	6	0	0	0	0	0	0	0	0	0	0
FS-04	%	100%	95.65%	1.98%	2.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-03	#	611	584	11	16	1	0	0	0	0	0	0	0	1	0
r 8-03	%	100%	95.58%	1.80%	2.62%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%
FS-02	#	411	400	4	7	0	0	0	0	0	0	0	0	0	0
FS-02	%	100%	97.32%	0.97%	1.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-01	#	306	293	5	8	1	0	0	0	1	0	0	0	0	0
r S-01	%	100%	95.75%	1.63%	2.61%	0.33%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Carian Fansian Caurias	#	176	174	2	0	0	0	0	0	0	0	0	0	0	0
Senior Foreign Service	%	100%	98.86%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Worl-force	#	1848	1779	28	41	2	0	0	0	1	0	0	0	1	0
Total Workforce	%	100%	96.27%	1.52%	2.22%	0.11%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.00%

Table B4: FOl	RE	IGN SE	RVICE T	ГЕМРОІ	RARY PA	ARTICII	PATION	RATES	FOR FO	OREIGN	SERVI	CE (FS)	GRADES	S by Disa	ability
						Data a	s of Septer	nber 30, 2	016						
			,	Total by Dis	ability Status	s				Detail for	Targeted	Disabilitie	s		
FP/FO, SFS, AND RELATI GRADES	ED	Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
FS-06	#														
15 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%
FS-05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
15-05	%	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%
FS-04	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
F5-04	%	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%
EC 02	#	66	62	2	2	1	0	0	0	0	0	0	0	1	0
FS-03	%	100%	93.94%	3.03%	3.03%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.52%	0.00%
EC 03	#	143	134	2	7	0	0	0	0	0	0	0	0	0	0
FS-02	%	100%	93.71%	1.40%	4.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EC 01	#	83	76	2	5	2	0	0	0	1	0	0	0	0	1
FS-01	%	100%	91.57%	2.41%	6.02%	2.41%	0.00%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	1.20%
C	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
Senior Foreign Service	%	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%
TO 4 1557 1 C	#	302	282	6	14	3	0	0	0	1	0	0	0	1	1
Total Workforce	%	100%	93.38%	1.99%	4.64%	0.99%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.33%	0.33%

		Table I	B6: PAR	TICIPA	TION RA	ATES FO	OR MAJ	OR OCC	CUPATIO	NS - Dis	tributior	ı by Disal	oility		
						Data	as of Sept	ember 30,	2016						
			Т	Total by Dis	ability Statu	s				Detail fo	r Targete	d Disabiliti	es		
		Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0301 Miscellaneous	#	251	217	13	21	4	1	0	1	0	0	1	0	1	0
Administration & Program	%	100%	86.45%	5.18%	8.37%	1.59%	0.40%	0.00%	0.40%	0.00%	0.00%	0.40%	0.00%	0.40%	0.00%
0340 Program	#	41	37	2	2	0	0	0	0	0	0	0	0	0	0
Management	%	100%	90.24%	4.88%	4.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 Administrative	#	64	53	5	6	0	0	0	0	0	0	0	0	0	0
Officer	%	100%	82.81%	7.81%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 Management	#	244	219	8	17	0	0	0	0	0	0	0	0	0	0
Program Analysis	%	100%	89.75%	3.28%	6.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0511 Auditing	#	48	40	4	4	1	1	0	0	0	0	0	0	0	0
0311 Auditing	%	100%	83.33%	8.33%	8.33%	2.08%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0601 General Health	#	30	29	1	0	0	0	0	0	0	0	0	0	0	0
Science	%	100%	96.67%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0685 Public Health	#	36	33	1	2	0	0	0	0	0	0	0	0	0	0
Program Specialist	%	100%	91.67%	2.78%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1102 Contracting	#	151	145	3	3	0	0	0	0	0	0	0	0	0	0
1102 Contracting	%	100%	96.03%	1.99%	1.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		Ta	ble B6: P	ARTICIP	PATION R	ATES FO	OR MAJO	R OCCU	PATIONS	S - Distrib	ution by I	Disability			
				Total by Dis	ability Status					Detail for	Targeted I	Disabilities			
		Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0301 Miscellaneous Administration &	#	84	77	5	2	1	0	0	0	1	0	0	0	0	0
Program	%	100%	91.67%	5.95%	2.38%	1.19%	0.00%	0.00%	0.00%	1.19%	0.00%	0.00%	0.00%	0.00%	0.00%
0340 Program	#	19	18	1	0	0	0	0	0	0	0	0	0	0	0
Management	%	100%	94.74%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 Administrative	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Officer	%	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%
0343 Management	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0
Program Analysis	%	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%
0511 Auditing	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
0311 Additing	%	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%
0601 General Health	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Science	%	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%
0685 Public Health	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Program Specialist	%	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%
1102 Contracting	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1102 Contracting	%	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%

		Table B	6: PAR	TICIPA	ΓΙΟΝ RA	ATES FO	OR MAJ	OR OCC	CUPATIO	NS - Dis	tributio	n by Disa	bility		
			Т	Total by Disa	ability Statu	s				Detail fo	r Targete	d Disabiliti	es		
		Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Backstop 01 Mission Directors and Executive	#	192	189	0	3	1	0	0	0	1	0	0	0	0	0
Level Positions	%	100%	98.44%	0.00%	1.56%	0.52%	0.00%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%
Backstop 02/94	#	313	303	4	6	0	0	0	0	0	0	0	0	0	0
Program/Project Developmen	%	100%	96.81%	1.28%	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Backstop 50 Health	#	157	155	1	1	0	0	0	0	0	0	0	0	0	0
Science	%	100%	98.73%	0.64%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Backstop 76 Democracy, Crisis,	#	181	174	6	1	0	0	0	0	0	0	0	0	0	0
Stabilization, and Governance	%	100%	96.13%	3.31%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	,	Table Bo	6: PART	TCIPAT	ION RA	TES FO	R MAJO	OR OCC	UPATIO	NS - Dist	ribution	by Disab	ility		
			Т	Total by Disa	ability Statu	s				Detail fo	r Targete	d Disabiliti	es		
		Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Backstop 01 Mission	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
Directors and Executive Level Positions	%	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%
-	#	51	49	1	1	0	0	0	0	0	0	0	0	0	0
Backstop 02/94 Program/Project Developmen	%	100%	96.08%	1.96%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Backstop 50 Health	#	72	66	2	4	1	0	0	0	1	0	0	0	0	0
Science	%	100%	91.67%	2.78%	5.56%	1.39%	0.00%	0.00%	0.00%	1.39%	0.00%	0.00%	0.00%	0.00%	0.00%
Backstop 76 Democracy,	#	35	32	1	2	0	0	0	0	0	0	0	0	0	0
risis, Stabilization, and lovernance	%	100%	91.43%	2.86%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		Table	e B8: US	SAID TO	OTAL N	EW HI	RES By	Type of	Appointm	ent - Distr	ibution	by Disa	bility		
						Dat	ta as of Se	eptember	30, 2016						
				Total by Disa	ability Status					Tai	rgeted Disab	ility			
Type of Appointmen	ıt	Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Dommonont	#	329	290	20	19	2	0	0	0	1	0	0	0	1	0
Permanent	%	100%	88.15%	6.08%	5.78%	0.61%	0.00%	0.00%	0.00%	0.30%	0.00%	0.00%	0.00%	0.30%	0.00%
Тотпоновы	#	96	83	8	5	1	0	0	0	1	0	0	0	0	0
Temporary	%	100%	86.46%	8.33%	5.21%	1.04%	0.00%	0.00%	0.00%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	425	373					0	0	2	0	0	0	1	0
Tutai	%	100%	87.76%	6.59%	5.65%	0.71%	0.00%	0.00%	0.00%	0.47%	0.00%	0.00%	0.00%	0.24%	0.00%

Т	abl	le B8:	CIVIL	SERVI(	CE TOTA	AL NEV	V HIRE	S By Ty	pe of App	ointment -	Distrib	ution by	Disabilit	y	
						Dat	ta as of Se	ptember	30, 2016						
				Total by Disa	ability Status					Tar	rgeted Disab	ility			
Type of Appointmen	ıt	Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Downsont	#	183	150	16	17	2	0	0	0	1	0	0	0	1	0
Permanent	%	100%	81.97%	8.74%	9.29%	1.09%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.55%	0.00%
Татамами	#	61	49	7	5	1	0	0	0	1	0	0	0	0	0
Temporary	%	100%	80.33%	11.48%	8.20%	1.64%	0.00%	0.00%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	244	199	23	22	3	0	0	0	2	0	0	0	1	0
1 Otal	%	100%	81.56%	9.43%	9.02%	1.23%	0.00%	0.00%	0.00%	0.82%	0.00%	0.00%	0.00%	0.41%	0.00%

Tal	ole :	B8: F	OREIG	N SERV	TCE TO	TAL N	EW HI	RES By	Гуре of Ар	ppointmen	t - Disti	ribution	by Disabi	lity	
						Dat	ta as of Se	eptember	30, 2016						
				Total by Disa	ability Status					Tar	rgeted Disab	ility			
Type of Appointmen	nt	Total	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	16/17 or 181 [23/25 or 21] Extremities [28, 64-68 or 69] [71-78 or Epilepsy [82]]		Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
Downsont	#	146	140	4	2	0	0	0	0	0	0	0	0	0	0
Permanent	%	100%	95.89%	2.74%	1.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Тотпонону	#	35	34	1	0	0	0	0	0	0	0	0	0	0	0
Temporary	%	100%	97.14% 2.86% 0.00% 0.00%				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	181	-	5	2	0	0	0	0	0	0	0	0	0	0
1 Otal	%	100%	96.13%	2.76%	1.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		Table B1	3: USAI	D EMPI	OYEE					- Distril	oution by	y Disabili	ty		
			ı			Data as of	Septemb	er 30, 201	.6						
Recognition or Award			7	Γotal by Dis	ability Stat	us				Detail f	or Target	ed Disabilit	ties		
Program # Awards Give Total Cash	n	TOTAL	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Time-Off Awards, 1-9 hours															
T-4-1 Time Off Armed Cine	#	19	14	2	3	1	1	0	0	0	0	0	0	0	0
Total Time-Off Awards Given	%	100.00%	73.68%	10.53%	15.79%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		156	114	16	26	9	9	0	0	0	0	0	0	0	0
Average Hours		8.21	8.14	8.00	8.67	9.00	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards - 9+ hours															
	#	120	107	4	9	5	3	0	1	0	0	0	0	1	0
Total Time-Off Awards Given	%	100.00%	89.17%	3.33%	7.50%	4.17%	2.50%	0.00%	0.83%	0.00%	0.00%	0.00%	0.00%	0.83%	0.00%
Total Hours		2861	2542	76	243	131	75	0	32	0	0	0	0	24	0
Average Hours		23.84	23.76	19.00	27.00	26.20	25.00	0.00	32.00	0.00	0.00	0.00	0.00	24.00	0.00
Cash Awards: \$100 - \$500					•			•		•					
Total Cash Awards Given	#	436	407	16	13	0	0	0	0	0	0	0	0	0	0
Total Cash Hwards Given	%	100	93.35%	3.67%	2.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		141125	130695	5882	4549	0	0	0	0	0	0	0	0	0	0
Average Amount		\$323.68	\$321.12	\$367.63	\$349.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Awards: \$501+															
Tetal Code Assessed Circus	#	1685	1572	37	76	12	8	0	1	0	0	1	0	2	0
Total Cash Awards Given	%	100.00%	93.29%	2.20%	4.51%	0.71%	0.47%	0.00%	0.06%	0.00%	0.00%	0.06%	0.00%	0.12%	0.00%
Total Amount		3471056.11	3269732.1	62030	138615	17926	11476	0	2250	0	0	1600	0	2600	0
Average Amount		\$2,059.97	\$2,079.98	\$1,676.49	\$1,823.88	\$1,493.83	\$1,434.50	\$0.00	\$2,250.00	\$0.00	\$0.00	\$1,600.00	\$0.00	\$1,300.00	\$0.00
Quality Step Increases:															
Total QSI Award	#	22	21	0	1	0	0	0	0	0	0	0	0	0	0
ZOR TRIBUTE	%	100.00%	95.45%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		59905	56451	0	3454	0	0	0	0	0	0	0	0	0	0
Average Benefit		\$2,722.95	\$2,688.14	\$0.00	\$3,454.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Time-Off awards are Nature of Act		•													
Cash awards are NOACs 840, 841, Quality Step Increases (QSI) NOA			45, 848, 849	and 871.											
Quanty Step Increases (QSI) NOA	L 18	074.													

Table B13: C	IVIL SEI	RVICE P	ERMA	NENT E	MPLOY	EE RE	COGNI	ΓΙΟΝ ΑΝ	ND AW	ARDS - I	Distributi	on by Disa	bility	
				]	Data as c	of Septeml	ber 30, 20	16						
Recognition or Award		Т	otal by Disa	ability Statu	s				Detail f	or Targeto	ed Disabilit	ties		
Program # Awards Given Total Cash	TOTAL	No Disability [05]	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Γime-Off Awards, 1-9 hours														•
Fotal Time-Off Awards Given	16	68.75%	2 12.50%	3 18.75%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fotal Hours	132	90	16	26	9	9	0	0	0	0	0	0	0	0
Average Hours	8.25	8.18	8.00	8.67	9.00	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Γime-Off Awards - 9+ hours														•
Total Time-Off Awards Given	101	88 87.13%	3.96%	9 8.91%	5 4.95%	2.97%	0.00%	0.99%	0.00%	0.00%	0.00%	0.00%	0.99%	0.00%
Total Hours	2446	2127	76	243	131	75	0	32	0	0	0	0	24	0
Average Hours	24.22	24.17	19.00	27.00	26.20	25.00	0.00	32.00	0.00	0.00	0.00	0.00	24.00	0.00
Cash Awards Under \$500														
Fotal Cash Awards Given	226	204	12	10	0	0	0	0	0	0	0	0	0	0
Fotal Amount	100.00% 79518	90.27%	5.31%	4.42% 3249	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	352	353	349	3249	0	0	0	0	0	0	0	0	0	0
Average Amount  Cash Awards \$501+	332	333	349	323	U	U	0	U	l 0	Ü	Ü	Ü	U	U
μ	872	789	27	56	11	8	0	1	0	0	1	0	1	0
Fotal Cash Awards Given	100.00%	90.48%	3.10%	6.42%	1.26%	0.92%	0.00%	0.11%	0.00%	0.00%	0.11%	0.00%	0.11%	0.00%
Total Amount	1821766	1674245	45875	101647	16126	11476	0	2250	0	0	1600	0	800	0
Average Amount	2089	2122	1699	1815	1466	1435	0	2250	0	0	1600	0	800	0
Quality Step Increases:														•
Fotal QSI Award	3 100.00%	3 100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit	7,441	7,441	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit	\$2,480.33	\$2,480.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Time-Off awards are Nature of Action		,												
Cash awards are NOACs 840, 841, 84 Quality Step Increases (QSI) NOAC is		45, 848, 849	and 871.											

Table B13:	FO	REIGN S	ERVIC	E PERM	ANENT	EMPLO	YEE RI	ECOGN	ITION A	ND AW	ARDS -	Distribut	tion by Di	sability	
						Data as of	Septemb	er 30, 201	16						
Recognition or Award			ŗ	Fotal by Dis	ability Stat	us				Detail f	or Target	ed Disabilit	ties		
Program # Awards Giv Total Cash	en	TOTAL	No Disability	Not Identified [01]	Disability [06- 98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Total Time-Off Awards Given	%	100.00%	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%
Total Hours	,	24	24	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		8.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0
Total Time-Off Awards Given	%	100.00%	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%
Total Hours	*	415	415	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		21.84	21.84	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 Under \$500															
T (10 1 )   C	#	210	203	4	3	0	0	0	0	0	0	0	0	0	0
Total Cash Awards Given	%	100.00%	96.67%	1.90%	1.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		61607	58607	1700	1300	0	0	0	0	0	0	0	0	0	0
Average Amount		\$293.37	\$288.70	\$425.00	\$433.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Awards \$501+		•	•	•					•				•	•	
	#	813	783	10	20	1	0	0	0	0	0	0	0	1	0
Total Cash Awards Given	%	100.00%	96.31%	1.23%	2.46%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%
Total Amount		1649290.11	1595487.1	16155	36968	1800	0	0	0	0	0	0	0	1800	0
Average Amount		\$2,028.65	\$2,037.66	\$1,615.50	\$1,848.40	\$1,800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Quality Step Increases:															
Total QSI Award	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
<u> </u>	%	100.00%	94.74%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		52,464	49,010	0	3,454	0	0	0	0	0	0	0	0	0	0
Average Benefit		\$2,761.26	\$2,722.78		\$3,454.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Time-Off awards are Nature of A															
Cash awards are NOACs 840, 84			45, 848, 849	and 871.											
Quality Step Increases (QSI) NO	AC IS	074.													

			•			D	ata as of S	eptember	30, 2016								
			To	otal by Disa	ability Stati	us		Detail for Targeted Disabilities									
Type of Separation		TOTAL	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92		
Voluntary	#	187	167	5	15	1	0	0	0	0	0	1	0	0	0		
voluntary	%	100%	89.30%	2.67%	8.02%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%		
voluntary	#	25	22	0	3	1	0	0	0	0	0	1	0	0	0		
					12 000/	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%		
involuntary	%	100%	88.00%	0.00%	12.00%	4.0070	******	0.0070	0.0070	0.0070	0.0070	100.0070	0.0070				
mvoiuntary	%	100%	88.00%	0.00%	12.00%	4.0070		0.0070	0.0070	0.0070	0.0070	100.0070	0.007		l .		
<u> </u>	#	212	189	5	12.00%	2	0	0	0	0	0	2	0	0	0		
Fotal Separations			<u> </u>												0 0.00%		
<u> </u>	#	212	189	5	18	2	0	0	0	0	0	2	0	0			
<u> </u>	#	212	189	5	18	2	0	0	0	0	0	2	0	0	<u> </u>		

#   148	Total by I  To Disability   Not   Identifie   [01]	isability Stat	us			· · · · · · · · · · · · · · · · · · ·							
No I   No I	lo Disability Identifie			Detail for Targeted Disabilities									
Total Separations		Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
	128 5	15	1	0	0	0	0	0	1	0	0	0	
100%   73	86.49% 3.38%	10.14%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.68%	0.00%	0.00%	0.00%	
Total Separations   100%   80	3 0 75.00% 0.00%	1 25.00%	1 25.00%	0.00%	0 0.00%	0.00%	0 #DIV/0!	0.00%	1 100.00%	0 0.00%	0 0.00%	0.00%	
Total Separations	121 5	16	2	0		0	0	0				0	
# 1584	131 5 86.18% 3.29%	16	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	1.32%	0.00%	0.00%	0.00%	
	-	<u>'</u>	<u> </u>	•	<u> </u>								
Total Workforce	1394 70	120	24	15	0	2	1	0	2	1	3	0	
% 100% 88	88.01% 4.42%	7.58%	1.52%	0.95%	0.00%	0.13%	0.06%	0.00%	0.13%	0.06%	0.19%	0.00%	
This table excludes temporary employees.  Voluntary separations nature of action codes				<u> </u>			•	_		_			

	T	able B	14: FOR	EIGN S	ERVIC		ARATIO	-	<u> </u>	eparation	- Distrib	oution by	Disability	7	
			To	otal by Disa	ability Stat			eptember	50, 2010	Detail fo	r Targetee	d Disabiliti	es		
Type of Separation		TOTAL	No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64- 68 or 69]	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntour	#	39	39	0	0	0	0	0	0	0	0	0	0	0	0
Voluntary	%	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%
		I	1					Г.		1 .		Г.		T .	I .
Involuntary	#	21	19	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	90.48%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	60	58	0	2	0	0	0	0	0	0	0	0	0	0
Total Separations	%	100%	96.67%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	302	282	6	14	3	0	0	0	1	0	0	0	1	1
	%	100%	93.38%	1.99%	4.64%	0.99%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.33%	0.33%
This table excludes temp							_								
Voluntary separations na	ature	of action of	codes (NOA	Cs): 301, 30	)2, 317, 350	), and 352									