

NATIONAL TRANSPORTATION SAFETY BOARD



MANAGEMENT DIRECTIVE (MD-715) REPORT FY 2012

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL BOARD ANNUAL EEO PROGRAM STATUS REPORT
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For period covering October 1, 2011 to September 30, 2012

PART A Department or Board Identifying Information	1. Board		1. National Transportation Safety Board	
	1.a. 2 nd level reporting component		Equal Employment Opportunity Office	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 490 L'Enfant Plaza	
	3. City, State, Zip Code		3. Washington, DC 20594	
	4. CPDF Code	5. FIPS code(s)	4.	5.

PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 422
	2. Enter total number of temporary employees	2. 0
	3. Enter total number employees paid from non-appropriated funds	3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]	422

OK. HPART C Board Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Board Official Title	1. Chairman, National Transportation Safety Board
	2. Board Head Designee	2. Deborah A.P. Hersman, NTSB Acting Chairman
	3. Principal EEO Director/Official Official Title/series/grade	3. Fara D. Guest, EEODI Director, GS-260-14
	4. Title VII Affirmative EEO Program Official	4. Fara D. Guest, EEODI Director, GS-260-14
	5. Section 501 Affirmative Action Program Official	5. Fara D. Guest, EEODI Director, GS-260-14

	6. Complaint Processing Program Manager	6. Fara D. Guest, EEODI Director, GS-260-14
	7. Other Responsible EEO Staff	None exist

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

EEOC FORMS and Documents Included With This Report		
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
Brief paragraph describing the Board's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
Summary of results of Board's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	N/A	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans

deficiencies		
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	x	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart

**FEDERAL BOARD ANNUAL
EEO PROGRAM STATUS REPORT**

National
Transportation
Safety Board

For period covering October 1, 2011 to September 30, 2012

EXECUTIVE SUMMARY

INTRODUCTION

On October 1, 2003, Management Directive 715 (MD-715) became effective and superseded previous Equal Employment Opportunity Commission (EEOC) guidelines on Federal affirmative employment. Under the new set of guidelines, EEOC emphasized that Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended, require federal agencies to take proactive steps to ensure equal employment opportunity for all employees and applicants for employment. The overarching objective of MD-715 is to assist agencies with establishing systems that monitor compliance with Federal anti-discrimination statutes and proactively prevent potential discrimination.

MISSION

The National Transportation Safety Board (NTSB) is an independent Federal agency with approximately 422 permanent employees charged by Congress with investigating civil aviation accidents in the United States and significant accidents in the railroad, highway, marine, and pipeline transportation modes, and with issuing safety recommendations designed to prevent future accidents.

The NTSB derives its authority from Title 49 of the United States Code, Chapter 11 and its rules of are available in [Chapter VIII, Title 49 of the Code of Federal Regulations](#).

The NTSB's Legislative Mandate:

- Maintaining our Congressionally mandated independence and objectivity;
- Conducting objective, precise accident investigations and safety studies;
- Performing fair and objective airman and mariner certification appeals;
- Advocating and promoting safety recommendations; and
- assisting victims of transportation accidents and their families.

As the NTSB faces the challenge of significant workload growth and the increasing number of retirements, we will continue to recruit, develop, and retain a high-performing workforce. The NTSB's Strategic Plan for Fiscal Years 2013-2016 serves as a roadmap that will guide us over the next 3 years. The priority strategic goals, objectives, strategies and measures are the tangible standards used to gauge our success in changing our commitments to all who depend on our

performance and stewardship.

The plan begins with our revised mission and the expansion of our core agency values of transparency, accountability, integrity to include diversity and inclusion in the workplace. The aim of the plan is to stimulate and promote beneficial change within the transportation community which helps fulfill and is consistent with our mission and core values.

The NTSB will engage its entire workforce to sustain an inclusive, innovative and collaborative workplace. The NTSB senior management team is fully committed to achieving a workforce that is high performing and diverse, composed of a full representation of women, men, minority groups, people with disabilities, and our American veterans. The concept of diversity also encompasses differences of culture, background and life experiences. Achieving diversity and inclusion requires the commitment of all employees to work together in the execution of our national transportation safety mission.

AGENCY EEO, DIVERSITY AND INCLUSION ACCOMPLISHMENTS DURING FY2012

Fiscal Year (FY) 2012 was a time of tremendous growth for the NTSB's Equal Employment Opportunity, Diversity and Inclusion (EEODI) program. Supported by agency leadership, the EEODI Director promoted the program's role and was fully integrated in the NTSB governance structure. The EEODI program gained greater visibility and credibility, which supported agency leadership's goals of creating a work environment that is inclusive, fair, and committed to equal employment opportunity and merit principles. The reinvigorated EEODI program helped the agency take a positive step towards achieving its goal of and modeling values associated increased diversity and inclusion employee viewpoint scores in employee's perception of management's support for diversity and inclusion in 2012.

FY 2012 accomplishments, as identified below, reflect the agency's strong commitment to the EEODI program and to the Six Essential Elements under Management Directive 715.

Strong Special Awareness Month Programming

In 2012 the EEODI Director recruited and selected a Federal Women's Employment Program Manager (WEPM) to serve a 2-year collateral appointment.

In February 2012, the NTSB, in conjunction with the Southwest Interagency Committee (SWIC), presented a Black History Month Commemorative Program with the theme ***Black Women in American History and Culture***. The keynote speaker was A'Lelia Bundles, the author of ***On Her Own Ground, the Life and Times of Madam C.J. Walker***.

In March 2012, in conjunction with the SWIC, the NTSB presented a National Women's History Month Commemorative Program with the theme ***Women's Education – Women's Empowerment***. The keynote speaker was Gwendolyn E. Boyd, a mechanical engineer and civic leader.

In May 2012, the NTSB Special Emphasis Program Manager (SEPM), in conjunction with the SWIC, presented the 2012 Asian American and Pacific Islander Heritage Month Observance Program. The 2012 theme was ***Striving for Excellence in Leadership, Diversity and Inclusion***. The keynote speaker was Dotti Li, Managing Director of TransPacific Communications and Dorothy Gnos Hoffman, author of the ***Asian American Superwoman*** was a special guest. Also, in May 2012, the NTSB Special Emphasis Committee sponsored the agency's Annual Diversity Day Program. Several senior managers and employees participated, providing welcome contributions to the various displays of artifacts from many distinct cultures. The Keynote Speaker was Dr. Joel A. Freeman, an accomplished author, respected historian, and international conference motivational

speaker and workshop facilitator, who spoke on the theme of ***Diversity: The Value of Mutual Respect***.

During this program, the NTSB previewed the *Diversity DARE* video, which challenges all NTSB employees to value, engage, and embrace diversity and inclusion by illustrating how teams are made stronger and more effective with employees from diverse backgrounds. The video highlighted the DARE principles to DEVELOP our employees to deliver outstanding public service; APPRECIATE individual differences, backgrounds, and experiences; RESPECT employees' contributions, perspectives, and unique talents; and ENGAGE all employees to promote transportation safety through excellence, teamwork, and diversity. The organizational brand for diversity and inclusion is ***DARE all employees TO GET ON-BOARD***. In November 2012, the Office of Personnel Management rated our Diversity DARE Branding Campaign and video as a Best Practice in Federal Agencies. Most importantly, the DARE video demonstrates that the NTSB Chairman and other key senior managers and employees are committed to sustaining and integrating diversity and inclusion throughout the NTSB for many years to come.

In September 2012, the Hispanic Employment Program Committee celebrated Hispanic Heritage Month; the 2012 theme was ***Diversity United, Building America's Future Today***. A panel featured the National Hispanic Employment Program Manager from the Federal Aviation Administration (FAA), Senior Advisor for Educational Partnership for the FAA Office of Civil Rights' National Outreach Program for Diversity and Inclusion, and the EEO Director for the National Archives and Records Administration.

2012 DIVERSITY AND INCLUSION BROWN BAG SERIES

In August 2012, the EEODI office conducted a well-attended brown bag seminar titled ***Branding Yourself: How to Create a Professional Portfolio***. The FAA's National Hispanic Employment Program Manager was the presenter of that workshop.

In October 2012, the NTSB HEPM presented a brown bag lunch titled ***Understanding Generational Differences***. The Chief Learning Officer, Commodity Futures Trading Commission was the presenter of that session. In September 2012, the EEODI office held a diversity brown bag workshop titled ***How to Deal with Generational Differences at Work***, which was provided for the summer employment students and their supervisors. During this session 7 students produced public safety advertisements (PSA's) videos and twitter hash tag campaigns that demonstrated how to increase the Board's visibility on the various forms of social media to promote public safety with reference to impaired, fatigued and distracted driving.

In October 2012, the EEODI office held a diversity brown bag workshop on the ***Schedule A Hiring Authority*** for supervisors, managers and human resource professionals. The Chief, Office of Equal Employment Opportunity Programs, at the National Park Service was the presenter.

In November 2012, the EEODI office held a diversity brown bag workshop titled ***Everyday Skills to Resolve Workplace Conflict*** for supervisors, managers EEO and human resource professionals. The Commissioner, Washington Field Office, Federal Mediation and Conciliation Services was the presenter. The workshop provided detailed information on how to deal with disgruntled employees; and managing conflict, and working together to find a mutually beneficial workplace solution. This workshop encouraged the use of alternative resolution principles to resolve workplace disputes.

Diversity and Inclusion Climate Assessment Survey

In May 2012, the EEODI Director designed and administered the first agency-wide, web-based survey to assess workforce perceptions about diversity and inclusion at the NTSB. The questions focused on assessing employee perceptions that drive employee satisfaction, commitment, and engagement, which ultimately contribute to employees' ability to accomplish the agency's mission. The results are being used to promote a workforce culture that seeks, values, and uses employee contributions at all levels. Twenty-six questions in the survey instrument addressed diversity and inclusion issues, and 4 questions dealt with respondent demographics. An introduction to the survey provides the Office of Personnel Management's government-wide definition of diversity and inclusion. The survey was anonymous and took approximately 10 minutes to complete. Of the approximately 418 NTSB employees invited to take the survey, 123 (31%) completed it. Most employees (80%) who participated believe that their supervisors and managers treat them with respect and fairness. Written comments also indicated that employees are interested in the creation of pathways to leadership positions and see a need for improved workplace communications, as well as more senior management participation in EEODI activities. Survey results revealed that the management team is committed to having a workforce representative of all segments of society.

Issuance of EEO Policies

On October 12, 2012, the NTSB published the agency's Anti-Harassment Policy, the NTSB Diversity and Inclusion Policy and the NTSB Equal Employment Opportunity Policy. The No FEAR Act Notice was issued in December 2012 and there was 100% compliance with the mandatory Limiting Harassment training.

In 2012 the EEODI Director completed Civil Treatment Training with ELI, Inc., and received certification credentials to teach staff how to manage employees fairly and legally in today's changing workplace, as well as reducing complaints and litigation.

Partnership with the Department of Defense Computer/Electronic Accommodations Program (CAP)

The NTSB still continues maintain a permanent agreement with the Department of Defense Computer Electronic Accommodations Program (CAP), which allows CAP to provide assistive technology, devices and services to NTSB employees with disabilities at no additional cost to the agency. The EEODI Director, the Disability Program Manager and several NTSB employees visited the CAP headquarters in Virginia to discuss new technologies CAP has to offer, the process for receiving their services as well as a tour of the facility. As a result, in 2012 several NTSB employees received comprehensive ergonomic assessments that resulted in the acquisition of approved state of the art computer assisted reasonable accommodation equipment.

Reorganization of the EEODI Portal

The EEODI office significantly expanded its external website to cover the full scope of EEODI mission and functions. The external portal was reorganized to offer new links to external federal guidelines and topical resources. To inform and engage employees on diversity and inclusion issues and practices, an agency SharePoint (<http://Portal> - [Diversity Blog](#) - [HR Events Calendar](#) - [OCIO Blog](#)) was created; includes a diversity blog that provides current information on cultural events, resources,

educational topics, and a diversity suggestion box e-mail address listing at diversity@ntsb.gov. Also on the portal a link to the EEODI policies (<http://portal/EEODI/Pages/default.aspx>). There is a new link that will take you directly to the diversity blogs (<http://portal/WorkplaceHR/Diversity/Diversity-Blog/default.aspx>).

ESSENTIAL ELEMENT A: Demonstrated Commitment from NTSB Leadership

MD-715 requires agency leadership and senior managers to demonstrate a firm commitment to equal employment opportunity for all employees and applicants.

During FY 2012, the NTSB Chairman demonstrated commitment to Equal Employment Opportunity, Diversity and Inclusion at an All Hands meeting, as indicated in the annual Diversity, Anti-Harassment, and EEO policy statements. These statements served to reaffirm and encourage all NTSB employees to treat all individuals with dignity, equity, respect, and professionalism to maintain an environment free of discrimination, harassment, and intimidation.

In 2012, the NTSB adopted the agency core values of transparency, accountability, integrity, diversity and inclusion. An example is the 2013 Diversity Day speech given by the NTSB Chairman during which she expressed her continuing commitment to diversity and inclusion, below are a few excerpts from her opening remarks: *“Here at the Safety Board we strive to create an environment in which all employees feel valued and part of the team. When employees feel valued, they have a higher level of commitment and are more motivated, engaged, and productive. Not only do we need diverse talents and perspectives, and a broad array of thoughts and opinions; we need the freedom to express them. To maintain diversity and inclusion within the NTSB culture, we must fully integrate and engage all our employees as one team – a team that is collectively focused on achieving the agency’s commitment and mission to ensure transportation safety. Please join us me in supporting NTSB’s diversity and inclusion efforts by treating everyone with **respect** and being open to the ideas and perspectives of individuals throughout the organization.”* These words were subsequently described later in the Chairman’s 2012 diversity and inclusion policy statement.

The NTSB fair employment practices and managerial accountability serve as a constant reminder to all employees that the NTSB is a model employer fully committed to preventing and eliminating all forms of harassment in the workplace.

Enhance Employee Development Programs– In accordance with 2010 recommendations of the agency’s Diversity Task Force the agency established two new developmental programs in FY 2012: the Leadership Development Program for GS-13 through GS-15 employees and the Professional Development Program for GS-5 through GS-13 employees. Both programs resulted in the selection of diverse employees who began their rotations in September 2012.

The Professional Development Program – the PDP is open to permanent staff in grades GS-9 through GS-13 and is based on enhancing core competencies (for example, communication, project management, creative thinking/innovation, influencing/negotiation and problem solving), focusing on career development and goal-setting, and providing assistance in overall career direction and progression. The PDP is designed to assist employees with building competencies for career advancement and allowing employees the flexibility to explore and improve career goals. The program includes one-on-one coaching, individualized development planning, group projects and discussions, and a variety of other learning activities.

The Leadership Development Program - The LDP is open to permanent staff in grades GS-13 through GS-15. This program is based on OPM's Executive Core Qualifications and focuses on developing individuals who have high potential for serving as future senior leaders of the NTSB. The LDP program is conducted in two phases.

The EEODI Director is allocated sufficient resources and funding to ensure success of its operation and the EEO program mandate. The EEODI Director was delegated authority to ensure implementation of the NTSB's Equal Opportunity Employment Plans which are designed to improve overall EEODI program efficiency and/or eliminate identified barriers to the realization of equality of opportunity for all NTSB employees. Annual performance appraisals for all supervisors and managers include a critical element on EEODI compliance as it relates to overall staff participation and engagement in the agencies developmental program activities.

The NTSB met all but one of the compliance indicators under Essential Element A. The one compliance measure that was not fulfilled relates to managers and supervisors receiving reasonable (RA) accommodation training. Although information on reasonable accommodation training was provided in the "Limiting Harassment" on-line training that covered all applicable laws, there is a definite need to restructure our current RA procedures in 2013 especially in light of changes in the law under the Americans with Disabilities Amendments Act and the Genetic Information Non-Discrimination Act.

ESSENTIAL ELEMENT B: Integration of Equal Employment Opportunity Diversity and Inclusion into the NTSB's Mission

Essential Element B links Equal Employment Opportunity and workforce diversity to the agency's ability to carry out its mission effectively. Element B also emphasizes the role of the EEODI Office to serve as a resource to agency managers by providing direction, guidance, and monitoring of the agency's activities to ensure a diverse workforce.

Examples of the agency's efforts to meet the objectives of Essential Element B include the following:

The NTSB's EEODI Director reports directly to the Chairman by functioning as a full member of the NTSB Senior Management Team that meets on a weekly basis. The EEODI Director maintained a positive working relationship with the Human Resource Chief and they met frequently throughout the fiscal year to discuss Human Capital succession planning activities. The Chief Financial Officer (CFO) provided central funding for all requested and approved reasonable accommodation requests. The EEODI Director also engaged with other key offices to resolve EEO complaints and to plan and execute specific actions that would improve EEO objectives and engage underutilized employees.

The EEODI Director and collateral duty-staff are trained annually to carry out their responsibilities by ensuring the integrity of the EEODI Program. In addition, the NTSB'S SEPMs provide technical advice to employees, management officials, and the Human Resources Division regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, details and other workforce opportunities. The EEODI Director serves as a resource to managers and supervisors by providing direction, and guidance in the monitoring of key recruitment and outreach activities that are strategically designed to achieve a high quality diverse workplace that is free of unconscious bias and other systemic barriers to equal employment opportunity.

In the Diversity and Inclusion Strategic Plan for Fiscal Years 2012-2015, Talent Management Objective 3.4.4 of the agency's Strategic Human Capital Plan provides for the continued recruitment and retention of a highly skilled diverse workforce, and specifically addresses steps that the NTSB will implement to promote a highly skilled diverse workforce.

The EEODI Office also designed and promoted Diversity "**DARE**" posters and videos to increase educational awareness which will encourage increased employee engagement. The EEODI Director participated in the development and execution of the agency's Strategic Plan for FY-2012-2015. The EEODI operating plan is to recruit, retain and develop a diverse, high performing workforce that reflects the diversity of all segments of American society.

The NTSB will cultivate a culture that encourages collaboration, flexibility, and fairness to enable individuals to contribute to their full potential and to further retention. The NTSB will develop structures and strategies to equip leaders with the ability to manage diversity, be accountable, measure results, refine approaches on the basis of such data, and institutionalize a culture of inclusion and workforce engagement. Managers and supervisors are committed to achieving a workforce that is diverse, inclusive and high performing. NTSB Senior Management have committed to building and sustaining an organizational climate in which people of diverse backgrounds are fully included, engaged, valued and respected.

NTSB managers are also responsible for ensuring that the NTSB workplace is free from discrimination, hostility, intimidation, reprisal and harassment. They are also expected to ensure that all employees are given equal opportunity for training and participation in NTSB career development programs, promotions, awards, details, work life programs and all other applicable benefits of the federal government.

The NTSB will engage the entire workforce to sustain an inclusive, innovative and collaborative workplace. NTSB's senior management team is fully committed to achieving a workplace that is high performing and diverse, composed of a full representation of women, men, minority groups, people with disabilities and our American veterans. Achieving our diversity and inclusion mission and vision requires the commitment of all employees to work together in the execution of our transportation safety mission.

In FY 2012 the Managing Director issued Management Advisory 2012-018 to close out the FY2012 Diversity Action Plan. The Diversity Implementation Action Team was formed to identify and implement actions necessary to effect the recommendations made by the Diversity Task Force. Key diversity and inclusion managerial concepts and policies were integrated into the appropriate administrative structural aspects of the agency. As a result, diversity and inclusion are now strategically aligned with the mission, shared by leadership and all employees, and rooted in best practices that were based on a comprehensive assessment of the NTSB organization's culture. Diversity and inclusion at the NTSB is also tied directly to our organizational outcomes as envisioned in the Strategic Plan, the Strategic Diversity Inclusion Plan, the Strategic Training Plan and the current Human Capital Plan.

In September 2012, a 120-day detail in the EEODI was announced to provide employees and was announced in the EEODI office opportunity to enhance knowledge, skills and professional growth in the areas of EEO, diversity and inclusion. The EEODI Director selected one employee to serve on the **detail**.

Establishment of an Employee Inclusion Council—A committee comprising a cross-section of representatives from each office was established to assist in supporting the diversity and inclusion practices within the agency. The establishment of this council is a long-term agency strategy that demonstrates the

agency's commitment to these practices.

Agency-wide EEODI training is provided via brown bag sessions and Franklin Covey webinars. All employees have also been briefed on the agency's EEODI policies through a variety of communication mechanisms.

The NTSB adopted agency core values of transparency, accountability, integrity, diversity, and inclusion. In June 2012, all employees were provided an opportunity to provide feedback on these values and to recommend additional core values for adoption. A 2012 Federal Employee Viewpoint Survey (EVS) was issued using the focus group results and requesting further input from agency employees. Analyses of these final results were presented to senior management for final determination on the core values for our agency in 2012. Approximately 418 NTSB employees were invited to complete the survey, of these 342 full-time employees surveyed, 220 completed the survey resulting in an NTSB response rate of 64 percent. The government-wide response rate was 49 percent. The majority of employees (80%) who participated in the survey believe that their supervisors and managers treat them with respect and fairness. The 2012 NTSB EVS trend report from OPM also indicated that between 2011 and 2012 there was a significant (9%) increase in employee's perception of visible workplace policies and programs that promote diversity and inclusion.

ESSENTIAL ELEMENT C: Management and Program Accountability

Essential Element C requires federal agencies to hold managers, supervisors, EEO officials, and Human Capital staff accountable for the implementation and managements of the EEO program.

All managers and supervisors are required to take corrective actions on systemic organizational barriers that may hinder progress in creating and maintaining an environment free from discrimination and all forms of harassment protected by federal laws and regulations.

The NTSB Chairman will continue to hold all supervisors and managers accountable for ensuring that employees are aware of the regulations and laws governing discrimination, harassment of all protected bases, including, but not limited to, sexual harassment, genetic information, and retaliation in the workplace. To demonstrate this, the Chairman requires that all NTSB employees maintain respectful and professional behavior as they interact with each other and/or the general public they serve when conducting official facets of the agency's day-to-day transportation safety mission.

COMPLAINT PROCESSING (SEE 462 REPORT): Complaints that were within purview of the NTSB's administrative control were processed in a timely and efficient manner. All reasonable good faith efforts were made to resolve the EEO complaints throughout the informal and formal stages. Alternative Dispute Resolution (ADR) was offered to complainants at all stages of the complaint process.

The NTSB uses a complaint tracking and monitoring system (EEONET) to track the status of the stages of complaints. The agency also implemented a procedure to improve its efficiency and the overall timeliness of EEO Complaint investigations by not rehiring contractors that did not abide by MD-1614 timeline requirements. In accordance with EEO Management Directive MD-110, NTSB verified that all contract counselors and investigators received the required 32 hours of training and annual 8 hours of refresher training.

ESSENTIAL ELEMENT D: Proactive Prevention:

Under this element, agencies are expected to be proactive in their efforts to prevent unlawful discrimination. This requires agencies to periodically review agency systems for leadership and managers to assist with the removal of barriers to equal employment opportunity.

The NTSB published EEODI Policy Statements on Diversity and Inclusion and the “No FEAR Act Notice” (i.e. anti-harassment) requirements on the internet in FY 2012. These materials are available to all employees, applicants, and contractors on the NTSB internet. Mandatory “Limiting Harassment” on-line training was fully implemented with 100% completion rate in FY 2011-12.

The NTSB maintained its permanent agreement with the Department of Defense Computer/Electronic Accommodations Program (CAP). This agreement allows CAP to provide assistive technology, devices, and services to NTSB employees with disabilities at no additional cost to the agency. As of today, we have employees who have requested and received comprehensive on-site assessment services from the DOT CAP program.

The NTSB co-sponsored the 5th Annual federal Diversity Interagency Briefing at the Hubert H. Humphrey Building in FY2012 with 26 Federal agencies. The 2012 theme was *Leveraging Your Leadership Skills Through Diversity Management*. Featured speakers were Director, Office of Diversity and Inclusion from the U.S. Office of Personnel Management, Director of Federal Operations, Equal Employment Opportunity Commission and Senior Manager for Performance, Innovation Learning, Office of Energy Efficiency and Renewable Energy, U.S. Department of Energy. All NTSB managers were encouraged to attend the annual training briefing entitled” *Promoting Diversity and Inclusion Throughout the Federal Workforce*”.

Employees, managers, and supervisors are also encouraged to resolve EEO issues at the lowest possible level and access mediation provided by external contractors. They can also participate in the alternative dispute resolution (ADR) program, which the agency vigorously supports as a means to resolve informal complaints. The agency has required the ADR program where it would prove helpful. To ensure that they communicate and support all the equal employment rights policies throughout the agency, NTSB employees were also trained on their rights and remedies under the federal anti-discrimination and whistleblower protection laws in accordance with the “No FEAR Act” final rule requirements again in FY2012.

In response to Executive Order 13548, the agency developed a comprehensive Disability Employment Plan to proactively address the low participation rates for individuals with disabilities employed by the agency.

Managers and supervisors will take corrective actions on systemic organizational barriers that may hinder progress in creating and maintaining an environment free from discrimination, harassment on all protected bases, including, but not limited to, sexual harassment and the intimidation of an employee or an applicant for employment.

ESSENTIAL ELEMENT E: Efficiency

The EEOC maintains that a model EEO Program offers an efficient and fair complaint and alternative dispute resolution process. Compliance indicators and measures under Essential Element E focus on the EEO program’s ability to adequately implement and maintain these systems, and ensure neutrality.

The following are examples of how the agency fulfilled the objectives of Essential Element E:

The NTSB EEODI program was sufficiently staffed and resourced to ensure a high degree of compliance with EEOC mandates. The NTSB EEODI Director reported directly to the Chairman and was highly visible at the required senior management meetings and briefings. The EEODI Director is supported by one full time staff member, and collateral duty staff, including a Disability Program Manager, Federal Women's Program Manager and a Hispanic Employment Program Manager. EEODI staff participated in annual training to maintain their expertise and certifications and they meet periodically to receive updates and to share relevant information.

The EEODI office has sufficient funding to conduct compliance reviews of NTSB offices to make sure that agency officials adhere to civil rights laws and policies. During these reviews with assistance from internal employee resource groups, data were analyzed and recommendations were provided to remedy the deficiencies found, including the accessibility of NTSB headquarters public facilities and Conference Center areas. The NTSB has the sufficient staffing, funding, and authority to comply with EEOC timeframes outlined in MD-1614 for processing informal and formal EEO complaints of employment discrimination. In addition to leveraged internal resources, the NTSB EEODI Director maintained good relationships with EEO Directors from other small agencies, as well as with colleagues at closely aligned agencies within the local commuting vicinity in SW Washington DC.

The NTSB uses a complaint tracking and monitoring system (EEONET) to track and monitor the status of EEO complaints at all stages. The agency also implemented a procedure to improve its efficiency and timeliness of investigations by not rehiring contractors that do not abide by MD-1614 time requirements. In accordance with EEO Management Directive MD-110, the NTSB verified that all contract counselors and investigators actually received the required 32 hours of training and annual 8 hours of refresher training.

The second compliance measure that requires attention relates to ADR training. Managers were made aware of the benefits of ADR through on-line "Limiting Harassment" training. The third compliance measure that was not met in 2012 relates to the tracking and analysis of the agency's recruitment efforts. The EEODI Director does not currently have access to the applicant flow data, which limits the program's ability to evaluate the demographics of applicants. Although there will likely be less recruitment and hiring during 2013 than there was in FY 2012, the agency is committed to taking affirmative steps to target recruitment efforts and broaden the applicant pool through a variety of means, including professional transportation, engineering and aviation organizations and using the Schedule A Hiring authority to recruit individuals with disabilities and to explore other alternative recruitment sources.

ESSENTIAL ELEMENT F: Responsiveness and Legal Compliance

Essential Element F requires Federal agencies to be in full compliance with EEO statutes and EEOC regulations, policies, and written instructions. The essential element focuses on the form EEO Complaint process. The EEODI Director ensured that all EEO related reports were submitted in a timely manner. These reports included the EEOC Form 462 Report, EEOC's Management Directive 715 Report, and the No FEAR Act to Congress. In addition, the No FEAR Act notices and quarterly data reports were posted to the NTSB's public and internal websites.

The NTSB follows EEOC reporting requirements and complies with all EEO orders and directives. Processing of monetary agreements/settlements is done by the General Counsel's Office in coordination with the CFO at NTSB Headquarters. Documentation for completion of personnel actions that are binding against the agency are promptly provided reviewed and enforced by the NTSB EEODI Director.

TOTAL WORKFORCE ANALYSIS AND BARRIER IDENTIFICATION (PERMANENT AND TEMPORARY):

IN ACCORDANCE WITH EEOC-715 INSTRUCTIONS FOR SMALL AGENCIES, THE EEODI OFFICE HAS COMPLETED DATA TABLES A1-4 AND B1-4, CONTAINING COMPARATIVE DATA ON AGENCY WORKFORCE BY RACE, NATIONAL ORIGIN, SEX AND DISABILITY. (NOTE THE AGENCY DOES NOT EMPLOY WAGE GRADE EMPLOYEES THEREFORE TABLES A-5 AND B-5 ARE NOT INCLUDED). DATA WE REANALYZED AGAINST THE APPROPRIATE BENCHMARKS, INCLUDING THE CIVILIAN LABOR FORCE DATA PULLED FROM THE 2000 DECENNIAL CENSUS DATA.

DUE TO THE SMALL TO MEDIUM SIZE OF THE NTSB’S WORKFORCE, THE EEODI OFFICE HAS APPROACHED DATA ANALYSIS WITH CAUTION AND NOT THAT FLOTATION IN THE DATA CAN HAVE A SIGNIFICANT IMPACT.

TOTAL WORKFORCE EMPLOYMENT (DISTRIBUTION BY SEX AND RACE/ETHNICITY)

The following table depicts employment levels (number and percent) of women and each racial or ethnic group in the overall workforce at the end of fiscal year 2012. The table also compares the percentages of each group in the permanent workforce to their respective percentages of the civilian labor force (CLF). As can be seen, the employment level of women and Hispanics is less than their respective percentages of the CLF.

	Total	Women	White	Native American	Asian	African American	Hispanic	2 or more races
#	422	169	307	4	18	76	9	8
%	100	40.5%	72.7%	.09%	4.3%	18.0%	2.1%	1.9%
CLF %	100%	46.8%	72.7%	0.06%	3.6%	10.5%	1.7%	1.7%

EMPLOYMENT BY GRADE GROUPINGS (DISTRIBUTION BY SEX AND RACE/ETHNICITY)

The following table depicts the number and percent of women and each racial or ethnic group in grade groupings GS-1/8, GS-9/12, GS-13/15 and AL/SL/SES respectively, at the end of FY 2012 and a comparison with the CLF. Hispanics are significantly underrepresented in all grade groupings, and women and Africans Americans are underrepresented in grade groupings GS-13/15 and AL/SL/SES.

GS-4/8	Total Number	Women	White	Native American	Asian	African American	Hispanic	2 or more Races
#	11	9	5	1	0	4	0	1
%	100	81.8 %	45.5%	2.37%	0.0%	36.40%	0.0%	100%
CLF %	100	46.8%	72.7%	0.6%	3.6%	10.5%	10.7%	1.7%

GS-9/12	2 or more races

#	61	46	23	0	4	31	2	1
%	100	75.4%	37.7%	0.0%	6.56%	50.81%	32.79%	1.63%
CLF %	100	46.8%	72.7%	0.6%	3.6%	10.5%	10.7%	1.7%

2 or more
races

GS-13/15

#	307	100	243	3	14	35	6	6
%	100	32.57%	79.2%	1.0%	4.6%	1.14%	1.04%	1.04%
CLF	100	46.8%	72.7%	0.6%	3.6%	10.5%	10.7%	1.7%

2 or more
races

AL/SL/SES

#	16	5	16	0	0	0	0	0
%	100%	31.25%	1%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF %k	100	46.8%	72.7%	0.6%	3.6%	10.5%	10.7%	1.7%

HIRING AND PROMOTIONS

The agency hired 28 new employees during FY 2012. The distribution of these hires by race, ethnic group, and sex is as follows:

- One Asian-American male (3.57%) and one Asian-American female (3.57%)
- One African American female (3.57%)
- Three White females (10.71%) and 20 white males (71.43%)
- Two two, or more races males (7.14%)

The agency also promoted 35 employees during FY 2012. The distribution of these promotions by race, ethnic group, and sex is as follows:

:

- Three African American females (8.57%) and two African American males (5.71%)
- Eight White females (22.86%) and 15 White males (42.86%)
- One Asian female (2.86%) and three Asian males (8.57%)
- One American Indian or Alaska Native male (2.86%)
- One two, or more races female (2.86%) and one female (2.86%)

Cash Awards (see table A13): In FY 2012, the agency issued 11 time-off awards of 9+ hours (203 hours total) to 10 white and one Asian-American. Seventy-six employees received cash awards of \$100 to \$500. These special act cash awards were distributed to employees of all EEO groups at a rate that was comparable to their employment representation at the NTSB. Fifteen employees at the SES level received a total of \$161,684, representing an average amount of \$10,779. Of the 15, four women received average awards of \$8,639 or 26.67%. Eighteen employees received Quality Step Increases in FY 2012; of that total, two (11.11%) were allocated to non-minority employees.

RECRUITMENT (INTERNAL/EXTERNAL): The EEODI Director worked with the Human Capital Officer to develop diversity outreach measures and succession planning strategies for the NTSB's workforce. As a result, NTSB supervisors and managers in modal and administrative support offices placed strategic technical journal advertisements in widely distributed diverse technical publications in efforts to identify highly skilled, diverse candidates for hard-to-fill positions. The EEODI Director also worked with Office Directors to encourage the establishment of diverse search committees to identify highly qualified diverse candidates for GS-15/SES positions. The NTSB established structured SES interview questions and panel interview procedures that are based upon SES-ECQs. The Managing Director formed a Diversity Implementation Action Team (DIAT) to implement and monitor the 19 diversity taskforce recommendations. As a result, the DIAT actively monitored the agency's overall hiring processes at all levels, especially at the SES level.

In accordance with the agency's Diversity and Inclusion Strategic Plan, the following recruitment plan will be implemented during Fiscal Years 2012-2015:

1. The Human Resources Division and the EEODI office will collaborate with managers and affinity groups to design and implement customized marketing/outreach plans and/or advertisements for all NTSB vacant positions to increase diversity and within the applicant pools for the agency's vacancies.
2. The Human Resources Division will explore and implement mechanisms to collect and analyze the diversity of the NTSB's vacancy announcement applicant flow data.
3. The EEODI/HRD and the Office of Communications and Public Affairs will partner to conduct community outreach activities to enhance strategic partnerships with academia and professional organizations; and to provide information about the NTSB's career opportunities and important public safety mission.
4. The HRD will use executive recruitment consultants and/or diverse search committees for GS-15/SES positions.

In addition to the above, in an effort to increase the number of Hispanics in the agency's applicant pools, information on vacancy announcements was distributed by the Hispanic Employment Program Manager to a broad network of Hispanic organizations and individuals.

The NTSB designed updated recruitment exhibits, brochures, flyers, and exhibits to target and recruit highly qualified diverse candidates that would improve the diversity of NTSB's applicant pools. The human resources office updated its Human Capital Plan to require collaborative agency-wide objectives to recruit and retain a high quality diverse workforce.

Under the President's Hiring Reform Agenda, the Office of Administration and Human Resources Division worked jointly with NTSB offices and subject matter experts to implement changes to NTSB hiring programs, including the elimination of KSAs, the development of category ranking questionnaires, acceptance of cover letters and resume applications, and notification to applicants, informing them of the application status concerning the four key stages of recruitment. The NTSB now uses USAJOBS.gov, an electronic job database, to advertise vacancies and accept job applications. In addition, work is underway to conduct a variety of on-site information sessions for employees throughout the year on the new hiring reforms and other personnel-related topics.

Retention and Career Development: In 2012 the completion of the NTSB’s 1-year mentoring pilot program was successful and in November enrollment started for the next 6-month cycle. In April 2012, a mid-point evaluation survey was offered to the participants of the mentoring program and approximately 75% of the participants completed the survey. The responses were positive for the overall administration of the program and all encouraged others to participate. Mentors/Mentees found the program to be very beneficial to their personal and professional development. The pilot program ended in September 2012.

Strategic Planning: The [Government-wide Diversity and Inclusion Strategic Plan](#) issued November 16, 2011, outlined the framework for NTSB and all federal agencies to implement [Executive Order 13583](#), which requires the establishment of a coordinated initiative to promote Diversity and Inclusion. This plan provided a shared vision and direction that encouraged the federal sector to commit to and create an alignment for diversity and inclusion in a collaborative and integrated manner. The NTSB’s Diversity and Inclusion Strategic plan was submitted to OPM on March 16, 2012.

To continue our on-going efforts to maintain a diverse, inclusive and engaged workforce, the Diversity and Inclusion Strategic Plan is a top priority for Senior Management, NTSB Supervisors and Managers, Human Resource Management and EEODI representatives. In fact, Diversity and Inclusion is a total workforce effort that requires on-going organizational leadership and individual commitment from each and every NTSB employee. The EEODI Director briefed senior management on the requirements of the Diversity and Inclusion Strategic Plan in October 2012.

The NTSB established the “value added” proposition for diversity and inclusion’s organizational development and incorporated it into the overall strategic planning process. Diversity and Inclusion improves the quality of our investigative products because it increases employee engagement. Progress toward implementation of these stated objectives was also monitored quarterly by the NTSB Diversity Implementation Action Team.

The NTSB will continue to aggressively build a team of highly qualified individuals that are representative of America’s diversity.

EEOC FORM 715-01 PART F	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL BOARD ANNUAL EEO PROGRAM STATUS REPORT
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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Fara D. Guest

Fara D. Guest

(Insert name above) EEODI Director, GS-260-14

Principal EEO Director/Official for NTSB

National Transportation Safety Board, Equal Employment Opportunity

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

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

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

EEO Director	Fara D. Guest	09/02/13
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Signature of Principal EEODI Director/Official Date
 Certifies that this Federal Board Annual EEO Program Status Report is in compliance with EEO MD-715.

NTSB Acting Chairman, Deborah A.P. Hersman		09 - -13
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Signature of Board Head or Board Head Designee Date

EEOC FORM 715-01 PART G	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL BOARD ANNUAL EEO PROGRAM STATUS REPORT
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Essential Element A: DEMONSTRATED COMMITMENT FROM BOARD LEADERSHIP
Requires the Board head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
		Yes	No	
 Measures				
Was the EEO policy Statement issued within 6 - 9 months of the installation of the Board Head? If no, provide an explanation.		Yes		
During the current Board Head's tenure, has the EEO policy Statement been re-issued annually?		Yes		
Are new employees provided a copy of the EEO policy statement during orientation?		Yes		
When an employee is promoted into the supervisory ranks, is he/she provided a copy of the EEO policy statement?		Yes		
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
		Yes	No	
 Measures				

Have the heads of subordinate reporting components communicated support of all Board EEO policies through the ranks?	Yes		Through Managing Director Advisories & the NTSB intranet and diversity blog
Has the Board made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	Yes		Through updated NTSB EEODI website and intranet page and diversity blog
Has the Board prominently posted such written materials in all personnel offices, EEO offices, and on the Board's internal website? [see 29 CFR §1614.102(b)(5)]	Yes		

 Compliance Indicator	Board EEO policy is vigorously enforced by Board management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
 Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to Board EEO policies and principles, including their efforts to:		Yes		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		Yes		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		Yes		
support the Board's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		Yes		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?			No	We utilize external contract counselors
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		Yes		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?		Yes		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		Yes		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		Yes		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		Yes		

Describe what means were utilized by the Board to so inform its workforce about the penalties for unacceptable behavior.			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	Yes		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	Yes		

Essential Element B: INTEGRATION OF EEO INTO THE BOARD'S STRATEGIC MISSION Requires that the Board's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the Board's policies, procedures or practices and supports the Board's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
		Yes	No	
 Measures				
	Is the EEO Director under the direct supervision of the Board head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)	Yes		
	Are the duties and responsibilities of EEO officials clearly defined?	Yes		
	Do the EEO officials have the knowledge, skills and abilities to carry out the duties and responsibilities of their positions?	Yes		
	If the Board has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	Yes		See attached
	If the Board has 2 nd level reporting components, does the Board-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	N/A		
	If not, please describe how EEO program authority is delegated to subordinate reporting components.			
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the Board head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
		Yes	No	
 Measures				
	Does the EEO Director/Officer have a regular and effective means of informing the Board head and other top management officials of the effectiveness, efficiency and legal compliance of the Board's	Yes		

EEO program?				
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the Board and other senior officials the "State of the Board" briefing covering all components of the EEO report, including an assessment of the performance of the Board in each of the six elements of the Model EEO Program and a report on the progress of the Board in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?			No	One is scheduled for 2013-14. This year we briefed on the DISP.
Are EEO program officials present during Board deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		Yes		
Does the Board consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		Yes		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		Yes		
Is the EEO Director included in the Board's strategic planning, especially the Board's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the Board's strategic mission?		Yes		
 Compliance Indicator	The Board has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of Board EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		Yes		
Are sufficient personnel resources allocated to the EEO Program to ensure that Board self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		Yes		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		Yes		

Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		Yes		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		Yes		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		Yes		
Are other Board special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		YES		
 Compliance Indicator	The Board has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
 Measures		Yes	No	
Are there sufficient resources to enable the Board to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		Yes		

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

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the Board Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the Board's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
 Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		Yes		I have monthly 1/1 scheduled meetings with the Chairman of the Board
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate Board managers to include Board Counsel, Human Resource Officials, Finance, and the Chief information Officer?		Yes		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Board's status report
 Measures		Yes	No	
Have time-tables or schedules been established for the Board to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		Yes		This is done on a regular and recurring basis
Have time-tables or schedules been established for the Board to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		Yes		
Have time-tables or schedules been established for the Board to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		Yes		
 Compliance Indicator	When findings of discrimination are made, the Board explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete

 Measures		Yes	No	and attach an EEOC FORM 715-01 PART H to the Board's status report
Does the Board have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		Yes		The penalty is posted in board-order # HR-ELR-02 on the intranet
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		Yes		
Has the Board, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		No		There have been no findings of discrimination within the last 2 years
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the Board promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		Yes		
Does the Board review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		Yes		

Footnotes: 1. See 29 C.F.R. § 1614.102.

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

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure met		Comment
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		Yes		
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		Yes		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		Yes		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		Yes		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		Yes		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		Yes		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		Yes		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		Yes		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure met		Comment

 Measures		Yes	No	
Are all employees encouraged to use ADR?		Yes		
Is the participation of supervisors and managers in the ADR process required?		Yes		
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure met		Comment
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		Yes		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		Yes		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		Yes		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		Yes		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		Yes		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure met		Comment
 Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		Yes		

Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		Yes		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		Yes		
If yes, briefly describe how:				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		Yes		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		Yes		
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure met		Comment
 Measures		Yes	No	
Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		Yes		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		Yes		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		Yes		
Does the agency complete the investigations within the applicable prescribed time frame?		Yes		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		Yes		

When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		Yes		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		Yes		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		Yes		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure met		Comment
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		Yes		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		Yes		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		Yes		
Does the responsible management official directly involved in the dispute have settlement authority?			No	
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure met		Comment
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		Yes		

Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		Yes		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		Yes		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		Yes		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		Yes		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		Yes		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		Yes		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure met		Comment
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		Yes		
Does the agency discrimination complaint process ensure a neutral adjudication function?		Yes		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		Yes		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure met		Comment
 Measures		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	Yes		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure met		Comment
 Measures		Yes	No	
	Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	Yes		
	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	Yes		
	Are procedures in place to promptly process other forms of ordered relief?	Yes		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure met		Comment
 Measures		Yes	No	
	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	Yes		

<p>If so, please identify the employees by title in the comments section, and state how performance is measured.</p>	<p>EEO/ODI Director and EEO Specialist and SEPM's</p>		
<p>Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?</p>	<p>Yes</p>		
<p>If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.</p>			
<p>Have the involved employees received any formal training in EEO compliance?</p>	<p>Yes</p>		
<p>Does the agency promptly provide to the EEOC the following documentation for completing compliance:</p>	<p>Yes</p>		
<p>Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?</p>	<p>Yes</p>		
<p>Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?</p>	<p>Yes</p>		
<p>Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?</p>	<p>Yes</p>		
<p>Compensatory Damages: The final agency decision and evidence of payment, if made?</p>	<p>Yes</p>		
<p>Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?</p>	<p>Yes</p>		
<p>Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s</p>	<p>Yes</p>		
<p>Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.</p>	<p>Yes</p>		

Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	Yes		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	Yes		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	Yes		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues rose as in compliance matter.	Yes		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	Yes		

Footnotes: 1. *See* 29 C.F.R. § 1614.102.

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

Strategic Diversity Goals	Strategic Objective Supported	Diversity Objectives
Create a Diverse High Performing Workforce	Align and improve human capital planning	Ensure accountability for achieving diversity at all levels of the agency
	Integrate long range planning in all elements of NTSB business.	Educate and transmit the value proposition of diversity and inclusion in all aspects of operations
	Integrate long range planning in all elements of NTSB business.	Foster long term planning of diversity and inclusion
	Integrate long range planning in all elements of NTSB business.	Benchmark best practice recruitment strategies and include in the hiring process
Develop a positive and inclusive work environment	Employ project management best practices to maximize the effective use of agency resources while maintaining high quality	Develop and maintain assessment strategies to ensure continual progress
	Foster Effective Internal Communication	Promote significant outreach to broaden diversity awareness
Ensure employee development and growth	Integrate long range planning in all elements of NTSB business.	Foster strong partnerships with other agencies to promote career development
	Align and improve human capital planning	Encourage mentoring to establish strong role models for future leaders
	Align and improve human capital planning	Provide recognition opportunities to staff who are diversity leaders
	Maintain a competent and effective workforce through targeted training and development.	Enhance training opportunities for all NTSB staff
	Foster Effective Internal Communication	Collaborate across functional lines to increase upward mobility and promote succession management



**National Transportation
Safety Board**

Memorandum

Date: OCT 18 2012
To: All NTSB Employees
From: Deborah A.P. Hersman 
Chairman
Subject: NTSB Diversity and Inclusion Policy

At the National Transportation Safety Board (NTSB), commitment to diversity and inclusion in the workplace is more than a program, plan, or policy—it is the foundation for how efficiently we operate and how positively the agency is viewed by our employees and the public we are privileged to serve. The NTSB is dedicated to keeping America moving safely in all modes of transportation. As problem solvers, innovation and creativity is part of the NTSB culture and for these qualities to flourish, we must tap into a rich blend of backgrounds, experiences, beliefs, and cultures. Employees from diverse backgrounds bring different perspectives to problem-solving, ingenuity, innovation, and management, which make our teams stronger and more effective.

We strive to create an environment in which all employees feel valued and part of the team. When *employees* feel valued, *they* have a higher level of commitment and are more motivated, engaged, and productive. Not only do we need diverse talents and perspectives, and a broad array of thoughts and opinions; we need the freedom to express them. To maintain diversity and inclusion within the NTSB culture, we must fully integrate and engage all our employees as one team—a team that is collectively focused on achieving the agency’s commitment and mission to ensure transportation safety. Every recruitment initiative must ensure that we are bringing on board and retaining outstanding individuals from the most expansive range of available sources.

Please join me in supporting NTSB’s diversity and inclusion efforts by treating everyone with respect and being open to the ideas and perspectives of individuals throughout the organization. By working together, we can find and develop staff, create high-performing and diverse work teams, achieve excellence, maintain integrity in all that we do, and ultimately, achieve full mission success.



**National Transportation
Safety Board**

Memorandum

Date: OCT 18 2012
To: All NTSB Employees
From: Deborah A.P. Hersman 
Chairman
Subject: NTSB Anti-Harassment Policy

The National Transportation Safety Board (NTSB) is committed to providing a work environment that encourages each employee to perform at his or her best on the job. It is the NTSB's longstanding policy that harassment in the workplace is prohibited and will not be tolerated. This prohibition applies to harassment by anyone in the workplace, including supervisors, coworkers, and contractor personnel, at any NTSB facility or on-site workplace environment.

Harassment is defined as any unwelcome conduct, whether verbal or physical, based on an individual's race, color, sex, national origin, religion, age, disability, genetic information, sexual orientation, status as a parent, retaliation for engaging in protected EEO activity or other impermissible basis when (1) the behavior can reasonably be considered to adversely affect the work environment or (2) an employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct. Examples of harassment include, but not limited to, unwanted physical contact, use of epithets, inappropriate jokes, comments, or innuendos; obscene or harassing telephone calls; or offensive e-mails.

To determine whether a particular act or course of conduct constitutes as harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior.

Each NTSB employee is responsible for refraining from harassing others; becoming familiar with and complying with this policy; cooperating with any inquiry under this policy; and promptly reporting any incident of harassing conduct that they may experience or observe so that management can deal with the situation effectively and it does not escalate or become a pattern of misconduct. Reports should be directed to (1) any person in the supervisory chain, (2) the Director, Office of Equal Employment Opportunity, Diversity, and Inclusion (OEEODI), or (3) the Human Resources Division Employee/Labor Relations Staff.

The NTSB will conduct prompt, thorough, and impartial inquiry into claims of harassment. If an inquiry established that an employee engaged in harassing conduct, appropriate corrective action, disciplinary or otherwise, will be taken in accordance with applicable regulation.



**National Transportation
Safety Board**

Memorandum

Date: OCT 18 2012
To: All NTSB Employees
From: Deborah A.P. Hersman 
Chairman
Subject: NTSB Equal Employment Opportunity Policy

The National Transportation Safety Board (NTSB) will maintain a model work environment that is free from discrimination by fostering equal employment opportunities and building and maintaining a positive work environment through mutual respect, integrity and fair treatment. NTSB provides equal employment opportunity in federal employment regardless of race, color, sex, national origin, religion, age, disability, genetic information, sexual orientation, status as a parent, or gender identity.

Managers and supervisors must lead by example to ensure the workplace is free from discrimination, hostility, intimidation, reprisal, and harassment. I expect all managers and supervisors to also ensure that all employees are given equal opportunity for training and participation in NTSB career development programs, promotions, awards, details, work life programs and all other applicable benefits of federal employment.

NTSB supports the rights of employees to exercise all available rights under the civil rights statutes. Reprisal against individuals who engage in protected activity will not be tolerated. Employees and/or applicants who believe they have been subjected to unlawful discrimination and/or reprisal for opposing unlawful discrimination at the agency should contact the Office of Equal Employment Opportunity, Diversity, and Inclusion (EEODI).

I thank you for your continued professionalism and respect and for contributing to a workplace free from discrimination and reprisal.

NATIONAL TRANSPORTATION SAFETY BOARD Pay Period from 201220

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL WORKFORCE - Permanent and Temporary																		
Prior FY	#	388	230	158	5	3	194	91	19	51	9	8	0	0	2	2	1	3
	%	100%	59.28%	40.72%	1.29	0.77	50	23.45	4.9	13.14	2.32	2.06	0	0	0.52	0.52	0.26	0.77
Current FY	#	422	253	169	6	3	210	97	21	55	9	8	1	0	2	2	4	4
	%	100%	59.95%	40.05%	1.42	0.71	49.76	22.99	4.98	13.03	2.13	1.9	0.24	0	0.47	0.47	0.95	0.95
Nat 2k CLF	%	100%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
Org CLF	%	%	74.91%	25.09%	3.57%	1.82%	60.41%	18.32%	3.40%	2.85%	6.15%	1.49%	0.09%	0.03%	0.23%	0.16%	1.06%	0.43%
Difference	#	34	23	11	1	0	16	6	2	4	0	0	1	0	0	0	3	1
Ratio Change	%	0.00%	0.67%	-0.67%	0.13%	-0.06%	-0.24%	-0.47%	0.08%	-0.11%	-0.19%	-0.17%	0.24%	0.00%	-0.04%	0.04%	0.69%	0.17%
Net Change	%	8.76%	10.00%	6.96%	20.00%	0.00%	8.25%	6.59%	10.53%	7.84%	0.00%	0.00%	0%	0%	0.00%	0.00%	300.00%	33.33%

PERMANENT WORKFORCE																		
Prior FY	#	371	223	148	5	3	188	84	18	49	9	7	0	0	2	2	1	3
	%	100%	60.11%	39.89%	1.35%	0.81%	50.67%	22.64%	4.85%	13.21%	2.43%	1.89%	0.00%	0.00%	0.54%	0.54%	0.27%	0.81%
Current FY	#	403	243	160	6	3	204	90	17	53	9	8	1	0	2	2	4	4
	%	100%	60.30%	39.70%	1.49%	0.74%	50.62%	22.33%	4.22%	13.15%	2.23%	1.99%	0.25%	0.00%	0.50%	0.50%	0.99%	0.99%
Difference	#	32	20	12	1	0	16	6	-1	4	0	1	1	0	0	0	3	1
Ratio Change	%	0%	0.19%	-0.19%	0.14%	-0.06%	-0.05%	-0.31%	-0.63%	-0.06%	0.19%	0.10%	0.25%	0.00%	-0.04%	0.04%	0.72%	0.18%
Net Change	%	8.63%	8.97%	8.11%	20.00%	0.00%	8.51%	7.14%	-5.56%	8.16%	0.00%	14.29%	0%	0%	0.00%	0.00%	300.00%	33.33%
TEMPORARY WORKFORCE																		
Prior FY	#	17	7	10	0	0	6	7	1	2	0	1	0	0	0	0	0	0
	%	100%	41.18%	58.82%	0	0	35.29	41.18	5.88	11.76	0	5.88	0	0	0	0	0	0
Current FY	#	19	10	9	0	0	6	7	4	2	0	0	0	0	0	0	0	0
	%	100%	52.63%	47.37%	0	0	31.58	36.84	21.05	10.53	0	0	0	0	0	0	0	0
Difference	#	2	3	-1	0	0	0	0	3	0	0	-1	0	0	0	0	0	0
Ratio Change	%	0%	11.46%	-11.46%	0.00%	0.00%	-3.72%	-4.33%	15.17%	-1.24%	0.00%	-5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	11.76%	42.86%	10.00%	0%	0%	0.00%	0.00%	300.00%	0.00%	0%	100.00%	0%	0%	0%	0%	0%	0%

NTSB NATIONAL TRANSPORTATION SAFETY BOARD Pay Period from 201021 to 201220

Table B1 - Total Workforce - Distribution by Disability

Employment Tenure	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	388	362	8	18	4	1	0	0	1	0	1	0	1	0
	%	100%	93.30%	2.06%	4.64%	1.03%	0.26%	0.00%	0.00%	0.26%	0.00%	0.26%	0.00%	0.26%	0.00%
Current FY	#	422	389	9	24	6	2	0	0	1	0	2	0	1	0
	%	100%	92.18%	2.13%	5.69%	1.42%	0.47%	0.00%	0.00%	0.24%	0.00%	0.47%	0.00%	0.24%	0.00%
Federal High (FY08)	#					2.95%									
Difference	#	34	27	1	6	2	1	0	0	0	0	1	0	0	0
Ratio Change	%	0.00%	-1.12%	0.07%	1.05%	0.39%	0.22%	0.00%	0.00%	-0.02%	0.00%	0.22%	0.00%	0.02%	0.00%
Net Change	%	8.76%	7.46%	12.50%	33.33%	50.00%	100.00%	0%	0%	0.00%	0%	100.00%	0%	0.00%	0%
PERMANENT WORKFORCE															
Prior FY	#	371	345	8	18	4	1	0	0	1	0	1	0	1	0

	%	100%	92.99%	2.16%	4.85%	1.08%	0.27%	0.00%	0.00%	0.27%	0.00%	0.27%	0.00%	0.27%	0.00%
Current FY	#	403	371	9	23	6	2	0	0	1	0	2	0	1	0
	%	100%	92.06%	2.23%	5.71%	1.49%	0.50%	0.00%	0.00%	0.25%	0.00%	0.50%	0.00%	0.25%	0.00%
Difference	#	32	26	1	5	2	1	0	0	0	0	1	0	0	0
Ratio Change	%	0.00%	-0.93%	0.08%	0.86%	0.41%	0.23%	0.00%	0.00%	-0.02%	0.00%	0.23%	0.00%	-	0.00%
Net Change	%	8.63%	7.54%	12.50%	27.78%	50.00%	100.00%	0%	0%	0.00%	0%	100.00%	0%	0.00%	0%
TEMPORARY WORKFORCE															
Prior FY	#	17	17	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%
Current FY	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	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%
Difference	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	-5.26%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	11.76%	5.88%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

NTSB NATIONAL TRANSPORTATION SAFETY BOARD Pay Period 201220

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

Organizational Component		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
National CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%
NATIONAL TRANSPORTATION SAFETY BD (D)	#	403	243	160	6	3	204	90	17	53	9	8	1	0	2	2	4	4
	%	100%	60.30%	39.70%	1.49%	0.74%	50.62%	22.33%	4.22%	13.15%	2.23%	1.99%	0.25%	0.00%	0.50%	0.50%	0.99%	0.99%
Total	#	403	243	160	6	3	204	90	17	53	9	8	1	0	2	2	4	4
	%	100%	60.30%	39.70%	1.49%	0.74%	50.62%	22.33%	4.22%	13.15%	2.23%	1.99%	0.25%	0.00%	0.50%	0.50%	0.99%	0.99%

KEY:

(D) Department

(B) Bureau

(SB) Sub
Bureau

(ORG)
Organization

NTSB NATIONAL TRANSPORTATION SAFETY BOARD Pay Period 201220

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																			
Executive/Senior Level (Grades 15 and Above)	#	70	50	20	1	0	46	17	2	3	0	0	0	0	0	0	1	0	
	%	100%	71.43%	28.57%	1.43%	0.00%	65.71%	24.29%	2.86%	4.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.43%	0.00%	
Mid-Level (Grades 13-14)	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Other	#	186	114	72	3	1	94	33	9	32	3	3	0	0	2	0	3	3	
	%	100%	61.29%	38.71%	1.61%	0.54%	50.54%	17.74%	4.84%	17.20%	1.61%	1.61%	0.00%	0.00%	1.08%	0.00%	1.61%	1.61%	

Officials And Managers - TOTAL	#	260	166	94	4	1	142	51	11	36	3	3	0	0	2	0	4	3
	%	100%	63.85%	36.15%	1.54%	0.38%	54.62%	19.62%	4.23%	13.85%	1.15%	1.15%	0.00%	0.00%	0.77%	0.00%	1.54%	1.15%
2. Professionals	#	121	75	46	2	0	60	33	6	7	6	5	1	0	0	1	0	0
	%	100%	61.98%	38.02%	1.65%	0.00%	49.59%	27.27%	4.96%	5.79%	4.96%	4.13%	0.83%	0.00%	0.00%	0.83%	0.00%	0.00%
3. Technicians	#	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	19	0	19	0	2	0	6	0	10	0	0	0	0	0	1	0	0
	%	100%	0.00%	100.00%	0.00%	10.53%	0.00%	31.58%	0.00%	52.63%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

NTSB NATIONAL TRANSPORTATION SAFETY BOARD Pay Period 201220

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	70	50	20	1	0	46	17	2	3	0	0	0	0	0	0	1	0
	%	17.41%	20.66%	12.50%	16.67%	0.00%	22.66%	18.89%	11.76%	5.66%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	25.00%	0.00%
Mid-Level (Grades 13-14)	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
	%	1%	0.83%	1.25%	0.00%	0.00%	0.99%	1.11%	0.00%	1.89%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Other	#	186	114	72	3	1	94	33	9	32	3	3	0	0	2	0	3	3
	%	46.27%	47.11%	45.00%	50.00%	33.33%	46.31%	36.67%	52.94%	60.38%	33.33%	37.50%	0.00%	0%	100.00%	0.00%	75.00%	75.00%
Officials And Managers – TOTAL	#	260	166	94	4	1	142	51	11	36	3	3	0	0	2	0	4	3
	%	64.68%	68.60%	58.75%	1.00%	0.25%	35.32%	12.69%	2.74%	8.96%	0.75%	0.75%	0.00%	0.00%	0.50%	0.00%	1.00%	0.75%

10. Professionals	#	121	75	46	2	0	60	33	6	7	6	5	1	0	0	1	0	0
	%	30.10%	30.99%	28.75%	33.33%	0.00%	29.56%	36.67%	35.29%	13.21%	66.67%	62.50%	100.00%	0%	0.00%	50.00%	0.00%	0.00%
11. Technicians	#	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	%	0.50%	0.41%	0.63%	0.00%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	25.00%
12. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
13. Administrative Support Workers	#	19	0	19	0	2	0	6	0	10	0	0	0	0	0	1	0	0
	%	4.73%	0.00%	11.88%	0.00%	66.67%	0.00%	6.67%	0.00%	18.87%	0.00%	0.00%	0.00%	0%	0.00%	50.00%	0.00%	0.00%
14. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
15. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
16. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
17. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
Permanent Workforce	#	402	242	160	6	3	203	90	17	53	9	8	1	0	2	2	4	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

GS/GM, SES AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
	%	100%	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%	100.00%	0.00%	0.00%
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	8	1	7	0	0	1	3	0	3	0	0	0	0	0	0	0	1

	%	100%	12.50%	87.50%	0.00%	0.00%	12.50%	37.50%	0.00%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
GS-08	#	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%	0.00%
GS-09	#	23	2	21	0	2	2	9	0	10	0	0	0	0	0	0	0	0
	%	100%	8.70%	91.30%	0.00%	8.70%	8.70%	39.13%	0.00%	43.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	9	0	9	0	0	0	1	0	7	0	1	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	11.11%	0.00%	77.78%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	29	13	16	0	0	7	4	3	11	2	1	0	0	0	0	1	0
	%	100%	44.83%	55.17%	0.00%	0.00%	24.14%	13.79%	10.34%	37.93%	6.90%	3.45%	0.00%	0.00%	0.00%	0.00%	3.45%	0.00%
GS-13	#	62	39	23	3	1	28	13	5	7	3	1	0	0	0	0	0	1
	%	100%	62.90%	37.10%	4.84%	1.61%	45.16%	20.97%	8.06%	11.29%	4.84%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	1.61%
GS-14	#	169	114	55	2	0	99	37	5	11	4	4	0	0	2	1	2	2
	%	100%	67.46%	32.54%	1.18%	0.00%	58.58%	21.89%	2.96%	6.51%	2.37%	2.37%	0.00%	0.00%	1.18%	0.59%	1.18%	1.18%
GS-15	#	76	54	22	0	0	48	18	4	3	0	1	1	0	0	0	1	0
	%	100%	71.05%	28.95%	0.00%	0.00%	63.16%	23.68%	5.26%	3.95%	0.00%	1.32%	1.32%	0.00%	0.00%	0.00%	1.32%	0.00%
All other (unspecified)	#	8	8	0	1	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	12.50%	0.00%	87.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior																		
Executive	#	16	11	5	0	0	11	5	0	0	0	0	0	0	0	0	0	0
Service	%	100%	68.75%	31.25%	0.00%	0.00%	68.75%	31.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

GS/GM, SES AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	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
	%	0.00%	0.00%	0.00%	0.00%	0.00%	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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.25%	0.41%	0.00%	0.00%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
	%	0.25%	0.00%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	8	1	7	0	0	1	3	0	3	0	0	0	0	0	0	0	1

	%	1.99%	0.41%	4.38%	0.00%	0.00%	0.49%	3.33%	0.00%	5.66%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	25.00%
GS-08	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.25%	0.00%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
GS-09	#	23	2	21	0	2	2	9	0	10	0	0	0	0	0	0	0	0
	%	5.71%	0.82%	13.13%	0.00%	66.67%	0.98%	10.00%	0.00%	18.87%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
GS-11	#	9	0	9	0	0	0	1	0	7	0	1	0	0	0	0	0	0
	%	2.23%	0.00%	5.63%	0.00%	0.00%	0.00%	1.11%	0.00%	13.21%	0.00%	12.50%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
GS-12	#	29	13	16	0	0	7	4	3	11	2	1	0	0	0	0	1	0
	%	7.20%	5.35%	10.00%	0.00%	0.00%	3.43%	4.44%	17.65%	20.75%	22.22%	12.50%	0.00%	0%	0.00%	0.00%	25.00%	0.00%
GS-13	#	62	39	23	3	1	28	13	5	7	3	1	0	0	0	0	0	1
	%	15.38%	16.05%	14.37%	50.00%	33.33%	13.73%	14.44%	29.41%	13.21%	33.33%	12.50%	0.00%	0%	0.00%	0.00%	0.00%	25.00%
GS-14	#	169	114	55	2	0	99	37	5	11	4	4	0	0	2	1	2	2
	%	41.94%	46.91%	34.38%	33.33%	0.00%	48.53%	41.11%	29.41%	20.75%	44.44%	50.00%	0.00%	0%	100.00%	50.00%	50.00%	50.00%
GS-15	#	76	54	22	0	0	48	18	4	3	0	1	1	0	0	0	1	0
	%	18.86%	22.22%	13.75%	0.00%	0.00%	23.53%	20.00%	23.53%	5.66%	0.00%	12.50%	100.00%	0%	0.00%	0.00%	25.00%	0.00%
All other (unspecified)	#	8	8	0	1	0	7	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	12.50%	0.00%	87.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Executive Services	#	16	11	5	0	0	11	5	0	0	0	0	0	0	0	0	0	0

	%	3.97%	4.53%	3.13%	0.00%	0.00%	5.39%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	0.00%	0.00%	0.00%	0.00%
	#	403	243	160	6	3	204	90	17	53	9	8	1	0	2	2	4	4
TOTAL	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NTSB NATIONAL TRANSPORTATION SAFETY BOARD For Period (2011-10-01 TO 2012-09-30)

Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
General Engineer (0801)																		
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
CLF	#	100%	89.61%	10.39%	3.19%	0.60%	71.83%	7.15%	3.04%	0.77%	9.92%	1.63%	0.09%	0.01%	0.21%	0.05%	1.32%	0.18%
Mechanical Engineering (0830)																		
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
CLF	#	100%	93.45%	6.55%	3.12%	0.21%	79.02%	5.10%	3.02%	0.47%	6.84%	0.64%	0.08%	0.00%	0.22%	0.02%	1.14%	0.12%
Aerospace Engineering (0861)																		
Accessions	#	4	4	0	0	0	3	0	0	0	1	0	0	0	0	0	0	

	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	90.94%	9.06%	4.10%	0.54%	74.24%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%
Technical Writer (1083)																		
Accessions	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	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%	0.00%
CLF	#	100%	45.44%	54.56%	1.56%	1.95%	40.43%	46.27%	1.49%	3.05%	1.10%	1.91%	0.03%	0.03%	0.14%	0.19%	0.69%	1.17%
Accident Investigator (1801)																		
Accessions	#	7	7	0	0	0	6	0	0	0	0	0	0	0	0	0	1	0
	%	100%	100.00%	0.00%	0.00%	0.00%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%
CLF	#	100%	52.91%	47.09%	4.17%	3.52%	41.32%	34.08%	4.47%	6.95%	1.66%	1.41%	0.06%	0.05%	0.39%	0.44%	0.82%	0.65%
Air Safety Investigator (1815)																		
Accessions	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	#	100%	52.91%	47.09%	4.17%	3.52%	41.32%	34.08%	4.47%	6.95%	1.66%	1.41%	0.06%	0.05%	0.39%	0.44%	0.82%	0.65%
Transportation Safety (2101)																		
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF	#	100%	43.44%	56.56%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
Railroad Accident Investigator (2121)																		
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF	#	100%	52.91%	47.09%	4.17%	3.52%	41.32%	34.08%	4.47%	6.95%	1.66%	1.41%	0.06%	0.05%	0.39%	0.44%	0.82%	0.65%

NTSB NATIONAL TRANSPORTATION SAFETY BOARD For Period (2011-10-01 TO 2012-09-30)

Table B7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status			Detail for Targeted Disabilities										
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine	
General Engineer (0801)															
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mechanical Engineering (0830)															
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Aerospace Engineering (0861)															
Accessions	#	4	4	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%
Technical Writer (1083)															
Accessions	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0

s	%	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%	
Accident Investigator (1801)																
Accessions	#	7	3	2	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	42.86%	28.57%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Air Safety Investigator (1815)																
Accessions	#	4	2	0	2	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%	
Transportation Safety (2101)																
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Railroad Accident Investigator (2121)																
Accessions	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

NTSB NATIONAL TRANSPORTATION SAFETY BOARD For Period (2011-10-01 TO 2012-09-30)

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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							White	White	male	female	male	female	male	female	male	female	male	female
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	28	23	5	0	0	20	3	0	1	1	1	0	0	0	0	2	0
	%	100%	82.14%	17.86%	0.00%	0.00%	71.43%	10.71%	0.00%	3.57%	3.57%	3.57%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%
Temporary	#	25	17	8	0	0	8	4	6	4	2	0	0	0	0	0	1	0
	%	100%	68.00%	32.00%	0.00%	0.00%	32.00%	16.00%	24.00%	16.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%
TOTAL	#	53	40	13	0	0	28	7	6	5	3	1	0	0	0	0	3	0
	%	47.17%	32.08%	15.09%	0.00%	0.00%	52.83%	13.21%	11.32%	9.43%	5.66%	1.89%	0.00%	0.00%	0.00%	0.00%	5.66%	0.00%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%

CLF is based on all workers on all Census Population

NTSB NATIONAL TRANSPORTATION SAFETY BOARD For Period (2011-10-01 TO 2012-09-30)

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

Type of Appointment		Total	Detail for Targeted Disabilities												
			(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retardation	-91 Mental Illness	-92 Distortion Limb/Spine
Permanent	#	28	22	2	4	0	0	0	0	0	0	0	0	0	
	%	100%	78.57%	7.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Temporary	#	25	22	1	2	0	0	0	0	0	0	0	0	0	
	%	100%	88.00%	4.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total	#	53	44	3	6	0	0	0	0	0	0	0	0	0	
	%	100%	83.02%	5.66%	11.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

NTSB NATIONAL TRANSPORTATION SAFETY BOARD For Period (2011-10-01 TO 2012-09-30)

Table A13 - Employee Recognition and Awards by Salary - Distribution by Disability - Permanent Workforce

Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						White	White	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<=\$60K																	
Sum of Count	\$36,802	\$800	\$36,002	\$0	\$3,500	\$800	\$12,150	\$0	\$19,000	\$0	\$0	\$0	\$0	\$0	\$800	\$0	\$552
Sum of Amount	43	1	42	0	4	1	13	0	23	0	0	0	0	0	1	0	1
Average	\$856	\$800	\$857	\$0	\$875	\$800	\$935	\$0	\$826	\$0	\$0	\$0	\$0	\$0	\$800	\$0	\$552
<=\$70K																	
Sum of Count	\$14,150	\$5,400	\$8,750	\$0	\$0	\$2,100	\$0	\$3,300	\$7,450	\$0	\$1,300	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	18	7	11	0	0	3	0	4	9	0	2	0	0	0	0	0	0
Average	\$786	\$771	\$795	\$0	\$0	\$700	\$0	\$825	\$828	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$0
<=\$80K																	
Sum of Count	\$39,700	\$20,850	\$18,850	\$5,000	\$0	\$10,200	\$6,700	\$2,500	\$11,350	\$3,150	\$0	\$0	\$0	\$0	\$0	\$0	\$800
Sum of Amount	50	25	25	6	0	12	10	4	14	3	0	0	0	0	0	0	1
Average	\$794	\$834	\$754	\$833	\$0	\$850	\$670	\$625	\$811	\$1,050	\$0	\$0	\$0	\$0	\$0	\$0	\$800

<=\$90K																	
Sum of Count	\$49,500	\$25,200	\$24,300	\$1,000	\$0	\$19,100	\$15,500	\$3,900	\$5,200	\$0	\$1,600	\$0	\$0	\$1,200	\$0	\$0	\$2,000
Sum of Amount	51	26	25	1	0	20	17	4	4	0	2	0	0	1	0	0	2
Average	\$971	\$969	\$972	\$1,000	\$0	\$955	\$912	\$975	\$1,300	\$0	\$800	\$0	\$0	\$1,200	\$0	\$0	\$1,000
<=\$100K																	
Sum of Count	\$69,860	\$39,310	\$30,550	\$1,200	\$0	\$33,210	\$21,850	\$2,800	\$7,900	\$1,300	\$0	\$0	\$0	\$0	\$0	\$800	\$800
Sum of Amount	73	42	31	2	0	34	22	3	8	2	0	0	0	0	0	1	1
Average	\$957	\$936	\$985	\$600	\$0	\$977	\$993	\$933	\$988	\$650	\$0	\$0	\$0	\$0	\$0	\$800	\$800
<=\$110K																	
Sum of Count	\$75,440	\$57,140	\$18,300	\$1,700	\$0	\$50,140	\$9,900	\$2,500	\$2,000	\$2,000	\$3,700	\$0	\$0	\$0	\$2,700	\$800	\$0
Sum of Amount	81	61	20	2	0	53	12	3	2	2	4	0	0	0	2	1	0
Average	\$931	\$937	\$915	\$850	\$0	\$946	\$825	\$833	\$1,000	\$1,000	\$925	\$0	\$0	\$0	\$1,350	\$800	\$0
<=\$120K																	
Sum of Count	\$78,665	\$42,915	\$35,750	\$0	\$0	\$38,215	\$29,950	\$1,200	\$5,000	\$1,300	\$800	\$2,200	\$0	\$0	\$0	\$0	\$0
Sum of Amount	80	46	34	0	0	41	28	1	5	2	1	2	0	0	0	0	0
Average	\$983	\$933	\$1,051	\$0	\$0	\$932	\$1,070	\$1,200	\$1,000	\$650	\$800	\$1,100	\$0	\$0	\$0	\$0	\$0
<=\$130K																	
Sum of Count	\$50,715	\$39,035	\$11,680	\$0	\$0	\$36,235	\$9,280	\$2,800	\$2,400	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of	50	39	11	0	0	36	9	3	2	0	0	0	0	0	0	0	0

Amount																	
Average	\$1,014	\$1,001	\$1,062	\$0	\$0	\$1,007	\$1,031	\$933	\$1,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$140K																	
Sum of Count	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$150K																	
Sum of Count	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$160K																	
Sum of Count	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$170K																	
Sum of Count	\$23,204	\$23,204	\$0	\$0	\$0	\$23,204	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
Average	\$4,641	\$4,641	\$0	\$0	\$0	\$4,641	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$180K																	

Sum of Count	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Amount	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[04,05]	[01]	[06-94]	Targeted	[16,17]	[23,25]	(28,32-38)	[64-68]	[71-78]	[82]	[90]	[91]	[92]	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion Limb/Spine	
<=\$60K															
Sum of Amount	\$36,802	\$36,002	\$0	\$800	\$800	\$800	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	43	42	0	1	1	1	0	0	0	0	0	0	0	0	0
Average	\$856%	\$857	\$0	\$800	\$800	\$800	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$70K															
Sum of Amount	\$14,150	\$14,150	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	18	18	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$786%	\$786	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$80K															
Sum of Amount	\$39,700	\$39,300	\$0	\$400	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	50	49	0	1	0	0	0	0	0	0	0	0	0	0	0
Average	\$794%	\$802	\$0	\$400	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$90K															
Sum of Amount	\$49,500	\$46,200	\$800	\$2,500	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Sum of Count	51	47	1	3	0	0	0	0	0	0	0	0	0	0
Average	\$971%	\$983	\$800	\$833	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$100K														
Sum of Amount	\$69,860	\$67,860	\$800	\$1,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	73	71	1	1	0	0	0	0	0	0	0	0	0	0
Average	\$957%	\$956	\$800	\$1,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$110K														
Sum of Amount	\$75,440	\$70,140	\$0	\$5,300	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	81	75	0	6	0	0	0	0	0	0	0	0	0	0
Average	\$931%	\$935	\$0	\$883	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$120K														
Sum of Amount	\$78,665	\$74,465	\$2,000	\$2,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	80	76	2	2	0	0	0	0	0	0	0	0	0	0
Average	\$983%	\$980	\$1,000	\$1,100	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$130K														
Sum of Amount	\$50,715	\$46,715	\$0	\$4,000	\$800	\$0	\$0	\$0	\$0	\$0	\$800	\$0	\$0	\$0
Sum of Count	50	47	0	3	1	0	0	0	0	0	1	0	0	0
Average	\$1,014%	\$994	\$0	\$1,333	\$800	\$0	\$0	\$0	\$0	\$0	\$800	\$0	\$0	\$0
<=\$140K														
Sum of Amount	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Average	\$0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$150K															
Sum of Amount	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$160K															
Sum of Amount	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<=\$170K															
Sum of Amount	\$23,204	\$10,750	\$0	\$12,454	\$6,915	\$0	\$0	\$0	\$6,915	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	5	2	0	3	2	0	0	0	2	0	0	0	0	0	0
Average	\$4,641%	\$5,375	\$0	\$4,151	\$3,458	\$0	\$0	\$0	\$3,458	\$0	\$0	\$0	\$0	\$0	\$0
<=\$180K															
Sum of Amount	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sum of Count	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average	\$0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

NTSB NATIONAL TRANSPORTATION SAFETY BOARD For Period (2011-10-01 TO 2012-09-30)

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

Type of Award	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours																		
Total Time-Off Awards Given	#	3	1	2	1	0	0	1	0	1	0	0	0	0	0	0	0	
	%	100%	33.33%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Hours	24	8	16	8	0	0	8	0	8	0	0	0	0	0	0	0	0	
Average Hours	8	8	8	8	0	0	8	0	8	0	0	0	0	0	0	0	0	
Time-Off Awards - 9+ hours																		
Total Time-Off Awards Given	#	11	6	5	0	0	5	5	0	0	1	0	0	0	0	0	0	
	%	100%	54.55%	45.45%	0.00%	0.00%	45.45%	45.45%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Hours	203	96	107	0	0	80	107	0	0	16	0	0	0	0	0	0	0	
Average Hours	18	16	21	0	0	16	21	0	0	16	0	0	0	0	0	0	0	
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	76	39	37	4	1	28	21	5	12	2	3	0	0	0	0	0	
	%	100%	51.32%	48.68%	5.26%	1.32%	36.84%	27.63%	6.58%	15.79%	2.63%	3.95%	0.00%	0.00%	0.00%	0.00%	0.00%	

Total Amount		\$33,845	\$17,145	\$16,700	\$1,900	\$500	\$11,945	\$9,300	\$2,300	\$5,500	\$1,000	\$1,400	\$0	\$0	\$0	\$0	\$0	
Average Amount		\$445	\$440	\$451	\$475	\$500	\$427	\$443	\$460	\$458	\$500	\$467	0	0	0	0	0	
Cash Awards - \$501+																		
Total Cash Awards Given	#	376	214	162	7	3	178	90	17	55	7	6	2	0	1	3	2	
	%	100%	56.91%	43.09%	1.86%	0.80%	47.34%	23.94%	4.52%	14.63%	1.86%	1.60%	0.53%	0.00%	0.27%	0.80%	0.53%	
Total Amount		\$405,691	\$238,209	\$167,482	\$7,000	\$3,000	\$202,759	\$96,030	\$16,700	\$54,800	\$6,750	\$6,000	\$2,200	\$0	\$1,200	\$3,500	\$1,600	
Average Amount		\$1,079	\$1,113	\$1,034	\$1,000	\$1,000	\$1,139	\$1,067	\$982	\$996	\$964	\$1,000	\$1,100	0	\$1,200	\$1,167	\$800	
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	15	11	4	0	0	11	4	0	0	0	0	0	0	0	0	0	
	%	100%	73.33%	26.67%	0.00%	0.00%	73.33%	26.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Amount		\$161,684	\$127,129	\$34,555	\$0	\$0	\$127,129	\$34,555	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount		\$10,779	\$11,557	\$8,639	0	0	\$11,557	\$8,639	0	0	0	0	0	0	0	0	0	
Quality Step Increases(QSI)																		
Total QSIs Awarded	#	18	9	9	0	0	9	7	0	2	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	38.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Benefit		\$61,691	\$32,820	\$28,871	\$0	\$0	\$32,820	\$24,293	\$0	\$4,578	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Benefit		\$3,427	\$3,647	\$3,208	0	0	\$3,647	\$3,470	0	\$2,289	0	0	0	0	0	0	0	

NTSB NATIONAL TRANSPORTATION SAFETY BOARD For Period (2011-10-01 TO 2012-09-30)

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

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deaf- ness	(23,25) Blind- ness	(28,32-38) Missin g Limbs	(64-68) Partial Paralysi s	(71-78) Total Paralysis	-82 Convulsive Disorder	-90 Mental Retarda- tion	-91 Mental Illness	-92 Distortion Limb/Spine	
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
	%	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%
Total Hours		24	24	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		8	8	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	11	11	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%
Total Hours		203	203	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		18	18	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards - \$100 - \$500															
Total Cash Awards Given	#	76	72	0	4	0	0	0	0	0	0	0	0	0	0
	%	100%	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 Amount		\$33,845	\$32,045	\$0	\$1,800	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Average Amount		\$445	\$445	0	\$450	0	0	0	0	0	0	0	0	0	0
Cash Awards - \$501+															
Total Cash Awards Given	#	376	356	4	16	4	1	0	0	2	0	1	0	0	0
	%	100%	94.68%	1.06%	4.26%	1.06%	0.27%	0.00%	0.00%	0.53%	0.00%	0.27%	0.00%	0.00%	0.00%
Total Amount		\$405,691	\$375,037	\$3,600	\$27,054	\$8,515	\$800	\$0	\$0	\$6,915	\$0	\$800	\$0	\$0	\$0
Average Amount		\$1,079	\$1,053	\$900	\$1,691	\$2,129	\$800	0	0	\$3,458	0	\$800	0	0	0
Senior Executive Service Performance Awards															
Total Cash Awards Given	#	15	13	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	86.67%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		\$161,684	\$144,008	\$0	\$17,676	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		\$10,779	\$11,078	0	\$8,838	0	0	0	0	0	0	0	0	0	0
Quality Step Increases(QSI)															
Total Cash Awards Given	#	19	17	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	89.47%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		\$65,198	\$58,577	\$6,621	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		\$3,431	\$3,446	\$3,311	0	0	0	0	0	0	0	0	0	0	0