

**AFFIRMATIVE EMPLOYMENT PROGRAM  
ACCOMPLISHMENT REPORT  
AND UPDATE  
FY 2002**

235th Base Support Battalion



Ansbach, Katterbach, Illesheim  
Germany

279th BSB Bamberg



280th BSB Schweinfurt



417th BSB Kitzingen

**98<sup>th</sup> AREA SUPPORT GROUP  
TEAM OF TEAMS**



**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

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- \* SUMMARY ANALYSIS OF WORK FORCE
  - \* ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
  - \* NOTEWORTHY ACTIVITIES AND INITIATIVES
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98TH AREA SUPPORT GROUP

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NAME OF ORGANIZATION  
UNIT 26622  
APO AE 09244

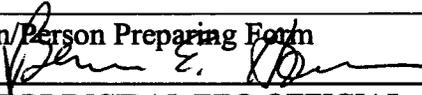
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ADDRESS OF ORGANIZATION  
ORGANIZATIONAL LEVEL: AGENCY \_\_\_\_\_ MOC \_\_\_\_\_ REGION \_\_\_\_\_  
COMMAND \_\_\_\_\_ INSTALLATION X HEADQUARTERS \_\_\_\_\_

NUMBER OF EMPLOYEES COVERED BY PLAN: 1460  
APPROPRIATED FUND: 768  
PROFESSIONAL 150 ADMINISTRATIVE 186 TECHNICAL 186  
CLERICAL 130 OTHER \_\_\_\_\_ BLUE COLLAR 116  
NON-APPROPRIATED FUND: 692

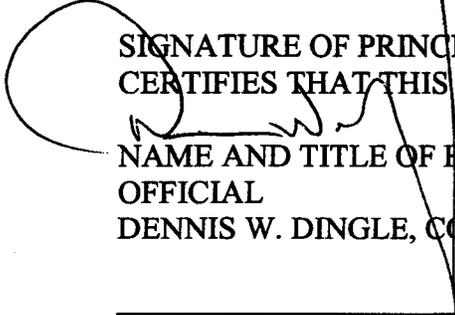
**NOTE: EEOC guidance provides that the AEP list the number of permanent full and part-time employees. However, a large portion of the workforce consists of individuals serving on family member appointments. Current data collection modules do not separate out individuals serving on family member appointments. We were unable to collect race and national origin (RNO) data for Non-appropriated Fund (NAF) employees. Listed however, is the number of NAF employees. An action item is identified to ensure inclusion of NAF data in the next update.**

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Name of Contact Person/Person Preparing Form Telephone No.  
BENNIE E. HOWSE  351-4603/4604

NAME AND TITLE OF PRINCIPAL EEO OFFICIAL:  
BENNIE E. HOWSE, EQUAL EMPLOYMENT MANAGER

SIGNATURE OF PRINCIPAL EEO OFFICIAL DATE  
CERTIFIES THAT THIS PLAN IS IN COMPLIANCE WITH EEO-MD-714.

  
NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED  
OFFICIAL  
DENNIS W. DINGLE, COL, AD, Commanding

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SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL  
CERTIFIES THAT THIS PLAN IS IN COMPLIANCE WITH EEO-MD-714.

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**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**98TH AREA SUPPORT GROUP**

**"TEAM OF TEAMS"**

***COMMANDER'S POLICY***



**POLICY NUMBER:** 3

**DATE:** 7 June 2001

**SUBJECT:** Equal Employment Opportunity and Affirmative Employment

1. **REFERENCE:** AR 600-12(Draft) and EEOC Management Directive-714
2. **PURPOSE:** This policy announces the Commander's policy on Equal Employment Opportunity and Affirmative Employment.
3. **SCOPE:** This policy applies to all 98<sup>th</sup> ASG personnel
4. **POLICY:**
  - a. The employees of the 98<sup>th</sup> Area Support Group have the right to expect a work environment where they will be treated with dignity while performing their mission. Each individual has the right to seek advancement or promotion unhindered by discriminatory practices. Leaders at all levels are obligated to maintain a work area free of harassment and discrimination.
  - b. As leaders, we must continue to support the principles of equality to ensure fair treatment for all employees regardless of their race, color, national origin, religion, sex, age, disability (mental/physical) or any other non merit factor.
  - c. Equal Employment Opportunity and Affirmative Employment must be part of the fabric of all personnel decisions within the 98<sup>th</sup> Area Support Group. Federal agencies are required by law to implement a program to eliminate illegal discrimination where it exists in the workplace. Affirmative action does not mean that special treatment will be given to any group or that established qualification standards will be relaxed in an effort to overcome past employment practices that have operated to restrict employment opportunities.
  - d. I ask you to join me in my ongoing commitment to the Army standard of Equal Employment Opportunity and Affirmative Employment for all employees.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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AETV-WG-L

SUBJECT: Equal Employment Opportunity and Affirmative Employment

We will continue to show the Army that the 98<sup>th</sup> Area Support Group is a leader in providing a work setting where employees of varying backgrounds can reach their potential and highest goals without discrimination.

5. **PROPONENT:** The Equal Employment Opportunity Office, DSN: 351-4603/4604 is the point of contact for information and assistance regarding the Equal Employment Opportunity and Affirmative Employment Program.

6. This policy memo supersedes 98<sup>th</sup> ASG Policy Memo 3, dtd 14 July 1999.

“Team of Teams!”

//Original Signed//

DENNIS W. DINGLE  
Colonel, AD  
Commanding

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**ARMY'S EEO VISION**

THE MODEL EMPLOYER WITH A DIVERSE WORKFORCE

FOUNDED UPON

EQUALITY OF OPPORTUNITY.

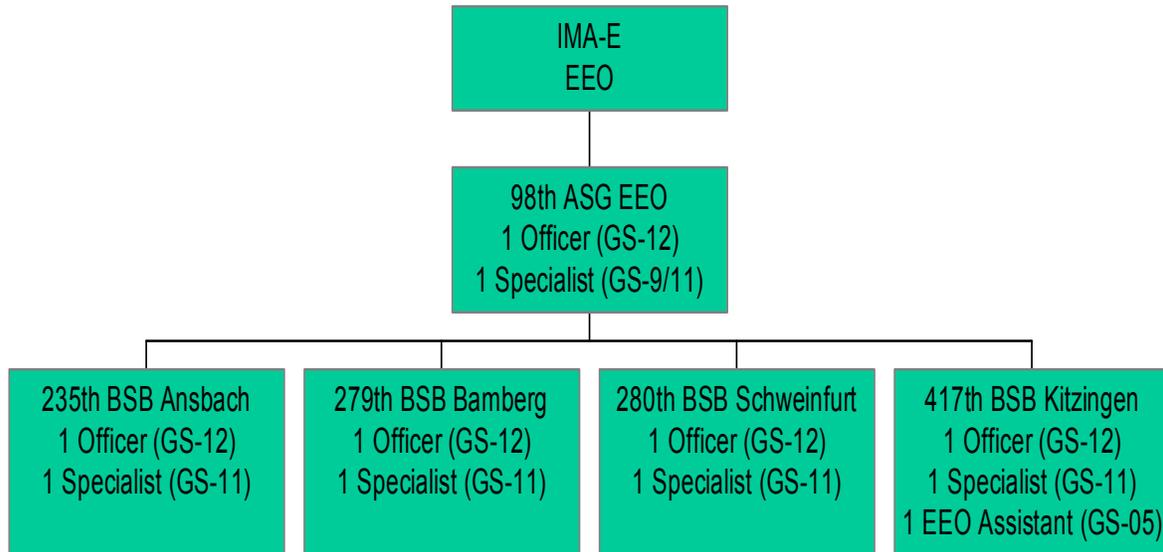
**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**98<sup>th</sup> AREA SUPPORT GROUP MISSIONS**

The 98<sup>th</sup> Area Support Group's mission is to conduct sustaining-base operations, providing installation management and command, control, and communication (C3) to all U.S. Government agencies within the Area of Responsibility (AOR) as specified by current agreements; plans for and executes deployment/redeployment support, reception, onward movement, and integration of forces in and out of the AOR; implements security measures according to higher headquarters force-protection programs; ensures the readiness and well-being of assigned and attached personnel. On order, becomes OPCON to the CG, 21<sup>st</sup> TSC (Prov), to support deployment and redeployment operations.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**EEO ORGANIZATIONAL CHART**



**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**DEFINITIONS**

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**AA-** Affirmative Action.

**Action Item** - Clearly identified step to the attainment of an objective.

**Barrier** - Personnel principle, policy, or practice that restricts or tends to limit the representative employment of applicants and employees, especially minorities, women, and people with disabilities.

**Civilian Labor Force (CLF)** – The number of persons, 16 years of age and over, excluding those in the Armed Forces, who are employed or looking for employment.

**Conspicuous Absence** - Particular EEO group that is nearly or totally nonexistent from a particular occupation or grade level in the work force.

**EEO Groups** - Black males, Black females, Hispanic males, Hispanic females, Asian American/Pacific Islander males, Asian American/Pacific Islander females, American Indian/Alaskan Native males, American Indian/Alaskan Native females, White males, and White females.

**Employee** - Permanent, full- or part-time, members of the agency work force including those in excepted service positions. Does not include temporary or intermittent individuals.

**Employment Category** - The major occupational categories for the White Collar pay system and Wage Board pay system including, Professional, Administrative, Technical, Clerical, Other, and Blue Collar (PATCOB).

**Fiscal Year** - Reporting period from October 1st of one year to September 30th of the following year.

**Major Occupations** - Mission oriented occupations with 100 or more employees

**Manifest Imbalance** - Representation of EEO groups in a specific occupation grouping or grade level in the agency's work force that is substantially below its representation of the appropriate CLF.

**Numerical Objectives (Goals)** - Quantifiable objectives designed to eliminate manifest imbalance or conspicuous absence of EEO Groups. These do not constitute quotas (a prohibited practice) but are a numerical representation of the numbers needed for parity or a direct result of strict scrutiny applications.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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Definitions Cont'd

**Objective** - Statement of a specific end product or condition to be attained by a specific date. Accomplishment of an objective will lead to the elimination of a barrier or other problem.

**Problem** - A situation that exists in which one or more EEO Groups do not have full Equal Employment Opportunity.

**PATCOB** - Acronym for Professional, Administrative, Technical, Clerical and Other White-Collar occupational categories and the Blue-Collar occupational category.

**Program Analysis** - Review of entire agency affirmative employment program.

**Program Element** - Prescribed program area for assessing where agencies should concentrate their affirmative employment program analysis and plan development.

**Race, National Origin/Gender (RNO/G)** – Major designations that define the racial or ethnic group that an individual belongs. These categories are created by the U.S. Census Bureau and used by the U.S. Department of Labor and the Equal Employment Opportunity Commission to determine workforce demographics. Not all internationally recognized or imaginable group designations are used because of the expense incurred by the Census Bureau. The purpose of the groupings is to measure the effects of policy and practices of each group. The groups are based on descendents: European, Asian, African, Native American or Spanish. Normally an individual makes a voluntary disclosure as to their RNO designation at the time of employment. The individual can change this designation at any time.

**Responsible Official** - Executive, manager, or supervisor who is accountable for accomplishing an action item.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

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**EXECUTIVE SUMMARY**

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The 98th Area Support Group (ASG) Affirmative Employment Program Plan (AEPP) Accomplishment Report and Update has been prepared based on Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 714, Oct 87 and EEO Letter dated September 29, 1994.

MD 714 requires that occupational series be grouped according to employment categories defined as Professional, Administrative, Technical, Clerical, Other, and Blue Collar (Wage Grade), known as PATCOB. The statistics used to conduct our analysis were compared with those obtained from the 1990 National Civilian Labor Force (NCLF). EEO statistical data is derived from a mainframe computer system. The system, DA Headquarters Army Civilian Personnel System, HQ ACPERS, is located at the Hoffman Building in Alexandria, Virginia.

The Equal Employment Opportunity Commission directive is designed for Agencies to measure internal and external progress. Thus, affirmative employment is measured not only by the hiring of new employees but their dispersion throughout the work force by grade and series categories. Based on information gleaned from HQ ACPERS and in comparison to the National Civilian Labor Force, moderate improvements were evident throughout the 98<sup>th</sup> ASG. Minority representation increased in some PATCOB groups while it remained the same or decreased in others. A detail analysis of the EEO Groups distributions shows a consistent trend that is commensurate with the available pool of employees. Family members account for the largest applicant pool. Coupled with the decrease in CONUS hires, and a reduction in minority representation in the applicant pool, managers are to be commended for their efforts in maintaining a diverse workforce.

The Department of the Army continues to place emphasis on assuring equal consideration for developmental opportunities and advancement of EEO groups at the GS-13 and above (or Equivalent) level and Senior Executive levels. This means that targeted positions in grades GS-12 and above or equivalent are now included in the analysis for positions GS-13 and above (or equivalent).

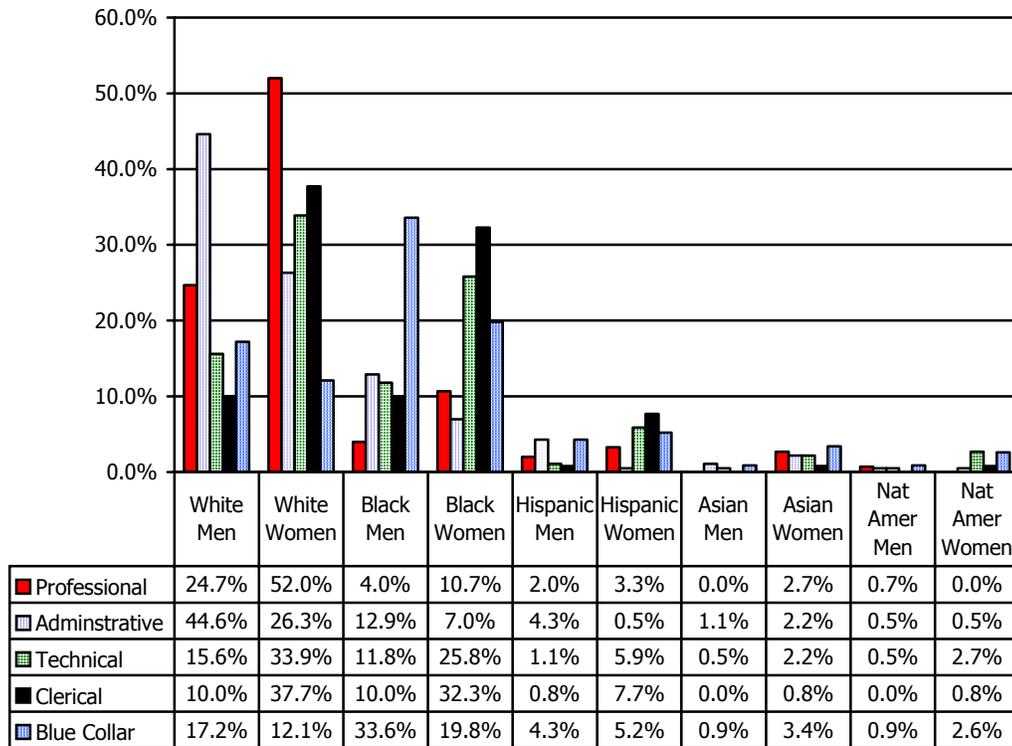
Actions items have been developed to address shortfalls in the EEO program. These items are monitored annually. An accomplishment report is developed and submitted in accordance with law. This, a local plan, compares representation of minorities and women with the National Civilian Labor Force. Targeted action items have been developed to improve the representation of minorities with target dates for completion.

IAW EEOC guidance, the Affirmative Employment Plan (AEP) Accomplishment Report and Update lists the number of permanent full and part-time employees. However, the bulk of the work force in the 98th ASG consists of family members (spouses of service members).

The analysis of data for this report includes categories of U.S. employees required by EEOC MD (i.e. permanent full and part-time) for the 98th ASG.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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## ***WORKFORCE PROFILE BY PATCOB***



Professional <b>Total 150</b>	37	78	6	16	3	5	0	4	1	0
Administrative <b>Total 186</b>	83	49	24	13	8	1	2	4	1	1
Technical <b>Total 186</b>	29	63	22	48	2	11	1	4	1	5
Clerical <b>Total 130</b>	13	49	13	42	1	10	0	1	0	1
Blue Collar <b>Total 116</b>	20	14	39	23	5	6	1	4	1	3
<b>Total 768</b>	182	253	104	142	19	33	4	17	4	10

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**PROFESSIONAL**

As of 30 September 2002 a total of 150 persons were employed in this occupational category. White, Black, Hispanic, Asian American/Pacific Islander females were fully represented. Black and American Indian/Alaskan Natives were also fully represented. There is a manifest imbalance of Hispanic males. There is a conspicuous absence of Asian American/Pacific Islander males and American Indian/Alaskan Native females.

<b>Occupational Category</b>	<b>Total</b>	<b>White Women</b>	<b>Black Men</b>	<b>Black Women</b>	<b>Hispanic Men</b>	<b>Hispanic Women</b>	<b>Asian Men</b>	<b>Asian Women</b>	<b>Indian Men</b>	<b>Indian Women</b>
Agency	150	78	6	16	3	5	0	4	1	0
Professional	19.5%	52.0%	4.0%	10.7%	2.0%	3.3%	0.0%	2.7%	0.7%	0.0%
NCLF	99.9%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
Difference		21.7%	1.6%	7.5%	-0.1%	1.9%	-3.5%	0.8%	0.5%	-0.2%

**ADMINISTRATIVE**

During the same period, a total of 186 persons were employed in this category. Blacks, male and female, Hispanic males, Asian American/Pacific Islander females and American Indian, male and females were fully represented. White and Hispanic females and Asian American/Pacific Islander males were moderately underrepresented.

<b>Occupational Category</b>	<b>Total</b>	<b>White Women</b>	<b>Black Men</b>	<b>Black Women</b>	<b>Hispanic Men</b>	<b>Hispanic Women</b>	<b>Asian Men</b>	<b>Asian Women</b>	<b>Indian Men</b>	<b>Indian Women</b>
Agency	186	49	24	13	8	1	2	4	1	1
Administrative	24.2%	26.3%	12.9%	7.0%	4.3%	0.5%	1.1%	2.2%	0.5%	0.5%
NCLF	100.0%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
Difference		-14.1%	9.3%	1.7%	1.7%	-2.1%	-0.3%	0.8%	0.2%	0.2%

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**TECHNICAL**

Statistics show employees in this category decreased from the prior reporting period. Blacks, male and female, Hispanic females, Asian American/Pacific Islander females and American Indians/Alaskan Natives, males and females were fully represented. White females, Hispanic males and Asian American/Pacific Islander females are moderately underrepresented.

<b>Occupational Category</b>	<b>Total</b>	<b>White Women</b>	<b>Black Men</b>	<b>Black Women</b>	<b>Hispanic Men</b>	<b>Hispanic Women</b>	<b>Asian Men</b>	<b>Asian Women</b>	<b>Indian Men</b>	<b>Indian Women</b>
Agency	186	63	22	48	2	11	1	4	1	5
Technical	24.2%	33.9%	11.8%	25.8%	1.1%	5.9%	0.5%	2.2%	0.5%	2.7%
NCLF	100.1%	42.9%	3.6%	6.6%	3.2%	3.4%	1.9%	1.6%	0.4%	0.4%
Difference		-9.0%	8.2%	19.2%	-2.1%	2.5%	-1.4%	0.6%	0.1%	2.3%

**CLERICAL**

As of 30 September 2002 a total of 130 employees made up this category. Blacks, male and female, Hispanic females and American Indian/Alaskan Native were fully represented. White females, Hispanic males and Asian American/Pacific Islanders were moderately underrepresented. There is a conspicuous absence of Asian American males and American Indian/Alaskan Native males within this category.

<b>Occupational Category</b>	<b>Total</b>	<b>White Women</b>	<b>Black Men</b>	<b>Black Women</b>	<b>Hispanic Men</b>	<b>Hispanic Women</b>	<b>Asian Men</b>	<b>Asian Women</b>	<b>Indian Men</b>	<b>Indian Women</b>
Agency	130	49	13	42	1	10	0	1	0	1
Clerical	16.9%	37.7%	10.0%	32.3%	0.8%	7.7%	0.0%	0.8%	0.0%	0.8%
NCLF	100.0%	63.4%	2.8%	9.6%	1.7%	5.2%	0.8%	1.9%	0.1%	0.5%
Difference		-25.7%	7.2%	22.7%	-0.9%	2.5%	-0.8%	-1.1%	-0.1%	0.3%

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**BLUE COLLAR**

There were a total of 116 persons employed in this category during this reporting period. White females, Blacks, male and female, Hispanic females, Asian American/Pacific Islander females and American Indian/Alaskan Native males and females were fully represented. Hispanic and Asian American/Pacific Islander males were the only groups moderately underrepresented.

<b>Occupational Category</b>	<b>Total</b>	<b>White Women</b>	<b>Black Men</b>	<b>Black Women</b>	<b>Hispanic Men</b>	<b>Hispanic Women</b>	<b>Asian Men</b>	<b>Asian Women</b>	<b>Indian Men</b>	<b>Indian Women</b>
Agency	116	14	39	23	5	6	1	4	1	3
Blue Collar	15.1%	12.1%	33.6%	19.8%	4.3%	5.2%	0.9%	3.4%	0.9%	2.6%
NCLF	99.9%	9.8%	9.1%	2.2%	8.7%	1.5%	1.7%	0.5%	0.8%	0.2%
Difference		2.3%	24.5%	17.6%	-4.4%	3.7%	-0.8%	2.9%	0.1%	2.4%

**OTHERS**

There was no data provided to show any remaining employees in this category.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**GS/GM 15:** There was only one (1) person employed at this level. There is a conspicuous absence of all minority groups and females.

FY02 GS 15 (or equivalent)	TOTAL	NCLF	Professional		Administrative	
			No.	Percent	No.	Percent
<b>TOTAL MINORITIES</b>	<b>#REF!</b>	<b>17.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
<b>TOTAL WOMEN</b>	<b>#REF!</b>	<b>50.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
Black Men	#REF!	3.6%	0	0.0%	0	#DIV/0!
Black Women	#REF!	5.3%	0	0.0%	0	#DIV/0!
Hispanic Men	#REF!	2.6%	0	0.0%	0	#DIV/0!
Hispanic Women	#REF!	2.6%	0	0.0%	0	#DIV/0!
AS AM/PA IS Men	#REF!	1.4%	0	0.0%	0	0.0%
AS AM/PA IS Women	#REF!	1.4%	0	0.0%	0	0.0%
AM IN/AL NA Men	#REF!	0.3%	0	0.0%	0	#DIV/0!
AM IN/AL NA Women	#REF!	0.3%	0	0.0%	0	#DIV/0!
<b>SUBTOTAL MINORITY</b>	<b>#REF!</b>	<b>17.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
White Women	#REF!	40.4%	0	0.0%	0	#DIV/0!
White Men	#REF!	42.1%	1	100.0%	0	#DIV/0!
<b>GRAND TOTAL</b>	<b>#REF!</b>		<b>1</b>	<b>100%</b>	<b>0</b>	<b>100%</b>

**GS/GM 14:** There were a total of three (3) persons employed at this level. There is a conspicuous absence of all minority groups. White females were above the NCLF statistics.

FY02 GS 14 (or equivalent)	TOTAL	NCLF	Professional		Administrative	
			No.	Percent	No.	Percent
<b>TOTAL MINORITIES</b>	<b>#REF!</b>	<b>17.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
<b>TOTAL WOMEN</b>	<b>#REF!</b>	<b>50.0%</b>	<b>2</b>	<b>66.7%</b>	<b>0</b>	<b>#DIV/0!</b>
Black Men	#REF!	3.6%	0	0.0%	0	#DIV/0!
Black Women	#REF!	5.3%	0	0.0%	0	#DIV/0!
Hispanic Men	#REF!	2.6%	0	0.0%	0	#DIV/0!
Hispanic Women	#REF!	2.6%	0	0.0%	0	#DIV/0!
AS AM/PA IS Men	#REF!	1.4%	0	0.0%	0	#DIV/0!
AS AM/PA IS Women	#REF!	1.4%	0	0.0%	0	#DIV/0!
AM IN/AL NA Men	#REF!	0.3%	0	0.0%	0	#DIV/0!
AM IN/AL NA Women	#REF!	0.3%	0	0.0%	0	#DIV/0!
<b>SUBTOTAL MINORITY</b>	<b>#REF!</b>	<b>17.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
White Women	#REF!	40.4%	2	66.7%	0	#DIV/0!
White Men	#REF!	42.1%	1	33.3%	0	#DIV/0!
<b>GRAND TOTAL</b>	<b>####</b>		<b>3</b>	<b>100%</b>	<b>0</b>	<b>100%</b>

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**GS/GM-13:** Based on the NCLF and local statistics, Black males were the only minority group represented at this grade level. White females were underrepresented and all other groups revealed a conspicuous absence.

FY02	TOTAL	NCLF	Professional		Administrative	
			No.	Percent	No.	Percent
GS 13 (or equivalent)						
<b>TOTAL MINORITIES</b>	<b>#REF!</b>	<b>17.5%</b>	<b>1</b>	<b>10.0%</b>	<b>1</b>	<b>10.0%</b>
<b>TOTAL WOMEN</b>	<b>#REF!</b>	<b>50.0%</b>	<b>1</b>	<b>10.0%</b>	<b>2</b>	<b>20.0%</b>
Black Men	#REF!	3.6%	1	10.0%	0	0.0%
Black Women	#REF!	5.3%	0	0.0%	0	0.0%
Hispanic Men	#REF!	2.6%	0	0.0%	1	10.0%
Hispanic Women	#REF!	2.6%	0	0.0%	0	0.0%
AS AM/PA IS Men	#REF!	1.4%	0	0.0%	0	0.0%
AS AM/PA IS Women	#REF!	1.4%	0	0.0%	0	0.0%
AM IN/AL NA Men	#REF!	0.3%	0	0.0%	0	0.0%
AM IN/AL NA Women	#REF!	0.3%	0	0.0%	0	0.0%
<b>SUBTOTAL MINORITY</b>	<b>#REF!</b>	<b>17.5%</b>	<b>1</b>	<b>10.0%</b>	<b>1</b>	<b>10.0%</b>
White Women	#REF!	40.4%	1	10.0%	2	20.0%
White Men	#REF!	42.1%	8	80.0%	7	70.0%
<b>GRAND TOTAL</b>	<b>#REF!</b>		<b>10</b>	<b>100%</b>	<b>10</b>	<b>100%</b>

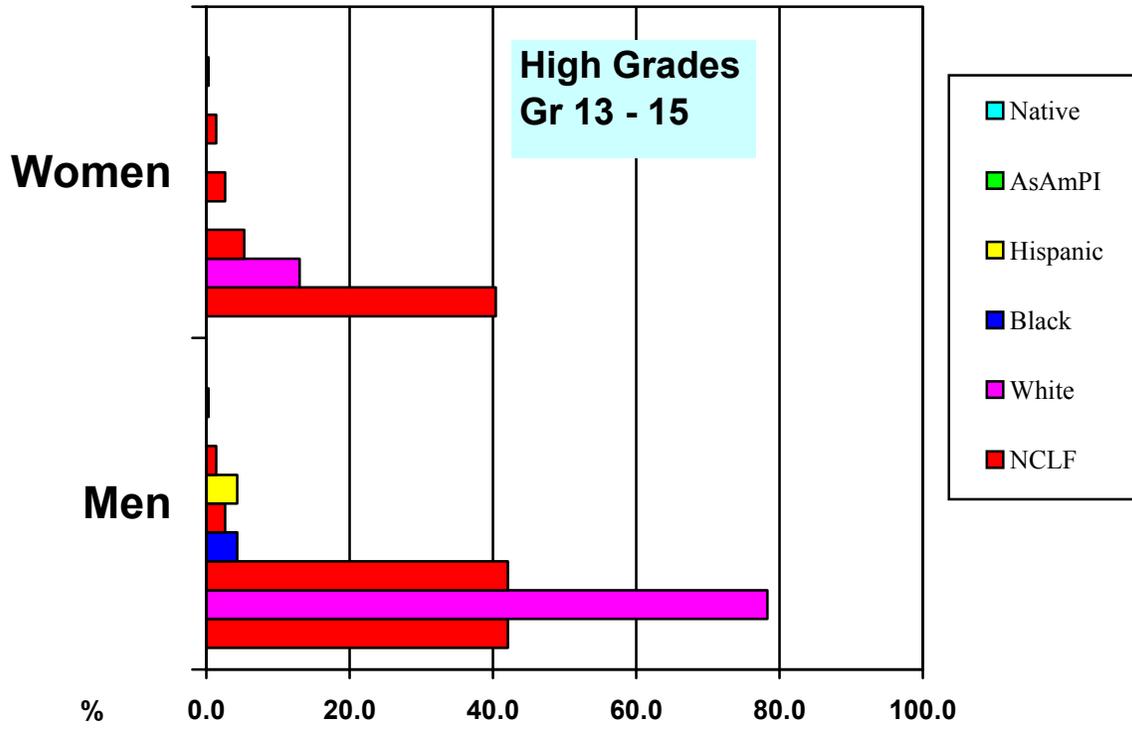
**GS-12:** Black and Hispanic males and Asian American/Pacific Islander females were fully represented. White and Black females were underrepresented at this grade level. There is a conspicuous absence of Hispanic females, Asian American/Pacific Islander males and American Indian/Alaskan Native males and females

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

FY02 GS 12 (or equivalent)	Total %	TOTAL	Professional		Administrative		Technical		Other	
			No.	Percent	No.	Percent	No.	Percent	No.	Percent
<b>TOTAL MINORITIES</b>		<b>14</b>	<b>5</b>	<b>20.0%</b>	<b>9</b>	<b>26.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
<b>TOTAL WOMEN</b>		<b>22</b>	<b>11</b>	<b>44.0%</b>	<b>11</b>	<b>32.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
Black Men	0.1	7	3	12.0%	4	11.8%	0	0.0%	0	#DIV/0!
Black Women	0.0	2	0	0.0%	2	5.9%	0	0.0%	0	#DIV/0!
Hispanic Men		3	1	4.0%	2	5.9%	0	0.0%	0	#DIV/0!
Hispanic Women		0	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!
AS AM/PA IS Men		0	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!
AS AM/PA IS Women		1	0	0.0%	1	2.9%	0	0.0%	0	#DIV/0!
AM IN/AL NA Men		1	1	4.0%	0	0.0%	0	0.0%	0	#DIV/0!
AM IN/AL NA Women		0	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!
<b>SUBTOTAL MINORITY</b>		<b>14</b>	<b>5</b>	<b>20.0%</b>	<b>9</b>	<b>26.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
White Women		19	11	44.0%	8	23.5%	0	0.0%	0	#DIV/0!
White Men		41	9	36.0%	17	50.0%	15	100.0%	0	#DIV/0!
<b>GRAND TOTAL</b>		<b>74</b>	<b>25</b>	<b>100%</b>	<b>34</b>	<b>100%</b>	<b>15</b>	<b>100%</b>	<b>0</b>	<b>100%</b>

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

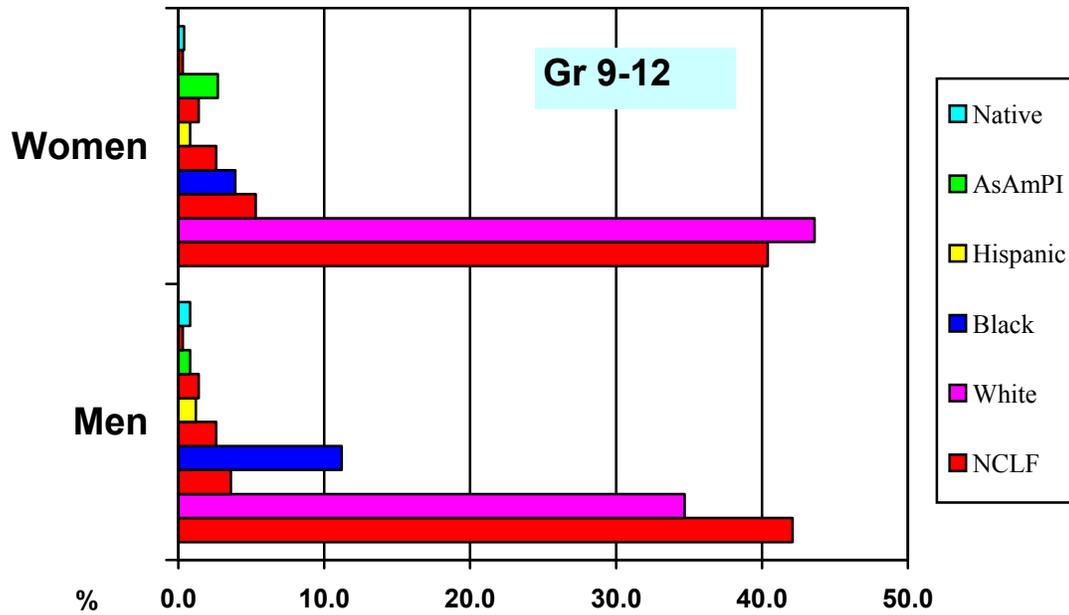
**GRADE GROUPINGS**



**GS/GM 13-15:** Black and Hispanic males were fully represented while White females were well below parity. There is a conspicuous absence of Black and Hispanic females. Also, there is a conspicuous absence of Asian American/Pacific Islander and American Indian/Alaskan Native males and females within this group.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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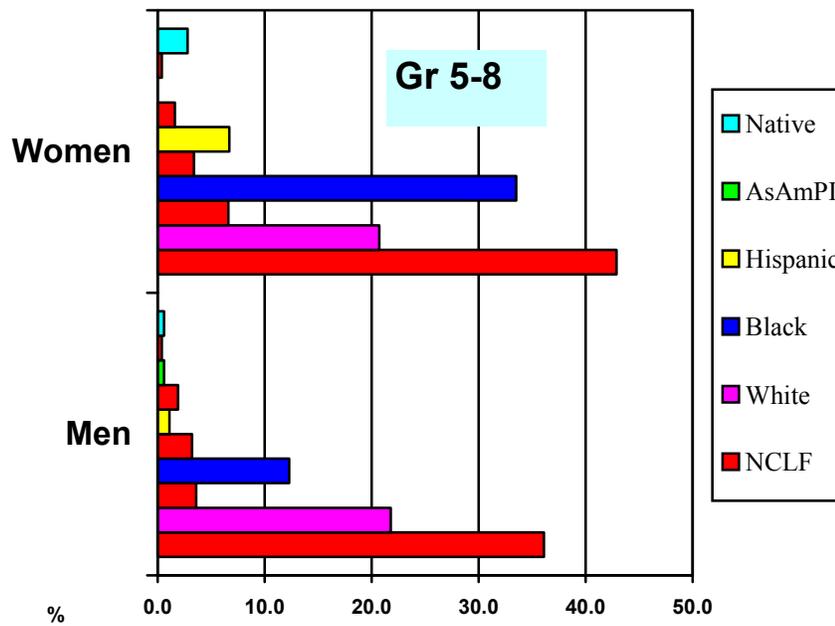
**GRADE GROUPINGS CONT'D**



**GS 9-12:** White, Asian American/Pacific Islander and American Indian/Alaskan Native females were fully represented in this group. Black and Hispanic females continue to be underrepresented. Hispanic and Asian American/Pacific Islander males are also underrepresented which is a decrease in representation from previous reports.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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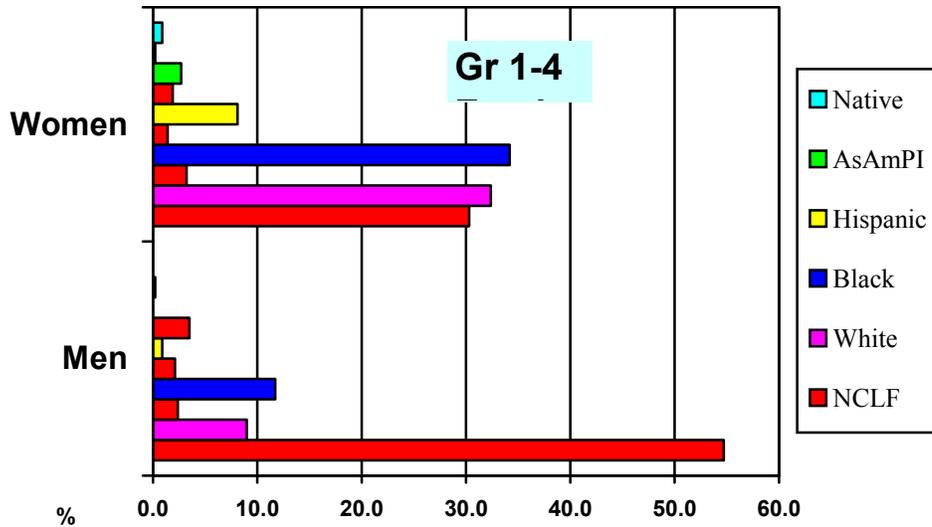
**GRADE GROUPINGS CONT'D**



**GS 5-8:** White females, Hispanic and Asian American/Pacific Islander males were underrepresented. There was a conspicuous absence of Asian American/Pacific Islander females during this reporting period within this grade group.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**GRADE GROUPINGS CONT'D**



**GS 1-4:** White females, Blacks, male and female, Hispanic females, Asian American/Pacific Islander and American Indian/Alaskan Native females were fully represented. Hispanic males were moderately underrepresented. There was a conspicuous absence of Asian American/Pacific Islander and American Indian/Alaskan Native males within this grade grouping.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**GENDER ANALYSIS**

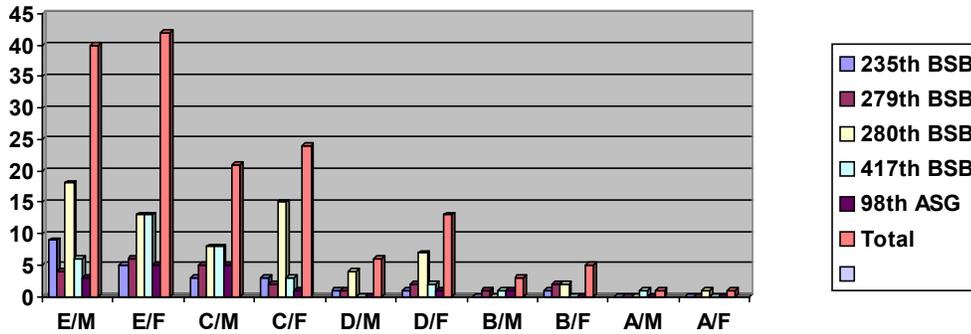
Within the occupational categories, most employees are women. The table below provides the distribution of gender groups within each occupational category.

	<b>MEN</b>	<b>WOMEN</b>	<b>TOTAL</b>
Professional	47	103	150
Administrative	118	68	186
Technical	55	131	186
Clerical	27	103	130
Other			
Blue Collar	66	50	116
	<b>313</b>	<b>455</b>	<b>768</b>

	<b>Men</b>	<b>Women</b>
<b>Professional</b>	31.4%	68.7%
<b>Administrative</b>	63.4%	36.5
<b>Technical</b>	29.5	70.5
<b>Clerical</b>	20.8%	79.3
<b>Other</b>		
<b>Blue Collar</b>	56.9	43.1

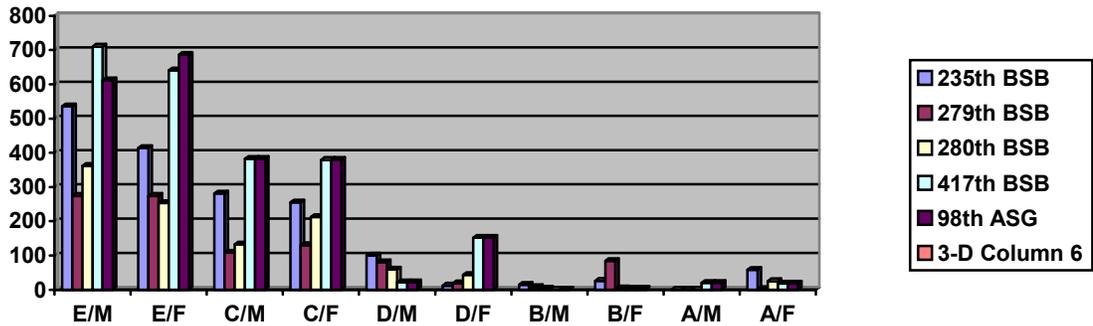
**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**PROMOTIONS**



For FY 02 there were a total of 156 promotions. All groups were represented. However, white females received the highest number of promotions, 42, throughout the 98<sup>th</sup> ASG Footprint.

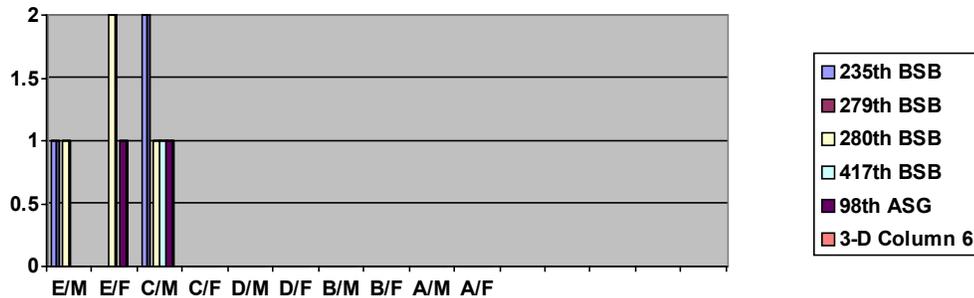
**AWARDS**



Awards were distributed evenly with all groups receiving some type of award. Again, the largest number of awards went to the largest group represented, white females.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**ADVERSE ACTIONS**



Based on the HQ ACPERS database, 7 individuals received disciplinary/adverse actions during this report period. Black males received the highest number, 5 of these actions. White females received 3, while no other minority groups were represented.

**EEO COMPLAINTS**

The EEO complaints processing system is an area of high visibility. All EEO professionals are required to process EEO complaints, no matter the position or job title. The number of formal EEO complaints filed within the 98<sup>th</sup> ASG during FY 02 was 12. This was a 50% increase in the number filed during FY 01. The increase in the number of complaints was from organizations serviced by the 98<sup>th</sup> ASG. EEO complaints remain low within the ASG itself. Data indicates that harassment, non-sexual, was the primary issue with non-extension as the second most used. While there is no significant data to suggest why an increase, preliminary data indicates that individual perception of DEROS and the 5-year rotation rule caused the increase. Specific data identifying which ethnic groups filed the most complaints was unavailable.

**SUMMARY**

The major area of concern is the under representation of females and minorities particularly at the GS/GM 13 grade level and above. Based on the National Civilian Labor Force NCLF statistics and PATCOB, white females in the Administrative and Clerical fields experience the highest number of under representation in all grade levels. While parity is questionable, applicant pools must be established in an effort to address recruitment in these areas. Hiring restriction and available applicant pool (Military spouses) severely limit the ability of managers to find qualified candidates for positions. Recent guidance issued regarding hiring states that for all positions where a Local National (LN) can be hired, they must be considered first.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**Summary Cont'd**

This restricts organizations because of the limitations imposed. All managers are actively engaged in finding qualified females and minorities to fill those positions where a manifest imbalance or conspicuous absence exists. Even though there has been an increase in representation in minorities and females since FY 01, under representation of Black females, Hispanics, Asian Americans/Pacific Islanders, and American Indians/Alaskan Native, males and females continue.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**REPORT OF OBJECTIVES AND ACTION ITEMS**

**PROGRAM RESOURCES**

**OBJECTIVE:** Insure that the Army EEO program is positioned to meet future challenges

**BARRIER:**

- Modernization: Ensure all EEO staff receives funding to attend training to become familiar with the DOD modernized personnel system.
- Workforce changes: The local civilian workforce must be as diverse as the national civilian workforce.
- Utilization of EEO program resources: EEO program resources must be adequate to meet local, command and Army needs.

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
EEO modernization: 1. Insure that BSB EEO offices are provided adequate computer systems and hardware to connect to the modern personnel and EEO system. 2. Insure that training is provided to all EEO users on the modern personnel and EEO system operations. 3. Ensure all EEO staff secure the necessary security clearances to gain access to HQs ACPERS, BOA and the New Modern DCPDS systems.	ASG EEOO BSB EEOOs Security Officers	FY 2003
Workforce Changes: 1. Monitor all selections to ensure ASG/BSB maintain a workforce reflective of our National workforce.	ASG EEOO BSB EEOOs CPAC	FY 2003
Utilization of EEO Program Resources: 1. Conduct workflow studies to determine adequate level of EEO staffing and resources. 2. Conduct caseload studies to determine saturation rates based on staff allocations. 3. Insure that sufficient resources are provided for program operations based on functional requirements.	ASG EEOO	FY 2004

**ACCOMPLISHMENTS AND UPDATE**

This is a new action item. An update will be provided in the next report.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**RESOURCES:**

**OBJECTIVE:** Include NAF workforce data in the next report.

**BARRIER:**

- Unavailability of AF workforce data.

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
1. Contact NAF CPOC for proper access to data. 2. Determine access point for NAF data in the modern system.	ASG EEOO BSB EEOOs	FY 2003

**ACCOMPLISHMENTS AND UPDATE**

This is a new action item. An update will be provided in the next report.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**WORKFORCE**

**OBJECTIVE:** To reduce the imbalance of affected EEO groups, females and minorities at the GS-13 and above grade levels.

**BARRIER:**

- The under representation of minorities and women and the profile of Army civilian leaders indicate a possibility of challenges in uniform application of policy. The nexus between the reward system, performance ratings and promotions requires closer examination.

ACTION ITEM	PROPONENT	MILESTONE
1. Examine awards by type to determine if there is a relationship between the types of rewards provided and career enhancements.	ASG EEOO BSB EEOOs	FY 2003
2. Monitor progress made by selecting officials and provide data to management officials regarding impact of selections.	BSB EEOOs	
3. Aggregate the EEO profiles of civilian leaders in professional and administrative categories to determine the impact of career additives (AMSC, formal education, awards, assignments, etc) on the selection at the GS 13 and above.	ASG EEOO BSB EEOOs	

**ACCOMPLISHMENTS AND UPDATE**

This is a new action item. An update will be provided in the next report.

**RECRUITMENT & HIRING**

**OBJECTIVE:** Insure that Federal Guidelines and procedures are monitored, managed and maximized

**BARRIER:**

- Lack of Applicant Pool
- Management of EEO Employment related Special Emphasis Programs

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
<ol style="list-style-type: none"> <li>1. Conduct command wide studies for the professional and administrative categories by series and grade to determine specific issues that created the agencies under representation for women.</li> <li>2. Calculate adverse impact and establish applicant pool.</li> <li>3. Insure applicant pool data flows to the each servicing EEO office throughout the ASG.</li> </ol>	ASG EEOO CPOC	FY 2004
<ol style="list-style-type: none"> <li>1. ASG and BSBs should be directly involved in monitoring selections for all training to assure increased representation of women and minorities.</li> </ol>	Executive Officers Directorate Chiefs	FY 2003

<b>ACCOMPLISHMENTS AND UPDATE</b>
This is a new action item. An update will be provided in the next report.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**ACCESS TO INFORMATION SYSTEMS**

**OBJECTIVE:** Insure that access to information systems technology is provided to all EEO professionals needing it.

**BARRIER:** With the proliferation of automated information systems, the inability to access these systems because of special needs, or worksite restrictions prevent EEO professionals from performing.

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
1. Coordinate with Information Management officials to conduct assessment of upgrades and modernization initiatives to insure all BSBs have the necessary automation hardware and software necessary to perform. 2. Report semiannually on accomplishments.	MACOM EEO	FY 2003

**ACCOMPLISHMENTS AND UPDATE**

New action item, no report submitted

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**EEO COMPLAINTS**

**OBJECTIVE:** Insure that the Army's portion of the Federal EEO complaints system complies with Federal Guidelines and Standards

**BARRIER:** Timeliness and visibility of issues are not provided to the Agency.

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
<ol style="list-style-type: none"> <li>1. Measure timeliness of pre-complaints, formal complaints and the investigation process and determine at which point the number of cases exceeds the capacity of the EEO staff to manage cases with the ASG.</li> <li>2. Ensure each BSB establishes Alternate Dispute Resolution (ADR) programs and report resolution rates.</li> </ol>	ASG EEO	FY 2003
<ol style="list-style-type: none"> <li>1. Provide definitive information to installation EEO offices on EEOC changes, roles and laws.</li> <li>2. Conduct quarterly meetings with BSB EEO Officers discussing relevant topics in complaint's processing.</li> </ol>	ASG EEO IMA EEO	FY 2003

**ACCOMPLISHMENTS AND UPDATE**

No report submitted, new action items.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**SEPARATIONS**

**OBJECTIVE:** Insure that Adverse actions are administered fairly.

**BARRIER:** Misapplication of disciplinary standards can lead to increases in EEO complaints and workplace conflict.

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
1. Conduct studies on the distribution of disciplinary actions by examination of each nature of action code and remedial action taken. 2. Provide advice on the impact of misapplication of disciplinary actions and determine if EEO groups are subjected to a higher rate of adverse actions than other groups. 3. Report annually on results.	ASG EEO	FY 2004

**ACCOMPLISHMENTS AND UPDATE**

New action item, no report submitted.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

**PROMOTIONS**

**OBJECTIVE:** Insure that promotion rates reflect a fair application of federal guidelines and that the results provide maximized self-actualization for the Army workforce.

**BARRIER:** HQ ACPERS database requires closer examination because updated data is inconsistent.

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
1. Examine promotion rates by PATCOB, series and grade to determine if systemic concerns require intervention by career program managers. 2. Examine promotions by career program and provide feedback to career program managers on methods available to address areas of concern.	ASG E/BSB EEO	FY 2003

**ACCOMPLISHMENTS AND UPDATE**

New action item, no report submitted.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
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**PROGRAM EVALUATIONS**

**OBJECTIVE:** Measure Program Effectiveness.

**BARRIER:** EEO case management, organizational climate and program administration shortfalls reduce program effectiveness.

<b>ACTION ITEM</b>	<b>PROPONENT</b>	<b>MILESTONE</b>
<ol style="list-style-type: none"> <li>1. Conduct Command Inspection Programs (CIP) and Staff Assistance Visits (SAV) to subordinate BSBs to determine program effectiveness. Report annually on the number of CIPs and SAVs conducted and their findings.</li> <li>2. Monitor EEO caseload and processing times for pre-complaints and formal complaints.</li> <li>3. Develop formal SAV Evaluation plan.</li> </ol>	ASG EEO	FY 2002 and On Going

**ACCOMPLISHMENTS AND UPDATE**

In this reporting period, the ASG EEO Office conducted 4 CIPs visits. It was discovered that the emergence of new automation systems and training in their use is preventing EEO staff from accomplishing many of the tasks necessary to function successfully.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

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NOTEWORTHY ACTIVITIES/INITIATIVES

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- Conducted EEO Counselor training for the 98<sup>th</sup> ASG and Surrounding BSBs.
- During the fiscal year, a quarterly EEO Newsletter was developed and published for the 98<sup>th</sup> ASG EEO Footprint.
- The ASG and BSBs published informative articles in the Crusader to heighten community awareness concerning ethnic observances, diversity and sexual harassment.
- The ASG completed 100% staff assistance visits to all BSBs within its AOR.
- The 235<sup>th</sup> Base Support Battalion's Special Emphasis Committee presented workshops and activities to improve the awareness of employment opportunities. The Civilian Personnel Advisory Center presented an informative resumix workshop for all interested employees.
- The 279<sup>th</sup> BSB achieved a 98% resolution rate in the pre-complaint counseling stages, by using conciliatory ADR. A cost savings of over \$50,000 resulted by using mediation at the worksites before problems escalated into informal complaints.
- The 280<sup>th</sup> BSB reduced its formal complaint caseload to zero.
- Posters identifying EEO officials, policies and revised EEO complaint procedures were posted on bulletin boards throughout the Area Support Group.
- Informal and formal complaints have been reduced through negotiation and mediation intervention between EEO officials, managers, supervisors, and employees. The ASG EEO office has nurtured a team approach to complaint processing. This includes close coordination between each BSB EEO office, JAG and CPAC. Communication between formal complaint-processing times has been reduced significantly.
- The 417<sup>th</sup> BSB has continued using mediation to resolve EEO complaints during the pre-complaint phase.
- The 417<sup>th</sup> BSB EEO manager serves on the Early Return of Dependents panel. Her presence on the panel has resulted in fair and consistent decisions for all involved.

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

CHANGE IN UNDERREPRESENTATION BY AA NARRATIVE FORMAT

	ALL	WHITE		BLACK		HISPANIC		AS AM/PAC ISL		AM IND / AL NAT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>GS 1-4</b>	<b>111</b>	<b>10</b>	<b>36</b>	<b>13</b>	<b>38</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>
FY02	<b>19.4%</b>	9.0%	32.4%	11.7%	34.2%	0.9%	8.1%	0.0%	2.7%	0.0%	0.9%
NCLF	99.9%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
Difference		-45.7%	2.1%	9.3%	31.0%	-1.2%	6.7%	-3.5%	0.8%	-0.2%	0.7%
Underrepresented	FE -	-51	2	10	34	-1	7	-4	1	0	1
	Min -										
Total Women:	87										
<b>GS 5-8</b>	<b>179</b>	<b>39</b>	<b>37</b>	<b>22</b>	<b>60</b>	<b>2</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>
FY02	<b>31.3%</b>	21.8%	20.7%	12.3%	33.5%	1.1%	6.7%	0.6%	0.0%	0.6%	2.8%
NCLF	100.1%	36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	1.9%	1.6%	0.4%	0.4%
Difference		-14.3%	-22.2%	8.7%	26.9%	-2.1%	3.3%	-1.3%	1.6%	0.2%	2.4%
Underrepresented	FE -	-26	-40	16	48	-4	6	-2	-3	0	4
	Min -										
Total Women:	114										
<b>GS 9-12</b>	<b>259</b>	<b>90</b>	<b>113</b>	<b>29</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>1</b>
FY02	<b>45.3%</b>	34.7%	43.6%	11.2%	3.9%	1.2%	0.8%	0.8%	2.7%	0.8%	0.4%
NCLF	100.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
Difference		-7.4%	3.2%	7.6%	-1.4%	-1.4%	-1.8%	-0.6%	1.3%	0.5%	0.1%
Underrepresented	FE -	-19	8	20	-4	-4	-5	-2	3	1	0
	Min -										
Total Women:	133										
<b>High Grades</b>	<b>23</b>	<b>18</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
FY02	<b>4.0%</b>	78.3%	13.0%	4.3%	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%
NCLF	100.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
Difference		36.2%	-27.4%	0.7%	-5.3%	1.7%	-2.6%	-1.4%	-1.4%	-0.3%	-0.3%
Underrepresented	FE -	8	-6	0	-1	0	-1	0	0	0	0
	Min -										
Total Women:	3										
	ALL	WHITE		BLACK		HISPANIC		AS AM/PAC ISL		AM IND / AL NAT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>SES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
FY02	<b>0.0%</b>	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
NCLF	100.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
Difference		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Underrepresented	FE - 1	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
	Min -										

**AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND  
WOMEN ANNUAL ACCOMPLISHMENT FOR FY 2002**

PATCOB Distribution												
ALL	MALE	WHITE		MALE	BLACK		HISPANIC		AS AM/PAC ISL		AM IND / AL NAT	
		FEMALE	FEMALE		FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
PROF NO.	150	37	78	6	16	3	5	0	4	1	0	0
FY02	<b>19.5%</b>	24.7%	52.0%	4.0%	10.7%	2.0%	3.3%	0.0%	2.7%	0.7%	0.0%	0.0%
NCLF	99.9%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%	0.2%
Difference		-30.0%	21.7%	1.6%	7.5%	-0.1%	1.9%	-3.5%	0.8%	0.5%	-0.2%	-0.2%
Underreprese	45	0	33	2	11	0	3	-5	1	1	0	0
ADMIN NO.	186	83	49	24	13	8	1	2	4	1	1	1
FY02	<b>24.2%</b>	44.6%	26.3%	12.9%	7.0%	4.3%	0.5%	1.1%	2.2%	0.5%	0.5%	0.5%
NCLF	100.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%	0.3%
Difference		2.5%	-14.1%	9.3%	1.7%	1.7%	-2.1%	-0.3%	0.8%	0.2%	0.2%	0.2%
Underreprese	-5	0	-26	17	3	3	-4	-1	1	0	0	0
TECH NO.	186	29	63	22	48	2	11	1	4	1	5	5
FY02	<b>24.2%</b>	15.6%	33.9%	11.8%	25.8%	1.1%	5.9%	0.5%	2.2%	0.5%	2.7%	2.7%
NCLF	100.1%	36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	1.9%	1.6%	0.4%	0.4%	0.4%
Difference		-20.5%	-9.0%	8.2%	19.2%	-2.1%	2.5%	-1.4%	0.6%	0.1%	2.3%	2.3%
Underreprese	38	0	-17	15	36	-4	5	-3	1	0	4	4
CLERICAL NO.	130	13	49	13	42	1	10	0	1	0	1	1
FY02	<b>16.9%</b>	10.0%	37.7%	10.0%	32.3%	0.8%	7.7%	0.0%	0.8%	0.0%	0.8%	0.8%
NCLF	100.0%	14.0%	63.4%	2.8%	9.6%	1.7%	5.2%	0.8%	1.9%	0.1%	0.5%	0.5%
Difference		-4.0%	-25.7%	7.2%	22.7%	-0.9%	2.5%	-0.8%	-1.1%	-0.1%	0.3%	0.3%
Underreprese	5	0	-33	9	30	-1	3	-1	-1	0	0	0
OTHER NO.	0	0	0	0	0	0	0	0	0	0	0	0
FY02	<b>0.0%</b>	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
NCLF	100.1%	67.6%	11.2%	9.7%	3.2%	4.8%	1.0%	1.2%	0.3%	0.9%	0.2%	0.2%
Difference		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Underreprese	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
BLUE COL NO.	116	20	14	39	23	5	6	1	4	1	3	3
FY02	<b>15.1%</b>	17.2%	12.1%	33.6%	19.8%	4.3%	5.2%	0.9%	3.4%	0.9%	2.6%	2.6%
NCLF	99.9%	65.4%	9.8%	9.1%	2.2%	8.7%	1.5%	1.7%	0.5%	0.8%	0.2%	0.2%
Difference		-48.2%	2.3%	24.5%	17.6%	-4.4%	3.7%	-0.8%	2.9%	0.1%	2.4%	2.4%
Underreprese	56	0	3	28	20	-5	4	-1	3	0	3	3
ACTUAL	<b>768</b>	182	253	104	142	19	33	4	17	4	10	10
FY02	<b>100.0%</b>	23.7%	32.9%	13.5%	18.5%	2.5%	4.3%	0.5%	2.2%	0.5%	1.3%	1.3%
NCLF	99.9%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%	0.2%
Difference		-31.0%	2.6%	11.1%	15.3%	0.4%	2.9%	-3.0%	0.3%	0.3%	1.1%	1.1%
Underreprese	239	0	20	86	117	3	22	-23	2	2	8	8