

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - ALL AGENCIES  PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	2,108,639	702,030	33.3	368,814	17.5	163,975	7.8	124,446	5.9	44,795	2.1	1,406,609	66.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	1,556,694	526,983	33.9	283,175	18.2	123,913	8	87,543	5.6	32,352	2.1	1,029,711	66.1
GS-01	3,710	1,634	44	958	25.8	282	7.6	335	9	59	1.6	2,076	56
GS-02	5,748	2,518	43.8	1,508	26.2	484	8.4	380	6.6	146	2.5	3,230	56.2
GS-03	18,913	7,666	40.5	3,766	19.9	1,700	9	1,553	8.2	647	3.4	11,247	59.5
GS-04	56,467	23,020	40.8	13,006	23	4,424	7.8	3,165	5.6	2,425	4.3	33,447	59.2
GS-05	103,661	45,267	43.7	27,094	26.1	8,573	8.3	5,222	5	4,378	4.2	58,394	56.3
GS-06	88,251	37,342	42.3	23,149	26.2	7,181	8.1	4,075	4.6	2,937	3.3	50,909	57.7
GS-07	150,571	58,812	39.1	33,975	22.6	13,934	9.3	7,038	4.7	3,865	2.6	91,759	60.9
GS-08	56,184	24,150	43	14,746	26.2	6,125	10.9	2,105	3.7	1,174	2.1	32,034	57
GS-09	154,452	56,089	36.3	30,715	19.9	14,220	9.2	7,705	5	3,449	2.2	98,363	63.7
GS-10	17,113	5,332	31.2	3,116	18.2	949	5.5	791	4.6	476	2.8	11,781	68.8
GS-11	204,247	67,221	32.9	34,803	17	17,711	8.7	10,710	5.2	3,997	2	137,026	67.1
GS-12	268,338	86,528	32.2	41,389	15.4	24,611	9.2	16,508	6.2	4,020	1.5	181,810	67.8
GS-13	235,739	64,693	27.4	32,879	13.9	14,924	6.3	14,206	6	2,684	1.1	171,046	72.6
GS-14	118,139	30,053	25.4	15,581	13.2	5,681	4.8	7,489	6.3	1,302	1.1	88,086	74.6
GS-15	75,161	16,658	22.2	6,490	8.6	3,114	4.1	6,261	8.3	793	1.1	58,503	77.8
<b>AVERAGE GRADE</b>	10.1	9.5		9.3		9.7		10.4		8.7		10.4	
<b>SENIOR PAY LEVELS</b>	29,171	6,224	21.3	1,857	6.4	1,191	4.1	2,846	9.8	330	1.1	22,947	78.7
<b>OTHER WHITE COLLAR</b>	315,625	98,167	31.1	46,522	14.7	23,228	7.4	22,599	7.2	5,818	1.8	217,458	68.9
<b>TOTAL WAGE SYSTEMS</b>	207,149	70,656	34.1	37,260	18	15,643	7.6	11,458	5.5	6,295	3	136,493	65.9

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF AGRICULTURE PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	108,135	23,923	22.1	11,443	10.6	6,583	6.1	3,352	3.1	2,545	2.4	84,212	77.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	100,682	21,931	21.8	10,438	10.4	6,077	6	3,020	3	2,396	2.4	78,751	78.2
GS-01	575	114	19.8	50	8.7	35	6.1	17	3	12	2.1	461	80.2
GS-02	1,286	634	49.3	431	33.5	146	11.4	31	2.4	26	2	652	50.7
GS-03	4,591	1,026	22.3	382	8.3	279	6.1	276	6	89	1.9	3,565	77.7
GS-04	6,379	978	15.3	359	5.6	318	5	154	2.4	147	2.3	5,401	84.7
GS-05	8,512	1,636	19.2	604	7.1	630	7.4	192	2.3	210	2.5	6,876	80.8
GS-06	4,801	950	19.8	422	8.8	314	6.5	92	1.9	122	2.5	3,851	80.2
GS-07	15,387	4,269	27.7	2,355	15.3	1,126	7.3	322	2.1	466	3	11,118	72.3
GS-08	4,092	979	23.9	467	11.4	302	7.4	86	2.1	124	3	3,113	76.1
GS-09	13,319	2,591	19.5	1,093	8.2	816	6.1	338	2.5	344	2.6	10,728	80.5
GS-10	736	157	21.3	82	11.1	39	5.3	13	1.8	23	3.1	579	78.7
GS-11	12,349	2,444	19.8	1,002	8.1	748	6.1	382	3.1	312	2.5	9,905	80.2
GS-12	13,720	2,758	20.1	1,435	10.5	675	4.9	366	2.7	282	2.1	10,962	79.9
GS-13	8,478	2,031	24	1,084	12.8	381	4.5	403	4.8	163	1.9	6,447	76
GS-14	4,106	924	22.5	476	11.6	174	4.2	224	5.5	50	1.2	3,182	77.5
GS-15	2,351	440	18.7	196	8.3	94	4	124	5.3	26	1.1	1,911	81.3
<b>AVERAGE GRADE</b>	8.8	8.7		8.8		8.3		9.3		8.5		8.8	
<b>SENIOR PAY LEVELS</b>	491	103	21	58	11.8	20	4.1	17	3.5	8	1.6	388	79
<b>OTHER WHITE COLLAR</b>	4,063	1,061	26.1	569	14	162	4	265	6.5	65	1.6	3,002	73.9
<b>TOTAL WAGE SYSTEMS</b>	2,899	828	28.6	378	13	324	11.2	50	1.7	76	2.6	2,071	71.4

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF COMMERCE PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	49,123	15,723	32	8,537	17.4	2,098	4.3	4,677	9.5	411	0.8	33,400	68
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	44,854	14,528	32.4	7,743	17.3	1,902	4.2	4,522	10.1	361	0.8	30,326	67.6
GS-01	21	10	47.6	7	33.3	---	---	3	14.3	---	---	11	52.4
GS-02	119	55	46.2	40	33.6	---	3	2.5	12	10.1	---	64	53.8
GS-03	1,257	332	26.4	185	14.7	92	7.3	39	3.1	---	16	925	73.6
GS-04	5,855	1,548	26.4	937	16	371	6.3	161	2.7	79	1.3	4,307	73.6
GS-05	1,812	670	37	441	24.3	119	6.6	89	4.9	21	1.2	1,142	63
GS-06	1,030	392	38.1	267	25.9	66	6.4	42	4.1	17	1.7	638	61.9
GS-07	1,860	940	50.5	728	39.1	82	4.4	119	6.4	11	0.6	920	49.5
GS-08	871	376	43.2	293	33.6	25	2.9	50	5.7	8	0.9	495	56.8
GS-09	2,653	1,117	42.1	656	24.7	135	5.1	301	11.3	25	0.9	1,536	57.9
GS-10	424	148	34.9	111	26.2	12	2.8	20	4.7	5	1.2	276	65.1
GS-11	3,488	1,221	35	694	19.9	139	4	353	10.1	35	1	2,267	65
GS-12	8,496	2,839	33.4	1,470	17.3	355	4.2	930	10.9	84	1	5,657	66.6
GS-13	5,594	1,696	30.3	754	13.5	193	3.5	728	13	21	0.4	3,898	69.7
GS-14	8,130	2,481	30.5	906	11.1	234	2.9	1,317	16.2	24	0.3	5,649	69.5
GS-15	3,244	703	21.7	254	7.8	76	2.3	358	11	15	0.5	2,541	78.3
<b>AVERAGE GRADE</b>	10.4	10.3		9.6		9.2		11.9		8.9		10.5	
<b>SENIOR PAY LEVELS</b>	578	109	18.9	57	9.9	15	2.6	35	6.1	2	0.3	469	81.1
<b>OTHER WHITE COLLAR</b>	2,809	869	30.9	582	20.7	163	5.8	87	3.1	37	1.3	1,940	69.1
<b>TOTAL WAGE SYSTEMS</b>	882	217	24.6	155	17.6	18	2	33	3.7	11	1.2	665	75.4

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BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010  
MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE AIR FORCE PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	170,779	41,878	24.5	20,604	12.1	11,779	6.9	7,125	4.2	2,370	1.4	128,901	75.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	114,848	28,738	25	15,159	13.2	7,270	6.3	4,893	4.3	1,416	1.2	86,110	75
GS-01	135	32	23.7	15	11.1	11	8.1	3	2.2	3	2.2	103	76.3
GS-02	495	132	26.7	47	9.5	55	11.1	24	4.8	6	1.2	363	73.3
GS-03	827	305	36.9	169	20.4	65	7.9	51	6.2	20	2.4	522	63.1
GS-04	2,687	987	36.7	581	21.6	239	8.9	134	5	33	1.2	1,700	63.3
GS-05	7,253	2,852	39.3	1,628	22.4	681	9.4	430	5.9	113	1.6	4,401	60.7
GS-06	5,460	1,913	35	1,096	20.1	499	9.1	257	4.7	61	1.1	3,547	65
GS-07	10,732	3,535	32.9	1,946	18.1	934	8.7	503	4.7	152	1.4	7,197	67.1
GS-08	1,809	474	26.2	221	12.2	161	8.9	70	3.9	22	1.2	1,335	73.8
GS-09	15,342	4,133	26.9	2,324	15.1	1,048	6.8	589	3.8	172	1.1	11,209	73.1
GS-10	1,298	255	19.6	117	9	76	5.9	44	3.4	18	1.4	1,043	80.4
GS-11	21,054	5,051	24	2,670	12.7	1,330	6.3	764	3.6	287	1.4	16,003	76
GS-12	24,221	5,348	22.1	2,674	11	1,254	5.2	1,125	4.6	295	1.2	18,873	77.9
GS-13	15,380	2,674	17.4	1,224	8	632	4.1	663	4.3	155	1	12,706	82.6
GS-14	5,897	804	13.6	348	5.9	223	3.8	176	3	57	1	5,093	86.4
GS-15	2,258	243	10.8	99	4.4	62	2.7	60	2.7	22	1	2,015	89.2
<b>AVERAGE GRADE</b>	10.1	9.3		9.2		9.3		9.8		9.8		10.4	
<b>SENIOR PAY LEVELS</b>	363	38	10.5	14	3.9	7	1.9	11	3	6	1.7	325	89.5
<b>OTHER WHITE COLLAR</b>	9,841	2,526	25.7	1,045	10.6	843	8.6	534	5.4	104	1.1	7,315	74.3
<b>TOTAL WAGE SYSTEMS</b>	45,727	10,576	23.1	4,386	9.6	3,659	8	1,687	3.7	844	1.8	35,151	76.9

40

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MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE ARMY PAY PLAN AND GRADE	TOTAL	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	287,974	86,412	30	49,730	17.3	20,023	7	13,247	4.6	3,412	1.2	201,562	70
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	210,196	65,250	31	38,843	18.5	13,970	6.6	10,030	4.8	2,407	1.1	144,946	69
GS-01	269	73	27.1	47	17.5	16	5.9	5	1.9	5	1.9	196	72.9
GS-02	460	119	25.9	80	17.4	21	4.6	16	3.5	2	0.4	341	74.1
GS-03	966	270	28	180	18.6	35	3.6	43	4.5	12	1.2	696	72
GS-04	9,268	4,284	46.2	2,739	29.6	851	9.2	563	6.1	131	1.4	4,984	53.8
GS-05	14,731	6,288	42.7	3,999	27.1	1,312	8.9	792	5.4	185	1.3	8,443	57.3
GS-06	12,765	5,106	40	3,286	25.7	1,147	9	530	4.2	143	1.1	7,659	60
GS-07	24,206	8,534	35.3	5,410	22.3	1,913	7.9	917	3.8	294	1.2	15,672	64.7
GS-08	4,226	1,449	34.3	842	19.9	381	9	170	4	56	1.3	2,777	65.7
GS-09	26,217	8,580	32.7	5,317	20.3	1,924	7.3	1,006	3.8	333	1.3	17,637	67.3
GS-10	2,819	696	24.7	369	13.1	163	5.8	136	4.8	28	1	2,123	75.3
GS-11	32,392	9,791	30.2	5,784	17.9	2,161	6.7	1,451	4.5	395	1.2	22,601	69.8
GS-12	37,811	10,261	27.1	5,713	15.1	2,166	5.7	1,975	5.2	407	1.1	27,550	72.9
GS-13	28,953	6,890	23.8	3,644	12.6	1,287	4.4	1,674	5.8	285	1	22,063	76.2
GS-14	10,284	2,133	20.7	1,114	10.8	429	4.2	497	4.8	93	0.9	8,151	79.3
GS-15	4,829	776	16.1	319	6.6	164	3.4	255	5.3	38	0.8	4,053	83.9
<b>AVERAGE GRADE</b>	9.8	9.2		8.9		9.1		10		9.5		10.1	
<b>SENIOR PAY LEVELS</b>	528	54	10.2	20	3.8	9	1.7	19	3.6	6	1.1	474	89.8
<b>OTHER WHITE COLLAR</b>	26,567	7,997	30.1	4,168	15.7	1,514	5.7	2,064	7.8	251	0.9	18,570	69.9
<b>TOTAL WAGE SYSTEMS</b>	50,683	13,111	25.9	6,699	13.2	4,530	8.9	1,134	2.2	748	1.5	37,572	74.1

41

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**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE NAVY PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	197,093	59,489	30.2	26,110	13.2	9,646	4.9	22,077	11.2	1,656	0.8	137,604	69.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	120,778	35,020	29	15,682	13	6,180	5.1	12,140	10.1	1,018	0.8	85,758	71
GS-01	122	49	40.2	10	8.2	8	6.6	28	23	3	2.5	73	59.8
GS-02	214	81	37.9	28	13.1	16	7.5	37	17.3	---	---	133	62.1
GS-03	691	248	35.9	87	12.6	42	6.1	112	16.2	---	7	443	64.1
GS-04	2,969	1,417	47.7	781	26.3	206	6.9	404	13.6	26	0.9	1,552	52.3
GS-05	7,392	3,558	48.1	1,780	24.1	552	7.5	1,139	15.4	87	1.2	3,834	51.9
GS-06	5,164	2,343	45.4	1,282	24.8	374	7.2	622	12	65	1.3	2,821	54.6
GS-07	10,548	4,170	39.5	2,060	19.5	759	7.2	1,242	11.8	109	1	6,378	60.5
GS-08	2,222	769	34.6	380	17.1	157	7.1	217	9.8	15	0.7	1,453	65.4
GS-09	10,259	3,569	34.8	1,763	17.2	632	6.2	1,073	10.5	101	1	6,690	65.2
GS-10	1,186	317	26.7	157	13.2	41	3.5	104	8.8	15	1.3	869	73.3
GS-11	18,743	5,349	28.5	2,394	12.8	940	5	1,828	9.8	187	1	13,394	71.5
GS-12	28,911	7,379	25.5	2,767	9.6	1,346	4.7	3,037	10.5	229	0.8	21,532	74.5
GS-13	22,209	4,246	19.1	1,577	7.1	802	3.6	1,744	7.9	123	0.6	17,963	80.9
GS-14	6,106	1,013	16.6	441	7.2	194	3.2	344	5.6	34	0.6	5,093	83.4
GS-15	4,042	512	12.7	175	4.3	111	2.7	209	5.2	17	0.4	3,530	87.3
<b>AVERAGE GRADE</b>	10.5	9.5		9.2		9.7		9.9		9.9		10.9	
<b>SENIOR PAY LEVELS</b>	761	71	9.3	22	2.9	11	1.4	34	4.5	4	0.5	690	90.7
<b>OTHER WHITE COLLAR</b>	35,329	9,147	25.9	3,863	10.9	1,529	4.3	3,479	9.8	276	0.8	26,182	74.1
<b>TOTAL WAGE SYSTEMS</b>	40,225	15,251	37.9	6,543	16.3	1,926	4.8	6,424	16	358	0.9	24,974	62.1

42

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MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF DEFENSE PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	763,560	223,286	29.2	118,319	15.5	47,201	6.2	49,303	6.5	8,463	1.1	540,274	70.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	524,822	155,687	29.7	86,304	16.4	31,345	6	32,442	6.2	5,596	1.1	369,135	70.3
GS-01	2,410	1,159	48.1	688	28.5	169	7	271	11.2	31	1.3	1,251	51.9
GS-02	2,328	896	38.5	458	19.7	174	7.5	241	10.4	23	1	1,432	61.5
GS-03	5,531	2,653	48	1,276	23.1	405	7.3	905	16.4	67	1.2	2,878	52
GS-04	19,604	8,909	45.4	5,169	26.4	1,647	8.4	1,849	9.4	244	1.2	10,695	54.6
GS-05	33,447	14,193	42.4	8,390	25.1	2,752	8.2	2,626	7.9	425	1.3	19,254	57.6
GS-06	28,442	11,177	39.3	6,998	24.6	2,211	7.8	1,636	5.8	332	1.2	17,265	60.7
GS-07	51,459	18,420	35.8	10,909	21.2	3,880	7.5	3,010	5.8	621	1.2	33,039	64.2
GS-08	9,046	3,046	33.7	1,700	18.8	743	8.2	503	5.6	100	1.1	6,000	66.3
GS-09	56,971	18,058	31.7	10,614	18.6	3,845	6.7	2,949	5.2	650	1.1	38,913	68.3
GS-10	5,499	1,351	24.6	690	12.5	291	5.3	305	5.5	65	1.2	4,148	75.4
GS-11	83,927	23,948	28.5	13,397	16	5,047	6	4,524	5.4	980	1.2	59,979	71.5
GS-12	106,955	27,747	25.9	14,103	13.2	5,534	5.2	7,032	6.6	1,078	1	79,208	74.1
GS-13	77,394	16,826	21.7	8,279	10.7	3,205	4.1	4,690	6.1	652	0.8	60,568	78.3
GS-14	27,523	5,212	18.9	2,704	9.8	1,024	3.7	1,262	4.6	222	0.8	22,311	81.1
GS-15	14,286	2,092	14.6	929	6.5	418	2.9	639	4.5	106	0.7	12,194	85.4
<b>AVERAGE GRADE</b>	10	9.2		9		9.3		9.6		9.6		10.3	
<b>SENIOR PAY LEVELS</b>	2,569	262	10.2	104	4	47	1.8	86	3.3	25	1	2,307	89.8
<b>OTHER WHITE COLLAR</b>	89,624	23,735	26.5	11,355	12.7	4,839	5.4	6,755	7.5	786	0.9	65,889	73.5
<b>TOTAL WAGE SYSTEMS</b>	146,545	43,602	29.8	20,556	14	10,970	7.5	10,020	6.8	2,056	1.4	102,943	70.2

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF EDUCATION		TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
PAY PLAN AND GRADE	TOTAL NUMBER	MINORITIES NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	PACIFIC ISLANDER NUMBER	PERCENT	OR ALASKAN NATIVE NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	4,526	2,131	47.1	1,610	35.6	229	5.1	253	5.6	39	0.9	2,395	52.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	4,093	1,991	48.6	1,511	36.9	214	5.2	230	5.6	36	0.9	2,102	51.4
GS-02	8	5	62.5	5	62.5	---	---	---	---	---	---	3	37.5
GS-03	24	15	62.5	14	58.3	---	---	---	1 4.2	---	---	9	37.5
GS-04	45	28	62.2	23	51.1	---	2 4.4	1	2.2	---	2 4.4	17	37.8
GS-05	40	27	67.5	22	55	3	7.5	---	---	2	5	13	32.5
GS-06	19	17	89.5	14	73.7	1	5.3	---	2 10.5	---	---	2	10.5
GS-07	134	83	61.9	65	48.5	7	5.2	10	7.5	---	1 0.7	51	38.1
GS-08	48	42	87.5	37	77.1	3	6.3	2	4.2	---	---	6	12.5
GS-09	265	165	62.3	128	48.3	14	5.3	23	8.7	---	---	100	37.7
GS-10	2	2	100	1	50	1	50	---	---	---	---	---	---
44 GS-11	292	171	58.6	133	45.5	18	6.2	---	19 6.5	---	1 0.3	---	121 41.4
GS-12	707	448	63.4	358	50.6	43	6.1	39	5.5	8	1.1	259	36.6
GS-13	1,046	515	49.2	374	35.8	67	6.4	65	6.2	9	0.9	531	50.8
GS-14	909	328	36.1	232	25.5	37	4.1	54	5.9	5	0.6	581	63.9
GS-15	554	145	26.2	105	19	18	3.2	14	2.5	8	1.4	409	73.8
<b>AVERAGE GRADE</b>	12.4	11.8		11.7		12.2		12.2		12.2		12.9	
<b>SENIOR PAY LEVELS</b>	209	63	30.1	45	21.5	7	3.3	11	5.3	---	---	146	69.9
<b>OTHER WHITE COLLAR</b>	221	75	33.9	52	23.5	8	3.6	12	5.4	3	1.4	146	66.1
<b>TOTAL WAGE SYSTEMS</b>	3	2	66.7	2	66.7	---	---	---	---	---	---	1	33.3

\* - LESS THAN 0.05 PERCENT



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF ENERGY PAY PLAN AND GRADE	TOTAL	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	16,615	4,096	24.7	1,886	11.4	1,054	6.3	872	5.2	284	1.7	12,519	75.3
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	11,580	2,965	25.6	1,570	13.6	516	4.5	704	6.1	175	1.5	8,615	74.4
GS-01	3	3	100	3	100								
GS-02	5	3	60	3	60	---	---	---	---	---	---	---	---
GS-03	16	9	56.3	4	25	---	2	12.5	---	2	12.5	---	1
GS-04	82	26	31.7	13	15.9	4	4.9	9	11			56	68.3
GS-05	50	14	28	5	10	3	6	3	6	---	3	6	36
GS-06	64	22	34.4	16	25	2	3.1	2	3.1	2	3.1	42	65.6
GS-07	367	116	31.6	66	18	22	6	20	5.4	8	2.2	251	68.4
GS-08	182	78	42.9	61	33.5	10	5.5	6	3.3	1	0.5	104	57.1
GS-09	540	177	32.8	107	19.8	29	5.4	33	6.1	8	1.5	363	67.2
GS-10	36	7	19.4	3	8.3	2	5.6	1	2.8	1	2.8	29	80.6
GS-11	901	313	34.7	186	20.6	56	6.2	55	6.1	16	1.8	588	65.3
GS-12	1,647	460	27.9	246	14.9	95	5.8	84	5.1	35	2.1	1,187	72.1
GS-13	3,179	834	26.2	428	13.5	139	4.4	218	6.9	49	1.5	2,345	73.8
GS-14	2,538	551	21.7	265	10.4	97	3.8	154	6.1	35	1.4	1,987	78.3
GS-15	1,970	352	17.9	164	8.3	55	2.8	117	5.9	16	0.8	1,618	82.1
<b>AVERAGE GRADE</b>	12.6	12.2		12		12.2		12.7		12.2		12.8	
<b>SENIOR PAY LEVELS</b>	620	102	16.5	38	6.1	28	4.5	29	4.7	7	1.1	518	83.5
<b>OTHER WHITE COLLAR</b>	3,141	897	28.6	258	8.2	453	14.4	124	3.9	62	2	2,244	71.4
<b>TOTAL WAGE SYSTEMS</b>	1,274	132	10.4	20	1.6	57	4.5	15	1.2	40	3.1	1,142	89.6

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES		TOTAL		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
PAY PLAN AND GRADE	TOTAL NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	83,191	34,824	41.9	13,504	16.2	2,646	3.2	7,440	8.9	11,234	13.5	48,367	58.1
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	69,608	29,522	42.4	12,384	17.8	2,343	3.4	5,068	7.3	9,727	14	40,086	57.6
GS-01	42	28	66.7	14	33.3	1	2.4	10	23.8	3	7.1	14	33.3
GS-02	176	121	68.8	42	23.9	5	2.8	13	7.4	61	34.7	55	31.3
GS-03	590	395	66.9	81	13.7	6	1	26	4.4	282	47.8	195	33.1
GS-04	1,818	1,524	83.8	140	7.7	26	1.4	53	2.9	1,305	71.8	294	16.2
GS-05	3,613	2,546	70.5	216	6	65	1.8	68	1.9	2,197	60.8	1,067	29.5
GS-06	2,194	1,695	77.3	325	14.8	51	2.3	32	1.5	1,287	58.7	499	22.7
GS-07	5,445	2,491	45.7	1,119	20.6	187	3.4	172	3.2	1,013	18.6	2,954	54.3
GS-08	1,543	927	60.1	545	35.3	52	3.4	69	4.5	261	16.9	616	39.9
GS-09	6,315	2,782	44.1	1,345	21.3	191	3	307	4.9	939	14.9	3,533	55.9
GS-10	772	394	51	86	11.1	38	4.9	20	2.6	250	32.4	378	49
GS-11	6,579	2,826	43	1,276	19.4	195	3	451	6.9	904	13.7	3,753	57
GS-12	10,490	4,417	42.1	2,406	22.9	442	4.2	947	9	622	5.9	6,073	57.9
GS-13	14,715	5,209	35.4	2,911	19.8	600	4.1	1,401	9.5	297	2	9,506	64.6
GS-14	9,852	2,980	30.2	1,350	13.7	338	3.4	1,099	11.2	193	2	6,872	69.8
GS-15	5,464	1,187	21.7	528	9.7	146	2.7	400	7.3	113	2.1	4,277	78.3
<b>AVERAGE GRADE</b>	11	10		11		11.4		12.1		7.3		11.7	
<b>SENIOR PAY LEVELS</b>	2,812	584	20.8	142	5	60	2.1	352	12.5	30	1.1	2,228	79.2
<b>OTHER WHITE COLLAR</b>	8,729	3,007	34.4	724	8.3	226	2.6	2,004	23	53	0.6	5,722	65.6
<b>TOTAL WAGE SYSTEMS</b>	2,042	1,711	83.8	254	12.4	17	0.8	16	0.8	1,424	69.7	331	16.2

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF HOMELAND SECURITY PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	188,689	76,523	40.6	27,961	14.8	36,959	19.6	9,606	5.1	1,997	1.1	112,166	59.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	114,140	47,880	41.9	13,476	11.8	27,249	23.9	6,073	5.3	1,082	0.9	66,260	58.1
GS-01	22	11	50	5	22.7	5	22.7	1	4.5	---	---	11	50
GS-02	85	39	45.9	17	20	19	22.4	3	3.5	---	---	46	54.1
GS-03	184	87	47.3	46	25	30	16.3	10	5.4	---	1	97	52.7
GS-04	616	281	45.6	152	24.7	84	13.6	39	6.3	6	1	335	54.4
GS-05	2,318	999	43.1	283	12.2	552	23.8	140	6	24	1	1,319	56.9
GS-06	828	346	41.8	168	20.3	116	14	47	5.7	15	1.8	482	58.2
GS-07	9,324	4,300	46.1	1,296	13.9	2,321	24.9	583	6.3	100	1.1	5,024	53.9
GS-08	746	379	50.8	266	35.7	71	9.5	39	5.2	3	0.4	367	49.2
GS-09	15,024	6,974	46.4	1,898	12.6	4,096	27.3	841	5.6	139	0.9	8,050	53.6
GS-10	82	41	50	25	30.5	11	13.4	4	4.9	1	1.2	41	50
GS-11	12,532	5,613	44.8	1,492	11.9	3,416	27.3	609	4.9	96	0.8	6,919	55.2
GS-12	34,432	16,617	48.3	3,254	9.5	10,844	31.5	2,182	6.3	337	1	17,815	51.7
GS-13	22,862	7,923	34.7	2,473	10.8	4,284	18.7	932	4.1	234	1	14,939	65.3
GS-14	10,490	3,222	30.7	1,533	14.6	1,113	10.6	482	4.6	94	0.9	7,268	69.3
GS-15	4,595	1,048	22.8	568	12.4	287	6.2	161	3.5	32	0.7	3,547	77.2
<b>AVERAGE GRADE</b>	11.3	11.1		11.1		11		11.1		11.2		11.5	
<b>SENIOR PAY LEVELS</b>	739	132	17.9	66	8.9	39	5.3	25	3.4	2	0.3	607	82.1
<b>OTHER WHITE COLLAR</b>	71,336	27,716	38.9	14,154	19.8	9,256	13	3,436	4.8	870	1.2	43,620	61.1
<b>TOTAL WAGE SYSTEMS</b>	2,474	795	32.1	265	10.7	415	16.8	72	2.9	43	1.7	1,679	67.9

47

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	10,028	5,158	51.4	3,859	38.5	670	6.7	511	5.1	118	1.2	4,870	48.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	9,870	5,103	51.7	3,818	38.7	665	6.7	506	5.1	114	1.2	4,767	48.3
GS-01	24	19	79.2	14	58.3	2	8.3	2	8.3	1	4.2	5	20.8
GS-02	62	53	85.5	47	75.8	3	4.8	2	3.2	1	1.6	9	14.5
GS-03	99	76	76.8	66	66.7	2	2	7	7.1	1	1	23	23.2
GS-04	148	99	66.9	88	59.5	4	2.7	6	4.1	1	0.7	49	33.1
GS-05	116	72	62.1	61	52.6	6	5.2	5	4.3			44	37.9
GS-06	48	33	68.8	25	52.1	8	16.7					15	31.3
GS-07	658	406	61.7	311	47.3	49	7.4	29	4.4	17	2.6	252	38.3
GS-08	93	71	76.3	56	60.2	8	8.6	7	7.5			22	23.7
GS-09	368	218	59.2	178	48.4	21	5.7	16	4.3	3	0.8	150	40.8
GS-10	41	36	87.8	35	85.4	1	2.4					5	12.2
GS-11	572	305	53.3	230	40.2	41	7.2	26	4.5	8	1.4	267	46.7
GS-12	2,368	1,286	54.3	938	39.6	189	8	115	4.9	44	1.9	1,082	45.7
GS-13	2,819	1,338	47.5	957	33.9	197	7	163	5.8	21	0.7	1,481	52.5
GS-14	1,506	701	46.5	511	33.9	90	6	93	6.2	7	0.5	805	53.5
GS-15	948	390	41.1	301	31.8	44	4.6	35	3.7	10	1.1	558	58.9
<b>AVERAGE GRADE</b>	11.9	11.5		11.4		11.9		12		11.3		12.3	
<b>SENIOR PAY LEVELS</b>	124	50	40.3	39	31.5	5	4	2	1.6	4	3.2	74	59.7
<b>OTHER WHITE COLLAR</b>	34	5	14.7	2	5.9			3	8.8			29	85.3

48

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE INTERIOR PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	78,976	20,935	26.5	4,070	5.2	4,152	5.3	1,997	2.5	10,716	13.6	58,041	73.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	63,686	14,609	22.9	3,241	5.1	3,376	5.3	1,725	2.7	6,267	9.8	49,077	77.1
GS-01	127	42	33.1	17	13.4	13	10.2	4	3.1	8	6.3	85	66.9
GS-02	382	114	29.8	30	7.9	43	11.3	17	4.5	24	6.3	268	70.2
GS-03	1,379	362	26.3	108	7.8	93	6.7	37	2.7	124	9	1,017	73.7
GS-04	3,923	957	24.4	232	5.9	193	4.9	120	3.1	412	10.5	2,966	75.6
GS-05	6,907	1,556	22.5	238	3.4	304	4.4	160	2.3	854	12.4	5,351	77.5
GS-06	2,900	890	30.7	146	5	157	5.4	71	2.4	516	17.8	2,010	69.3
GS-07	6,477	1,782	27.5	375	5.8	376	5.8	175	2.7	856	13.2	4,695	72.5
GS-08	1,248	445	35.7	103	8.3	83	6.7	24	1.9	235	18.8	803	64.3
GS-09	7,490	1,808	24.1	403	5.4	462	6.2	199	2.7	744	9.9	5,682	75.9
GS-10	290	93	32.1	31	10.7	28	9.7	3	1	31	10.7	197	67.9
GS-11	9,670	2,053	21.2	415	4.3	603	6.2	253	2.6	782	8.1	7,617	78.8
GS-12	10,185	1,997	19.6	468	4.6	518	5.1	309	3	702	6.9	8,188	80.4
GS-13	7,274	1,429	19.6	396	5.4	315	4.3	203	2.8	515	7.1	5,845	80.4
GS-14	3,729	789	21.2	203	5.4	145	3.9	113	3	328	8.8	2,940	78.8
GS-15	1,705	292	17.1	76	4.5	43	2.5	37	2.2	136	8	1,413	82.9
<b>AVERAGE GRADE</b>	9.4	9		9.3		9.2		9.5		8.7		9.5	
<b>SENIOR PAY LEVELS</b>	389	97	24.9	23	5.9	19	4.9	9	2.3	46	11.8	292	75.1
<b>OTHER WHITE COLLAR</b>	3,635	2,576	70.9	111	3.1	118	3.2	46	1.3	2,301	63.3	1,059	29.1
<b>TOTAL WAGE SYSTEMS</b>	11,266	3,653	32.4	695	6.2	639	5.7	217	1.9	2,102	18.7	7,613	67.6

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF JUSTICE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES		
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>TOTAL, ALL PAY PLANS</b>	116,657	35,017	30	19,888	17	10,069	8.6	4,088	3.5	972	0.8	81,640	70	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	104,348	32,189	30.8	18,414	17.6	9,194	8.8	3,715	3.6	866	0.8	72,159	69.2	
GS-01	60	28	46.7	22	36.7	5	8.3	---	---	1	1.7	32	53.3	
GS-02	257	133	51.8	92	35.8	26	10.1	---	12	4.7	3	1.2	124	48.2
GS-03	303	137	45.2	81	26.7	37	12.2	16	5.3	3	1	166	54.8	
GS-04	601	318	52.9	198	32.9	84	14	32	5.3	4	0.7	283	47.1	
GS-05	2,340	753	32.2	441	18.8	234	10	58	2.5	20	0.9	1,587	67.8	
GS-06	3,321	1,173	35.3	681	20.5	357	10.7	99	3	36	1.1	2,148	64.7	
GS-07	13,054	4,949	37.9	2,886	22.1	1,522	11.7	384	2.9	157	1.2	8,105	62.1	
GS-08	10,779	4,079	37.8	2,470	22.9	1,256	11.7	240	2.2	113	1	6,700	62.2	
GS-09	9,061	3,336	36.8	2,088	23	893	9.9	274	3	81	0.9	5,725	63.2	
GS-10	2,937	594	20.2	306	10.4	143	4.9	124	4.2	21	0.7	2,343	79.8	
GS-11	12,451	4,233	34	2,505	20.1	1,136	9.1	484	3.9	108	0.9	8,218	66	
GS-12	11,481	3,783	33	2,109	18.4	1,051	9.2	523	4.6	100	0.9	7,698	67	
GS-13	22,171	5,279	23.8	2,690	12.1	1,600	7.2	857	3.9	132	0.6	16,892	76.2	
GS-14	9,234	2,234	24.2	1,282	13.9	564	6.1	330	3.6	58	0.6	7,000	75.8	
GS-15	6,298	1,160	18.4	563	8.9	286	4.5	282	4.5	29	0.5	5,138	81.6	
<b>AVERAGE GRADE</b>	10.6	10.1		10		10		11		10		10.9		
<b>SENIOR PAY LEVELS</b>	4,232	672	15.9	323	7.6	221	5.2	111	2.6	17	0.4	3,560	84.1	
<b>OTHER WHITE COLLAR</b>	3,074	656	21.3	277	9	163	5.3	193	6.3	23	0.7	2,418	78.7	
<b>TOTAL WAGE SYSTEMS</b>	5,003	1,500	30	874	17.5	491	9.8	69	1.4	66	1.3	3,503	70	

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF LABOR PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	16,628	6,033	36.3	3,752	22.6	1,278	7.7	901	5.4	102	0.6	10,595	63.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	16,356	5,971	36.5	3,714	22.7	1,264	7.7	893	5.5	100	0.6	10,385	63.5
GS-01	7	2	28.6	2	28.6	---	---	---	---	---	---	5	71.4
GS-02	17	14	82.4	12	70.6	---	2 11.8	---	---	---	---	3	17.6
GS-03	63	46	73	35	55.6	9	14.3	---	1 1.6	---	1 1.6	17	27
GS-04	133	79	59.4	63	47.4	11	8.3	5	3.8	---	---	54	40.6
GS-05	517	252	48.7	168	32.5	46	8.9	34	6.6	---	4 0.8	265	51.3
GS-06	515	206	40	146	28.3	41	8	16	3.1	3	0.6	309	60
GS-07	1,369	623	45.5	423	30.9	119	8.7	68	5	13	0.9	746	54.5
GS-08	209	128	61.2	116	55.5	5	2.4	5	2.4	2	1	81	38.8
GS-09	1,156	517	44.7	279	24.1	141	12.2	91	7.9	6	0.5	639	55.3
GS-10	24	13	54.2	11	45.8	2	8.3	---	---	---	---	11	45.8
GS-11	1,228	544	44.3	359	29.2	102	8.3	---	70 5.7	---	13 1.1	684	55.7
GS-12	5,336	1,795	33.6	1,043	19.5	429	8	290	5.4	33	0.6	3,541	66.4
GS-13	3,185	1,037	32.6	639	20.1	218	6.8	165	5.2	15	0.5	2,148	67.4
GS-14	1,721	506	29.4	295	17.1	91	5.3	113	6.6	7	0.4	1,215	70.6
GS-15	876	209	23.9	123	14	48	5.5	35	4	3	0.3	667	76.1
<b>AVERAGE GRADE</b>	11.3	10.8		10.6		10.9		11.3		10.8		11.6	
<b>SENIOR PAY LEVELS</b>	245	51	20.8	29	11.8	13	5.3	7	2.9	2	0.8	194	79.2
<b>OTHER WHITE COLLAR</b>	15	4	26.7	2	13.3	1	6.7	1	6.7	---	---	11	73.3
<b>TOTAL WAGE SYSTEMS</b>	12	7	58.3	7	58.3	---	---	---	---	---	---	5	41.7

51

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF STATE PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	11,417	4,166	36.5	2,948	25.8	569	5	606	5.3	43	0.4	7,251	63.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	10,780	4,056	37.6	2,875	26.7	555	5.1	586	5.4	40	0.4	6,724	62.4
GS-01	18	15	83.3	13	72.2	1	5.6	1	5.6			3	16.7
GS-02	22	15	68.2	15	68.2							7	31.8
GS-03	47	36	76.6	31	66	---	1 2.1	---	3 6.4	---	1 2.1	11	23.4
GS-04	198	103	52	71	35.9	16	8.1	14	7.1	2	1	95	48
GS-05	154	91	59.1	70	45.5	10	6.5	10	6.5	1	0.6	63	40.9
GS-06	78	55	70.5	47	60.3	4	5.1	4	5.1			23	29.5
GS-07	529	285	53.9	215	40.6	35	6.6	30	5.7	---	5 0.9	244	46.1
GS-08	257	178	69.3	144	56	18	7	15	5.8	1	0.4	79	30.7
GS-09	764	400	52.4	290	38	56	7.3	51	6.7	3	0.4	364	47.6
GS-10	27	18	66.7	14	51.9	1	3.7	3	11.1			9	33.3
GS-11	1,619	774	47.8	491	30.3	147	9.1	129	8	---	7 0.4	845	52.2
GS-12	1,487	699	47	547	36.8	76	5.1	69	4.6	7	0.5	788	53
GS-13	2,448	786	32.1	560	22.9	94	3.8	127	5.2	5	0.2	1,662	67.9
GS-14	2,085	441	21.2	278	13.3	66	3.2	94	4.5	3	0.1	1,644	78.8
GS-15	1,047	160	15.3	89	8.5	30	2.9	36	3.4	5	0.5	887	84.7
<b>AVERAGE GRADE</b>	11.8	10.9		10.8		11.1		11.5		10.7		12.4	
<b>SENIOR PAY LEVELS</b>	211	26	12.3	14	6.6	6	2.8	5	2.4	1	0.5	185	87.7
<b>OTHER WHITE COLLAR</b>	382	49	12.8	27	7.1	6	1.6	14	3.7	2	0.5	333	87.2
<b>TOTAL WAGE SYSTEMS</b>	44	35	79.5	32	72.7	2	4.5	1	2.3			9	20.5

\* - LESS THAN 0.05 PERCENT



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF TRANSPORTATION PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES		
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>TOTAL, ALL PAY PLANS</b>	57,929	14,150	24.4	6,899	11.9	3,820	6.6	2,584	4.5	847	1.5	43,779	75.6	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	14,865	4,247	28.6	2,360	15.9	1,030	6.9	707	4.8	150	1	10,618	71.4	
GS-01	176	62	35.2	27	15.3	25	14.2	10	5.7	---	---	114	64.8	
GS-02	22	13	59.1	12	54.5	1	4.5	---	---	---	---	9	40.9	
GS-03	40	25	62.5	20	50	3	7.5	---	2	5	---	15	37.5	
GS-04	90	49	54.4	31	34.4	8	8.9	9	10	---	1	41	45.6	
GS-05	155	72	46.5	42	27.1	14	9	12	7.7	4	2.6	83	53.5	
GS-06	406	149	36.7	96	23.6	34	8.4	14	3.4	5	1.2	257	63.3	
GS-07	458	194	42.4	121	26.4	37	8.1	29	6.3	7	1.5	264	57.6	
GS-08	156	98	62.8	87	55.8	6	3.8	3	1.9	2	1.3	58	37.2	
GS-09	752	386	51.3	196	26.1	154	20.5	31	4.1	5	0.7	366	48.7	
GS-10	86	33	38.4	22	25.6	4	4.7	---	---	7	8.1	53	61.6	
GS-11	887	373	42.1	223	25.1	104	11.7	---	40	4.5	6	0.7	514	57.9
GS-12	2,383	715	30	403	16.9	192	8.1	98	4.1	22	0.9	1,668	70	
GS-13	4,377	1,036	23.7	553	12.6	217	5	219	5	47	1.1	3,341	76.3	
GS-14	3,878	823	21.2	403	10.4	199	5.1	182	4.7	39	1	3,055	78.8	
GS-15	999	219	21.9	124	12.4	32	3.2	58	5.8	5	0.5	780	78.1	
<b>AVERAGE GRADE</b>	12.1	11.4		11.2		11.3		12.1		12		12.4		
<b>SENIOR PAY LEVELS</b>	482	102	21.2	56	11.6	24	5	19	3.9	3	0.6	380	78.8	
<b>OTHER WHITE COLLAR</b>	42,084	9,641	22.9	4,400	10.5	2,729	6.5	1,840	4.4	672	1.6	32,443	77.1	
<b>TOTAL WAGE SYSTEMS</b>	498	160	32.1	83	16.7	37	7.4	18	3.6	22	4.4	338	67.9	

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF THE TREASURY PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES		
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>TOTAL, ALL PAY PLANS</b>	109,826	42,983	39.1	26,625	24.2	9,856	9	5,628	5.1	874	0.8	66,843	60.9	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	93,820	37,316	39.8	22,942	24.5	8,666	9.2	4,955	5.3	753	0.8	56,504	60.2	
GS-01	22	18	81.8	12	54.5	5	22.7	---	---	1	4.5	4	18.2	
GS-02	272	65	23.9	43	15.8	11	4	---	10	3.7	1	0.4	207	76.1
GS-03	2,169	1,071	49.4	390	18	538	24.8	120	5.5	23	1.1	1,098	50.6	
GS-04	5,415	2,191	40.5	1,295	23.9	661	12.2	171	3.2	64	1.2	3,224	59.5	
GS-05	6,629	2,975	44.9	1,879	28.3	761	11.5	276	4.2	59	0.9	3,654	55.1	
GS-06	5,186	2,159	41.6	1,323	25.5	606	11.7	184	3.5	46	0.9	3,027	58.4	
GS-07	12,909	5,572	43.2	3,494	27.1	1,440	11.2	512	4	126	1	7,337	56.8	
GS-08	8,879	4,201	47.3	2,863	32.2	997	11.2	268	3	73	0.8	4,678	52.7	
GS-09	9,270	4,121	44.5	2,575	27.8	986	10.6	499	5.4	61	0.7	5,149	55.5	
GS-10	257	92	35.8	81	31.5	5	1.9	5	1.9	1	0.4	165	64.2	
GS-11	8,025	3,493	43.5	2,241	27.9	764	9.5	431	5.4	57	0.7	4,532	56.5	
GS-12	9,657	3,654	37.8	2,319	24	658	6.8	602	6.2	75	0.8	6,003	62.2	
GS-13	15,736	5,059	32.1	2,787	17.7	885	5.6	1,273	8.1	114	0.7	10,677	67.9	
GS-14	7,220	2,202	30.5	1,374	19	290	4	491	6.8	47	0.7	5,018	69.5	
GS-15	2,174	443	20.4	266	12.2	59	2.7	113	5.2	5	0.2	1,731	79.6	
<b>AVERAGE GRADE</b>	9.4	9		9		8.2		10.3		8.9		9.7		
<b>SENIOR PAY LEVELS</b>	618	114	18.4	66	10.7	22	3.6	26	4.2	---	---	504	81.6	
<b>OTHER WHITE COLLAR</b>	13,346	4,585	34.4	2,955	22.1	999	7.5	524	3.9	107	0.8	8,761	65.6	
<b>TOTAL WAGE SYSTEMS</b>	2,042	968	47.4	662	32.4	169	8.3	123	6	14	0.7	1,074	52.6	

54

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - DEPARTMENT OF VETERANS AFFAIRS		TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES		
PAY PLAN AND GRADE		TOTAL	MINORITIES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
		NUMBER	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>TOTAL, ALL PAY PLANS</b>		308,597	119,688	38.8	72,511	23.5	20,949	6.8	21,939	7.1	4,289	1.4	188,909	61.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>		206,732	80,340	38.9	50,254	24.3	14,434	7	12,708	6.1	2,944	1.4	126,392	61.1
GS	GS-01	137	75	54.7	51	37.2	14	10.2	9	6.6	1	0.7	62	45.3
	GS-02	428	193	45.1	149	34.8	20	4.7	19	4.4	5	1.2	235	54.9
	GS-03	1,624	883	54.4	635	39.1	152	9.4	68	4.2	28	1.7	741	45.6
	GS-04	8,344	4,469	53.6	3,174	38	777	9.3	392	4.7	126	1.5	3,875	46.4
	GS-05	31,562	16,098	51	11,908	37.7	2,424	7.7	1,264	4	502	1.6	15,464	49
	GS-06	33,329	15,318	46	10,516	31.6	2,692	8.1	1,609	4.8	501	1.5	18,011	54
	GS-07	20,391	8,734	42.8	5,884	28.9	1,594	7.8	908	4.5	348	1.7	11,657	57.2
	GS-08	7,235	2,634	36.4	1,670	23.1	547	7.6	338	4.7	79	1.1	4,601	63.6
	GS-09	18,554	6,981	37.6	4,373	23.6	1,268	6.8	1,015	5.5	325	1.8	11,573	62.4
	GS-10	4,956	1,803	36.4	1,158	23.4	325	6.6	254	5.1	66	1.3	3,153	63.6
	GS-11	25,762	7,749	30.1	4,240	16.5	1,683	6.5	1,520	5.9	306	1.2	18,013	69.9
	GS-12	20,706	5,746	27.8	3,073	14.8	1,110	5.4	1,278	6.2	285	1.4	14,960	72.2
	GS-13	14,524	3,583	24.7	1,913	13.2	738	5.1	789	5.4	143	1	10,941	75.3
	GS-14	4,852	1,122	23.1	680	14	194	4	212	4.4	36	0.7	3,730	76.9
	GS-15	14,328	4,952	34.6	830	5.8	896	6.3	3,033	21.2	193	1.3	9,376	65.4
<b>AVERAGE GRADE</b>		8.8	8.1		7.4		8.3		10.2		8.4		9.3	
<b>SENIOR PAY LEVELS</b>		9,228	2,848	30.9	335	3.6	458	5	1,909	20.7	146	1.6	6,380	69.1
<b>OTHER WHITE COLLAR</b>		62,483	20,602	33	9,540	15.3	3,716	5.9	6,557	10.5	789	1.3	41,881	67
<b>TOTAL WAGE SYSTEMS</b>		30,154	15,898	52.7	12,382	41.1	2,341	7.8	765	2.5	410	1.4	14,256	47.3

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES		
PAY PLAN AND GRADE		TOTAL NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>		2,543	1,541	60.6	1,065	41.9	348	13.7	108	4.2	20	0.8	1,002	39.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>		2,509	1,522	60.7	1,050	41.8	345	13.8	107	4.3	20	0.8	987	39.3
GS	GS-01	1	1	100	---	---	1	100	---	---	---	---	---	---
	GS-02	5	3	60	---	2	40	1	20	---	---	---	2	40
	GS-03	18	13	72.2	10	55.6	2	11.1	1	5.6	---	---	5	27.8
	GS-04	6	4	66.7	3	50	1	16.7	---	---	---	---	2	33.3
	GS-05	256	172	67.2	110	43	49	19.1	6	2.3	7	2.7	84	32.8
	GS-06	84	58	69	46	54.8	8	9.5	4	4.8	---	---	26	31
	GS-07	285	181	63.5	141	49.5	29	10.2	11	3.9	---	---	104	36.5
	GS-08	28	25	89.3	20	71.4	4	14.3	---	---	1	3.6	3	10.7
	GS-09	187	132	70.6	87	46.5	30	16	10	5.3	5	2.7	55	29.4
	GS-11	125	93	74.4	72	57.6	14	11.2	7	5.6	---	---	32	25.6
	GS-12	602	400	66.4	258	42.9	115	19.1	21	3.5	6	1	202	33.6
	GS-13	346	200	57.8	152	43.9	34	9.8	14	4	---	---	146	42.2
	GS-14	459	194	42.3	117	25.5	47	10.2	29	6.3	1	0.2	265	57.7
	GS-15	107	46	43	32	29.9	10	9.3	4	3.7	---	---	61	57
	<b>AVERAGE GRADE</b>		10.7	10.4		10.3		10.4		11.2		8.7		11.3
<b>SENIOR PAY LEVELS</b>		34	19	55.9	15	44.1	3	8.8	1	2.9	---	---	15	44.1

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - ENVIRONMENTAL PROTECTION AGENCY PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES		
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>TOTAL, ALL PAY PLANS</b>	18,524	5,736	31	3,315	17.9	1,031	5.6	1,223	6.6	167	0.9	12,788	69	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	17,193	5,571	32.4	3,250	18.9	995	5.8	1,163	6.8	163	0.9	11,622	67.6	
GS-01	19	17	89.5	9	47.4	3	15.8	4	21.1	1	5.3	2	10.5	
GS-02	31	24	77.4	16	51.6	4	12.9	3	9.7	1	3.2	7	22.6	
GS-03	48	24	50	17	35.4	4	8.3	3	6.3	---	---	24	50	
GS-04	202	98	48.5	61	30.2	15	7.4	20	9.9	---	2	1	104	51.5
GS-05	96	45	46.9	30	31.3	8	8.3	7	7.3	---	---	51	53.1	
GS-06	69	46	66.7	35	50.7	9	13	2	2.9	---	---	23	33.3	
GS-07	453	227	50.1	142	31.3	55	12.1	26	5.7	---	4	0.9	226	49.9
GS-08	207	137	66.2	101	48.8	25	12.1	8	3.9	3	1.4	70	33.8	
GS-09	687	316	46	221	32.2	48	7	42	6.1	5	0.7	371	54	
GS-10	90	38	42.2	31	34.4	---	---	5	5.6	2	2.2	52	57.8	
GS-11	777	332	42.7	223	28.7	---	46	5.9	49	6.3	14	1.8	445	57.3
GS-12	2,337	987	42.2	617	26.4	166	7.1	175	7.5	29	1.2	1,350	57.8	
GS-13	6,819	2,095	30.7	1,137	16.7	363	5.3	534	7.8	61	0.9	4,724	69.3	
GS-14	2,963	761	25.7	408	13.8	144	4.9	185	6.2	24	0.8	2,202	74.3	
GS-15	2,395	424	17.7	202	8.4	105	4.4	100	4.2	17	0.7	1,971	82.3	
<b>AVERAGE GRADE</b>	12.6	12		11.7		12.1		12.5		12.4		12.9		
<b>SENIOR PAY LEVELS</b>	342	66	19.3	34	9.9	18	5.3	14	4.1	---	---	276	80.7	
<b>OTHER WHITE COLLAR</b>	980	94	9.6	26	2.7	18	1.8	46	4.7	4	0.4	886	90.4	
<b>TOTAL WAGE SYSTEMS</b>	9	5	55.6	5	55.6	---	---	---	---	---	---	4	44.4	

57

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - GENERAL SERVICES ADMINISTRATION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES		
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>TOTAL, ALL PAY PLANS</b>	12,891	4,963	38.5	3,419	26.5	663	5.1	777	6	104	0.8	7,928	61.5	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	12,373	4,764	38.5	3,258	26.3	644	5.2	760	6.1	102	0.8	7,609	61.5	
GS-01	1	1	100	---	---	---	---	1	100	---	---	---	---	
GS-02	10	7	70	---	30	---	20	2	20	---	---	---	30	
GS-03	23	15	65.2	14	60.9	---	---	1	4.3	---	---	8	34.8	
GS-04	77	46	59.7	27	35.1	---	9.1	10	13	---	2.6	31	40.3	
GS-05	125	65	52	48	38.4	6	4.8	10	8	1	0.8	60	48	
GS-06	103	58	56.3	42	40.8	10	9.7	4	3.9	2	1.9	45	43.7	
GS-07	592	249	42.1	179	30.2	29	4.9	36	6.1	5	0.8	343	57.9	
GS-08	70	33	47.1	24	34.3	3	4.3	5	7.1	1	1.4	37	52.9	
GS-09	947	437	46.1	286	30.2	80	8.4	66	7	5	0.5	510	53.9	
GS-10	14	10	71.4	10	71.4	---	---	---	---	---	---	4	28.6	
GS-11	1,294	560	43.3	375	29	---	7	---	82	6.3	13	1	734	56.7
GS-12	3,323	1,361	41	935	28.1	185	5.6	211	6.3	30	0.9	1,962	59	
GS-13	3,186	1,183	37.1	799	25.1	156	4.9	200	6.3	28	0.9	2,003	62.9	
GS-14	1,821	558	30.6	394	21.6	53	2.9	99	5.4	12	0.7	1,263	69.4	
GS-15	787	181	23	122	15.5	23	2.9	33	4.2	3	0.4	606	77	
<b>AVERAGE GRADE</b>	11.9	11.6		11.6		11.5		11.7		11.7		12.2		
<b>SENIOR PAY LEVELS</b>	116	22	19	15	12.9	3	2.6	4	3.4	---	---	94	81	
<b>OTHER WHITE COLLAR</b>	30	3	10	3	10	---	---	---	---	---	---	27	90	
<b>TOTAL WAGE SYSTEMS</b>	372	174	46.8	143	38.4	16	4.3	13	3.5	2	0.5	198	53.2	

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION PAY PLAN AND GRADE	TOTAL	TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		WHITES	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	18,671	4,716	25.3	2,189	11.7	1,108	5.9	1,236	6.6	183	1	13,955	74.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	18,011	4,607	25.6	2,147	11.9	1,082	6	1,198	6.7	180	1	13,404	74.4
GS-01	2	1	50	1	50	---	---	---	---	---	---	1	50
GS-02	2	2	100	2	100	---	---	---	---	---	---	---	---
GS-03	29	8	27.6	8	27.6	---	---	---	---	---	---	---	21
GS-04	32	14	43.8	11	34.4	---	2	6.3	---	1	3.1	---	18
GS-05	90	31	34.4	19	21.1	4	4.4	8	8.9	---	---	---	59
GS-06	175	71	40.6	51	29.1	12	6.9	7	4	---	1	0.6	104
GS-07	358	137	38.3	79	22.1	33	9.2	25	7	---	---	---	221
GS-08	179	78	43.6	57	31.8	16	8.9	2	1.1	---	3	1.7	101
GS-09	476	202	42.4	117	24.6	53	11.1	28	5.9	4	0.8	---	274
GS-10	49	22	44.9	16	32.7	2	4.1	4	8.2	---	---	---	27
GS-11	877	320	36.5	179	20.4	82	9.4	49	5.6	---	10	1.1	557
GS-12	1,812	557	30.7	347	19.2	98	5.4	81	4.5	31	1.7	---	1,255
GS-13	5,060	1,386	27.4	617	12.2	332	6.6	380	7.5	57	1.1	---	3,674
GS-14	4,565	1,004	22	388	8.5	247	5.4	330	7.2	39	0.9	---	3,561
GS-15	4,305	774	18	255	5.9	201	4.7	283	6.6	35	0.8	---	3,531
<b>AVERAGE GRADE</b>	13.1	12.6		12.2		12.8		13.3		13.1			13.3
<b>SENIOR PAY LEVELS</b>	602	98	16.3	33	5.5	26	4.3	36	6	3	0.5	---	504
<b>OTHER WHITE COLLAR</b>	41	1	2.4	1	2.4	---	---	---	---	---	---	---	40
<b>TOTAL WAGE SYSTEMS</b>	17	10	58.8	8	47.1	---	---	2	11.8	---	---	---	7

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - OFFICE OF PERSONNEL MANAGEMENT PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	6,246	1,983	31.7	1,446	23.2	291	4.7	209	3.3	37	0.6	4,263	68.3
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,154	1,962	31.9	1,435	23.3	283	4.6	208	3.4	36	0.6	4,192	68.1
GS-01	4	2	50	2	50	---	---	---	---	---	---	2	50
GS-02	7	4	57.1	2	28.6	---	14.3	---	14.3	---	---	3	42.9
GS-03	79	9	11.4	7	8.9	1	1.3	1	1.3	---	---	70	88.6
GS-04	1,229	332	27	218	17.7	64	5.2	40	3.3	---	10	897	73
GS-05	183	46	25.1	41	22.4	4	2.2	1	0.5	---	---	137	74.9
GS-06	130	54	41.5	40	30.8	12	9.2	2	1.5	---	---	76	58.5
GS-07	561	197	35.1	148	26.4	26	4.6	21	3.7	---	2	364	64.9
GS-08	56	45	80.4	43	76.8	1	1.8	1	1.8	---	---	11	19.6
GS-09	415	158	38.1	126	30.4	14	3.4	15	3.6	---	3	257	61.9
GS-10	3	2	66.7	2	66.7	---	---	---	---	---	---	1	33.3
GS-11	483	194	40.2	166	34.4	---	3.1	---	2.7	---	---	289	59.8
GS-12	1,608	416	25.9	250	15.5	94	5.8	61	3.8	---	11	1,192	74.1
GS-13	787	310	39.4	246	31.3	29	3.7	30	3.8	5	0.6	477	60.6
GS-14	413	145	35.1	108	26.2	16	3.9	18	4.4	3	0.7	268	64.9
GS-15	196	48	24.5	36	18.4	6	3.1	4	2	2	1	148	75.5
<b>AVERAGE GRADE</b>	9.5	9.7		9.7		9.4		9.9		9.7		9.4	
<b>SENIOR PAY LEVELS</b>	63	15	23.8	6	9.5	7	11.1	1	1.6	1	1.6	48	76.2
<b>OTHER WHITE COLLAR</b>	21	---	---	---	---	---	---	---	---	---	---	21	100
<b>TOTAL WAGE SYSTEMS</b>	8	6	75	5	62.5	1	12.5	---	---	---	---	2	25

\* - LESS THAN 0.05 PERCENT



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - SOCIAL SECURITY ADMINISTRATION  PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	69,960	34,484	49.3	20,055	28.7	9,728	13.9	3,776	5.4	925	1.3	35,476	50.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	68,061	34,115	50.1	19,819	29.1	9,642	14.2	3,748	5.5	906	1.3	33,946	49.9
GS-01	31	20	64.5	16	51.6	3	9.7	1	3.2	---	---	11	35.5
GS-02	119	82	68.9	56	47.1	19	16	7	5.9	---	---	37	31.1
GS-03	176	121	68.8	82	46.6	22	12.5	14	8	---	3	55	31.3
GS-04	874	552	63.2	384	43.9	104	11.9	53	6.1	11	1.3	322	36.8
GS-05	3,112	1,839	59.1	1,130	36.3	475	15.3	202	6.5	32	1	1,273	40.9
GS-06	3,457	1,849	53.5	1,235	35.7	404	11.7	170	4.9	40	1.2	1,608	46.5
GS-07	5,450	3,104	57	1,913	35.1	784	14.4	351	6.4	56	1	2,346	43
GS-08	9,203	5,525	60	3,096	33.6	1,891	20.5	385	4.2	153	1.7	3,678	40
GS-09	6,584	3,953	60	2,687	40.8	754	11.5	445	6.8	67	1	2,631	40
GS-10	438	271	61.9	223	50.9	25	5.7	22	5	1	0.2	167	38.1
GS-11	16,093	8,027	49.9	3,748	23.3	3,062	19	930	5.8	287	1.8	8,066	50.1
GS-12	11,902	5,114	43	2,946	24.8	1,339	11.3	685	5.8	144	1.2	6,788	57
GS-13	7,120	2,540	35.7	1,593	22.4	513	7.2	366	5.1	68	1	4,580	64.3
GS-14	2,719	902	33.2	571	21	203	7.5	94	3.5	34	1.3	1,817	66.8
GS-15	783	216	27.6	139	17.8	44	5.6	23	2.9	10	1.3	567	72.4
<b>AVERAGE GRADE</b>	10	9.6		9.4		9.6		9.9		10		10.4	
<b>SENIOR PAY LEVELS</b>	1,592	241	15.1	124	7.8	76	4.8	22	1.4	19	1.2	1,351	84.9
<b>OTHER WHITE COLLAR</b>	27	2	7.4	1	3.7	---	---	1	3.7	---	---	25	92.6
<b>TOTAL WAGE SYSTEMS</b>	280	126	45	111	39.6	10	3.6	5	1.8	---	---	154	55

\* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT  
BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**MEN AND WOMEN COMBINED**

AGENCY - ALL OTHER INDEPENDENT AGENCIES PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<b>TOTAL, ALL PAY PLANS</b>	55,907	19,971	35.7	13,513	24.2	2,673	4.8	3,360	6	425	0.8	35,936	64.3
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	42,157	16,107	38.2	11,172	26.5	2,092	5	2,505	5.9	338	0.8	26,050	61.8
GS-01	8	6	75	5	62.5	---	---	1	12.5	---	---	2	25
GS-02	105	43	41	31	29.5	---	4	7	6.7	---	1	62	59
GS-03	623	323	51.8	274	44	22	3.5	20	3.2	7	1.1	300	48.2
GS-04	796	415	52.1	357	44.8	25	3.1	26	3.3	7	0.9	381	47.9
GS-05	1,627	1,115	68.5	948	58.3	104	6.4	51	3.1	12	0.7	512	31.5
GS-06	1,072	624	58.2	510	47.6	66	6.2	36	3.4	12	1.1	448	41.8
GS-07	3,051	1,553	50.9	1,126	36.9	181	5.9	197	6.5	49	1.6	1,498	49.1
GS-08	1,057	646	61.1	527	49.9	59	5.6	49	4.6	11	1	411	38.9
GS-09	2,654	1,260	47.5	968	36.5	134	5	131	4.9	27	1	1,394	52.5
GS-10	350	207	59.1	178	50.9	19	5.4	8	2.3	2	0.6	143	40.9
GS-11	4,316	1,635	37.9	1,156	26.8	203	4.7	234	5.4	42	1	2,681	62.1
GS-12	6,704	2,732	40.8	1,864	27.8	403	6	410	6.1	55	0.8	3,972	59.2
GS-13	6,619	2,398	36.2	1,537	23.2	364	5.5	449	6.8	48	0.7	4,221	63.8
GS-14	7,426	1,973	26.6	1,103	14.9	315	4.2	514	6.9	41	0.6	5,453	73.4
GS-15	5,749	1,177	20.5	588	10.2	193	3.4	372	6.5	24	0.4	4,572	79.5
<b>AVERAGE GRADE</b>	11.4	10.5		10		11.2		11.9		10.5		12	
<b>SENIOR PAY LEVELS</b>	2,875	448	15.6	235	8.2	74	2.6	125	4.3	14	0.5	2,427	84.4
<b>OTHER WHITE COLLAR</b>	9,550	2,589	27.1	1,483	15.5	371	3.9	691	7.2	44	0.5	6,961	72.9
<b>TOTAL WAGE SYSTEMS</b>	1,325	827	62.4	623	47	136	10.3	39	2.9	29	2.2	498	37.6

\* - LESS THAN 0.05 PERCENT