

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

**WOMEN ONLY**

AGENCY - ALL 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>	928,196	370,262	17.6	220,600	10.5	68,374	3.2	57,067	2.7	24,221	1.1	557,934	26.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	746,498	302,396	19.4	184,455	11.8	55,862	3.6	42,645	2.7	19,434	1.2	444,102	28.5
GS-01	2,002	977	26.3	612	16.5	139	3.7	188	5.1	38	1	1,025	27.6
GS-02	3,320	1,614	28.1	990	17.2	301	5.2	225	3.9	98	1.7	1,706	29.7
GS-03	10,976	5,220	27.6	2,621	13.9	1,104	5.8	1,068	5.6	427	2.3	5,756	30.4
GS-04	35,181	15,915	28.2	9,161	16.2	2,840	5	2,160	3.8	1,754	3.1	19,266	34.1
GS-05	63,863	30,068	29	18,675	18	4,832	4.7	3,234	3.1	3,327	3.2	33,795	32.6
GS-06	57,758	25,492	28.9	16,365	18.5	4,265	4.8	2,690	3	2,172	2.5	32,266	36.6
GS-07	85,341	36,987	24.6	23,212	15.4	7,256	4.8	4,006	2.7	2,513	1.7	48,354	32.1
GS-08	33,913	16,356	29.1	10,784	19.2	3,625	6.5	1,246	2.2	701	1.2	17,557	31.2
GS-09	77,281	31,863	20.6	19,656	12.7	6,207	4	3,965	2.6	2,035	1.3	45,418	29.4
GS-10	8,466	3,248	19	2,058	12	456	2.7	413	2.4	321	1.9	5,218	30.5
GS-11	98,120	37,597	18.4	21,828	10.7	8,220	4	5,316	2.6	2,233	1.1	60,523	29.6
GS-12	111,985	42,915	16	25,558	9.5	8,370	3.1	7,088	2.6	1,899	0.7	69,070	25.7
GS-13	89,122	32,029	13.6	20,013	8.5	5,139	2.2	5,787	2.5	1,090	0.5	57,093	24.2
GS-14	44,202	14,891	12.6	9,417	8	2,046	1.7	2,889	2.4	539	0.5	29,311	24.8
GS-15	24,968	7,224	9.6	3,505	4.7	1,062	1.4	2,370	3.2	287	0.4	17,744	23.6
<b>AVERAGE GRADE</b>	9.5	9.1		9.1		9.1		9.8		8		9.7	
<b>SENIOR PAY LEVELS</b>	9,059	2,410	8.3	834	2.9	384	1.3	1,065	3.7	127	0.4	6,649	22.8
<b>OTHER WHITE COLLAR</b>	151,171	55,036	17.4	28,849	9.1	10,573	3.3	12,079	3.8	3,535	1.1	96,135	30.5
<b>TOTAL WAGE SYSTEMS</b>	21,468	10,420	5	6,462	3.1	1,555	0.8	1,278	0.6	1,125	0.5	11,048	5.3

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	46,172	12,569	11.6	7,366	6.8	2,705	2.5	1,443	1.3	1,055	1	33,603	31.1
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	44,136	11,816	11.7	6,881	6.8	2,564	2.5	1,362	1.4	1,009	1	32,320	32.1
GS-01	250	55	9.6	27	4.7	11	1.9	12	2.1	5	0.9	195	33.9
GS-02	714	423	32.9	302	23.5	90	7	19	1.5	12	0.9	291	22.6
GS-03	1,807	586	12.8	284	6.2	155	3.4	108	2.4	39	0.8	1,221	26.6
GS-04	2,338	463	7.3	199	3.1	148	2.3	57	0.9	59	0.9	1,875	29.4
GS-05	3,567	767	9	352	4.1	242	2.8	89	1	84	1	2,800	32.9
GS-06	2,274	558	11.6	315	6.6	132	2.7	57	1.2	54	1.1	1,716	35.7
GS-07	8,716	2,814	18.3	1,792	11.6	579	3.8	197	1.3	246	1.6	5,902	38.4
GS-08	1,786	522	12.8	360	8.8	74	1.8	49	1.2	39	1	1,264	30.9
GS-09	5,704	1,278	9.6	643	4.8	329	2.5	171	1.3	135	1	4,426	33.2
GS-10	197	60	8.2	45	6.1	7	1	3	0.4	5	0.7	137	18.6
GS-11	5,388	1,200	9.7	598	4.8	288	2.3	178	1.4	136	1.1	4,188	33.9
GS-12	5,740	1,500	10.9	922	6.7	285	2.1	178	1.3	115	0.8	4,240	30.9
GS-13	3,481	1,026	12.1	683	8.1	138	1.6	153	1.8	52	0.6	2,455	29
GS-14	1,556	421	10.3	268	6.5	69	1.7	65	1.6	19	0.5	1,135	27.6
GS-15	618	143	6.1	91	3.9	17	0.7	26	1.1	9	0.4	475	20.2
<b>AVERAGE GRADE</b>	8.6	8.5		8.6		8		8.9		8.3		8.7	
<b>SENIOR PAY LEVELS</b>	135	36	7.3	23	4.7	4	0.8	6	1.2	3	0.6	99	20.2
<b>OTHER WHITE COLLAR</b>	1,478	545	13.4	380	9.4	66	1.6	69	1.7	30	0.7	933	23
<b>TOTAL WAGE SYSTEMS</b>	423	172	5.9	82	2.8	71	2.4	6	0.2	13	0.4	251	8.7

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF COMMERCE		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>	23,054	8,784	17.9	5,648	11.5	1,145	2.3	1,766	3.6	225	0.5	14,270	29
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	21,399	8,198	18.3	5,252	11.7	1,039	2.3	1,706	3.8	201	0.4	13,201	29.4
GS-01	13	6	28.6	5	23.8		---	1	4.8		---	7	33.3
GS-02	61	32	26.9	21	17.6	---	2	9	7.6	---	---	29	24.4
GS-03	827	244	19.4	141	11.2	63	5	29	2.3	---	11	583	46.4
GS-04	4,147	1,163	19.9	746	12.7	270	4.6	93	1.6	54	0.9	2,984	51
GS-05	1,265	489	27	348	19.2	85	4.7	39	2.2	17	0.9	776	42.8
GS-06	794	312	30.3	215	20.9	47	4.6	34	3.3	16	1.6	482	46.8
GS-07	1,288	683	36.7	573	30.8	53	2.8	50	2.7	7	0.4	605	32.5
GS-08	685	313	35.9	247	28.4	24	2.8	35	4	7	0.8	372	42.7
GS-09	1,407	647	24.4	447	16.8	68	2.6	119	4.5	13	0.5	760	28.6
GS-10	213	99	23.3	80	18.9	8	1.9	9	2.1	2	0.5	114	26.9
GS-11	1,400	641	18.4	452	13	54	1.5	125	3.6	10	0.3	759	21.8
GS-12	3,611	1,490	17.5	913	10.7	167	2	368	4.3	42	0.5	2,121	25
GS-13	1,953	784	14	431	7.7	85	1.5	264	4.7	4	0.1	1,169	20.9
GS-14	2,765	1,024	12.6	506	6.2	87	1.1	418	5.1	13	0.2	1,741	21.4
GS-15	970	271	8.4	127	3.9	26	0.8	113	3.5	5	0.2	699	21.5
<b>AVERAGE GRADE</b>	9.2	9.4		9.1		8.2		11.4		7.9		9.1	
<b>SENIOR PAY LEVELS</b>	159	36	6.2	23	4	4	0.7	9	1.6		---	123	21.3
<b>OTHER WHITE COLLAR</b>	1,416	533	19	360	12.8	101	3.6	48	1.7	24	0.9	883	31.4
<b>TOTAL WAGE SYSTEMS</b>	80	17	1.9	13	1.5	1	0.1	3	0.3		---	63	7.1

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AS OF SEPTEMBER 30, 2010**

**WOMEN ONLY**

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>	51,061	16,231	9.5	9,064	5.3	3,902	2.3	2,508	1.5	757	0.4	34,830	20.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	44,410	14,212	12.4	8,099	7.1	3,319	2.9	2,168	1.9	626	0.5	30,198	26.3
GS-01	82	18	13.3	7	5.2	5	3.7	3	2.2	3	2.2	64	47.4
GS-02	279	88	17.8	33	6.7	33	6.7	16	3.2	6	1.2	191	38.6
GS-03	509	205	24.8	124	15	35	4.2	31	3.7	15	1.8	304	36.8
GS-04	1,744	682	25.4	394	14.7	163	6.1	99	3.7	26	1	1,062	39.5
GS-05	5,127	2,085	28.7	1,183	16.3	489	6.7	333	4.6	80	1.1	3,042	41.9
GS-06	3,309	1,229	22.5	715	13.1	289	5.3	189	3.5	36	0.7	2,080	38.1
GS-07	5,594	2,045	19.1	1,170	10.9	501	4.7	291	2.7	83	0.8	3,549	33.1
GS-08	622	182	10.1	99	5.5	53	2.9	25	1.4	5	0.3	440	24.3
GS-09	6,059	1,910	12.4	1,097	7.2	445	2.9	291	1.9	77	0.5	4,149	27
GS-10	227	69	5.3	48	3.7	11	0.8	7	0.5	3	0.2	158	12.2
GS-11	7,050	2,115	10	1,212	5.8	517	2.5	273	1.3	113	0.5	4,935	23.4
GS-12	8,184	2,276	9.4	1,264	5.2	505	2.1	394	1.6	113	0.5	5,908	24.4
GS-13	3,938	964	6.3	558	3.6	194	1.3	168	1.1	44	0.3	2,974	19.3
GS-14	1,251	269	4.6	155	2.6	60	1	36	0.6	18	0.3	982	16.7
GS-15	435	75	3.3	40	1.8	19	0.8	12	0.5	4	0.2	360	15.9
<b>AVERAGE GRADE</b>	9.2	8.7		8.7		8.6		8.7		9		9.4	
<b>SENIOR PAY LEVELS</b>	63	7	1.9	4	1.1	2	0.6	1	0.3	---	---	56	15.4
<b>OTHER WHITE COLLAR</b>	3,468	1,113	11.3	516	5.2	369	3.7	185	1.9	43	0.4	2,355	23.9
<b>TOTAL WAGE SYSTEMS</b>	3,120	899	2	445	1	212	0.5	154	0.3	88	0.2	2,221	4.9

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BY PAYPLAN AND GRADE  
AS OF SEPTEMBER 30, 2010**

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE ARMY 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>	105,023	39,495	13.7	25,422	8.8	6,931	2.4	5,857	2	1,285	0.4	65,528	22.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	89,402	33,515	15.9	21,970	10.5	5,951	2.8	4,524	2.2	1,070	0.5	55,887	26.6
GS-01	152	49	18.2	32	11.9	11	4.1	2	0.7	4	1.5	103	38.3
GS-02	251	79	17.2	54	11.7	16	3.5	7	1.5	2	0.4	172	37.4
GS-03	519	175	18.1	121	12.5	23	2.4	23	2.4	8	0.8	344	35.6
GS-04	6,107	3,037	32.8	2,033	21.9	519	5.6	400	4.3	85	0.9	3,070	33.1
GS-05	9,099	4,211	28.6	2,783	18.9	761	5.2	541	3.7	126	0.9	4,888	33.2
GS-06	7,657	3,182	24.9	2,093	16.4	634	5	370	2.9	85	0.7	4,475	35.1
GS-07	12,500	4,985	20.6	3,349	13.8	920	3.8	562	2.3	154	0.6	7,515	31
GS-08	2,051	809	19.1	513	12.1	167	4	102	2.4	27	0.6	1,242	29.4
GS-09	11,394	4,263	16.3	2,832	10.8	793	3	485	1.8	153	0.6	7,131	27.2
GS-10	1,617	472	16.7	267	9.5	87	3.1	101	3.6	17	0.6	1,145	40.6
GS-11	13,054	4,481	13.8	2,857	8.8	794	2.5	659	2	171	0.5	8,573	26.5
GS-12	12,845	4,157	11	2,696	7.1	680	1.8	651	1.7	130	0.3	8,688	23
GS-13	8,407	2,595	9	1,706	5.9	377	1.3	441	1.5	71	0.2	5,812	20.1
GS-14	2,747	790	7.7	506	4.9	126	1.2	130	1.3	28	0.3	1,957	19
GS-15	1,002	230	4.8	128	2.7	43	0.9	50	1	9	0.2	772	16
<b>AVERAGE GRADE</b>	9	8.5		8.5		8.4		8.9		8.6		9.2	
<b>SENIOR PAY LEVELS</b>	96	11	2.1	4	0.8	3	0.6	2	0.4	2	0.4	85	16.1
<b>OTHER WHITE COLLAR</b>	11,649	4,421	16.6	2,483	9.3	647	2.4	1,169	4.4	122	0.5	7,228	27.2
<b>TOTAL WAGE SYSTEMS</b>	3,876	1,548	3.1	965	1.9	330	0.7	162	0.3	91	0.2	2,328	4.6

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**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE NAVY	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>	58,824	21,700	11	11,262	5.7	3,248	1.6	6,655	3.4	535	0.3	37,124	18.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	42,911	16,159	13.4	8,332	6.9	2,500	2.1	4,936	4.1	391	0.3	26,752	22.1
GS-01	70	33	27	8	6.6	6	4.9	18	14.8	1	0.8	37	30.3
GS-02	115	53	24.8	16	7.5	12	5.6	25	11.7	---	---	62	29
GS-03	364	147	21.3	55	8	25	3.6	63	9.1	---	4	217	31.4
GS-04	1,819	988	33.3	557	18.8	128	4.3	284	9.6	19	0.6	831	28
GS-05	4,088	2,066	27.9	1,106	15	300	4.1	608	8.2	52	0.7	2,022	27.4
GS-06	2,982	1,360	26.3	792	15.3	185	3.6	348	6.7	35	0.7	1,622	31.4
GS-07	4,927	2,230	21.1	1,189	11.3	332	3.1	653	6.2	56	0.5	2,697	25.6
GS-08	852	343	15.4	200	9	55	2.5	82	3.7	6	0.3	509	22.9
GS-09	4,465	1,743	17	915	8.9	296	2.9	488	4.8	44	0.4	2,722	26.5
GS-10	276	105	8.9	55	4.6	10	0.8	36	3	4	0.3	171	14.4
GS-11	6,781	2,336	12.5	1,168	6.2	355	1.9	749	4	64	0.3	4,445	23.7
GS-12	8,650	2,811	9.7	1,283	4.4	478	1.7	981	3.4	69	0.2	5,839	20.2
GS-13	5,351	1,433	6.5	701	3.2	240	1.1	465	2.1	27	0.1	3,918	17.6
GS-14	1,469	374	6.1	211	3.5	53	0.9	101	1.7	9	0.1	1,095	17.9
GS-15	702	137	3.4	76	1.9	25	0.6	35	0.9	1	*	565	14
<b>AVERAGE GRADE</b>	9.6	8.9		8.7		9.1		9		8.8		10	
<b>SENIOR PAY LEVELS</b>	129	16	2.1	7	0.9	4	0.5	4	0.5	1	0.1	113	14.8
<b>OTHER WHITE COLLAR</b>	12,785	4,225	12	2,212	6.3	597	1.7	1,304	3.7	112	0.3	8,560	24.2
<b>TOTAL WAGE SYSTEMS</b>	2,999	1,300	3.2	711	1.8	147	0.4	411	1	31	0.1	1,699	4.2

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AS OF SEPTEMBER 30, 2010**

**WOMEN ONLY**

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>	269,277	97,642	12.8	58,515	7.7	17,019	2.2	19,001	2.5	3,107	0.4	171,635	22.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	217,239	80,117	15.3	48,904	9.3	13,842	2.6	14,884	2.8	2,487	0.5	137,122	26.1
GS-01	1,389	711	29.5	444	18.4	95	3.9	149	6.2	23	1	678	28.1
GS-02	1,341	564	24.2	288	12.4	111	4.8	148	6.4	17	0.7	777	33.4
GS-03	3,727	2,006	36.3	948	17.1	290	5.2	718	13	50	0.9	1,721	31.1
GS-04	13,265	6,474	33	3,791	19.3	1,084	5.5	1,420	7.2	179	0.9	6,791	34.6
GS-05	21,029	9,396	28.1	5,740	17.2	1,695	5.1	1,674	5	287	0.9	11,633	34.8
GS-06	17,224	7,014	24.7	4,540	16	1,227	4.3	1,058	3.7	189	0.7	10,210	35.9
GS-07	26,560	10,683	20.8	6,701	13	1,914	3.7	1,732	3.4	336	0.7	15,877	30.9
GS-08	4,068	1,593	17.6	1,007	11.1	295	3.3	248	2.7	43	0.5	2,475	27.4
GS-09	24,571	8,953	15.7	5,590	9.8	1,661	2.9	1,411	2.5	291	0.5	15,618	27.4
GS-10	2,221	686	12.5	390	7.1	111	2	159	2.9	26	0.5	1,535	27.9
GS-11	32,346	11,032	13.1	6,794	8.1	1,915	2.3	1,921	2.3	402	0.5	21,314	25.4
GS-12	36,697	11,782	11	6,967	6.5	2,019	1.9	2,424	2.3	372	0.3	24,915	23.3
GS-13	22,170	6,515	8.4	4,002	5.2	1,010	1.3	1,326	1.7	177	0.2	15,655	20.2
GS-14	7,455	2,038	7.4	1,308	4.8	304	1.1	357	1.3	69	0.3	5,417	19.7
GS-15	3,176	670	4.7	394	2.8	111	0.8	139	1	26	0.2	2,506	17.5
<b>AVERAGE GRADE</b>	9.1	8.5		8.6		8.5		8.5		8.7		9.4	
<b>SENIOR PAY LEVELS</b>	528	67	2.6	34	1.3	13	0.5	15	0.6	5	0.2	461	17.9
<b>OTHER WHITE COLLAR</b>	39,358	12,513	14	6,721	7.5	2,293	2.6	3,112	3.5	387	0.4	26,845	30
<b>TOTAL WAGE SYSTEMS</b>	12,152	4,945	3.4	2,856	1.9	871	0.6	990	0.7	228	0.2	7,207	4.9

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF EDUCATION		TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		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>	2,796	1,508	33.3	1,190	26.3	132	2.9	163	3.6	23	0.5	1,288	28.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	2,598	1,435	35.1	1,137	27.8	124	3	152	3.7	22	0.5	1,163	28.4
GS-02	4	2	25	2	25	---	---	---	---	---	---	2	25
GS-03	14	8	33.3	7	29.2	---	---	---	1 4.2	---	---	6	25
GS-04	21	15	33.3	12	26.7	---	---	1	2.2	---	2 4.4	6	13.3
GS-05	24	17	42.5	12	30	---	3 7.5	---	---	2	5	7	17.5
GS-06	15	13	68.4	10	52.6	1	5.3	---	2 10.5	---	---	2	10.5
GS-07	99	61	45.5	49	36.6	3	2.2	8	6	---	1 0.7	38	28.4
GS-08	44	39	81.3	34	70.8	3	6.3	2	4.2	---	---	5	10.4
GS-09	189	130	49.1	105	39.6	9	3.4	16	6	---	---	59	22.3
GS-10	2	2	100	1	50	1	50	---	---	---	---	---	---
70 GS-11	196	125	42.8	103	35.3	8	2.7	---	14 4.8	---	---	---	71 24.3
GS-12	492	344	48.7	285	40.3	25	3.5	29	4.1	---	5 0.7	148	20.9
GS-13	673	370	35.4	283	27.1	43	4.1	39	3.7	5	0.5	303	29
GS-14	539	215	23.7	162	17.8	19	2.1	31	3.4	3	0.3	324	35.6
GS-15	286	94	17	72	13	9	1.6	9	1.6	4	0.7	192	34.7
<b>AVERAGE GRADE</b>	12.2	11.8		11.7		12.1		11.9		11.5		12.8	
<b>SENIOR PAY LEVELS</b>	91	32	15.3	22	10.5	6	2.9	4	1.9	---	---	59	28.2
<b>OTHER WHITE COLLAR</b>	107	41	18.6	31	14	2	0.9	7	3.2	1	0.5	66	29.9
<b>TOTAL WAGE SYSTEMS</b>													

\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF ENERGY 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>	6,367	2,176	13.1	1,281	7.7	469	2.8	311	1.9	115	0.7	4,191	25.2	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	5,133	1,706	14.7	1,109	9.6	248	2.1	268	2.3	81	0.7	3,427	29.6	
GS-01	2	2	66.7	2	66.7									
GS-02	4	2	40	2	40	---	---	---	---	---	---	---	40	
GS-03	9	5	31.3	4	25	---	---	---	1	6.3	---	---	25	
GS-04	37	16	19.5	10	12.2	---	4	4.9	2	2.4	---	---	25.6	
GS-05	31	8	16	3	6	1	2	2	4	---	2	4	46	
GS-06	55	16	25	12	18.8	2	3.1	1	1.6	1	1.6	39	60.9	
GS-07	268	87	23.7	51	13.9	17	4.6	12	3.3	7	1.9	181	49.3	
GS-08	165	71	39	57	31.3	9	4.9	4	2.2	1	0.5	94	51.6	
GS-09	360	132	24.4	93	17.2	20	3.7	14	2.6	5	0.9	228	42.2	
GS-10	27	6	16.7	3	8.3	2	5.6	1	2.8	---	---	21	58.3	
GS-11	536	221	24.5	148	16.4	28	3.1	32	3.6	---	13	1.4	315	35
GS-12	870	293	17.8	182	11.1	50	3	44	2.7	17	1	577	35	
GS-13	1,272	432	13.6	280	8.8	55	1.7	75	2.4	22	0.7	840	26.4	
GS-14	924	268	10.6	173	6.8	37	1.5	48	1.9	10	0.4	656	25.8	
GS-15	573	147	7.5	89	4.5	23	1.2	32	1.6	3	0.2	426	21.6	
<b>AVERAGE GRADE</b>	12	11.8		11.8		11.7		12.3		11.6		12.1		
<b>SENIOR PAY LEVELS</b>	131	31	5	13	2.1	7	1.1	10	1.6	1	0.2	100	16.1	
<b>OTHER WHITE COLLAR</b>	1,049	432	13.8	157	5	212	6.7	33	1.1	30	1	617	19.6	
<b>TOTAL WAGE SYSTEMS</b>	54	7	0.5	2	0.2	2	0.2	---	---	3	0.2	47	3.7	

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES 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>	49,092	23,749	28.5	9,856	11.8	1,450	1.7	4,055	4.9	8,388	10.1	25,343	30.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	43,667	21,574	31	9,281	13.3	1,327	1.9	3,013	4.3	7,953	11.4	22,093	31.7
GS-01	22	19	45.2	10	23.8	---	---	7	16.7	2	4.8	3	7.1
GS-02	124	90	51.1	28	15.9	---	5	6	3.4	51	29	34	19.3
GS-03	431	316	53.6	56	9.5	4	0.7	14	2.4	242	41	115	19.5
GS-04	1,412	1,227	67.5	95	5.2	18	1	37	2	1,077	59.2	185	10.2
GS-05	2,738	2,187	60.5	149	4.1	35	1	46	1.3	1,957	54.2	551	15.3
GS-06	1,657	1,401	63.9	213	9.7	30	1.4	24	1.1	1,134	51.7	256	11.7
GS-07	3,312	1,897	34.8	864	15.9	102	1.9	111	2	820	15.1	1,415	26
GS-08	1,143	744	48.2	445	28.8	33	2.1	51	3.3	215	13.9	399	25.9
GS-09	4,594	2,183	34.6	1,058	16.8	133	2.1	212	3.4	780	12.4	2,411	38.2
GS-10	593	322	41.7	58	7.5	27	3.5	13	1.7	224	29	271	35.1
GS-11	4,449	2,059	31.3	973	14.8	124	1.9	298	4.5	664	10.1	2,390	36.3
GS-12	6,352	3,135	29.9	1,843	17.6	241	2.3	616	5.9	435	4.1	3,217	30.7
GS-13	8,759	3,580	24.3	2,219	15.1	340	2.3	832	5.7	189	1.3	5,179	35.2
GS-14	5,429	1,796	18.2	945	9.6	166	1.7	568	5.8	117	1.2	3,633	36.9
GS-15	2,652	618	11.3	325	5.9	69	1.3	178	3.3	46	0.8	2,034	37.2
AVERAGE GRADE	10.7	9.7		11		11.3		11.9		7		11.6	
SENIOR PAY LEVELS	921	214	7.6	72	2.6	20	0.7	106	3.8	16	0.6	707	25.1
OTHER WHITE COLLAR	4,052	1,533	17.6	464	5.3	99	1.1	935	10.7	35	0.4	2,519	28.9
<b>TOTAL WAGE SYSTEMS</b>	452	428	21	39	1.9	4	0.2	1	---	384	18.8	24	1.2

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	61,988	28,300	15	14,766	7.8	9,532	5.1	3,328	1.8	674	0.4	33,688	17.9	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	35,083	16,120	14.1	7,638	6.7	6,024	5.3	2,147	1.9	311	0.3	18,963	16.6	
GS-01	13	8	36.4	5	22.7	3	13.6					5	22.7	
GS-02	46	23	27.1	11	12.9	12	14.1	---	---	---	---	23	27.1	
GS-03	106	57	31	31	16.8	18	9.8	---	8	4.3	---	49	26.6	
GS-04	361	177	28.7	97	15.7	52	8.4	24	3.9	---	4	0.6	184	29.9
GS-05	825	385	16.6	168	7.2	134	5.8	72	3.1	11	0.5	440	19	
GS-06	554	237	28.6	123	14.9	79	9.5	24	2.9	11	1.3	317	38.3	
GS-07	4,019	2,004	21.5	888	9.5	814	8.7	260	2.8	42	0.5	2,015	21.6	
GS-08	536	293	39.3	211	28.3	49	6.6	32	4.3	1	0.1	243	32.6	
GS-09	4,841	2,376	15.8	1,079	7.2	960	6.4	292	1.9	45	0.3	2,465	16.4	
GS-10	41	27	32.9	19	23.2	6	7.3	1	1.2	1	1.2	14	17.1	
GS-11	4,113	1,926	15.4	898	7.2	786	6.3	212	1.7	30	0.2	2,187	17.5	
GS-12	8,448	4,126	12	1,594	4.6	1,834	5.3	618	1.8	80	0.2	4,322	12.6	
GS-13	6,028	2,519	11	1,291	5.6	855	3.7	330	1.4	43	0.2	3,509	15.3	
GS-14	3,613	1,493	14.2	917	8.7	338	3.2	208	2	30	0.3	2,120	20.2	
GS-15	1,539	469	10.2	306	6.7	84	1.8	66	1.4	13	0.3	1,070	23.3	
<b>AVERAGE GRADE</b>	11	10.8		10.9		10.6		10.8		10.7		11.1		
<b>SENIOR PAY LEVELS</b>	204	42	5.7	23	3.1	8	1.1	11	1.5	---	---	162	21.9	
<b>OTHER WHITE COLLAR</b>	26,616	12,119	17	7,096	9.9	3,495	4.9	1,167	1.6	361	0.5	14,497	20.3	
<b>TOTAL WAGE SYSTEMS</b>	85	19	0.8	9	0.4	5	0.2	3	0.1	2	0.1	66	2.7	

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	6,115	3,634	36.2	2,846	28.4	408	4.1	308	3.1	72	0.7	2,481	24.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,045	3,603	36.5	2,821	28.6	406	4.1	305	3.1	71	0.7	2,442	24.7
GS-01	13	10	41.7	8	33.3	1	4.2	1	4.2			3	12.5
GS-02	46	38	61.3	35	56.5	2	3.2	1	1.6			8	12.9
GS-03	64	48	48.5	43	43.4	1	1	4	4			16	16.2
GS-04	102	66	44.6	59	39.9	2	1.4	4	2.7	1	0.7	36	24.3
GS-05	79	48	41.4	43	37.1	2	1.7	3	2.6			31	26.7
GS-06	37	25	52.1	17	35.4	8	16.7					12	25
GS-07	525	338	51.4	272	41.3	36	5.5	17	2.6	13	2	187	28.4
GS-08	76	55	59.1	44	47.3	6	6.5	5	5.4			21	22.6
GS-09	240	162	44	135	36.7	14	3.8	11	3	2	0.5	78	21.2
GS-10	40	35	85.4	34	82.9	1	2.4					5	12.2
GS-11	375	230	40.2	179	31.3	29	5.1	18	3.1	4	0.7	145	25.3
GS-12	1,625	978	41.3	722	30.5	140	5.9	86	3.6	30	1.3	647	27.3
GS-13	1,572	886	31.4	677	24	99	3.5	96	3.4	14	0.5	686	24.3
GS-14	813	462	30.7	361	24	44	2.9	52	3.5	5	0.3	351	23.3
GS-15	438	222	23.4	192	20.3	21	2.2	7	0.7	2	0.2	216	22.8
<b>AVERAGE GRADE</b>	11.6	11.4		11.3		11.6		11.9		11.3		11.9	
<b>SENIOR PAY LEVELS</b>	50	28	22.6	23	18.5	2	1.6	2	1.6	1	0.8	22	17.7
<b>OTHER WHITE COLLAR</b>	20	3	8.8	2	5.9			1	2.9			17	50

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE INTERIOR  PAY PLAN AND GRADE	TOTAL	TOTAL		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>	32,078	10,493	13.3	2,167	2.7	1,797	2.3	937	1.2	5,592	7.1	21,585	27.3
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	28,459	8,063	12.7	2,079	3.3	1,686	2.6	890	1.4	3,408	5.4	20,396	32
GS-01	70	26	20.5	12	9.4	5	3.9	4	3.1	5	3.9	44	34.6
GS-02	188	63	16.5	21	5.5	23	6	8	2.1	11	2.9	125	32.7
GS-03	591	166	12	65	4.7	41	3	15	1.1	45	3.3	425	30.8
GS-04	1,893	510	13	130	3.3	93	2.4	63	1.6	224	5.7	1,383	35.3
GS-05	3,390	911	13.2	135	2	156	2.3	87	1.3	533	7.7	2,479	35.9
GS-06	1,722	580	20	112	3.9	98	3.4	42	1.4	328	11.3	1,142	39.4
GS-07	3,624	1,203	18.6	292	4.5	248	3.8	104	1.6	559	8.6	2,421	37.4
GS-08	620	254	20.4	79	6.3	55	4.4	16	1.3	104	8.3	366	29.3
GS-09	3,471	988	13.2	250	3.3	228	3	111	1.5	399	5.3	2,483	33.2
GS-10	109	40	13.8	27	9.3	2	0.7	1	0.3	10	3.4	69	23.8
GS-11	4,165	1,058	10.9	252	2.6	268	2.8	128	1.3	410	4.2	3,107	32.1
GS-12	4,049	1,032	10.1	300	2.9	260	2.6	155	1.5	317	3.1	3,017	29.6
GS-13	2,728	744	10.2	244	3.4	133	1.8	93	1.3	274	3.8	1,984	27.3
GS-14	1,329	360	9.7	115	3.1	59	1.6	52	1.4	134	3.6	969	26
GS-15	510	128	7.5	45	2.6	17	1	11	0.6	55	3.2	382	22.4
<b>AVERAGE GRADE</b>	9	8.8		9.2		8.9		9.3		8.4		9.1	
<b>SENIOR PAY LEVELS</b>	120	37	9.5	11	2.8	7	1.8	4	1	15	3.9	83	21.3
<b>OTHER WHITE COLLAR</b>	2,255	1,866	51.3	24	0.7	50	1.4	19	0.5	1,773	48.8	389	10.7
<b>TOTAL WAGE SYSTEMS</b>	1,244	527	4.7	53	0.5	54	0.5	24	0.2	396	3.5	717	6.4

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF JUSTICE 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>	46,227	17,391	14.9	11,293	9.7	3,961	3.4	1,779	1.5	358	0.3	28,836	24.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	43,231	16,545	15.9	10,803	10.4	3,763	3.6	1,643	1.6	336	0.3	26,686	25.6
GS-01	42	19	31.7	15	25	4	6.7	---	---	---	---	23	38.3
GS-02	141	75	29.2	51	19.8	16	6.2	--- 6	--- 2.3	--- 2	--- 0.8	66	25.7
GS-03	199	92	30.4	52	17.2	25	8.3	13	4.3	2	0.7	107	35.3
GS-04	378	216	35.9	145	24.1	50	8.3	18	3	3	0.5	162	27
GS-05	875	343	14.7	223	9.5	86	3.7	25	1.1	9	0.4	532	22.7
GS-06	1,728	701	21.1	442	13.3	183	5.5	58	1.7	18	0.5	1,027	30.9
GS-07	5,459	2,317	17.7	1,468	11.2	608	4.7	175	1.3	66	0.5	3,142	24.1
GS-08	4,544	1,877	17.4	1,237	11.5	484	4.5	126	1.2	30	0.3	2,667	24.7
GS-09	5,096	2,025	22.3	1,318	14.5	499	5.5	172	1.9	36	0.4	3,071	33.9
GS-10	1,195	339	11.5	209	7.1	75	2.6	49	1.7	6	0.2	856	29.1
GS-11	6,088	2,430	19.5	1,625	13.1	521	4.2	237	1.9	47	0.4	3,658	29.4
GS-12	5,139	2,175	18.9	1,421	12.4	482	4.2	229	2	43	0.4	2,964	25.8
GS-13	6,979	2,426	10.9	1,589	7.2	490	2.2	305	1.4	42	0.2	4,553	20.5
GS-14	3,043	1,004	10.9	733	7.9	143	1.5	108	1.2	20	0.2	2,039	22.1
GS-15	2,325	506	8	275	4.4	97	1.5	122	1.9	12	0.2	1,819	28.9
<b>AVERAGE GRADE</b>	10.3	10		10.1		9.7		10.7		9.8		10.5	
<b>SENIOR PAY LEVELS</b>	1,350	282	6.7	150	3.5	84	2	39	0.9	9	0.2	1,068	25.2
<b>OTHER WHITE COLLAR</b>	1,191	319	10.4	157	5.1	61	2	90	2.9	11	0.4	872	28.4
<b>TOTAL WAGE SYSTEMS</b>	455	245	4.9	183	3.7	53	1.1	7	0.1	2	*	210	4.2

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	8,276	3,943	23.7	2,696	16.2	691	4.2	500	3	56	0.3	4,333	26.1		
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	8,182	3,912	23.9	2,680	16.4	682	4.2	494	3	56	0.3	4,270	26.1		
GS-01	4	2	28.6	2	28.6							2	28.6		
GS-02	10	8	47.1	7	41.2	---	1	5.9				2	11.8		
GS-03	37	28	44.4	22	34.9	5	7.9	---	1	1.6		9	14.3		
GS-04	85	55	41.4	45	33.8	8	6	2	1.5			30	22.6		
GS-05	298	164	31.7	121	23.4	21	4.1	21	4.1	---	1	0.2	134	25.9	
GS-06	420	168	32.6	119	23.1	32	6.2	14	2.7	3	0.6	252	48.9		
GS-07	987	490	35.8	357	26.1	82	6	39	2.8	12	0.9	497	36.3		
GS-08	189	118	56.5	107	51.2	4	1.9	5	2.4	2	1	71	34		
GS-09	590	324	28	200	17.3	67	5.8	53	4.6	4	0.3	266	23		
GS-10	21	12	50	10	41.7	2	8.3					9	37.5		
GS-11	686	406	33.1	281	22.9	69	5.6	---	49	4	---	7	0.6	280	22.8
GS-12	2,311	1,094	20.5	706	13.2	215	4	157	2.9	16	0.3	1,217	22.8		
GS-13	1,389	629	19.7	433	13.6	109	3.4	80	2.5	7	0.2	760	23.9		
GS-14	777	297	17.3	193	11.2	42	2.4	59	3.4	3	0.2	480	27.9		
GS-15	378	117	13.4	77	8.8	25	2.9	14	1.6	1	0.1	261	29.8		
<b>AVERAGE GRADE</b>	10.8	10.5		10.4		10.7		11.1		10.3		11			
<b>SENIOR PAY LEVELS</b>	87	27	11	14	5.7	8	3.3	5	2			60	24.5		
<b>OTHER WHITE COLLAR</b>	7	4	26.7	2	13.3	1	6.7	1	6.7			3	20		
<b>TOTAL WAGE SYSTEMS</b>															
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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	6,110	2,788	24.4	2,072	18.1	324	2.8	365	3.2	27	0.2	3,322	29.1
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	5,925	2,758	25.6	2,051	19	321	3	359	3.3	27	0.3	3,167	29.4
GS-01	10	8	44.4	7	38.9	1	5.6					2	11.1
GS-02	11	8	36.4	8	36.4							3	13.6
GS-03	28	25	53.2	20	42.6							3	6.4
GS-04	124	73	36.9	49	24.7							51	25.8
GS-05	98	64	41.6	50	32.5							34	22.1
GS-06	50	42	53.8	37	47.4							8	10.3
GS-07	436	239	45.2	178	33.6							197	37.2
GS-08	230	160	62.3	130	50.6							70	27.2
GS-09	530	302	39.5	234	30.6							228	29.8
GS-10	25	16	59.3	12	44.4							9	33.3
GS-11	1,030	539	33.3	358	22.1							491	30.3
GS-12	924	484	32.5	386	26							440	29.6
GS-13	1,225	488	19.9	371	15.2							737	30.1
GS-14	794	213	10.2	154	7.4							581	27.9
GS-15	410	97	9.3	57	5.4							313	29.9
<b>AVERAGE GRADE</b>	11.3	10.6		10.6		10.7		11		9.9		11.9	
<b>SENIOR PAY LEVELS</b>	81	12	5.7	10	4.7	2	0.9					69	32.7
<b>OTHER WHITE COLLAR</b>	100	15	3.9	8	2.1	1	0.3	6	1.6			85	22.3
<b>TOTAL WAGE SYSTEMS</b>	4	3	6.8	3	6.8							1	2.3

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\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

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>	15,704	5,478	9.5	3,458	6	1,023	1.8	757	1.3	240	0.4	10,226	17.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	4,783	2,035	13.7	1,444	9.7	289	1.9	254	1.7	48	0.3	2,748	18.5
GS-01	34	16	9.1	10	5.7	3	1.7	3	1.7			18	10.2
GS-02	13	10	45.5	9	40.9	1	4.5					3	13.6
GS-03	24	16	40	14	35	2	5					8	20
GS-04	42	23	25.6	13	14.4	5	5.6					19	21.1
GS-05	100	45	29	25	16.1	7	4.5	10	6.5			55	35.5
GS-06	342	127	31.3	84	20.7	27	6.7	11	2.7	5	1.2	215	53
GS-07	316	137	29.9	98	21.4	22	4.8	12	2.6	5	1.1	179	39.1
GS-08	139	89	57.1	78	50	6	3.8	3	1.9	2	1.3	50	32.1
GS-09	386	212	28.2	152	20.2	38	5.1	20	2.7	2	0.3	174	23.1
GS-10	67	26	30.2	16	18.6	3	3.5			7	8.1	41	47.7
GS-11	405	208	23.4	149	16.8	36	4.1					197	22.2
GS-12	726	340	14.3	253	10.6	47	2	32	1.3	8	0.3	386	16.2
GS-13	1,092	418	9.5	284	6.5	48	1.1	74	1.7	12	0.3	674	15.4
GS-14	780	268	6.9	190	4.9	36	0.9	41	1.1	1	*	512	13.2
GS-15	317	100	10	69	6.9	8	0.8	22	2.2	1	0.1	217	21.7
<b>AVERAGE GRADE</b>	11.2	10.8		10.8		10.4		11.4		10.1		11.4	
<b>SENIOR PAY LEVELS</b>	158	36	7.5	23	4.8	8	1.7	5	1			122	25.3
<b>OTHER WHITE COLLAR</b>	10,745	3,394	8.1	1,981	4.7	725	1.7	497	1.2	191	0.5	7,351	17.5
<b>TOTAL WAGE SYSTEMS</b>	18	13	2.6	10	2	1	0.2	1	0.2	1	0.2	5	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**

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE TREASURY PAY PLAN AND GRADE	TOTAL	TOTAL		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>	68,381	30,836	28.1	20,352	18.5	6,640	6	3,263	3	581	0.5	37,545	34.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	60,593	27,637	29.5	18,116	19.3	6,044	6.4	2,956	3.2	521	0.6	32,956	35.1
GS-01	13	11	50	7	31.8	3	13.6			1	4.5	2	9.1
GS-02	179	49	18	34	12.5	8	2.9	7	2.6			130	47.8
GS-03	1,634	820	37.8	304	14	412	19	89	4.1	15	0.7	814	37.5
GS-04	4,044	1,720	31.8	1,017	18.8	538	9.9	121	2.2	44	0.8	2,324	42.9
GS-05	4,939	2,308	34.8	1,524	23	560	8.4	178	2.7	46	0.7	2,631	39.7
GS-06	3,932	1,759	33.9	1,121	21.6	472	9.1	131	2.5	35	0.7	2,173	41.9
GS-07	9,627	4,490	34.8	2,948	22.8	1,105	8.6	344	2.7	93	0.7	5,137	39.8
GS-08	6,464	3,384	38.1	2,439	27.5	715	8.1	172	1.9	58	0.7	3,080	34.7
GS-09	6,153	3,107	33.5	2,077	22.4	695	7.5	284	3.1	51	0.6	3,046	32.9
GS-10	230	91	35.4	80	31.1	5	1.9	5	1.9	1	0.4	139	54.1
GS-11	5,314	2,589	32.3	1,753	21.8	521	6.5	272	3.4	43	0.5	2,725	34
GS-12	5,740	2,537	26.3	1,747	18.1	389	4	352	3.6	49	0.5	3,203	33.2
GS-13	7,740	3,078	19.6	1,880	11.9	451	2.9	688	4.4	59	0.4	4,662	29.6
GS-14	3,650	1,436	19.9	1,000	13.9	147	2	265	3.7	24	0.3	2,214	30.7
GS-15	934	258	11.9	185	8.5	23	1.1	48	2.2	2	0.1	676	31.1
<b>AVERAGE GRADE</b>	8.9	8.8		8.9		7.9		10		8.5		9	
<b>SENIOR PAY LEVELS</b>	215	47	7.6	29	4.7	9	1.5	9	1.5			168	27.2
<b>OTHER WHITE COLLAR</b>	7,251	2,919	21.9	2,048	15.3	556	4.2	256	1.9	59	0.4	4,332	32.5
<b>TOTAL WAGE SYSTEMS</b>	322	233	11.4	159	7.8	31	1.5	42	2.1	1		89	4.4

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF VETERANS AFFAIRS 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>	183,963	72,245	23.4	45,015	14.6	11,191	3.6	13,479	4.4	2,560	0.8	111,718	36.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	124,275	50,341	24.4	33,620	16.3	7,874	3.8	7,050	3.4	1,797	0.9	73,934	35.8
GS-01	79	49	35.8	35	25.5	7	5.1	6	4.4	1	0.7	30	21.9
GS-02	257	121	28.3	99	23.1	12	2.8	7	1.6	3	0.7	136	31.8
GS-03	900	482	29.7	367	22.6	55	3.4	43	2.6	17	1	418	25.7
GS-04	5,023	2,774	33.2	2,024	24.3	431	5.2	231	2.8	88	1.1	2,249	27
GS-05	21,276	10,882	34.5	8,322	26.4	1,408	4.5	818	2.6	334	1.1	10,394	32.9
GS-06	23,281	10,546	31.6	7,565	22.7	1,565	4.7	1,076	3.2	340	1	12,735	38.2
GS-07	12,816	5,456	26.8	3,863	18.9	866	4.2	509	2.5	218	1.1	7,360	36.1
GS-08	4,569	1,582	21.9	1,096	15.1	278	3.8	156	2.2	52	0.7	2,987	41.3
GS-09	11,058	4,232	22.8	2,753	14.8	687	3.7	603	3.2	189	1	6,826	36.8
GS-10	2,746	1,027	20.7	678	13.7	171	3.5	143	2.9	35	0.7	1,719	34.7
GS-11	15,582	4,791	18.6	2,767	10.7	970	3.8	867	3.4	187	0.7	10,791	41.9
GS-12	12,171	3,650	17.6	2,015	9.7	647	3.1	816	3.9	172	0.8	8,521	41.2
GS-13	7,445	2,034	14	1,215	8.4	349	2.4	402	2.8	68	0.5	5,411	37.3
GS-14	2,209	613	12.6	418	8.6	95	2	84	1.7	16	0.3	1,596	32.9
GS-15	4,863	2,102	14.7	403	2.8	333	2.3	1,289	9	77	0.5	2,761	19.3
<b>AVERAGE GRADE</b>	8.4	7.8		7.3		8.1		9.7		8.1		8.8	
<b>SENIOR PAY LEVELS</b>	3,126	1,111	12	141	1.5	143	1.5	765	8.3	62	0.7	2,015	21.8
<b>OTHER WHITE COLLAR</b>	50,694	17,198	27.5	8,395	13.4	2,729	4.4	5,465	8.7	609	1	33,496	53.6
<b>TOTAL WAGE SYSTEMS</b>	5,868	3,595	11.9	2,859	9.5	445	1.5	199	0.7	92	0.3	2,273	7.5

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 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>	1,644	1,069	42	775	30.5	218	8.6	60	2.4	16	0.6	575	22.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	1,630	1,062	42.3	768	30.6	218	8.7	60	2.4	16	0.6	568	22.6
GS-01	1	1	100	---	---	1	100	---	---	---	---	---	---
GS-02	3	2	40	---	1 20	1	20	---	---	---	---	---	1 20
GS-03	14	11	61.1	9	50	1	5.6	---	1 5.6	---	---	3	16.7
GS-04	5	4	66.7	3	50	1	16.7	---	---	---	---	1	16.7
GS-05	180	130	50.8	90	35.2	31	12.1	---	3 1.2	---	6 2.3	50	19.5
GS-06	73	52	61.9	41	48.8	7	8.3	4	4.8	---	---	21	25.84
GS-07	180	121	42.5	101	35.4	17	6	3	1.1	---	---	59	20.7
GS-08	27	24	85.7	19	67.9	4	14.3	---	---	---	1 3.6	3	10.7
GS-09	114	85	45.5	65	34.8	10	5.3	---	6 3.2	4	2.1	29	15.5
GS-11	94	73	58.4	61	48.8	10	8	2	1.6	---	---	21	16.8
GS-12	388	277	46	182	30.2	77	12.8	14	2.3	---	4 0.7	111	18.4
GS-13	214	128	37	102	29.5	20	5.8	6	1.7	---	---	86	24.9
GS-14	284	127	27.7	73	15.9	34	7.4	19	4.1	---	1 0.2	157	34.2
GS-15	53	27	25.2	21	19.6	4	3.7	2	1.9	---	---	26	24.3
AVERAGE GRADE	10.5	10.2		10		10.4		11.4		8.5		11.2	
SENIOR PAY LEVELS	14	7	20.6	7	20.6	---	---	---	---	---	---	7	20.6

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - ENVIRONMENTAL PROTECTION AGENCY	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>	9,373	3,742	20.2	2,474	13.4	561	3	610	3.3	97	0.5	5,631	30.4	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	8,988	3,693	21.5	2,451	14.3	551	3.2	595	3.5	96	0.6	5,295	30.8	
GS-01	13	12	63.2	5	26.3	3	15.8	3	15.8	1	5.3	1	5.3	
GS-02	19	16	51.6	11	35.5	2	6.5	2	6.5	1	3.2	3	9.7	
GS-03	25	16	33.3	12	25	2	4.2	2	4.2	---	---	9	18.8	
GS-04	113	63	31.2	46	22.8	7	3.5	9	4.5	---	1	0.5	50	24.8
GS-05	66	33	34.4	25	26	4	4.2	4	4.2	---	---	33	34.4	
GS-06	55	38	55.1	30	43.5	7	10.1	1	1.4	---	---	17	24.6	
GS-07	341	187	41.3	124	27.4	42	9.3	18	4	---	3	0.7	154	34
GS-08	197	133	64.3	97	46.9	25	12.1	8	3.9	3	1.4	64	30.9	
GS-09	475	253	36.8	187	27.2	35	5.1	26	3.8	5	0.7	222	32.3	
GS-10	58	29	32.2	25	27.8	---	---	3	3.3	1	1.1	29	32.2	
GS-11	502	240	30.9	174	22.4	---	33	4.2	22	2.8	11	1.4	262	33.7
GS-12	1,472	725	31	498	21.3	108	4.6	102	4.4	17	0.7	747	32	
GS-13	3,316	1,273	18.7	803	11.8	173	2.5	266	3.9	31	0.5	2,043	30	
GS-14	1,340	438	14.8	276	9.3	60	2	88	3	14	0.5	902	30.4	
	996	237	9.9	138	5.8	50	2.1	41	1.7	8	0.3	759	31.7	
<b>AVERAGE GRADE</b>	12.2	11.7		11.6		11.6		12.3		12		12.6		
<b>SENIOR PAY LEVELS</b>	123	26	7.6	17	5	3	0.9	6	1.8	---	---	97	28.4	
<b>OTHER WHITE COLLAR</b>	262	23	2.3	6	0.6	7	0.7	9	0.9	1	0.1	239	24.4	
<b>TOTAL WAGE SYSTEMS</b>														
		---	---	---	---	---	---	---	---	---	---	---	---	

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	6,267	2,981	23.1	2,202	17.1	352	2.7	381	3	46	0.4	3,286	25.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,165	2,927	23.7	2,152	17.4	349	2.8	380	3.1	46	0.4	3,238	26.2
GS-01	1	1	100	---	---	---	---	1	100	---	---	---	---
GS-02	8	5	50	---	2 20	---	1 10	2	20	---	---	---	3 30
GS-03	16	13	56.5	12	52.2	---	---	1	4.3	---	---	3	13
GS-04	45	28	36.4	17	22.1	---	3 3.9	7	9.1	---	1 1.3	17	22.1
GS-05	79	47	37.6	35	28	5	4	6	4.8	1	0.8	32	25.6
GS-06	75	49	47.6	36	35	9	8.7	3	2.9	1	1	26	25.2
GS-07	360	165	27.9	132	22.3	16	2.7	14	2.4	3	0.5	195	32.9
GS-08	55	26	37.1	20	28.6	3	4.3	3	4.3	---	---	29	41.4
GS-09	563	310	32.7	216	22.8	53	5.6	38	4	---	3 0.3	253	26.7
GS-10	---	---	---	---	---	---	---	---	---	---	---	---	---
GS-11	594	---	307 23.7	---	218 16.8	---	41 3.2	---	42 3.2	---	6 0.5	---	287 22.2
GS-12	1,720	836	25.2	616	18.5	101	3	102	3.1	17	0.5	884	26.6
GS-13	1,520	732	23	539	16.9	83	2.6	101	3.2	9	0.3	788	24.7
GS-14	809	314	17.2	241	13.2	27	1.5	42	2.3	4	0.2	495	27.2
	320	94	11.9	68	8.6	7	0.9	18	2.3	1	0.1	226	28.7
<b>AVERAGE GRADE</b>	11.7	11.5		11.5		11.3		11.6		11.3		11.9	
<b>SENIOR PAY LEVELS</b>	40	13	11.2	11	9.5	2	1.7	---	---	---	---	27	23.3
<b>OTHER WHITE COLLAR</b>	21	3	10	3	10	---	---	---	---	---	---	18	60
<b>TOTAL WAGE SYSTEMS</b>	41	38	10.2	36	9.7	1	0.3	1	0.3	---	---	3	0.8

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	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>	6,587	2,172	11.6	1,324	7.1	409	2.2	376	2	63	0.3	4,415	23.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,449	2,140	11.9	1,310	7.3	404	2.2	364	2	62	0.3	4,309	23.9
GS-01	1	---	---	---	---	---	---	---	---	---	---	1	50
GS-02	2	---	2 100	---	2 100	---	---	---	---	---	---	---	---
GS-03	10	3	10.3	3	10.3	---	---	---	---	---	---	---	7 24.1
GS-04	19	9	28.1	8	25	---	1 3.1	---	---	---	---	10	31.3
GS-05	49	22	24.4	14	15.6	3	3.3	---	5 5.6	---	---	27	30
GS-06	131	57	32.6	46	26.3	7	4	4	2.3	---	---	74	42.3
GS-07	256	99	27.7	63	17.6	26	7.3	10	2.8	---	---	157	43.9
GS-08	173	78	43.6	57	31.8	16	8.9	2	1.1	---	3 1.7	95	53.1
GS-09	305	142	29.8	93	19.5	32	6.7	15	3.2	2	0.4	163	34.2
GS-10	41	20	40.8	16	32.7	1	2	3	6.1	---	---	21	42.9
GS-11	429	175	20	107	12.2	42	4.8	20	2.3	---	6 0.7	254	29
GS-12	888	335	18.5	240	13.2	46	2.5	35	1.9	14	0.8	553	30.5
GS-13	1,838	617	12.2	339	6.7	122	2.4	136	2.7	20	0.4	1,221	24.1
GS-14	1,309	362	7.9	207	4.5	64	1.4	81	1.8	10	0.2	947	20.7
	998	219	5.1	115	2.7	44	1	53	1.2	7	0.2	779	18.1
<b>AVERAGE GRADE</b>	12.4	12		11.7		11.9		12.7		12.6		12.6	
<b>SENIOR PAY LEVELS</b>	130	31	5.1	13	2.2	5	0.8	12	2	1	0.2	99	16.4
<b>OTHER WHITE COLLAR</b>	8	1	2.4	1	2.4	---	---	---	---	---	---	7	17.1
<b>TOTAL WAGE SYSTEMS</b>			---		---		---		---		---		---

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - OFFICE OF PERSONNEL MANAGEMENT	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>	3,716	1,395	22.3	1,091	17.5	173	2.8	112	1.8	19	0.3	2,321	37.2	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	3,688	1,389	22.6	1,088	17.7	171	2.8	112	1.8	18	0.3	2,299	37.4	
GS-01	3	1	25	1	25	---	---	---	---	---	---	2	50	
GS-02	5	3	42.9	2	28.6	---	---	---	1	14.3	---	2	28.6	
GS-03	55	5	6.3	4	5.1	---	1	1.3	---	---	---	50	63.3	
GS-04	701	198	16.1	149	12.1	33	2.7	---	10	0.8	---	6	0.5	
GS-05	132	38	20.8	34	18.6	3	1.6	1	0.5	---	---	94	51.4	
GS-06	93	40	30.8	30	23.1	9	6.9	1	0.8	---	---	53	40.8	
GS-07	404	159	28.3	123	21.9	20	3.6	16	2.9	---	---	245	43.7	
GS-08	43	36	64.3	34	60.7	1	1.8	1	1.8	---	---	7	12.5	
GS-09	272	121	29.2	103	24.8	10	2.4	6	1.4	---	2	0.5	151	36.4
GS-10	3	2	66.7	2	66.7	---	---	---	---	---	---	1	33.3	
GS-11	338	154	31.9	139	28.8	---	7	1.4	---	8	1.7	---	184	38.1
GS-12	876	281	17.5	183	11.4	52	3.2	39	2.4	---	7	0.4	595	37
GS-13	437	214	27.2	175	22.2	21	2.7	17	2.2	---	1	0.1	223	28.3
GS-14	237	107	25.9	84	20.3	10	2.4	11	2.7	---	2	0.5	130	31.5
	89	30	15.3	25	12.8	4	2	1	0.5	---	---	59	30.1	
<b>AVERAGE GRADE</b>	9.3	9.8		9.7		9.5		10.5		9.3		9.1		
<b>SENIOR PAY LEVELS</b>	24	6	9.5	3	4.8	2	3.2	---	---	1	1.6	18	28.6	
<b>OTHER WHITE COLLAR</b>	4	---	---	---	---	---	---	---	---	---	---	4	19	
<b>TOTAL WAGE SYSTEMS</b>		---	---	---	---	---	---	---	---	---	---	---	---	

\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

AGENCY - SOCIAL SECURITY 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>	47,765	25,434	36.4	15,397	22	6,947	9.9	2,414	3.5	676	1	22,331	31.9	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	47,284	25,317	37.2	15,322	22.5	6,925	10.2	2,402	3.5	668	1	21,967	32.3	
GS-01	23	15	48.4	12	38.7	2	6.5	1	3.2	---	---	8	25.8	
GS-02	75	53	44.5	37	31.1	11	9.2	5	4.2	---	---	22	18.5	
GS-03	111	77	43.8	55	31.3	13	7.4	9	5.1	---	---	34	19.3	
GS-04	572	378	43.2	281	32.2	65	7.4	27	3.1	---	5	0.6	194	22.2
GS-05	2,002	1,227	39.4	779	25	301	9.7	123	4	24	0.8	775	24.9	
GS-06	2,543	1,375	39.8	955	27.6	279	8.1	112	3.2	29	0.8	1,168	33.8	
GS-07	3,743	2,237	41	1,438	26.4	538	9.9	217	4	44	0.8	1,506	27.6	
GS-08	7,364	4,453	48.4	2,563	27.8	1,485	16.1	273	3	132	1.4	2,911	31.6	
GS-09	4,727	2,997	45.5	2,136	32.4	546	8.3	266	4	49	0.7	1,730	26.3	
GS-10	333	222	50.7	192	43.8	16	3.7	13	3	1	0.2	111	25.3	
GS-11	11,723	6,089	37.8	2,952	18.3	2,266	14.1	646	4	225	1.4	5,634	35	
GS-12	8,113	3,757	31.6	2,269	19.1	956	8	431	3.6	101	0.8	4,356	36.6	
GS-13	4,097	1,715	24.1	1,153	16.2	307	4.3	219	3.1	36	0.5	2,382	33.5	
GS-14	1,489	593	21.8	406	14.9	123	4.5	46	1.7	18	0.7	896	33	
GS-15	369	129	16.5	94	12	17	2.2	14	1.8	4	0.5	240	30.7	
<b>AVERAGE GRADE</b>	9.8	9.5		9.4		9.6		9.8		9.9		10.2		
<b>SENIOR PAY LEVELS</b>	447	104	6.5	63	4	21	1.3	12	0.8	8	0.5	343	21.5	
<b>OTHER WHITE COLLAR</b>	14	1	3.7	1	3.7	---	---	---	---	---	---	13	48.1	
<b>TOTAL WAGE SYSTEMS</b>	20	12	4.3	11	3.9	1	0.4	---	---	---	---	8	2.9	

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	27,244	11,933	21.3	8,816	15.8	1,227	2.2	1,659	3	231	0.4	15,311	27.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	21,546	10,008	23.7	7,548	17.9	1,011	2.4	1,249	3	200	0.5	11,538	27.4
GS-01	6	5	62.5	5	62.5	---	---	---	---	---	---	1	12.5
GS-02	69	25	23.8	17	16.2	---	2.9	---	3.8	---	1	44	41.9
GS-03	347	196	31.5	168	27	15	2.4	8	1.3	5	0.8	151	24.2
GS-04	454	263	33	225	28.3	16	2	18	2.3	4	0.5	191	24
GS-05	821	557	34.2	483	29.7	43	2.6	22	1.4	9	0.6	264	16.2
GS-06	703	382	35.6	302	28.2	43	4	29	2.7	8	0.7	321	29.9
GS-07	2,005	1,120	36.7	837	27.4	117	3.8	132	4.3	34	1.1	885	29
GS-08	796	512	48.4	423	40	41	3.9	41	3.9	7	0.7	284	26.9
GS-09	1,635	904	34.1	722	27.2	81	3.1	85	3.2	16	0.6	731	27.5
GS-10	304	187	53.4	161	46	17	4.9	7	2	2	0.6	117	33.4
GS-11	2,367	1,104	25.6	847	19.6	116	2.7	116	2.7	25	0.6	1,263	29.3
GS-12	3,633	1,744	26	1,314	19.6	181	2.7	217	3.2	32	0.5	1,889	28.2
GS-13	3,194	1,421	21.5	1,020	15.4	159	2.4	219	3.3	23	0.3	1,773	26.8
GS-14	3,058	1,042	14	687	9.3	122	1.6	208	2.8	25	0.3	2,016	27.1
	2,154	546	9.5	337	5.9	57	1	143	2.5	9	0.2	1,608	28
<b>AVERAGE GRADE</b>	10.9	10.3		10.1		10.6		11.4		10.1		11.5	
<b>SENIOR PAY LEVELS</b>	925	185	6.4	109	3.8	26	0.9	45	1.6	5	0.2	740	25.7
<b>OTHER WHITE COLLAR</b>	4,523	1,574	16.5	1,012	10.6	175	1.8	364	3.8	23	0.2	2,949	30.9
<b>TOTAL WAGE SYSTEMS</b>	250	166	12.5	147	11.1	15	1.1	1	0.1	3	0.2	84	6.3

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	23,054	8,784	17.9	5,648	11.5	1,145	2.3	1,766	3.6	225	0.5	14,270	29
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	21,399	8,198	18.3	5,252	11.7	1,039	2.3	1,706	3.8	201	0.4	13,201	29.4
GS-01	13	6	28.6	5	23.8		---	1	4.8		---	7	33.3
GS-02	61	32	26.9	21	17.6	---	2	9	7.6	---	---	29	24.4
GS-03	827	244	19.4	141	11.2	63	5	29	2.3	---	11	583	46.4
GS-04	4,147	1,163	19.9	746	12.7	270	4.6	93	1.6	54	0.9	2,984	51
GS-05	1,265	489	27	348	19.2	85	4.7	39	2.2	17	0.9	776	42.8
GS-06	794	312	30.3	215	20.9	47	4.6	34	3.3	16	1.6	482	46.8
GS-07	1,288	683	36.7	573	30.8	53	2.8	50	2.7	7	0.4	605	32.5
GS-08	685	313	35.9	247	28.4	24	2.8	35	4	7	0.8	372	42.7
GS-09	1,407	647	24.4	447	16.8	68	2.6	119	4.5	13	0.5	760	28.6
GS-10	213	99	23.3	80	18.9	8	1.9	9	2.1	2	0.5	114	26.9
GS-11	1,400	641	18.4	452	13	54	1.5	125	3.6	10	0.3	759	21.8
GS-12	3,611	1,490	17.5	913	10.7	167	2	368	4.3	42	0.5	2,121	25
GS-13	1,953	784	14	431	7.7	85	1.5	264	4.7	4	0.1	1,169	20.9
GS-14	2,765	1,024	12.6	506	6.2	87	1.1	418	5.1	13	0.2	1,741	21.4
GS-15	970	271	8.4	127	3.9	26	0.8	113	3.5	5	0.2	699	21.5
<b>AVERAGE GRADE</b>	9.2	9.4		9.1		8.2		11.4		7.9		9.1	
<b>SENIOR PAY LEVELS</b>	159	36	6.2	23	4	4	0.7	9	1.6		---	123	21.3
<b>OTHER WHITE COLLAR</b>	1,416	533	19	360	12.8	101	3.6	48	1.7	---	24	883	31.4
<b>TOTAL WAGE SYSTEMS</b>	80	17	1.9	13	1.5	1	0.1	3	0.3	---	---	63	7.1

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	51,061	16,231	9.5	9,064	5.3	3,902	2.3	2,508	1.5	757	0.4	34,830	20.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	44,410	14,212	12.4	8,099	7.1	3,319	2.9	2,168	1.9	626	0.5	30,198	26.3
GS-01	82	18	13.3	7	5.2	5	3.7	3	2.2	3	2.2	64	47.4
GS-02	279	88	17.8	33	6.7	33	6.7	16	3.2	6	1.2	191	38.6
GS-03	509	205	24.8	124	15	35	4.2	31	3.7	15	1.8	304	36.8
GS-04	1,744	682	25.4	394	14.7	163	6.1	99	3.7	26	1	1,062	39.5
GS-05	5,127	2,085	28.7	1,183	16.3	489	6.7	333	4.6	80	1.1	3,042	41.9
GS-06	3,309	1,229	22.5	715	13.1	289	5.3	189	3.5	36	0.7	2,080	38.1
GS-07	5,594	2,045	19.1	1,170	10.9	501	4.7	291	2.7	83	0.8	3,549	33.1
GS-08	622	182	10.1	99	5.5	53	2.9	25	1.4	5	0.3	440	24.3
GS-09	6,059	1,910	12.4	1,097	7.2	445	2.9	291	1.9	77	0.5	4,149	27
GS-10	227	69	5.3	48	3.7	11	0.8	7	0.5	3	0.2	158	12.2
GS-11	7,050	2,115	10	1,212	5.8	517	2.5	273	1.3	113	0.5	4,935	23.4
GS-12	8,184	2,276	9.4	1,264	5.2	505	2.1	394	1.6	113	0.5	5,908	24.4
GS-13	3,938	964	6.3	558	3.6	194	1.3	168	1.1	44	0.3	2,974	19.3
GS-14	1,251	269	4.6	155	2.6	60	1	36	0.6	18	0.3	982	16.7
GS-15	435	75	3.3	40	1.8	19	0.8	12	0.5	4	0.2	360	15.9
<b>AVERAGE GRADE</b>	9.2	8.7		8.7		8.6		8.7		9		9.4	
<b>SENIOR PAY LEVELS</b>	63	7	1.9	4	1.1	2	0.6	1	0.3	---	---	56	15.4
<b>OTHER WHITE COLLAR</b>	3,468	1,113	11.3	516	5.2	369	3.7	185	1.9	43	0.4	2,355	23.9
<b>TOTAL WAGE SYSTEMS</b>	3,120	899	2	445	1	212	0.5	154	0.3	88	0.2	2,221	4.9

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE ARMY 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>	105,023	39,495	13.7	25,422	8.8	6,931	2.4	5,857	2	1,285	0.4	65,528	22.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	89,402	33,515	15.9	21,970	10.5	5,951	2.8	4,524	2.2	1,070	0.5	55,887	26.6
GS-01	152	49	18.2	32	11.9	11	4.1	2	0.7	4	1.5	103	38.3
GS-02	251	79	17.2	54	11.7	16	3.5	7	1.5	2	0.4	172	37.4
GS-03	519	175	18.1	121	12.5	23	2.4	23	2.4	8	0.8	344	35.6
GS-04	6,107	3,037	32.8	2,033	21.9	519	5.6	400	4.3	85	0.9	3,070	33.1
GS-05	9,099	4,211	28.6	2,783	18.9	761	5.2	541	3.7	126	0.9	4,888	33.2
GS-06	7,657	3,182	24.9	2,093	16.4	634	5	370	2.9	85	0.7	4,475	35.1
GS-07	12,500	4,985	20.6	3,349	13.8	920	3.8	562	2.3	154	0.6	7,515	31
GS-08	2,051	809	19.1	513	12.1	167	4	102	2.4	27	0.6	1,242	29.4
GS-09	11,394	4,263	16.3	2,832	10.8	793	3	485	1.8	153	0.6	7,131	27.2
GS-10	1,617	472	16.7	267	9.5	87	3.1	101	3.6	17	0.6	1,145	40.6
GS-11	13,054	4,481	13.8	2,857	8.8	794	2.5	659	2	171	0.5	8,573	26.5
GS-12	12,845	4,157	11	2,696	7.1	680	1.8	651	1.7	130	0.3	8,688	23
GS-13	8,407	2,595	9	1,706	5.9	377	1.3	441	1.5	71	0.2	5,812	20.1
GS-14	2,747	790	7.7	506	4.9	126	1.2	130	1.3	28	0.3	1,957	19
GS-15	1,002	230	4.8	128	2.7	43	0.9	50	1	9	0.2	772	16
<b>AVERAGE GRADE</b>	9	8.5		8.5		8.4		8.9		8.6		9.2	
<b>SENIOR PAY LEVELS</b>	96	11	2.1	4	0.8	3	0.6	2	0.4	2	0.4	85	16.1
<b>OTHER WHITE COLLAR</b>	11,649	4,421	16.6	2,483	9.3	647	2.4	1,169	4.4	122	0.5	7,228	27.2
<b>TOTAL WAGE SYSTEMS</b>	3,876	1,548	3.1	965	1.9	330	0.7	162	0.3	91	0.2	2,328	4.6

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE NAVY	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>	58,824	21,700	11	11,262	5.7	3,248	1.6	6,655	3.4	535	0.3	37,124	18.8
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	42,911	16,159	13.4	8,332	6.9	2,500	2.1	4,936	4.1	391	0.3	26,752	22.1
GS-01	70	33	27	8	6.6	6	4.9	18	14.8	1	0.8	37	30.3
GS-02	115	53	24.8	16	7.5	12	5.6	25	11.7	---	---	62	29
GS-03	364	147	21.3	55	8	25	3.6	63	9.1	---	4	217	31.4
GS-04	1,819	988	33.3	557	18.8	128	4.3	284	9.6	19	0.6	831	28
GS-05	4,088	2,066	27.9	1,106	15	300	4.1	608	8.2	52	0.7	2,022	27.4
GS-06	2,982	1,360	26.3	792	15.3	185	3.6	348	6.7	35	0.7	1,622	31.4
GS-07	4,927	2,230	21.1	1,189	11.3	332	3.1	653	6.2	56	0.5	2,697	25.6
GS-08	852	343	15.4	200	9	55	2.5	82	3.7	6	0.3	509	22.9
GS-09	4,465	1,743	17	915	8.9	296	2.9	488	4.8	44	0.4	2,722	26.5
GS-10	276	105	8.9	55	4.6	10	0.8	36	3	4	0.3	171	14.4
GS-11	6,781	2,336	12.5	1,168	6.2	355	1.9	749	4	64	0.3	4,445	23.7
GS-12	8,650	2,811	9.7	1,283	4.4	478	1.7	981	3.4	69	0.2	5,839	20.2
GS-13	5,351	1,433	6.5	701	3.2	240	1.1	465	2.1	27	0.1	3,918	17.6
GS-14	1,469	374	6.1	211	3.5	53	0.9	101	1.7	9	0.1	1,095	17.9
GS-15	702	137	3.4	76	1.9	25	0.6	35	0.9	1	*	565	14
<b>AVERAGE GRADE</b>	9.6	8.9		8.7		9.1		9		8.8		10	
<b>SENIOR PAY LEVELS</b>	129	16	2.1	7	0.9	4	0.5	4	0.5	1	0.1	113	14.8
<b>OTHER WHITE COLLAR</b>	12,785	4,225	12	2,212	6.3	597	1.7	1,304	3.7	112	0.3	8,560	24.2
<b>TOTAL WAGE SYSTEMS</b>	2,999	1,300	3.2	711	1.8	147	0.4	411	1	31	0.1	1,699	4.2

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	269,277	97,642	12.8	58,515	7.7	17,019	2.2	19,001	2.5	3,107	0.4	171,635	22.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	217,239	80,117	15.3	48,904	9.3	13,842	2.6	14,884	2.8	2,487	0.5	137,122	26.1
GS-01	1,389	711	29.5	444	18.4	95	3.9	149	6.2	23	1	678	28.1
GS-02	1,341	564	24.2	288	12.4	111	4.8	148	6.4	17	0.7	777	33.4
GS-03	3,727	2,006	36.3	948	17.1	290	5.2	718	13	50	0.9	1,721	31.1
GS-04	13,265	6,474	33	3,791	19.3	1,084	5.5	1,420	7.2	179	0.9	6,791	34.6
GS-05	21,029	9,396	28.1	5,740	17.2	1,695	5.1	1,674	5	287	0.9	11,633	34.8
GS-06	17,224	7,014	24.7	4,540	16	1,227	4.3	1,058	3.7	189	0.7	10,210	35.9
GS-07	26,560	10,683	20.8	6,701	13	1,914	3.7	1,732	3.4	336	0.7	15,877	30.9
GS-08	4,068	1,593	17.6	1,007	11.1	295	3.3	248	2.7	43	0.5	2,475	27.4
GS-09	24,571	8,953	15.7	5,590	9.8	1,661	2.9	1,411	2.5	291	0.5	15,618	27.4
GS-10	2,221	686	12.5	390	7.1	111	2	159	2.9	26	0.5	1,535	27.9
GS-11	32,346	11,032	13.1	6,794	8.1	1,915	2.3	1,921	2.3	402	0.5	21,314	25.4
GS-12	36,697	11,782	11	6,967	6.5	2,019	1.9	2,424	2.3	372	0.3	24,915	23.3
GS-13	22,170	6,515	8.4	4,002	5.2	1,010	1.3	1,326	1.7	177	0.2	15,655	20.2
GS-14	7,455	2,038	7.4	1,308	4.8	304	1.1	357	1.3	69	0.3	5,417	19.7
GS-15	3,176	670	4.7	394	2.8	111	0.8	139	1	26	0.2	2,506	17.5
<b>AVERAGE GRADE</b>	9.1	8.5		8.6		8.5		8.5		8.7		9.4	
<b>SENIOR PAY LEVELS</b>	528	67	2.6	34	1.3	13	0.5	15	0.6	5	0.2	461	17.9
<b>OTHER WHITE COLLAR</b>	39,358	12,513	14	6,721	7.5	2,293	2.6	3,112	3.5	387	0.4	26,845	30
<b>TOTAL WAGE SYSTEMS</b>	12,152	4,945	3.4	2,856	1.9	871	0.6	990	0.7	228	0.2	7,207	4.9

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF EDUCATION		TOTAL		BLACKS		HISPANICS		ASIAN OR		AMERICAN INDIAN		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>	2,796	1,508	33.3	1,190	26.3	132	2.9	163	3.6	23	0.5	1,288	28.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	2,598	1,435	35.1	1,137	27.8	124	3	152	3.7	22	0.5	1,163	28.4
GS-02	4	2	25	2	25	---	---	---	---	---	---	2	25
GS-03	14	8	33.3	7	29.2	---	---	---	1	4.2	---	6	25
GS-04	21	15	33.3	12	26.7	---	---	1	2.2	2	4.4	6	13.3
GS-05	24	17	42.5	12	30	3	7.5	---	---	2	5	7	17.5
GS-06	15	13	68.4	10	52.6	1	5.3	2	10.5	---	---	2	10.5
GS-07	99	61	45.5	49	36.6	3	2.2	8	6	1	0.7	38	28.4
GS-08	44	39	81.3	34	70.8	3	6.3	2	4.2	---	---	5	10.4
GS-09	189	130	49.1	105	39.6	9	3.4	16	6	---	---	59	22.3
GS-10	2	2	100	1	50	1	50	---	---	---	---	---	---
GS-11	196	125	42.8	103	35.3	8	2.7	14	4.8	---	---	71	24.3
GS-12	492	344	48.7	285	40.3	25	3.5	29	4.1	5	0.7	148	20.9
GS-13	673	370	35.4	283	27.1	43	4.1	39	3.7	5	0.5	303	29
GS-14	539	215	23.7	162	17.8	19	2.1	31	3.4	3	0.3	324	35.6
GS-15	286	94	17	72	13	9	1.6	9	1.6	4	0.7	192	34.7
<b>AVERAGE GRADE</b>	12.2	11.8		11.7		12.1		11.9		11.5		12.8	
<b>SENIOR PAY LEVELS</b>	91	32	15.3	22	10.5	6	2.9	4	1.9	---	---	59	28.2
<b>OTHER WHITE COLLAR</b>	107	41	18.6	31	14	2	0.9	7	3.2	1	0.5	66	29.9
<b>TOTAL WAGE SYSTEMS</b>													

\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF ENERGY 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>	6,367	2,176	13.1	1,281	7.7	469	2.8	311	1.9	115	0.7	4,191	25.2	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	5,133	1,706	14.7	1,109	9.6	248	2.1	268	2.3	81	0.7	3,427	29.6	
GS-01	2	2	66.7	2	66.7									
GS-02	4	2	40	2	40	---	---	---	---	---	---	---	40	
GS-03	9	5	31.3	4	25	---	---	---	1	6.3	---	---	25	
GS-04	37	16	19.5	10	12.2	---	4	4.9	2	2.4	---	---	25.6	
GS-05	31	8	16	3	6	1	2	2	4	---	2	4	46	
GS-06	55	16	25	12	18.8	2	3.1	1	1.6	1	1.6	39	60.9	
GS-07	268	87	23.7	51	13.9	17	4.6	12	3.3	7	1.9	181	49.3	
GS-08	165	71	39	57	31.3	9	4.9	4	2.2	1	0.5	94	51.6	
GS-09	360	132	24.4	93	17.2	20	3.7	14	2.6	5	0.9	228	42.2	
GS-10	27	6	16.7	3	8.3	2	5.6	1	2.8	---	---	21	58.3	
GS-11	536	221	24.5	148	16.4	28	3.1	32	3.6	---	13	1.4	315	35
GS-12	870	293	17.8	182	11.1	50	3	44	2.7	17	1	577	35	
GS-13	1,272	432	13.6	280	8.8	55	1.7	75	2.4	22	0.7	840	26.4	
GS-14	924	268	10.6	173	6.8	37	1.5	48	1.9	10	0.4	656	25.8	
GS-15	573	147	7.5	89	4.5	23	1.2	32	1.6	3	0.2	426	21.6	
<b>AVERAGE GRADE</b>	12	11.8		11.8		11.7		12.3		11.6		12.1		
<b>SENIOR PAY LEVELS</b>	131	31	5	13	2.1	7	1.1	10	1.6	1	0.2	100	16.1	
<b>OTHER WHITE COLLAR</b>	1,049	432	13.8	157	5	212	6.7	33	1.1	30	1	617	19.6	
<b>TOTAL WAGE SYSTEMS</b>	54	7	0.5	2	0.2	2	0.2	---	---	3	0.2	47	3.7	

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	49,092	23,749	28.5	9,856	11.8	1,450	1.7	4,055	4.9	8,388	10.1	25,343	30.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	43,667	21,574	31	9,281	13.3	1,327	1.9	3,013	4.3	7,953	11.4	22,093	31.7
GS-01	22	19	45.2	10	23.8	---	---	7	16.7	2	4.8	3	7.1
GS-02	124	90	51.1	28	15.9	---	5	6	3.4	51	29	34	19.3
GS-03	431	316	53.6	56	9.5	4	0.7	14	2.4	242	41	115	19.5
GS-04	1,412	1,227	67.5	95	5.2	18	1	37	2	1,077	59.2	185	10.2
GS-05	2,738	2,187	60.5	149	4.1	35	1	46	1.3	1,957	54.2	551	15.3
GS-06	1,657	1,401	63.9	213	9.7	30	1.4	24	1.1	1,134	51.7	256	11.7
GS-07	3,312	1,897	34.8	864	15.9	102	1.9	111	2	820	15.1	1,415	26
GS-08	1,143	744	48.2	445	28.8	33	2.1	51	3.3	215	13.9	399	25.9
GS-09	4,594	2,183	34.6	1,058	16.8	133	2.1	212	3.4	780	12.4	2,411	38.2
GS-10	593	322	41.7	58	7.5	27	3.5	13	1.7	224	29	271	35.1
GS-11	4,449	2,059	31.3	973	14.8	124	1.9	298	4.5	664	10.1	2,390	36.3
GS-12	6,352	3,135	29.9	1,843	17.6	241	2.3	616	5.9	435	4.1	3,217	30.7
GS-13	8,759	3,580	24.3	2,219	15.1	340	2.3	832	5.7	189	1.3	5,179	35.2
GS-14	5,429	1,796	18.2	945	9.6	166	1.7	568	5.8	117	1.2	3,633	36.9
GS-15	2,652	618	11.3	325	5.9	69	1.3	178	3.3	46	0.8	2,034	37.2
AVERAGE GRADE	10.7	9.7		11		11.3		11.9		7		11.6	
SENIOR PAY LEVELS	921	214	7.6	72	2.6	20	0.7	106	3.8	16	0.6	707	25.1
OTHER WHITE COLLAR	4,052	1,533	17.6	464	5.3	99	1.1	935	10.7	35	0.4	2,519	28.9
<b>TOTAL WAGE SYSTEMS</b>	452	428	21	39	1.9	4	0.2	1	---	384	18.8	24	1.2

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	61,988	28,300	15	14,766	7.8	9,532	5.1	3,328	1.8	674	0.4	33,688	17.9
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	35,083	16,120	14.1	7,638	6.7	6,024	5.3	2,147	1.9	311	0.3	18,963	16.6
GS-01	13	8	36.4	5	22.7	3	13.6					5	22.7
GS-02	46	23	27.1	11	12.9	12	14.1	---	---	---	---	23	27.1
GS-03	106	57	31	31	16.8	18	9.8	---	8 4.3	---	---	49	26.6
GS-04	361	177	28.7	97	15.7	52	8.4	24	3.9	---	4 0.6	184	29.9
GS-05	825	385	16.6	168	7.2	134	5.8	72	3.1	11	0.5	440	19
GS-06	554	237	28.6	123	14.9	79	9.5	24	2.9	11	1.3	317	38.3
GS-07	4,019	2,004	21.5	888	9.5	814	8.7	260	2.8	42	0.5	2,015	21.6
GS-08	536	293	39.3	211	28.3	49	6.6	32	4.3	1	0.1	243	32.6
GS-09	4,841	2,376	15.8	1,079	7.2	960	6.4	292	1.9	45	0.3	2,465	16.4
GS-10	41	27	32.9	19	23.2	6	7.3	1	1.2	1	1.2	14	17.1
GS-11	4,113	1,926	15.4	898	7.2	786	6.3	212	1.7	30	0.2	2,187	17.5
GS-12	8,448	4,126	12	1,594	4.6	1,834	5.3	618	1.8	80	0.2	4,322	12.6
GS-13	6,028	2,519	11	1,291	5.6	855	3.7	330	1.4	43	0.2	3,509	15.3
GS-14	3,613	1,493	14.2	917	8.7	338	3.2	208	2	30	0.3	2,120	20.2
GS-15	1,539	469	10.2	306	6.7	84	1.8	66	1.4	13	0.3	1,070	23.3
<b>AVERAGE GRADE</b>	11	10.8		10.9		10.6		10.8		10.7		11.1	
<b>SENIOR PAY LEVELS</b>	204	42	5.7	23	3.1	8	1.1	11	1.5			162	21.9
<b>OTHER WHITE COLLAR</b>	26,616	12,119	17	7,096	9.9	3,495	4.9	1,167	1.6	361	0.5	14,497	20.3
<b>TOTAL WAGE SYSTEMS</b>	85	19	0.8	9	0.4	5	0.2	3	0.1	2	0.1	66	2.7

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  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>	6,115	3,634	36.2	2,846	28.4	408	4.1	308	3.1	72	0.7	2,481	24.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,045	3,603	36.5	2,821	28.6	406	4.1	305	3.1	71	0.7	2,442	24.7
GS-01	13	10	41.7	8	33.3	1	4.2	1	4.2	---	---	3	12.5
GS-02	46	38	61.3	35	56.5	2	3.2	1	1.6	---	---	8	12.9
GS-03	64	48	48.5	43	43.4	1	1	4	4	---	---	16	16.2
GS-04	102	66	44.6	59	39.9	2	1.4	4	2.7	---	1 0.7	36	24.3
GS-05	79	48	41.4	43	37.1	2	1.7	3	2.6	---	---	31	26.7
GS-06	37	25	52.1	17	35.4	8	16.7	---	---	---	---	12	25
GS-07	525	338	51.4	272	41.3	36	5.5	---	17 2.6	---	13 2	187	28.4
GS-08	76	55	59.1	44	47.3	6	6.5	5	5.4	---	---	21	22.6
GS-09	240	162	44	135	36.7	14	3.8	11	3	---	2 0.5	78	21.2
GS-10	40	35	85.4	34	82.9	1	2.4	---	---	---	---	5	12.2
GS-11	375	230	40.2	179	31.3	29	5.1	---	18 3.1	---	4 0.7	145	25.3
GS-12	1,625	978	41.3	722	30.5	140	5.9	86	3.6	30	1.3	647	27.3
GS-13	1,572	886	31.4	677	24	99	3.5	96	3.4	14	0.5	686	24.3
GS-14	813	462	30.7	361	24	44	2.9	52	3.5	5	0.3	351	23.3
GS-15	438	222	23.4	192	20.3	21	2.2	7	0.7	2	0.2	216	22.8
<b>AVERAGE GRADE</b>	11.6	11.4		11.3		11.6		11.9		11.3		11.9	
<b>SENIOR PAY LEVELS</b>	50	28	22.6	23	18.5	2	1.6	2	1.6	1	0.8	22	17.7
<b>OTHER WHITE COLLAR</b>	20	3	8.8	2	5.9	---	---	1	2.9	---	---	17	50

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

<b>AGENCY - DEPARTMENT OF THE INTERIOR</b>		<b>TOTAL</b>		<b>BLACKS</b>		<b>HISPANICS</b>		<b>ASIAN OR PACIFIC ISLANDER</b>		<b>AMERICAN INDIAN OR ALASKAN NATIVE</b>		<b>WHITES</b>	
<b>PAY PLAN AND GRADE</b>	<b>TOTAL NUMBER</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>
<b>TOTAL, ALL PAY PLANS</b>	32,078	10,493	13.3	2,167	2.7	1,797	2.3	937	1.2	5,592	7.1	21,585	27.3
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	28,459	8,063	12.7	2,079	3.3	1,686	2.6	890	1.4	3,408	5.4	20,396	32
GS-01	70	26	20.5	12	9.4	5	3.9	4	3.1	5	3.9	44	34.6
GS-02	188	63	16.5	21	5.5	23	6	8	2.1	11	2.9	125	32.7
GS-03	591	166	12	65	4.7	41	3	15	1.1	45	3.3	425	30.8
GS-04	1,893	510	13	130	3.3	93	2.4	63	1.6	224	5.7	1,383	35.3
GS-05	3,390	911	13.2	135	2	156	2.3	87	1.3	533	7.7	2,479	35.9
GS-06	1,722	580	20	112	3.9	98	3.4	42	1.4	328	11.3	1,142	39.4
GS-07	3,624	1,203	18.6	292	4.5	248	3.8	104	1.6	559	8.6	2,421	37.4
GS-08	620	254	20.4	79	6.3	55	4.4	16	1.3	104	8.3	366	29.3
GS-09	3,471	988	13.2	250	3.3	228	3	111	1.5	399	5.3	2,483	33.2
GS-10	109	40	13.8	27	9.3	2	0.7	1	0.3	10	3.4	69	23.8
GS-11	4,165	1,058	10.9	252	2.6	268	2.8	128	1.3	410	4.2	3,107	32.1
GS-12	4,049	1,032	10.1	300	2.9	260	2.6	155	1.5	317	3.1	3,017	29.6
GS-13	2,728	744	10.2	244	3.4	133	1.8	93	1.3	274	3.8	1,984	27.3
GS-14	1,329	360	9.7	115	3.1	59	1.6	52	1.4	134	3.6	969	26
GS-15	510	128	7.5	45	2.6	17	1	11	0.6	55	3.2	382	22.4
<b>AVERAGE GRADE</b>	9	8.8		9.2		8.9		9.3		8.4		9.1	
<b>SENIOR PAY LEVELS</b>	120	37	9.5	11	2.8	7	1.8	4	1	15	3.9	83	21.3
<b>OTHER WHITE COLLAR</b>	2,255	1,866	51.3	24	0.7	50	1.4	19	0.5	1,773	48.8	389	10.7
<b>TOTAL WAGE SYSTEMS</b>	1,244	527	4.7	53	0.5	54	0.5	24	0.2	396	3.5	717	6.4

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF JUSTICE													
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>	46,227	17,391	14.9	11,293	9.7	3,961	3.4	1,779	1.5	358	0.3	28,836	24.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	43,231	16,545	15.9	10,803	10.4	3,763	3.6	1,643	1.6	336	0.3	26,686	25.6
GS-01	42	19	31.7	15	25	4	6.7	---	---	---	---	23	38.3
GS-02	141	75	29.2	51	19.8	16	6.2	---	6	2.3	---	66	25.7
GS-03	199	92	30.4	52	17.2	25	8.3	13	4.3	2	0.7	107	35.3
GS-04	378	216	35.9	145	24.1	50	8.3	18	3	3	0.5	162	27
GS-05	875	343	14.7	223	9.5	86	3.7	25	1.1	9	0.4	532	22.7
GS-06	1,728	701	21.1	442	13.3	183	5.5	58	1.7	18	0.5	1,027	30.9
GS-07	5,459	2,317	17.7	1,468	11.2	608	4.7	175	1.3	66	0.5	3,142	24.1
GS-08	4,544	1,877	17.4	1,237	11.5	484	4.5	126	1.2	30	0.3	2,667	24.7
GS-09	5,096	2,025	22.3	1,318	14.5	499	5.5	172	1.9	36	0.4	3,071	33.9
GS-10	1,195	339	11.5	209	7.1	75	2.6	49	1.7	6	0.2	856	29.1
GS-11	6,088	2,430	19.5	1,625	13.1	521	4.2	237	1.9	47	0.4	3,658	29.4
GS-12	5,139	2,175	18.9	1,421	12.4	482	4.2	229	2	43	0.4	2,964	25.8
GS-13	6,979	2,426	10.9	1,589	7.2	490	2.2	305	1.4	42	0.2	4,553	20.5
GS-14	3,043	1,004	10.9	733	7.9	143	1.5	108	1.2	20	0.2	2,039	22.1
GS-15	2,325	506	8	275	4.4	97	1.5	122	1.9	12	0.2	1,819	28.9
<b>AVERAGE GRADE</b>	10.3	10		10.1		9.7		10.7		9.8		10.5	
<b>SENIOR PAY LEVELS</b>	1,350	282	6.7	150	3.5	84	2	39	0.9	9	0.2	1,068	25.2
<b>OTHER WHITE COLLAR</b>	1,191	319	10.4	157	5.1	61	2	90	2.9	11	0.4	872	28.4
<b>TOTAL WAGE SYSTEMS</b>	455	245	4.9	183	3.7	53	1.1	7	0.1	2	*	210	4.2

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF LABOR PAY PLAN AND GRADE	TOTAL	TOTAL		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>	8,276	3,943	23.7	2,696	16.2	691	4.2	500	3	56	0.3	4,333	26.1		
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	8,182	3,912	23.9	2,680	16.4	682	4.2	494	3	56	0.3	4,270	26.1		
GS-01	4	2	28.6	2	28.6							2	28.6		
GS-02	10	8	47.1	7	41.2	---	1	5.9				2	11.8		
GS-03	37	28	44.4	22	34.9	5	7.9	---	1	1.6		9	14.3		
GS-04	85	55	41.4	45	33.8	8	6	2	1.5			30	22.6		
GS-05	298	164	31.7	121	23.4	21	4.1	21	4.1	---	1	0.2	134	25.9	
GS-06	420	168	32.6	119	23.1	32	6.2	14	2.7	3	0.6	252	48.9		
GS-07	987	490	35.8	357	26.1	82	6	39	2.8	12	0.9	497	36.3		
GS-08	189	118	56.5	107	51.2	4	1.9	5	2.4	2	1	71	34		
GS-09	590	324	28	200	17.3	67	5.8	53	4.6	4	0.3	266	23		
GS-10	21	12	50	10	41.7	2	8.3					9	37.5		
GS-11	686	406	33.1	281	22.9	69	5.6	---	49	4	---	7	0.6	280	22.8
GS-12	2,311	1,094	20.5	706	13.2	215	4	157	2.9	16	0.3	1,217	22.8		
GS-13	1,389	629	19.7	433	13.6	109	3.4	80	2.5	7	0.2	760	23.9		
GS-14	777	297	17.3	193	11.2	42	2.4	59	3.4	3	0.2	480	27.9		
GS-15	378	117	13.4	77	8.8	25	2.9	14	1.6	1	0.1	261	29.8		
<b>AVERAGE GRADE</b>	10.8	10.5		10.4		10.7		11.1		10.3		11			
<b>SENIOR PAY LEVELS</b>	87	27	11	14	5.7	8	3.3	5	2			60	24.5		
<b>OTHER WHITE COLLAR</b>	7	4	26.7	2	13.3	1	6.7	1	6.7			3	20		
<b>TOTAL WAGE SYSTEMS</b>															
		---	---	---	---	---	---	---	---	---	---	---	---		

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	6,110	2,788	24.4	2,072	18.1	324	2.8	365	3.2	27	0.2	3,322	29.1
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	5,925	2,758	25.6	2,051	19	321	3	359	3.3	27	0.3	3,167	29.4
GS-01	10	8	44.4	7	38.9	1	5.6					2	11.1
GS-02	11	8	36.4	8	36.4							3	13.6
GS-03	28	25	53.2	20	42.6							3	6.4
GS-04	124	73	36.9	49	24.7							51	25.8
GS-05	98	64	41.6	50	32.5							34	22.1
GS-06	50	42	53.8	37	47.4							8	10.3
GS-07	436	239	45.2	178	33.6							197	37.2
GS-08	230	160	62.3	130	50.6							70	27.2
GS-09	530	302	39.5	234	30.6							228	29.8
GS-10	25	16	59.3	12	44.4							9	33.3
GS-11	1,030	539	33.3	358	22.1							491	30.3
GS-12	924	484	32.5	386	26							440	29.6
GS-13	1,225	488	19.9	371	15.2							737	30.1
GS-14	794	213	10.2	154	7.4							581	27.9
GS-15	410	97	9.3	57	5.4							313	29.9
<b>AVERAGE GRADE</b>	11.3	10.6		10.6		10.7		11		9.9		11.9	
<b>SENIOR PAY LEVELS</b>	81	12	5.7	10	4.7	2	0.9					69	32.7
<b>OTHER WHITE COLLAR</b>	100	15	3.9	8	2.1	1	0.3	6	1.6			85	22.3
<b>TOTAL WAGE SYSTEMS</b>	4	3	6.8	3	6.8							1	2.3

\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF TRANSPORTATION 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>	15,704	5,478	9.5	3,458	6	1,023	1.8	757	1.3	240	0.4	10,226	17.7
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	4,783	2,035	13.7	1,444	9.7	289	1.9	254	1.7	48	0.3	2,748	18.5
GS-01	34	16	9.1	10	5.7	3	1.7	3	1.7			18	10.2
GS-02	13	10	45.5	9	40.9	1	4.5					3	13.6
GS-03	24	16	40	14	35	2	5					8	20
GS-04	42	23	25.6	13	14.4	5	5.6					19	21.1
GS-05	100	45	29	25	16.1	7	4.5	10	6.5			55	35.5
GS-06	342	127	31.3	84	20.7	27	6.7	11	2.7	5	1.2	215	53
GS-07	316	137	29.9	98	21.4	22	4.8	12	2.6	5	1.1	179	39.1
GS-08	139	89	57.1	78	50	6	3.8	3	1.9	2	1.3	50	32.1
GS-09	386	212	28.2	152	20.2	38	5.1	20	2.7	2	0.3	174	23.1
GS-10	67	26	30.2	16	18.6	3	3.5			7	8.1	41	47.7
GS-11	405	208	23.4	149	16.8	36	4.1					197	22.2
GS-12	726	340	14.3	253	10.6	47	2	32	1.3	8	0.3	386	16.2
GS-13	1,092	418	9.5	284	6.5	48	1.1	74	1.7	12	0.3	674	15.4
GS-14	780	268	6.9	190	4.9	36	0.9	41	1.1	1	*	512	13.2
GS-15	317	100	10	69	6.9	8	0.8	22	2.2	1	0.1	217	21.7
<b>AVERAGE GRADE</b>	11.2	10.8		10.8		10.4		11.4		10.1		11.4	
<b>SENIOR PAY LEVELS</b>	158	36	7.5	23	4.8	8	1.7	5	1			122	25.3
<b>OTHER WHITE COLLAR</b>	10,745	3,394	8.1	1,981	4.7	725	1.7	497	1.2	191	0.5	7,351	17.5
<b>TOTAL WAGE SYSTEMS</b>	18	13	2.6	10	2	1	0.2	1	0.2	1	0.2	5	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**

**WOMEN ONLY**

AGENCY - DEPARTMENT OF THE TREASURY 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>	68,381	30,836	28.1	20,352	18.5	6,640	6	3,263	3	581	0.5	37,545	34.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	60,593	27,637	29.5	18,116	19.3	6,044	6.4	2,956	3.2	521	0.6	32,956	35.1
GS-01	13	11	50	7	31.8	3	13.6			1	4.5	2	9.1
GS-02	179	49	18	34	12.5	8	2.9	7	2.6			130	47.8
GS-03	1,634	820	37.8	304	14	412	19	89	4.1	15	0.7	814	37.5
GS-04	4,044	1,720	31.8	1,017	18.8	538	9.9	121	2.2	44	0.8	2,324	42.9
GS-05	4,939	2,308	34.8	1,524	23	560	8.4	178	2.7	46	0.7	2,631	39.7
GS-06	3,932	1,759	33.9	1,121	21.6	472	9.1	131	2.5	35	0.7	2,173	41.9
GS-07	9,627	4,490	34.8	2,948	22.8	1,105	8.6	344	2.7	93	0.7	5,137	39.8
GS-08	6,464	3,384	38.1	2,439	27.5	715	8.1	172	1.9	58	0.7	3,080	34.7
GS-09	6,153	3,107	33.5	2,077	22.4	695	7.5	284	3.1	51	0.6	3,046	32.9
GS-10	230	91	35.4	80	31.1	5	1.9	5	1.9	1	0.4	139	54.1
GS-11	5,314	2,589	32.3	1,753	21.8	521	6.5	272	3.4	43	0.5	2,725	34
GS-12	5,740	2,537	26.3	1,747	18.1	389	4	352	3.6	49	0.5	3,203	33.2
GS-13	7,740	3,078	19.6	1,880	11.9	451	2.9	688	4.4	59	0.4	4,662	29.6
GS-14	3,650	1,436	19.9	1,000	13.9	147	2	265	3.7	24	0.3	2,214	30.7
GS-15	934	258	11.9	185	8.5	23	1.1	48	2.2	2	0.1	676	31.1
<b>AVERAGE GRADE</b>	8.9	8.8		8.9		7.9		10		8.5		9	
<b>SENIOR PAY LEVELS</b>	215	47	7.6	29	4.7	9	1.5	9	1.5			168	27.2
<b>OTHER WHITE COLLAR</b>	7,251	2,919	21.9	2,048	15.3	556	4.2	256	1.9	59	0.4	4,332	32.5
<b>TOTAL WAGE SYSTEMS</b>	322	233	11.4	159	7.8	31	1.5	42	2.1	1		89	4.4

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - DEPARTMENT OF VETERANS AFFAIRS	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>	183,963	72,245	23.4	45,015	14.6	11,191	3.6	13,479	4.4	2,560	0.8	111,718	36.2
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	124,275	50,341	24.4	33,620	16.3	7,874	3.8	7,050	3.4	1,797	0.9	73,934	35.8
GS-01	79	49	35.8	35	25.5	7	5.1	6	4.4	1	0.7	30	21.9
GS-02	257	121	28.3	99	23.1	12	2.8	7	1.6	3	0.7	136	31.8
GS-03	900	482	29.7	367	22.6	55	3.4	43	2.6	17	1	418	25.7
GS-04	5,023	2,774	33.2	2,024	24.3	431	5.2	231	2.8	88	1.1	2,249	27
GS-05	21,276	10,882	34.5	8,322	26.4	1,408	4.5	818	2.6	334	1.1	10,394	32.9
GS-06	23,281	10,546	31.6	7,565	22.7	1,565	4.7	1,076	3.2	340	1	12,735	38.2
GS-07	12,816	5,456	26.8	3,863	18.9	866	4.2	509	2.5	218	1.1	7,360	36.1
GS-08	4,569	1,582	21.9	1,096	15.1	278	3.8	156	2.2	52	0.7	2,987	41.3
GS-09	11,058	4,232	22.8	2,753	14.8	687	3.7	603	3.2	189	1	6,826	36.8
GS-10	2,746	1,027	20.7	678	13.7	171	3.5	143	2.9	35	0.7	1,719	34.7
GS-11	15,582	4,791	18.6	2,767	10.7	970	3.8	867	3.4	187	0.7	10,791	41.9
GS-12	12,171	3,650	17.6	2,015	9.7	647	3.1	816	3.9	172	0.8	8,521	41.2
GS-13	7,445	2,034	14	1,215	8.4	349	2.4	402	2.8	68	0.5	5,411	37.3
GS-14	2,209	613	12.6	418	8.6	95	2	84	1.7	16	0.3	1,596	32.9
GS-15	4,863	2,102	14.7	403	2.8	333	2.3	1,289	9	77	0.5	2,761	19.3
<b>AVERAGE GRADE</b>	8.4	7.8		7.3		8.1		9.7		8.1		8.8	
<b>SENIOR PAY LEVELS</b>	3,126	1,111	12	141	1.5	143	1.5	765	8.3	62	0.7	2,015	21.8
<b>OTHER WHITE COLLAR</b>	50,694	17,198	27.5	8,395	13.4	2,729	4.4	5,465	8.7	609	1	33,496	53.6
<b>TOTAL WAGE SYSTEMS</b>	5,868	3,595	11.9	2,859	9.5	445	1.5	199	0.7	92	0.3	2,273	7.5

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 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>	1,644	1,069	42	775	30.5	218	8.6	60	2.4	16	0.6	575	22.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	1,630	1,062	42.3	768	30.6	218	8.7	60	2.4	16	0.6	568	22.6
GS-01	1	1	100	---	---	1	100	---	---	---	---	---	---
GS-02	3	2	40	---	1 20	1	20	---	---	---	---	---	1 20
GS-03	14	11	61.1	9	50	1	5.6	---	1 5.6	---	---	3	16.7
GS-04	5	4	66.7	3	50	1	16.7	---	---	---	---	1	16.7
GS-05	180	130	50.8	90	35.2	31	12.1	---	3 1.2	---	6 2.3	50	19.5
GS-06	73	52	61.9	41	48.8	7	8.3	4	4.8	---	---	21	25
GS-07	180	121	42.5	101	35.4	17	6	3	1.1	---	---	59	20.7
GS-08	27	24	85.7	19	67.9	4	14.3	---	---	---	1 3.6	3	10.7
GS-09	114	85	45.5	65	34.8	10	5.3	---	6 3.2	4	2.1	29	15.5
GS-11	94	73	58.4	61	48.8	10	8	2	1.6	---	---	21	16.8
GS-12	388	277	46	182	30.2	77	12.8	14	2.3	---	4 0.7	111	18.4
GS-13	214	128	37	102	29.5	20	5.8	6	1.7	---	---	86	24.9
GS-14	284	127	27.7	73	15.9	34	7.4	19	4.1	---	1 0.2	157	34.2
GS-15	53	27	25.2	21	19.6	4	3.7	2	1.9	---	---	26	24.3
AVERAGE GRADE	10.5	10.2		10		10.4		11.4		8.5		11.2	
SENIOR PAY LEVELS	14	7	20.6	7	20.6	---	---	---	---	---	---	7	20.6

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - ENVIRONMENTAL PROTECTION AGENCY	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>	9,373	3,742	20.2	2,474	13.4	561	3	610	3.3	97	0.5	5,631	30.4	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	8,988	3,693	21.5	2,451	14.3	551	3.2	595	3.5	96	0.6	5,295	30.8	
GS-01	13	12	63.2	5	26.3	3	15.8	3	15.8	1	5.3	1	5.3	
GS-02	19	16	51.6	11	35.5	2	6.5	2	6.5	1	3.2	3	9.7	
GS-03	25	16	33.3	12	25	2	4.2	2	4.2	---	---	9	18.8	
GS-04	113	63	31.2	46	22.8	7	3.5	9	4.5	---	1	0.5	50	24.8
GS-05	66	33	34.4	25	26	4	4.2	4	4.2	---	---	33	34.4	
GS-06	55	38	55.1	30	43.5	7	10.1	1	1.4	---	---	17	24.6	
GS-07	341	187	41.3	124	27.4	42	9.3	18	4	---	3	0.7	154	34
GS-08	197	133	64.3	97	46.9	25	12.1	8	3.9	3	1.4	64	30.9	
GS-09	475	253	36.8	187	27.2	35	5.1	26	3.8	5	0.7	222	32.3	
GS-10	58	29	32.2	25	27.8	---	---	3	3.3	1	1.1	29	32.2	
GS-11	502	240	30.9	174	22.4	---	33	4.2	22	2.8	11	1.4	262	33.7
GS-12	1,472	725	31	498	21.3	108	4.6	102	4.4	17	0.7	747	32	
GS-13	3,316	1,273	18.7	803	11.8	173	2.5	266	3.9	31	0.5	2,043	30	
GS-14	1,340	438	14.8	276	9.3	60	2	88	3	14	0.5	902	30.4	
	996	237	9.9	138	5.8	50	2.1	41	1.7	8	0.3	759	31.7	
<b>AVERAGE GRADE</b>	12.2	11.7		11.6		11.6		12.3		12		12.6		
<b>SENIOR PAY LEVELS</b>	123	26	7.6	17	5	3	0.9	6	1.8	---	---	97	28.4	
<b>OTHER WHITE COLLAR</b>	262	23	2.3	6	0.6	7	0.7	9	0.9	1	0.1	239	24.4	
<b>TOTAL WAGE SYSTEMS</b>														
		---	---	---	---	---	---	---	---	---	---	---	---	

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	6,267	2,981	23.1	2,202	17.1	352	2.7	381	3	46	0.4	3,286	25.5
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,165	2,927	23.7	2,152	17.4	349	2.8	380	3.1	46	0.4	3,238	26.2
GS-01	1	1	100	---	---	---	---	1	100	---	---	---	---
GS-02	8	5	50	---	2 20	---	1 10	2	20	---	---	---	3 30
GS-03	16	13	56.5	12	52.2	---	---	1	4.3	---	---	3	13
GS-04	45	28	36.4	17	22.1	---	3 3.9	7	9.1	---	1 1.3	17	22.1
GS-05	79	47	37.6	35	28	5	4	6	4.8	1	0.8	32	25.6
GS-06	75	49	47.6	36	35	9	8.7	3	2.9	1	1	26	25.2
GS-07	360	165	27.9	132	22.3	16	2.7	14	2.4	3	0.5	195	32.9
GS-08	55	26	37.1	20	28.6	3	4.3	3	4.3	---	---	29	41.4
GS-09	563	310	32.7	216	22.8	53	5.6	38	4	---	3 0.3	253	26.7
GS-10	---	---	---	---	---	---	---	---	---	---	---	---	---
GS-11	594	---	307 23.7	---	218 16.8	---	41 3.2	---	42 3.2	---	6 0.5	---	287 22.2
GS-12	1,720	836	25.2	616	18.5	101	3	102	3.1	17	0.5	884	26.6
GS-13	1,520	732	23	539	16.9	83	2.6	101	3.2	9	0.3	788	24.7
GS-14	809	314	17.2	241	13.2	27	1.5	42	2.3	4	0.2	495	27.2
	320	94	11.9	68	8.6	7	0.9	18	2.3	1	0.1	226	28.7
<b>AVERAGE GRADE</b>	11.7	11.5		11.5		11.3		11.6		11.3		11.9	
<b>SENIOR PAY LEVELS</b>	40	13	11.2	11	9.5	2	1.7	---	---	---	---	27	23.3
<b>OTHER WHITE COLLAR</b>	21	3	10	3	10	---	---	---	---	---	---	18	60
<b>TOTAL WAGE SYSTEMS</b>	41	38	10.2	36	9.7	1	0.3	1	0.3	---	---	3	0.8

\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	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>	6,587	2,172	11.6	1,324	7.1	409	2.2	376	2	63	0.3	4,415	23.6
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	6,449	2,140	11.9	1,310	7.3	404	2.2	364	2	62	0.3	4,309	23.9
GS-01	1	---	---	---	---	---	---	---	---	---	---	1	50
GS-02	2	---	2 100	---	2 100	---	---	---	---	---	---	---	---
GS-03	10	3	10.3	3	10.3	---	---	---	---	---	---	---	7 24.1
GS-04	19	9	28.1	8	25	---	1 3.1	---	---	---	---	10	31.3
GS-05	49	22	24.4	14	15.6	3	3.3	---	5 5.6	---	---	27	30
GS-06	131	57	32.6	46	26.3	7	4	4	2.3	---	---	74	42.3
GS-07	256	99	27.7	63	17.6	26	7.3	10	2.8	---	---	157	43.9
GS-08	173	78	43.6	57	31.8	16	8.9	2	1.1	---	3 1.7	95	53.1
GS-09	305	142	29.8	93	19.5	32	6.7	15	3.2	2	0.4	163	34.2
GS-10	41	20	40.8	16	32.7	1	2	3	6.1	---	---	21	42.9
GS-11	429	175	20	107	12.2	42	4.8	20	2.3	---	6 0.7	254	29
GS-12	888	335	18.5	240	13.2	46	2.5	35	1.9	14	0.8	553	30.5
GS-13	1,838	617	12.2	339	6.7	122	2.4	136	2.7	20	0.4	1,221	24.1
GS-14	1,309	362	7.9	207	4.5	64	1.4	81	1.8	10	0.2	947	20.7
	998	219	5.1	115	2.7	44	1	53	1.2	7	0.2	779	18.1
<b>AVERAGE GRADE</b>	12.4	12		11.7		11.9		12.7		12.6		12.6	
<b>SENIOR PAY LEVELS</b>	130	31	5.1	13	2.2	5	0.8	12	2	1	0.2	99	16.4
<b>OTHER WHITE COLLAR</b>	8	1	2.4	1	2.4	---	---	---	---	---	---	7	17.1
<b>TOTAL WAGE SYSTEMS</b>			---		---		---		---		---		---

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

AGENCY - OFFICE OF PERSONNEL MANAGEMENT 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>	3,716	1,395	22.3	1,091	17.5	173	2.8	112	1.8	19	0.3	2,321	37.2	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	3,688	1,389	22.6	1,088	17.7	171	2.8	112	1.8	18	0.3	2,299	37.4	
GS-01	3	1	25	1	25	---	---	---	---	---	---	2	50	
GS-02	5	3	42.9	2	28.6	---	---	---	14.3	---	---	2	28.6	
GS-03	55	5	6.3	4	5.1	---	1	1.3	---	---	---	50	63.3	
GS-04	701	198	16.1	149	12.1	33	2.7	---	10	0.8	---	6	0.5	
GS-05	132	38	20.8	34	18.6	3	1.6	1	0.5	---	---	94	51.4	
GS-06	93	40	30.8	30	23.1	9	6.9	1	0.8	---	---	53	40.8	
GS-07	404	159	28.3	123	21.9	20	3.6	16	2.9	---	---	245	43.7	
GS-08	43	36	64.3	34	60.7	1	1.8	1	1.8	---	---	7	12.5	
GS-09	272	121	29.2	103	24.8	10	2.4	6	1.4	---	2	0.5	151	36.4
GS-10	3	2	66.7	2	66.7	---	---	---	---	---	---	1	33.3	
GS-11	338	154	31.9	139	28.8	---	7	1.4	---	8	1.7	---	184	38.1
GS-12	876	281	17.5	183	11.4	52	3.2	39	2.4	---	7	0.4	595	37
GS-13	437	214	27.2	175	22.2	21	2.7	17	2.2	---	1	0.1	223	28.3
GS-14	237	107	25.9	84	20.3	10	2.4	11	2.7	---	2	0.5	130	31.5
	89	30	15.3	25	12.8	4	2	1	0.5	---	---	59	30.1	
<b>AVERAGE GRADE</b>	9.3	9.8		9.7		9.5		10.5		9.3		9.1		
<b>SENIOR PAY LEVELS</b>	24	6	9.5	3	4.8	2	3.2	---	---	1	1.6	18	28.6	
<b>OTHER WHITE COLLAR</b>	4	---	---	---	---	---	---	---	---	---	---	4	19	
<b>TOTAL WAGE SYSTEMS</b>		---	---	---	---	---	---	---	---	---	---	---	---	

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\* - LESS THAN 0.05 PERCENT



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

**WOMEN ONLY**

AGENCY - SOCIAL SECURITY 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>	47,765	25,434	36.4	15,397	22	6,947	9.9	2,414	3.5	676	1	22,331	31.9	
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	47,284	25,317	37.2	15,322	22.5	6,925	10.2	2,402	3.5	668	1	21,967	32.3	
GS-01	23	15	48.4	12	38.7	2	6.5	1	3.2	---	---	8	25.8	
GS-02	75	53	44.5	37	31.1	11	9.2	5	4.2	---	---	22	18.5	
GS-03	111	77	43.8	55	31.3	13	7.4	9	5.1	---	---	34	19.3	
GS-04	572	378	43.2	281	32.2	65	7.4	27	3.1	---	5	0.6	194	22.2
GS-05	2,002	1,227	39.4	779	25	301	9.7	123	4	24	0.8	775	24.9	
GS-06	2,543	1,375	39.8	955	27.6	279	8.1	112	3.2	29	0.8	1,168	33.8	
GS-07	3,743	2,237	41	1,438	26.4	538	9.9	217	4	44	0.8	1,506	27.6	
GS-08	7,364	4,453	48.4	2,563	27.8	1,485	16.1	273	3	132	1.4	2,911	31.6	
GS-09	4,727	2,997	45.5	2,136	32.4	546	8.3	266	4	49	0.7	1,730	26.3	
GS-10	333	222	50.7	192	43.8	16	3.7	13	3	1	0.2	111	25.3	
GS-11	11,723	6,089	37.8	2,952	18.3	2,266	14.1	646	4	225	1.4	5,634	35	
GS-12	8,113	3,757	31.6	2,269	19.1	956	8	431	3.6	101	0.8	4,356	36.6	
GS-13	4,097	1,715	24.1	1,153	16.2	307	4.3	219	3.1	36	0.5	2,382	33.5	
GS-14	1,489	593	21.8	406	14.9	123	4.5	46	1.7	18	0.7	896	33	
GS-15	369	129	16.5	94	12	17	2.2	14	1.8	4	0.5	240	30.7	
<b>AVERAGE GRADE</b>	9.8	9.5		9.4		9.6		9.8		9.9		10.2		
<b>SENIOR PAY LEVELS</b>	447	104	6.5	63	4	21	1.3	12	0.8	8	0.5	343	21.5	
<b>OTHER WHITE COLLAR</b>	14	1	3.7	1	3.7	---	---	---	---	---	---	13	48.1	
<b>TOTAL WAGE SYSTEMS</b>	20	12	4.3	11	3.9	1	0.4	---	---	---	---	8	2.9	

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\* - LESS THAN 0.05 PERCENT

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

**WOMEN ONLY**

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>	27,244	11,933	21.3	8,816	15.8	1,227	2.2	1,659	3	231	0.4	15,311	27.4
<b>TOTAL, GENERAL SCHEDULE (GS) AND RELATED</b>	21,546	10,008	23.7	7,548	17.9	1,011	2.4	1,249	3	200	0.5	11,538	27.4
GS-01	6	5	62.5	5	62.5	---	---	---	---	---	---	1	12.5
GS-02	69	25	23.8	17	16.2	---	2.9	---	3.8	---	1	44	41.9
GS-03	347	196	31.5	168	27	15	2.4	8	1.3	5	0.8	151	24.2
GS-04	454	263	33	225	28.3	16	2	18	2.3	4	0.5	191	24
GS-05	821	557	34.2	483	29.7	43	2.6	22	1.4	9	0.6	264	16.2
GS-06	703	382	35.6	302	28.2	43	4	29	2.7	8	0.7	321	29.9
GS-07	2,005	1,120	36.7	837	27.4	117	3.8	132	4.3	34	1.1	885	29
GS-08	796	512	48.4	423	40	41	3.9	41	3.9	7	0.7	284	26.9
GS-09	1,635	904	34.1	722	27.2	81	3.1	85	3.2	16	0.6	731	27.5
GS-10	304	187	53.4	161	46	17	4.9	7	2	2	0.6	117	33.4
GS-11	2,367	1,104	25.6	847	19.6	116	2.7	116	2.7	25	0.6	1,263	29.3
GS-12	3,633	1,744	26	1,314	19.6	181	2.7	217	3.2	32	0.5	1,889	28.2
GS-13	3,194	1,421	21.5	1,020	15.4	159	2.4	219	3.3	23	0.3	1,773	26.8
GS-14	3,058	1,042	14	687	9.3	122	1.6	208	2.8	25	0.3	2,016	27.1
	2,154	546	9.5	337	5.9	57	1	143	2.5	9	0.2	1,608	28
<b>AVERAGE GRADE</b>	10.9	10.3		10.1		10.6		11.4		10.1		11.5	
<b>SENIOR PAY LEVELS</b>	925	185	6.4	109	3.8	26	0.9	45	1.6	5	0.2	740	25.7
<b>OTHER WHITE COLLAR</b>	4,523	1,574	16.5	1,012	10.6	175	1.8	364	3.8	23	0.2	2,949	30.9
<b>TOTAL WAGE SYSTEMS</b>	250	166	12.5	147	11.1	15	1.1	1	0.1	3	0.2	84	6.3

\* - LESS THAN 0.05 PERCENT