

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT Washington, DC 20415

The President The White House Washington, DC 20500

Dear Mr. President:

Please find enclosed the U.S. Office of Personnel Management's (OPM) Report on the *Employment of Individuals with Disabilities in the Federal Executive Branch*. Prepared pursuant to Executive Order (EO) 13548, this report provides data on the representation of people with disabilities in the Federal workforce.

By the end of Fiscal Year (FY) 2013, total permanent Federal employment for people with disabilities had increased from 219,975 in FY 2012 to 234,395, representing an increase from 11.89 percent to 12.80 percent. New hires who were people with disabilities totaled 16,024, representing an increase from 16.31 percent in FY 2012 to 18.18 percent in FY 2013. Historical data shows that at no point in the past 33 years has the Federal government hired people with disabilities at a higher percentage than in FY 2013. This success has led to more people with disabilities onboard in Federal service, both in real terms and by percentage than at any time in the past 33 years.

To implement EO 13548, OPM has been working with partner agencies to implement and improve efforts to employ workers with disabilities though increased recruitment, hiring and retention. OPM has identified these efforts as a key component of human resource strategies, and has required agencies to adopt an integrated approach involving their Human Resource, Equal Employment Opportunity, and Diversity and Inclusion offices. Agencies are expected to implement practices within their agencies that promote diversity and inclusion for all employees.

Going forward, we remain committed to ensuring that the Federal government remains a model employer of people with disabilities. I look forward to achieving that goal and reporting back to you on our results.

Respectfully submitted,

Theriac dichuletz

Katherine Archuleta

Director

Enclosure





Report on the Employment of Individuals with Disabilities in the Federal Executive Branch for Fiscal Year 2013

November 2014

a New Day for Frederal Service

FOREWORD

Message from the Director of the U.S. Office of Personnel Management

On July 26, 2010, President Obama issued Executive Order (E.O.) 13548 on *Increasing Federal Employment of Individuals with Disabilities*, to mark the historic 20th anniversary of the signing of the Americans with Disabilities Act (ADA). E.O. 13548 provides that as the nation's largest employer, the Federal government must become a model for the employment of individuals with disabilities. The President directed Executive departments and agencies to improve their efforts to employ Federal workers with disabilities and targeted disabilities through increased recruitment, hiring, and retention of these individuals. E.O. 13548 is not an isolated effort, but works in coordination with E.O. 13518 on *Employment of Veterans in the Federal Government* issued on November 9, 2009; Presidential Memorandum on *The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment* issued on July 19, 2010; and E.O. 13583 on *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce* issued on August 18, 2011.

E.O. 13548 committed the Executive Branch to enhancing opportunities for individuals with disabilities in the Federal workforce and included a goal to hire 100,000 people with disabilities into Federal service over five years. The Federal government has made great progress towards accomplishing these goals. By the end of fiscal year (FY) 2013, total permanent Federal employment for people with disabilities had increased from 219,975 in FY 2012 to 234,395, representing an increase from 11.89 percent to 12.80 percent. New hires who were people with disabilities totaled 16,024, representing an increase from 16.31 percent in FY 2012 to 18.18 percent in FY 2013.

This Administration has consistently demonstrated a commitment to providing equal employment opportunities for Americans with disabilities. And it shows. Historical data shows that at no point in the past 33 years has the Federal government hired people with disabilities at a higher percentage than in FY 2013. Historical data also shows that people with targeted disabilities are being hired at a higher percentage now than at any time in the past 18 years. This success has led to more people with disabilities onboard in Federal service, both in real terms and by percentage than at any time in the past 33 years.

Going forward, we remain committed to ensuring that the Federal Government remains a model employer of people with disabilities. I look forward to working to sustain that achievement and sharing our results.

Katherine Archuleta
Director

INTRODUCTION

The EMPLOYMENT OF PEOPLE WITH DISABILITIES IN THE FEDERAL EXECUTIVE BRANCH Report (the Report) is produced annually by the U.S. Office of Personnel Management (OPM) in accordance with E.O. 13548, Increasing Federal Employment of Individuals with Disabilities.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2013.

The primary elements used to identify people with disabilities for Federal employment purposes are Standard Form (SF) 256-Self-Identification of Disability; use of the Schedule A Hiring Authority for People with Intellectual Disabilities; Severe Physical Disabilities and Psychiatric Disabilities (5 CFR 213.3102(u)); and use of the statutory hiring authority for Veterans who are 30 percent or more disabled (5 U.S.C. 3112; 5 C.F.R. §§ 316.302, 316.402, and 315.707).

SF 256, for use by the Federal workforce, defines an individual with a disability as "a person who: (1) has a physical impairment or mental impairment (psychiatric disability) that substantially limits one or more of such person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such an impairment." This definition is provided by the Rehabilitation Act of 1973, as amended (29 U.S.C 701 et. seq.).

Targeted disabilities are set forth in SF 256 to include deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, intellectual disabilities, psychiatric disabilities, and dwarfism.

The Schedule A Hiring Authority for People with Intellectual Disabilities, Severe Physical Disabilities and Psychiatric Disabilities provides for the excepted service appointment of people with intellectual disabilities, severe physical disabilities, or psychiatric disabilities who have documented proof of their disability from a licensed medical professional (e.g., a physician or other medical professional certified by a state, the District of Columbia, or a U.S. territory to practice medicine); a licensed vocational rehabilitation specialist (i.e., state or private); or any Federal agency, state agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.

In the following data tables, data for all disabilities and targeted disabilities was collected from SF 256 submissions. Data for all disabilities, including 30 percent or more disabled Veterans, was collected from SF 256 submissions and the statutory hiring authority for Veterans who are 30 percent or more disabled (5 U.S.C. § 3112; 5 C.F.R. §§ 316.302, 316.402, and 315.707).

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Executive Summary

To fully realize the goals set forth in E.O. 13548, the Federal Government has undertaken strategic efforts to maximize its utilization of the talents of people with disabilities. The information below provides an overview of some of these efforts.

Planning, Coordination and Accountability

Since the signing of E.O. 13548, each Federal agency has submitted a Disability Plan outlining goals and strategies to accomplish the goals set out in E.O. 13548. Using data collected from the Standard Form (SF) 256, each agency has identified goals for the outreach, recruitment, retention, and advancement of people with disabilities, as part of the agency's overall recruitment policy and practices. Additionally, OPM and partner agencies will be working with each Federal agency to analyze applicant flow data for candidates with disabilities, allowing the Federal Government to further improve its outreach and recruitment efforts. The White House, OPM, the Chief Human Capital Officers Council, the U.S. Department of Labor (DOL), the U.S. Equal Employment Opportunity Commission (EEOC) and the Office of Management and Budget (OMB) are working closely with designated senior-level agency officials to implement the Disability Plans. Many of the best practices identified in these plans can be seen in *PROMISING AND EMERGING PRACTICES FOR ENHANCING THE EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES INCLUDED IN PLANS SUBMITTED BY FEDERAL AGENCIES UNDER EXECUTIVE ORDER 13548*, a report produced by DOL's Office of Disability Employment Policy with staff participation from EEOC and OPM.

Education and Training

Federal employees from more than 56 agencies have been trained on recruitment techniques; the Schedule A Hiring Authority for People with Intellectual Disabilities, Severe Physical Disabilities and Psychiatric Disabilities (referenced below as "The Schedule A Hiring Authority for People with Disabilities"); the process for granting reasonable accommodations; and the Department of Defense's Computer/Electronic Accommodations Program. They have also received training on helping employees who become ill or injured on the job to return to work.

OPM, in consultation with partner agencies, has developed an online course entitled, "A Roadmap to Success: Hiring, Retaining and Including People with Disabilities." This course, which is now available to all Federal agencies, provides Federal employees with basic information and resources to successfully hire, retain, and advance employees with disabilities. This course is provided to agencies at no cost on HR University. This course would benefit any Federal employee. In accordance with E.O. 13548, training is mandatory for human resources personnel and hiring managers.

OPM, and partner agencies, will continue to develop training and make it available to other agencies in a variety of mediums, including in person and through webinars to ensure the Federal Government is a model for the employment of people with disabilities.

The Schedule A Hiring Authority for People with Disabilities

OPM has provided extensive training in a number of formats, including online, which can help hiring managers and human resources professionals understand the value of the Schedule A Hiring Authority for People with Disabilities.

Moreover, OPM knows it is vitally important to educate the disability community on available options for gaining Federal employment. To this end, OPM offers a number of trainings in the community and constantly engages with community partners like vocational rehabilitation service providers.

Additionally, the Chief Human Capital Officers Council has developed a shared list of people with disabilities for those seeking jobs in a number of professions. The OPM Shared List of People with Disabilities is a database of candidates with disabilities who are eligible to apply for employment through the Schedule A Hiring Authority for People with Disabilities. OPM has also issued regulations, simplifying the process for utilizing the Schedule A Hiring Authority for People with Disabilities.

Due to these efforts, there has been a growth in the use of the Schedule A Hiring Authority for People with Disabilities. In FY 2011, 0.98 percent of new hires were appointed through the Schedule A Hiring Authority for People with Disabilities, doubling its use from FY 2010. In FY 2012, the Federal Government increased the use of the Schedule A Hiring Authority for People with Disabilities to 1.51 percent of overall hiring. In FY 2013, 1.56 percent of all new hires were appointed through the Schedule A Hiring Authority for People with Disabilities.

We have also seen an increase in the number of employees appointed through the Schedule A Hiring Authority for People with Disabilities noncompetitively converted to the competitive service. In FY 2010, 387 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service. In 2011, 458 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service. In 2012, 709 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service. In 2013, 887 employees appointed through the Schedule A Hiring Authority for People with Disabilities were converted to the competitive service.

In FY 2011, 2012 and 2013, the years Federal agencies have been implementing E.O. 13548, the Federal Government hired 51,352 non-seasonal, full-time permanent employees with disabilities. In FY 2011, 2012 and 2013, the Federal Government hired 57,491 permanent seasonal, permanent intermittent, part time permanent and full-time permanent employees with disabilities. In FY 2011, 2012 and 2013, the Federal Government hired a total of 83,859 employees with disabilities, including all temporary and permanent employees with disabilities.

Major Findings

Major findings in the FY 2013 Employment of People with Disabilities in the Federal Executive Branch Report are:

On Board

- In FY 2013, total non-seasonal, full-time permanent employees with disabilities, including 30 percent or more disabled Veterans, increased from 219,975 in FY 2012 to 234,395, representing an increase from 11.89 percent to 12.80 percent. There are more people with disabilities in Federal service both in real terms and by percentage than at any time in the past 33 years.
- In FY 2013, total non-seasonal, full-time permanent employees with targeted disabilities, increased slightly from 18,319 in FY 2012 to 18,665, representing an increase from 0.99 percent to 1.02 percent. There are more people with targeted disabilities in Federal service now than at any time in the past 16 years.
- In FY 2013, total non-seasonal, full-time permanent GS-14s and 15s with disabilities, including 30 percent or more disabled Veterans, increased from 13,891 in FY 2012 to 15,054, representing an increase from 8.61 percent to 9.20 percent.

New Hires

- In FY 2013, non-seasonal, full-time permanent new hires with disabilities, including 30 percent or more disabled Veterans, totaled 16,024, representing an increase from 16.31 percent in FY 2012 to 18.18 percent. In FY 2013, new hires of people with disabilities occurred at the highest percentage in 33 years.
- In FY 2013, non-seasonal, full-time permanent new hires with targeted disabilities totaled 1,155, representing an increase from 1.08 percent in FY 2012 to 1.31 percent in FY 2013. Historical data shows that at no point in the past 18 years have new hires for people with targeted disabilities been at a higher percentage than in FY 2013.
- In FY 2013, non-seasonal, full-time permanent new hires pursuant to the Schedule A
 Hiring Authority for People with Disabilities totaled 1,377, representing an increase
 from 1.51 percent in FY 2012 to 1.56 percent in FY 2013.
- In FY 2013, non-seasonal, full-time permanent GS-14 and 15 new hires with disabilities, including 30 percent or more disabled Veterans, totaled 547, representing an increase from 14.65 percent in FY 2012 to 14.89 percent in FY 2013.
- In FY 2011, 2012 and 2013, the years Federal agencies have been implementing E.O. 13548, the Federal Government hired:
 - o 51,352 non-seasonal, full-time permanent employees with disabilities;
 - 57,491 permanent seasonal, permanent intermittent, part time permanent and full-time permanent employees with disabilities; and
 - 83,859 employees with disabilities, including all temporary and permanent employees with disabilities.

Composition of Federal Workforce at a Glance¹

	On Board Non-Seasonal Full-time Permanent Employees											
	ALL DISABILITY											
						INCLUDING						
FISCAL	ALL ON	TARGETED		ALL		30% OR MORE						
YEAR	BOARD	DISABILITY ²	%	DISABILITY ³	%	VETERANS ⁴	%					
2010	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%					
2011	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%					
2012 1,850,311 18,319 0.99% 148,009 8.00% 219,975 11.8												
2013	1,831,723	18,665	1.02%	157,835	8.62%	234,395	12.80%					

All Pe	On Board All Permanent Employees (Permanent Seasonal, Permanent Intermittent, Part Time												
	Permanent and Full-time Permanent)												
	ALL DISABILITY INCLUDING												
FISCAL	ALL ON	TARGETED		ALL		30% OR MORE							
YEAR	BOARD	DISABILITY	%	DISABILITY	%	VETERANS	%						
2010	1,917,984	18,315	0.95%	135,067	7.04%	193,554	10.09%						
2011	1,947,053	18,758	0.96%	143,484	7.37%	210,800	10.83%						
2012	2012 1,942,528 19,268 0.99% 154,506 7.95% 227,789 11.73%												
2013	1,917,940	19,616	1.02%	164,180	8.56%	242,024	12.62%						

	<u>On Board</u>												
	All Temporary and Permanent Employees												
	ALL DISABILITY												
						INCLUDING							
FISCAL	FISCAL ALL ON TARGETED ALL 30% OR MORE												
YEAR	BOARD	DISABILITY	%	DISABILITY	%	VETERANS	%						
2010	2,113,210	19,406	0.92%	145,324	6.88%	208,333	9.86%						
2011	2,130,289	19,918	0.93%	154,139	7.24%	225,529	10.59%						
2012 2,110,221 20,535 0.97% 165,219 7.83% 242,557 1													
2013	2,067,262	20,864	1.01%	174,540	8.44%	255,918	12.38%						

¹ All percentages are rounded to the nearest one-hundredth of a percent (i.e., two decimal points).

² The "TARGETED DISABILITY" category in this report refers to employees who self-identified on SF 256 as having a targeted disability. Veterans who self-identified on SF 256 are included in this category.

³ The "ALL DISABILITY" category in this report refers to employees who self-identified on SF 256 as having a disability (both targeted and non-targeted). Veterans who self-identified on SF 256 are included in this category.

⁴ The "ALL DISABILITY INCLUDING 30 PERCENT OR MORE VETERANS" category in this report refers to employees who self-identified on SF 256 as having disability (both targeted and non-targeted) and includes 30 percent or more disabled veterans who did not self-identify a specific disability on SF 256.

Composition of Federal New Hires at a Glance

	Non-Seasonal Full-time Permanent (Including Transfers)													
FISCAL YEAR	ALL NEW HIRES	TARGETED DISABILITY	%	ALL DISABILITY	%	ALL DISABILITY INCLUDING 30% OR MORE VETERANS	%	SCHEDULE A DISABILITY	%					
2010	151,999	1,178	0.78%	9,712	6.39%	18,926	12.45%	902	0.59%					
2011	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%	1,247	0.98%					
2012 102,093 1,101 1.08% 9,750 9.55% 16,653								1,539	1.51%					
2013	88,117	1,155	1.31%	9,932	11.27%	16,024	18.18%	1,377	1.56%					

	New Hires													
All	All Permanent, Including Transfers (Permanent Seasonal, Permanent Intermittent, Part Time													
	Permanent and Full-time Permanent)													
FISCAL	FISCAL ALL NEW TARGETED ALL OR MORE SCHEDULE A													
YEAR	HIRES	DISABILITY	%	DISABILITY	%	VETERANS	%	DISABILITY	%					
2010	173,443	1,415	0.82%	11,193	6.45%	20,763	11.97%	1,103	0.64%					
2011	150,498	1,340	0.89%	7.78%	20,697	13.75%	1,463	0.97%						
2012 120,587 1,281 1.06% 11,232 9.31% 18,672 15.48% 1,740 1.														
2013	105,458	1,389	1.32%	11,640	11.04%	18,122	17.18%	1,648	1.56%					

	New Hires All Temporary and Permanent (Including Transfers)													
FISCAL YEAR	CITATIONE													
2010	304,762	2,191	0.72%	17,309	5.68%	30,354	9.96%	1,523	0.50%					
2011	258,748	2,056	0.79%	17,824	6.89%	29,761	11.50%	2,347	0.91%					
2012	217,921	2,003	0.92%	17,131	7.86%	27,254	12.51%	2,636	1.21%					
2013 184,802 2,124 1.15% 17,951 9.71% 26,844 14.53% 2,358									1.28%					

				2013			
						All Disability	
						Including	
						30% or	
<u>2013 On Board</u>						More	
Non-Seasonal Full-time Permanent Employees	All	Targeted		All		Disabled	
	Employees	Disability	%	Disability	%		%
Total Evacutive Propeh Agencies	1,831,723					Veterans	12.80%
Total Executive Branch Agencies DOD-Combined	675,286	18,665 4,848	1.02% 0.72%	157,835 59,098	8.62% 8.75%	234,395 107,577	15.93%
	159,499	984		· · · · · · · · · · · · · · · · · · ·	9.67%		15.77%
DEPARTMENT OF THE AIR FORCE DEPARTMENT OF THE ARMY	241,609	1,425	0.62%	15,419 18,795	7.78%	25,149 40,636	16.82%
DEPARTMENT OF THE ARMY DEPARTMENT OF DEFENSE	85,579	1,425	1.26%	9,053	10.58%	14,226	16.62%
DEPARTMENT OF THE NAVY	188,599	1,361	0.72%	15,831	8.39%	27,566	14.62%
DEPARTMENT OF THE NAVY	74,117	791	1.07%	6,665	8.99%	7,573	10.22%
U.S. AID	2,669	17	0.64%	116	4.35%	159	5.96%
DEPARTMENT OF COMMERCE	34,550	262	0.76%	2,053	5.94%	2,357	6.82%
		471	0.76%	4,588	4.08%	6,775	6.03%
DEPARTMENT OF JUSTICE DEPARTMENT OF LABOR	112,342 15,354	205	1.34%	4,588 1,555	10.13%	2,086	13.59%
DEPARTMENT OF LABOR DEPARTMENT OF ENERGY	14,739	110	0.75%	1,333	8.23%	1,522	10.33%
DEPARTMENT OF ENERGY DEPARTMENT OF EDUCATION	3,865	54	1.40%	273	7.06%	324	8.38%
ENVIRONMENTAL PROTECTION AGENCY	15,485	186	1.40%	1,007	6.50%	1,121	7.24%
GENERAL SERVICES ADMINISTRATION	11.562	92	0.80%	737	6.37%	1,121	9.23%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	62,086	733	1.18%	5,153	8.30%	5,853	9.43%
DEPARTMENT OF HOMELAND SECURITY	168,348	648	0.38%	8,256	4.90%	13,100	7.78%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,547	90	1.05%	735	8.60%	904	10.58%
DEPARTMENT OF THE INTERIOR	50,959	529	1.04%	4,133	8.11%	4,914	9.64%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,645	202	1.14%	1,137 250	6.44%	1,285 284	7.28%
NUCLEAR REGULATORY COMMISSION	3,601	36	1.00%		6.94%		7.89%
OFFICE OF PERSONNEL MANAGEMENT	5,099	51	1.00%	451	8.84%	665	13.04%
SMALL BUSINESS ADMINISTRATION	2,365	19 51	0.80%	187	7.91%	245	10.36%
DEPARTMENT OF STATE	10,142		0.50%	572	5.64%	921	9.08%
SOCIAL SECURITY ADMINISTRATION DEPARTMENT OF TRANSPORTATION	59,643	1,162	1.95% 0.70%	5,321	8.92%	6,017	10.09% 9.15%
	54,374	381		3,805	7.00%	4,974	
DEPARTMENT OF THE TREASURY	89,852	1,575	1.75%	8,261	9.19%	9,298	10.35%
DEPARTMENT OF VETERANS AFFAIRS FEDERAL DEPOSIT INSURANCE CORPORATION	297,528 5,551	5,752	1.93% 0.61%	39,362 297	13.23% 5.35%	51,930 349	17.45% 6.29%
		34		88			
FEDERAL RESERVE SYSTEM	938	8	0.85%		9.38%	106	11.30%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,540	45	1.77%	200	7.87%	261	10.28%
PENSION BENEFIT GUARANTY CORPORATION	911 411	8	0.88%	60	6.59% 2.19%	69	7.57% 2.19%
OFFICE OF MANAGEMENT AND BUDGET COMMODITY FUTURES TRADING COMMISSION	645	1	0.00%	23	3.57%	29	4.50%
NATIONAL CREDIT UNION ADMINISTRATION	1,226	9	0.16%	114	9.30%	143	11.66%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,110	56	2.65%	325	15.40%	410	19.43%
					5.10%		
FEDERAL COMMUNICATIONS COMMISSION	1,667	20 4	1.20%	85		94 95	5.64%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FEDERAL TRADE COMMISSION	1,202	4	0.33%	81 66	6.74%	71	7.90%
	1,050		0.38%		6.29%		6.76%
FEDERAL HOUSING FINANCE AGENCY BROADCASTING BOARD OF COVERNORS	715	3	0.42%	43	6.01%	52	7.27%
BROADCASTING BOARD OF GOVERNORS	1,549	10	0.65%	46	2.97%	55	3.55%
COVERNMENT DRINTING OFFICE	590	5	0.85%	72	12.20%	76	12.88%
GOVERNMENT PRINTING OFFICE	1,859	22	1.18%	155	8.34%	179	9.63%
NATIONAL LABOR BELATIONS BOARD	1,248	14	1.12%	109	8.73%	125	10.02%
NATIONAL LABOR RELATIONS BOARD	1,507	10	0.66%	72	4.78%	80	5.31%
PEACE CORPS	1	0	0.00%	0	0.00%	0	0.00%
RAILROAD RETIREMENT BOARD	891	10	1.12%	113	12.68%	126	14.14%
SECURITIES AND EXCHANGE COMMISSION	3,856	38	0.99%	198	5.13%	216	5.60%
CONSUMER PRODUCT SAFETY COMMISSION	486	6	1.23%	38	7.82%	43	8.85%
SMITHSONIAN INSTITUTION	4,715	37	0.78%	275	5.83%	331	7.02%
OTHER AGENCIES	5,897	56	0.95%	438	7.43%	525	8.90%

				2012			
						All Disability	
						Including	
						30% or	
<u>2012 On Board</u>						More	
Non-Seasonal Full-time Permanent Employees	A 11	Townshield		A.II			
Tron Seasonarian time remainent Employees	All	Targeted		All		Disabled	
	Employees	Disability	%	Disability	%	Veterans	%
Total Executive Branch Agencies	1,850,311	18,319	0.99%	148,009	8.00%	219,975	11.89%
DOD-Combined	691,466	4,826	0.70%	52,926	7.65%	99,928	14.45%
DEPARTMENT OF THE AIR FORCE	161,574	877	0.54%	10,781	6.67%	21,691	13.42%
DEPARTMENT OF THE ARMY	251,257	1,515	0.60%	19,748	7.86%	40,072	15.95%
DEPARTMENT OF DEFENSE	86,135	1,073	1.25%	8,408	9.76%	13,179	15.30%
DEPARTMENT OF THE NAVY	192,500	1,361	0.71%	13,989	7.27%	24,986	12.98%
DEPARTMENT OF AGRICULTURE	76,785	836	1.09%	6,798	8.85%	7,608	9.91%
U.S. AID	2,439	12	0.49%	110	4.51%	149	6.11%
DEPARTMENT OF COMMERCE	35,013	268	0.77%	2,016	5.76%	2,283	6.52%
DEPARTMENT OF JUSTICE	113,358	456	0.40%	4,380	3.86%	6,178	5.45%
DEPARTMENT OF LABOR	15,705	202	1.29%	1,505	9.58%	1,958	12.47%
DEPARTMENT OF ENERGY	15,041	116	0.77%	1,165	7.75%	1,439	9.57%
DEPARTMENT OF EDUCATION	3,899	55	1.41%	273	7.00%	308	7.90%
ENVIRONMENTAL PROTECTION AGENCY	16,218	213	1.31%	1,089	6.71%	1,207	7.44%
GENERAL SERVICES ADMINISTRATION	12,114	97	0.80%	737	6.08%	1,048	8.65%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,168	724	1.18%	5,075	8.30%	5,662	9.26%
DEPARTMENT OF HOMELAND SECURITY	169,116	661	0.39%	8,005	4.73%	12,266	7.25%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,982	99	1.10%	759	8.45%	922	10.26%
DEPARTMENT OF THE INTERIOR	53,156	554	1.04%	4,256	8.01%	4,978	9.36%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,558	197	1.12%	1,116	6.36%	1,235	7.03%
NUCLEAR REGULATORY COMMISSION	3,629	34	0.94%	242	6.67%	272	7.50%
OFFICE OF PERSONNEL MANAGEMENT	5,242	54	1.03%	434	8.28%	631	12.04%
SMALL BUSINESS ADMINISTRATION	2,224	19	0.85%	156	7.01%	196	8.81%
DEPARTMENT OF STATE	9,761	50	0.51%	520	5.33%	818	8.38%
SOCIAL SECURITY ADMINISTRATION	62,599	1,227	1.96%	5,476	8.75%	6,168	9.85%
DEPARTMENT OF TRANSPORTATION	55,614	396	0.71%	3,470	6.87%	4,870	8.76%
DEPARTMENT OF THE TREASURY	92,397	1,631	1.77%	8,467	9.16%	9,461	10.24%
DEPARTMENT OF THE TREASORY DEPARTMENT OF VETERANS AFFAIRS	285,436	5,208	1.82%	35,913	12.58%	47,147	16.52%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,581	3,208	0.59%	291	5.21%	330	5.91%
	681	4		63	9.25%	78	11.45%
FEDERAL RESERVE SYSTEM NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,629	40	0.59% 1.52%	187	7.11%	252	9.59%
	· · · · · · · · · · · · · · · · · · ·			54			
PENSION BENEFIT GUARANTY CORPORATION	906 461	10 0	1.10%	8	5.96%	62 9	6.84% 1.95%
OFFICE OF MANAGEMENT AND BUDGET	662	1	0.00%	21	1.74% 3.17%	26	3.93%
COMMODITY FUTURES TRADING COMMISSION			0.15%				
NATIONAL CREDIT UNION ADMINISTRATION	1,164	8	0.69%	100	8.59%	125	10.74%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,244	59	2.63%	334	14.88%	423	18.85%
FEDERAL COMMUNICATIONS COMMISSION	1,650	18	1.09%	88	5.33%	95	5.76%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1,210	6	0.50%	80	6.61%	91	7.52%
FEDERAL TRADE COMMISSION	1,043	5	0.48%	70	6.71%	73	7.00%
FEDERAL HOUSING FINANCE AGENCY	671	2	0.30%	42	6.26%	48	7.15%
BROADCASTING BOARD OF GOVERNORS	1,616	10	0.62%	48	2.97%	55	3.40%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	562	4	0.71%	29	5.16%	35	6.23%
GOVERNMENT PRINTING OFFICE	1,854	23	1.24%	150	8.09%	168	9.06%
NATIONAL SCIENCE FOUNDATION	1,220	14	1.15%	104	8.52%	116	9.51%
NATIONAL LABOR RELATIONS BOARD	1,579	10	0.63%	77	4.88%	84	5.32%
PEACE CORPS	3	0	0.00%	0	0.00%	0	0.00%
RAILROAD RETIREMENT BOARD	926	9	0.97%	116	12.53%	129	13.93%
SECURITIES AND EXCHANGE COMMISSION	3,615	32	0.89%	171	4.73%	183	5.06%
CONSUMER PRODUCT SAFETY COMMISSION	489	5	1.02%	40	8.18%	44	9.00%
SMITHSONIAN INSTITUTION	4,690	40	0.85%	274	5.84%	315	6.72%
OTHER AGENCIES	5,935	51	0.86%	424	7.14%	502	8.46%

				2011			
						All Disability	
2011 On Board						Including	
2011 On Board						30% or More	
Non-Seasonal Full-time Permanent Employees	All	Targeted		All		Disabled	
	Employees	Disability	%	Disability	%	Veterans	%
Total Executive Branch Agencies	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%
DOD-Combined	699,618	4,937	0.71%	50,628	7.24%	94,496	13.51%
DEPARTMENT OF THE AIR FORCE	166,338	895	0.54%	9,401	5.65%	20,457	12.30%
DEPARTMENT OF THE ARMY	255,487	1,601	0.63%	20,006	7.83%	38,738	15.16%
DEPARTMENT OF DEFENSE	85,818	1,094	1.27%	8,192	9.55%	12,409	14.46%
DEPARTMENT OF THE NAVY	191,975	1,347	0.70%	13,029	6.79%	22,892	11.92%
DEPARTMENT OF AGRICULTURE	79,899	834	1.04%	6,215	7.78%	6,979	8.73%
U.S. AID	2,226	12	0.54%	98	4.40%	130	5.84%
DEPARTMENT OF COMMERCE	34,501	282	0.82%	1,913	5.54%	2,140	6.20%
DEPARTMENT OF JUSTICE	112,867	437	0.39%	4,096	3.63%	5,560	4.93%
DEPARTMENT OF LABOR	15,190	180	1.18%	1,104	7.27%	1,500	9.87%
DEPARTMENT OF ENERGY	15,548	117	0.75%	1,088	7.00%	1,367	8.79%
DEPARTMENT OF EDUCATION	4,066	58	1.43%	276	6.79%	311	7.65%
ENVIRONMENTAL PROTECTION AGENCY	16,702	217	1.30%	1,121	6.71%	1,232	7.38%
GENERAL SERVICES ADMINISTRATION	12,448	98	0.79%	717	5.76%	1,009	8.11%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	60,303	597	0.99%	3,913	6.49%	4,462	7.40%
DEPARTMENT OF HOMELAND SECURITY	166,210	653	0.39%	7,310	4.40%	10,866	6.54%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,269	103	1.11%	736	7.94%	886	9.56%
DEPARTMENT OF THE INTERIOR	53,393	553	1.04%	4,097	7.67%	4,755	8.91%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,801	203	1.14%	1,062	5.97%	1,182	6.64%
NUCLEAR REGULATORY COMMISSION	3,796	35	0.92%	256	6.74%	285	7.51%
OFFICE OF PERSONNEL MANAGEMENT	5,186	46	0.32%	375	7.23%	571	11.01%
SMALL BUSINESS ADMINISTRATION	2,289	19	0.83%	158	6.90%	190	8.30%
DEPARTMENT OF STATE	9,443	48	0.51%	481	5.09%	746	7.90%
SOCIAL SECURITY ADMINISTRATION	64,539	1,261	1.95%	5,456	8.45%	6,138	9.51%
DEPARTMENT OF TRANSPORTATION	56,092	402	0.72%	3,794	6.76%	4,738	8.45%
DEPARTMENT OF THE TREASURY	96,232	1,721	1.79%	8,675	9.01%	9,609	9.99%
DEPARTMENT OF VETERANS AFFAIRS	277,461	4,631	1.67%	31,339	11.29%	41,459	14.94%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,339	30	0.56%	272	5.09%	302	5.66%
FEDERAL RESERVE SYSTEM	495	4	0.30%	42	8.48%	57	11.52%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,703	41	1.52%	182	6.73%	242	8.95%
PENSION BENEFIT GUARANTY CORPORATION	920	11	1.20%	54	5.87%	61	6.63%
OFFICE OF MANAGEMENT AND BUDGET	469	0	0.00%	8	1.71%	9	1.92%
COMMODITY FUTURES TRADING COMMISSION	624	1	0.16%	13	2.08%	17	2.72%
NATIONAL CREDIT UNION ADMINISTRATION	1,151	7	0.61%	93	8.08%	111	9.64%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,422	64	2.64%	349	14.41%	444	18.33%
FEDERAL COMMUNICATIONS COMMISSION	1,677	16		90		98	5.84%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1,216	7	0.58%	82	6.74%	89	7.32%
FEDERAL TRADE COMMISSION	1,010	4	0.40%	36	3.56%	40	3.96%
FEDERAL HOUSING FINANCE AGENCY	581	3	0.52%	35	6.02%	41	7.06%
BROADCASTING BOARD OF GOVERNORS	1,623	11	0.68%	54	3.33%	61	3.76%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	546	2	0.37%	23	4.21%	28	5.13%
GOVERNMENT PRINTING OFFICE	2,163	30	1.39%	171	7.91%	192	8.88%
NATIONAL SCIENCE FOUNDATION	1,207	15	1.24%	98	8.12%	107	8.86%
NATIONAL LABOR RELATIONS BOARD	1,622	11	0.68%	71	4.38%	76	4.69%
PEACE CORPS	4	0	0.00%	0	0.00%	0	0.00%
RAILROAD RETIREMENT BOARD	945	8	0.85%	83	8.78%	94	9.95%
SECURITIES AND EXCHANGE COMMISSION	3,569	35	0.83%	173	4.85%	183	5.13%
CONSUMER PRODUCT SAFETY COMMISSION	507	6	1.18%	45	8.88%	50	9.86%
SMITHSONIAN INSTITUTION	4,782	38	0.79%	258	5.40%	302	6.32%
OTHER AGENCIES	5,926	57	0.75%	411	6.94%	479	8.08%
OTHER AGENCIES	3,320	37	0.3070	411	0.5476	4/3	0.0070

				2010			
						All Disability	
						Including 30%	
<u>2010 On Board</u>						or More	
Non-Seasonal Full-time Permanent Employees	All	Targeted		All		Disabled	
, ,	Employees	Disability	%	Disability	%	Veterans	%
Total Francisco Describe Associate				,			
Total Executive Branch Agencies	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%
DOD-Combined	686,554	5,029	0.73%	47,987	6.99%	85,664	12.48%
DEPARTMENT OF THE AIR FORCE	158,039	893	0.57%	8,590	5.44%	17,700	11.20%
DEPARTMENT OF THE ARMY	257,947	1,712	0.66%	19,818	7.68%	36,284	14.07%
DEPARTMENT OF DEFENSE	81,179	1,055	1.30%	7,261	8.94%	10,858	13.38%
DEPARTMENT OF THE NAVY	189,389	1,369	0.72%	12,318	6.50%	20,822	10.99%
DEPARTMENT OF AGRICULTURE	80,510	801	0.99%	5,708	7.09%	6,369	7.91%
U.S. AID	2,130	14	0.66%	88	4.13%	111	5.21%
DEPARTMENT OF COMMERCE	33,711	257	0.76%	1,685	5.00%	1,891	5.61%
DEPARTMENT OF JUSTICE	112,688	435	0.39%	3,963	3.52%	5,201	4.62%
DEPARTMENT OF LABOR	15,387	174	1.13%	1,074	6.98%	1,433	9.31%
DEPARTMENT OF ENERGY	15,757	121	0.77%	1,035	6.57%	1,308	8.30%
DEPARTMENT OF EDUCATION	4,010	58	1.45%	261	6.51%	293	7.31%
ENVIRONMENTAL PROTECTION AGENCY	16,601	220	1.33%	1,136	6.84%	1,238	7.46%
GENERAL SERVICES ADMINISTRATION	12,554	102	0.81%	690	5.50%	948	7.55%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,946	544	0.92%	3,564	6.05%	4,020	6.82%
DEPARTMENT OF HOMELAND SECURITY	161,273	629	0.39%	6,782	4.21%	9,768	6.06%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,397	116	1.23%	744	7.92%	885	9.42%
DEPARTMENT OF THE INTERIOR	53,460	557	1.04%	4,018	7.52%	4,622	8.65%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,190	202	1.18%	1,003	5.83%	1,110	6.46%
NUCLEAR REGULATORY COMMISSION	3,867	37	0.96%	266	6.88%	292	7.55%
OFFICE OF PERSONNEL MANAGEMENT	4,856	41	0.84%	323	6.65%	461	9.49%
SMALL BUSINESS ADMINISTRATION	2,327	18	0.77%	151	6.49%	175	7.52%
DEPARTMENT OF STATE	8,959	48	0.54%	476	5.31%	677	7.56%
SOCIAL SECURITY ADMINISTRATION	66,666	1,314	1.97%	5,541	8.31%	6,225	9.34%
DEPARTMENT OF TRANSPORTATION	56,151	377	0.67%	3,482	6.20%	4,350	7.75%
DEPARTMENT OF THE TREASURY	99,868	1,740	1.74%	8,628	8.64%	9,559	9.57%
DEPARTMENT OF VETERANS AFFAIRS	268,187	4,195	1.56%	28,438	10.60%	37,593	14.02%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,101	35	0.69%	25,438	5.00%	276	5.41%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,690	44	1.64%	188	6.99%	245	9.11%
PENSION BENEFIT GUARANTY CORPORATION	890	12	1.35%	51	5.73%	58	6.52%
	472	0	0.00%	8	1.69%	9	1.91%
OFFICE OF MANAGEMENT AND BUDGET	622			_		_	
COMMODITY FUTURES TRADING COMMISSION		1	0.16%	13	2.09%	16	2.57%
NATIONAL CREDIT UNION ADMINISTRATION	1,051	3	0.29%	65	6.18%	79	7.52%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,476	67	2.71%	353	14.26%	453	18.30%
FEDERAL COMMUNICATIONS COMMISSION	1,708	17	1.00%	90	5.27%	100	5.85%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1,228	5		65	5.29%	72	
FEDERAL TRADE COMMISSION	1,059	6	0.57%	39	3.68%	43	4.06%
FEDERAL HOUSING FINANCE AGENCY	433	3	0.69%	25	5.77%	27	6.24%
BROADCASTING BOARD OF GOVERNORS	1,658	12	0.72%	50	3.02%	56	3.38%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	551	2	0.36%	21	3.81%	28	5.08%
GOVERNMENT PRINTING OFFICE	2,259	32	1.42%	173	7.66%	186	8.23%
NATIONAL SCIENCE FOUNDATION	1,200	17	1.42%	101	8.42%	110	9.17%
NATIONAL LABOR RELATIONS BOARD	1,586	10	0.63%	69	4.35%	74	4.67%
PEACE CORPS	6	0	0.00%	0	0.00%	0	0.00%
RAILROAD RETIREMENT BOARD	964	9	0.93%	85	8.82%	92	9.54%
SECURITIES AND EXCHANGE COMMISSION	3,611	36	1.00%	179	4.96%	187	5.18%
CONSUMER PRODUCT SAFETY COMMISSION	467	5	1.07%	36	7.71%	38	8.14%
SMITHSONIAN INSTITUTION	4,754	43	0.90%	250	5.26%	286	6.02%
OTHER AGENCIES	5,884	57	0.97%	387	6.58%	440	7.48%

				2013			
2012 Nove Hiros						All Disability	
2013 New Hires						Including 30%	
Non-Seasonal Full-time Permanent						or More	
(Including Transfers)		Targeted				Disabled	
	All Employees	Disability	%	All Disability	%	Veterans	%
Total Executive Branch Agencies	88,117	1,155	1.31%	9,932	11.27%	16,024	18.18%
DOD-Combined	32,530	113	0.35%	1,521	4.68%	4,828	14.84%
DEPARTMENT OF THE AIR FORCE	7,834	35	0.35%	294	3.75%	1,058	13.51%
DEPARTMENT OF THE ARMY	10,691	20	0.43%	294	2.75%	1,376	12.87%
DEPARTMENT OF DEFENSE	5,602	31	0.15%	351	6.27%	1,010	18.03%
DEPARTMENT OF THE NAVY	8,403	27	0.32%	582	6.93%	1,384	16.47%
DEPARTMENT OF AGRICULTURE	1,741	19	1.09%	223	12.81%	327	18.78%
U.S. AID	153	2	1.31%	11	7.19%	20	13.07%
DEPARTMENT OF COMMERCE	1,515	11	0.73%	147	9.70%	192	12.67%
DEPARTMENT OF COMMERCE DEPARTMENT OF COMMERCE	4,179	29	0.69%	362	8.66%	570	13.64%
DEPARTMENT OF JOSTICE DEPARTMENT OF LABOR	736	14	1.90%	117	15.90%	169	22.96%
DEPARTMENT OF EABOR DEPARTMENT OF ENERGY	702	4	0.57%	76	10.83%	119	16.95%
DEPARTMENT OF EDUCATION	190	2	1.05%	17	8.95%	31	16.32%
ENVIRONMENTAL PROTECTION AGENCY	126	1	0.79%	5	3.97%	9	7.14%
GENERAL SERVICES ADMINISTRATION	315	4	1.27%	43	13.65%	72	22.86%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,346	35	0.81%	346	7.96%	463	10.65%
DEPARTMENT OF HOMELAND SECURITY	4,640	39	0.81%	451	9.72%	745	16.06%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	134	2	1.49%	16	11.94%	22	16.42%
DEPARTMENT OF THE INTERIOR	1,579	27	1.71%	185	11.72%	276	17.48%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	707	5	0.71%	72	10.18%	101	14.29%
NUCLEAR REGULATORY COMMISSION	142	1	0.71%	13	9.15%	21	14.79%
OFFICE OF PERSONNEL MANAGEMENT	212	2	0.70%	32	15.09%	56	26.42%
SMALL BUSINESS ADMINISTRATION	276	1	0.36%	37	13.41%	58	21.01%
DEPARTMENT OF STATE	826	1	0.30%	44	5.33%	102	12.35%
SOCIAL SECURITY ADMINISTRATION	108	2	1.85%	13	12.04%	25	23.15%
DEPARTMENT OF TRANSPORTATION	1,212	16	1.32%	147	12.13%	244	20.13%
DEPARTMENT OF THE TREASURY	1,570	38	2.42%	198	12.13%	272	17.32%
DEPARTMENT OF VETERANS AFFAIRS	27,269	762	2.79%	5,608	20.57%	6,955	25.51%
FEDERAL DEPOSIT INSURANCE CORPORATION	236	0	0.00%	13	5.51%	27	11.44%
FEDERAL RESERVE SYSTEM	291	3	1.03%	25	8.59%	29	9.97%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	89	3	3.37%	14	15.73%	20	22.47%
PENSION BENEFIT GUARANTY CORPORATION	64	0	0.00%	4	6.25%	6	9.38%
OFFICE OF MANAGEMENT AND BUDGET	8	0	0.00%	0	0.00%	0	0.00%
COMMODITY FUTURES TRADING COMMISSION	46	0	0.00%	4	8.70%	5	10.87%
NATIONAL CREDIT UNION ADMINISTRATION	141	3	2.13%	21	14.89%	28	19.86%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	15	0	0.00%	5	33.33%	8	53.33%
FEDERAL COMMUNICATIONS COMMISSION	79	2	2.53%	2	2.53%	3	3.80%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	44	0	0.00%	5	11.36%	8	18.18%
FEDERAL TRADE COMMISSION	84	0	0.00%	5	5.95%	6	7.14%
FEDERAL HOUSING FINANCE AGENCY	82	0	0.00%	2	2.44%	5	6.10%
BROADCASTING BOARD OF GOVERNORS	48	0	0.00%	1	2.08%	4	8.33%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	90	0	0.00%	5	5.56%	7	7.78%
GOVERNMENT PRINTING OFFICE	88	1	1.14%	11	12.50%	15	17.05%
NATIONAL SCIENCE FOUNDATION	75	2	2.67%	7	9.33%	11	14.67%
NATIONAL LABOR RELATIONS BOARD	45	0	0.00%	1	2.22%	3	6.67%
RAILROAD RETIREMENT BOARD	44	1	2.27%	7	15.91%	8	18.18%
SECURITIES AND EXCHANGE COMMISSION	412	2	0.49%	24	5.83%	30	7.28%
CONSUMER PRODUCT SAFETY COMMISSION	26	0	0.43%	2	7.69%	3	11.54%
SMITHSONIAN INSTITUTION	279	3	1.08%	33	11.83%	48	17.20%

				2012			
2012 Nov. Histor						All Disability	
2012 New Hires						Including 30%	
Non-Seasonal Full-time Permanent						or More	
(Including Transfers)		Targeted				Disabled	
	All Employees	Disability	%	All Disability	%	Veterans	%
Total Executive Branch Agencies	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%
DOD-Combined	42,376	148	0.35%	1,690	3.99%	5,767	13.61%
DEPARTMENT OF THE AIR FORCE	8,559	31	0.36%	312	3.65%	1,037	12.12%
DEPARTMENT OF THE ARMY	13,856	22	0.16%	338	2.44%	1,723	12.44%
DEPARTMENT OF DEFENSE	6,986	33	0.47%	304	4.35%	1,069	15.30%
DEPARTMENT OF THE NAVY	12,975	62	0.48%	736	5.67%	1,938	14.94%
DEPARTMENT OF AGRICULTURE	2,371	29	1.22%	290	12.23%	392	16.53%
U.S. AID	177	2	1.13%	11	6.21%	18	10.17%
DEPARTMENT OF COMMERCE	2,636	11	0.42%	228	8.65%	272	10.32%
DEPARTMENT OF JUSTICE	5,395	30	0.56%	368	6.82%	556	10.31%
DEPARTMENT OF LABOR	1,418	18	1.27%	199	14.03%	301	21.23%
DEPARTMENT OF ENERGY	675	1	0.15%	48	7.11%	70	10.37%
DEPARTMENT OF EDUCATION	181	0	0.00%	9	4.97%	18	9.94%
ENVIRONMENTAL PROTECTION AGENCY	225	3	1.33%	23	10.22%	32	14.22%
GENERAL SERVICES ADMINISTRATION	681	3	0.44%	69	10.13%	97	14.24%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,344	46	1.06%	388	8.93%	475	10.93%
DEPARTMENT OF HOMELAND SECURITY	6,802	37	0.54%	583	8.57%	1,020	15.00%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	269	3	1.12%	32	11.90%	43	15.99%
DEPARTMENT OF THE INTERIOR	2,483	22	0.89%	300	12.08%	420	16.92%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	507	5	0.99%	51	10.06%	59	11.64%
NUCLEAR REGULATORY COMMISSION	48	1	2.08%	5	10.42%	6	12.50%
OFFICE OF PERSONNEL MANAGEMENT	370	11	2.97%	55	14.86%	80	21.62%
SMALL BUSINESS ADMINISTRATION	199	2	1.01%	19	9.55%	27	13.57%
DEPARTMENT OF STATE	716	1	0.14%	26	3.63%	66	9.22%
SOCIAL SECURITY ADMINISTRATION	947	21	2.22%	156	16.47%	196	20.70%
DEPARTMENT OF TRANSPORTATION	1,447	12	0.83%	147	10.16%	239	16.52%
DEPARTMENT OF THE TREASURY	1,631	41	2.51%	221	13.55%	301	18.45%
DEPARTMENT OF VETERANS AFFAIRS	23,474	634	2.70%	4,599	19.59%	5,898	25.13%
FEDERAL DEPOSIT INSURANCE CORPORATION	275	2	0.73%	20	7.27%	23	8.36%
FEDERAL RESERVE SYSTEM	213	0	0.00%	11	5.16%	14	6.57%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	60	0	0.00%	3	5.00%	12	20.00%
PENSION BENEFIT GUARANTY CORPORATION	57	2	3.51%	3	5.26%	5	8.77%
OFFICE OF MANAGEMENT AND BUDGET	29	0	0.00%	1	3.45%	1	3.45%
COMMODITY FUTURES TRADING COMMISSION	87	0	0.00%	10	11.49%	11	12.64%
NATIONAL CREDIT UNION ADMINISTRATION	106	4	3.77%	18	16.98%	29	27.36%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	5	0	0.00%	1	20.00%	1	20.00%
FEDERAL COMMUNICATIONS COMMISSION	78	1	1.28%	3	3.85%	3	3.85%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	57	0	0.00%	6	10.53%	7	12.28%
FEDERAL TRADE COMMISSION	105	0	0.00%	8	7.62%	8	7.62%
FEDERAL HOUSING FINANCE AGENCY	119	0	0.00%	8	6.72%	8	6.72%
BROADCASTING BOARD OF GOVERNORS	57	0	0.00%	0	0.00%	1	1.75%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	66	1	1.52%	4	6.06%	6	9.09%
GOVERNMENT PRINTING OFFICE	41	0	0.00%	6	14.63%	7	17.07%
NATIONAL SCIENCE FOUNDATION	85	0	0.00%	11	12.94%	14	16.47%
NATIONAL LABOR RELATIONS BOARD	81	0	0.00%	2	2.47%	4	4.94%
RAILROAD RETIREMENT BOARD	62	1	1.61%	13	20.97%	17	27.42%
SECURITIES AND EXCHANGE COMMISSION	295	2	0.68%	9	3.05%	12	4.07%
CONSUMER PRODUCT SAFETY COMMISSION	24	0	0.00%	1	4.17%	1	4.17%
SMITHSONIAN INSTITUTION	268	5	1.87%	44	16.42%	50	18.66%
OTHER AGENCIES	551	2	0.36%	51	9.26%	66	11.98%

				2011			
2011 Nove Hiras						All Disability	
2011 New Hires						Including 30%	
Non-Seasonal Full-time Permanent						or More	
(Including Transfers)		Targeted		All		Disabled	
	All Employees	Disability	%	Disability	%	Veterans	%
Total Executive Branch Agencies	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%
DOD-Combined	63,957	273	0.43%	3,522	5.51%	9,134	14.28%
DEPARTMENT OF THE AIR FORCE	16,948	65	0.38%	843	4.97%	2,482	14.64%
DEPARTMENT OF THE ARMY	21,433	64	0.30%	1,175	5.48%	3,151	14.70%
DEPARTMENT OF DEFENSE	10,300	68	0.66%	561	5.45%	1,304	12.66%
DEPARTMENT OF THE NAVY	15,276	76	0.50%	943	6.17%	2,197	14.38%
DEPARTMENT OF AGRICULTURE	3,723	41	1.10%	325	8.73%	473	12.70%
U.S. AID	243	0	0.00%	12	4.94%	20	8.23%
DEPARTMENT OF COMMERCE	2,183	15	0.69%	163	7.47%	203	9.30%
DEPARTMENT OF JUSTICE	4,649	23	0.49%	265	5.70%	405	8.71%
DEPARTMENT OF LABOR	898	18	2.00%	96	10.69%	153	17.04%
DEPARTMENT OF ENERGY	843	4	0.47%	43	5.10%	76	9.02%
DEPARTMENT OF EDUCATION	312	1	0.32%	16	5.13%	23	7.37%
ENVIRONMENTAL PROTECTION AGENCY	716	8	1.12%	39	5.45%	52	7.26%
GENERAL SERVICES ADMINISTRATION	638	3	0.47%	70	10.97%	101	15.83%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,643	82	1.77%	454	9.78%	541	11.65%
DEPARTMENT OF HOMELAND SECURITY	8,749	36	0.41%	594	6.79%	1,033	11.81%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	562	5	0.89%	52	9.25%	76	13.52%
DEPARTMENT OF THE INTERIOR	2,772	30	1.08%	284	10.25%	399	14.39%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	508	6	1.18%	36	7.09%	52	10.24%
NUCLEAR REGULATORY COMMISSION	93	0	0.00%	5	5.38%	7	7.53%
OFFICE OF PERSONNEL MANAGEMENT	673	11	1.63%	80	11.89%	144	21.40%
SMALL BUSINESS ADMINISTRATION	171	2	1.17%	18	10.53%	31	18.13%
DEPARTMENT OF STATE	816	1	0.12%	28	3.43%	79	9.68%
SOCIAL SECURITY ADMINISTRATION	613	17	2.77%	86	14.03%	121	19.74%
DEPARTMENT OF TRANSPORTATION	1,797	18	1.00%	159	8.85%	262	14.58%
DEPARTMENT OF THE TREASURY	1,952	60	3.07%	205	10.50%	257	13.17%
DEPARTMENT OF VETERANS AFFAIRS	22,839	450	1.97%	3,385	14.82%	4,722	20.68%
FEDERAL DEPOSIT INSURANCE CORPORATION	394	0	0.00%	18	4.57%	23	5.84%
FEDERAL RESERVE SYSTEM	442	4	0.90%	35	7.92%	51	11.54%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	126	0	0.00%	4	3.17%	15	11.90%
PENSION BENEFIT GUARANTY CORPORATION	63	1	1.59%	5	7.94%	5	7.94%
OFFICE OF MANAGEMENT AND BUDGET	61	0	0.00%	1	1.64%	1	1.64%
COMMODITY FUTURES TRADING COMMISSION	28	0	0.00%	6	7.14%	3	10.71%
NATIONAL CREDIT UNION ADMINISTRATION	171 85	2	0.58% 2.35%	15	3.51% 17.65%	16 19	9.36% 22.35%
FEDERAL COMMUNICATIONS COMMISSION	72	0	0.00%	6	8.33%	6	8.33%
	48	0		4		5	
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FEDERAL TRADE COMMISSION	48	0	0.00%	3	8.33% 6.12%	3	10.42% 6.12%
FEDERAL TRADE COMMISSION FEDERAL HOUSING FINANCE AGENCY	162	0	0.00%	9	5.56%	12	7.41%
BROADCASTING BOARD OF GOVERNORS	61	0	0.00%	2	3.28%	4	6.56%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	52	0	0.00%	5	9.62%	5	9.62%
GOVERNMENT PRINTING OFFICE	51	0	0.00%	6	11.76%	13	25.49%
NATIONAL SCIENCE FOUNDATION	73	1	1.37%	4	5.48%	5	6.85%
NATIONAL LABOR RELATIONS BOARD	92	2	2.17%	4	4.35%	5	5.43%
RAILROAD RETIREMENT BOARD	39	1	2.56%	5	12.82%	8	20.51%
SECURITIES AND EXCHANGE COMMISSION	166	2	1.20%	5	3.01%	5	3.01%
CONSUMER PRODUCT SAFETY COMMISSION	77	1	1.30%	10	12.99%	13	16.88%
SMITHSONIAN INSTITUTION	284	0	0.00%	19	6.69%	30	10.56%
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DOD Combined 73.179		2010							
NOS-Sessoal Full-time Permanent (Including Transfers) All Employees All Employees Disability St. Disabilit							All Disability		
Non-Seasonal Full-time Permanent (Including Transfers)	2010 New Hires						•		
Targeted	Non-Seasonal Full-time Permanent								
National Research Programme Nati	(Including Transfers)		Targeted		ΛII				
Total Executive Branch Agencies 151,999 11,178 0.78% 9,712 6.39% 18,926 12.45	(All Engels as a	_	0/		0/		0/	
DOD Combined 73,179									
DEPARTMENT OF THE AIR FORCE	_	,	•					12.45%	
DEPARTMENT OF THE ARMY 9,766 120 0.43% 1,581 5,73% 3,911 14.15					· ·				
DEPARTMENT OF DEFENSE		,						12.26%	
DEPARTMENT OF THE NAVY		,							
DEPARTMENT OF AGRICULTURE		,					,		
U.S. AID 217	-						,	11.71%	
DEPARTMENT OF COMMERCE								10.25%	
DEPARTMENT OF JUSTICE								10.14%	
DEPARTMENT OF LABOR		,						8.76%	
DEPARTMENT OF ENERGY		,						7.34%	
DEPARTMENT OF EDUCATION 528 5 0.95% 23 4.36% 31 5.87								14.70%	
ENVIRONMENTAL PROTECTION AGENCY 788 11 1.40% 50 6.35% 66 8.38 66 RASE GENERAL SERVICES ADMINISTRATION 1,042 7 0.67% 98 9.40% 136 13.05 DEPARTMENT OF HEALTH AND HUMAN SERVICES 5,824 42 0.72% 301 5,17% 380 6.52 DEPARTMENT OF HEALTH AND HUMAN SERVICES 5,824 42 0.72% 301 5,17% 380 6.52 DEPARTMENT OF HOMELAND SECURITY 8,125 30 0.37% 430 5.29% 776 9.55 DEPARTMENT OF HOMELAND SECURITY 7 8,125 30 0.37% 430 5.29% 776 9.55 DEPARTMENT OF HOMELAND SECURITY 7 736 8 1.09% 42 5.71% 53 7.20 DEPARTMENT OF THE INTERIOR 7.00% 7.673% 37 6.73% 37 11.54 N.0710N.14 RECONSULTED AND SECURITY OF THE INTERIOR 7.00% 37.673% 37 11.54 N.0710N.14 RECONSULTED AND SECURITY OF THE INTERIOR 7.00% 37 6.73% 51 9.27 N.02LGAR REGULATORY COMMISSION 204 3 1.47% 17 8.33% 22 10.78 OFFICE OF PERSONNEL MANAGEMENT 699 13 1.86% 79 11.30% 132 1.88% SMALL BUSINESS ADMINISTRATION 130 0 0.00% 7 5.38% 10 7.68 SMALL BUSINESS ADMINISTRATION 130 0 0.00% 7 5.38% 10 7.68 SMALL BUSINESS ADMINISTRATION 15.787 111 1.92% 534 9.23% 171 12.30 DEPARTMENT OF STATE 557 3 0.54% 17 3.05% 44 7.79 SOCIAL SECURITY ADMINISTRATION 5.787 111 1.92% 534 9.23% 171 12.30 DEPARTMENT OF TRANSPORTATION 2,203 34 1.54% 172 7.81% 278 12.62 DEPARTMENT OF TRANSPORTATION 2,203 34 1.54% 172 7.81% 278 12.62 DEPARTMENT OF TRANSPORTATION 2,203 34 1.54% 172 7.81% 278 12.65 DEPARTMENT OF TRANSPORTATION 2,203 34 1.54% 172 7.81% 278 12.65 DEPARTMENT OF TRANSPORTATION 4,362 104 2.38% 420 9.63% 598 13.71 12.30 DEPARTMENT OF TRANSPORTATION 7 0.00% 0		,						7.67%	
GENERAL SERVICES ADMINISTRATION 1,042	DEPARTMENT OF EDUCATION		5				31	5.87%	
DEPARTMENT OF HEALTH AND HUMAN SERVICES 5,824 42 0.72% 301 5.17% 380 6.52							66	8.38%	
DEPARTMENT OF HOMELAND SECURITY 8,125 30 0.37% 430 5.29% 776 9.55	GENERAL SERVICES ADMINISTRATION	,	7	0.67%	98		136	13.05%	
DEPARTMENT OF HOUSING AND URBAN 736 8 1.09% 42 5.71% 53 7.20	DEPARTMENT OF HEALTH AND HUMAN SERVICES	5,824	42	0.72%	301	5.17%	380	6.52%	
DEVELOPMENT	DEPARTMENT OF HOMELAND SECURITY	8,125	30	0.37%	430	5.29%	776	9.55%	
DEPARTMENT OF THE INTERIOR 3,241 25 0.77% 252 7.78% 374 11.54	DEPARTMENT OF HOUSING AND URBAN								
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION 550	DEVELOPMENT	736	8	1.09%	42	5.71%	53	7.20%	
NUCLEAR REGULATORY COMMISSION 204 3	DEPARTMENT OF THE INTERIOR	3,241	25	0.77%	252	7.78%	374	11.54%	
OFFICE OF PERSONNEL MANAGEMENT	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	550	11	2.00%	37	6.73%	51	9.27%	
SMALL BUSINESS ADMINISTRATION 130	NUCLEAR REGULATORY COMMISSION	204	3	1.47%	17	8.33%	22	10.78%	
DEPARTMENT OF STATE 557 3 0.54% 17 3.05% 44 7.90	OFFICE OF PERSONNEL MANAGEMENT	699	13	1.86%	79	11.30%	132	18.88%	
SOCIAL SECURITY ADMINISTRATION 5,787	SMALL BUSINESS ADMINISTRATION	130	0	0.00%	7	5.38%	10	7.69%	
DEPARTMENT OF TRANSPORTATION 2,203 34 1.54% 172 7.81% 278 12.62	DEPARTMENT OF STATE	557	3	0.54%	17	3.05%	44	7.90%	
DEPARTMENT OF THE TREASURY	SOCIAL SECURITY ADMINISTRATION	5,787	111	1.92%	534	9.23%	717	12.39%	
DEPARTMENT OF VETERANS AFFAIRS 22,670 360 1.59% 2,706 11.94% 4,102 18.09	DEPARTMENT OF TRANSPORTATION	2,203	34	1.54%	172	7.81%	278	12.62%	
FEDERAL DEPOSIT INSURANCE CORPORATION	DEPARTMENT OF THE TREASURY	4,362	104	2.38%	420	9.63%	598	13.71%	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION 248 3 1.21% 14 5.65% 31 12.50	DEPARTMENT OF VETERANS AFFAIRS	22,670	360	1.59%	2,706	11.94%	4,102	18.09%	
PENSION BENEFIT GUARANTY CORPORATION 76 0 0.00% 0 0.00% OFFICE OF MANAGEMENT AND BUDGET 37 0 0.00% 0 0.00% COMMODITY FUTURES TRADING COMMISSION 133 0 0.00% 1 0.75% 2 1.50 NATIONAL CREDIT UNION ADMINISTRATION 140 0 0.00% 1 0.71% 3 2.14 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 348 13 3.74% 54 15.52% 101 29.02 FEDERAL COMMUNICATIONS COMMISSION 43 0 0.00% 2 4.65% 3 6.98 COURT SERVICES AND OFFENDER SUPERVISION 43 0 0.00% 2 4.65% 3 6.98 FEDERAL TRADE COMMISSION 91 0 0.00% 3 3.30% 4 4.40 FEDERAL HOUSING FINANCE AGENCY 91 0 0.00% 3 3.30% 7 6.86 FEDERAL HOUSING FINANCE AGENCY 42 0 0.00% 0 0.00% 2<	FEDERAL DEPOSIT INSURANCE CORPORATION	413	4	0.97%	21	5.08%	25	6.05%	
OFFICE OF MANAGEMENT AND BUDGET 37 0 0.00% 0 0.00% COMMODITY FUTURES TRADING COMMISSION 133 0 0.00% 1 0.75% 2 1.50 NATIONAL CREDIT UNION ADMINISTRATION 140 0 0.00% 1 0.71% 3 2.14 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 348 13 3.74% 54 15.52% 101 29.02 FEDERAL COMMUNICATIONS COMMISSION 43 0 0.00% 2 4.65% 3 6.98 COURT SERVICES AND OFFENDER SUPERVISION 43 0 0.00% 2 4.65% 3 6.98 COURT SERVICES AND OFFENDER SUPERVISION 91 0 0.00% 3 3.30% 4 4.40 FEDERAL TRADE COMMISSION 91 0 0.00% 3 3.30% 4 4.40 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL TRADE COMMISSION 102 0.00% 0 0.00%	NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	248	3	1.21%	14	5.65%	31	12.50%	
COMMODITY FUTURES TRADING COMMISSION 133 0 0.00% 1 0.75% 2 1.50 NATIONAL CREDIT UNION ADMINISTRATION 140 0 0.00% 1 0.71% 3 2.14 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 348 13 3.74% 54 15.52% 101 29.02 FEDERAL COMMUNICATIONS COMMISSION 43 0 0.00% 2 4.65% 3 6.98 COURT SERVICES AND OFFENDER SUPERVISION 43 0 0.00% 2 4.65% 3 6.98 COURT SERVICES AND OFFENDER SUPERVISION 91 0 0.00% 3 3.30% 4 4.40 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL TRADE COMMISSION 85 0 <t< td=""><td>PENSION BENEFIT GUARANTY CORPORATION</td><td>76</td><td>0</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>0.00%</td></t<>	PENSION BENEFIT GUARANTY CORPORATION	76	0	0.00%	0	0.00%	0	0.00%	
NATIONAL CREDIT UNION ADMINISTRATION 140 0 0.00% 1 0.71% 3 2.14 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 348 13 3.74% 54 15.52% 101 29.02 FEDERAL COMMUNICATIONS COMMISSION 43 0 0.00% 2 4.65% 3 6.98 COURT SERVICES AND OFFENDER SUPERVISION 91 0 0.00% 3 3.30% 4 4.40 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL HOUSING FINANCE AGENCY 42 0 0.00% 0 0.00% 2 4.76 BROADCASTING BOARD OF GOVERNORS 85 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.0	OFFICE OF MANAGEMENT AND BUDGET	37	0	0.00%	0	0.00%	0	0.00%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 348 13 3.74% 54 15.52% 101 29.02 FEDERAL COMMUNICATIONS COMMISSION 43 0 0.00% 2 4.65% 3 6.98 COURT SERVICES AND OFFENDER SUPERVISION 3 3.30% 4 4.40 AGENCY 91 0 0.00% 3 3.30% 4 4.40 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL HOUSING FINANCE AGENCY 42 0 0.00% 0 0.00% 2 4.76 BROADCASTING BOARD OF GOVERNORS 85 0 0.00% 0 0.00% 0 0.00% 0 0.00% CORPORATION FOR NATIONAL AND COMMUNITY SERVICE 83 0 0.00% 3 3.61% 7 8.43 GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3	COMMODITY FUTURES TRADING COMMISSION	133	0	0.00%	1	0.75%	2	1.50%	
FEDERAL COMMUNICATIONS COMMISSION	NATIONAL CREDIT UNION ADMINISTRATION	140	0	0.00%	1	0.71%	3	2.14%	
COURT SERVICES AND OFFENDER SUPERVISION AGENCY 91 0 0.00% 3 3.30% 4 4.40 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL HOUSING FINANCE AGENCY 42 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 1 1.33% 6 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 9 2.84% 13 4.10	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	348	13	3.74%	54	15.52%	101	29.02%	
COURT SERVICES AND OFFENDER SUPERVISION AGENCY 91 0 0.00% 3 3.30% 4 4.40 FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL HOUSING FINANCE AGENCY 42 0 0.00% 0 0.00% 2 4.76 BROADCASTING BOARD OF GOVERNORS 85 0 0.00% 0 0.00% 0 0.00% CORPORATION FOR NATIONAL AND COMMUNITY SERVICE 83 0 0.00% 3 3.61% 7 8.43 GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 9 2.84% 13 4.10	FEDERAL COMMUNICATIONS COMMISSION	43	0	0.00%	2	4.65%	3	6.98%	
FEDERAL TRADE COMMISSION 102 1 0.98% 5 4.90% 7 6.86 FEDERAL HOUSING FINANCE AGENCY 42 0 0.00% 0 0.00% 2 4.76 BROADCASTING BOARD OF GOVERNORS 85 0 0.00% 0 0.00% 0 0.00% CORPORATION FOR NATIONAL AND COMMUNITY SERVICE 83 0 0.00% 3 3.61% 7 8.43 GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10									
FEDERAL HOUSING FINANCE AGENCY 42 0 0.00% 0 0.00% 2 4.76 BROADCASTING BOARD OF GOVERNORS 85 0 0.00% 0 0.00% 0 0.00 CORPORATION FOR NATIONAL AND COMMUNITY SERVICE 83 0 0.00% 3 3.61% 7 8.43 GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10	AGENCY	91	0	0.00%	3	3.30%	4	4.40%	
BROADCASTING BOARD OF GOVERNORS 85 0 0.00% 0 0.00% 0 0.00 CORPORATION FOR NATIONAL AND COMMUNITY SERVICE 83 0 0.00% 3 3.61% 7 8.43 GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10	FEDERAL TRADE COMMISSION	102	1	0.98%	5	4.90%	7	6.86%	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE 83 0 0.00% 3 3.61% 7 8.43 GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10	FEDERAL HOUSING FINANCE AGENCY	42	0	0.00%	0	0.00%	2	4.76%	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE 83 0 0.00% 3 3.61% 7 8.43 GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10	BROADCASTING BOARD OF GOVERNORS	85	0	0.00%	0	0.00%	0	0.00%	
GOVERNMENT PRINTING OFFICE 89 2 2.25% 8 8.99% 9 10.11 NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10		83	0	0.00%	3		7	8.43%	
NATIONAL SCIENCE FOUNDATION 75 1 1.33% 6 8.00% 8 10.67 NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10								10.11%	
NATIONAL LABOR RELATIONS BOARD 123 1 0.81% 3 2.44% 4 3.25 RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10								10.67%	
RAILROAD RETIREMENT BOARD 68 0 0.00% 4 5.88% 7 10.29 SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10								3.25%	
SECURITIES AND EXCHANGE COMMISSION 317 2 0.63% 9 2.84% 13 4.10								10.29%	
								4.10%	
1 00.100.11.1.1.100.00.1.0.1.1.1.1.1.1.1								2.63%	
								11.62%	
								10.08%	

		2013	
2013 Schedule A Disability New Hires			
Non-Seasonal Full-time Permanent (Including Transfers)			
Non-Seasonal Full-time Permanent (including Transfers)			
	All New Hires	Schedule A	%
Total Executive Branch Agencies	88,117	1,377	1.56%
DOD-Combined	32,530	246	0.76%
DEPARTMENT OF THE AIR FORCE	7,834	97	1.24%
DEPARTMENT OF THE ARMY	10,691	25	0.23%
DEPARTMENT OF DEFENSE	5,602	43	0.77%
DEPARTMENT OF THE NAVY	8,403	81	0.96%
DEPARTMENT OF AGRICULTURE	1,741	33	1.90%
U.S. AID	153	6	3.92%
DEPARTMENT OF COMMERCE	1,515	13	0.86%
DEPARTMENT OF JUSTICE	4,179	27	0.65%
DEPARTMENT OF LABOR	736	34	4.62%
DEPARTMENT OF ENERGY	702	6	0.85%
DEPARTMENT OF EDUCATION	190	4	2.11%
ENVIRONMENTAL PROTECTION AGENCY	126	2	1.59%
GENERAL SERVICES ADMINISTRATION	315	5	1.59%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,346	148	3.41%
DEPARTMENT OF HOMELAND SECURITY	4,640	52	1.12%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	134	0	0.00%
DEPARTMENT OF THE INTERIOR	1,579	36	2.28%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	707	6	0.85%
NUCLEAR REGULATORY COMMISSION	142	0	0.00%
OFFICE OF PERSONNEL MANAGEMENT	212	13	6.13%
SMALL BUSINESS ADMINISTRATION	276	4	1.45%
DEPARTMENT OF STATE	826	3	0.36%
SOCIAL SECURITY ADMINISTRATION	108	4	3.70%
DEPARTMENT OF TRANSPORTATION	1,212	22	1.82%
DEPARTMENT OF THE TREASURY	1,570	73	4.65%
DEPARTMENT OF VETERANS AFFAIRS	27,269	612	2.24%
FEDERAL DEPOSIT INSURANCE CORPORATION	236	0	0.00%
FEDERAL RESERVE SYSTEM	291	5	1.72%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	89	3	3.37%
PENSION BENEFIT GUARANTY CORPORATION	64	0	0.00%
OFFICE OF MANAGEMENT AND BUDGET	8	0	0.00%
COMMODITY FUTURES TRADING COMMISSION	46	0	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	141	5	3.55%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	15	2	13.33%
FEDERAL COMMUNICATIONS COMMISSION	79	1	1.27%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	44	0	0.00%
FEDERAL TRADE COMMISSION	84	0	0.00%
FEDERAL HOUSING FINANCE AGENCY	82	0	0.00%
BROADCASTING BOARD OF GOVERNORS	48	0	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	90	0	0.00%
GOVERNMENT PRINTING OFFICE	88	0	0.00%
NATIONAL SCIENCE FOUNDATION	75	1	1.33%
NATIONAL LABOR RELATIONS BOARD	45	2	4.44%
RAILROAD RETIREMENT BOARD	44	0	0.00%
SECURITIES AND EXCHANGE COMMISSION	412	1	0.24%
CONSUMER PRODUCT SAFETY COMMISSION	26	0	0.00%
SMITHSONIAN INSTITUTION	279	6	2.15%
OTHER AGENCIES	623	2	0.32%

		2012	
2012 Schedule A Disability New Hires			
Non-Seasonal Full-time Permanent (Including Transfers)			
Non-Seasonal Full-time Permanent (including transfers)			
	All New Hires	Schedule A	%
Total Executive Branch Agencies	102,093	1,539	1.51%
DOD-Combined	42,376	385	0.91%
DEPARTMENT OF THE AIR FORCE	8,559	91	1.06%
DEPARTMENT OF THE ARMY	13,856	41	0.30%
DEPARTMENT OF DEFENSE	6,986	78	1.12%
DEPARTMENT OF THE NAVY	12,975	175	1.35%
DEPARTMENT OF AGRICULTURE	2,371	52	2.19%
U.S. AID	177	2	1.13%
DEPARTMENT OF COMMERCE	2,636	22	0.83%
DEPARTMENT OF JUSTICE	5,395	10	0.19%
DEPARTMENT OF LABOR	1,418	58	4.09%
DEPARTMENT OF ENERGY	675	6	0.89%
DEPARTMENT OF EDUCATION	181	0	0.00%
ENVIRONMENTAL PROTECTION AGENCY	225	3	1.33%
GENERAL SERVICES ADMINISTRATION	681	13	1.91%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,344	139	3.20%
DEPARTMENT OF HOMELAND SECURITY	6,802	58	0.85%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	269	1	0.37%
DEPARTMENT OF THE INTERIOR	2,483	27	1.09%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	507	7	1.38%
NUCLEAR REGULATORY COMMISSION	48	0	0.00%
OFFICE OF PERSONNEL MANAGEMENT	370	32	8.65%
SMALL BUSINESS ADMINISTRATION	199	1	0.50%
DEPARTMENT OF STATE	716	4	0.56%
SOCIAL SECURITY ADMINISTRATION	947	37	3.91%
DEPARTMENT OF TRANSPORTATION	1,447	15	1.04%
DEPARTMENT OF THE TREASURY	1,631	78	4.78%
DEPARTMENT OF VETERANS AFFAIRS	23,474	564	2.40%
FEDERAL DEPOSIT INSURANCE CORPORATION	275	0	0.00%
FEDERAL RESERVE SYSTEM	213	0	0.00%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	60	1	1.67%
PENSION BENEFIT GUARANTY CORPORATION	57	2	3.51%
OFFICE OF MANAGEMENT AND BUDGET	29	0	0.00%
COMMODITY FUTURES TRADING COMMISSION	87	0	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	106	8	7.55%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	5	1	20.00%
FEDERAL COMMUNICATIONS COMMISSION	78	0	0.00%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	57	1	1.75%
FEDERAL TRADE COMMISSION	105	0	0.00%
FEDERAL HOUSING FINANCE AGENCY	119	0	0.00%
BROADCASTING BOARD OF GOVERNORS	57	0	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	66	0	0.00%
GOVERNMENT PRINTING OFFICE	41	0	0.00%
NATIONAL SCIENCE FOUNDATION	85	0	0.00%
NATIONAL LABOR RELATIONS BOARD	81	0	0.00%
RAILROAD RETIREMENT BOARD	62	0	0.00%
SECURITIES AND EXCHANGE COMMISSION	295	2	0.68%
CONSUMER PRODUCT SAFETY COMMISSION	24	0	0.00%
SMITHSONIAN INSTITUTION	268	7	2.61%
OTHER AGENCIES	551	3	0.54%

	2011					
2011 Schedule A Disability New Hires						
Non-Seasonal Full-time Permanent (Including Transfers)						
	All New Hires	Schedule A	%			
Total Executive Branch Agencies	127,487	1,247	0.989			
DOD-Combined	63,957	247	0.399			
DEPARTMENT OF THE AIR FORCE	16,948	44	0.26			
DEPARTMENT OF THE ARMY	21,433	44	0.219			
DEPARTMENT OF DEFENSE	10,300	55	0.539			
DEPARTMENT OF THE NAVY	15,276	104	0.689			
DEPARTMENT OF AGRICULTURE	3,723	70	1.889			
U.S. AID	243	1	0.41			
DEPARTMENT OF COMMERCE	2,183	17	0.789			
DEPARTMENT OF JUSTICE	4,649	5	0.11			
DEPARTMENT OF LABOR	898	27	3.01			
DEPARTMENT OF ENERGY	843	6	0.719			
DEPARTMENT OF EDUCATION	312	3	0.96			
ENVIRONMENTAL PROTECTION AGENCY	716	14	1.96			
GENERAL SERVICES ADMINISTRATION	638	11	1.72			
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,643	174	3.75			
DEPARTMENT OF HOMELAND SECURITY	8,749	42	0.48			
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	562	8	1.42			
DEPARTMENT OF THE INTERIOR	2,772	34	1.23			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	508	6	1.18			
NUCLEAR REGULATORY COMMISSION	93	0	0.00			
OFFICE OF PERSONNEL MANAGEMENT	673	32	4.75			
SMALL BUSINESS ADMINISTRATION	171	1	0.589			
DEPARTMENT OF STATE	816	2	0.25			
SOCIAL SECURITY ADMINISTRATION	613	33	5.38			
DEPARTMENT OF TRANSPORTATION	1,797	16	0.89			
DEPARTMENT OF THE TREASURY	1,952	91	4.66			
DEPARTMENT OF VETERANS AFFAIRS	22,839	384	1.68			
FEDERAL DEPOSIT INSURANCE CORPORATION	394	0	0.00			
FEDERAL RESERVE SYSTEM	442	1	0.23			
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	126	1	0.799			
PENSION BENEFIT GUARANTY CORPORATION	63	0	0.009			
OFFICE OF MANAGEMENT AND BUDGET	61	1	1.64			
COMMODITY FUTURES TRADING COMMISSION	28	0	0.009			
NATIONAL CREDIT UNION ADMINISTRATION		2				
	171 85	5	1.179			
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION FEDERAL COMMUNICATIONS COMMISSION			0.009			
FEDERAL COMMUNICATIONS COMMISSION COURT SERVICES AND OFFENDER SUPERVISION ACCINCY	72	0				
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	48	0	0.00			
FEDERAL HOUSING FINANCE ACENCY	49	0	0.009			
FEDERAL HOUSING FINANCE AGENCY	162	0	0.00			
BROADCASTING BOARD OF GOVERNORS	61	0	0.00			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	52	0	0.00			
GOVERNMENT PRINTING OFFICE	51	0	0.009			
NATIONAL SCIENCE FOUNDATION	73	1	1.37			
NATIONAL LABOR RELATIONS BOARD	92	2	2.17			
RAILROAD RETIREMENT BOARD	39	0	0.00			
	166	2	1.209			
SECURITIES AND EXCHANGE COMMISSION						
SECURITIES AND EXCHANGE COMMISSION CONSUMER PRODUCT SAFETY COMMISSION SMITHSONIAN INSTITUTION	77	0	0.00			

	2010					
2010 Schedule A Disability New Hires						
Non-Seasonal Full-time Permanent (Including Transfers)						
	All New Hires	Schedule A	%			
Total Executive Branch Agencies	151,999	902	0.59%			
DOD-Combined	73,179	180	0.25%			
DEPARTMENT OF THE AIR FORCE	17,742	21	0.12%			
DEPARTMENT OF THE ARMY	27,676	48	0.17%			
DEPARTMENT OF DEFENSE	9,484	47	0.50%			
DEPARTMENT OF THE NAVY	18,277	64	0.35%			
DEPARTMENT OF AGRICULTURE	5,131	31	0.60%			
U.S. AID	217	0	0.00%			
DEPARTMENT OF COMMERCE	1,723	12	0.70%			
DEPARTMENT OF JUSTICE	8,334	7	0.08%			
DEPARTMENT OF LABOR	1,449	40	2.76%			
DEPARTMENT OF ENERGY	1,108	2	0.18%			
DEPARTMENT OF EDUCATION	528	3	0.57%			
ENVIRONMENTAL PROTECTION AGENCY	788	14	1.78%			
GENERAL SERVICES ADMINISTRATION	1,042	13	1.25%			
DEPARTMENT OF HEALTH AND HUMAN SERVICES	5,824	34	0.58%			
DEPARTMENT OF HOMELAND SECURITY	8,125	4	0.05%			
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	736	3	0.41%			
DEPARTMENT OF THE INTERIOR	3,241	29	0.41%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	550	14	2.55%			
NUCLEAR REGULATORY COMMISSION	204	0	0.00%			
		_				
OFFICE OF PERSONNEL MANAGEMENT	699	26	3.72%			
SMALL BUSINESS ADMINISTRATION	130	3	0.00%			
DEPARTMENT OF STATE	557		0.54%			
SOCIAL SECURITY ADMINISTRATION	5,787	135	2.33%			
DEPARTMENT OF THE TREASURY	2,203	18	0.82%			
DEPARTMENT OF THE TREASURY	4,362	175	4.01%			
DEPARTMENT OF VETERANS AFFAIRS	22,670	135	0.60%			
FEDERAL DEPOSIT INSURANCE CORPORATION	413	1	0.24%			
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	248	0	0.00%			
PENSION BENEFIT GUARANTY CORPORATION	76	0	0.00%			
OFFICE OF MANAGEMENT AND BUDGET	37	0	0.00%			
COMMODITY FUTURES TRADING COMMISSION	133	0	0.00%			
NATIONAL CREDIT UNION ADMINISTRATION	140	0	0.00%			
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	348	19	5.46%			
FEDERAL COMMUNICATIONS COMMISSION	43	0	0.00%			
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	91	0	0.00%			
FEDERAL TRADE COMMISSION	102	0	0.00%			
FEDERAL HOUSING FINANCE AGENCY	42	0	0.00%			
BROADCASTING BOARD OF GOVERNORS	85	0	0.00%			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	83	0	0.00%			
GOVERNMENT PRINTING OFFICE	89	0	0.00%			
NATIONAL SCIENCE FOUNDATION	75	2	2.67%			
NATIONAL LABOR RELATIONS BOARD	123	0	0.00%			
RAILROAD RETIREMENT BOARD	68	0	0.00%			
SECURITIES AND EXCHANGE COMMISSION	317	0	0.00%			
CONSUMER PRODUCT SAFETY COMMISSION	76	0	0.00%			
SMITHSONIAN INSTITUTION	327	2	0.61%			
OTHER AGENCIES	496	0	0.00%			

		Non-Se	asonal Full	GS and SES Pay (-time Permanent	Employee		
	Р	ercentages Cal	culated fo	r Representation	in each Gr	ade Level	
<u>2013</u>	All	Targeted				All Disability Including 30% or	
On Board	Employees	Disability	%	All Disability	%	More Disabled Veterans	%
GS 1	22	7	31.82%	14	63.64%	14	63.64%
GS 2	253	27	10.67%	57	22.53%	65	25.69%
GS 3 GS 4	2,488 21,603	174 781	6.99% 3.62%	491 3,460	19.73% 16.02%	553 4,594	22.23% 21.27%
GS 5	67,601	1,789	2.65%	10,292	15.22%	14,358	21.27%
GS 6	73,334	1,348	1.84%	9,647	13.15%	13,504	18.41%
GS 7	104,410	1,629	1.56%	11,947	11.44%	18,101	17.34%
GS 8	48,228	844	1.75%	4,897	10.15%	6,060	12.57%
GS 9	113,592	1,370	1.21%	12,029	10.59%	19,183	16.89%
GS 10	12,818	109	0.85%	1,085	8.46%	1,682	13.12%
GS 11	187,802	1,991	1.06%	17,906	9.53%	28,687	15.28%
GS 12	276,449	2,055	0.74%	21,810	7.89%	34,358	12.43%
GS 13	230,305	1,504	0.65%	16,064	6.98%	24,056	10.45%
GS 14	110,033	657	0.60%	7,197	6.54%	10,500	9.54%
GS 15	53,615	275	0.51%	3,276	6.11%	4,554	8.49%
SES	7,810	36	0.46%	377	4.83%	422	5.40%
Other Pay Plans	521,360	4,069	0.78%	37,286	7.15%	53,704	10.30%
Total	1,831,723	18,665	1.02%	157,835	8.62%	234,395	12.80%
2012		Targeted				All Disability Including 30% or	
	All	Targeted Disability	0/	All Disselettia.	0/	More Disabled Veterans	0/
On Board	Employees	,	%	All Disability	%		%
GS 1 GS 2	32 285	7 35	21.88% 12.28%	12 61	37.50% 21.40%	12 70	37.50% 24.56%
GS 3	2,728	187	6.85%	523	19.17%	591	21.66%
GS 4	23,652	832	3.52%	3,556	15.03%	4,758	20.12%
GS 5	72,590	1,809	2.49%	10,324	14.22%	14,448	19.90%
GS 6	73,316	1,290	1.76%	8,967	12.23%	12,567	17.14%
GS 7	109,679	1,631	1.49%	11,572	10.55%	17,446	15.91%
GS 8	47,900	806	1.68%	4,698	9.81%	5,756	12.02%
GS 9	117,539	1,311	1.12%	11,160	9.49%	18,029	15.34%
GS 10	14,165	118	0.83%	1,228	8.67%	1,936	13.67%
GS 11	194,316	1,940	1.00%	16,439	8.46%	26,570	13.67%
GS 12	271,911	2,013	0.74%	19,843	7.30%	31,396	11.55%
GS 13	226,918	1,460	0.64%	14,768	6.51%	22,087	9.73%
GS 14	108,075	638	0.59%	6,759	6.25%	9,638	8.92%
GS 15	53,214	275	0.52%	3,124	5.87%	4,253	7.99%
SES	7,868	34	0.43%	368	4.68%	406	5.16%
Other Pay Plans	526,123	3,933	0.75%	34,607	6.58%	50,012	9.51%
Total	1,850,311	18,319	0.99%	148,009	8.00%	219,975	11.89%
2011	A.II	Targeted				All Disability Including 30% or	
	All	Targeted Disability	0/	All Disability	0/	More Disabled Veterans	0/
On Board	Employees	,	%	All Disability	%		%
GS 1	41	8	19.51%	11	26.83%	13	31.71% 24.76%
GS 2 GS 3	311 2,819	43 200	13.83% 7.09%	70 541	22.51% 19.19%	77 601	24.76%
GS 4	25,392	863	3.40%	3,589	14.13%	4,843	19.07%
GS 5	75,332	1,839	2.44%	9,789	12.99%	13,845	18.38%
GS 6	75,267	1,266	1.68%	8,417	11.18%	11,947	15.87%
GS 7	113,072	1,578	1.40%	10,933	9.67%	16,402	14.51%
GS 8	47,643	823	1.73%	4,468	9.38%	5,433	11.40%
GS 9	125,261	1,289	1.03%	10,655	8.51%	17,220	13.75%
GS 10	13,662	128	0.94%	1,154	8.45%	1,798	13.16%
GS 11	196,134	1,887	0.96%	15,205	7.75%	24,429	12.46%
GS 12	258,155	1,865	0.72%	17,671	6.85%	27,856	10.79%
GS 13	222,507	1,383	0.62%	13,191	5.93%	19,558	8.79%
GS 14	105,842	616	0.58%	5,976	5.65%	8,469	8.00%
GS 15	52,321	260	0.50%	2,751	5.26%	3,708	7.09%
SES	7,792	33	0.42%	333	4.27%	362	4.65%
Other Pay Plans	535,029	3,764	0.70%	32,797	6.13%	47,133	7.81%
Total	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%

		Non-S	easonal Fu	by GS and SES Paull-time Permaner	nt Employe		
2012			Calculated	i for Representati	on in each		
<u>2013</u>	All	Targeted				All Disability Including 30% or More Disabled Veterans	2,4
New Hires	Employees	Disability	%	All Disability	%		%
GS 1	6	2	33.33%	3	50.00%	3	50.00%
GS 2 GS 3	60 524	0 17	0.00% 3.24%	5 92	8.33% 17.56%	6 113	10.00% 21.56%
GS 4	3,233	67	2.07%	518	16.02%	772	23.88%
GS 5	9,533	224	2.35%	1,745	18.30%	2,507	26.30%
GS 6	5,160	80	1.55%	685	13.28%	1,053	20.41%
GS 7	8,435	117	1.39%	951	11.27%	1,855	21.99%
GS 8	1,085	15	1.38%	147	13.55%	222	20.46%
GS 9	7,005	103	1.47%	753	10.75%	1,346	19.21%
GS 10	525	1	0.19%	27	5.14%	55	10.48%
GS 11	8,248	77	0.93%	711	8.62%	1,338	16.22%
GS 12	7,180	40	0.56%	603	8.40%	1,100	15.32%
GS 13	5,660	34	0.60%	490	8.66%	884	15.62%
GS 14	2,488	17	0.68%	226	9.08%	389	15.64%
GS 15	1,185	5	0.42%	96	8.10%	158	13.33%
SES	375	4	1.07%	23	6.13%	25	6.67%
Other Pay Plans	27,415	352	1.28%	2,857	10.42%	4,198	15.31%
Total	88,117	1,155	1.31%	9,932	11.27%	16,024	18.18%
	,	•		,		,	
<u>2012</u>	All	Targeted				All Disability Including 30% or	
New Hires	Employees	Disability	%	All Disability	%	More Disabled Veterans	%
GS 1	16	0	0.00%	2	12.50%	2	12.50%
GS 2	132	1	0.76%	11	8.33%	15	11.36%
GS 3	672	12	1.79%	71	10.57%	94	13.99%
GS 4	4,234	73	1.72%	471	11.12%	785	18.54%
GS 5	11,437	258	2.26%	1,802	15.76%	2,664	23.29%
GS 6	5,708	94	1.65%	702	12.30%	1,134	19.87%
GS 7	10,959	130	1.19%	1,061	9.68%	1,990	18.16%
GS 8	1,088	5	0.46%	96	8.82%	167	15.35%
GS 9	8,899	68	0.76%	808	9.08%	1,487	16.71%
GS 10	723	1	0.14%	31	4.29%	58	8.02%
GS 11	9,252	72	0.78%	751	8.12%	1,426	15.41%
GS 12	8,788	49	0.56%	665	7.57%	1,320	15.02%
GS 13	7,074	44	0.62%	544	7.69%	1,031	14.57%
GS 14	3,189	10	0.31%	231	7.24%	488	15.30%
GS 15	1,472	4	0.27%	116	7.88%	195	13.25%
SES	368	1	0.27%	24	6.52%	27	7.34%
Other Pay Plans	28,082	279	0.99%	2,364	8.42%	3,770	13.42%
Total	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%
<u>2011</u>	All	Targeted				All Disability Including 30% or	
New Hires	Employees	Disability	%	All Disability	%	More Disabled Veterans	%
GS 1	10	3	30.00%	4	40.00%	4	40.00%
GS 2	151	4	2.65%	12	7.95%	16	10.60%
GS 3	739	17	2.30%	75	10.15%	93	12.58%
GS 4	5,468	88	1.61%	590	10.79%	1,037	18.96%
GS 5	12,859	277	2.15%	1,586	12.33%	2,603	20.24%
GS 6	6,557	66	1.01%	655	9.99%	1,185	18.07%
GS 7	12,259	124	1.01%	1,124	9.17%	2,116	17.26%
GS 8	1,488	10	0.67%	109	7.33%	181	12.16%
GS 9	11,014	81	0.74%	905	8.22%	1,689	15.34%
GS 10	650	3	0.46%	31	4.77%	70	10.77%
GS 11	11,180	77	0.69%	800	7.16%	1,642	14.69%
GS 12	12,085	58	0.48%	800	6.62%	1,695	14.03%
GS 13	8,981	49	0.55%	658	7.33%	1,246	13.87%
GS 14	4,174	23	0.55%	281	6.73%	522	12.51%
GS 15	1,749	8	0.46%	119	6.80%	203	11.61%
SES	468	2	0.43%	17	3.63%	17	3.63%
Other Pay Plans	37,655	232	0.62%	2,382	6.33%	4,356	11.57%
Total	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%

	On Board by GS and SES Pay Grade for Targeted Disability									
	Non-Seasonal Full-time Permanent Employees									
	Percentages Calculated by Disability Status									
	2013		2012		2011					
	Targeted Disability	%	Targeted Disability	%	Targeted Disability	%				
GS 1	7	0.04%	7	0.04%	8	0.04%				
GS 2	27	0.14%	35	0.19%	43	0.24%				
GS 3	174	0.93%	187	1.02%	200	1.12%				
GS 4	781	4.18%	832	4.54%	863	4.84%				
GS 5	1,789	9.58%	1,809	9.87%	1,839	10.31%				
GS 6	1,348	7.22%	1,290	7.04%	1,266	7.09%				
GS 7	1,629	8.72%	1,631	8.90%	1,578	8.84%				
GS 8	844	4.52%	806	4.40%	823	4.61%				
GS 9	1,370	7.34%	1,311	7.16%	1,289	7.22%				
GS 10	109	0.58%	118	0.64%	128	0.72%				
GS 11	1,991	10.66%	1,940	10.59%	1,887	10.57%				
GS 12	2,055	11.01%	2,013	10.99%	1,865	10.45%				
GS 13	1,504	8.06%	1,460	7.97%	1,383	7.75%				
GS 14	657	3.51%	638	3.48%	616	3.45%				
GS 15	275	1.47%	275	1.50%	260	1.46%				
SES	36	0.19%	34	0.19%	33	0.18%				
Other Pay Plans	4,069	21.80%	3,933	21.47%	3,764	21.09%				
Total	18,665	100.00%	18,319	100.00%	17,845	100.00%				

	New Hires by GS and SES Pay Grade for Targeted Disability Non-Seasonal Full-time Permanent (Including Transfers)									
	Percentages Calculated by Disability Status									
	2013		2012		2011					
	Targeted Disability	%	Targeted Disability	%	Targeted Disability	%				
GS 1	2	0.17%	0	0.00%	3	0.27%				
GS 2	0	0.00%	1	0.09%	4	0.36%				
GS 3	17	1.47%	12	1.09%	17	1.52%				
GS 4	67	5.80%	73	6.63%	88	7.84%				
GS 5	224	19.39%	258	23.43%	277	24.69%				
GS 6	80	6.93%	94	8.54%	66	5.88%				
GS 7	117	10.13%	130	11.81%	124	11.05%				
GS 8	15	1.30%	5	0.45%	10	0.89%				
GS 9	103	8.92%	68	6.18%	81	7.22%				
GS 10	1	0.09%	1	0.09%	3	0.27%				
GS 11	77	6.67%	72	6.54%	77	6.86%				
GS 12	40	3.46%	49	4.45%	58	5.17%				
GS 13	34	2.94%	44	4.00%	49	4.37%				
GS 14	17	1.47%	10	0.91%	23	2.05%				
GS 15	5	0.43%	4	0.36%	8	0.71%				
SES	4	0.35%	1	0.09%	2	0.18%				
Other Pay Plans	352	30.48%	279	25.34%	232	20.68%				
Total	1,155	100.00%	1,101	100.00%	1,122	100.00%				

	On Board by GS and SES Pay Grade for All Disability Non-Seasonal Full-time Permanent Employees									
	Percentages Calculated by Disability Status									
	2013		2012		2011					
	All Disability	%	All Disability	%	All Disability	%				
GS 1	14	0.01%	12	0.01%	11	0.01%				
GS 2	57	0.04%	61	0.04%	70	0.05%				
GS 3	491	0.31%	523	0.35%	541	0.39%				
GS 4	3,460	2.20%	3,556	2.40%	3,589	2.61%				
GS 5	10,292	6.52%	10,324	6.98%	9,789	7.12%				
GS 6	9,647	6.11%	8,967	6.06%	8,417	6.12%				
GS 7	11,947	7.57%	11,572	7.82%	10,933	7.95%				
GS 8	4,897	3.10%	4,698	3.17%	4,468	3.25%				
GS 9	12,029	7.62%	11,160	7.54%	10,655	7.75%				
GS 10	1,085	0.69%	1,228	0.83%	1,154	0.84%				
GS 11	17,906	11.34%	16,439	11.11%	15,205	11.05%				
GS 12	21,810	13.82%	19,843	13.41%	17,671	12.85%				
GS 13	16,064	10.18%	14,768	9.98%	13,191	9.59%				
GS 14	7,197	4.56%	6,759	4.57%	5,976	4.34%				
GS 15	3,276	2.08%	3,124	2.11%	2,751	2.00%				
SES	377	0.24%	368	0.25%	333	0.24%				
Other Pay Plans	37,286	23.62%	34,607	23.38%	32,797	23.84%				
Total	157,835	100.00%	148,009	100.00%	137,551	100.00%				

New Hires by GS and SES Pay Grade for All Disability											
Non-Seasonal Full-time Permanent (Including Transfers) Percentages Calculated by Disability Status											
	2013 2012 2011										
	2013		2012		2011						
	All Disability	%	All Disability	%	All Disability	%					
GS 1	3	0.03%	2	0.02%	4	0.04%					
GS 2	5	0.05%	11	0.11%	12	0.12%					
GS 3	92	0.93%	71	0.73%	75	0.74%					
GS 4	518	5.22%	471	4.83%	590	5.81%					
GS 5	1,745	17.57%	1,802	18.48%	1,586	15.63%					
GS 6	685	6.90%	702	7.20%	655	6.45%					
GS 7	951	9.58%	1,061	10.88%	1,124	11.08%					
GS 8	147	1.48%	96	0.98%	109	1.07%					
GS 9	753	7.58%	808	8.29%	905	8.92%					
GS 10	27	0.27%	31	0.32%	31	0.31%					
GS 11	711	7.16%	751	7.70%	800	7.88%					
GS 12	603	6.07%	665	6.82%	800	7.88%					
GS 13	490	4.93%	544	5.58%	658	6.48%					
GS 14	226	2.28%	231	2.37%	281	2.77%					
GS 15	96	0.97%	116	1.19%	119	1.17%					
SES	23	0.23%	24	0.25%	17	0.17%					
Other Pay Plans	2,857	28.77%	2,364	24.25%	2,382	23.47%					
Total	9,932	100.00%	9,750	100.00%	10,148	100.00%					

On Board by GS and SES Pay Grade for All Disability Including 30 Percent or More Disabled Veterans										
Non-Seasonal Full-time Permanent Employees										
Percentages Calculated by Disability Status										
	2013		2012		2011					
	All Disability Including 30% or More Disabled Veterans	%	All Disability Including 30% or More Disabled Veterans	%	All Disability Including 30% or More Disabled Veterans	%				
GS 1	14	0.01%	12	0.01%	13	0.01%				
GS 2	65	0.03%	70	0.03%	77	0.04%				
GS 3	553	0.24%	591	0.27%	601	0.29%				
GS 4	4,594	1.96%	4,758	2.16%	4,843	2.38%				
GS 5	14,358	6.13%	14,448	6.57%	13,845	6.79%				
GS 6	13,504	5.76%	12,567	5.71%	11,947	5.87%				
GS 7	18,101	7.72%	17,446	7.93%	16,402	8.05%				
GS 8	6,060	2.59%	5,756	2.62%	5,433	2.67%				
GS 9	19,183	8.18%	18,029	8.19%	17,220	8.45%				
GS 10	1,682	0.72%	1,936	0.88%	1,798	0.88%				
GS 11	28,687	12.24%	26,570	12.08%	24,429	11.99%				
GS 12	34,358	14.66%	31,396	14.27%	27,856	13.68%				
GS 13	24,056	10.26%	22,087	10.04%	19,558	9.60%				
GS 14	10,500	4.48%	9,638	4.38%	8,469	4.16%				
GS 15	4,554	1.94%	4,253	1.93%	3,708	1.82%				
SES	422	0.18%	406	0.18%	362	0.18%				
Other Pay Plans	53,704	22.91%	50,012	22.74%	47,133	23.14%				
Total	234,395	100.00%	219,975	100.00%	203,694	100.00%				

New Hires by GS and SES Pay Grade for All Disability Including 30 Percent or More Disabled Veterans										
Non-Seasonal Full-time Permanent (Including Transfers)										
Percentages Calculated by Disability Status										
	2013		2012	,	2011					
	All Disability Including 30% or More Disabled Veterans %		All Disability Including 30% or More Disabled Veterans	%	All Disability Including 30% or More Disabled Veterans	%				
GS 1	3	0.02%	2	0.01%	4	0.02%				
GS 2	6	0.04%	15	0.09%	16	0.09%				
GS 3	113	0.71%	94	0.56%	93	0.50%				
GS 4	772	4.82%	785	4.71%	1,037	5.87%				
GS 5	2,507	15.65%	2,664	16%	2,603	13.94%				
GS 6	1,053	6.57%	1,134	6.81%	1,185	6.35%				
GS 7	1,855	11.58%	1,990	11.95%	2,116	11.33%				
GS 8	222	1.39%	167	1.00%	181	0.97%				
GS 9	1,346	8.40%	1,487	8.93%	1,689	9.04%				
GS 10	55	0.34%	58	0.35%	70	0.37%				
GS 11	1,338	8.35%	1,426	8.56%	1,642	8.79%				
GS 12	1,100	6.86%	1,320	7.93%	1,695	9.08%				
GS 13	884	5.52%	1,031	6.19%	1,246	6.67%				
GS 14	389	2.43%	488	2.93%	522	2.79%				
GS 15	158	0.99%	195	1.17%	203	1.12%				
SES	25	0.16%	27	0.16%	17	0.09%				
Other Pay Plans	4,198	26.20%	3,770	22.64%	4,362	23.36%				
Total	16,024	100.00%	16,653	100.00%	18,675	100.00%				

On Board by GS and SES Pay Grade for All Employees Non-Seasonal Full-time Permanent Employees Percentages Calculated by Disability Status											
	2013	2013 2012 2011									
	All Employees	%	All Employees %		All Employees	%					
GS 1	22	0.00%	32	0.00%	41	0.00%					
GS 2	253	0.01%	285	0.02%	311	0.02%					
GS 3	2,488	0.14%	2,728	0.15%	2,819	0.15%					
GS 4	21,603	1.18%	23,652	1.28%	25,392	1.37%					
GS 5	67,601	3.69%	72,590	3.92%	75,332	4.06%					
GS 6	73,334	4.00%	73,316	3.96%	75,267	4.05%					
GS 7	104,410	5.70%	109,679	5.93%	113,072	6.09%					
GS 8	48,228	2.63%	47,900	2.59%	47,643	2.57%					
GS 9	113,592	6.20%	117,539	6.35%	125,261	6.75%					
GS 10	12,818	0.70%	14,165	0.77%	13,662	0.74%					
GS 11	187,802	10.25%	194,316	10.50%	196,134	10.56%					
GS 12	276,449	15.09%	271,911	14.70%	258,155	13.90%					
GS 13	230,305	12.57%	226,918	12.26%	222,507	11.98%					
GS 14	110,033	6.01%	108,075	5.84%	105,842	5.70%					
GS 15	53,615	2.92%	53,214	2.88%	52,321	2.82%					
SES	7,810	0.43%	7,868	0.43%	7,792	0.42%					
Other Pay Plans	521,360	28.46%	526,123	28.43%	535,029	28.82%					
Total	1,831,723	100.00%	1,850,311	100.00%	1,856,580	100.00%					

New Hires by GS and SES Pay Grade for All Employees Non-Seasonal Full-time Permanent (Including Transfers) Percentages Calculated by Disability Status									
	2013	0	2012	,	2011				
	All Employees	%	All Employees	%	All Employees	%			
GS 1	6	0.01%	16	0.02%	10	0.01%			
GS 2	60	0.07%	132	0.13%	151	0.12%			
GS 3	524	0.59%	672	0.66%	739	0.58%			
GS 4	3,233	3.67%	4,234	4.15%	5,468	4.29%			
GS 5	9,533	10.82%	11,437	11.20%	12,859	10.09%			
GS 6	5,160	5.86%	5,708	5.59%	6,557	5.14%			
GS 7	8,435	9.57%	10,959	10.73%	12,259	9.62%			
GS 8	1,085	1.23%	1,088	1.07%	1,488	1.17%			
GS 9	7,005	7.95%	8,899	8.72%	11,014	8.64%			
GS 10	525	0.60%	723	0.71%	650	0.51%			
GS 11	8,248	9.36%	9,252	9.06%	11,180	8.77%			
GS 12	7,180	8.15%	8,788	8.61%	12,085	9.48%			
GS 13	5,660	6.43%	7,074	6.93%	8,981	7.04%			
GS 14	2,488	2.82%	3,189	3.12%	4,174	3.27%			
GS 15	1,185	1.34%	1,472	1.44%	1,749	1.37%			
SES	375	0.43%	368	0.36%	468	0.37%			
Other Pay Plans	27,415	31.11%	28,082	27.51%	37,655	29.53%			
Total	88,117	100.00%	102,093	100.00%	127,487	100.00%			

33 Years of Historical Data On Board

Non-Seasonal Full-time Permanent Employees

FISCAL PROPERTY PROPERTY	Non-seasonal Full-time Permanent Employees									
FISCAL YEAR BOARD DISABILITY % DISABILITY							ALL DISABILITY			
YEAR BOARD DISABILITY % DISABILITY % VETERANS % 1980 1,779,834 14,624 0.82% 121,013 6.80% 125,067 7.03% 1981 1,772,572 15,260 0.86% 118,254 6.67% 124,364 7.02% 1982 1,779,131 15,723 0.88% 116,149 6.53% 123,850 6.96% 1983 1,764,968 16,557 0.94% 114,828 6.51% 124,169 7.04% 1984 1,780,789 17,708 0.99% 116,389 6.54% 126,742 7.12% 1986 1,789,529 19,347 1.08% 115,587 6.46% 127,900 7.15% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,848,435 21,693 1.17% 124,632 6.59%										
1980 1,779,834 14,624 0.82% 121,013 6.80% 125,067 7.03% 1981 1,772,572 15,260 0.86% 118,254 6.67% 124,364 7.02% 1982 1,779,131 15,723 0.88% 116,149 6.53% 123,850 6.96% 1983 1,764,968 16,557 0.94% 114,828 6.51% 124,169 7.04% 1984 1,780,789 17,708 0.99% 116,389 6.54% 126,742 7.12% 1985 1,809,339 18,883 1.04% 117,336 6.49% 129,001 7.13% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,301 7.18% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.15% 121,628 6.5										
1981 1,772,572 15,260 0.86% 118,254 6.67% 124,364 7.02% 1982 1,779,131 15,723 0.88% 116,149 6.53% 123,850 6.96% 1983 1,764,968 16,557 0.94% 114,828 6.51% 124,169 7.04% 1984 1,780,789 17,708 0.99% 116,389 6.54% 126,742 7.12% 1985 1,809,339 18,883 1.04% 117,336 6.49% 129,001 7.13% 1986 1,789,529 19,347 1.08% 115,587 6.46% 127,900 7.15% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.17% 124,693 6.59% 134,930 7.31% 1991 1,877,323 22,493 1.20% 129,743 6.9		BOARD	DISABILITY		DISABILITY		VETERANS			
1982 1,779,131 15,723 0.88% 116,149 6.53% 123,850 6.96% 1983 1,764,968 16,557 0.94% 114,828 6.51% 124,169 7.04% 1984 1,780,789 17,708 0.99% 116,389 6.54% 126,742 7.12% 1985 1,809,339 18,883 1.04% 117,336 6.49% 129,001 7.13% 1986 1,789,529 19,347 1.08% 115,587 6.46% 127,900 7.15% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.9		1,779,834								
1983 1,764,968 16,557 0.94% 114,828 6.51% 124,169 7.04% 1984 1,780,789 17,708 0.99% 116,389 6.54% 126,742 7.12% 1985 1,809,339 18,883 1.04% 117,336 6.49% 129,001 7.13% 1986 1,789,529 19,347 1.08% 115,587 6.46% 127,000 7.15% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.3		1,772,572	·				124,364			
1984 1,780,789 17,708 0.99% 116,389 6.54% 126,742 7.12% 1985 1,809,339 18,883 1.04% 117,336 6.49% 129,001 7.13% 1986 1,789,529 19,347 1.08% 115,587 6.46% 127,900 7.15% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 129,227 7.36% 142,191 8.10% 1994 1,755,221 21,989 1.25% 124,031 7.3		1,779,131	15,723		116,149	6.53%	123,850	6.96%		
1985 1,809,339 18,883 1.04% 117,336 6.49% 129,001 7.13% 1986 1,789,529 19,347 1.08% 115,587 6.46% 127,900 7.15% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.3	1983	1,764,968		0.94%	114,828	6.51%	124,169	7.04%		
1986 1,789,529 19,347 1.08% 115,587 6.46% 127,900 7.15% 1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.3	1984	1,780,789	17,708	0.99%	116,389	6.54%	126,742	7.12%		
1987 1,822,004 20,151 1.11% 116,392 6.39% 129,321 7.10% 1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,640,258 20,212 1.23% 118,268 7.2	1985	1,809,339	18,883	1.04%	117,336	6.49%	129,001	7.13%		
1988 1,821,824 20,570 1.13% 117,614 6.46% 130,745 7.18% 1989 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 124,031 7.33% 137,050 8.09% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,540,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.1	1986	1,789,529	19,347	1.08%	115,587	6.46%	127,900	7.15%		
1989 1,845,876 21,288 1.15% 121,628 6.59% 134,930 7.31% 1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,540,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.0	1987	1,822,004	20,151	1.11%	116,392	6.39%	129,321	7.10%		
1990 1,848,435 21,693 1.17% 124,932 6.76% 138,099 7.47% 1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,640,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,627 17,564 1.14% 106,102 6.9		1,821,824	20,570	1.13%	117,614	6.46%	130,745	7.18%		
1991 1,877,323 22,493 1.20% 129,743 6.91% 143,023 7.62% 1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,640,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.9		1,845,876	21,288		121,628	6.59%	134,930	7.31%		
1992 1,879,894 23,036 1.23% 137,699 7.32% 150,809 8.02% 1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,640,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.9	1990	1,848,435	21,693	1.17%	124,932	6.76%	138,099	7.47%		
1993 1,823,193 22,713 1.25% 135,146 7.41% 148,043 8.12% 1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,640,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.8	1991	1,877,323	22,493	1.20%	129,743	6.91%	143,023	7.62%		
1994 1,755,221 21,989 1.25% 129,227 7.36% 142,191 8.10% 1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,640,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.9	1992	1,879,894	23,036	1.23%	137,699	7.32%	150,809	8.02%		
1995 1,693,177 21,245 1.25% 124,031 7.33% 137,050 8.09% 1996 1,640,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.8	1993	1,823,193	22,713	1.25%	135,146	7.41%	148,043	8.12%		
1996 1,640,258 20,212 1.23% 118,268 7.21% 131,683 8.03% 1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.8	1994	1,755,221	21,989	1.25%	129,227	7.36%	142,191	8.10%		
1997 1,585,408 19,190 1.21% 112,983 7.13% 126,831 8.00% 1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.8		1,693,177	21,245	1.25%	124,031	7.33%	137,050	8.09%		
1998 1,556,531 18,507 1.19% 109,479 7.03% 123,957 7.96% 1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.8	1996	1,640,258	20,212	1.23%	118,268	7.21%	131,683	8.03%		
1999 1,536,156 18,051 1.18% 107,392 6.99% 122,571 7.98% 2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 154,546 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.8	1997	1,585,408	19,190	1.21%	112,983	7.13%	126,831	8.00%		
2000 1,524,883 17,730 1.16% 105,898 6.94% 121,756 7.98% 2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.9	1998	1,556,531	18,507	1.19%	109,479	7.03%	123,957	7.96%		
2001 1,536,627 17,564 1.14% 106,102 6.90% 123,088 8.01% 2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.0	1999	1,536,156	18,051	1.18%	107,392	6.99%	122,571	7.98%		
2002 1,579,254 17,417 1.10% 108,828 6.89% 127,417 8.07% 2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.	2000	1,524,883	17,730	1.16%	105,898	6.94%	121,756	7.98%		
2003 1,582,636 17,187 1.09% 110,127 6.96% 129,782 8.20% 2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2001	1,536,627	17,564	1.14%	106,102	6.90%	123,088	8.01%		
2004 1,602,773 16,917 1.06% 110,222 6.88% 134,025 8.36% 2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2002	1,579,254	17,417	1.10%	108,828	6.89%	127,417	8.07%		
2005 1,611,400 16,458 1.02% 110,213 6.84% 137,578 8.54% 2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2003	1,582,636	17,187	1.09%	110,127	6.96%	129,782	8.20%		
2006 1,608,157 16,048 1.00% 109,777 6.83% 140,622 8.74% 2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2004	1,602,773	16,917	1.06%	110,222	6.88%	134,025	8.36%		
2007 1,618,159 15,910 0.98% 111,251 6.88% 145,486 8.99% 2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2005	1,611,400	16,458	1.02%	110,213	6.84%	137,578	8.54%		
2008 1,673,249 16,030 0.96% 114,654 6.85% 154,555 9.24% 2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2006	1,608,157	16,048	1.00%	109,777	6.83%	140,622	8.74%		
2009 1,757,105 16,560 0.94% 121,750 6.93% 169,530 9.65% 2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2007	1,618,159	15,910	0.98%	111,251	6.88%	145,486	8.99%		
2010 1,831,719 17,445 0.95% 129,546 7.07% 187,068 10.21% 2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2008	1,673,249	16,030	0.96%	114,654	6.85%	154,555	9.24%		
2011 1,856,580 17,845 0.96% 137,551 7.41% 203,694 10.97%	2009	1,757,105	16,560	0.94%	121,750	6.93%	169,530	9.65%		
	2010	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%		
	2011	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%		
	2012	1,850,311	18,319	0.99%	148,009	8.00%	219,975			
2013 1,831,723 18,665 1.02% 157,835 8.62% 234,395 12.80%	2013	1,831,723	18,665	1.02%	157,835	8.62%	234,395	12.80%		

33 years of Historical Data New Hires

Non-Seasonal Full-time Permanent (Including Transfers)

	Non-Seasonal Full-time Permanent (including Transfers)								
FISCAL YEAR	ALL NEW HIRES	TARGETED DISABILITY	%	ALL DISABILITY	%	ALL DISABILITY INCLUDING 30% OR MORE VETERANS	%		
1980	163,827	994	0.61%	7,452	4.55%	8,079	4.93%		
1981	139,447	825	0.59%	6,388	4.58%	7,277	5.22%		
1982	121,466	761	0.63%	5,106	4.20%	5,969	4.91%		
1983	115,447	763	0.66%	4,825	4.18%	5,612	4.86%		
1984	142,019	982	0.69%	5,998	4.22%	6,959	4.90%		
1985	151,866	1,026	0.68%	6,285	4.14%	7,231	4.76%		
1986	128,372	902	0.70%	5,608	4.37%	6,428	5.01%		
1987	136,491	938	0.69%	5,653	4.14%	6,500	4.76%		
1988	127,130	928	0.73%	5,486	4.32%	6,246	4.91%		
1989	148,583	965	0.65%	6,969	4.69%	7,854	5.29%		
1990	117,222	844	0.72%	5,684	4.85%	6,304	5.38%		
1991	124,099	1,155	0.93%	6,793	5.47%	7,597	6.12%		
1992	102,411	1,134	1.11%	6,409	6.26%	7,330	7.16%		
1993	70,358	757	1.08%	5,122	7.28%	5,731	8.15%		
1994	57,457	519	0.90%	3,662	6.37%	4,263	7.42%		
1995	121,235	1,596	1.32%	7,945	6.55%	8,620	7.11%		
1996	53,303	316	0.59%	3,056	5.73%	3,736	7.01%		
1997	59,470	423	0.71%	3,555	5.98%	4,275	7.19%		
1998	65,381	479	0.73%	3,927	6.01%	4,754	7.27%		
1999	68,129	585	0.86%	4,065	5.97%	5,112	7.50%		
2000	80,822	631	0.78%	4,712	5.83%	5,957	7.37%		
2001	94,698	696	0.73%	5,871	6.20%	7,465	7.88%		
2002	132,968	721	0.54%	7,653	5.76%	9,412	7.08%		
2003	204,399	1,043	0.51%	9,859	4.82%	13,080	6.40%		
2004	88,679	530	0.60%	5,003	5.64%	7,343	8.28%		
2005	100,408	544	0.54%	5,549	5.53%	8,774	8.74%		
2006	102,949	569	0.55%	5,727	5.56%	9,437	9.17%		
2007	112,669	732	0.65%	6,552	5.82%	10,819	9.60%		
2008	152,257	1,053	0.69%	9,027	5.93%	15,407	10.12%		
2009	156,306	1,071	0.69%	9,148	5.85%	16,706	10.69%		
2010	151,999	1,178	0.78%	9,712	6.39%	18,926	12.45%		
2011	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%		
2012	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%		
2013	88,117	1,155	1.31%	9,932	11.27%	16,024	18.18%		



UNITED STATES
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