

Permanent Staff (inclusive of all pay grades)

|                        | FY 01 |       | FY 00 |       | FY 99 |       | FY 98 |       | FY 97 |       |
|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                        | %     |       | %     |       | %     |       | %     |       | %     |       |
| TOTAL                  | 2826  | 100%  | 2828  | 100%  | 2832  | 100%  | 2961  | 100%  | 3047  | 100%  |
| FEMALE                 | 1067  | 38%   | 1064  | 38%   | 1055  | 37%   | 1093  | 37%   | 1130  | 37%   |
| MALE                   | 1759  | 62%   | 1764  | 62%   | 1777  | 63%   | 1868  | 63%   | 1917  | 63%   |
| AFRICAN AMERICAN       | 367   | 13%   | 368   | 13%   | 366   | 13%   | 374   | 13%   | 379   | 12%   |
| FEMALE                 | 258   | 9%    | 258   | 9%    | 252   | 9%    | 256   | 9%    | 261   | 9%    |
| MALE                   | 109   | 4%    | 110   | 4%    | 114   | 4%    | 118   | 4%    | 118   | 4%    |
| ASIAN PACIFIC AMERICAN | 195   | 7%    | 196   | 7%    | 196   | 7%    | 200   | 7%    | 197   | 6%    |
| FEMALE                 | 49    | 2%    | 46    | 2%    | 45    | 2%    | 46    | 2%    | 47    | 2%    |
| MALE                   | 146   | 5%    | 150   | 5%    | 151   | 5%    | 154   | 5%    | 150   | 5%    |
| HISPANIC               | 90    | 3%    | 71    | 3%    | 63    | 2%    | 62    | 2%    | 63    | 2%    |
| FEMALE                 | 32    | 1%    | 27    | 1%    | 23    | 1%    | 23    | 1%    | 22    | 1%    |
| MALE                   | 58    | 2%    | 44    | 2%    | 40    | 1%    | 39    | 1%    | 41    | 1%    |
| NATIVE AMERICAN        | 9     | 0.32% | 7     | 0.25% | 9     | 0.32% | 8     | 0.27% | 7     | 0.23% |
| FEMALE                 | 2     | 0.07% | 2     | 0.07% | 4     | 0.14% | 3     | 0.10% | 3     | 0.10% |
| MALE                   | 7     | 0.25% | 5     | 0.18% | 5     | 0.18% | 5     | 0.17% | 4     | 0.13% |
| WHITE                  | 2165  | 77%   | 2186  | 77%   | 2198  | 78%   | 2317  | 78%   | 2401  | 79%   |
| FEMALE                 | 726   | 26%   | 731   | 26%   | 731   | 26%   | 765   | 26%   | 797   | 26%   |
| MALE                   | 1439  | 51%   | 1455  | 51%   | 1467  | 52%   | 1552  | 52%   | 1604  | 53%   |

Age Group: Permanent Staff (inclusive of all pay grades)

|                       | FY 01       |             | FY 00       |             | FY 99       |             | FY 98       |             | FY 97       |             |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                       |             | %           |             | %           |             | %           |             | %           |             | %           |
| <b>TOTAL ALL AGES</b> | <b>2826</b> | <b>100%</b> | <b>2828</b> | <b>100%</b> | <b>2832</b> | <b>100%</b> | <b>2961</b> | <b>100%</b> | <b>3047</b> | <b>100%</b> |
| <b>56+</b>            | <b>623</b>  | <b>22%</b>  | <b>610</b>  | <b>22%</b>  | <b>610</b>  | <b>22%</b>  | <b>592</b>  | <b>20%</b>  | <b>583</b>  | <b>19%</b>  |
| <b>50-55</b>          | <b>696</b>  | <b>25%</b>  | <b>682</b>  | <b>24%</b>  | <b>635</b>  | <b>22%</b>  | <b>664</b>  | <b>22%</b>  | <b>644</b>  | <b>21%</b>  |
| <b>40-49</b>          | <b>968</b>  | <b>34%</b>  | <b>978</b>  | <b>35%</b>  | <b>999</b>  | <b>35%</b>  | <b>1036</b> | <b>35%</b>  | <b>1079</b> | <b>35%</b>  |
| <b>39 &amp; Under</b> | <b>539</b>  | <b>19%</b>  | <b>558</b>  | <b>20%</b>  | <b>588</b>  | <b>21%</b>  | <b>669</b>  | <b>23%</b>  | <b>741</b>  | <b>24%</b>  |

Senior Executive Service

|                        | FY 01 |      | FY 00 |      | FY 99 |      | FY 98 |      | FY 97 |      |
|------------------------|-------|------|-------|------|-------|------|-------|------|-------|------|
|                        | %     |      | %     |      | %     |      | %     |      | %     |      |
| TOTAL                  | 146   | 100% | 140   | 100% | 140   | 100% | 181   | 100% | 185   | 100% |
| FEMALE                 | 21    | 14%  | 19    | 14%  | 18    | 13%  | 21    | 12%  | 20    | 11%  |
| MALE                   | 125   | 86%  | 121   | 86%  | 122   | 87%  | 160   | 88%  | 165   | 89%  |
|                        |       |      |       |      |       |      |       |      |       |      |
| AFRICAN AMERICAN       | 9     | 6%   | 9     | 6%   | 9     | 6%   | 9     | 5%   | 8     | 4%   |
| FEMALE                 | 2     | 1%   | 2     | 1%   | 2     | 1%   | 2     | 1%   | 1     | 1%   |
| MALE                   | 7     | 5%   | 7     | 5%   | 7     | 5%   | 7     | 4%   | 7     | 4%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| ASIAN PACIFIC AMERICAN | 6     | 4%   | 5     | 4%   | 4     | 3%   | 7     | 4%   | 6     | 3%   |
| FEMALE                 | 2     | 1%   | 1     | 1%   | 1     | 1%   | 1     | 1%   | 0     | 0%   |
| MALE                   | 4     | 3%   | 4     | 3%   | 3     | 2%   | 6     | 3%   | 6     | 3%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| HISPANIC               | 2     | 1%   | 2     | 1%   | 2     | 1%   | 2     | 1%   | 2     | 1%   |
| FEMALE                 | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| MALE                   | 2     | 1%   | 2     | 1%   | 2     | 1%   | 2     | 1%   | 2     | 1%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| NATIVE AMERICAN        | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| FEMALE                 | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| MALE                   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| WHITE                  | 129   | 88%  | 124   | 89%  | 125   | 89%  | 163   | 90%  | 169   | 91%  |
| FEMALE                 | 17    | 12%  | 16    | 11%  | 15    | 11%  | 18    | 10%  | 19    | 10%  |
| MALE                   | 112   | 77%  | 108   | 77%  | 110   | 79%  | 145   | 80%  | 150   | 81%  |

Managers/Supervisors (includes SES & non-SES supervisors/managers)

|                        | FY 01 |        | FY 00 |        | FY 99 |        | FY 98 |        | FY 97 |        |
|------------------------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
|                        | %     |        | %     |        | %     |        | %     |        | %     |        |
| TOTAL                  | 329   | 100%   | 327   | 100%   | 322   | 100%   | 399   | 100%   | 430   | 100%   |
| FEMALE                 | 61    | 19%    | 58    | 18%    | 57    | 18%    | 69    | 17%    | 77    | 18%    |
| MALE                   | 268   | 81%    | 269   | 82%    | 265   | 82%    | 330   | 83%    | 353   | 82%    |
|                        |       |        |       |        |       |        |       |        |       |        |
| AFRICAN AMERICAN       | 24    | 7.29%  | 27    | 8.26%  | 27    | 8.39%  | 29    | 7.27%  | 30    | 6.98%  |
| FEMALE                 | 10    | 3%     | 10    | 3%     | 10    | 3%     | 14    | 4%     | 13    | 3%     |
| MALE                   | 14    | 4%     | 17    | 5%     | 17    | 5%     | 15    | 4%     | 17    | 4%     |
|                        |       |        |       |        |       |        |       |        |       |        |
| ASIAN PACIFIC AMERICAN | 13    | 3.95%  | 13    | 3.98%  | 13    | 4.04%  | 19    | 4.76%  | 21    | 4.88%  |
| FEMALE                 | 2     | 1%     | 3     | 1%     | 4     | 1%     | 5     | 1%     | 6     | 1%     |
| MALE                   | 11    | 3%     | 10    | 3%     | 9     | 3%     | 14    | 4%     | 15    | 3%     |
|                        |       |        |       |        |       |        |       |        |       |        |
| HISPANIC               | 6     | 1.82%  | 7     | 2.14%  | 7     | 2.17%  | 7     | 1.75%  | 6     | 1.40%  |
| FEMALE                 | 2     | 0.61%  | 1     | 0.31%  | 1     | 0.31%  | 1     | 0.25%  | 1     | 0.23%  |
| MALE                   | 4     | 1%     | 6     | 2%     | 6     | 2%     | 6     | 2%     | 5     | 1%     |
|                        |       |        |       |        |       |        |       |        |       |        |
| NATIVE AMERICAN        | 1     | 0.30%  | 1     | 0.31%  | 1     | 0.31%  | 0     | 0.00%  | 1     | 0.23%  |
| FEMALE                 | 0     | 0.00%  | 0     | 0.00%  | 0     | 0.00%  | 0     | 0.00%  | 0     | 0.00%  |
| MALE                   | 1     | 0.30%  | 1     | 0.31%  | 1     | 0.31%  | 0     | 0.00%  | 1     | 0.23%  |
|                        |       |        |       |        |       |        |       |        |       |        |
| WHITE                  | 285   | 86.63% | 279   | 85.32% | 274   | 85.09% | 344   | 86.22% | 372   | 86.51% |
| FEMALE                 | 47    | 14%    | 44    | 13%    | 42    | 13%    | 49    | 12%    | 57    | 13%    |
| MALE                   | 238   | 72%    | 235   | 72%    | 232   | 72%    | 295   | 74%    | 315   | 73%    |

**Age Group: Managers/Supervisors (includes SES & non-SES;  
excludes SLS/team leaders)**

|                       | FY 01      |             | FY 00      |             | FY 99      |             | FY 98      |             | FY 97      |             |
|-----------------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
|                       | %          |             | %          |             | %          |             | %          |             | %          |             |
| <b>TOTAL ALL AGES</b> | <b>329</b> | <b>100%</b> | <b>327</b> | <b>100%</b> | <b>322</b> | <b>100%</b> | <b>399</b> | <b>100%</b> | <b>430</b> | <b>100%</b> |
| <b>56+</b>            | <b>75</b>  | <b>23%</b>  | <b>65</b>  | <b>20%</b>  | <b>62</b>  | <b>19%</b>  | <b>82</b>  | <b>21%</b>  | <b>86</b>  | <b>20%</b>  |
| <b>50-55</b>          | <b>125</b> | <b>38%</b>  | <b>125</b> | <b>38%</b>  | <b>116</b> | <b>36%</b>  | <b>132</b> | <b>33%</b>  | <b>138</b> | <b>32%</b>  |
| <b>40-49</b>          | <b>111</b> | <b>34%</b>  | <b>116</b> | <b>35%</b>  | <b>122</b> | <b>38%</b>  | <b>164</b> | <b>41%</b>  | <b>184</b> | <b>43%</b>  |
| <b>39 &amp; Under</b> | <b>18</b>  | <b>5%</b>   | <b>21</b>  | <b>6%</b>   | <b>22</b>  | <b>7%</b>   | <b>21</b>  | <b>5%</b>   | <b>22</b>  | <b>5%</b>   |

Senior Level System

|                        | FY 01 |      | FY 00 |      | FY 99 |      | FY 98 |      | FY 97 |      |
|------------------------|-------|------|-------|------|-------|------|-------|------|-------|------|
|                        | %     |      | %     |      | %     |      | %     |      | %     |      |
| TOTAL                  | 62    | 100% | 59    | 100% | 49    | 100% | 38    | 100% | 37    | 100% |
| FEMALE                 | 12    | 19%  | 11    | 19%  | 10    | 20%  | 8     | 21%  | 7     | 19%  |
| MALE                   | 50    | 81%  | 48    | 81%  | 39    | 80%  | 30    | 79%  | 30    | 81%  |
|                        |       |      |       |      |       |      |       |      |       |      |
| AFRICAN AMERICAN       | 1     | 2%   | 0     | 0%   | 0     | 0%   | 2     | 5%   | 2     | 5%   |
| FEMALE                 | 0     | 0%   | 0     | 0%   | 0     | 0%   | 1     | 3%   | 1     | 3%   |
| MALE                   | 1     | 2%   | 0     | 0%   | 0     | 0%   | 1     | 3%   | 1     | 3%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| ASIAN PACIFIC AMERICAN | 3     | 5%   | 4     | 7%   | 4     | 8%   | 3     | 8%   | 4     | 11%  |
| FEMALE                 | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 1     | 3%   |
| MALE                   | 3     | 5%   | 4     | 7%   | 4     | 8%   | 3     | 8%   | 3     | 8%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| HISPANIC               | 2     | 3%   | 1     | 2%   | 1     | 2%   | 1     | 3%   | 1     | 3%   |
| FEMALE                 | 1     | 2%   | 1     | 2%   | 1     | 2%   | 1     | 3%   | 1     | 3%   |
| MALE                   | 1     | 2%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| NATIVE AMERICAN        | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| FEMALE                 | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| MALE                   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| WHITE                  | 56    | 90%  | 54    | 92%  | 44    | 90%  | 32    | 84%  | 30    | 81%  |
| FEMALE                 | 11    | 18%  | 10    | 17%  | 9     | 18%  | 6     | 16%  | 4     | 11%  |
| MALE                   | 45    | 73%  | 44    | 75%  | 35    | 71%  | 26    | 68%  | 26    | 70%  |

Team Leaders

|                               | FY 01      |             | FY 00      |             | FY 99      |             | FY 98      |             | FY 97      |             |
|-------------------------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
|                               | %          |             | %          |             | %          |             | %          |             | %          |             |
| <b>TOTAL</b>                  | <b>135</b> | <b>100%</b> | <b>135</b> | <b>100%</b> | <b>135</b> | <b>100%</b> | <b>106</b> | <b>100%</b> | <b>107</b> | <b>100%</b> |
| <b>FEMALE</b>                 | <b>32</b>  | <b>24%</b>  | <b>32</b>  | <b>24%</b>  | <b>30</b>  | <b>22%</b>  | <b>18</b>  | <b>17%</b>  | <b>14</b>  | <b>13%</b>  |
| <b>MALE</b>                   | <b>103</b> | <b>76%</b>  | <b>103</b> | <b>76%</b>  | <b>105</b> | <b>78%</b>  | <b>88</b>  | <b>83%</b>  | <b>93</b>  | <b>87%</b>  |
|                               |            |             |            |             |            |             |            |             |            |             |
| <b>AFRICAN AMERICAN</b>       | <b>16</b>  | <b>12%</b>  | <b>15</b>  | <b>11%</b>  | <b>13</b>  | <b>10%</b>  | <b>11</b>  | <b>10%</b>  | <b>5</b>   | <b>5%</b>   |
| <b>FEMALE</b>                 | <b>8</b>   | <b>6%</b>   | <b>9</b>   | <b>7%</b>   | <b>8</b>   | <b>6%</b>   | <b>5</b>   | <b>5%</b>   | <b>2</b>   | <b>2%</b>   |
| <b>MALE</b>                   | <b>8</b>   | <b>6%</b>   | <b>6</b>   | <b>4%</b>   | <b>5</b>   | <b>4%</b>   | <b>6</b>   | <b>6%</b>   | <b>3</b>   | <b>3%</b>   |
|                               |            |             |            |             |            |             |            |             |            |             |
| <b>ASIAN PACIFIC AMERICAN</b> | <b>6</b>   | <b>4%</b>   | <b>7</b>   | <b>5%</b>   | <b>7</b>   | <b>5%</b>   | <b>2</b>   | <b>2%</b>   | <b>4</b>   | <b>4%</b>   |
| <b>FEMALE</b>                 | <b>2</b>   | <b>1%</b>   | <b>2</b>   | <b>1%</b>   | <b>1</b>   | <b>1%</b>   | <b>1</b>   | <b>1%</b>   | <b>0</b>   | <b>0%</b>   |
| <b>MALE</b>                   | <b>4</b>   | <b>3%</b>   | <b>5</b>   | <b>4%</b>   | <b>6</b>   | <b>4%</b>   | <b>1</b>   | <b>1%</b>   | <b>4</b>   | <b>4%</b>   |
|                               |            |             |            |             |            |             |            |             |            |             |
| <b>HISPANIC</b>               | <b>2</b>   | <b>1%</b>   | <b>2</b>   | <b>1%</b>   | <b>1</b>   | <b>1%</b>   | <b>3</b>   | <b>3%</b>   | <b>2</b>   | <b>2%</b>   |
| <b>FEMALE</b>                 | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   |
| <b>MALE</b>                   | <b>2</b>   | <b>1%</b>   | <b>2</b>   | <b>1%</b>   | <b>1</b>   | <b>1%</b>   | <b>3</b>   | <b>3%</b>   | <b>2</b>   | <b>2%</b>   |
|                               |            |             |            |             |            |             |            |             |            |             |
| <b>NATIVE AMERICAN</b>        | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   |
| <b>FEMALE</b>                 | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   |
| <b>MALE</b>                   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   | <b>0</b>   | <b>0%</b>   |
|                               |            |             |            |             |            |             |            |             |            |             |
| <b>WHITE</b>                  | <b>111</b> | <b>82%</b>  | <b>111</b> | <b>82%</b>  | <b>114</b> | <b>84%</b>  | <b>90</b>  | <b>85%</b>  | <b>96</b>  | <b>90%</b>  |
| <b>FEMALE</b>                 | <b>22</b>  | <b>16%</b>  | <b>21</b>  | <b>16%</b>  | <b>21</b>  | <b>16%</b>  | <b>12</b>  | <b>11%</b>  | <b>12</b>  | <b>11%</b>  |
| <b>MALE</b>                   | <b>89</b>  | <b>66%</b>  | <b>90</b>  | <b>67%</b>  | <b>93</b>  | <b>69%</b>  | <b>78</b>  | <b>74%</b>  | <b>84</b>  | <b>79%</b>  |

|    | A  | B     | C    | D      | E     | F      | G    | H        | I     | J     | K    | L     | M     | N     | O    | P     | Q     |
|----|--|-------|------|--------|-------|--------|------|----------|-------|-------|------|-------|-------|-------|------|-------|-------|
| 1  |  |       |      |        |       |        |      |          |       |       |      |       |       |       |      |       |       |
| 2  | <b>Non-Supervisory Staff by Grade Categories - FY 2001</b> (Excludes employees in categories: Executive Pay, SES, SLS, Administrative Judges, Supervisors/Managers & Team Leaders) |       |      |        |       |        |      |          |       |       |      |       |       |       |      |       |       |
| 3  |  |       |      |        |       |        |      |          |       |       |      |       |       |       |      |       |       |
| 4  |  | TOTAL | %    | GG 4/7 | %     | GG 8/9 | %    | GG 10/11 | %     | GG 12 | %    | GG 13 | %     | GG 14 | %    | GG 15 | %     |
| 5  | TOTAL  | 2295  | 100% | 260    | 100%  | 186    | 100% | 134      | 100%  | 97    | 100% | 546   | 100%  | 633   | 100% | 439   | 100%  |
| 6  | FEMALE   | 961   | 42%  | 220    | 85%   | 160    | 86%  | 119      | 89%   | 69    | 71%  | 184   | 34%   | 143   | 23%  | 66    | 15%   |
| 7  | MALE   | 1334  | 58%  | 40     | 15%   | 26     | 14%  | 15       | 11%   | 28    | 29%  | 362   | 66%   | 490   | 77%  | 373   | 85%   |
| 8  | AFRICAN AMERICAN   | 326   | 14%  | 62     | 24%   | 60     | 32%  | 43       | 32%   | 32    | 33%  | 69    | 13%   | 43    | 7%   | 17    | 4%    |
| 9  | FEMALE   | 240   | 10%  | 52     | 20%   | 54     | 29%  | 41       | 31%   | 26    | 27%  | 40    | 7%    | 18    | 3%   | 9     | 2%    |
| 10 | MALE   | 86    | 4%   | 10     | 4%    | 6      | 3%   | 2        | 1%    | 6     | 6%   | 29    | 5%    | 25    | 4%   | 8     | 2%    |
| 11 | ASIAN PACIFIC AMERICAN   | 172   | 7%   | 13     | 5%    | 6      | 3%   | 2        | 1%    | 2     | 2%   | 36    | 7%    | 60    | 9%   | 53    | 12%   |
| 12 | FEMALE   | 45    | 2%   | 11     | 4%    | 6      | 3%   | 2        | 1%    | 2     | 2%   | 9     | 2%    | 9     | 1%   | 6     | 1%    |
| 13 | MALE   | 127   | 6%   | 2      | 0.77% | 0      | 0%   | 0        | 0%    | 0     | 0%   | 27    | 5%    | 51    | 8%   | 47    | 11%   |
| 14 | HISPANIC   | 80    | 3%   | 22     | 8%    | 13     | 7%   | 1        | 1%    | 6     | 6%   | 20    | 4%    | 12    | 2%   | 6     | 1%    |
| 15 | FEMALE   | 29    | 1%   | 12     | 5%    | 9      | 5%   | 1        | 0.75% | 2     | 2%   | 3     | 1%    | 2     | 0%   | 0     | 0.00% |
| 16 | MALE   | 51    | 2%   | 10     | 3.85% | 4      | 2%   | 0        | 0%    | 4     | 4%   | 17    | 3%    | 10    | 2%   | 6     | 1%    |
| 17 | NATIVE AMERICAN  | 8     | 0%   | 1      | 0%    | 0      | 0%   | 1        | 1%    | 1     | 1%   | 2     | 0%    | 1     | 0%   | 2     | 0%    |
| 18 | FEMALE   | 2     | 0%   | 0      | 0%    | 0      | 0%   | 1        | 1%    | 1     | 1%   | 0     | 0%    | 0     | 0%   | 0     | 0%    |
| 19 | MALE   | 6     | 0%   | 1      | 0.38% | 0      | 0%   | 0        | 0%    | 0     | 0%   | 2     | 0.37% | 1     | 0%   | 2     | 0%    |
| 20 | WHITE  | 1709  | 74%  | 162    | 62%   | 107    | 58%  | 87       | 65%   | 56    | 58%  | 419   | 25%   | 517   | 82%  | 361   | 82%   |
| 21 | FEMALE   | 645   | 28%  | 145    | 56%   | 91     | 49%  | 74       | 55%   | 38    | 39%  | 132   | 24%   | 114   | 18%  | 51    | 12%   |
| 22 | MALE   | 1064  | 46%  | 17     | 7%    | 16     | 9%   | 13       | 10%   | 18    | 19%  | 287   | 53%   | 403   | 64%  | 310   | 71%   |



|                           |         |      |     |      |         |      |     |     |         |      |     |      |         |      |     |      |  |
|---------------------------|---------|------|-----|------|---------|------|-----|-----|---------|------|-----|------|---------|------|-----|------|--|
|                           |         |      |     |      |         |      |     |     |         |      |     |      |         |      |     |      |  |
| ADVANCEMENTS TO SES & SLS |         |      |     |      |         |      |     |     |         |      |     |      |         |      |     |      |  |
|                           |         |      |     |      |         |      |     |     |         |      |     |      |         |      |     |      |  |
|                           | FY 2001 |      |     |      | FY 2000 |      |     |     | FY 1999 |      |     |      | FY 1998 |      |     |      |  |
|                           |         |      |     |      |         |      |     |     |         |      |     |      |         |      |     |      |  |
|                           | SES     | %    | SLS | %    | SES     | %    | SLS | %   | SES     | %    | SLS | %    | SES     | %    | SLS | %    |  |
| TOTAL                     | 11      | 100% | 5   | 100% | 9       | 100% | 15  | 93% | 2       | 100% | 5   | 100% | 11      | 100% | 8   | 100% |  |
| FEMALE                    | 3       | 27%  | 2   | 40%  | 2       | 22%  | 3   | 20% | 0       | 0%   | 1   | 20%  | 3       | 27%  | 1   | 13%  |  |
| MALE                      | 8       | 73%  | 3   | 60%  | 7       | 78%  | 12  | 73% | 2       | 100% | 4   | 80%  | 8       | 73%  | 7   | 88%  |  |
| AFRICAN AMERICAN          | 1       | 9%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 1       | 50%  | 0   | 0%   | 1       | 9%   | 0   | 0%   |  |
| FEMALE                    | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 1       | 9%   | 0   | 0%   |  |
| MALE                      | 1       | 9%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 1       | 50%  | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| ASIAN PACIFIC AMERICAN    | 2       | 18%  | 0   | 0%   | 1       | 11%  | 1   | 0%  | 0       | 0%   | 0   | 0%   | 1       | 9%   | 0   | 0%   |  |
| FEMALE                    | 1       | 9%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 1       | 9%   | 0   | 0%   |  |
| MALE                      | 1       | 9%   | 0   | 0%   | 1       | 11%  | 1   | 0%  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| HISPANIC                  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| FEMALE                    | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| MALE                      | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| NATIVE AMERICAN           | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| FEMALE                    | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| MALE                      | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%  | 0       | 0%   | 0   | 0%   | 0       | 0%   | 0   | 0%   |  |
| WHITE                     | 8       | 73%  | 5   | 100% | 8       | 89%  | 14  | 93% | 1       | 50%  | 5   | 100% | 9       | 82%  | 8   | 100% |  |
| FEMALE                    | 2       | 18%  | 2   | 40%  | 2       | 22%  | 3   | 20% | 0       | 0%   | 1   | 20%  | 1       | 9%   | 1   | 13%  |  |
| MALE                      | 6       | 55%  | 3   | 60%  | 6       | 67%  | 11  | 73% | 1       | 50%  | 4   | 80%  | 8       | 73%  | 7   | 88%  |  |

|    | A  | B     | C    | D      | E    | F      | G    | H        | I    | J     | K  | L     | M    | N     | O    | P     | Q    |
|----|--|-------|------|--------|------|--------|------|----------|------|-------|----|-------|------|-------|------|-------|------|
| 1  |  |       |      |        |      |        |      |          |      |       |    |       |      |       |      |       |      |
| 2  | NON-SES COMPETITIVE SELECTIONS - FY 2001 |       |      |        |      |        |      |          |      |       |    |       |      |       |      |       |      |
| 3  |  |       |      |        |      |        |      |          |      |       |    |       |      |       |      |       |      |
| 4  |  | TOTAL | %    | GG 6/7 | %    | GG 8/9 | %    | GG 10/11 | %    | GG 12 | %  | GG 13 | %    | GG 14 | %    | GG 15 | %    |
| 5  | TOTAL                                    | 179   | 100% | 5      | 100% | 18     | 100% | 5        | 100% | 10    | 0% | 3     | 100% | 22    | 100% | 19    | 100% |
| 6  | FEMALE                                   | 88    | 49%  | 5      | 100% | 18     | 100% | 5        | 100% | 7     | 0% | 1     | 33%  | 5     | 23%  | 3     | 16%  |
| 7  | MALE                                     | 91    | 51%  | 0      | 0%   | 0      | 0%   | 0        | 0%   | 3     | 0% | 2     | 67%  | 17    | 77%  | 16    | 84%  |
| 8  | AFRICAN AMERICAN                         | 32    | 18%  | 2      | 40%  | 4      | 22%  | 2        | 40%  | 6     | 0% | 1     | 33%  | 3     | 14%  | 1     | 5%   |
| 9  | FEMALE                                   | 24    | 13%  | 2      | 40%  | 4      | 22%  | 2        | 40%  | 4     | 0% | 0     | 0%   | 1     | 5%   | 0     | 0%   |
| 10 | MALE                                     | 8     | 4%   | 0      | 0%   | 0      | 0%   | 0        | 0%   | 2     | 0% | 1     | 33%  | 2     | 9%   | 1     | 5%   |
| 11 | ASIAN PACIFIC AMERICAN                   | 11    | 6%   | 1      | 20%  | 1      | 6%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 4     | 18%  | 0     | 0%   |
| 12 | FEMALE                                   | 4     | 2%   | 1      | 20%  | 1      | 6%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 1     | 5%   | 0     | 0%   |
| 13 | MALE                                     | 7     | 4%   | 0      | 0%   | 0      | 0%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 3     | 14%  | 0     | 0%   |
| 14 | HISPANIC                                 | 7     | 4%   | 0      | 0%   | 1      | 6%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 0     | 0%   | 2     | 11%  |
| 15 | FEMALE                                   | 5     | 3%   | 0      | 0%   | 1      | 6%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| 16 | MALE                                     | 2     | 1%   | 0      | 0%   | 0      | 0%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 0     | 0%   | 2     | 11%  |
| 17 | NATIVE AMERICAN                          | 0     | 0%   | 0      | 0%   | 0      | 0%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| 18 | FEMALE                                   | 0     | 0%   | 0      | 0%   | 0      | 0%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| 19 | MALE                                     | 0     | 0%   | 0      | 0%   | 0      | 0%   | 0        | 0%   | 0     | 0% | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| 20 | WHITE                                    | 129   | 72%  | 2      | 40%  | 12     | 67%  | 3        | 60%  | 4     | 0% | 2     | 2%   | 15    | 68%  | 16    | 84%  |
| 21 | FEMALE                                   | 55    | 31%  | 2      | 40%  | 12     | 67%  | 3        | 60%  | 3     | 0% | 1     | 33%  | 3     | 14%  | 3     | 16%  |
| 22 | MALE                                     | 74    | 41%  | 0      | 0%   | 0      | 0%   | 0        | 0%   | 1     | 0% | 1     | 33%  | 12    | 55%  | 13    | 68%  |

Departures

|                 | FY 01 |      | FY 00 |      | FY 99 |      | FY 98 |      | FY 97 |      |
|-----------------|-------|------|-------|------|-------|------|-------|------|-------|------|
|                 | %     |      | %     |      | %     |      | %     |      | %     |      |
| TOTAL           | 167   | 100% | 165   | 100% | 233   | 100% | 207   | 100% | 194   | 100% |
| FEMALE          | 71    | 43%  | 71    | 43%  | 85    | 36%  | 78    | 38%  | 70    | 36%  |
| MALE            | 96    | 57%  | 94    | 57%  | 148   | 64%  | 129   | 62%  | 124   | 64%  |
|                 |       |      |       |      |       |      |       |      |       |      |
| AFRICAN         | 23    | 14%  | 18    | 11%  | 22    | 9%   | 15    | 7%   | 12    | 6%   |
| AMERICAN        | 17    | 10%  | 9     | 5%   | 13    | 6%   | 12    | 6%   | 10    | 5%   |
| FEMALE          | 6     | 4%   | 9     | 5%   | 9     | 4%   | 3     | 1%   | 2     | 1%   |
| MALE            |       |      |       |      |       |      |       |      |       |      |
| ASIAN PACIFIC   | 9     | 5%   | 11    | 7%   | 9     | 4%   | 12    | 6%   | 5     | 3%   |
| AMERICAN        | 2     | 1%   | 4     | 2%   | 2     | 1%   | 4     | 2%   | 2     | 1%   |
| FEMALE          | 7     | 4%   | 7     | 4%   | 7     | 3%   | 8     | 4%   | 3     | 2%   |
| MALE            |       |      |       |      |       |      |       |      |       |      |
| HISPANIC        | 6     | 4%   | 4     | 2%   | 5     | 2%   | 5     | 2%   | 6     | 3%   |
| FEMALE          | 3     | 2%   | 2     | 1%   | 2     | 1%   | 0     | 0%   | 5     | 3%   |
| MALE            | 3     | 2%   | 2     | 1%   | 3     | 1%   | 5     | 2%   | 1     | 1%   |
|                 |       |      |       |      |       |      |       |      |       |      |
| NATIVE AMERICAN | 0     | 0%   | 2     | 1%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| FEMALE          | 0     | 0%   | 2     | 1%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
| MALE            | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   | 0     | 0%   |
|                 |       |      |       |      |       |      |       |      |       |      |
| WHITE           | 129   | 77%  | 130   | 79%  | 197   | 85%  | 175   | 85%  | 171   | 88%  |
| FEMALE          | 49    | 29%  | 54    | 33%  | 68    | 29%  | 62    | 30%  | 53    | 27%  |
| MALE            | 80    | 48%  | 76    | 46%  | 129   | 55%  | 113   | 55%  | 118   | 61%  |

Hires

|                        | FY 01 |      | FY 00 |      | FY 99 |      | FY 98 |      | FY 97 |      |
|------------------------|-------|------|-------|------|-------|------|-------|------|-------|------|
|                        |       | %    |       | %    |       | %    |       | %    |       | %    |
| TOTAL                  | 158   | 100% | 161   | 100% | 102   | 100% | 116   | 100% | 109   | 100% |
| FEMALE                 | 69    | 44%  | 80    | 50%  | 47    | 46%  | 40    | 34%  | 31    | 28%  |
| MALE                   | 89    | 56%  | 81    | 50%  | 55    | 54%  | 76    | 66%  | 78    | 72%  |
|                        |       |      |       |      |       |      |       |      |       |      |
| AFRICAN AMERICAN       | 19    | 12%  | 19    | 12%  | 11    | 11%  | 9     | 8%   | 9     | 8%   |
| FEMALE                 | 14    | 9%   | 14    | 9%   | 7     | 7%   | 6     | 5%   | 6     | 6%   |
| MALE                   | 5     | 3%   | 5     | 3%   | 4     | 4%   | 3     | 3%   | 3     | 3%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| ASIAN PACIFIC AMERICAN | 8     | 5%   | 11    | 7%   | 5     | 5%   | 15    | 13%  | 5     | 5%   |
| FEMALE                 | 5     | 3%   | 5     | 3%   | 1     | 1%   | 3     | 3%   | 1     | 1%   |
| MALE                   | 3     | 2%   | 6     | 4%   | 4     | 4%   | 12    | 10%  | 4     | 4%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| HISPANIC               | 26    | 16%  | 11    | 7%   | 5     | 5%   | 4     | 3%   | 1     | 1%   |
| FEMALE                 | 8     | 5%   | 6     | 4%   | 2     | 2%   | 1     | 1%   | 1     | 1%   |
| MALE                   | 18    | 11%  | 5     | 3%   | 3     | 3%   | 3     | 3%   | 0     | 0%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| NATIVE AMERICAN        | 1     | 1%   | 0     | 0%   | 1     | 1%   | 1     | 1%   | 0     | 0%   |
| FEMALE                 | 0     | 0%   | 0     | 0%   | 1     | 1%   | 0     | 0%   | 0     | 0%   |
| MALE                   | 1     | 1%   | 0     | 0%   | 0     | 0%   | 1     | 1%   | 0     | 0%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| WHITE                  | 104   | 66%  | 120   | 75%  | 80    | 78%  | 87    | 75%  | 94    | 86%  |
| FEMALE                 | 42    | 27%  | 55    | 34%  | 36    | 35%  | 30    | 26%  | 23    | 21%  |
| MALE                   | 62    | 39%  | 65    | 40%  | 44    | 43%  | 57    | 49%  | 71    | 65%  |

Rotation Assignments

|                        | FY 01 |      | FY 00 |      | FY 99 |      | FY 98 |      | FY 97 |      |
|------------------------|-------|------|-------|------|-------|------|-------|------|-------|------|
|                        | %     |      | %     |      | %     |      | %     |      | %     |      |
| TOTAL                  | 199   | 100% | 193   | 100% | 141   | 100% | 215   | 100% | 238   | 100% |
| FEMALE                 | 72    | 36%  | 77    | 40%  | 66    | 47%  | 77    | 36%  | 90    | 38%  |
| MALE                   | 127   | 64%  | 116   | 60%  | 75    | 53%  | 138   | 64%  | 148   | 62%  |
|                        |       |      |       |      |       |      |       |      |       |      |
| AFRICAN AMERICAN       | 29    | 15%  | 32    | 17%  | 15    | 11%  | 24    | 11%  | 16    | 7%   |
| FEMALE                 | 20    | 10%  | 24    | 12%  | 12    | 9%   | 17    | 8%   | 11    | 5%   |
| MALE                   | 9     | 5%   | 8     | 4%   | 3     | 2%   | 7     | 3%   | 5     | 2%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| ASIAN PACIFIC AMERICAN | 19    | 10%  | 11    | 6%   | 12    | 9%   | 12    | 6%   | 16    | 7%   |
| FEMALE                 | 5     | 3%   | 3     | 2%   | 3     | 2%   | 5     | 2%   | 9     | 4%   |
| MALE                   | 14    | 7%   | 8     | 4%   | 9     | 6%   | 7     | 3%   | 7     | 3%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| HISPANIC               | 7     | 4%   | 5     | 3%   | 2     | 1%   | 3     | 1%   | 6     | 3%   |
| FEMALE                 | 2     | 1%   | 2     | 1%   | 0     | 0%   | 2     | 1%   | 2     | 1%   |
| MALE                   | 5     | 3%   | 3     | 2%   | 2     | 1%   | 1     | 0.5% | 4     | 2%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| NATIVE AMERICAN        | 1     | 1%   | 2     | 1%   | 2     | 1%   | 3     | 1%   | 0     | 0%   |
| FEMALE                 | 1     | 1%   | 2     | 1%   | 1     | 1%   | 0     | 0%   | 0     | 0%   |
| MALE                   | 0     | 0%   | 0     | 0%   | 1     | 1%   | 3     | 1%   | 0     | 0%   |
|                        |       |      |       |      |       |      |       |      |       |      |
| WHITE                  | 143   | 72%  | 143   | 74%  | 110   | 78%  | 173   | 80%  | 200   | 84%  |
| FEMALE                 | 44    | 22%  | 46    | 24%  | 50    | 35%  | 53    | 25%  | 68    | 29%  |
| MALE                   | 99    | 50%  | 97    | 50%  | 60    | 43%  | 120   | 56%  | 132   | 55%  |

Age Group: Rotation Assignments

|                | FY 01 |      | FY 00 |      | FY 99 |      | FY 98 |      | FY 97 |      |
|----------------|-------|------|-------|------|-------|------|-------|------|-------|------|
|                |       |      | %     |      | %     |      | %     |      | %     |      |
| TOTAL ALL AGES | 199   | 100% | 193   | 100% | 141   | 100% | 215   | 100% | 238   | 100% |
| 56+            | 23    | 12%  | 23    | 12%  | 13    | 9%   | 24    | 11%  | 23    | 10%  |
| 50-55          | 41    | 21%  | 43    | 22%  | 41    | 29%  | 43    | 20%  | 43    | 18%  |
| 40-49          | 75    | 38%  | 81    | 42%  | 50    | 35%  | 90    | 42%  | 100   | 42%  |
| 39 & Under     | 60    | 30%  | 46    | 24%  | 37    | 26%  | 58    | 27%  | 72    | 30%  |

Performance Appraisal Ratings - FY 2000

|                        | TOTAL<br>RATED | %    | OUTSTANDING | %   | EXCELLENT | %    | FULLY<br>SUCCESSFUL | %   | MIN.<br>SUCCESSFUL | %    |
|------------------------|----------------|------|-------------|-----|-----------|------|---------------------|-----|--------------------|------|
| TOTAL                  | 2455           | 100% | 975         | 40% | 1257      | 51%  | 217                 | 9%  | 6                  | 0.2% |
| FEMALE                 | 952            | 100% | 420         | 44% | 453       | 48%  | 78                  | 8%  | 1                  | 0.1% |
| MALE                   | 1503           | 100% | 555         | 37% | 804       | 53%  | 139                 | 9%  | 5                  | 1%   |
| AFRICAN AMERICAN       | 334            | 100% | 123         | 37% | 175       | 52%  | 36                  | 11% | 0                  | 0.0% |
| FEMALE                 | 242            | 100% | 99          | 41% | 120       | 50%  | 23                  | 10% | 0                  | 0.0% |
| MALE                   | 92             | 100% | 24          | 26% | 55        | 60%  | 13                  | 14% | 0                  | 0.0% |
| ASIAN PACIFIC AMERICAN | 179            | 100% | 56          | 31% | 106       | 59%  | 17                  | 9%  | 0                  | 0%   |
| FEMALE                 | 41             | 100% | 15          | 37% | 21        | 51%  | 5                   | 12% | 0                  | 0%   |
| MALE                   | 138            | 100% | 41          | 30% | 85        | 62%  | 12                  | 9%  | 0                  | 0%   |
| HISPANIC               | 55             | 100% | 14          | 25% | 30        | 55%  | 11                  | 20% | 0                  | 0%   |
| FEMALE                 | 19             | 100% | 6           | 32% | 10        | 53%  | 3                   | 16% | 0                  | 0%   |
| MALE                   | 36             | 100% | 8           | 22% | 20        | 56%  | 8                   | 22% | 0                  | 0%   |
| NATIVE AMERICAN        | 7              | 100% | 4           | 57% | 2         | 29%  | 1                   | 14% | 0                  | 0%   |
| FEMALE                 | 1              | 100% | 0           | 0%  | 1         | 100% | 0                   | 0%  | 0                  | 0%   |
| MALE                   | 6              | 100% | 4           | 67% | 1         | 17%  | 1                   | 17% | 0                  | 0%   |
| WHITE                  | 1880           | 100% | 778         | 41% | 944       | 50%  | 152                 | 8%  | 6                  | 0.3% |
| FEMALE                 | 649            | 100% | 300         | 46% | 301       | 46%  | 47                  | 7%  | 1                  | 0.2% |
| MALE                   | 1231           | 100% | 478         | 39% | 643       | 52%  | 105                 | 9%  | 5                  | 0.4% |

PERFORMANCE APPRAISAL RATINGS - FY 1999

|                        | TOTAL<br>RATED | %    | OUTSTANDING | %   | EXCELLENT | %   | FULLY<br>SUCCESSFUL | %   | MIN.<br>SUCCESSFUL | %    |
|------------------------|----------------|------|-------------|-----|-----------|-----|---------------------|-----|--------------------|------|
| TOTAL                  | 2433           | 100% | 918         | 38% | 1295      | 53% | 211                 | 9%  | 9                  | 0.4% |
| FEMALE                 | 938            | 100% | 388         | 41% | 470       | 50% | 76                  | 8%  | 4                  | 0.4% |
| MALE                   | 1495           | 100% | 530         | 35% | 825       | 55% | 135                 | 9%  | 5                  | 1%   |
| AFRICAN AMERICAN       | 330            | 100% | 91          | 28% | 199       | 60% | 38                  | 12% | 2                  | 0.6% |
| FEMALE                 | 230            | 100% | 71          | 31% | 135       | 59% | 22                  | 10% | 2                  | 0.9% |
| MALE                   | 100            | 100% | 20          | 20% | 64        | 64% | 16                  | 16% | 0                  | 0.0% |
| ASIAN PACIFIC AMERICAN | 177            | 100% | 49          | 28% | 107       | 60% | 20                  | 11% | 1                  | 1%   |
| FEMALE                 | 39             | 100% | 14          | 36% | 22        | 56% | 3                   | 8%  | 0                  | 0%   |
| MALE                   | 138            | 100% | 35          | 25% | 85        | 62% | 17                  | 12% | 1                  | 1%   |
| HISPANIC               | 51             | 100% | 9           | 18% | 32        | 63% | 10                  | 20% | 0                  | 0%   |
| FEMALE                 | 17             | 100% | 5           | 29% | 8         | 47% | 4                   | 24% | 0                  | 0%   |
| MALE                   | 34             | 100% | 4           | 12% | 24        | 71% | 6                   | 18% | 0                  | 0%   |
| NATIVE AMERICAN        | 8              | 100% | 2           | 25% | 4         | 50% | 2                   | 25% | 0                  | 0%   |
| FEMALE                 | 3              | 100% | 1           | 33% | 2         | 67% | 0                   | 0%  | 0                  | 0%   |
| MALE                   | 5              | 100% | 1           | 20% | 2         | 40% | 2                   | 40% | 0                  | 0%   |
| WHITE                  | 1867           | 100% | 767         | 41% | 953       | 51% | 141                 | 8%  | 6                  | 0.3% |
| FEMALE                 | 649            | 100% | 297         | 46% | 303       | 47% | 47                  | 7%  | 2                  | 0.3% |
| MALE                   | 1218           | 100% | 470         | 39% | 650       | 53% | 94                  | 8%  | 4                  | 0.3% |



PERFORMANCE APPRAISAL RATINGS - FY 1998

|                        | TOTAL<br>RATED | %    | OUTSTANDING | %   | EXCELLENT | %   | FULLY<br>SUCCESSFUL | %   | MIN.<br>SUCCESSFUL | %    |
|------------------------|----------------|------|-------------|-----|-----------|-----|---------------------|-----|--------------------|------|
| TOTAL                  | 2622           | 100% | 891         | 34% | 1421      | 54% | 303                 | 12% | 7                  | 0.3% |
| FEMALE                 | 1011           | 100% | 370         | 37% | 542       | 54% | 96                  | 9%  | 3                  | 0.3% |
| MALE                   | 1611           | 100% | 521         | 32% | 879       | 55% | 207                 | 13% | 4                  | 1%   |
| AFRICAN AMERICAN       | 356            | 100% | 91          | 26% | 210       | 59% | 52                  | 15% | 3                  | 0.8% |
| FEMALE                 | 248            | 100% | 69          | 28% | 146       | 59% | 31                  | 13% | 2                  | 0.8% |
| MALE                   | 108            | 100% | 22          | 20% | 64        | 59% | 21                  | 19% | 1                  | 0.9% |
| ASIAN PACIFIC AMERICAN | 181            | 100% | 43          | 24% | 110       | 61% | 28                  | 15% | 0                  | 0%   |
| FEMALE                 | 40             | 100% | 11          | 28% | 27        | 68% | 2                   | 5%  | 0                  | 0%   |
| MALE                   | 141            | 100% | 32          | 23% | 83        | 59% | 26                  | 18% | 0                  | 0%   |
| HISPANIC               | 55             | 100% | 11          | 20% | 37        | 67% | 7                   | 13% | 0                  | 0%   |
| FEMALE                 | 21             | 100% | 5           | 24% | 14        | 67% | 2                   | 10% | 0                  | 0%   |
| MALE                   | 34             | 100% | 6           | 18% | 23        | 68% | 5                   | 15% | 0                  | 0%   |
| NATIVE AMERICAN        | 7              | 100% | 3           | 43% | 3         | 43% | 1                   | 14% | 0                  | 0%   |
| FEMALE                 | 2              | 100% | 1           | 50% | 1         | 50% | 0                   | 0%  | 0                  | 0%   |
| MALE                   | 5              | 100% | 2           | 40% | 2         | 40% | 1                   | 20% | 0                  | 0%   |
| WHITE                  | 2023           | 100% | 743         | 37% | 1061      | 52% | 215                 | 11% | 4                  | 0.2% |
| FEMALE                 | 700            | 100% | 284         | 41% | 354       | 51% | 61                  | 9%  | 1                  | 0.1% |
| MALE                   | 1323           | 100% | 459         | 35% | 707       | 53% | 154                 | 12% | 3                  | 0.2% |

PERFORMANCE APPRAISAL RATINGS - FY 1997

|                        | TOTAL<br>RATED |      | OUTSTANDING |     | EXCELLENT |      | FULLY<br>SUCCESSFUL |     | MIN.<br>SUCCESSFUL |      |
|------------------------|----------------|------|-------------|-----|-----------|------|---------------------|-----|--------------------|------|
|                        |                | %    |             | %   |           | %    |                     | %   |                    | %    |
| TOTAL                  | 2681           | 100% | 1189        | 44% | 1266      | 47%  | 221                 | 8%  | 5                  | 0.2% |
| FEMALE                 | 1053           | 100% | 528         | 50% | 446       | 42%  | 77                  | 7%  | 2                  | 0.2% |
| MALE                   | 1628           | 100% | 661         | 41% | 820       | 50%  | 144                 | 9%  | 3                  | 0.5% |
| AFRICAN AMERICAN       | 362            | 100% | 146         | 40% | 168       | 46%  | 47                  | 13% | 1                  | 0.3% |
| FEMALE                 | 258            | 100% | 113         | 44% | 111       | 43%  | 33                  | 13% | 1                  | 0.4% |
| MALE                   | 104            | 100% | 33          | 32% | 57        | 55%  | 14                  | 13% | 0                  | 0.0% |
| ASIAN PACIFIC AMERICAN | 176            | 100% | 61          | 35% | 98        | 56%  | 16                  | 9%  | 1                  | 1%   |
| FEMALE                 | 41             | 100% | 16          | 39% | 24        | 59%  | 0                   | 0%  | 1                  | 2%   |
| MALE                   | 135            | 100% | 45          | 33% | 74        | 55%  | 16                  | 12% | 0                  | 0%   |
| HISPANIC               | 53             | 100% | 12          | 23% | 36        | 68%  | 5                   | 9%  | 0                  | 0%   |
| FEMALE                 | 18             | 100% | 3           | 17% | 14        | 78%  | 1                   | 6%  | 0                  | 0%   |
| MALE                   | 35             | 100% | 9           | 26% | 22        | 63%  | 4                   | 11% | 0                  | 0%   |
| NATIVE AMERICAN        | 6              | 100% | 2           | 33% | 3         | 50%  | 1                   | 17% | 0                  | 0%   |
| FEMALE                 | 2              | 100% | 0           | 0%  | 2         | 100% | 0                   | 0%  | 0                  | 0%   |
| MALE                   | 4              | 100% | 2           | 50% | 1         | 25%  | 1                   | 25% | 0                  | 0%   |
| WHITE                  | 2084           | 100% | 968         | 46% | 961       | 46%  | 152                 | 7%  | 3                  | 0.1% |
| FEMALE                 | 734            | 100% | 396         | 54% | 295       | 40%  | 43                  | 6%  | 0                  | 0%   |
| MALE                   | 1350           | 100% | 572         | 42% | 666       | 49%  | 109                 | 8%  | 3                  | 0.2% |

Age Group: Performance Appraisal Ratings

FY 2000

|                    | TOTAL<br>RATED | %*          | O          | %*         | E           | %*         | FS         | %*         | MS       | %*          |
|--------------------|----------------|-------------|------------|------------|-------------|------------|------------|------------|----------|-------------|
| <b>TOTAL</b>       | <b>2405</b>    | <b>100%</b> | <b>954</b> | <b>40%</b> | <b>1230</b> | <b>51%</b> | <b>215</b> | <b>9%</b>  | <b>6</b> | <b>0.2%</b> |
| <b>56+</b>         | <b>534</b>     | <b>100%</b> | <b>161</b> | <b>30%</b> | <b>305</b>  | <b>57%</b> | <b>67</b>  | <b>13%</b> | <b>1</b> | <b>0.2%</b> |
| <b>50-55</b>       | <b>561</b>     | <b>100%</b> | <b>224</b> | <b>40%</b> | <b>282</b>  | <b>50%</b> | <b>53</b>  | <b>9%</b>  | <b>2</b> | <b>0%</b>   |
| <b>40-49</b>       | <b>846</b>     | <b>100%</b> | <b>376</b> | <b>44%</b> | <b>402</b>  | <b>48%</b> | <b>65</b>  | <b>8%</b>  | <b>3</b> | <b>0.4%</b> |
| <b>39 and less</b> | <b>464</b>     | <b>100%</b> | <b>193</b> | <b>42%</b> | <b>241</b>  | <b>52%</b> | <b>30</b>  | <b>6%</b>  | <b>0</b> | <b>0.0%</b> |

FY 1999

|                    | TOTAL<br>RATED | %*          | O          | %*         | E           | %*         | FS         | %*         | MS       | %*          |
|--------------------|----------------|-------------|------------|------------|-------------|------------|------------|------------|----------|-------------|
| <b>TOTAL</b>       | <b>2433</b>    | <b>100%</b> | <b>918</b> | <b>38%</b> | <b>1295</b> | <b>53%</b> | <b>211</b> | <b>9%</b>  | <b>9</b> | <b>0.4%</b> |
| <b>56+</b>         | <b>585</b>     | <b>100%</b> | <b>161</b> | <b>28%</b> | <b>352</b>  | <b>60%</b> | <b>68</b>  | <b>12%</b> | <b>4</b> | <b>0.7%</b> |
| <b>50-55</b>       | <b>558</b>     | <b>100%</b> | <b>226</b> | <b>41%</b> | <b>289</b>  | <b>52%</b> | <b>42</b>  | <b>8%</b>  | <b>1</b> | <b>0%</b>   |
| <b>40-49</b>       | <b>845</b>     | <b>100%</b> | <b>335</b> | <b>40%</b> | <b>431</b>  | <b>51%</b> | <b>76</b>  | <b>9%</b>  | <b>3</b> | <b>0.4%</b> |
| <b>39 and less</b> | <b>445</b>     | <b>100%</b> | <b>196</b> | <b>44%</b> | <b>223</b>  | <b>50%</b> | <b>25</b>  | <b>6%</b>  | <b>1</b> | <b>0.2%</b> |

FY 1998

|                    | TOTAL<br>RATED | %*          | O          | %*         | E           | %*         | FS         | %*         | MS       | %*          |
|--------------------|----------------|-------------|------------|------------|-------------|------------|------------|------------|----------|-------------|
| <b>TOTAL</b>       | <b>2622</b>    | <b>100%</b> | <b>891</b> | <b>34%</b> | <b>1421</b> | <b>54%</b> | <b>303</b> | <b>12%</b> | <b>7</b> | <b>0.3%</b> |
| <b>56+</b>         | <b>513</b>     | <b>100%</b> | <b>138</b> | <b>27%</b> | <b>302</b>  | <b>59%</b> | <b>72</b>  | <b>14%</b> | <b>1</b> | <b>0.2%</b> |
| <b>50-55</b>       | <b>557</b>     | <b>100%</b> | <b>190</b> | <b>34%</b> | <b>304</b>  | <b>55%</b> | <b>63</b>  | <b>11%</b> | <b>0</b> | <b>0%</b>   |
| <b>40-49</b>       | <b>935</b>     | <b>100%</b> | <b>336</b> | <b>36%</b> | <b>476</b>  | <b>51%</b> | <b>119</b> | <b>13%</b> | <b>4</b> | <b>0.4%</b> |
| <b>39 and less</b> | <b>617</b>     | <b>100%</b> | <b>227</b> | <b>37%</b> | <b>339</b>  | <b>55%</b> | <b>49</b>  | <b>8%</b>  | <b>2</b> | <b>0.3%</b> |

FY 1997

|                    | TOTAL<br>RATED | %*          | O           | %*         | E           | %*         | FS         | %*         | MS       | %*          |
|--------------------|----------------|-------------|-------------|------------|-------------|------------|------------|------------|----------|-------------|
| <b>TOTAL</b>       | <b>2681</b>    | <b>100%</b> | <b>1189</b> | <b>44%</b> | <b>1266</b> | <b>47%</b> | <b>221</b> | <b>8%</b>  | <b>5</b> | <b>0.2%</b> |
| <b>56+</b>         | <b>497</b>     | <b>100%</b> | <b>197</b>  | <b>40%</b> | <b>247</b>  | <b>50%</b> | <b>51</b>  | <b>10%</b> | <b>2</b> | <b>0.4%</b> |
| <b>50-55</b>       | <b>541</b>     | <b>100%</b> | <b>255</b>  | <b>47%</b> | <b>247</b>  | <b>46%</b> | <b>38</b>  | <b>7%</b>  | <b>1</b> | <b>0.2%</b> |
| <b>40-49</b>       | <b>968</b>     | <b>100%</b> | <b>440</b>  | <b>45%</b> | <b>454</b>  | <b>47%</b> | <b>72</b>  | <b>7%</b>  | <b>2</b> | <b>0.2%</b> |
| <b>39 and less</b> | <b>675</b>     | <b>100%</b> | <b>297</b>  | <b>44%</b> | <b>318</b>  | <b>47%</b> | <b>60</b>  | <b>9%</b>  | <b>0</b> | <b>0%</b>   |

|  |         |      |         |      |         |      |         |      |         |      |
|--|---------|------|---------|------|---------|------|---------|------|---------|------|
| All Awards: NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash (Excludes employees in SES and Senior Level pay plans) |         |      |         |      |         |      |         |      |         |      |
|  | FY 2001 |      | FY 2000 |      | FY 1999 |      | FY 1998 |      | FY 1997 |      |
|  |         | %    |         | %    |         | %    |         | %    |         | %    |
| TOTAL  | 2113    | 100% | 2108    | 100% | 2000    | 100% | 1746    | 100% | 1689    | 100% |
| FEMALE   | 879     | 42%  | 861     | 41%  | 871     | 44%  | 696     | 40%  | 707     | 42%  |
| MALE   | 1234    | 58%  | 1247    | 59%  | 1129    | 56%  | 1050    | 60%  | 982     | 58%  |
| AFRICAN AMERICAN   | 273     | 13%  | 278     | 13%  | 300     | 15%  | 218     | 12%  | 224     | 13%  |
| FEMALE   | 213     | 10%  | 210     | 10%  | 214     | 11%  | 144     | 8%   | 155     | 9%   |
| MALE   | 60      | 3%   | 68      | 3%   | 86      | 4%   | 74      | 4%   | 69      | 4%   |
| ASIAN PACIFIC AMERICAN   | 115     | 5%   | 111     | 5%   | 103     | 5%   | 98      | 6%   | 77      | 5%   |
| FEMALE   | 36      | 2%   | 40      | 2%   | 34      | 2%   | 32      | 2%   | 23      | 1%   |
| MALE   | 79      | 4%   | 71      | 3%   | 69      | 3%   | 66      | 4%   | 54      | 3%   |
| HISPANIC   | 44      | 2%   | 52      | 2%   | 38      | 2%   | 38      | 2%   | 42      | 2%   |
| FEMALE   | 16      | 1%   | 19      | 1%   | 12      | 1%   | 12      | 1%   | 15      | 1%   |
| MALE   | 28      | 1%   | 33      | 2%   | 26      | 1%   | 26      | 1%   | 27      | 2%   |
| NATIVE AMERICAN  | 6       | 0.3% | 7       | 0.3% | 8       | 0.4% | 8       | 0.5% | 7       | 0.4% |
| FEMALE   | 0       | 0.0% | 4       | 0.2% | 4       | 0.2% | 4       | 0.2% | 2       | 0.1% |
| MALE   | 6       | 0.3% | 3       | 0.1% | 4       | 0.2% | 4       | 0.2% | 5       | 0.3% |
| WHITE  | 1675    | 79%  | 1660    | 79%  | 1551    | 78%  | 1384    | 79%  | 1339    | 79%  |
| FEMALE   | 614     | 29%  | 588     | 28%  | 607     | 30%  | 504     | 29%  | 512     | 30%  |
| MALE   | 1061    | 50%  | 1072    | 51%  | 944     | 47%  | 880     | 50%  | 827     | 49%  |

Age Group: Awards--NRC Meritorious & Distinguished Service, HQI, Performance, and Instant Cash (Excludes employees in SES and Senior Level pay plans.)

|                       | FY 01       |             | FY 00       |             | FY 99       |             | FY 98       |             | FY 97       |             |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                       |             | %           |             | %           |             | %           |             | %           |             | %           |
| <b>TOTAL ALL AGES</b> | <b>2113</b> | <b>100%</b> | <b>2108</b> | <b>100%</b> | <b>2000</b> | <b>100%</b> | <b>1742</b> | <b>100%</b> | <b>1679</b> | <b>100%</b> |
| <b>56+</b>            | <b>379</b>  | <b>18%</b>  | <b>373</b>  | <b>18%</b>  | <b>395</b>  | <b>20%</b>  | <b>369</b>  | <b>21%</b>  | <b>412</b>  | <b>25%</b>  |
| <b>50-55</b>          | <b>499</b>  | <b>24%</b>  | <b>483</b>  | <b>23%</b>  | <b>486</b>  | <b>24%</b>  | <b>422</b>  | <b>24%</b>  | <b>396</b>  | <b>24%</b>  |
| <b>40-49</b>          | <b>801</b>  | <b>38%</b>  | <b>818</b>  | <b>39%</b>  | <b>724</b>  | <b>36%</b>  | <b>625</b>  | <b>36%</b>  | <b>579</b>  | <b>34%</b>  |
| <b>39 &amp; Under</b> | <b>434</b>  | <b>21%</b>  | <b>434</b>  | <b>21%</b>  | <b>395</b>  | <b>20%</b>  | <b>326</b>  | <b>19%</b>  | <b>292</b>  | <b>17%</b>  |

PATCOB Categories - FY 2001

DATA AS OF SEPTEMBER 30, 2001

|                        | ON BOARD |            | PROFESSIONAL |            | TECHNICAL |            | ADMINISTRATIVE |            | CLERICAL |            | OTHER |            | BLUE COLLAR |            |
|------------------------|----------|------------|--------------|------------|-----------|------------|----------------|------------|----------|------------|-------|------------|-------------|------------|
|                        | NO.      | % OF TOTAL | NO.          | % OF TOTAL | NO.       | % OF TOTAL | NO.            | % OF TOTAL | NO.      | % OF TOTAL | NO.   | % OF TOTAL | NO.         | % OF TOTAL |
| TOTAL                  | 2826     | 100.00%    | 1750         | 100.00%    | 197       | 100.00%    | 603            | 100.00%    | 264      | 100.00%    | 5     | 100.00%    | 7           | 100.00%    |
| FEMALE                 | 1067     | 37.76%     | 320          | 18.29%     | 177       | 89.85%     | 317            | 52.57%     | 250      | 94.70%     | 2     | 40.00%     | 1           | 14.29%     |
| MALE                   | 1759     | 62.24%     | 1430         | 81.71%     | 20        | 10.15%     | 286            | 47.43%     | 14       | 5.30%      | 3     | 60.00%     | 6           | 85.71%     |
| AFRICAN AMERICAN       | 367      | 12.99%     | 109          | 6.23%      | 67        | 34.01%     | 123            | 20.40%     | 65       | 24.62%     | 1     | 20.00%     | 2           | 28.57%     |
| FEMALE                 | 258      | 9.13%      | 53           | 3.03%      | 60        | 30.46%     | 85             | 14.10%     | 59       | 22.35%     | 1     | 20.00%     | 0           | 0.00%      |
| MALE                   | 109      | 3.86%      | 56           | 3.20%      | 7         | 3.55%      | 38             | 6.30%      | 6        | 2.27%      | 0     | 0.00%      | 2           | 28.57%     |
| ASIAN PACIFIC AMERICAN | 195      | 6.90%      | 163          | 9.31%      | 11        | 5.58%      | 13             | 2.16%      | 7        | 2.65%      | 1     | 20.00%     | 0           | 0.00%      |
| FEMALE                 | 49       | 1.73%      | 21           | 1.20%      | 10        | 5.08%      | 11             | 1.82%      | 7        | 2.65%      | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 146      | 5.17%      | 142          | 8.11%      | 1         | 0.51%      | 2              | 0.33%      | 0        | 0.00%      | 1     | 20.00%     | 0           | 0.00%      |
| HISPANIC               | 90       | 3.18%      | 64           | 3.66%      | 6         | 3.05%      | 9              | 1.49%      | 9        | 3.41%      | 2     | 40.00%     | 0           | 0.00%      |
| FEMALE                 | 32       | 1.13%      | 13           | 0.74%      | 5         | 2.54%      | 4              | 0.66%      | 9        | 3.41%      | 1     | 20.00%     | 0           | 0.00%      |
| MALE                   | 58       | 2.05%      | 51           | 2.91%      | 1         | 0.51%      | 5              | 0.83%      | 0        | 0.00%      | 1     | 20.00%     | 0           | 0.00%      |
| NATIVE AMERICAN        | 9        | 0.32%      | 5            | 0.29%      | 0         | 0.00%      | 3              | 0.50%      | 1        | 0.38%      | 0     | 0.00%      | 0           | 0.00%      |
| FEMALE                 | 2        | 0.07%      | 1            | 0.06%      | 0         | 0.00%      | 1              | 0.17%      | 0        | 0.00%      | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 7        | 0.25%      | 4            | 0.23%      | 0         | 0.00%      | 2              | 0.33%      | 1        | 0.38%      | 0     | 0.00%      | 0           | 0.00%      |
| WHITE                  | 2165     | 76.61%     | 1409         | 80.51%     | 113       | 57.36%     | 455            | 75.46%     | 182      | 68.94%     | 1     | 20.00%     | 5           | 71.43%     |
| FEMALE                 | 726      | 25.69%     | 232          | 13.26%     | 102       | 51.78%     | 216            | 35.82%     | 175      | 66.29%     | 0     | 0.00%      | 1           | 14.29%     |
| MALE                   | 1439     | 50.92%     | 1177         | 67.26%     | 11        | 5.58%      | 239            | 39.64%     | 7        | 2.65%      | 1     | 20.00%     | 4           | 57.14%     |

PATCOB Categories - FY 2000

DATA AS OF SEPTEMBER 30, 2000

|                        | ON BOARD |            | PROFESSIONAL |            | TECHNICAL |            | ADMINISTRATIVE |            | CLERICAL |            | OTHER |            | BLUE COLLAR |            |
|------------------------|----------|------------|--------------|------------|-----------|------------|----------------|------------|----------|------------|-------|------------|-------------|------------|
|                        | NO.      | % OF TOTAL | NO.          | % OF TOTAL | NO.       | % OF TOTAL | NO.            | % OF TOTAL | NO.      | % OF TOTAL | NO.   | % OF TOTAL | NO.         | % OF TOTAL |
| TOTAL                  | 2828     | 100.00%    | 1748         | 100.00%    | 191       | 100.00%    | 592            | 100.00%    | 287      | 100.00%    | 9     | 100.00%    | 7           | 100.00%    |
| FEMALE                 | 1064     | 37.62%     | 806          | 17.51%     | 172       | 90.05%     | 312            | 52.70%     | 272      | 94.77%     | 1     | 33.33%     | 1           | 14.29%     |
| MALE                   | 1764     | 62.38%     | 1442         | 82.49%     | 19        | 9.95%      | 280            | 47.30%     | 15       | 5.23%      | 2     | 66.67%     | 6           | 85.71%     |
| AFRICAN AMERICAN       | 368      | 13.01%     | 110          | 6.29%      | 64        | 33.51%     | 119            | 20.10%     | 73       | 25.44%     | 0     | 0.00%      | 2           | 28.57%     |
| FEMALE                 | 258      | 9.12%      | 50           | 2.86%      | 57        | 29.84%     | 84             | 14.19%     | 67       | 23.34%     | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 110      | 3.89%      | 60           | 3.43%      | 7         | 3.66%      | 35             | 5.91%      | 6        | 2.09%      | 0     | 0.00%      | 2           | 28.57%     |
| ASIAN PACIFIC AMERICAN | 196      | 6.93%      | 170          | 9.73%      | 10        | 5.24%      | 9              | 1.52%      | 7        | 2.44%      | 0     | 0.00%      | 0           | 0.00%      |
| FEMALE                 | 46       | 1.63%      | 22           | 1.26%      | 9         | 4.71%      | 8              | 1.35%      | 7        | 2.44%      | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 150      | 5.30%      | 148          | 8.47%      | 1         | 0.52%      | 1              | 0.17%      | 0        | 0.00%      | 0     | 0.00%      | 0           | 0.00%      |
| HISPANIC               | 71       | 2.51%      | 43           | 2.46%      | 7         | 3.66%      | 11             | 1.86%      | 9        | 3.14%      | 1     | 33.33%     | 0           | 0.00%      |
| FEMALE                 | 27       | 0.95%      | 7            | 0.40%      | 6         | 3.14%      | 4              | 0.68%      | 9        | 3.14%      | 1     | 33.33%     | 0           | 0.00%      |
| MALE                   | 44       | 1.56%      | 36           | 2.06%      | 1         | 0.52%      | 7              | 1.18%      | 0        | 0.00%      | 0     | 0.00%      | 0           | 0.00%      |
| NATIVE AMERICAN        | 7        | 0.25%      | 3            | 0.17%      | 0         | 0.00%      | 3              | 0.51%      | 1        | 0.35%      | 0     | 0.00%      | 0           | 0.00%      |
| FEMALE                 | 2        | 0.07%      | 1            | 0.06%      | 0         | 0.00%      | 1              | 0.17%      | 0        | 0.00%      | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 5        | 0.18%      | 2            | 0.11%      | 0         | 0.00%      | 2              | 0.34%      | 1        | 0.35%      | 0     | 0.00%      | 0           | 0.00%      |
| WHITE                  | 2186     | 77.30%     | 1422         | 81.35%     | 110       | 57.59%     | 450            | 76.01%     | 197      | 68.64%     | 2     | 66.67%     | 5           | 71.43%     |
| FEMALE                 | 731      | 25.85%     | 226          | 12.93%     | 100       | 52.36%     | 215            | 36.32%     | 189      | 65.85%     | 0     | 0.00%      | 1           | 14.29%     |
| MALE                   | 1455     | 51.45%     | 1196         | 68.42%     | 10        | 5.24%      | 235            | 39.70%     | 8        | 2.79%      | 2     | 66.67%     | 4           | 57.14%     |

PATCOB Categories - FY 1999

DATA AS OF SEPTEMBER 30, 1999

|                        | ON BOARD |            | PROFESSIONAL |            | TECHNICAL |            | ADMINISTRATIVE |            | CLERICAL |            | OTHER |            | BLUE COLLAR |            |
|------------------------|----------|------------|--------------|------------|-----------|------------|----------------|------------|----------|------------|-------|------------|-------------|------------|
|                        | NO.      | % OF TOTAL | NO.          | % OF TOTAL | NO.       | % OF TOTAL | NO.            | % OF TOTAL | NO.      | % OF TOTAL | NO.   | % OF TOTAL | NO.         | % OF TOTAL |
| TOTAL                  | 2832     | 100.00%    | 1756         | 100.00%    | 200       | 100.00%    | 573            | 100.00%    | 291      | 100.00%    | 3     | 100.00%    | 9           | 100.00%    |
| FEMALE                 | 1055     | 37.26%     | 302          | 17.20%     | 178       | 89.00%     | 301            | 52.53%     | 273      | 93.81%     | 0     | 0.00%      | 1           | 11.11%     |
| MALE                   | 1777     | 62.75%     | 1454         | 82.80%     | 22        | 11.00%     | 272            | 47.47%     | 18       | 6.19%      | 3     | 100.00%    | 8           | 88.89%     |
| AFRICAN AMERICAN       | 366      | 12.92%     | 114          | 6.49%      | 72        | 36.00%     | 111            | 19.37%     | 66       | 22.68%     | 0     | 0.00%      | 3           | 33.33%     |
| FEMALE                 | 252      | 8.90%      | 50           | 2.85%      | 64        | 32.00%     | 78             | 13.61%     | 60       | 20.62%     | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 114      | 4.03%      | 64           | 3.64%      | 8         | 4.00%      | 33             | 5.76%      | 6        | 2.06%      | 0     | 0.00%      | 3           | 33.33%     |
| ASIAN PACIFIC AMERICAN | 196      | 6.92%      | 172          | 9.79%      | 7         | 3.50%      | 10             | 1.75%      | 7        | 2.41%      | 0     | 0.00%      | 0           | 0.00%      |
| FEMALE                 | 45       | 1.59%      | 23           | 1.31%      | 6         | 3.00%      | 9              | 1.57%      | 7        | 2.41%      | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 151      | 5.33%      | 149          | 8.49%      | 1         | 0.50%      | 1              | 0.17%      | 0        | 0.00%      | 0     | 0.00%      | 0           | 0.00%      |
| HISPANIC               | 63       | 2.22%      | 38           | 2.16%      | 5         | 2.50%      | 10             | 1.75%      | 9        | 3.09%      | 1     | 33.33%     | 0           | 0.00%      |
| FEMALE                 | 23       | 0.81%      | 6            | 0.34%      | 4         | 2.00%      | 4              | 0.70%      | 9        | 3.09%      | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 40       | 1.41%      | 32           | 1.82%      | 1         | 0.50%      | 6              | 1.05%      | 0        | 0.00%      | 1     | 33.33%     | 0           | 0.00%      |
| NATIVE AMERICAN        | 9        | 0.32%      | 3            | 0.17%      | 2         | 1.00%      | 2              | 0.35%      | 2        | 0.69%      | 0     | 0.00%      | 0           | 0.00%      |
| FEMALE                 | 4        | 0.14%      | 1            | 0.06%      | 2         | 1.00%      | 0              | 0.00%      | 1        | 0.34%      | 0     | 0.00%      | 0           | 0.00%      |
| MALE                   | 5        | 0.18%      | 2            | 0.11%      | 0         | 0.00%      | 2              | 0.35%      | 1        | 0.34%      | 0     | 0.00%      | 0           | 0.00%      |
| WHITE                  | 2198     | 77.61%     | 1429         | 81.38%     | 114       | 57.00%     | 440            | 76.79%     | 207      | 71.13%     | 2     | 66.67%     | 6           | 66.67%     |
| FEMALE                 | 731      | 25.81%     | 222          | 12.64%     | 102       | 51.00%     | 210            | 36.65%     | 196      | 67.35%     | 0     | 0.00%      | 1           | 11.11%     |
| MALE                   | 1467     | 51.80%     | 1207         | 68.74%     | 12        | 6.00%      | 230            | 40.14%     | 11       | 3.78%      | 2     | 66.67%     | 5           | 55.56%     |



PATCOB Categories - FY 1998

DATA AS OF SEPTEMBER 30, 1998

|                        | ON BOARD |            | PROFESSIONAL |            | TECHNICAL |            | ADMINISTRATIVE |            | CLERICAL |            | BLUE COLLAR |            |
|------------------------|----------|------------|--------------|------------|-----------|------------|----------------|------------|----------|------------|-------------|------------|
|                        | NO.      | % OF TOTAL | NO.          | % OF TOTAL | NO.       | % OF TOTAL | NO.            | % OF TOTAL | NO.      | % OF TOTAL | NO.         | % OF TOTAL |
| TOTAL                  | 2981     | 100.00%    | 1824         | 100.00%    | 230       | 100.00%    | 584            | 100.00%    | 312      | 100.00%    | 11          | 100.00%    |
| FEMALE                 | 1093     | 36.91%     | 295          | 16.17%     | 204       | 88.70%     | 298            | 51.03%     | 294      | 94.23%     | 2           | 18.18%     |
| MALE                   | 1888     | 63.09%     | 1529         | 83.83%     | 26        | 11.30%     | 286            | 48.97%     | 18       | 5.77%      | 9           | 81.82%     |
| AFRICAN AMERICAN       | 374      | 12.63%     | 112          | 6.14%      | 76        | 33.04%     | 112            | 19.18%     | 71       | 22.76%     | 3           | 27.27%     |
| FEMALE                 | 256      | 8.65%      | 44           | 2.41%      | 68        | 29.57%     | 79             | 13.53%     | 65       | 20.83%     | 0           | 0.00%      |
| MALE                   | 118      | 3.99%      | 68           | 3.73%      | 8         | 3.48%      | 33             | 5.65%      | 6        | 1.92%      | 3           | 27.27%     |
| ASIAN PACIFIC AMERICAN | 200      | 6.75%      | 177          | 9.70%      | 8         | 3.48%      | 9              | 1.54%      | 6        | 1.92%      | 0           | 0.00%      |
| FEMALE                 | 46       | 1.55%      | 24           | 1.32%      | 7         | 3.04%      | 9              | 1.54%      | 6        | 1.92%      | 0           | 0.00%      |
| MALE                   | 154      | 5.20%      | 153          | 8.39%      | 1         | 0.43%      | 0              | 0.00%      | 0        | 0.00%      | 0           | 0.00%      |
| HISPANIC               | 62       | 2.09%      | 36           | 1.97%      | 5         | 2.17%      | 11             | 1.88%      | 10       | 3.21%      | 0           | 0.00%      |
| FEMALE                 | 23       | 0.78%      | 6            | 0.33%      | 4         | 1.74%      | 3              | 0.51%      | 10       | 3.21%      | 0           | 0.00%      |
| MALE                   | 39       | 1.32%      | 30           | 1.64%      | 1         | 0.43%      | 8              | 1.37%      | 0        | 0.00%      | 0           | 0.00%      |
| NATIVE AMERICAN        | 8        | 0.27%      | 2            | 0.11%      | 3         | 1.30%      | 2              | 0.34%      | 1        | 0.32%      | 0           | 0.00%      |
| FEMALE                 | 3        | 0.10%      | 0            | 0.00%      | 2         | 0.87%      | 0              | 0.00%      | 1        | 0.32%      | 0           | 0.00%      |
| MALE                   | 5        | 0.17%      | 2            | 0.11%      | 1         | 0.43%      | 2              | 0.34%      | 0        | 0.00%      | 0           | 0.00%      |
| WHITE                  | 2317     | 78.25%     | 1497         | 82.07%     | 138       | 60.00%     | 450            | 77.05%     | 224      | 71.79%     | 8           | 72.73%     |
| FEMALE                 | 765      | 25.84%     | 221          | 12.12%     | 123       | 53.48%     | 207            | 35.45%     | 212      | 67.95%     | 2           | 18.18%     |
| MALE                   | 1552     | 52.41%     | 1276         | 69.96%     | 15        | 6.52%      | 243            | 41.61%     | 12       | 3.85%      | 6           | 54.55%     |

PATCOB Categories - FY 1997

DATA AS OF SEPTEMBER 30, 1997

|                        | ON BOARD |            | PROFESSIONAL |            | TECHNICAL |            | ADMINISTRATIVE |            | CLERICAL |            | BLUE COLLAR |            |
|------------------------|----------|------------|--------------|------------|-----------|------------|----------------|------------|----------|------------|-------------|------------|
|                        | NO.      | % OF TOTAL | NO.          | % OF TOTAL | NO.       | % OF TOTAL | NO.            | % OF TOTAL | NO.      | % OF TOTAL | NO.         | % OF TOTAL |
| TOTAL                  | 3047     | 100.00%    | 1875         | 100.00%    | 249       | 100.00%    | 587            | 100.00%    | 325      | 100.00%    | 11          | 100.00%    |
| FEMALE                 | 1130     | 37.09%     | 305          | 16.27%     | 222       | 89.16%     | 296            | 50.43%     | 305      | 93.85%     | 2           | 18.18%     |
| MALE                   | 1917     | 62.91%     | 1570         | 83.73%     | 27        | 10.84%     | 291            | 49.57%     | 20       | 6.15%      | 9           | 81.82%     |
| AFRICAN AMERICAN       | 379      | 12.44%     | 112          | 5.97%      | 80        | 32.13%     | 110            | 18.74%     | 74       | 22.77%     | 3           | 27.27%     |
| FEMALE                 | 261      | 8.57%      | 46           | 2.45%      | 72        | 28.92%     | 76             | 12.95%     | 67       | 20.62%     | 0           | 0.00%      |
| MALE                   | 118      | 3.87%      | 66           | 3.52%      | 8         | 3.21%      | 34             | 5.79%      | 7        | 2.15%      | 3           | 27.27%     |
| ASIAN PACIFIC AMERICAN | 197      | 6.47%      | 174          | 9.28%      | 11        | 4.42%      | 9              | 1.53%      | 3        | 0.92%      | 0           | 0.00%      |
| FEMALE                 | 47       | 1.54%      | 25           | 1.33%      | 10        | 4.02%      | 9              | 1.53%      | 3        | 0.92%      | 0           | 0.00%      |
| MALE                   | 150      | 4.92%      | 149          | 7.95%      | 1         | 0.40%      | 0              | 0.00%      | 0        | 0.00%      | 0           | 0.00%      |
| HISPANIC               | 63       | 2.07%      | 36           | 1.92%      | 8         | 3.21%      | 11             | 1.87%      | 8        | 2.46%      | 0           | 0.00%      |
| FEMALE                 | 22       | 0.72%      | 5            | 0.27%      | 6         | 2.41%      | 3              | 0.51%      | 8        | 2.46%      | 0           | 0.00%      |
| MALE                   | 41       | 1.35%      | 31           | 1.65%      | 2         | 0.80%      | 8              | 1.36%      | 0        | 0.00%      | 0           | 0.00%      |
| NATIVE AMERICAN        | 7        | 0.23%      | 2            | 0.11%      | 2         | 0.80%      | 2              | 0.34%      | 1        | 0.31%      | 0           | 0.00%      |
| FEMALE                 | 3        | 0.10%      | 0            | 0.00%      | 2         | 0.80%      | 0              | 0.00%      | 1        | 0.31%      | 0           | 0.00%      |
| MALE                   | 4        | 0.13%      | 2            | 0.11%      | 0         | 0.00%      | 2              | 0.34%      | 0        | 0.00%      | 0           | 0.00%      |
| WHITE                  | 2401     | 78.80%     | 1551         | 82.72%     | 148       | 59.44%     | 455            | 77.51%     | 239      | 73.54%     | 8           | 72.73%     |
| FEMALE                 | 797      | 26.16%     | 229          | 12.21%     | 132       | 53.01%     | 208            | 35.43%     | 226      | 69.54%     | 2           | 18.18%     |
| MALE                   | 1604     | 52.64%     | 1322         | 70.51%     | 16        | 6.43%      | 247            | 42.08%     | 13       | 4.00%      | 6           | 54.55%     |