

Office of Equal Opportunity and Civil Rights

DATE: February 9, 2004

FROM: Ramón Surís Fernández
Director



TO: CMS Managers and Supervisors

SUBJECT: CMS Workforce Data as of December 27, 2003

Consistent with the Equal Employment Opportunity Commission's (EEOC) and the Office of Personnel Management (OPM) regulations, the Office of Equal Opportunity and Civil Rights (OEOCR) informs CMS management about workforce trends related to the representation of EEO groups on a quarterly basis. Attached is the detailed workforce data report as of the pay period ending December 27, 2003. This report contains an aggregate EEO profile for the Agency and includes individual EEO profiles (both numerically and graphically) for each of CMS's major components. The current and past reports are available on the OEOCR homepage.

See: <http://cmsnet.cms.hhs.gov/hpages/oeocr/WorkforceStatistics.htm> or
<http://www.cms.hhs.gov/about/oeocr/WorkforceStatistics.asp>.

Please note that, in order to provide more up-to-date and accurate information, the attached report utilizes 2000 National Civilian Labor Force (CLF) data estimates provided by OPM as opposed to previously referenced 1990 census data. The 2000 estimated figures were used to calculate the percent of parity with the CLF that is displayed in the attached bar graphs. The EEOC is presently using 2000 census data to calculate and update official CLF figures. EEOC anticipates releasing these updated CLF figures from 2000 census data this fall. OEOCR will update the CMS workforce profiles with the official figures once EEOC releases the official 2000 figures.

As reflected in the attached charts, Individuals with Targeted Disabilities and Hispanics remain severely under represented at CMS. See page 3a. Hispanic representation in our workforce (4.6%) remains well below the national CLF figure of 11.8%. Similarly, Individuals with Targeted Disabilities (2.2%) are also underrepresented at CMS when compared to the national CLF figure of 5.9%.

CMS takes every opportunity to interact with prospective employees at Job Fairs and Conferences. Managerial attendance at these and like activities is strongly encouraged. Below is a list of the Job Fair/Conferences that CMS proposes to attend in the coming months. Updates to this list may be viewed by visiting the MPSG site:

<http://www.cms.gov/careers/apply/schedule.asp>.

| | |
|---|--|
| Multi-Ethnic Career & Job Fair <u>February 11, 2004</u> University of Maryland at College Park College Park, MD | Spring Career Fair <u>March 17-18, 2004</u> University of Maryland at College Park College Park, MD |
| HHS-Wide ELP Job Fair <u>February 12, 2004</u> Department of Health & Human Services Washington, DC | Public Policy Career & Internship Fair <u>March 17, 2004</u> George Mason Univ., School of Public Policy Arlington, VA |
| 2004 CVC On-Site Job Fair <u>February 18, 2004</u> Cumberland Valley Consortium Frederick, MD | Spring 2004 Job & Internship Fair <u>March 18, 2004</u> American University Washington, DC |
| Government and Non-Profit Career Expo <u>February 19, 2004</u> Georgetown University Washington, DC | Annual Public Health Career Fair <u>March 31, 2004</u> University of North Carolina – Chapel Hill Chapel Hill, NC |
| Nationwide Recruitment Fair <u>February 19, 2004</u> Office of Personnel Management Miami, FL | DisABILITY Career Expo <u>April 1-2, 2004</u> DisAbility New York, NY |
| Central Maryland College Job Fair <u>February 20, 2004</u> Greater Baltimore Career Consortium Towson, MD | PMI Job Fair <u>April 5-7, 2004</u> Office of Personnel Management Washington, DC |
| Health and Nursing Sciences Day <u>March 1, 2004</u> University of Delaware Wilmington, DE | Multi-Ethnic Job Fair and Career Day for Students with Disabilities <u>April 8, 2004</u> University of Maryland Baltimore County Baltimore, MD |
| Public Health Marketplace <u>March 5, 2004</u> Johns Hopkins University Baltimore, MD | Last Chance Job Fair <u>April 21, 2004</u> Morgan State University Baltimore, MD |
| Spring Career Fair <u>March 10, 2004</u> Coppin State University Baltimore, MD | FAPAC National Conference <u>May 17-21, 2004</u> Federal Asian Pacific American Council San Francisco, CA |

Pursuant to the Equal Employment Opportunity Commission's regulations, managers and supervisors are responsible for promoting the full realization of equal employment opportunity through a continuing affirmative program designed to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, or disability. Your efforts towards hiring and developing a highly qualified, diverse workforce that reflects the demographic profile of our nation are appreciated.

If you have any questions about any of the materials in this distribution, please do not hesitate to contact me on (410) 786-5110.

List of Targeted Disabilities
as defined by the
Equal Employment Opportunity Commission

Codes and Descriptions

Hearing Impairments

- 16 Total deafness in both ears, with understandable speech
- 17 Total deafness in both ears and unable to speak clearly

Vision Impairments

- 23 Inability to read ordinary size print, not correctable by glasses (Can read oversized print or use assistive devices such as glass or projector modifier)
- 25 Blind in both eyes (No usable vision, but may have some light perception)

Missing Extremities

- 28 One arm
- 32 One leg
- 33 Both hands or arms
- 34 Both feet or legs
- 35 One hand or arm and one foot or leg
- 36 One hand or arm and both feet or legs
- 37 Both hands or arms and one foot or leg
- 38 Both hands or arms and both feet or legs

Partial Paralysis

- 64 One arm
- 65 Both legs, any part
- 66 Both arms, any part
- 67 One side of body, including one arm and one leg
- 68 Three or more major parts of the body (arms and legs)

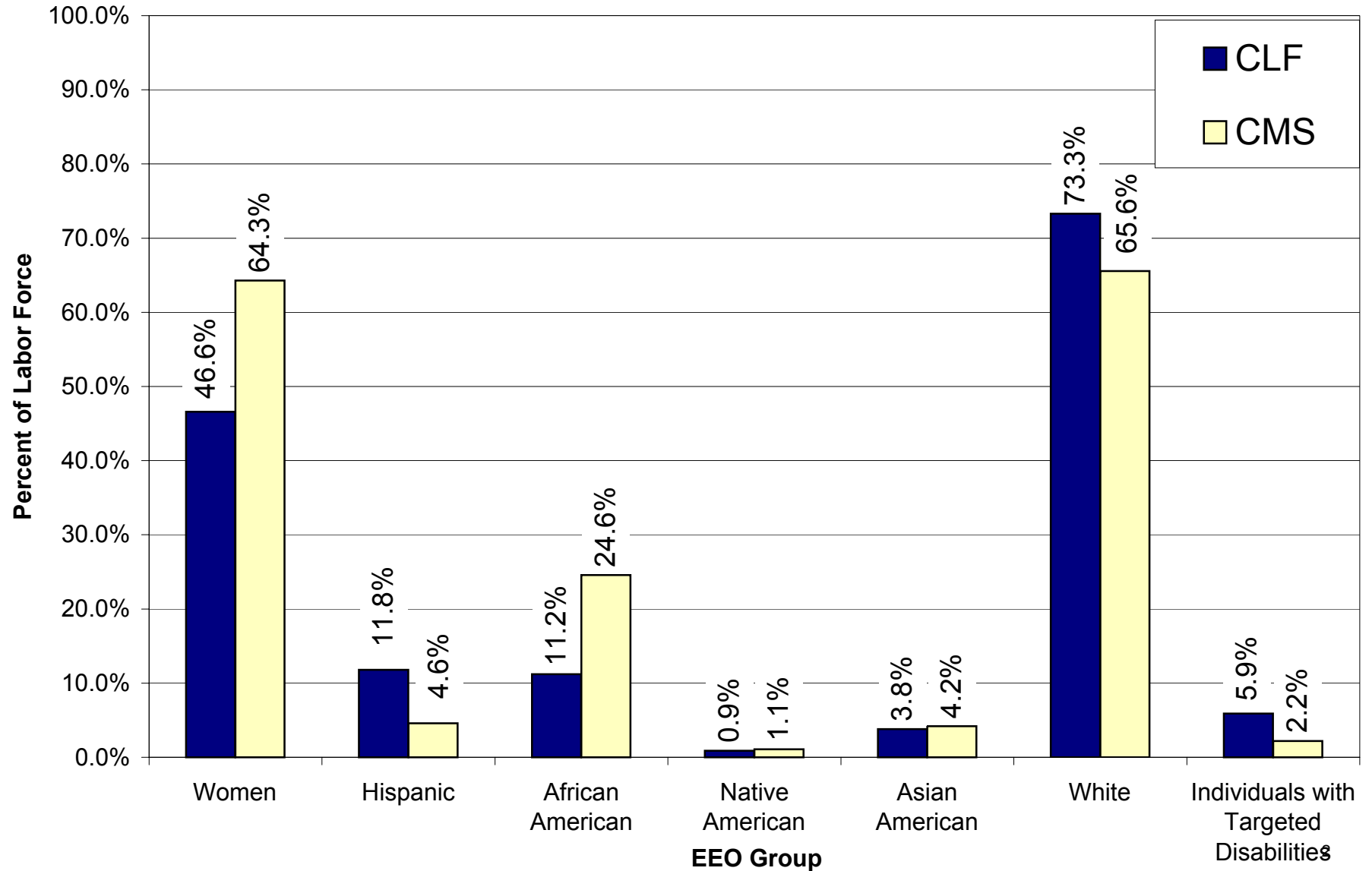
Complete Paralysis

- 71 Both hands
- 72 One arm
- 73 Both arms
- 74 One leg
- 75 Both legs
- 76 Lower half of body, including legs
- 77 One side of body, including one arm and one leg
- 78 Three or more major parts of the body (arms and legs)

Other Impairments

- 82 Convulsive disorder (e.g. epilepsy)
- 90 Mental retardation (A chronic and lifelong condition involving a limited ability to learn, to be educated, and to be trained for useful productive employment as certified by a State Vocational Rehabilitation agency under section 213.3102(t) of Schedule A hiring authority)
- 91 Mental or emotional illness (A history of treatment for mental or emotional problems)
- 92 Severe distortion of limbs and/or spine (e.g., dwarfism, kyphosis = severe distortion of back)

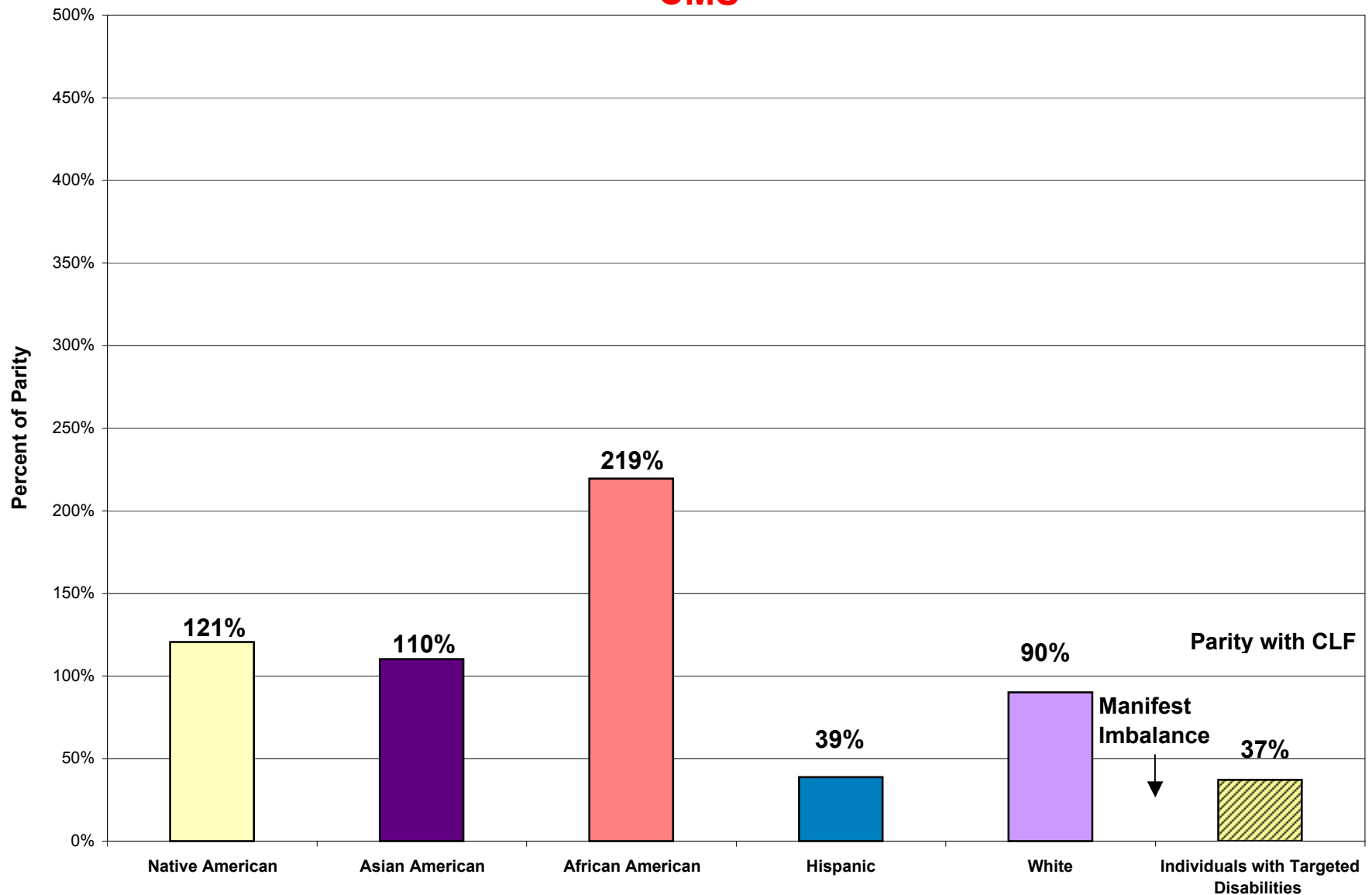
Comparison of **CMS** EEO Groups with National CLF¹ as of December 27, 2003



¹ National CLF figures based on 2000 OPM Office of Diversity estimates.

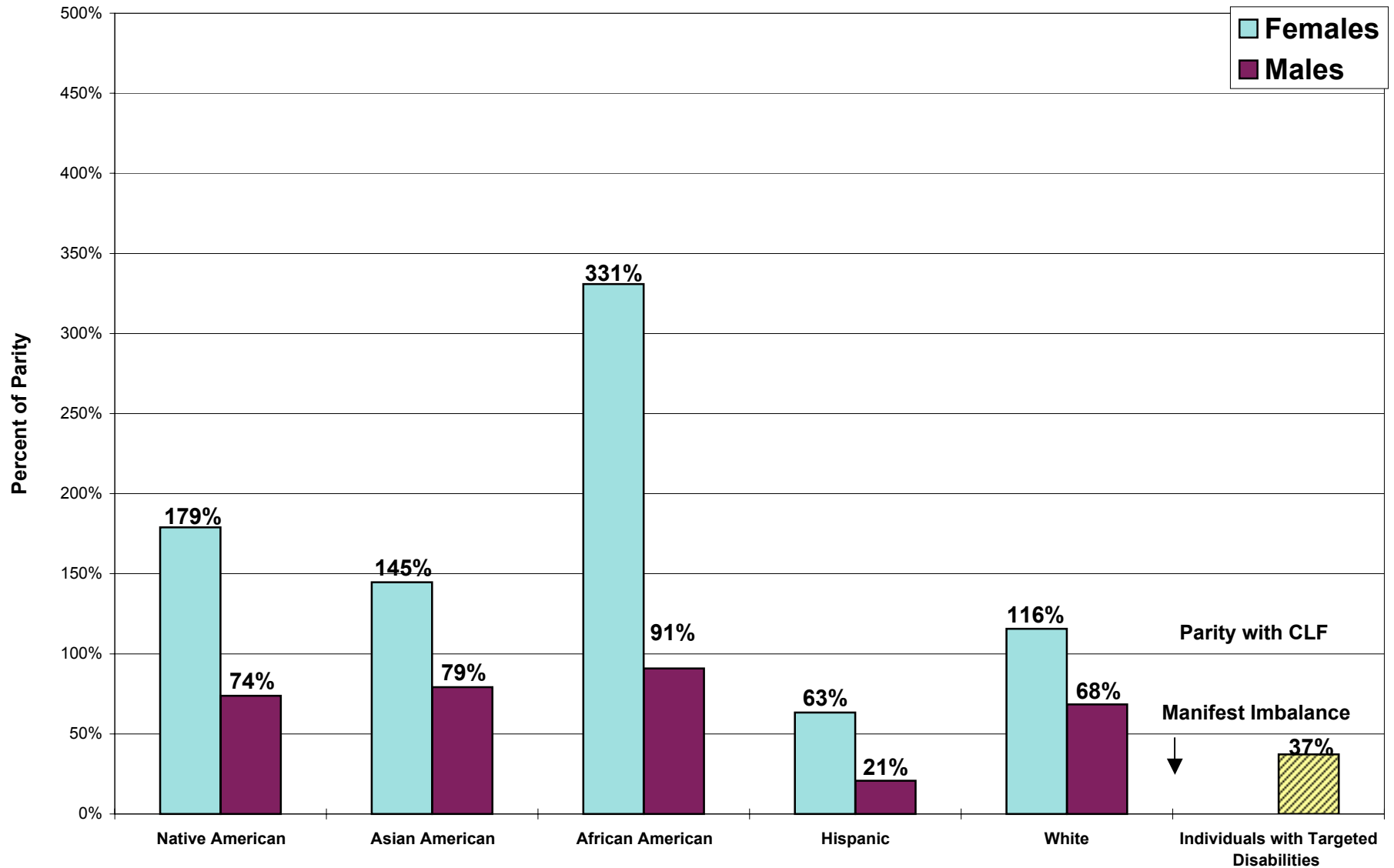
² Individuals with Disabilities CLF figure based on 1990 census data.

Parity for EEO Groups with the National Civilian Labor Force (CLF)¹ in **CMS**



¹ National CLF percentages based on 2000 OPM Office of Diversity estimates and indicate level of parity with CLF.

Parity for EEO Groups by Gender with the Civilian Labor Force (CLF) in **CMS**



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the Agency AEP.

Centers for Medicare & Medicaid Services
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|----------------------------------|-----------------|-----------|----------------|-----------|------------------|------------|------------|-----------|-------------|-------------|-------------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 1 | 1 | 4 | 1 | 1 | 2 | 13 | 21 | 44 | 0 |
| 15 | 2 | 0 | 4 | 6 | 22 | 17 | 5 | 7 | 125 | 180 | 368 | 7 |
| 14 | 2 | 5 | 5 | 5 | 38 | 26 | 7 | 9 | 214 | 186 | 497 | 6 |
| 13 | 13 | 6 | 57 | 34 | 264 | 84 | 37 | 20 | 776 | 607 | 1898 | 34 |
| CC | 1 | 2 | 4 | 1 | 11 | 2 | 2 | 3 | 38 | 30 | 94 | |
| 12 | 7 | 4 | 27 | 12 | 305 | 52 | 38 | 16 | 358 | 163 | 982 | 25 |
| 11 | 1 | 0 | 5 | 4 | 45 | 9 | 28 | 6 | 48 | 28 | 174 | 6 |
| 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 09 | 0 | 0 | 8 | 3 | 48 | 14 | 6 | 2 | 63 | 19 | 163 | 5 |
| 08 | 0 | 0 | 0 | 0 | 12 | 0 | 3 | 0 | 12 | 1 | 28 | 0 |
| 07 | 4 | 0 | 5 | 4 | 110 | 7 | 7 | 0 | 85 | 4 | 226 | 8 |
| 06 | 3 | 0 | 1 | 1 | 21 | 0 | 4 | 0 | 26 | 2 | 58 | 2 |
| 05 | 0 | 0 | 3 | 1 | 29 | 3 | 6 | 0 | 9 | 1 | 52 | 5 |
| 04 | 0 | 0 | 0 | 1 | 4 | 1 | 1 | 0 | 7 | 3 | 17 | 2 |
| 03 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 4 | 0 |
| 02 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 3 | 1 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| RNO Total | 33 | 17 | 120 | 73 | 915 | 218 | 146 | 65 | 1776 | 1247 | 4610 | 101 |
| % of CMS Workforce by RNO Gender | 0.7% | 0.4% | 2.6% | 1.6% | 19.8% | 4.7% | 3.2% | 1.4% | 38.5% | 27.0% | 100.0% | 2.2% |
| % of CMS Workforce by RNO | 1.1% | | 4.2% | | 24.6% | | 4.6% | | 65.6% | | | |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

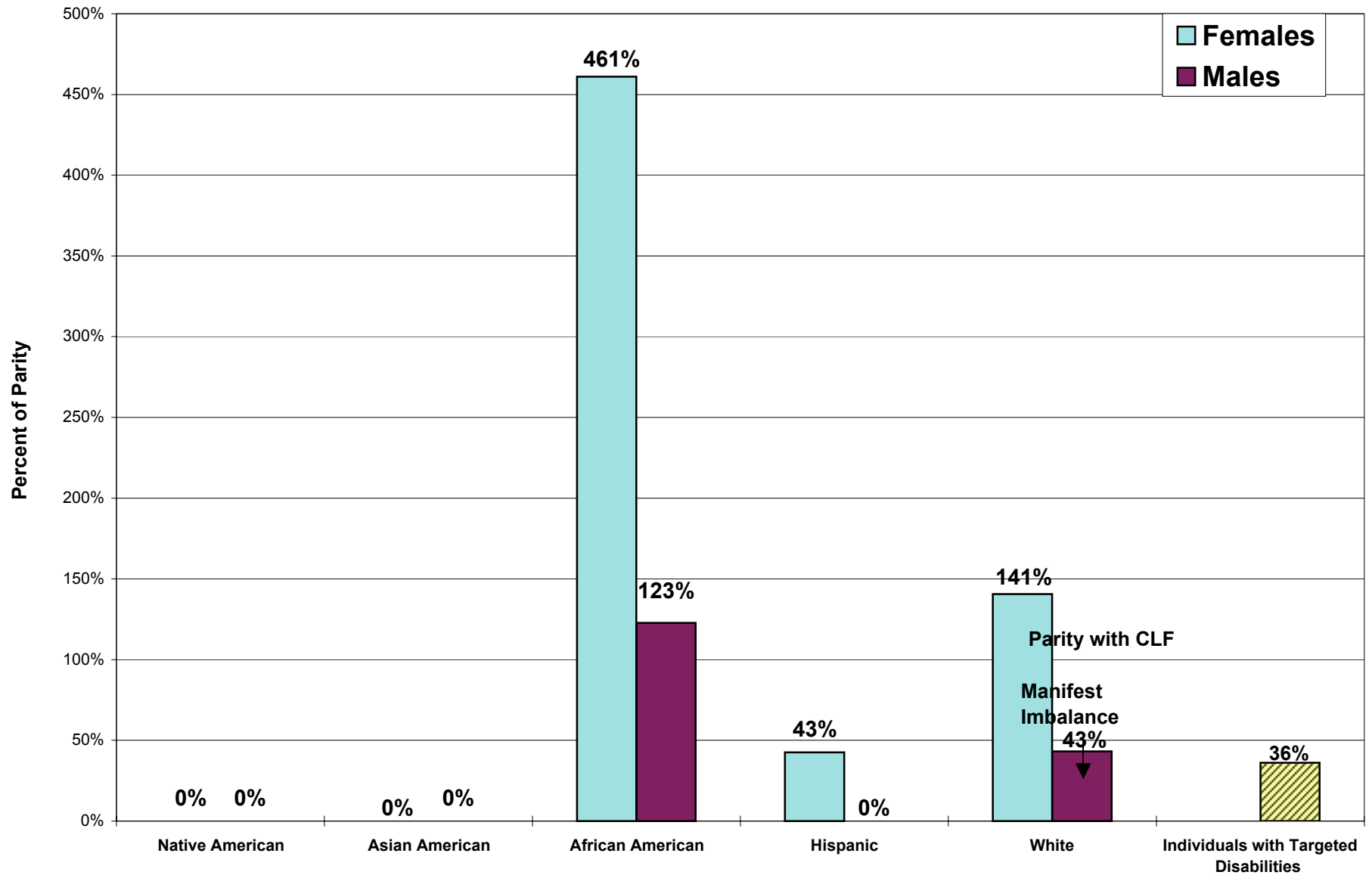
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics September 2000 Current Population Survey.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Total Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of Legislation



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**Office of Legislation
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 2 | 7 | 0 |
| 14 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 5 | 0 | 7 | 0 |
| 13 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 7 | 0 | 10 | 0 |
| 12 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 3 | 8 | 0 |
| 11 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 2 | 6 | 0 |
| 09 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 0 |
| 07 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 05 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 0 | 0 | 0 | 0 | 13 | 3 | 1 | 0 | 22 | 8 | 47 | 1 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 27.7% | 6.4% | 2.1% | 0.0% | 46.8% | 17.0% | | 2.1% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

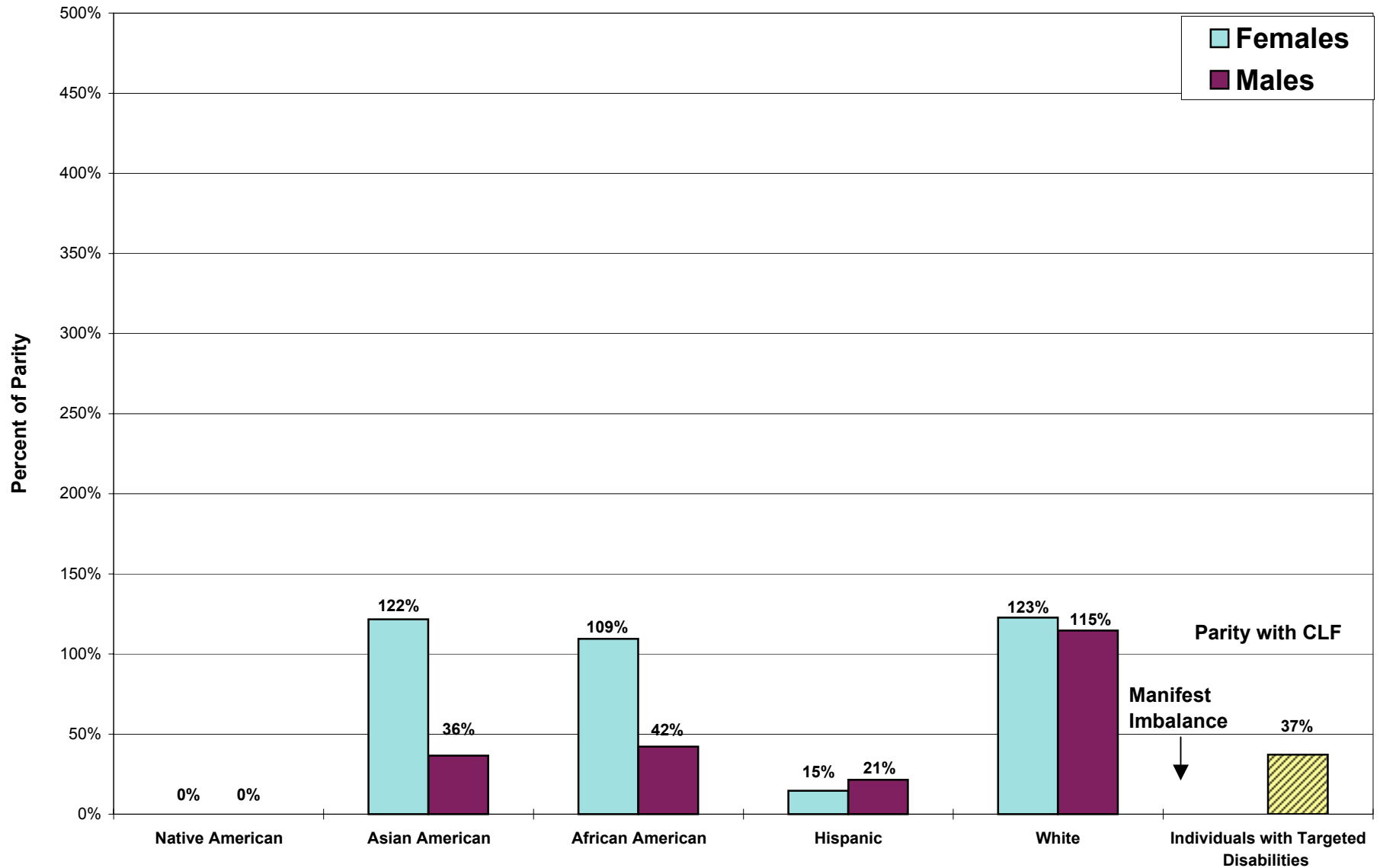
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of Research, Development and Information



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Office of Research, Development & Information
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 16 | 24 | 1 |
| 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 13 | 21 | 0 |
| 13 | 0 | 0 | 3 | 1 | 2 | 2 | 0 | 0 | 17 | 29 | 54 | 1 |
| CC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 12 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 11 | 2 | 17 | 1 |
| 11 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 1 | 5 | 0 |
| 09 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 0 | 5 | 0 |
| 08 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 07 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 6 | 0 |
| 06 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 |
| 05 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 0 | 0 | 3 | 1 | 9 | 3 | 1 | 2 | 56 | 62 | 137 | 3 |
| | 0.0% | 0.0% | 2.2% | 0.7% | 6.6% | 2.2% | 0.7% | 1.5% | 40.9% | 45.3% | | 2.2% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

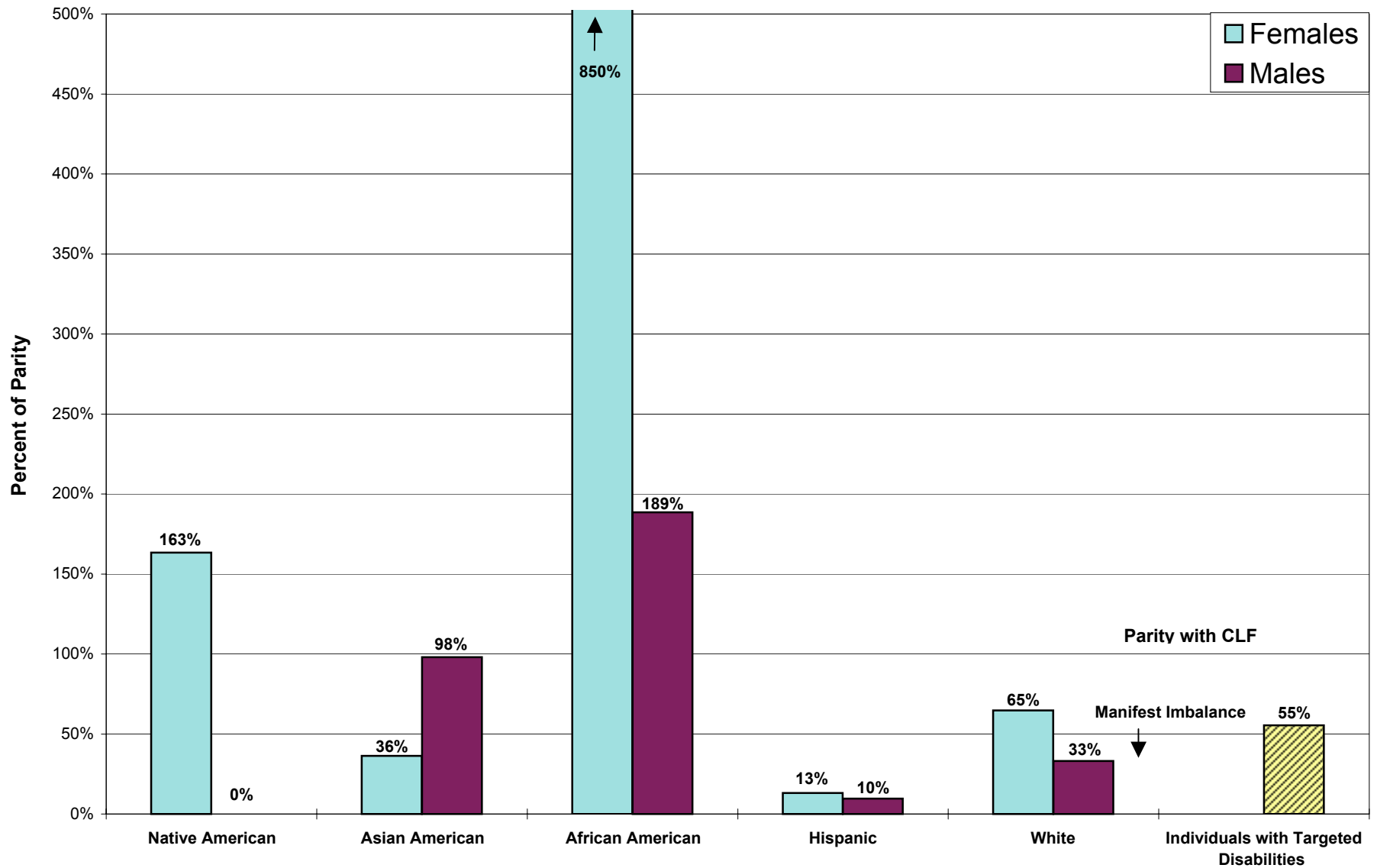
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of Strategic Operations and Regulatory Affairs



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Office of Strategic Operations and Regulatory Affairs
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 4 | 4 | 12 | 0 |
| 14 | 0 | 0 | 0 | 0 | 6 | 3 | 0 | 0 | 4 | 4 | 17 | 1 |
| 13 | 1 | 0 | 0 | 1 | 21 | 4 | 0 | 1 | 10 | 8 | 46 | 1 |
| 12 | 0 | 0 | 0 | 1 | 27 | 1 | 0 | 0 | 10 | 4 | 43 | 0 |
| 11 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 5 | 0 |
| 09 | 0 | 0 | 1 | 1 | 10 | 3 | 1 | 0 | 5 | 0 | 21 | 2 |
| 08 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 07 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 5 | 1 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 05 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 1 | 0 | 1 | 3 | 78 | 15 | 1 | 1 | 33 | 20 | 153 | 5 |
| | 0.7% | 0.0% | 0.7% | 2.0% | 51.0% | 9.8% | 0.7% | 0.7% | 21.6% | 13.1% | | 3.3% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

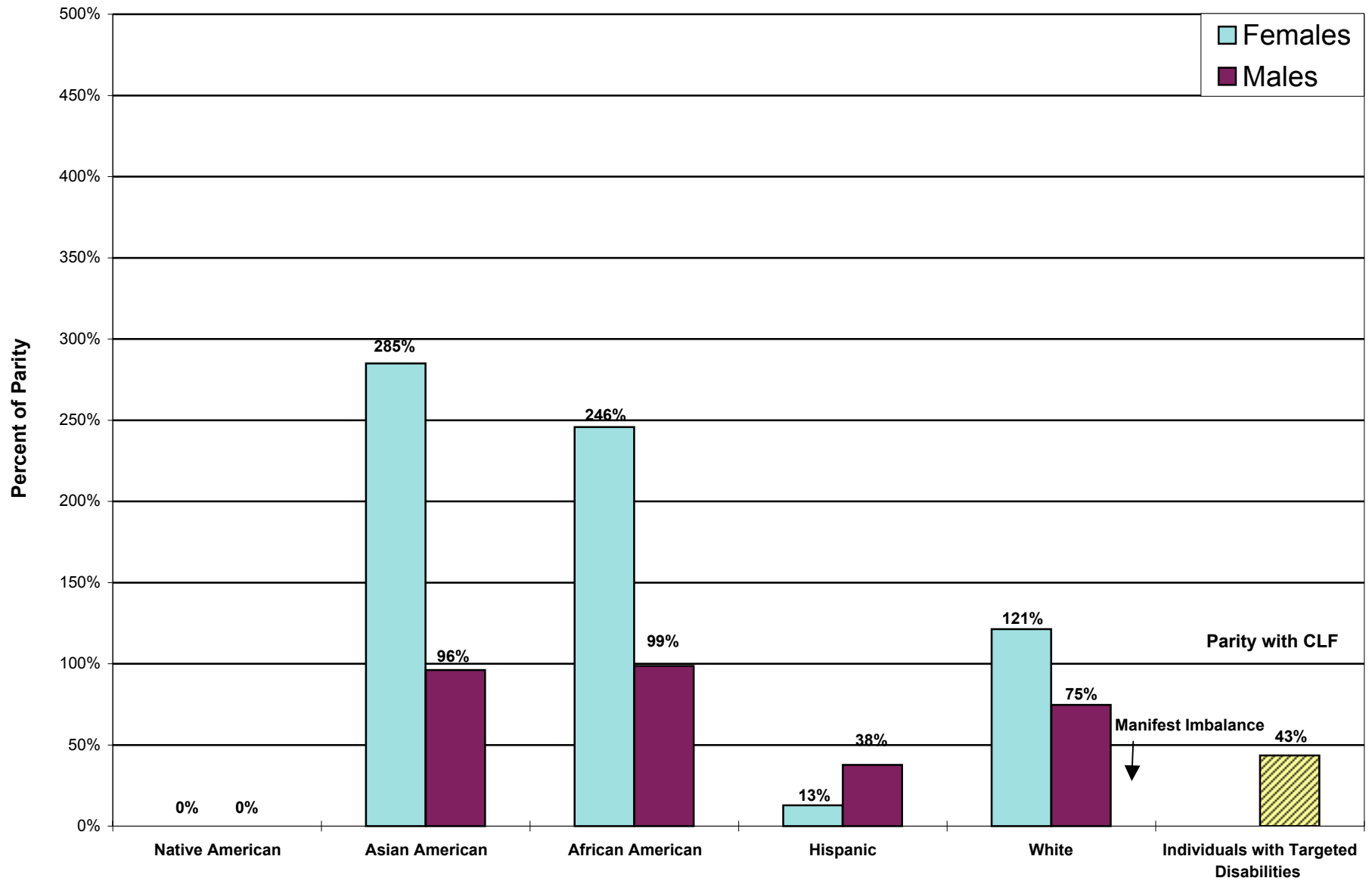
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of Clinical Standards and Quality



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Office of Clinical Standards and Quality

as of 10/04/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| 15 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 2 | 4 | 12 | 22 | 0 |
| 14 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 8 | 10 | 22 | 0 |
| 13 | 0 | 0 | 6 | 1 | 9 | 4 | 0 | 0 | 25 | 13 | 58 | 3 |
| CC | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 6 | 6 | 15 | |
| 12 | 0 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 11 | 0 | 16 | 0 |
| 11 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 3 | 0 |
| 09 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 2 | 6 | 0 |
| 08 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 07 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 4 | 1 | 10 | 1 |
| 06 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 05 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 0 | 0 | 8 | 3 | 23 | 8 | 1 | 4 | 63 | 46 | 156 | 4 |
| | 0.0% | 0.0% | 5.1% | 1.9% | 14.7% | 5.1% | 0.6% | 2.6% | 40.4% | 29.5% | | 2.6% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

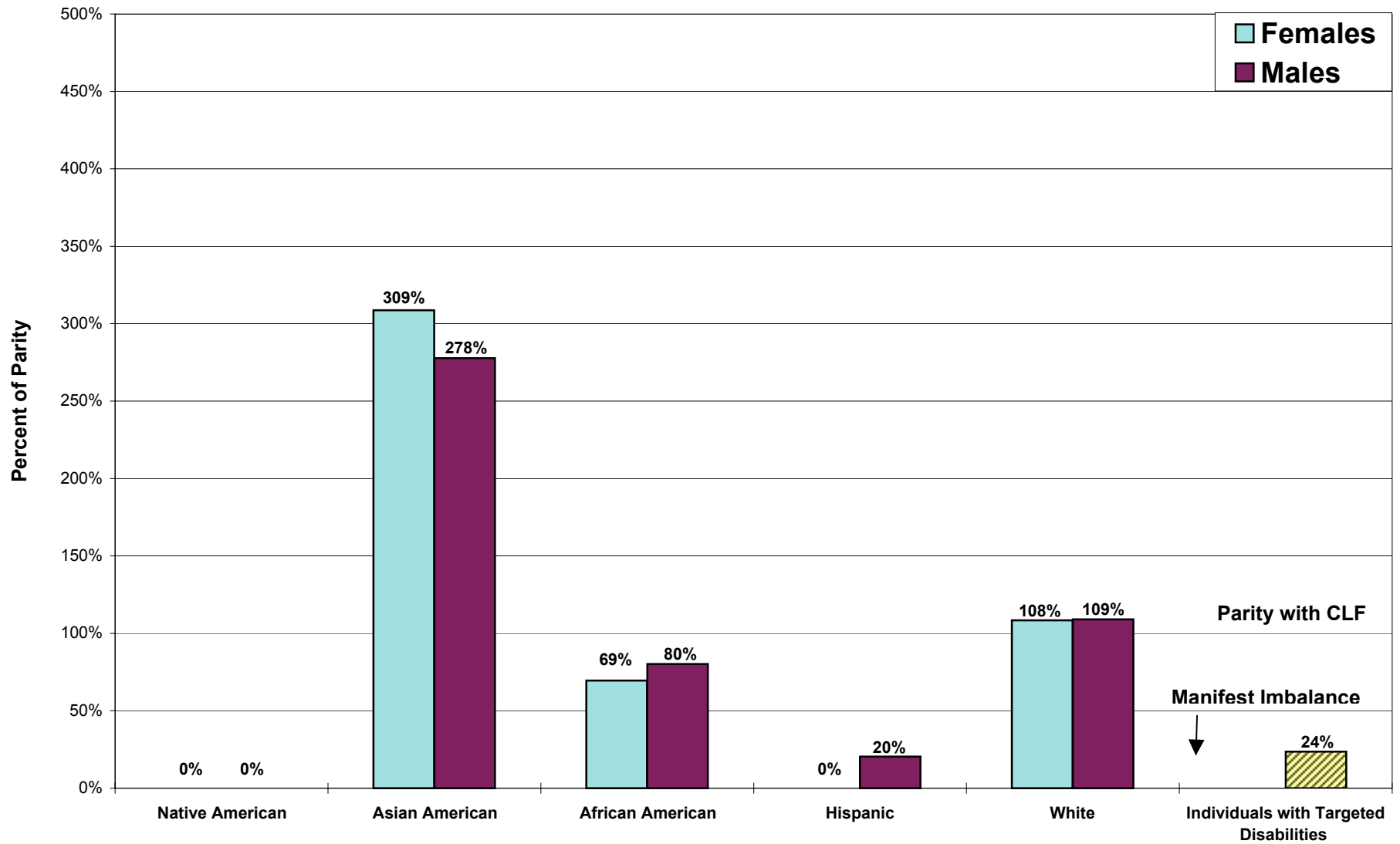
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of the Actuary



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**Office of the Actuary
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 |
| 15 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 3 | 9 | 14 | 0 |
| 14 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 5 | 8 | 17 | 0 |
| 13 | 0 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 10 | 10 | 25 | 1 |
| 12 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 5 | 2 | 9 | 0 |
| 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 |
| 09 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 |
| 07 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 0 | 0 | 4 | 4 | 3 | 3 | 0 | 1 | 26 | 31 | 72 | 1 |
| | 0.0% | 0.0% | 5.6% | 5.6% | 4.2% | 4.2% | 0.0% | 1.4% | 36.1% | 43.1% | | 1.4% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

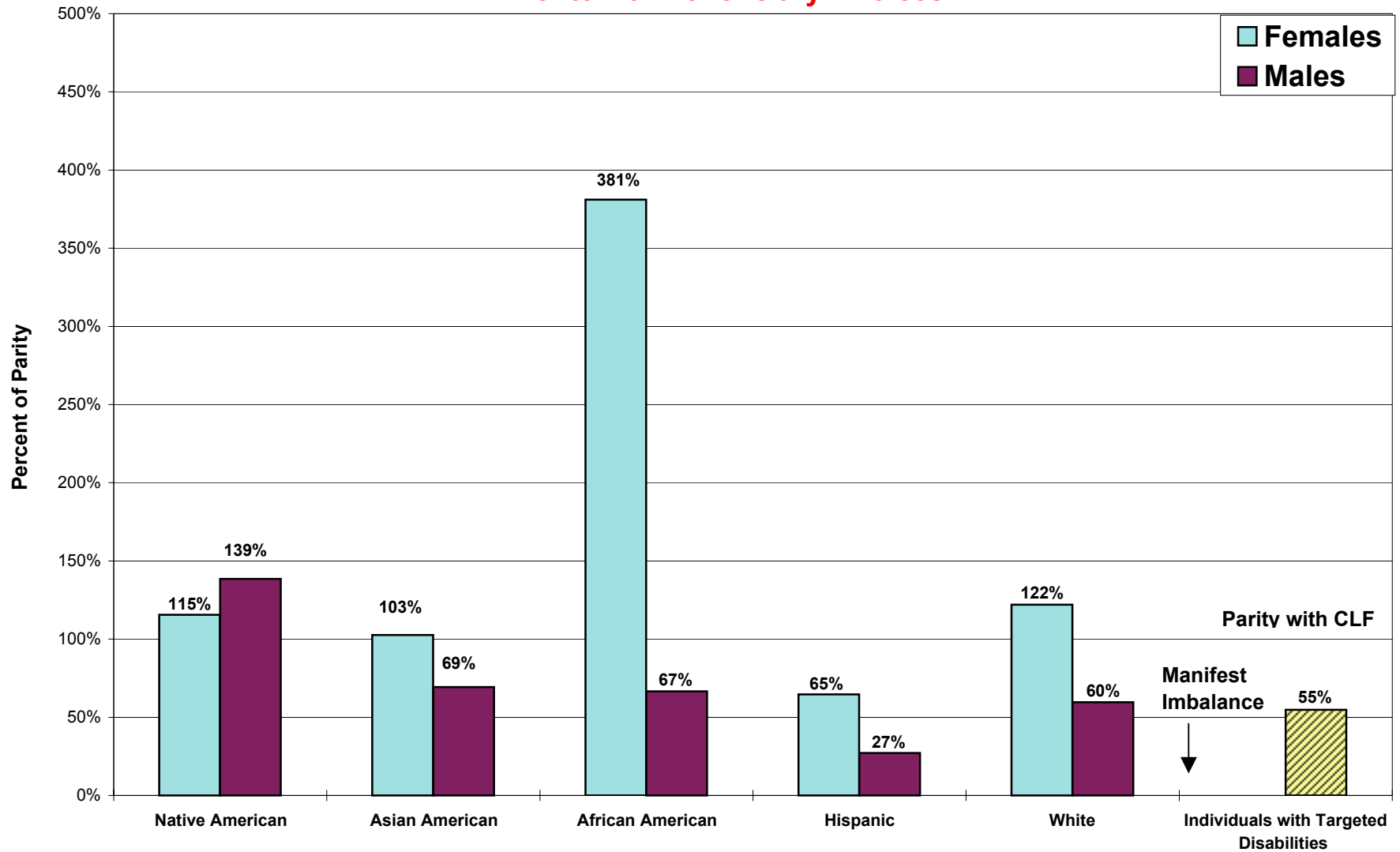
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Center for Beneficiary Choices



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**Center for Beneficiary Choices
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | 0 |
| 15 | 1 | 0 | 0 | 1 | 5 | 1 | 2 | 0 | 14 | 16 | 40 | 1 |
| 14 | 0 | 0 | 1 | 0 | 3 | 1 | 2 | 1 | 23 | 13 | 44 | 0 |
| 13 | 1 | 1 | 6 | 4 | 36 | 5 | 3 | 6 | 91 | 60 | 213 | 7 |
| CC | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 6 | 3 | 11 | |
| 12 | 0 | 2 | 0 | 0 | 22 | 4 | 1 | 0 | 17 | 6 | 52 | 2 |
| 11 | 0 | 0 | 1 | 0 | 6 | 1 | 4 | 1 | 4 | 1 | 18 | 1 |
| 09 | 0 | 0 | 0 | 0 | 6 | 2 | 1 | 0 | 2 | 0 | 11 | 0 |
| 08 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 07 | 0 | 0 | 0 | 1 | 17 | 1 | 1 | 0 | 10 | 0 | 30 | 0 |
| 06 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | 2 |
| 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 2 | 3 | 8 | 6 | 99 | 15 | 14 | 8 | 176 | 102 | 433 | 14 |
| | 0.5% | 0.7% | 1.8% | 1.4% | 22.9% | 3.5% | 3.2% | 1.8% | 40.6% | 23.6% | | 3.2% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

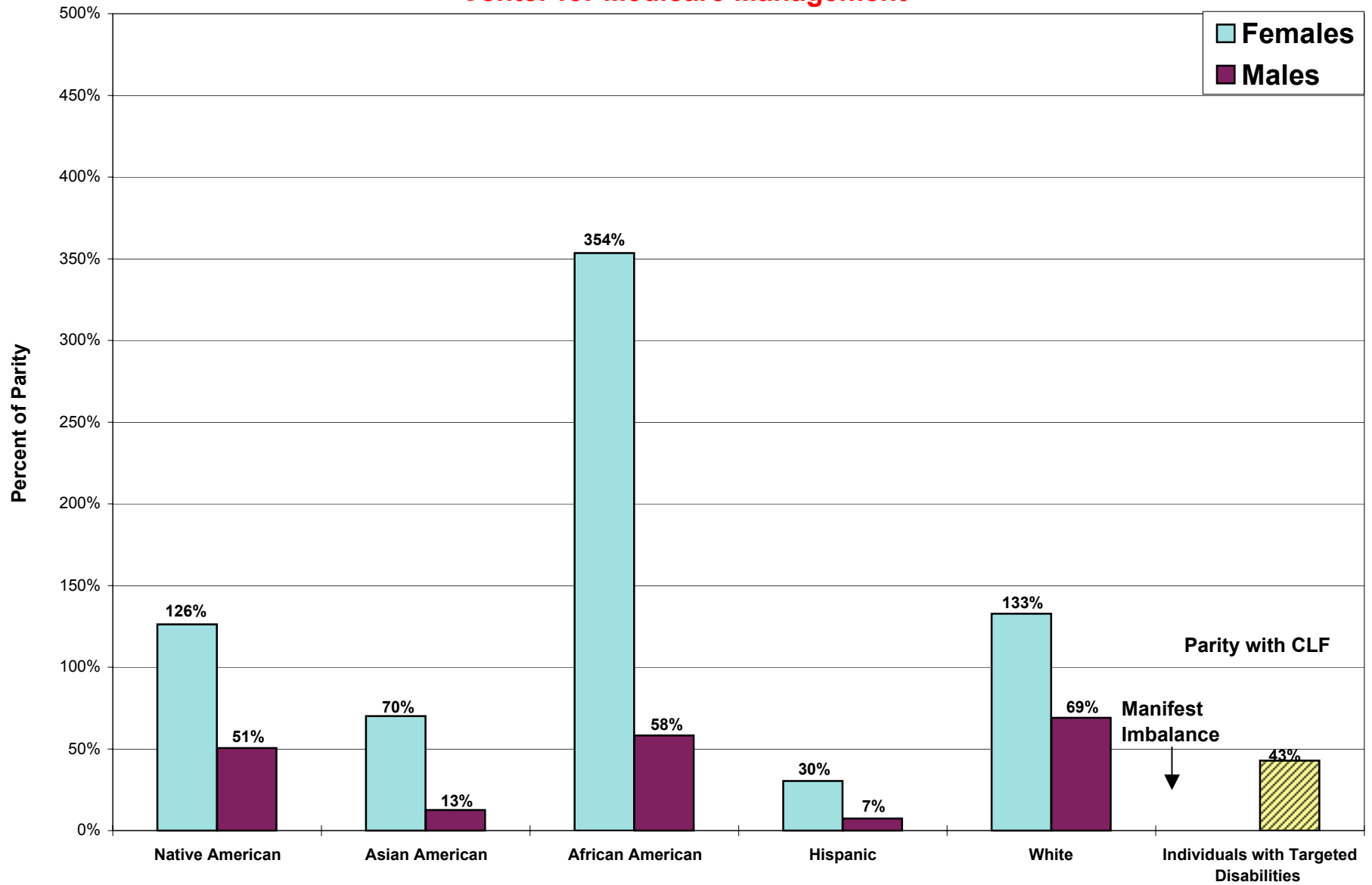
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Center for Medicare Management



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**Center for Medicare Management
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 5 | 0 |
| 15 | 0 | 0 | 0 | 0 | 3 | 4 | 0 | 0 | 17 | 19 | 43 | 1 |
| 14 | 0 | 1 | 0 | 0 | 4 | 1 | 1 | 0 | 22 | 17 | 46 | 2 |
| 13 | 0 | 0 | 0 | 1 | 24 | 3 | 1 | 1 | 72 | 55 | 157 | 2 |
| CC | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 6 | |
| 12 | 0 | 0 | 2 | 0 | 18 | 1 | 0 | 0 | 30 | 5 | 56 | 5 |
| 11 | 1 | 0 | 0 | 0 | 4 | 0 | 3 | 0 | 5 | 4 | 17 | 0 |
| 09 | 0 | 0 | 1 | 0 | 8 | 0 | 0 | 0 | 11 | 4 | 24 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 07 | 0 | 0 | 0 | 0 | 13 | 2 | 0 | 0 | 12 | 0 | 27 | 0 |
| 06 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 5 | 0 |
| 05 | 0 | 0 | 0 | 0 | 6 | 0 | 1 | 0 | 0 | 0 | 7 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 2 | 1 | 5 | 1 | 84 | 12 | 6 | 2 | 175 | 108 | 396 | 10 |
| | 0.5% | 0.3% | 1.3% | 0.3% | 21.2% | 3.0% | 1.5% | 0.5% | 44.2% | 27.3% | | 2.5% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

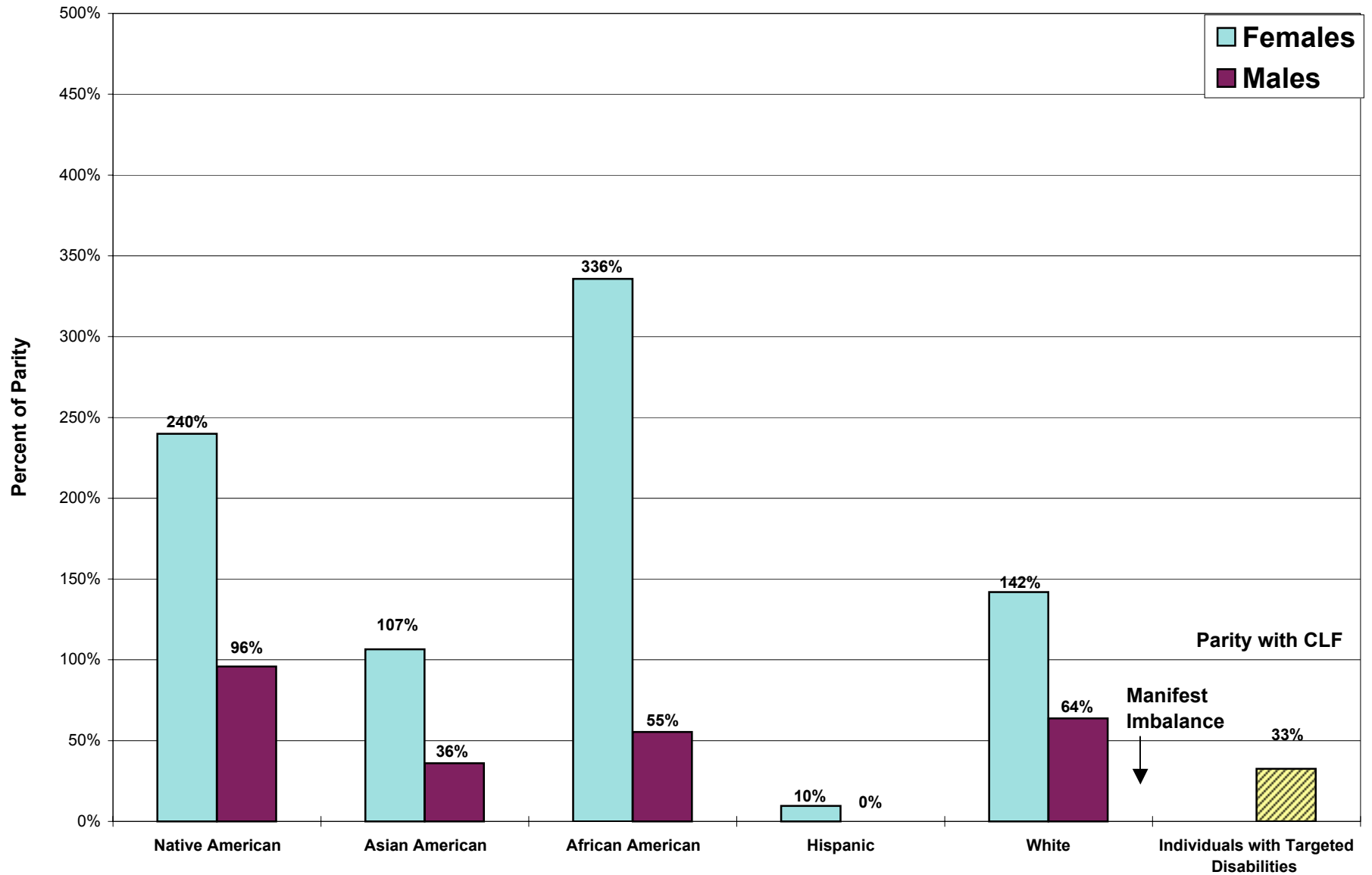
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Center for Medicaid and State Operations



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Center for Medicaid and State Operations
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|----------|----------------|----------|------------------|-----------|----------|----------|------------|------------|------------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 5 | 0 |
| 15 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 12 | 18 | 31 | 1 |
| 14 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 29 | 21 | 53 | 0 |
| 13 | 2 | 2 | 6 | 2 | 32 | 6 | 2 | 0 | 105 | 47 | 204 | 2 |
| CC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | |
| 12 | 0 | 0 | 2 | 0 | 25 | 4 | 0 | 0 | 25 | 12 | 68 | 2 |
| 11 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 4 | 2 | 9 | 1 |
| 09 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 4 | 0 | 9 | 0 |
| 08 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 07 | 2 | 0 | 0 | 1 | 14 | 0 | 0 | 0 | 10 | 0 | 27 | 2 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 05 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 04 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 4 | 2 | 8 | 3 | 84 | 12 | 2 | 0 | 197 | 105 | 417 | 8 |
| | 1.0% | 0.5% | 1.9% | 0.7% | 20.1% | 2.9% | 0.5% | 0.0% | 47.2% | 25.2% | | 1.9% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

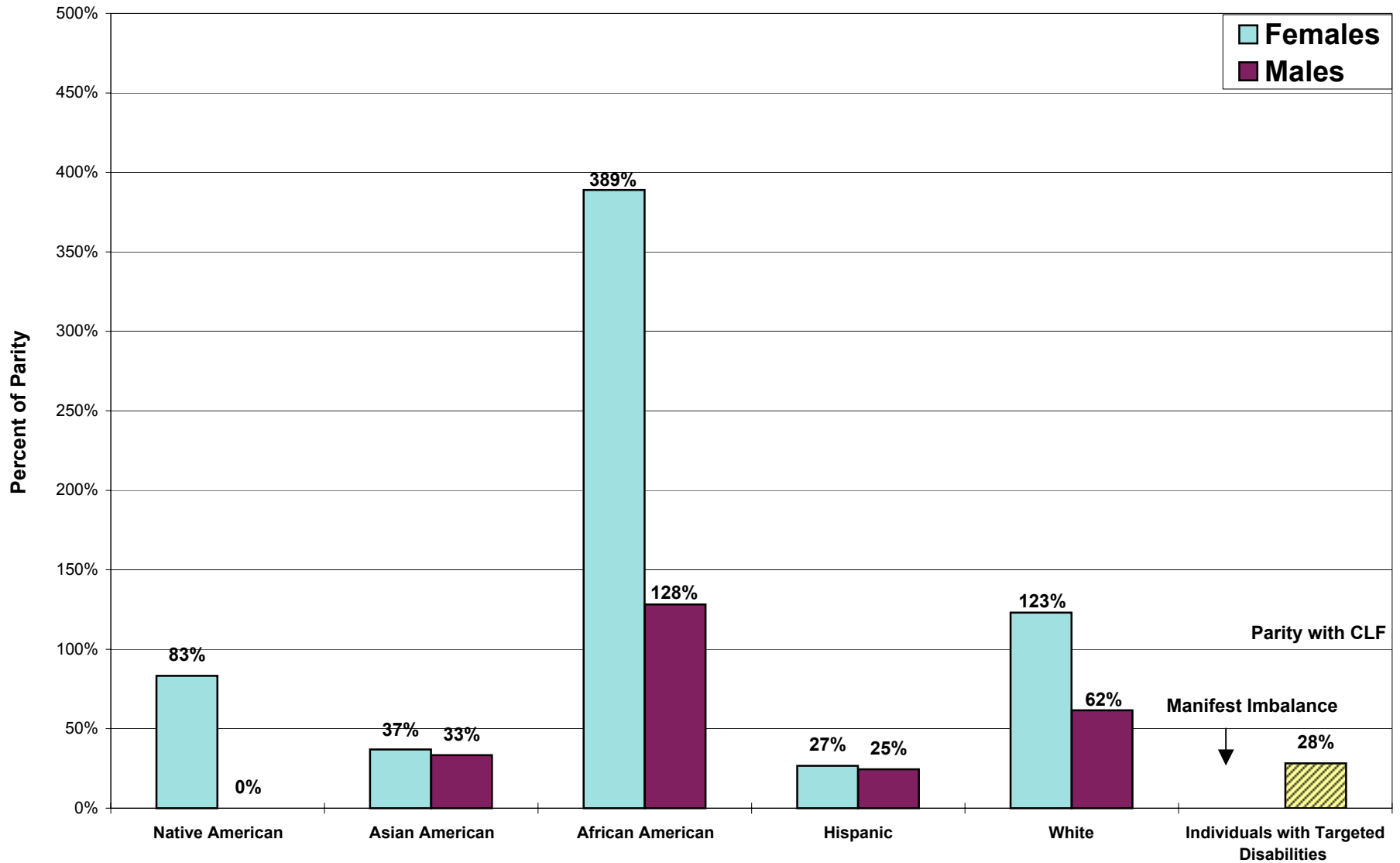
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of Operations Management



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Office of Operations Management
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 5 | 14 | 21 | 0 |
| 14 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 2 | 14 | 15 | 37 | 1 |
| 13 | 0 | 0 | 2 | 0 | 17 | 7 | 3 | 1 | 51 | 28 | 109 | 2 |
| CC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 12 | 0 | 0 | 0 | 0 | 35 | 5 | 0 | 0 | 36 | 9 | 85 | 1 |
| 11 | 0 | 0 | 0 | 1 | 4 | 1 | 0 | 1 | 3 | 4 | 14 | 1 |
| 09 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 5 | 3 | 12 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 07 | 1 | 0 | 0 | 1 | 7 | 1 | 0 | 0 | 5 | 0 | 15 | 0 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 05 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 1 | 0 | 2 | 2 | 70 | 20 | 4 | 5 | 123 | 73 | 300 | 5 |
| | 0.3% | 0.0% | 0.7% | 0.7% | 23.3% | 6.7% | 1.3% | 1.7% | 41.0% | 24.3% | | 1.7% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

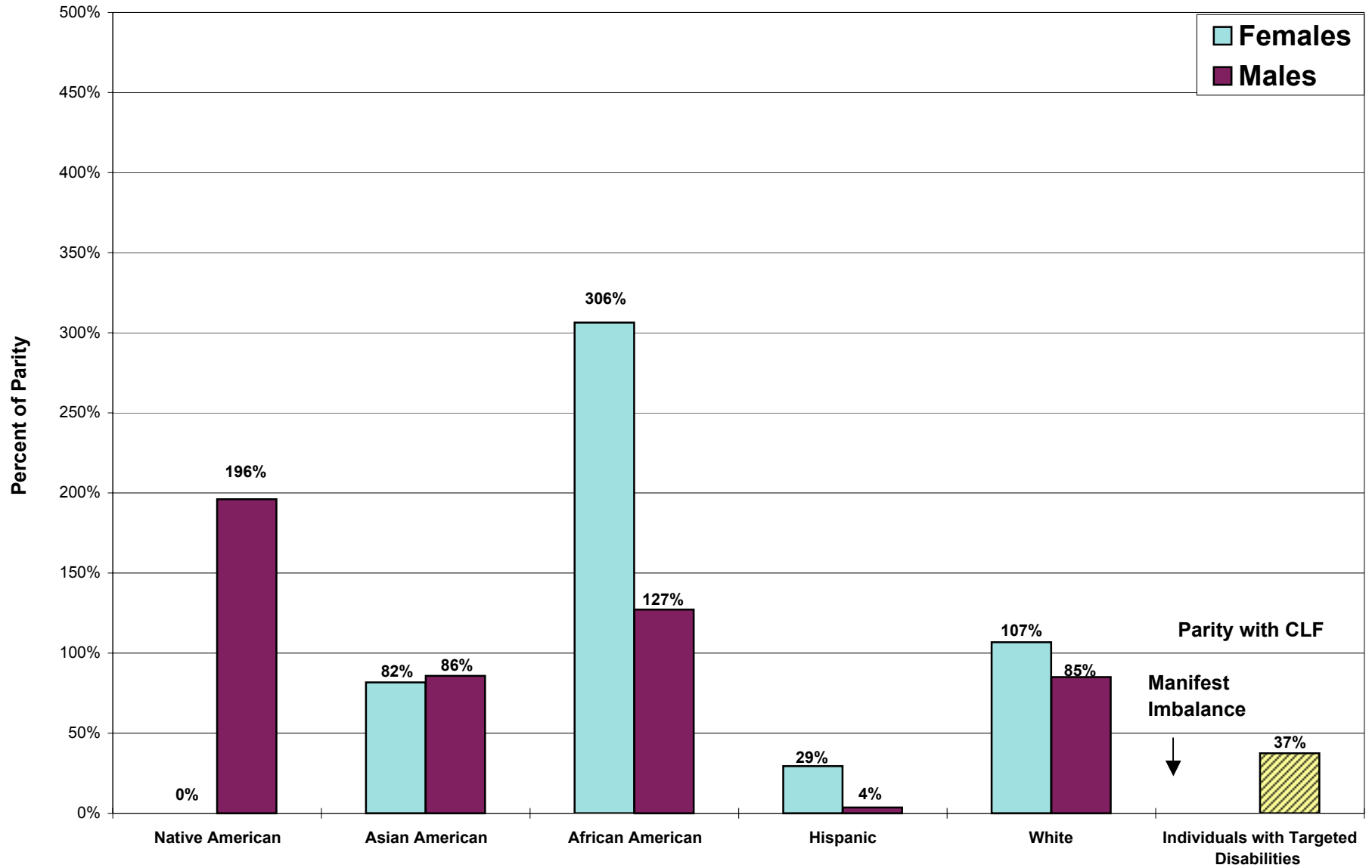
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of Information Services



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Office of Information Services
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|----------|----------------|----------|------------------|-----------|----------|----------|------------|------------|------------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 0 |
| 15 | 0 | 0 | 0 | 1 | 3 | 1 | 0 | 0 | 14 | 16 | 35 | 1 |
| 14 | 0 | 1 | 1 | 1 | 2 | 2 | 1 | 0 | 19 | 15 | 42 | 0 |
| 13 | 0 | 1 | 2 | 3 | 23 | 16 | 3 | 0 | 77 | 80 | 205 | 2 |
| 12 | 0 | 2 | 1 | 1 | 28 | 6 | 2 | 1 | 16 | 18 | 75 | 4 |
| 11 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 4 | 0 |
| 09 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 3 | 8 | 1 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 07 | 0 | 0 | 1 | 0 | 15 | 0 | 0 | 0 | 11 | 1 | 28 | 1 |
| 06 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 05 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 04 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 0 | 4 | 6 | 7 | 75 | 27 | 6 | 1 | 145 | 137 | 408 | 9 |
| | 0.0% | 1.0% | 1.5% | 1.7% | 18.4% | 6.6% | 1.5% | 0.2% | 35.5% | 33.6% | | 2.2% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

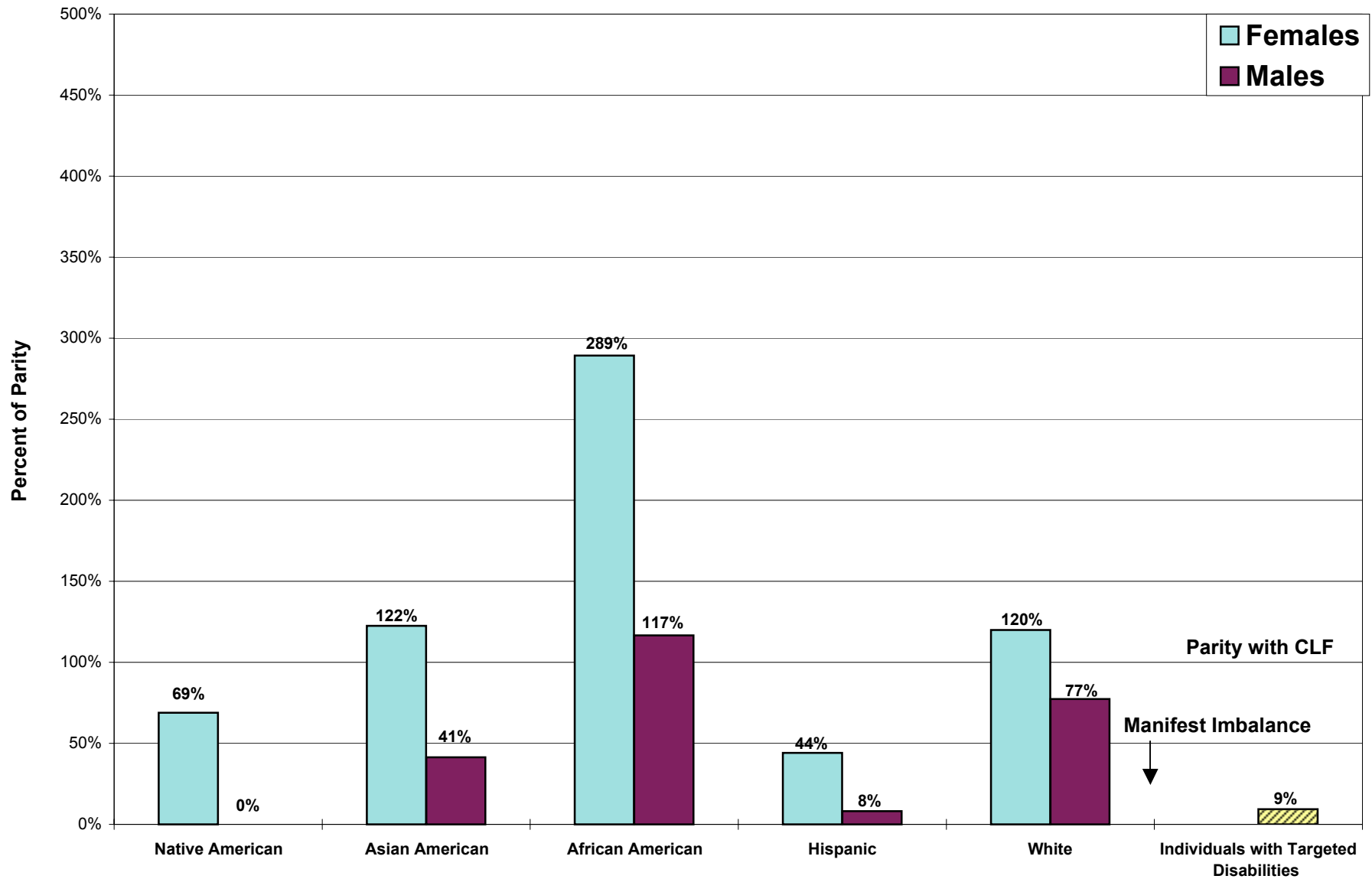
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of Financial Management



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Office of Financial Management
(including HIGLAS Program Office)
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | 0 |
| 15 | 0 | 0 | 1 | 0 | 1 | 5 | 0 | 0 | 10 | 16 | 33 | 0 |
| 14 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 27 | 20 | 52 | 0 |
| 13 | 1 | 0 | 2 | 0 | 14 | 6 | 3 | 2 | 54 | 45 | 127 | 2 |
| CC | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 | 2 | 7 | |
| 12 | 0 | 0 | 1 | 0 | 23 | 6 | 0 | 0 | 21 | 15 | 66 | 0 |
| 11 | 0 | 0 | 0 | 0 | 5 | 2 | 4 | 0 | 5 | 7 | 23 | 0 |
| 09 | 0 | 0 | 3 | 0 | 4 | 0 | 0 | 0 | 5 | 3 | 15 | 0 |
| 08 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 07 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 13 | 0 | 22 | 0 |
| 06 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 6 | 0 |
| 05 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 3 | 0 |
| 04 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 4 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 1 | 0 | 8 | 3 | 63 | 22 | 8 | 2 | 145 | 111 | 363 | 2 |
| | 0.3% | 0.0% | 2.2% | 0.8% | 17.4% | 6.1% | 2.2% | 0.6% | 39.9% | 30.6% | | 0.6% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

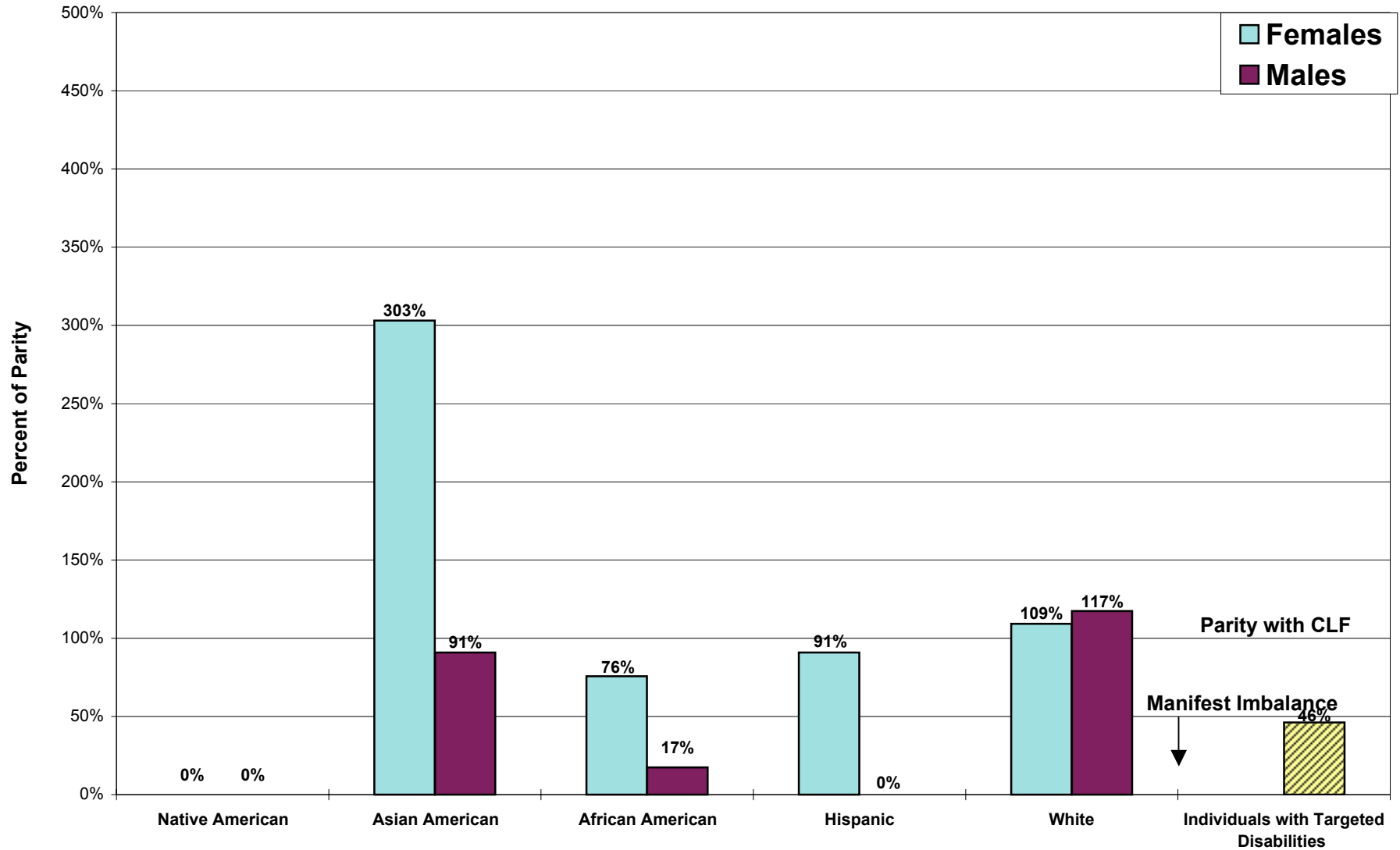
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics September 2000 Current Population Survey.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region I: Boston



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**Boston Regional Office
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 15 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 5 | 0 |
| 14 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 6 | 8 | 1 |
| 13 | 0 | 0 | 2 | 2 | 0 | 0 | 2 | 0 | 16 | 28 | 50 | 1 |
| CC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 12 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 12 | 12 | 26 | 1 |
| 11 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 4 | 1 | 8 | 0 |
| 09 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 07 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 4 | 0 |
| 06 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 |
| 05 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 0 | 0 | 6 | 2 | 5 | 1 | 5 | 0 | 40 | 51 | 110 | 3 |
| | 0.0% | 0.0% | 5.5% | 1.8% | 4.5% | 0.9% | 4.5% | 0.0% | 36.4% | 46.4% | | 2.7% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

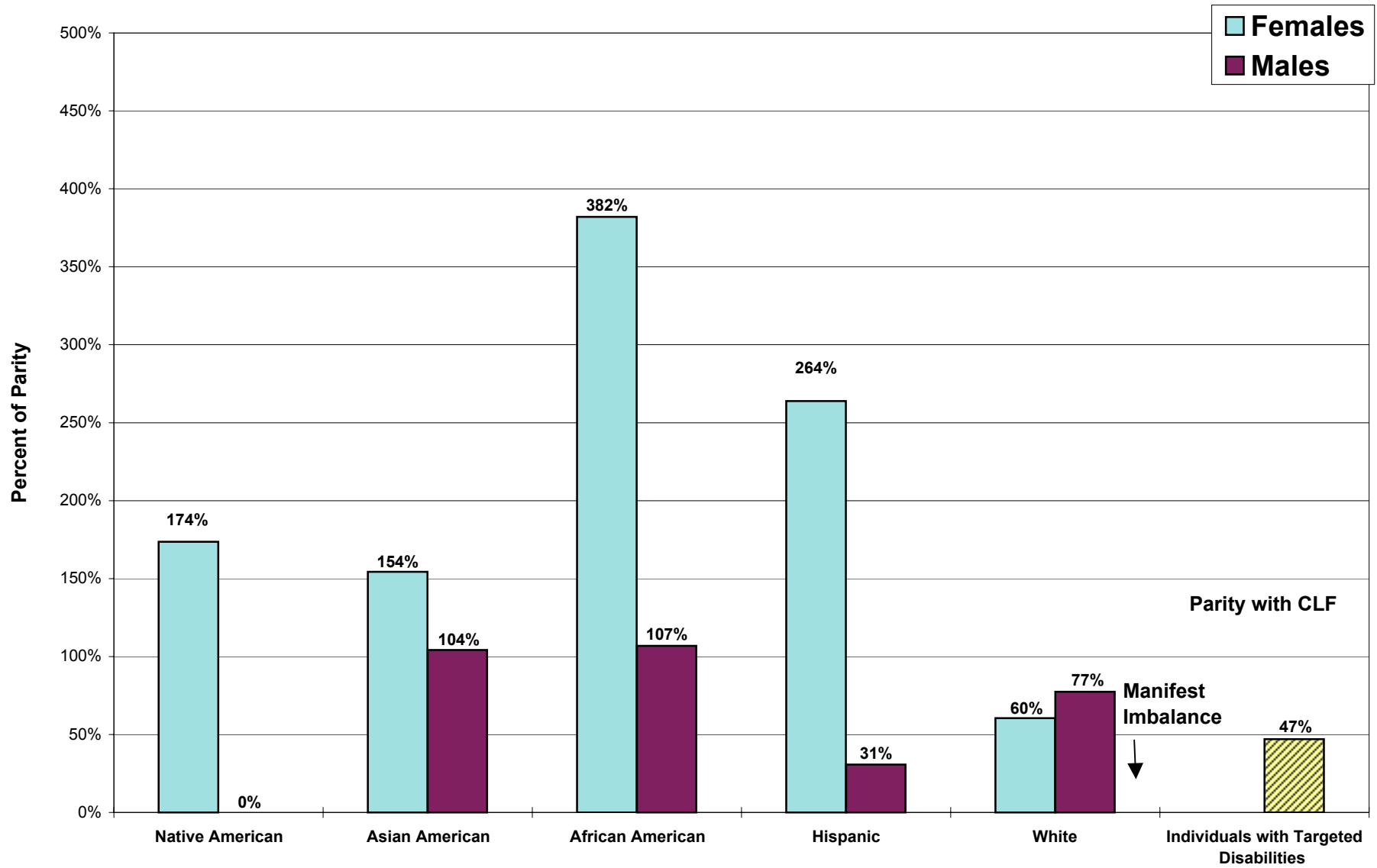
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region II: New York



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**New York Regional Office
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 5 | 0 |
| 14 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 4 | 5 | 12 | 0 |
| 13 | 0 | 0 | 1 | 2 | 10 | 3 | 6 | 1 | 9 | 26 | 58 | 3 |
| CC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | |
| 12 | 0 | 0 | 2 | 0 | 11 | 3 | 5 | 0 | 10 | 8 | 39 | 0 |
| 11 | 0 | 0 | 0 | 0 | 5 | 0 | 1 | 0 | 1 | 0 | 7 | 0 |
| 09 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 3 | 1 | 8 | 1 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| 07 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 1 | 5 | 0 |
| 05 | 0 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 4 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 1 | 0 | 4 | 3 | 33 | 8 | 19 | 3 | 29 | 44 | 144 | 4 |
| | 0.7% | 0.0% | 2.8% | 2.1% | 22.9% | 5.6% | 13.2% | 2.1% | 20.1% | 30.6% | | 2.8% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

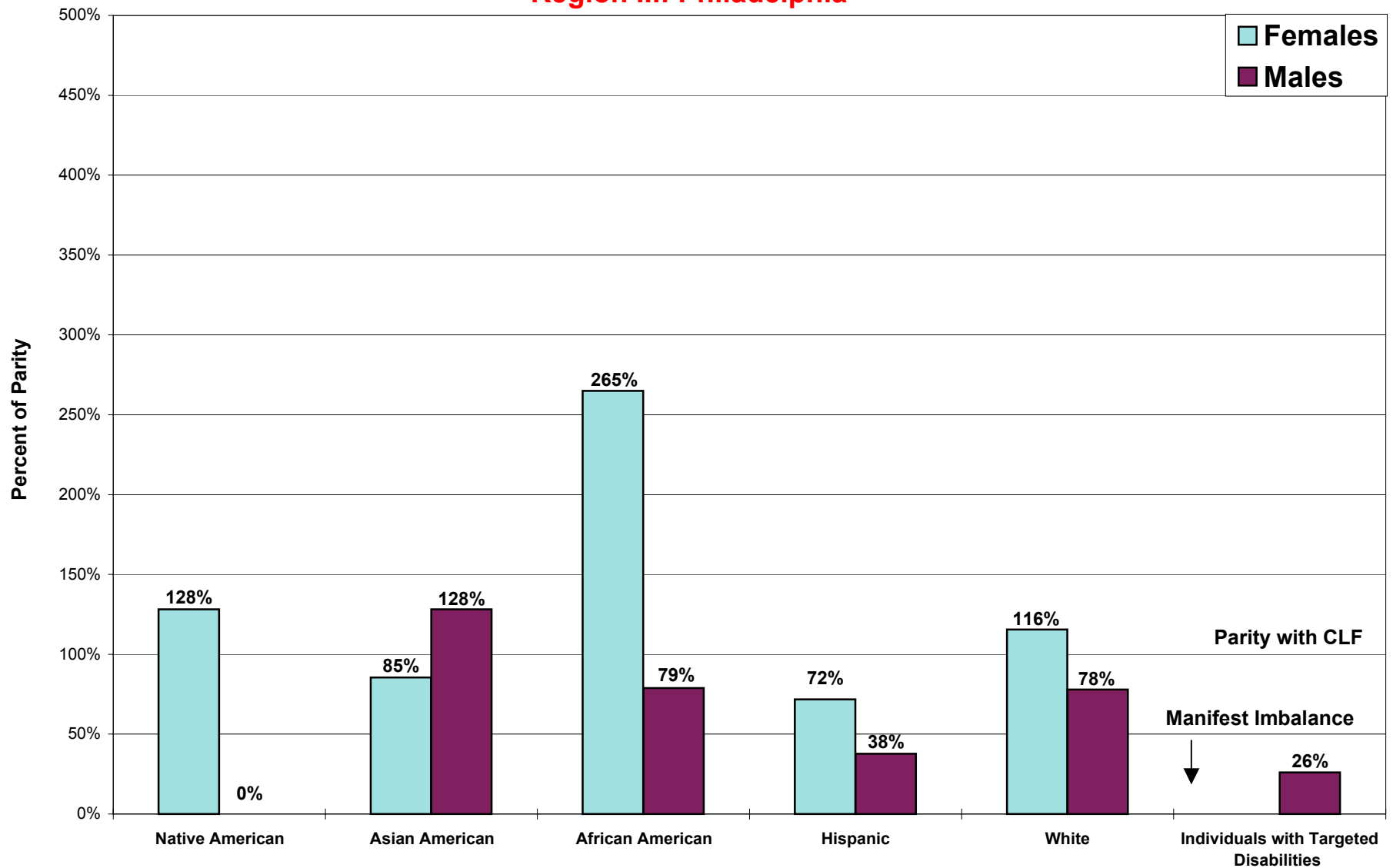
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region III: Philadelphia



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Philadelphia Regional Office

as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 | 0 |
| 14 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 2 | 5 | 4 | 14 | 0 |
| 13 | 0 | 0 | 1 | 2 | 9 | 4 | 0 | 0 | 30 | 37 | 83 | 0 |
| CC | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 1 | 5 | |
| 12 | 1 | 0 | 2 | 1 | 11 | 3 | 3 | 2 | 26 | 17 | 66 | 1 |
| 11 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 3 | 0 |
| 09 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 1 |
| 08 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 07 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 3 | 0 | 5 | 1 |
| 06 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 4 | 0 | 8 | 0 |
| 05 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 1 | 0 | 3 | 5 | 31 | 8 | 7 | 5 | 75 | 60 | 195 | 3 |
| | 0.5% | 0.0% | 1.5% | 2.6% | 15.9% | 4.1% | 3.6% | 2.6% | 38.5% | 30.8% | | 1.5% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

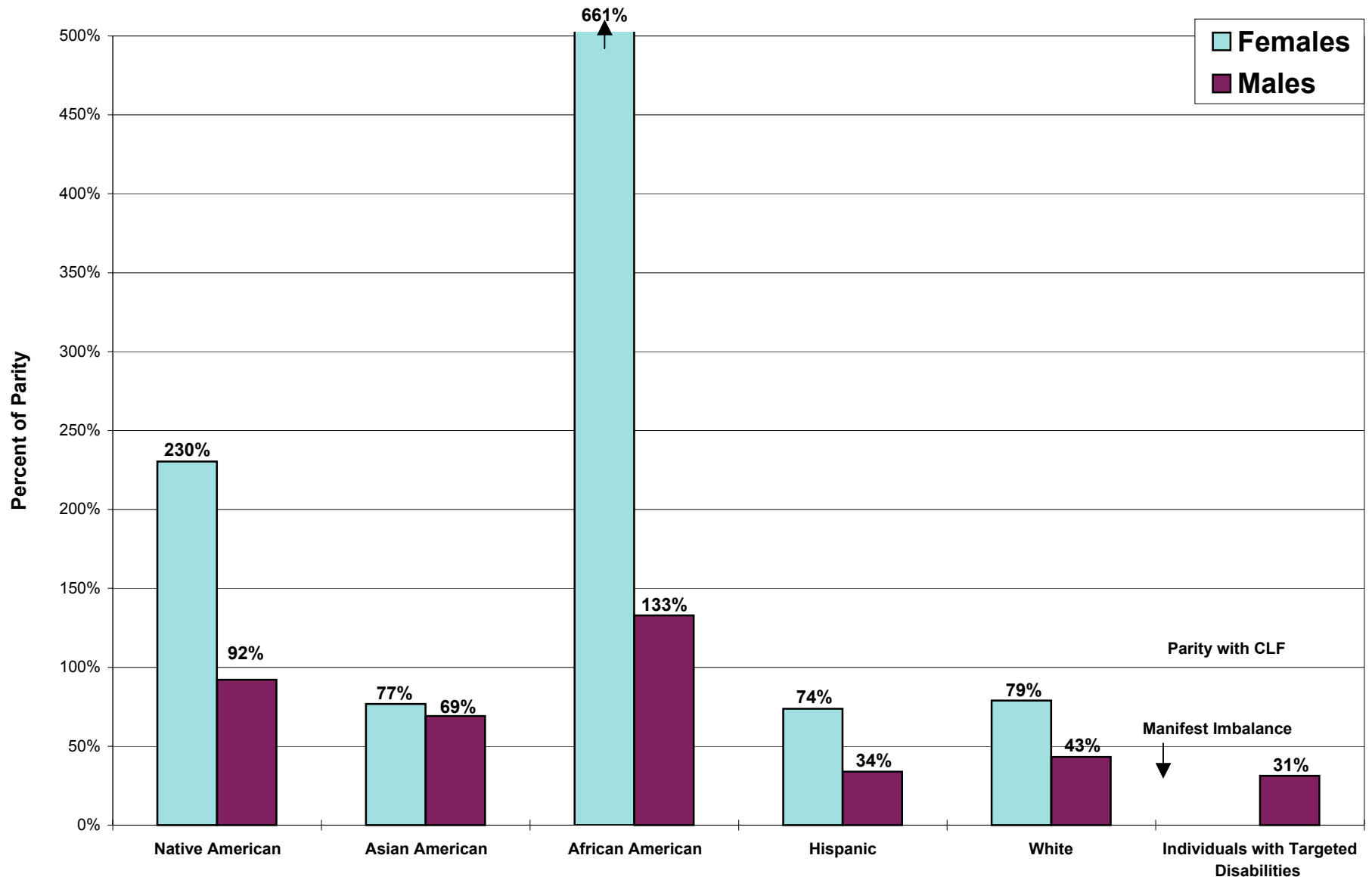
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region IV: Atlanta



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Atlanta Regional Office
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 3 | 7 | 0 |
| 14 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 6 | 4 | 17 | 0 |
| 13 | 1 | 1 | 1 | 1 | 30 | 5 | 3 | 1 | 26 | 24 | 93 | 2 |
| CC | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | |
| 12 | 1 | 0 | 1 | 2 | 31 | 4 | 1 | 4 | 20 | 4 | 68 | 0 |
| 11 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | 0 | 1 | 0 | 7 | 0 |
| 09 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 4 | 0 |
| 08 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| 07 | 0 | 0 | 0 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 7 | 1 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 05 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 5 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| RNO Total | 2 | 1 | 3 | 3 | 86 | 15 | 8 | 5 | 57 | 37 | 217 | 4 |
| | 0.9% | 0.5% | 1.4% | 1.4% | 39.6% | 6.9% | 3.7% | 2.3% | 26.3% | 17.1% | | 1.8% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

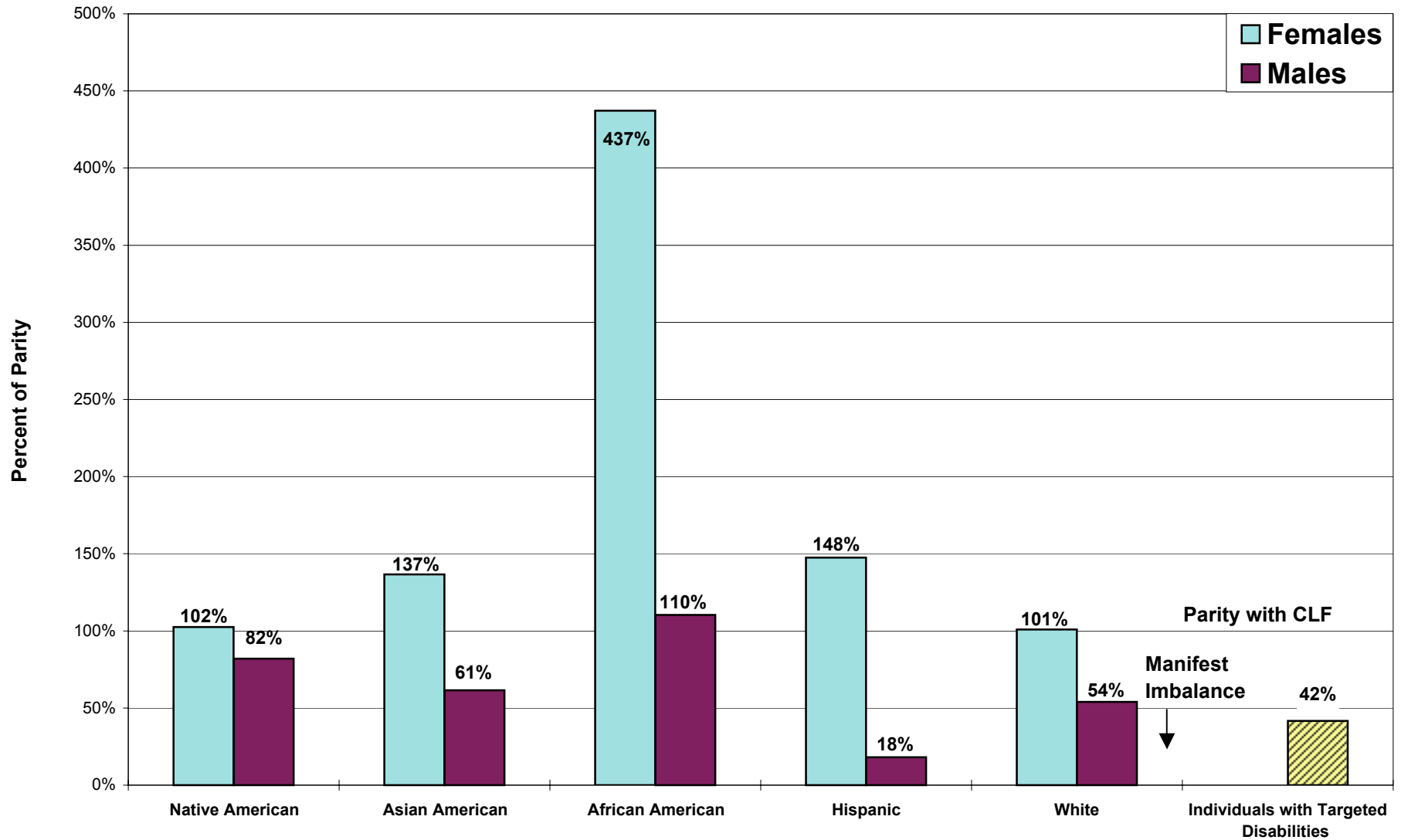
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region V: Chicago



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Chicago Regional Office
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 3 | 6 | 0 |
| 14 | 0 | 1 | 0 | 0 | 4 | 0 | 1 | 0 | 6 | 7 | 19 | 1 |
| 13 | 0 | 0 | 4 | 0 | 15 | 5 | 2 | 0 | 32 | 26 | 84 | 2 |
| CC | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 4 | |
| 12 | 1 | 0 | 0 | 1 | 20 | 6 | 6 | 2 | 25 | 13 | 74 | 2 |
| 11 | 0 | 0 | 1 | 1 | 3 | 2 | 2 | 0 | 7 | 2 | 18 | 0 |
| 09 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 4 | 0 | 7 | 0 |
| 08 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 4 | 0 |
| 07 | 0 | 0 | 0 | 0 | 7 | 0 | 2 | 0 | 0 | 0 | 9 | 0 |
| 06 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 |
| 05 | 0 | 0 | 0 | 0 | 10 | 0 | 3 | 0 | 2 | 0 | 15 | 1 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 1 | 1 | 6 | 3 | 64 | 14 | 18 | 3 | 82 | 52 | 244 | 6 |
| | 0.4% | 0.4% | 2.5% | 1.2% | 26.2% | 5.7% | 7.4% | 1.2% | 33.6% | 21.3% | | 2.5% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

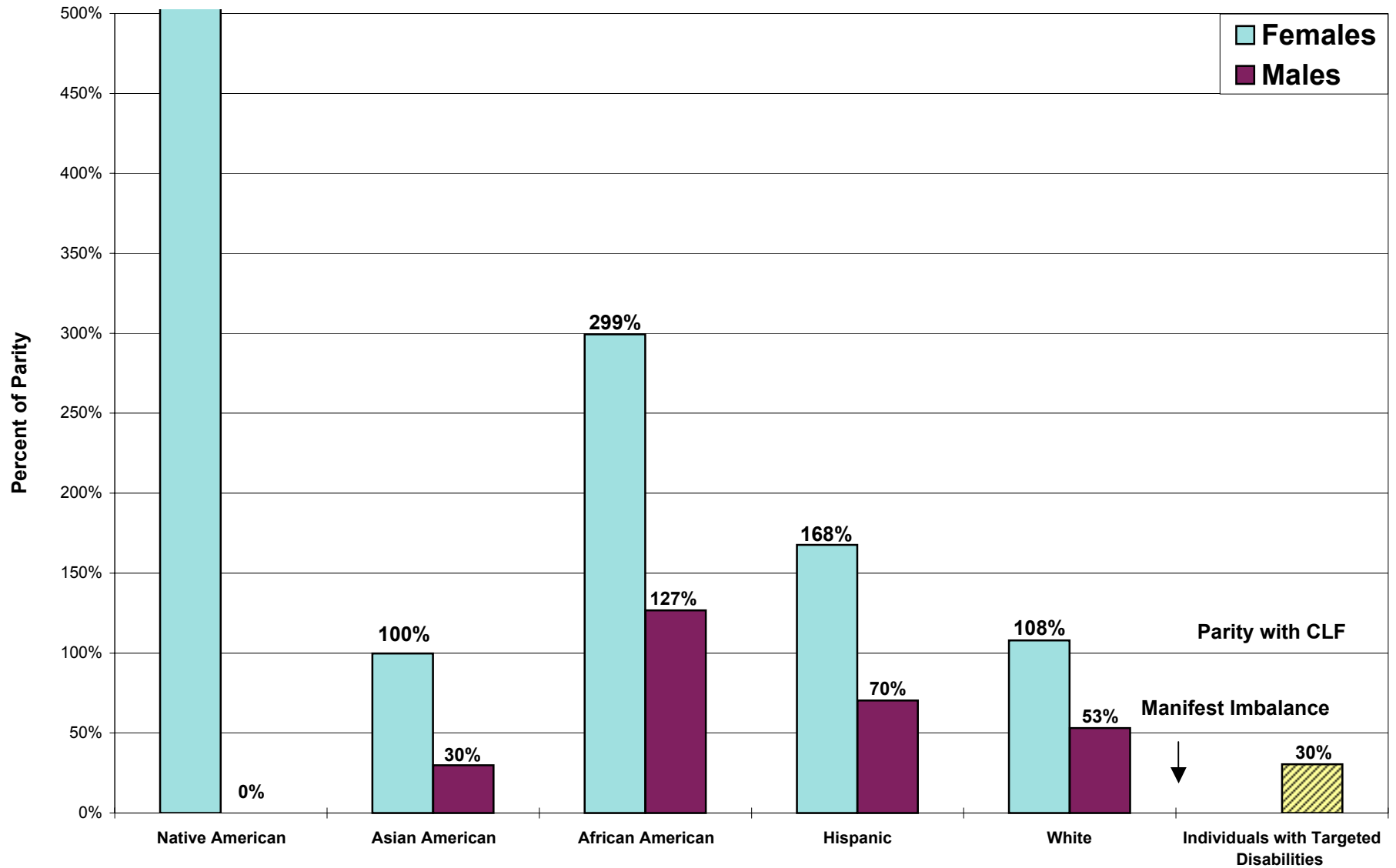
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region VI: Dallas



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**Dallas Regional Office
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|----------|----------------|----------|------------------|-----------|-----------|----------|-----------|-----------|------------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 3 | 6 | 0 |
| 14 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 6 | 3 | 15 | 0 |
| 13 | 1 | 0 | 0 | 1 | 5 | 2 | 0 | 1 | 20 | 15 | 45 | 0 |
| CC | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 3 | 6 | 11 | |
| 12 | 1 | 0 | 3 | 0 | 15 | 4 | 11 | 4 | 19 | 8 | 65 | 1 |
| 11 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 4 | 0 |
| 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 09 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 4 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 07 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 2 | 0 | 5 | 0 |
| 06 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 6 | 0 |
| 05 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 3 | 2 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 5 | 0 | 3 | 1 | 30 | 11 | 14 | 8 | 60 | 35 | 167 | 3 |
| | 3.0% | 0.0% | 1.8% | 0.6% | 18.0% | 6.6% | 8.4% | 4.8% | 35.9% | 21.0% | | 1.8% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

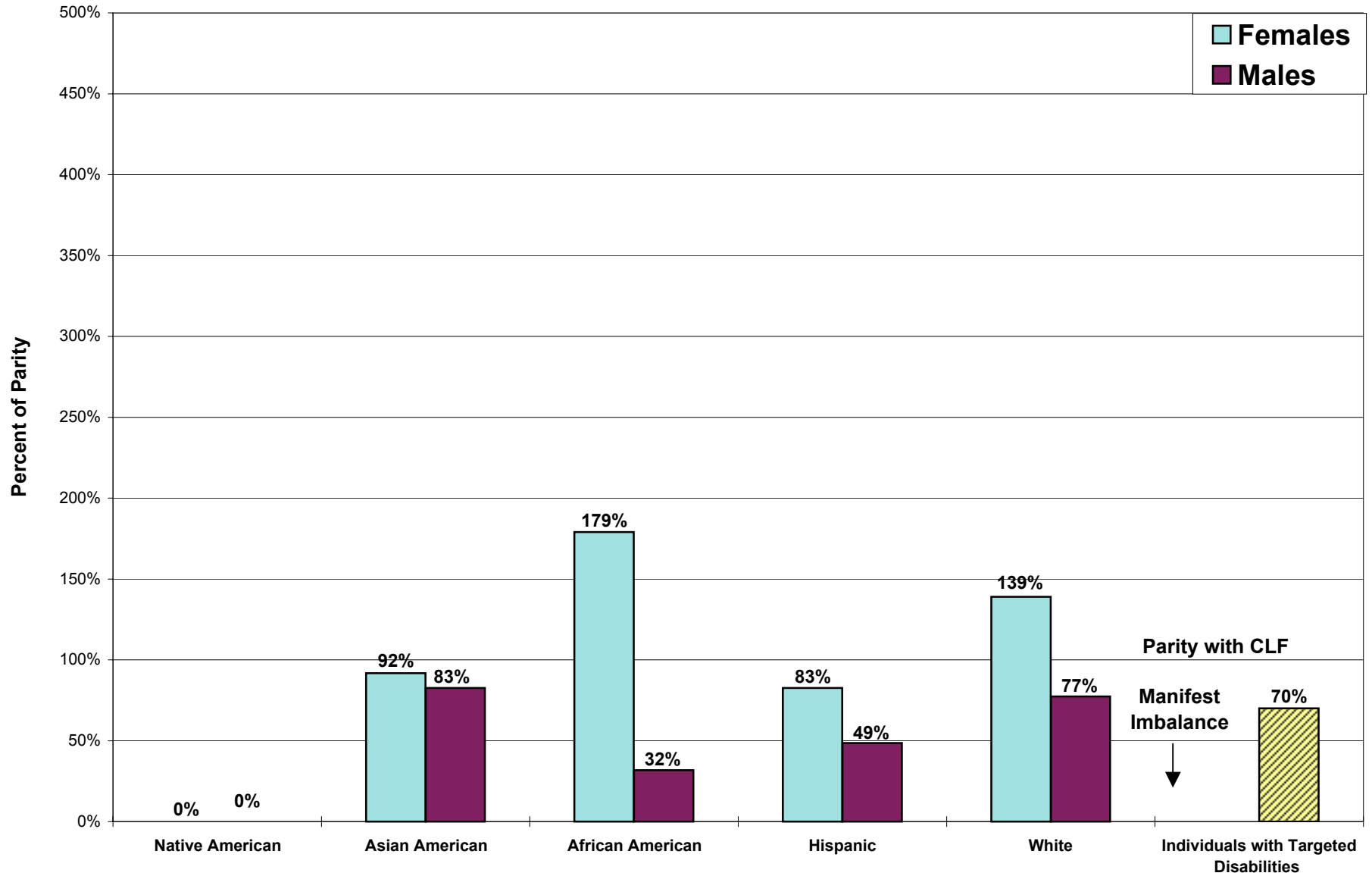
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region VII: Kansas City



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Kansas City Regional Office
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 15 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 5 | 9 | 1 |
| 14 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 5 | 3 | 9 | 0 |
| 13 | 0 | 0 | 1 | 1 | 3 | 1 | 2 | 2 | 33 | 22 | 65 | 2 |
| CC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | |
| 12 | 0 | 0 | 1 | 0 | 7 | 0 | 1 | 0 | 13 | 5 | 27 | 1 |
| 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 09 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 4 | 0 |
| 07 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 1 |
| 05 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 3 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 0 | 0 | 2 | 2 | 13 | 2 | 5 | 4 | 56 | 37 | 121 | 5 |
| | 0.0% | 0.0% | 1.7% | 1.7% | 10.7% | 1.7% | 4.1% | 3.3% | 46.3% | 30.6% | | 4.1% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% |

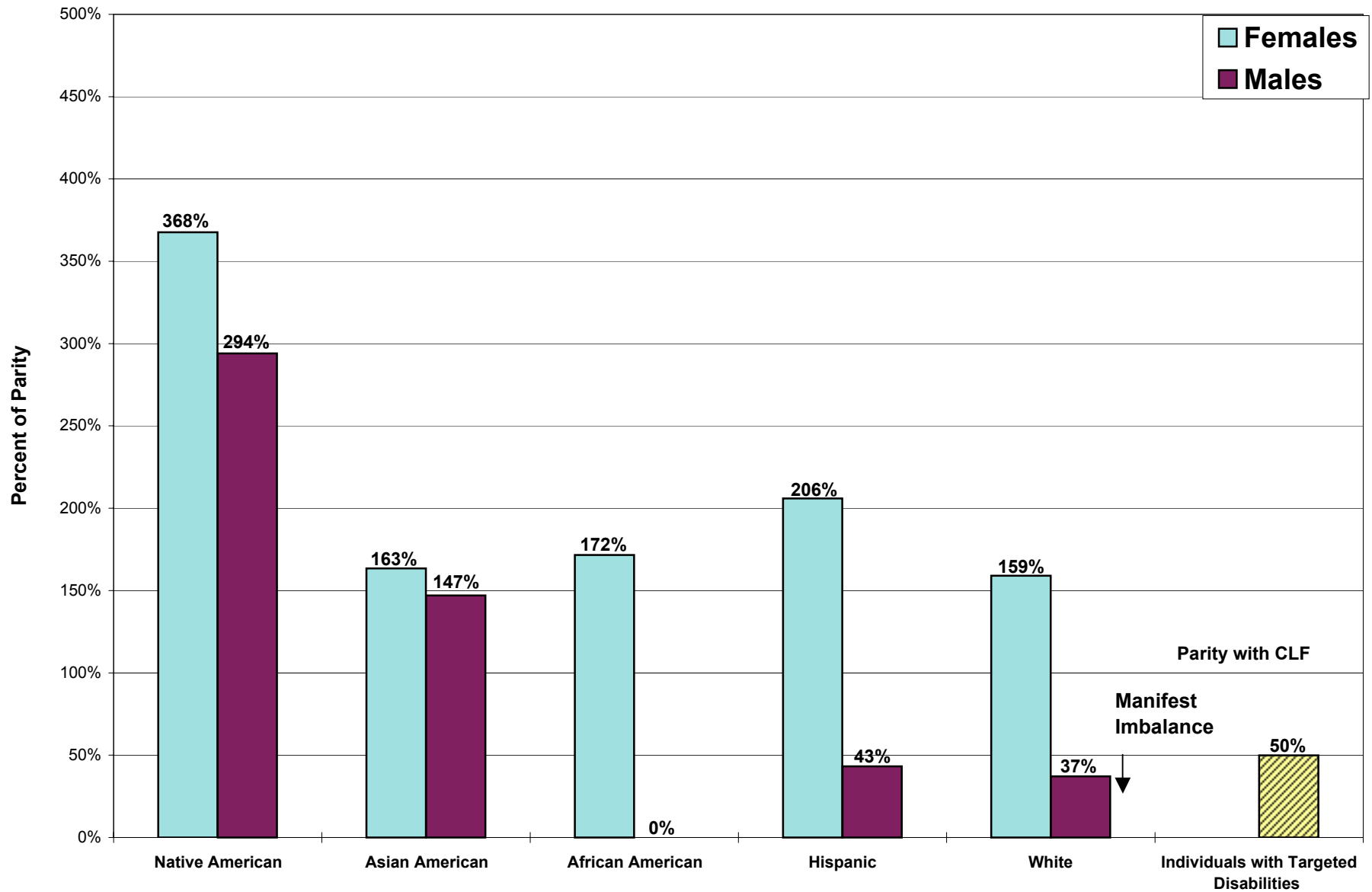
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | |
| F | M | F | M | F | M | F | M | F | M |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region VIII: Denver



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

**Denver Regional Office
as of 12/27/2003**

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 | 0 |
| 14 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 0 |
| 13 | 0 | 0 | 2 | 1 | 1 | 0 | 2 | 0 | 17 | 3 | 26 | 0 |
| CC | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | |
| 12 | 1 | 0 | 0 | 0 | 3 | 0 | 2 | 1 | 15 | 1 | 23 | 1 |
| 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 09 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| 07 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 1 |
| 05 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| RNO Total | 1 | 1 | 2 | 2 | 7 | 0 | 7 | 2 | 36 | 10 | 68 | 2 |
| | 1.5% | 1.5% | 2.9% | 2.9% | 10.3% | 0.0% | 10.3% | 2.9% | 52.9% | 14.7% | | 2.9% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

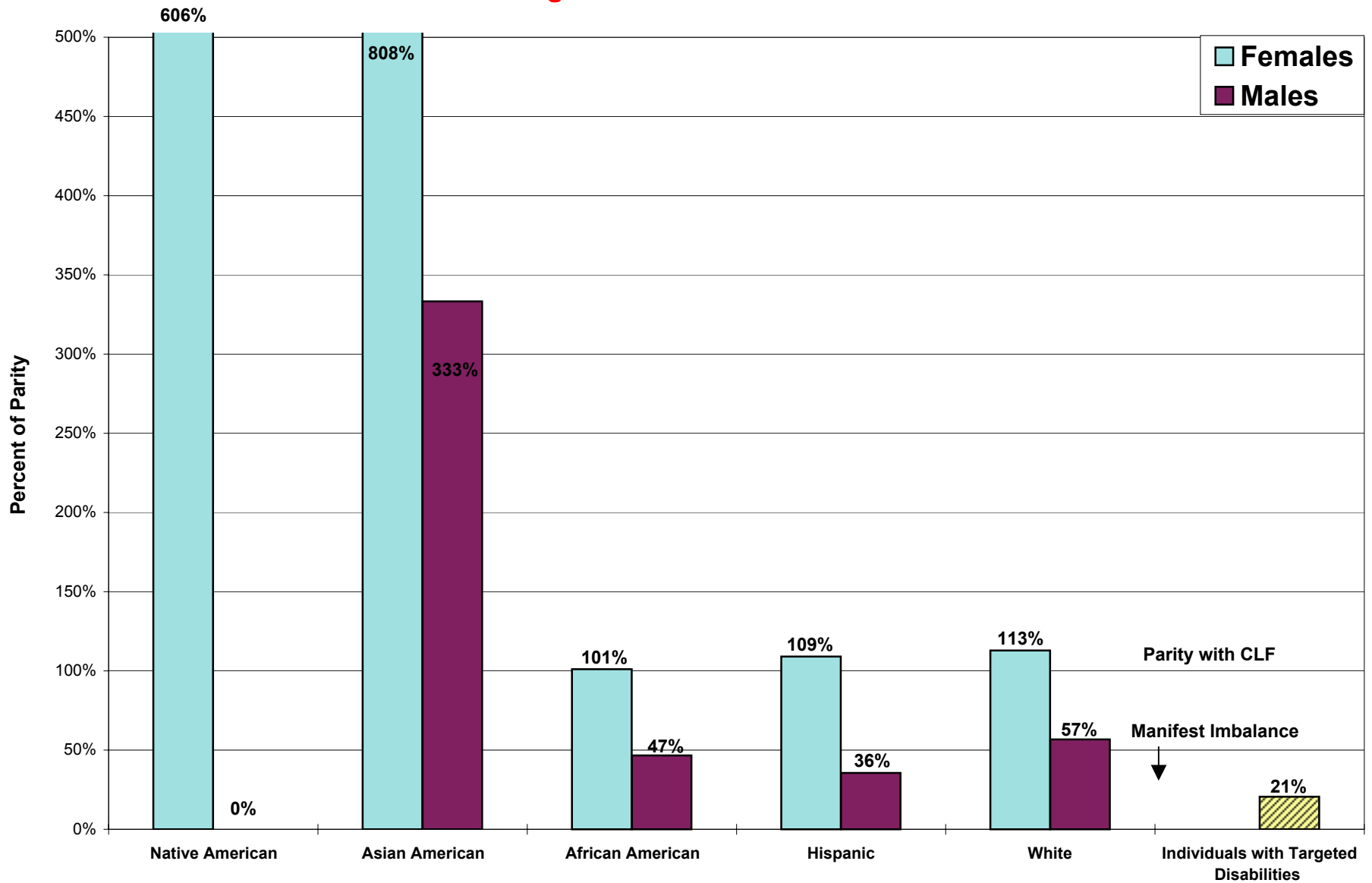
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region IX: San Francisco



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

San Francisco Regional Office
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|------------------|-----------------|----------|----------------|-----------|------------------|----------|----------|----------|-----------|-----------|------------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 15 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 3 | 7 | 0 |
| 14 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 6 | 3 | 11 | 0 |
| 13 | 2 | 0 | 7 | 6 | 3 | 1 | 3 | 3 | 33 | 21 | 79 | 0 |
| CC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 10 | |
| 12 | 1 | 0 | 7 | 3 | 5 | 2 | 3 | 0 | 12 | 4 | 37 | 0 |
| 11 | 0 | 0 | 2 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 6 | 2 |
| 09 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 07 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 8 | 0 |
| 06 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 |
| 05 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 4 | 0 | 24 | 11 | 10 | 4 | 9 | 4 | 62 | 37 | 165 | 2 |
| | 2.4% | 0.0% | 14.5% | 6.7% | 6.1% | 2.4% | 5.5% | 2.4% | 37.6% | 22.4% | | 1.2% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

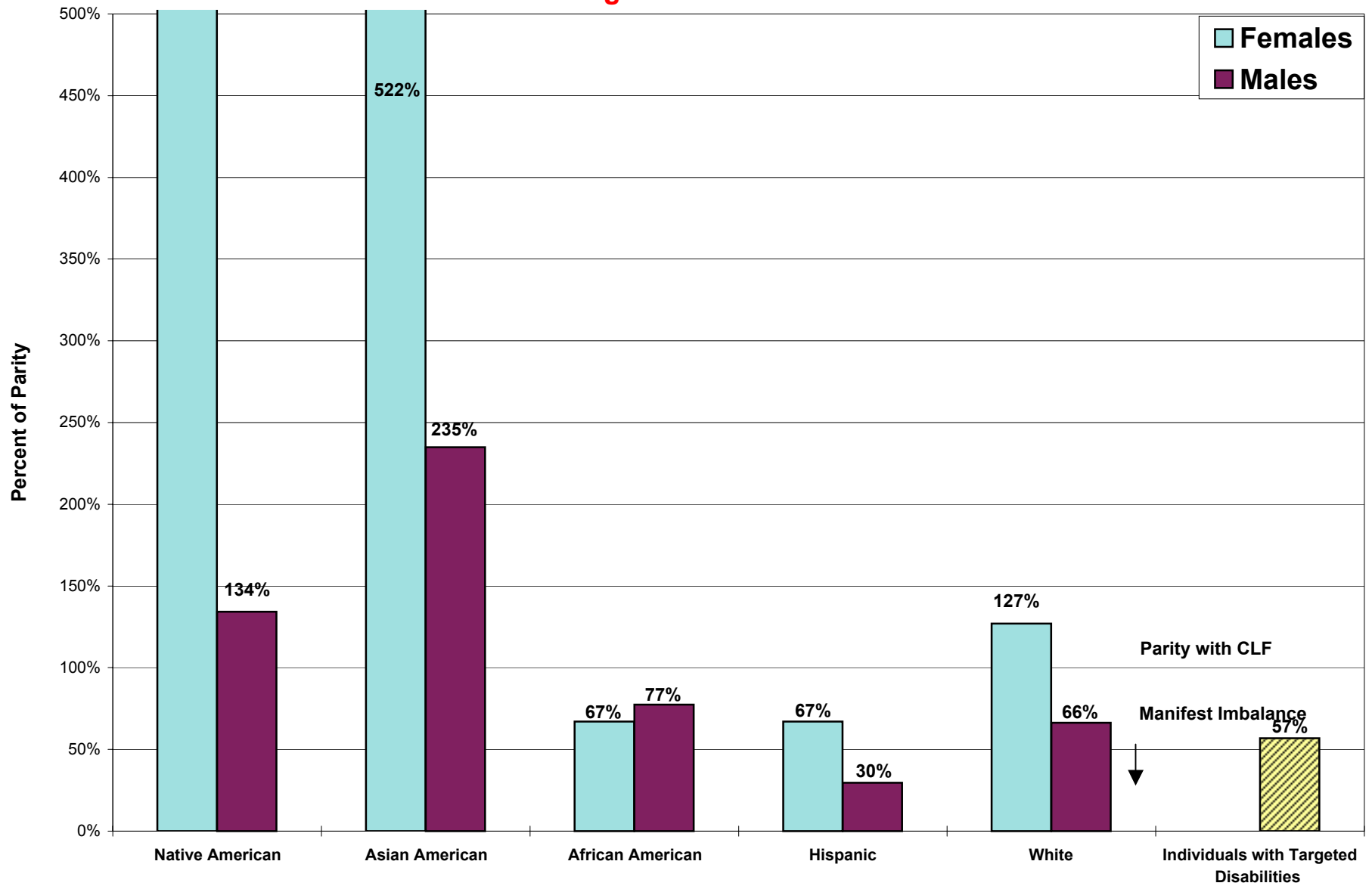
* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.

Parity for EEO Groups with the Civilian Labor Force (CLF) in Region X: Seattle



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.

Seattle Regional Office
as of 12/27/2003

| Grade | Native American | | Asian American | | African American | | Hispanic | | White | | Total | Individuals with Targeted Disabilities |
|-----------|-----------------|------|----------------|------|------------------|------|----------|------|-------|-------|-------|--|
| | F | M | F | M | F | M | F | M | F | M | | |
| SES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 15 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 6 | 1 |
| 14 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 3 | 6 | 11 | 0 |
| 13 | 4 | 0 | 8 | 4 | 2 | 4 | 1 | 1 | 30 | 19 | 73 | 0 |
| CC | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 5 | 1 | 8 | |
| 12 | 1 | 0 | 3 | 3 | 2 | 0 | 3 | 2 | 11 | 11 | 36 | 3 |
| 11 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 4 | 0 |
| 09 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| 08 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| 07 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 4 | 1 |
| 06 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 0 | 5 | 0 |
| 05 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 04 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 03 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 02 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 01 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RNO Total | 5 | 1 | 14 | 7 | 6 | 6 | 5 | 3 | 63 | 39 | 149 | 5 |
| | 3.4% | 0.7% | 9.4% | 4.7% | 4.0% | 4.0% | 3.4% | 2.0% | 42.3% | 26.2% | | 3.4% |

| National Civilian Labor Force (CLF) - 2000 ESTIMATES* | | | | | | | | | | |
|---|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.4% | 0.5% | 1.8% | 2.0% | 6.0% | 5.2% | 5.0% | 6.8% | 33.3% | 39.5% | |

* 2000 estimates provided by OPM Office of Diversity; based on figures from the Bureau of Labor Statistics *September 2000 Current Population Survey*.

| National Civilian Labor Force (CLF) - 1990 Census Data | | | | | | | | | | |
|--|------|----------------|------|------------------|------|----------|------|--------------|-------|--|
| Native American | | Asian American | | African American | | Hispanic | | Non-Minority | | |
| F | M | F | M | F | M | F | M | F | M | |
| 0.3% | 0.3% | 1.3% | 1.5% | 5.4% | 4.9% | 3.3% | 4.8% | 35.3% | 42.6% | |

| 1990 Census Data |
|--|
| Individuals with Targeted Disabilities |
| 5.9% |

NB: CMS Workforce counts DO NOT include staff with no RNO (Race/National Origin) code, consultants, experts, board members, instructors.