

**CFTC Management Directive 715 Report for FY13
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Per EEOC guidance, agencies with 500-999 employees are required to submit Tables A1-A7 and B1-B7.

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013	
PART A Department or Agency Identifying Information	1. Agency		Commodity Futures Trading Commission
	1.a. 2nd level reporting component		
	1.b. 3rd level reporting component		
	1.c. 4th level reporting component		
	2. Address		1155 21st Street, NW
	3. City, State, Zip Code		Washington District of Columbia 20581
	4. Agency Code	5. FIPS code(s)	4173
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		661
	2. Enter total number of temporary employees		24
	3. Enter total number employees paid from non-appropriated funds		0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		685
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Agency Head		Acting Chairman, CFTC Mark Wetjen
	2. Agency Head Designee		Executive Director Anthony Thompson
	3. EEO Director		Director, Office of Diversity and Inclusion Lorena Carrasco
	4. Affirmative Employment Manager		Diversity Program Manager Derrick Wilson
	5. Complaint Processing Manager		Senior Equal Employment Specialist Sarah Summerville
	6. Other EEO Staff		
	7. MD-715 Preparer		Director, ODI Lorena Carrasco
	8. Diversity and Inclusion Officer		
	9. Disability Special Emphasis Program Manager		
	10. Hispanic Special Emphasis Program Manager		
	11. Women's Special Emphasis Program Manager		
	12. Anti-Harassment Program Manager		
	13. Reasonable Accommodation Program Manager		Chief Human Capital Officer Laurie Lindsay

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013	
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Commodity Futures Trading Commission	For period covering October 1, 2012 to September 30, 2013
EXECUTIVE SUMMARY	
<u>CFTC MISSION & MISSION-RELATED FUNCTIONS</u>	
<p>Congress created the Commodity Futures Trading Commission (CFTC) in 1974 as an independent agency with the mandate to regulate commodity futures and option markets in the United States. The agency's mandate has been renewed and expanded several times since then, most recently by the Dodd-Frank Wall Street Reform and Consumer Protection Act, which includes regulating swaps and educating consumers about commodities fraud.</p>	
<u>CFTC EEO PROGRAM</u>	
<p>1. Demonstrated Commitment from Agency Leadership</p>	
<p>During FY13, the CFTC continued to provide EEO and sexual harassment policies to new employees and supervisors. The Commission's leadership took a proactive approach to evaluating the CFTC workplace within the context of the Employee Viewpoint Survey. Senior leadership approved a joint effort between the Office of Diversity and Inclusion (ODI) and the Human Resources Branch (HRB) to conduct listening sessions exploring employee attitudes about training, leadership, the organizational culture of the commission, and retention. A total of 110 employees and supervisors in DC and the three regional offices participated in these sessions held between May and August 2013. The results revealed important feedback for program use by ODI and HRB, as well as key information to assist Commission leadership establish a vision for demonstrating commitment to workplace issues. A report was prepared in the fall of 2013, with recommendations for implementation in FY 2014. The ODI Director briefed the Chairman (February 2013) and the Acting Chairman (March 2014) on the status of the CFTC EEO program in compliance with MD-715.</p>	
<p>2. Integration of EEO into Agency Mission</p>	
<p>The ODI Director co-chaired the Management Objectives section of the CFTC Strategic Plan with the Office of Data and Technology (ODT). In this manner, the ODI Director played a significant role in working with ODT and the Human Resources Branch (HRB), as well as the senior management team in establishing specific management objectives, strategies, and metrics. A key goal of the CFTC Strategic Plan is the establishment of two diversity partnerships per year through 2016 in order to promote CFTC as an employer of choice among minority communities and advance diversity goals. To facilitate the establishment of these external and internal partnerships, CFTC partnered with Gallaudet University to conduct a workshop on working with persons with disabilities in October of 2012, and established a template for chartering internal CFTC employee affinity groups. As of today, two affinity groups have been chartered.</p>	
<p>In FY13, ODI hired Golden Key to prepare a Targeted Recruitment Strategy based on existing diversity and skill gaps in CFTC core occupations. The Commission now has a menu of alternatives, including college venues, job conferences, and professional organizations that will permit outreach efforts to focus on specific needs. The strategy has also allowed further integration of HRB and ODI diversity efforts.</p>	
<p>In order to enhance the level of EEO advice and services provided to employees, CFTC recruited a Senior EEO Specialist in FY13. As a result, the CFTC no longer needs to rely on external contracts for writing final agency decisions (FADs). Last year, one-third of FADs were written internally, avoiding \$5,000 in costs and reducing the time for issuing decisions.</p>	
<p>CFTC is pleased to report several accomplishments in the area of special emphasis programs (SEPs). In order to integrate regional staff in diversity efforts, the ODI established a rotational approach to SEP events. In FY13, Black History Month was sponsored by the New York Office, and Hispanic Heritage Month was sponsored by the Kansas City Office and transmitted to the DC office. In FY13, the CFTC celebrated its first Disability Awareness Month and first Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month. In November of 2012, the CFTC partnered with Gallaudet University to conduct a workshop on how to integrate and work effectively with persons with disabilities. In June of 2013, the CFTC hosted its LGBT program coinciding with two landmark Supreme Court decisions impacting the LGBT community, and making the event a memorable and historic occasion. These accomplishments and their impact on the workplace earned an ODI employee the Chairman's Staff Award in September of 2013.</p>	
<p>CFTC has also played a leadership role in the Hispanic community in an effort to reverse the declining trend in its workforce. In 2013, CFTC co-chaired the Federal Training Institute (FTI) Committee, a partnership effort between the League of United Latin</p>	

American Citizens (LULAC) and the Office of Personnel Management (OPM) focused on enhancing executive core qualifications. Approximately 400 Federal employees participated in these low/no-cost sessions, including twelve (12) CFTC employees.

3. Management and Program Accountability

In FY13, ODI initiated discussions with the Office of General Counsel and the Human Resources Branch to appoint a Resolving Official for the Commission to work with managers, employees, and relevant offices in the EEO complaint process as needed. In addition, ODI developed internal procedures for reviewing and clearing settlement agreements in the pre-complaint process.

ODI continued to maintain an ongoing dialogue with Commission employees on EEO/Diversity matters through its quarterly newsletter.

In addition to holding regular meetings with HRB, ODI has partnered with HRB to address union questions of an EEO/diversity nature. For example, ODI will brief the union in FY14 on methods for analyzing employee awards data.

4. Proactive Prevention of Unlawful Discrimination

In FY13, ODI discussed with HRB policies, practices, procedures, or personnel actions that may have EEO implications, and worked with HRB to address those issues as appropriate. For example, ODI provided equal opportunity/adverse impact guidance to HRB on merit promotion policy, suggested revisions, and encouraged HRB to establish a policy for Schedule A implementation.

5. Efficiency

In FY11, CFTC identified the need to track applicant flow data in order to implement an adequate data collection and analysis system that permits tracking of the information required by MD-715. In October of 2012, CFTC acquired the services of Monster, Inc. as a means to automating the hiring process and tracking applicant data. CFTC is pleased to begin analyzing applicant data in FY13 in compliance with MD-715 requirements.

CFTC provided training to 12 collateral-duty EEO Counselors in FY13. In addition, ODI staff attended EEOC training on writing accept/dismiss letters, conducting EEO investigations, and writing final agency decisions.

CFTC responded favorably to EEOC's effort to establish a Small Agency Council (SAC). CFTC participated in the SAC planning meeting in December of 2013 and intends to be an active member of this group.

6. Responsiveness and Legal Compliance

ODI initiated discussions with HRB regarding the need to enhance the diversity language in the performance standards of employees, especially the standards of employees in executive and supervisory positions.

BARRIERS ADDRESSED IN FY13

In FY13, CFTC established methods to review personnel action trends (e.g., merit promotion, awards, training), personnel programs, policies and procedures for systemic barriers. The Office of Diversity and Inclusion (ODI) acquired SAS to conduct statistical analyses of actions and developed a process in partnership with the Human Resources Branch (HRB) and the Office of Data and Technology (ODT) to retrieve and import employee data into SAS. As a result, ODI analyzed awards data to determine whether gender differences existed in the distribution and amount of awards given in FY13. In FY14, ODI partnered with HRB to brief the employee unions on the approach for analyzing awards data. In addition, ODI played an integral role in the review of personnel policies, such as the Merit Promotion Policy and the Reasonable Accommodation Policy. ODI will address EEO issues during the Merit Promotion Policy training scheduled for the Spring of 2014. ODI also recommended establishing a Schedule A Policy, which HRB is in the process of drafting.

Prior to FY13, CFTC had been unable to analyze applicant data because the hiring process was manual. CFTC automated the hiring process in September of 2012 and as a result, CFTC is able to analyze applicant data in FY13 for trends and barriers. The data reveal 18,005 persons applied to CFTC positions in FY13, of which 3.3% were disabled and 1.9% had a targeted disability. The data suggest CFTC should enhance outreach to the disabled community to increase the pool of disabled applicants. The data also showed there were 6,860 qualified applicants for CFTC core occupations, of which 7.9% were Hispanic and 0.8% were American Indian/Alaska Native (AIAN). No Hispanic or AIAN employees were hired in FY13, and

CFTC is addressing selection barriers in FY14.

ODI placed the acquisition of an electronic complaint management system on the list of unfunded requirements in FY13. The system will allow CFTC to track EEO complaint cases, conduct trend analyses, keep an electronic repository of case information, and facilitate electronic submission of yearly EEO complaint data to EEOC. The system was not funded, which helped the Commission avert administrative furloughs in FY13. The system continues to be a high-priority item on the lists of unfunded requirements for FY14.

KEY PRIORITIES FOR FY14

The CFTC Chairman is appointed for a period of 5 years. With the expiration of Chairman Gary Gensler's appointment in January of 2014, the CFTC finds itself in a period of transition. The ODI has prepared briefing materials for the incoming Chair, highlighting key successes in EEO/diversity programs and recommendations for further compliance and improvements. Key compliance priorities include (1) bringing the ODI Director under the direct supervision of the Chair in compliance with 29 C.F.R. 1614 and EEOC regulations; (2) establishing a table of penalties that includes consequences for discriminatory behavior; and (3) enhancing the EEO language in the performance standards of positions CT-16 and higher.

In order to enhance the diversity of the CFTC workforce, ODI plans to address two barriers: the lack of recruitment plan elements emphasizing diversity from a corporate perspective, and including persons with disabilities as a viable applicant pool. Key objectives to address these barriers in FY14 include

- Implementing an integrated ODI-HRB approach to diversity initiatives;
- Establishing a Diversity Council;
- Establishing two minority partnerships per year; and
- Incorporating the Wounded Warriors Program and Workforce Recruitment Program as viable workforce recruitment sources.

EEOC FORM
715-01
PART F

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, LORENA O. CARRASCO am the

(Insert name above)

(Insert official
title/series/grade above)

Principal EEO Director/Official for

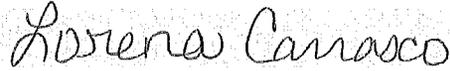
COMMODITY FUTURES TRADING COMMISSION (CFTC)

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

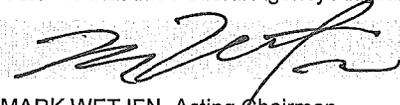


03/27/14

LORENA O. CARRASCO, Principal EEO Director/Official

Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



03/31/14

MARK WETJEN, Acting Chairman
Commodity Futures Trading Commission (CFTC)

Date

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
The Agency Head was installed on <u>05/26/2009</u> The EEO policy statement was issued on <u>10/29/2009</u> Was the EEO policy statement issued within 6-9 of the installation of the Agency Head?				X	Chairman Gary Gensler's term expired in January of 2014. CFTC is awaiting confirmation of incoming Chair to issue the new EEO policy statement.
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X			
Are new employees provided a copy of the EEO policy statement during orientation?		X			
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X			
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X			
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X			
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X			

Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X			
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X			
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X			
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X			
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X			
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X			
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X			
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X			
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.		X			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X			
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X			

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.					
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			X		The structure will be discussed in FY14.
Are the duties and responsibilities of EEO officials clearly defined?		X			
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X			
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X			
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting		X			
If not, please describe how EEO program authority is delegated to subordinate reporting components.		X			
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X			
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X			
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections		X			

Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and re-alignments?		X			
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X			
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure		X			
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X			
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X			
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently		X			
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X			
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X			
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X			
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X			
Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	

Commodity Futures Trading Commission	For period covering October 1, 2012 to September 30, 2013			
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X			
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X			
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X			
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X			
Is there sufficient funding to ensure that all employees have access to this training and information?	X			
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:				
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			
to provide religious accommodations?	X			
to provide disability accommodations in accordance with the agency's written procedures?	X			
in the EEO discrimination complaint process?	X			
to participate in ADR?	X			

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY					
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.					
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X			
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X			
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X			
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X			
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X			
Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?			X		They would be handled on a case by case basis. ODI has notified CFTC of deficiency.

Commodity Futures Trading Commission	For period covering October 1, 2012 to September 30, 2013			
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X			
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X			No findings in the past two years.
If so, cite number found to have discriminated and list penalty /disciplinary action				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.??	X			

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.					
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X			
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X			
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X			
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X			
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X			
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X			
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X			
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X			
Compliance Indicator	Measures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.				
	Are all employees encouraged to use ADR?	X			
	Is the participation of supervisors and managers in the ADR process required?	X			

Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.						
Commodity Futures Trading Commission			For period covering October 1, 2012 to September 30, 2013			
Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X				
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X				
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X				
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X				
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X				
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?			X		See Part H.	
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?			X		See Part H.	
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X				
If yes, briefly describe how:						
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X				

Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X			
Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X			
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X			
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X			
Does the agency complete the investigations within the applicable prescribed time frame?		X			
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X			
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X			
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X			
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X			
Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X			
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X			

Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013			
Does the responsible management official directly involved in the dispute have settlement authority?		X			
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the		X			
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102		X			
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X			
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X			
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X			
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X			
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X			
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO		X			
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X			
Does the agency discrimination complaint process ensure a neutral adjudication function?		X			

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.						
Commodity Futures Trading Commission			For period covering October 1, 2012 to September 30, 2013			
Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative			X		Dialogue began in the summer of 2013 to develop policies and procedures to resolve EEO complaints and monitor compliance.	
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			X			
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?				X		
Are procedures in place to promptly process other forms of ordered relief?				X		
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?			X		Senior standards under review.	
If so, please identify the employees by title in the comments section, and state how performance is measured.						
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X				

Commodity Futures Trading Commission	For period covering October 1, 2012 to September 30, 2013			
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?	X			
Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X			
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X			
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X			
Compensatory Damages: The final agency decision and evidence of payment, if made?	X			
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X			
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X			
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X			
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X			
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X			
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X			
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X			
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X			

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28

EEOC FORM 715-01 PART H-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Commodity Futures Trading Commission	For period covering October 1, 2012 to September 30, 2013
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]
OBJECTIVE:	Establish schedules and methods to review merit promotion, awards, and training programs, policies and procedures for systemic barriers.
RESPONSIBLE OFFICIAL:	ODI Director
DATE OBJECTIVE INITIATED:	10/01/12
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/13
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Acquire statistical software TARGET DATE: 10/31/2012	
Develop evaluation methodology TARGET DATE: 07/31/2013	
Write program to download data TARGET DATE: 09/30/2013	
Begin analyses using FY13 data. TARGET DATE: 10/31/2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In December 2012-January 2013, ODI and HRB wrote test programs to download required data. The programs were tested in the Spring of 2013 and will be finalized during the summer of 2013. During FY13, ODI conducted statistical analyses to evaluate differences in awards distributions and amounts controlling for gender. In FY13, ODI established methodologies and conducted statistical analyses to evaluate differences in awards distributions and amounts controlling for gender.	

EEOC FORM 715-01 PART H-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Commodity Futures Trading Commission	For period covering October 1, 2012 to September 30, 2013
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?
OBJECTIVE:	Automate manual processes to permit analyses of the information required by MD-715.
RESPONSIBLE OFFICIAL:	ODI Director
DATE OBJECTIVE INITIATED:	09/01/12
TARGET DATE FOR COMPLETION OF OBJECTIVE:	03/31/13
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Acquire Monster to facilitate analysis of applicant data TARGET DATE: 09/30/2012	
Acquire SAS to analyze personnel data TARGET DATE: 10/31/2012	
Develop methods to merge training data with personnel data TARGET DATE: 03/31/2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
CFTC acquired Monster (automated hiring system) to process applicant data. The new system will allow tracking of applicant data and will facilitate analyses of such data beginning with FY13. ODI staff met with ODT and HRB staff in December of 2012 to discuss data requirements and protocols for merging training data with personnel data. ODT installed SAS (statistical software) on PC of ODI Director prior to the end of FY12.	

EEOC FORM 715-01 PART H-3	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the Agency's EEO Programs.	
OBJECTIVE:	Automate current manual process by acquiring complaint management software to track cases and conduct trend analyses.	
RESPONSIBLE OFFICIAL:	ODI Director	
DATE OBJECTIVE INITIATED:	07/30/12	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/14	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
Initiate unfunded requirement discussion for FY13 with Executive Director TARGET DATE: 08/30/2012		
Conduct market research based on requirements TARGET DATE: 03/31/2014		
Compete and select vendor TARGET DATE: 06/30/2014		
Train users (ODI staff and collateral-duty EEO Counselors) on new system TARGET DATE: 09/30/2014		
Begin uploading cases into electronic complaint management system. TARGET DATE: 10/01/2014		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
As part of the consideration process to reduce costs in FY13 and avoid furloughs, the electronic complaint management system was placed on the list of unfunded requirements for FY14. The system remains a high-priority item on the unfunded requirements list for FY14.		

EEOC FORM 715-01 PART I-1		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Commodity Futures Trading Commission		For period covering October 1, 2012 to September 30, 2013	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Groups with low participation in the total workforce: Hispanics (4%) compared to the CLF (10%) American Indians (0%) compared to the CLF (1%) Groups with low participation in core occupations compared to the Relevant CLF: Women in the Economist series Hispanics in the Economist, Auditor, General Attorney, General Business, and Inspection & Compliance series Blacks in the Economist and General Business series American Indians in the Economist, Auditor, General Attorney, General Business, and Inspection & Compliance series Asian Americans/PI in the Economist series Women have low participation in senior management levels (31%) compared to the CFTC (43%)	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		<ul style="list-style-type: none"> Analyzed MD-715 Tables A1, A3, A4, and A6 Discussed diversity recruitment practices with HR staff 	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Lack of recruitment elements emphasizing diversity from a corporate perspective	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Develop a targeted recruitment plan to complement existing recruitment efforts	
RESPONSIBLE OFFICIAL:		Anthony Thompson, Lorena Carrasco, Laurie Lindsay	
DATE OBJECTIVE INITIATED:		07/01/12	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/30/13	
EEOC FORM 715-01 PART I-1		EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Establish Diversity Advisory Council		09/30/14	
Establish two minority partnerships per year		09/30/14	
Identify requirements and compete contract to develop targeted recruitment strategy		08/30/12	
Select vendor and have project kick off meeting		09/30/12	
Receive final deliverable (targeted recruitment strategy)		06/30/13	
Select outreach and partnership activities for inclusion in the FY14 budget		07/30/13	

Prepare integrated ODI-HRB diversity strategy to eliminate duplication and facilitate reporting		04/30/2014
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
CFTC selected Golden Key in September of 2012 to prepare a targeted recruitment strategy with a corporate emphasis on increasing diversity in core occupations, increasing the participation of women in the senior grade levels, and leveraging student programs to promote CFTC as an employer of choice among persons with disabilities. To date, the vendor has prepared analyses and identified potential partnership opportunities based on feedback from ODI, HRB, and key stakeholders.		
EEOC FORM 715-01 PART I-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Commodity Futures Trading Commission	For period covering October 1, 2012 to September 30, 2013	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Persons with Disabilities have low participation in the total workforce (4%) and senior level managers (1%). In addition, there are no persons with targeted disabilities in 4 of the 5 core occupations: Economist Auditing General Business and Industry General Inspection, Investigation and Compliance IT Management	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<ul style="list-style-type: none"> • Analyzed MD-715 Tables B1, B3, B4, and B6 • Discussed disability recruitment practices with HR staff 	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Lack of strategic objective identifying persons with disabilities as a viable applicant pool from a corporate perspective	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Establish external partnerships to position CFTC as a viable employer for disabled graduates and interns	
RESPONSIBLE OFFICIAL:	Anthony Thompson, Lorena Carrasco, Laurie Lindsay	
DATE OBJECTIVE INITIATED:	06/01/12	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2014	
EEOC FORM 715-01 PART I-2	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Initiate partnership discussions with Gallaudet University	06/30/12	
Include disability as a category of interest in requirements for targeted recruitment strategy plan	08/30/12	
Raise competency and ability of CFTC workforce to work with persons with disabilities by conducting a workshop on how to effectively integrate persons with disabilities in the workplace	11/30/12	

Sign memorandum of agreement (MOA) with Gallaudet University and identify student interns for the summer of 2013	09/30/2014
Establish Wounded Warrior Program as a viable recruitment source	03/31/2014
Establish Workforce Recruitment Program as viable applicant source	09/30/2014
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>CFTC met with Gallaudet in July of 2012 and initiated steps to sign an MOA. As part of this partnership, Gallaudet conducted a two-hour workshop on working effectively with persons with disabilities on November 13, 2012 during the CFTC's first Disability Awareness Month celebration.</p>	

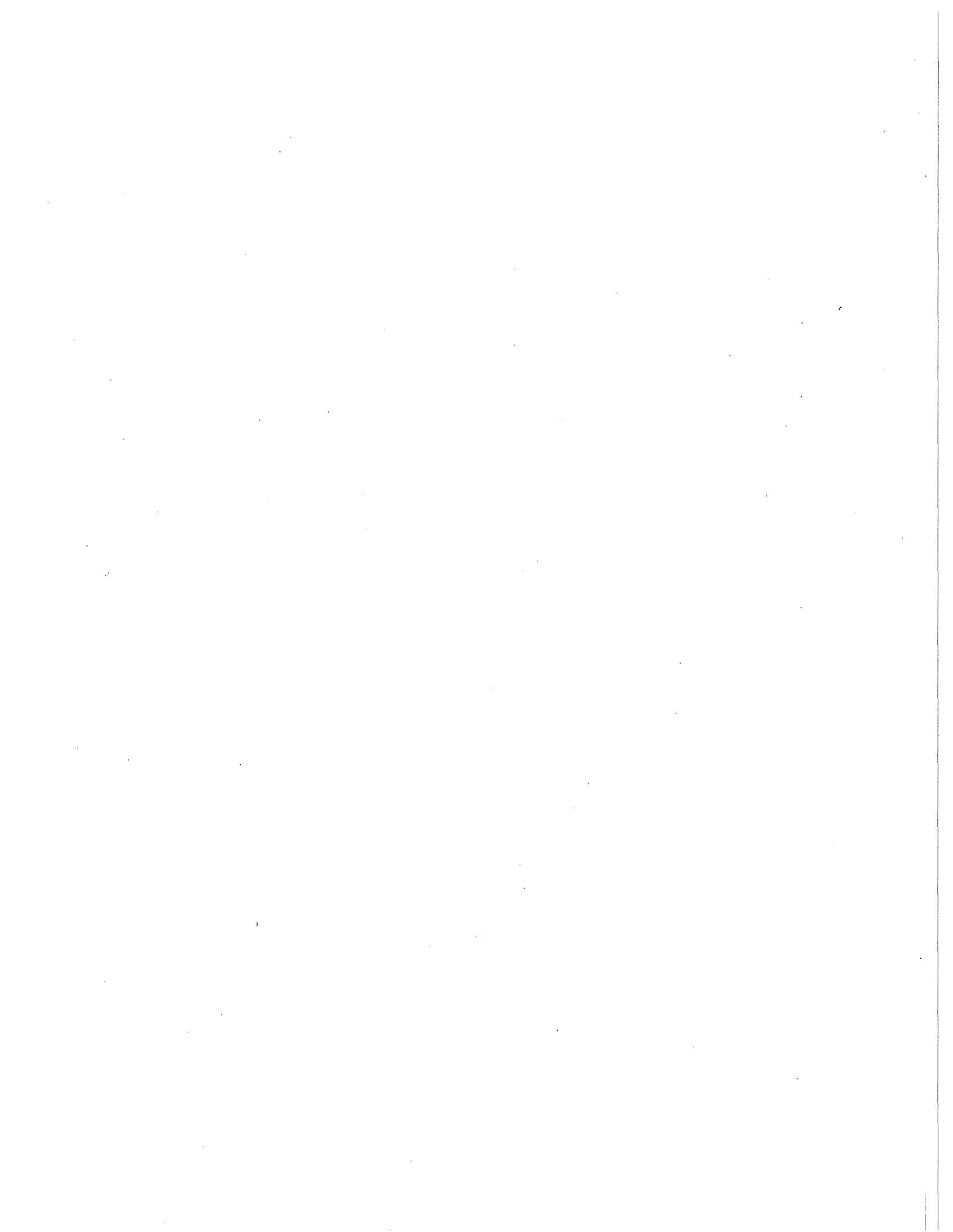


Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL FY	#	661	373	288	17	8	292	173	33	79	30	27	0	0	0	0	1	1
	%	0.00	0.56	0.44	0.03	0.01	0.44	0.26	0.05	0.12	0.05	0.04	0.00	0.00	0.00	0.00	0.00	0.00
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternate Benchmark	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chairman & Commissioners	#	19	11	8	0	0	8	3	2	5	1	0	0	0	0	0	0	0
	%	1.00	0.58	0.42	0.00	0.00	0.42	0.16	0.11	0.26	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Executive Director	#	84	32	52	3	3	21	23	6	22	2	3	0	0	0	0	0	1
	%	1.00	0.38	0.62	0.04	0.04	0.25	0.27	0.07	0.26	0.02	0.04	0.00	0.00	0.00	0.00	0.00	0.01
International Affairs	#	12	6	6	1	0	4	4	0	1	1	1	0	0	0	0	0	0
	%	1.00	0.50	0.50	0.08	0.00	0.33	0.33	0.00	0.08	0.08	0.08	0.00	0.00	0.00	0.00	0.00	0.00
Swap Dealer & Intermediary Oversight	#	81	46	35	2	2	37	18	5	9	2	6	0	0	0	0	0	0
	%	1.00	0.57	0.43	0.02	0.02	0.46	0.22	0.06	0.11	0.02	0.07	0.00	0.00	0.00	0.00	0.00	0.00
Enforcement	#	160	96	64	3	0	84	52	3	7	6	5	0	0	0	0	0	0
	%	1.00	0.60	0.40	0.02	0.00	0.53	0.33	0.02	0.04	0.04	0.03	0.00	0.00	0.00	0.00	0.00	0.00
Market Oversight	#	116	75	41	1	0	66	28	3	10	5	3	0	0	0	0	0	0
	%	1.00	0.65	0.35	0.01	0.00	0.57	0.24	0.03	0.09	0.04	0.03	0.00	0.00	0.00	0.00	0.00	0.00
General Counsel	#	48	20	28	1	0	13	16	3	7	3	5	0	0	0	0	0	0
	%	1.00	0.42	0.58	0.02	0.00	0.27	0.33	0.06	0.15	0.06	0.10	0.00	0.00	0.00	0.00	0.00	0.00
Chief Economist	#	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	1.00	0.75	0.25	0.25	0.00	0.50	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Data & Technology	#	80	50	30	3	0	31	13	9	14	7	3	0	0	0	0	0	0
	%	1.00	0.63	0.38	0.04	0.00	0.39	0.16	0.11	0.18	0.09	0.04	0.00	0.00	0.00	0.00	0.00	0.00
Clearing & Risk	#	57	34	23	2	3	26	15	2	4	3	1	0	0	0	0	1	0
	%	1.00	0.60	0.40	0.04	0.05	0.46	0.26	0.04	0.07	0.05	0.02	0.00	0.00	0.00	0.00	0.02	0.00

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Permanent)

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
ATTORNEY-0905	#	279	163	116	6	2	136	93	5	7	15	14	0	0	0	0	1	0
	%	1.00	0.58	0.42	0.02	0.01	0.49	0.33	0.02	0.03	0.05	0.05	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	66.60	33.40	2.70	1.90	59.20	26.50	2.10	2.50	1.80	1.70	0.00	0.00	0.10	0.10	0.40	0.40
GRAL INSP INV & COMPLIANCE-1801	#	46	27	19	2	0	21	11	2	8	2	0	0	0	0	0	0	0
	%	1.00	0.59	0.41	0.04	0.00	0.46	0.24	0.04	0.17	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	53.40	46.60	4.60	4.60	40.40	31.70	4.30	6.80	3.00	2.30	0.10	0.10	0.40	0.40	0.60	0.40
ECONOMIST-0110	#	25	19	6	1	0	17	5	1	0	0	1	0	0	0	0	0	0
	%	1.00	0.76	0.24	0.04	0.00	0.68	0.20	0.04	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	66.60	33.40	5.90	2.80	49.70	23.40	3.20	2.30	7.10	4.40	0.00	0.00	0.10	0.10	0.20	0.30
AUDITOR-0511	#	39	21	18	0	2	17	6	4	5	0	5	0	0	0	0	0	0
	%	1.00	0.54	0.46	0.00	0.05	0.44	0.15	0.10	0.13	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	40.00	60.00	2.50	4.20	30.60	42.50	2.60	5.50	3.80	6.60	0.00	0.10	0.10	0.30	0.20	0.50
GRAL BUSN INDUSTRY- 1101	#	89	65	24	3	1	54	19	3	4	5	0	0	0	0	0	0	0
	%	1.00	0.73	0.27	0.03	0.01	0.61	0.21	0.03	0.04	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	37.60	62.40	3.70	6.20	26.30	42.20	3.50	8.60	3.20	4.00	0.00	0.00	0.20	0.40	0.40	0.70
IT MGMT-2210	#	54	37	17	2	0	24	9	6	5	5	3	0	0	0	0	0	0
	%	1.00	0.69	0.31	0.04	0.00	0.44	0.17	0.11	0.09	0.09	0.06	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	70.60	29.40	5.80	2.30	50.60	20.20	6.50	4.30	6.10	1.90	0.10	0.00	0.20	0.20	0.90	0.30

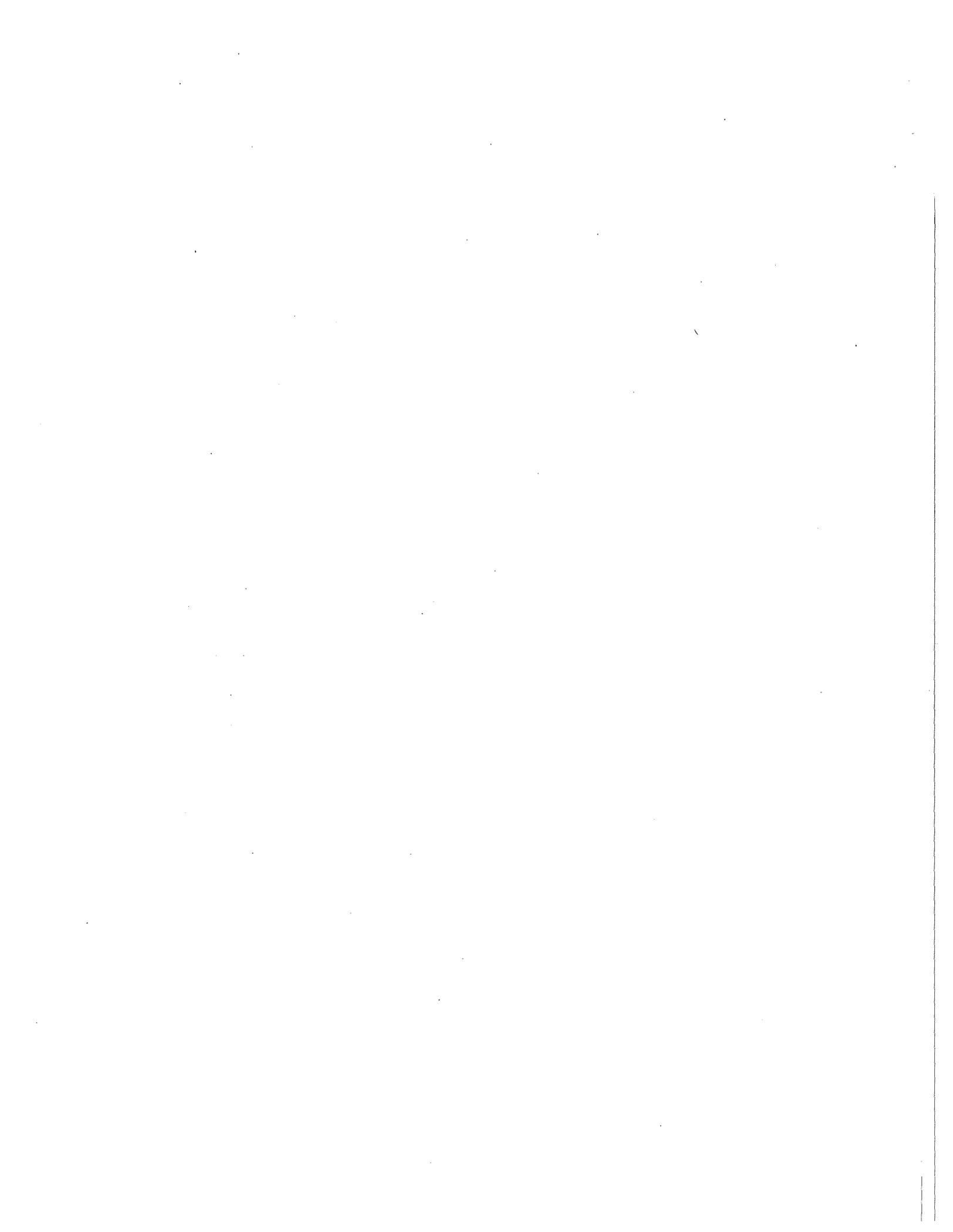
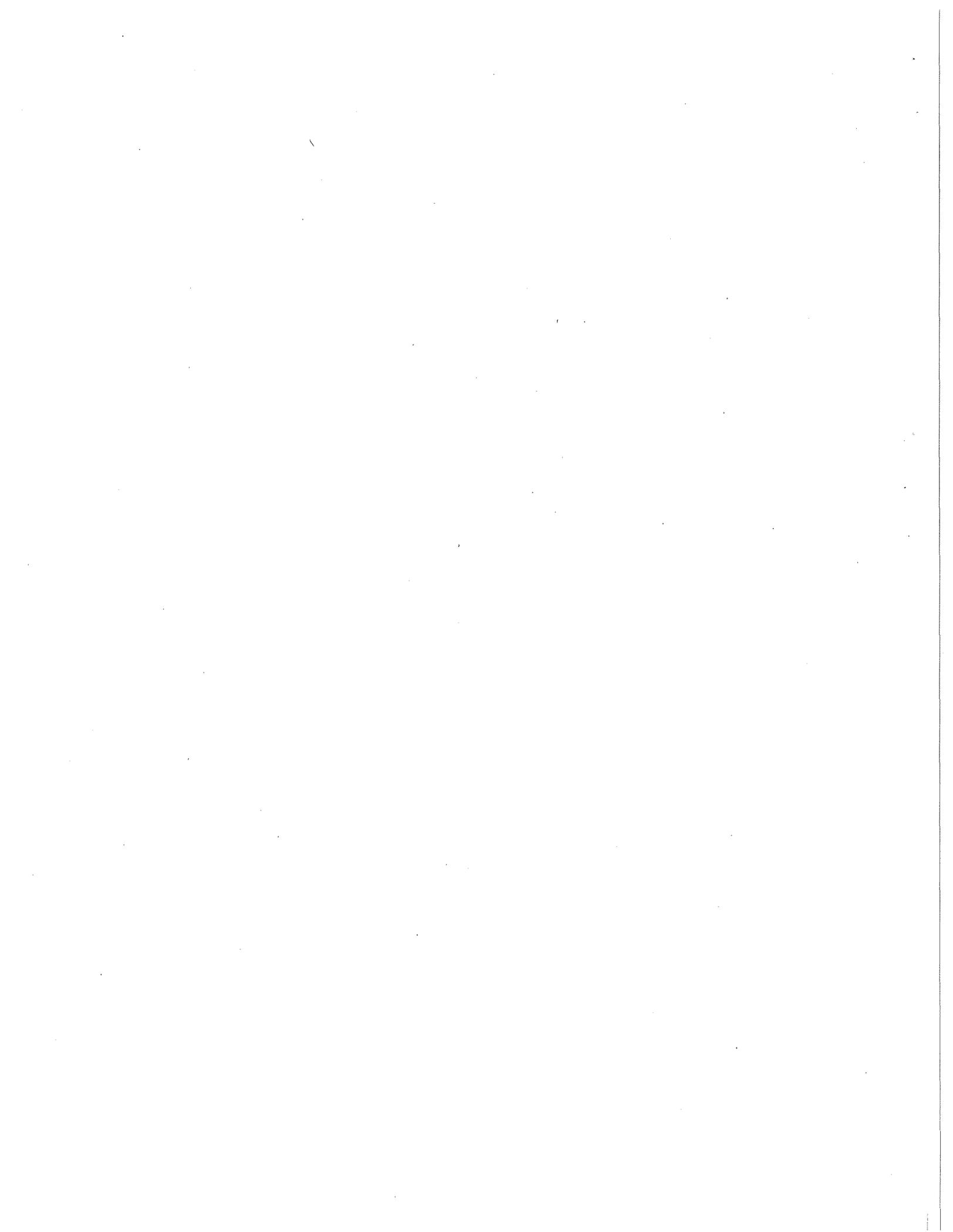


Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Temporary)

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
ATTORNEY-0905	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	1.00	0.67	0.33	0.00	0.00	0.67	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	66.60	33.40	2.70	1.90	59.20	26.50	2.10	2.50	1.80	1.70	0.00	0.00	0.10	0.10	0.40	0.40
ECONOMIST-0110	#	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
	%	1.00	0.67	0.33	0.00	0.00	0.67	0.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	66.60	33.40	5.90	2.80	49.70	23.40	3.20	2.30	7.10	4.40	0.00	0.00	0.10	0.10	0.20	0.30

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex (Permanent)

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Job Title-Series: ECONOMIST-0110																		
Total Received	#	439																
Voluntarily Identified	#	391	314	77	23	5	192	41	46	3	31	23	0	0	2	0	20	5
	%	1.00	0.80	0.20	0.06	0.01	0.49	0.10	0.12	0.01	0.08	0.06	0.00	0.00	0.01	0.00	0.05	0.01
Qualified of those Identified	#	229	181	48	13	3	117	26	24	1	13	15	0	0	2	0	12	3
	%	1.00	0.79	0.21	0.06	0.01	0.51	0.11	0.10	0.00	0.06	0.07	0.00	0.00	0.01	0.00	0.05	0.01
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	66.60	33.40	5.90	2.80	49.70	23.40	3.20	2.30	7.10	4.40	0.00	0.00	0.10	0.10	0.20	0.30
Job Title-Series: ATTORNEY-0905																		
Total Received	#	6151																
Voluntarily Identified	#	5294	3368	1926	290	121	2391	967	299	433	270	296	0	2	8	33	110	74
	%	1.00	0.64	0.36	0.05	0.02	0.45	0.18	0.06	0.08	0.05	0.06	0.00	0.00	0.00	0.01	0.02	0.01
Qualified of those Identified	#	5022	3186	1836	273	116	2261	922	281	418	262	274	0	2	8	32	101	72
	%	1.00	0.63	0.37	0.05	0.02	0.45	0.18	0.06	0.08	0.05	0.05	0.00	0.00	0.00	0.01	0.02	0.01
Selected of those Identified	#	13	6	7	0	2	5	3	1	0	0	2	0	0	0	0	0	0
	%	1.00	0.46	0.54	0.00	0.15	0.38	0.23	0.08	0.00	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	66.60	33.40	2.70	1.90	59.20	26.50	2.10	2.50	1.80	1.70	0.00	0.00	0.10	0.10	0.40	0.40
Job Title-Series: GRAL BUSN & INDUSTRY-1101																		
Total Received	#	1255																
Voluntarily Identified	#	1164	947	217	69	18	667	83	120	65	67	38	0	1	1	3	23	9
	%	1.00	0.81	0.19	0.06	0.02	0.57	0.07	0.10	0.06	0.06	0.03	0.00	0.00	0.00	0.00	0.02	0.01
Qualified of those Identified	#	1004	823	181	65	15	598	72	85	50	55	31	0	1	0	3	20	9
	%	1.00	0.82	0.18	0.06	0.01	0.60	0.07	0.08	0.05	0.05	0.03	0.00	0.00	0.00	0.00	0.02	0.01
Selected of those Identified	#	3	2	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0
	%	1.00	0.67	0.33	0.00	0.00	0.00	0.33	0.33	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	37.60	62.40	3.70	6.20	26.30	42.20	3.50	8.60	3.20	4.00	0.00	0.00	0.20	0.40	0.40	0.70
Job Title-Series: GRAL INSP INV & COMPL-1801																		
Total Received	#	779																
Voluntarily Identified	#	698	453	245	46	18	256	88	81	82	51	40	1	3	3	0	15	14
	%	1.00	0.65	0.35	0.07	0.03	0.37	0.13	0.12	0.12	0.07	0.06	0.00	0.00	0.00	0.00	0.02	0.02
Qualified of those Identified	#	605	395	210	38	16	222	71	72	72	46	36	1	3	3	0	13	12
	%	1.00	0.65	0.35	0.06	0.03	0.37	0.12	0.12	0.12	0.08	0.06	0.00	0.00	0.00	0.00	0.02	0.02
Selected of those Identified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	1.00	53.40	46.60	4.60	4.60	40.40	31.70	4.30	6.80	3.00	2.30	0.10	0.10	0.40	0.40	0.60	0.40



Dwarfism [92]
0
0.00
0
0.00

Dwarfism [92]
-0
-0.00
-0
-0.00
0
0.00
0
0.00

Table A4: Participation Rates For CFTC Grades by Race/Ethnicity and Sex (Pern

Grade Level		All Employees	All Males	All Females	Hispanic or Latino Males	Hispanic or Latino Females
CT-1	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-2	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-3	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-4	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-5	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-6	#	1	0	1	0	0
	%	1.00	0.00	1.00	0.00	0.00
CT-7	#	7	1	6	0	1
	%	1.00	0.14	0.86	0.00	0.14
CT-8	#	8	0	8	0	0
	%	1.00	0.00	1.00	0.00	0.00
CT-9	#	9	2	7	1	1
	%	1.00	0.22	0.78	0.11	0.11
CT-10	#	3	0	3	0	0
	%	1.00	0.00	1.00	0.00	0.00
CT-11	#	20	9	11	0	0
	%	1.00	0.45	0.55	0.00	0.00
CT-12	#	38	19	19	2	1
	%	1.00	0.50	0.50	0.05	0.03
CT-13	#	166	90	76	1	1
	%	1.00	0.54	0.46	0.01	0.01
CT-14	#	245	145	100	7	2
	%	1.00	0.59	0.41	0.03	0.01
CT-15	#	124	79	45	6	2
	%	1.00	0.64	0.36	0.05	0.02
	#	36	24	12	0	0

All Other (Unspecified CT)	%	1.00	0.67	0.33	0.00	0.00
Senior Executive Service	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
Total CT Workforce (Permanent)	#	661	373	288	17	8
	%	1.00	0.56	0.44	0.03	0.01

inant)

White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	1	0	0	0
0.00	0.00	0.00	1.00	0.00	0.00	0.00
0	1	1	4	0	0	0
0.00	0.14	0.14	0.57	0.00	0.00	0.00
0	1	0	7	0	0	0
0.00	0.13	0.00	0.88	0.00	0.00	0.00
0	1	1	5	0	0	0
0.00	0.11	0.11	0.56	0.00	0.00	0.00
0	0	0	3	0	0	0
0.00	0.00	0.00	1.00	0.00	0.00	0.00
7	4	1	7	0	0	0
0.35	0.20	0.05	0.35	0.00	0.00	0.00
13	5	2	9	2	4	0
0.34	0.13	0.05	0.24	0.05	0.11	0.00
73	38	11	26	5	10	0
0.44	0.23	0.07	0.16	0.03	0.06	0.00
110	74	11	12	17	12	0
0.45	0.30	0.04	0.05	0.07	0.05	0.00
63	38	6	5	4	0	0
0.51	0.31	0.05	0.04	0.03	0.00	0.00
22	11	0	0	2	1	0

0.61	0.31	0.00	0.00	0.06	0.03	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
292	173	33	79	30	27	0
0.44	0.26	0.05	0.12	0.05	0.04	0.00

0.00	0.00	0.00	0.00	0.00
0	0	0	0	0
0.00	0.00	0.00	0.00	0.00
0	0	0	0	0
0.00	0.00	0.00	0.00	0.00
0	0	0	1	1
0.00	0.00	0.00	0.00	0.00

Table A4: Participation Rates For CFTC Grades by Race/Ethnicity and Sex (Tem)

Grade Level		All Employees	All Males	All Females	Hispanic or Latino Males	Hispanic or Latino Females
CT-1	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-2	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-3	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-4	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-5	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-6	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-7	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-8	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-9	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-10	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-11	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-12	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-13	#	4	3	1	0	0
	%	1.00	0.75	0.25	0.00	0.00
CT-14	#	1	0	1	0	0
	%	1.00	0.00	1.00	0.00	0.00
CT-15	#	1	1	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
	#	2	2	0	0	0

All Other (Unspecified CT)	%	1.00	1.00	0.00	0.00	0.00
Senior Executive Service	#	1	1	0	1	0
	%	1.00	1.00	0.00	1.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
Total CT Workforce (Temporary)	#	24	20	4	1	0
	%	1.00	0.83	0.17	0.04	0.00

porary)

White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
2	0	0	0	1	1	0
0.50	0.00	0.00	0.00	0.25	0.25	0.00
0	1	0	0	0	0	0
0.00	1.00	0.00	0.00	0.00	0.00	0.00
1	0	0	0	0	0	0
1.00	0.00	0.00	0.00	0.00	0.00	0.00
1	0	1	0	0	0	0

0.50	0.00	0.50	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
16	1	2	1	1	1	0
0.67	0.04	0.08	0.04	0.04	0.04	0.00

0.00	0.00	0.00	0.00	0.00
0	0	0	0	0
0.00	0.00	0.00	0.00	0.00
0	0	0	0	0
0.00	0.00	0.00	0.00	0.00
0	0	0	0	1
0.00	0.00	0.00	0.00	0.04

Table B4: Participation Rates For CFTC Grades by Disability (Permanent)

Grade Level		All Employees	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability
CT-1	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-2	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-3	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-4	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-5	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-6	#	1	1	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
CT-7	#	7	6	1	0	0
	%	1.00	0.86	0.14	0.00	0.00
CT-8	#	8	8	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
CT-9	#	9	9	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
CT-10	#	3	3	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
CT-11	#	20	20	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
CT-12	#	38	34	1	3	0
	%	1.00	0.89	0.03	0.08	0.00
CT-13	#	166	154	4	8	0
	%	1.00	0.93	0.02	0.05	0.00
CT-14	#	245	231	2	12	0
	%	1.00	0.94	0.01	0.05	0.00
CT-15	#	124	120	3	1	1
	%	1.00	0.97	0.02	0.01	0.01
All Other (Unspecified CT)	#	36	34	1	1	0
	%	1.00	0.94	0.03	0.03	0.00

Senior Executive Service	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
Total CT Workforce (Permanent)	#	661	624	12	25	1
	%	1.00	0.94	0.02	0.04	0.00

0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	1	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00

0	0
0.00	0.00
0	0
0.00	0.00
0	0
0.00	0.00

Table B4: Participation Rates For CFTC Grades by Disability (Temporary)

Grade Level		All Employees	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability
CT-1	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-2	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-3	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-4	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-5	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-6	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-7	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-8	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-9	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-10	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-11	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-12	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
CT-13	#	4	3	1	0	0
	%	1.00	0.75	0.25	0.00	0.00
CT-14	#	1	0	0	1	0
	%	1.00	0.00	0.00	1.00	0.00
CT-15	#	1	1	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
All Other (Unspecified CT)	#	2	2	0	0	0
	%	1.00	1.00	0.00	0.00	0.00

Senior Executive Service	#	1	1	0	0	0
	%	1.00	1.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0
	%	1.00	0.00	0.00	0.00	0.00
Total CT Workforce (Temporary)	#	24	22	1	1	0
	%	1.00	0.92	0.04	0.04	0.00

0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	0	0	0	0	0	0
0.00	0.00	0.00	0.00	0.00	0.00	0.00

0	0
0.00	0.00
0	0
0.00	0.00
0	0
0.00	0.00