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United States General Accounting Office  
Washington, DC 20548

September 15, 2003

The Honorable Henry A. Waxman  
Ranking Minority Member  
Committee on Government Reform  
House of Representatives

The Honorable Danny K. Davis  
Ranking Minority Member  
Subcommittee on Civil Service  
and Agency Organization  
Committee on Government Reform  
House of Representatives

Subject: *U.S. Postal Service: Data on Career Employee Diversity*

Over the years, Committees and members of Congress have requested information about employee equal opportunity and diversity issues at the U.S. Postal Service (USPS). This report follows up on our past reports concerning diversity issues at the USPS and responds to your request for more current information on the representation of minorities and women at the USPS.<sup>1</sup> As agreed with your offices, our objective was to provide data on the makeup (numbers and percentages) for each equal employment opportunity (EEO) group—white, black, Hispanic, Asian-American and Pacific Islander (AAPI), American Indian and Alaskan Native (AIAN), and Native Hawaiian (Hawaiian)—and gender group of USPS career employees<sup>2</sup> for USPS fiscal years 2000 through 2002. These data are provided for (a) all employees, (b) employees who were promoted, (c) employees who voluntarily retired, and (d) employees who received monetary performance awards. Also, these data are provided for all employee levels, including craft employees, technicians, officials and managers, and senior executive service employees. Information contained in this report was obtained from USPS databases, which we deemed sufficiently reliable for the informational purpose of this engagement.

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<sup>1</sup>See U.S. General Accounting Office, *U.S. Postal Service: Information About Selected Promotions of Women and Minorities to EAS Management-Level Positions*, GAO/GGD-98-200R (Washington, D.C.: Sept. 21, 1998). U.S. General Accounting Office, *U.S. Postal Service: Diversity in High-Level EAS Positions*, GAO/GGD-99-26 (Washington, D.C.: Feb. 26, 1999). U.S. General Accounting Office, *U.S. Postal Service: Diversity in the Postal Career Executive Service*, GAO/GGD-00-76 (Washington, D.C.: Mar. 30, 2000). U.S. General Accounting Office, *U.S. Postal Service: Diversity in District Management-Level Positions*, GAO/GGD-00-142 (Washington, D.C.: June 30, 2000).

<sup>2</sup>Generally, USPS has defined career employees as persons who have permanent work appointments and include such employees as clerks, postmasters, mail handlers, and city and rural letter carriers. Noncareer employees are those persons who have limited term work appointments and include such employees as some data conversion operators who work at postal remote encoding centers and substitutes for rural carriers.

## Results in Brief

According to the USPS data, the USPS career employee workforce has declined over the course of the last three fiscal years from 786,446 in fiscal year 2000 to 751,650 in fiscal year 2002. Although the number of minorities and women also declined over this 3-year period, their representation in the workforce remained fairly constant, about 36 and 38 percent, respectively. Table 1 provides a breakdown of the workforce by race/ethnicity and gender for each of the three years. Relative to the Current Population Survey (CPS),<sup>3</sup> black and AAPI men and women in the USPS were fully represented, while Hispanic and AIAN men and women and white women were underrepresented in the USPS workforce. Overall, the representation of minorities in the USPS workforce exceeded their representation in the U.S. workforce each year, while the representation of women was less than their representation in the U.S. workforce each year.

**Table 1: USPS Career Employee Workforce Representation by Race/Ethnicity and Gender, Fiscal Years 2000 through 2002**

		CPS <sup>a</sup> percentage	Fiscal year 2000 percentage	Fiscal year 2001 percentage	Fiscal year 2002 percentage
<b>Race/ethnicity</b>	<b>Gender</b>				
<b>White</b>	Men	34.6	41.8	41.4	41.1
	Women	36.9	22.3	22.4	22.6
<b>Black</b>	Men	5.0	11.3	11.3	11.2
	Women	6.3	10.1	10.1	10.1
<b>Hispanic</b>	Men	6.0	5.0	5.1	5.1
	Women	5.8	2.3	2.3	2.4
<b>AAPI<sup>b</sup></b>	Men	2.1	4.2	4.3	4.5
	Women	2.3	2.4	2.4	2.5
<b>AIAN<sup>c</sup></b>	Men	0.4	0.3	0.3	0.3
	Women	0.5	0.3	0.3	0.3
<b>Hawaiian</b>	Men	N/A <sup>d</sup>	0.02	0.02	0.02
	Women	N/A <sup>d</sup>	0.02	0.02	0.02
<b>Total (minorities)</b>		<b>28.4</b>	<b>35.9</b>	<b>36.2</b>	<b>36.4</b>
<b>Total (women)</b>		<b>51.8</b>	<b>37.4</b>	<b>37.5</b>	<b>37.9</b>

Source: GAO analysis of USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>CPS = Current Population Survey as of March 2001.

<sup>b</sup>AAPI = Asian American and Pacific Islander.

<sup>c</sup>AIAN = American Indian and Alaskan Natives.

<sup>d</sup>CPS does not specifically breakout data for Hawaiians. Data for Hawaiians are included in AAPI.

The percentage representation of minorities and women at higher-grade levels was generally less for each of the three years than their representation in the USPS workforce. The percentage representation of white males at higher-grade levels was generally greater than their representation in the USPS workforce for each of the three years. For example, at the Executive and Administrative Schedule (EAS) levels 19–26, the average representation of white males for the three fiscal years was 55.5

<sup>3</sup>The CPS is a primary source of information on the labor force characteristics of the U.S. population for persons aged 16 years or older who are employed or seeking employment. (See background section of this report for additional information about the CPS.)

percent, compared with their overall average representation in the workforce of 41 percent.

The number of USPS workforce promotions steadily declined over the three fiscal years decreasing from 7,114 in fiscal year 2000 to 5,320 in fiscal year 2002—a decrease of about 26 percent. On the other hand, the proportion of USPS workforce promotions received by minorities and women remained relatively constant over the three fiscal years. For example, blacks accounted for 17.6 percent of promotions in fiscal year 2000, 18.7 percent in fiscal year 2001, and 17.8 percent in fiscal year 2002. Their average representation in the workforce for the three years was 21 percent, greater than their rates of promotion in each of those years. For the three fiscal years, minorities received an average of about 30 percent of the promotions while representing, on average, about 36 percent of the workforce for the same period; whereas, the average representation of women promoted exceeded their average representation in the USPS workforce by almost 10 percent at about 46 percent for the same period.

Promotions by grade levels varied among EEO groups. As two examples show: first, white men showed increases in their share of promotions as grade levels increased. In grade levels 11–14, they received an average of about 20 percent of promotions for the three years. At higher-grade levels, 15–18 and 19–26, their shares of promotions increased to averages of 39.5 percent and 49 percent, respectively, for the three years. Second, black women’s share of promotions fluctuated from grade level to grade level. Black women in grade levels 11–14 received an average of 8.2 percent of promotions for the three years. At higher-grade levels, 15–18 and 19–26, their average shares of promotions were 11.4 percent and 9 percent, respectively, for the three years.

Regarding the three stages of the promotion process—applications submitted, considered best qualified, and promoted—the average representation of minorities and women as they passed through these stages showed no differences for each of the three years. For all grade levels combined, minorities and women on average constituted about 61 percent of all applications submitted for promotion, about 61 percent were considered best qualified, and about 61 percent were promoted. At higher-grade levels, 15–18 and 19–26, white males represented the largest EEO group at all three promotion process stages for each of the three years. For example, in fiscal year 2002, for grade levels 19–26, white males constituted about 50 percent at each stage.

According to the USPS data, the number of career employees retiring increased in fiscal year 2002 to 18,288 after experiencing a slight decrease from fiscal years 2000 to 2001, going from 15,692 to 15,504, respectively. The representation of minorities and women retiring remained constant—averaging about 27 and 28 percent of retirees, respectively, for fiscal years 2000 through 2002. The representation of minorities and women retiring each year was generally less than each group’s average overall representation in the USPS workforce.

The number of monetary performance awards fluctuated over the three fiscal years with 61,129 given in fiscal year 2000, 54,604 in fiscal year 2001, and 59,830 in fiscal

year 2002. Overall, the 3-year average representation of such awards received by minorities and women—38 and 40 percent, respectively—exceeded their average representation in the USPS workforce of 36 and 38 percent, respectively. Blacks received about one-half of the total number of awards received by minorities for each of the three fiscal years—averaging 19 percent of all awards. This is less than their average representation in the USPS workforce. Awards for other minority groups either equaled or exceeded their average representation in the USPS workforce. Among women, white women had the most representation, receiving about 23 percent of all such awards in each of the three fiscal years. This is proportional to their average representation in the USPS workforce for those years.

## **Background**

According to USPS workforce profile statistics, the USPS had 751,650 career employees at the end of fiscal year 2002. This number represents all EEO groups for men and women. It also includes all employees beginning with Level 00 and going up through the Postal Career Executive Service (PCES). Level 00 through Level 14 primarily includes letter carriers and clerks that are considered craft employees and laborers, both skilled and unskilled. In addition, this group also includes some entry-level EAS managers. Positions at Level 15 and higher are mid- and high-level EAS managers, which are postmasters, managers of customer services, and managers of postal operations. PCES includes senior-level officers and executives in positions such as area vice presidents. (See enc. I for a more detailed explanation of employee grade levels.)

According to USPS, one of its corporate goals is a commitment to employees, which includes an effort to provide equal employment opportunities to all employees, take advantage of its diverse workforce, and provide universal postal services to the American people. The USPS defines diversity as a mixture of differences and similarities of its employees, customers, and suppliers.

USPS measures its diversity by comparing the percentage an EEO group is represented in its workforce to the percentage the group is represented in the U.S. labor force. For two of the three years that we reviewed, USPS used civilian labor force (CLF) data, which is collected by the Bureau of the Census for its most recent census, for this comparison. For the third year, fiscal year 2002, USPS used CLF data reported in the *FY 2000 Federal Equal Opportunity Recruitment Program Annual Report (FEORP) to the Congress*, prepared by the Office of Personnel Management. The CLF data in the FEORP are derived from the Bureau of Labor Statistics September 2000 Current Population Survey (CPS) and the 1990 Decennial Census. Because CLF data from the year 2000 census will not be available until the fall of 2003, we used the latest available CPS data (March 2001) for comparison. CPS is based on a monthly survey of about 50,000 households conducted by the Bureau of the Census for the Bureau of Labor Statistics. The survey has been conducted for more than 50 years. The CPS is a primary source of information on the characteristics of the civilian labor force in the U.S. The survey uses a scientific sampling design to generate a representative sample of the civilian noninstitutional population and to provide a variety of demographic characteristics including gender, race, and occupation.

We do not believe that it is appropriate to compare the representation of women and minorities or EEO group representation in EAS levels 11 through 26, which are generally management-level positions, in the USPS with the CPS because CPS data are not broken down into an appropriate pool of employees for such comparisons.

USPS career employees generally participate in one of the three federal retirement programs available to most federal civilian employees. These programs are: (1) the Civil Service Retirement System (CSRS), (2) the Federal Employees Retirement System (FERS), and (3) the CSRS Offset Plan.<sup>4</sup>

USPS has several performance awards and recognition programs for its employees. Some of these awards and recognition programs are monetary and others are non-monetary. The monetary awards can range in value from \$50 to \$7,500 and include spot awards, Vice President's awards, team awards, exceptional performance awards, special achievement awards, quality step increases, meritorious service awards, and distinguished service awards. The nonmonetary awards include informal awards, team awards, and some spot awards, such as gifts and letters of appreciation.

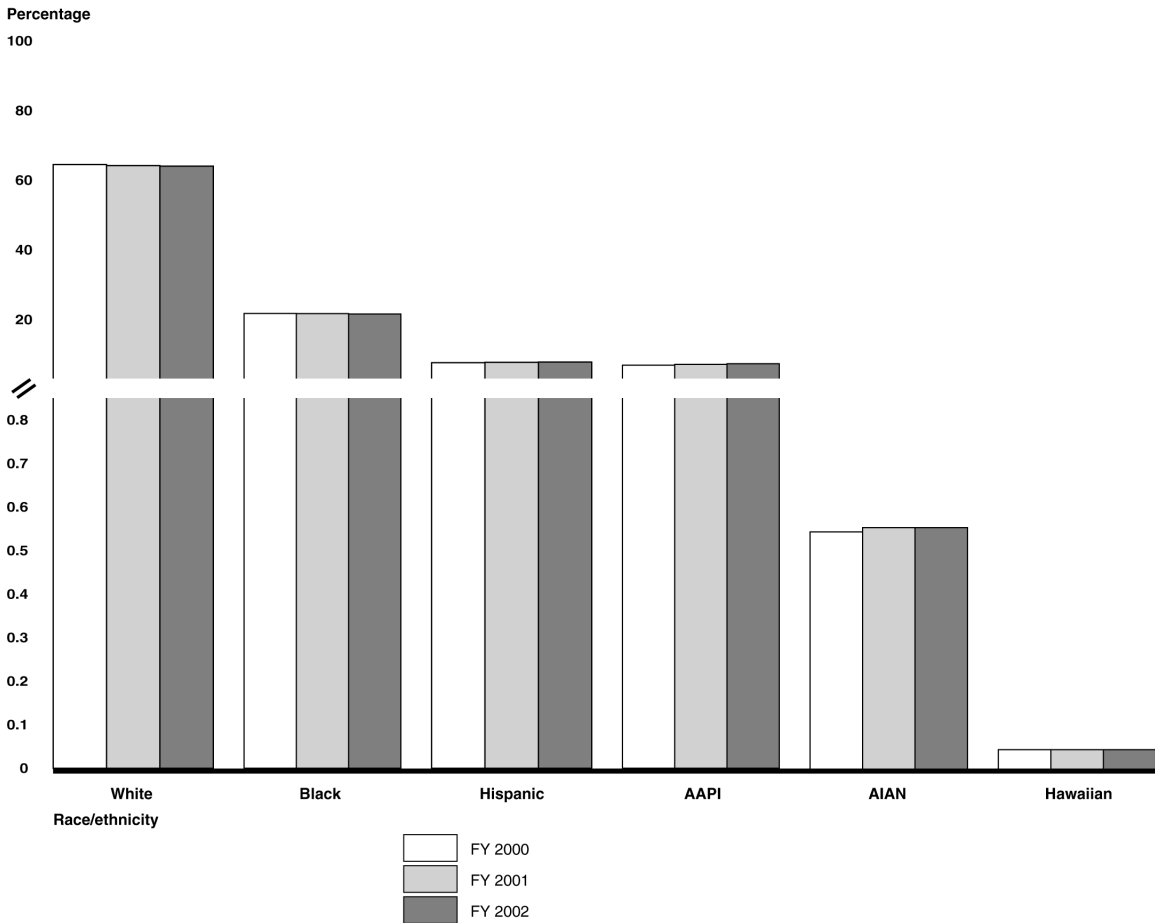
### **Total Workforce and Representation of Minorities and Women**

According to USPS data, over the course of the last three fiscal years, the number of career employees at USPS decreased from 786,446 in fiscal year 2000, to 774,601 in fiscal year 2001, and to 751,650 in fiscal year 2002. White males represented the largest EEO group in the USPS workforce—averaging about 41 percent for the 3-year period. The number of minorities and women career employees in the USPS workforce also decreased over this 3-year time period. On average, minorities represented about 36 percent of the total workforce for the three fiscal years and women represented about 38 percent. When compared with CPS data, black and AAPI men and women in the USPS were fully represented, while Hispanic and AIAN men and women and white women were underrepresented in the USPS workforce for each of the three years. Overall, the representation of minorities in the USPS workforce exceeded their representation in the U.S. workforce each year. As shown in figure 1, on average for the three fiscal years, blacks represented about 21 percent; Hispanics about 7 percent; and AAPI about 7 percent. The remaining groups—AIAN and Hawaiians—on average represented .6 and .04 percent, respectively.

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<sup>4</sup>See U.S. General Accounting Office, *United States Postal Service: Information on Retirement Plans*, GAO-02-170 (Washington, D.C.: Dec. 31, 2001). Federal employees hired after December 31, 1983, are not eligible to participate in CSRS, but they participate in either FERS or the CSRS Offset Plan.

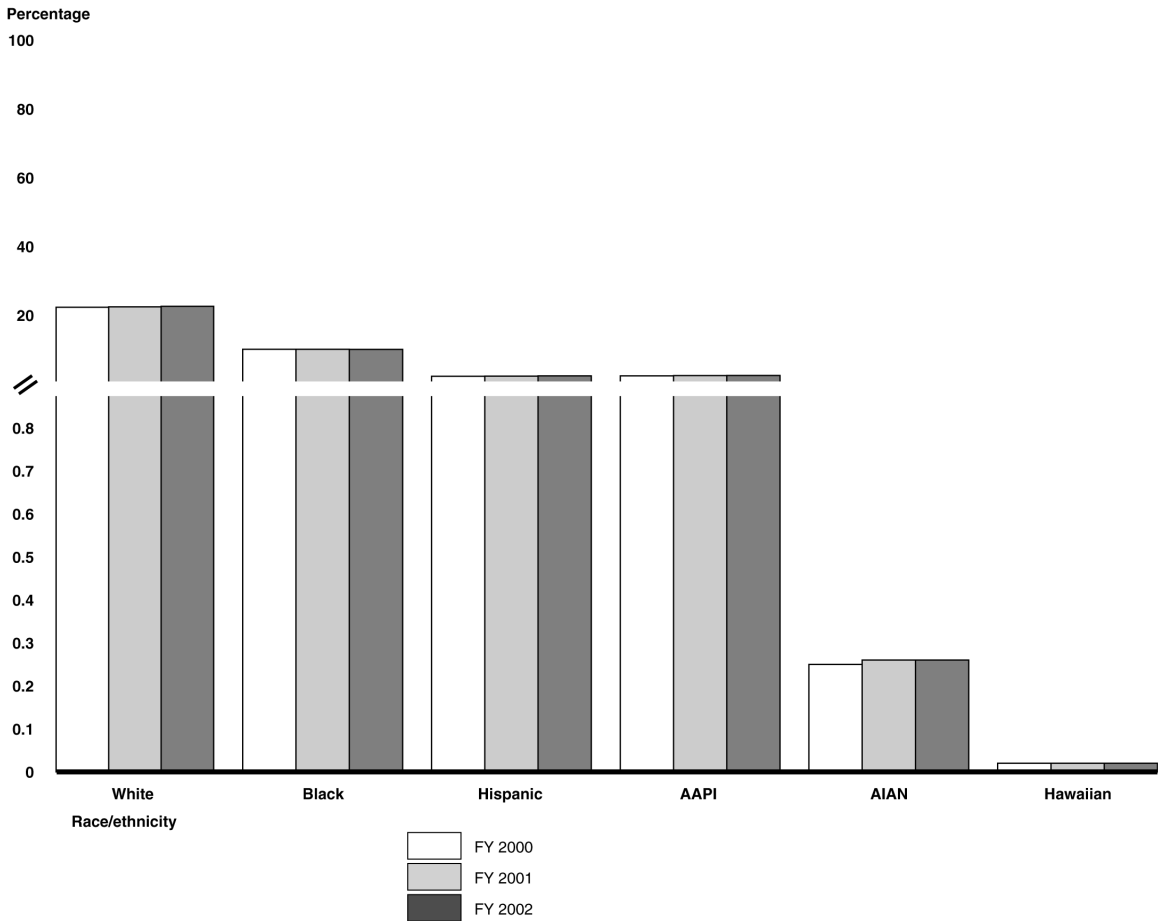
**Figure 1: USPS Career Employee Workforce Representation by Race/Ethnicity as a Percentage of Total Workforce for Fiscal Years 2000 through 2002**



Source: GAO analysis of USPS data.

As previously stated, women represented, on average, 38 percent of the total USPS workforce for the three fiscal years. For these years, white women represented an average of about 22 percent of the workforce; black women an average of about 10 percent; Hispanic women an average of about 2 percent; AAPI women an average of about 2 percent; AIAN women an average of about .26 percent; and Hawaiian women an average of .02 percent. Overall, the representation of women was less than their representation in the U.S. workforce each year. Figure 2 shows a breakout of the representation of women employees by race/ethnicity.

**Figure 2: USPS Career Employee Workforce Representation of Women by Race/Ethnicity as a Percentage of Total Workforce for Fiscal Years 2000 through 2002**



Source: GAO analysis of USPS data.

The majority of USPS employees, including minorities and women, were in grade levels 00–10 (craft employees and laborers, both skilled and unskilled) in fiscal years 2000 through 2002. At higher-level management positions, EAS grade levels 19–26, the average representation of minorities and women was generally lower than their average representation in the USPS workforce. USPS data showed that minorities’ average representation at EAS levels 19–26 was about 27 percent—less than their average representation in the USPS workforce of 36 percent. Representation in these EAS levels compared with their representation in the USPS workforce was lower for each individual EEO group, with the exception of AIAN where they slightly exceeded their average representation in the USPS workforce of .6 percent. Additionally, women represented on average 28.6 percent in EAS levels 19–26 for the three years, but represented, on average, 38 percent of the USPS workforce. White males average representation in EAS levels 19–26 was 55.6 percent compared with their overall average representation in the USPS workforce of about 41 percent over the 3-year period. (See enc. II for additional data.)

## Promotions: Total and Representation of Minorities and Women

According to USPS applicant flow tracking reports<sup>5</sup> for fiscal years 2000 through 2002, total employee promotions decreased by 26 percent over this time period. There were 7,114 promotions in fiscal year 2000; 6,821 in fiscal year 2001; and 5,320 in fiscal year 2002. White males received the largest share of promotions for the three fiscal years—averaging about 39 percent. For the three fiscal years, minority employees' average share of promotions—about 30 percent—was less than their average representation in the USPS workforce—about 36 percent. Relative to individual EEO groups, promotions were as follows:

- Blacks accounted for 17.6 percent of all promotions in fiscal year 2000, 18.7 percent in fiscal year 2001, and 17.8 percent in fiscal year 2002. These percentages are less than their average representation in the USPS workforce—about 21 percent for the 3-year period.
- Hispanics and AAPI ethnic groups experienced slight increases in promotions in each of the three fiscal years. Hispanics received 6.4 percent of all promotions in fiscal year 2000, about 7 percent in fiscal year 2001, and 7.5 percent in fiscal year 2002. Compared with Hispanics average representation in the USPS workforce, 7.4 percent, their shares of promotions for fiscal years 2000 and 2001 were less and, for 2002, slightly more. AAPI received 3.6 percent of all promotions in fiscal year 2000, 3.9 percent in fiscal year 2001, and 4.3 percent in fiscal year 2002. Their shares of promotions are less than their 3-year average representation in the USPS workforce—about 6.7 percent.
- AIAN represented, on average, about .6 percent of the USPS workforce. They accounted for .63 percent of all promotions in fiscal year 2000, .72 percent in fiscal year 2001, and .7 percent in fiscal year 2002.
- Hawaiians represented, on average, about .04 percent of the USPS workforce, while accounting for about .02 percent of promotions in each of the three fiscal years.

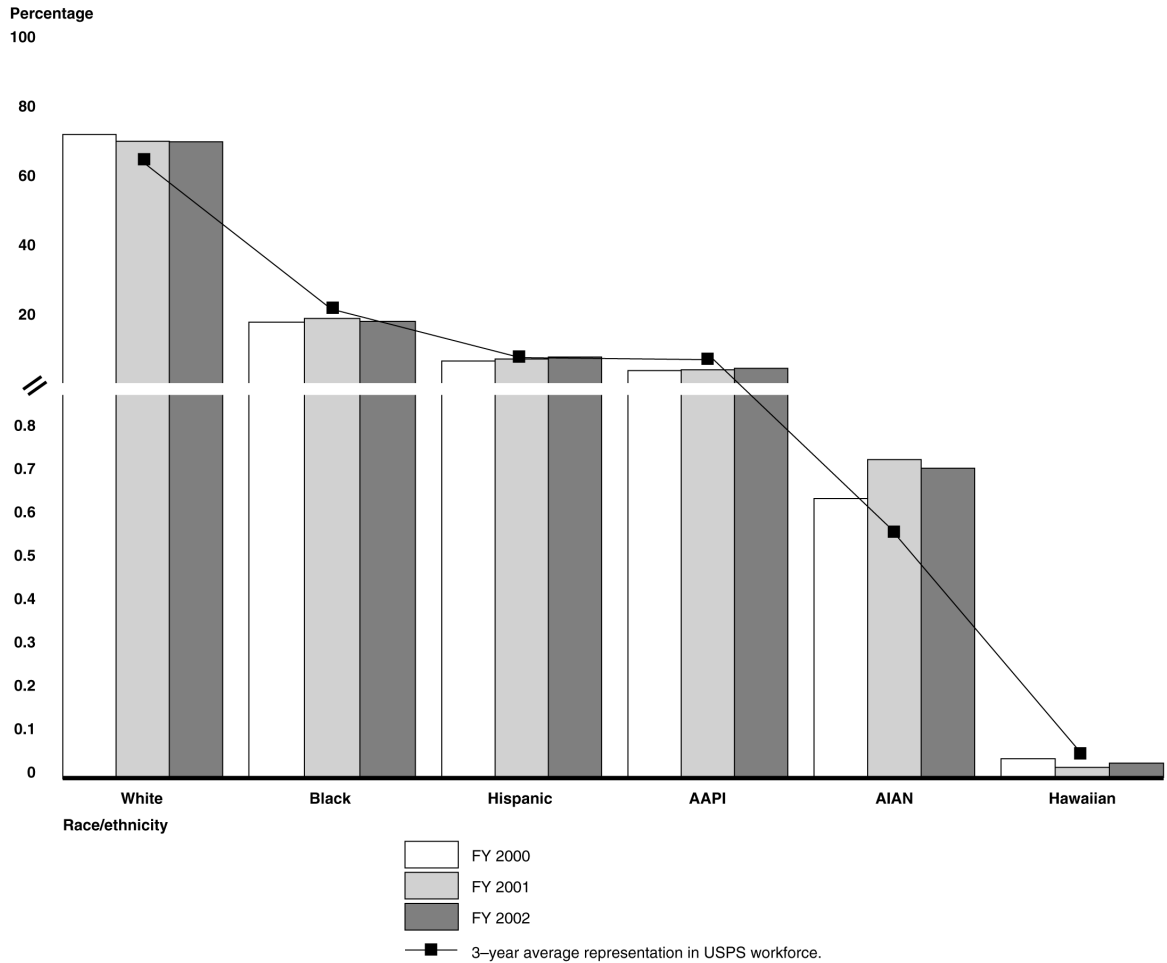
Figure 3 shows the shares of promotions by EEO groups. (See enc. III for additional data.)

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<sup>5</sup> Applicant flow tracking reports provide data on the number of applicants for a vacancy, the number considered best qualified, and the number promoted.



**Figure 3: USPS Career Employee Workforce Promotions by Race/Ethnicity as a Percentage of Total Promotions for Fiscal Years 2000 through 2002**



Source: GAO analysis of USPS data.

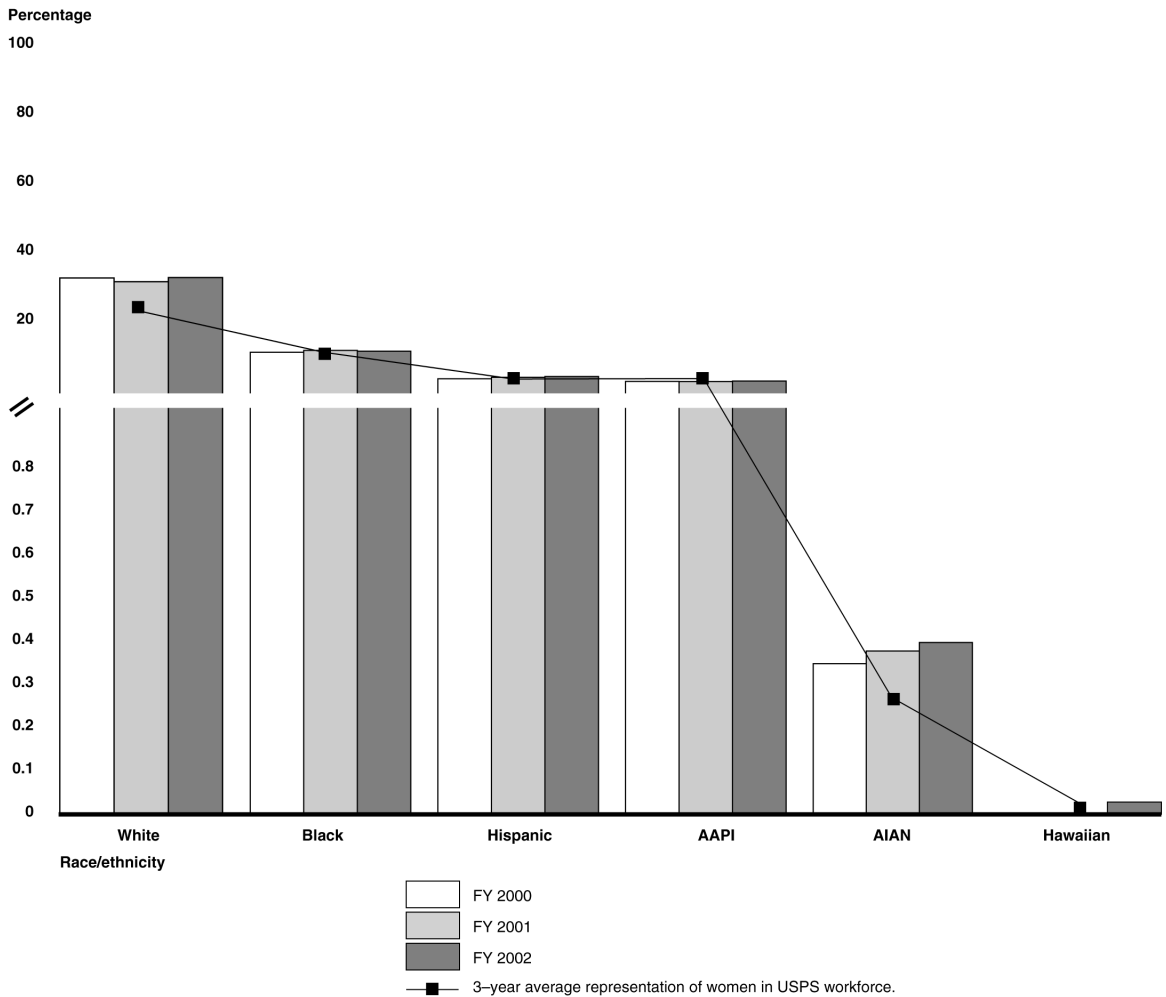
According to the USPS data, women accounted for about 46 percent of all promotions in fiscal years 2000 and 2001, and about 47 percent in fiscal year 2002. This exceeds their overall average representation in the USPS workforce of 38 percent for the three years. The shares of promotions of women across ethnic groups were relatively stable. The following shows the breakout of promotions for women:

- White women accounted for 31.6 percent of all promotions in fiscal year 2000, 30.5 percent in fiscal year 2001, and 31.7 percent in fiscal year 2002. Their shares of promotions exceed their average representation in the USPS workforce of about 22 percent.
- Black women represented, on average, about 10.1 percent of the USPS workforce. They accounted for 10.1 percent of all promotions in fiscal year 2000, 10.6 percent in fiscal year 2001, and 10.4 percent in fiscal year 2002.

- Hispanic and AIAN women experienced increases in their shares of promotions in each of the three fiscal years. Hispanic women received 2.4 percent of all promotions in fiscal year 2000, 2.8 percent in fiscal year 2001, and 3 percent in fiscal year 2002. Compared with their average representation in the USPS workforce, 2.3 percent, their shares of promotions were greater in each of the three years. AIAN women received .35 percent of all promotions in fiscal year 2000, .37 percent in fiscal year 2001, and .39 percent in fiscal year 2002. Their shares of promotions are slightly greater than their 3-year average representation in the USPS workforce—about .3 percent.
- AAPI women accounted for 1.6 percent of all promotions in fiscal years 2000 and 2001 and 1.7 percent in fiscal year 2002. Their shares of promotions are less than their average representation in the USPS workforce of about 2.4 percent for the three years.
- Hawaiian women represented, on average, about .02 percent of the USPS workforce for the three years. They accounted for no promotions in fiscal years 2000 and 2001 and .02 percent in fiscal year 2002.

Figure 4 shows the shares of promotions of women by ethnicity for the three fiscal years. (See enc. III for additional data.)

**Figure 4: USPS Career Employee Workforce Promotions by Race/Ethnicity for Women as a Percentage of Total Promotions for Fiscal Years 2000 through 2002**



Source: GAO analysis of USPS data.

### Promotions by Grade Levels

Promotions by grade levels varied among EEO groups. In grade levels 11–14, the entry-level EAS positions, white males accounted for an average of about 20 percent of the promotions for the three fiscal years compared with their average representation in these grade levels—about 23 percent. White women at this level received, on average, about 64 percent of the promotions for the three fiscal years, which exceeded their average representation in these grade levels of about 62 percent for the three years. Shares of promotions for minority groups and other women at these grade levels were generally greater than their average representation at these grade levels. Blacks represented, on average, about 9.6 percent of promotions in these levels for the three fiscal years, which is above their 9.1 percent average representation in these levels. Hispanics and AAPI followed with averages of 3.6 percent and 1.7 percent, respectively, for the three years, while their representation, on average, was about 3 and 1.5 percent, respectively, in these grade levels. AIAN received, on average, about .83 percent of the promotions for the three years in these grade levels. This is less than their average representation in these

levels—about 1.4 percent. Hawaiians did not receive any promotions in these grade levels, but represented .023 of the workforce.

For other women in these grade levels for the three fiscal years, black women accounted for an average of 8.2 percent of promotions, Hispanic women an average of 2.7 percent, AAPI women an average of 1.1 percent, AIAN women an average of .73 percent, and Hawaiian women were not represented. Promotion of black, Hispanic, and AAPI women exceeded their average representation in these grade levels for the 3-year period while the promotion of women in other minority groups fell short of their average representation.

Table 2 provides a breakdown of promotions by race/ethnicity and gender for grade levels 11–14 for the three fiscal years.

**Table 2: Promotions in Grade Levels 11–14 by Race/Ethnicity and Gender, Fiscal Years 2000 through 2002**

Race/ethnicity	Gender	Average representation in USPS workforce for grade levels 11–14	Fiscal year 2000 representation	Fiscal year 2001 representation	Fiscal year 2002 representation	Average representation of promotions for grade levels 11–14
White	Men	22.52	19.1	21.7	20.6	20.47
	Women	62.47	64.4	64.0	62.8	63.73
Black	Men	1.64	1.6	1.2	1.3	1.37
	Women	7.47	8.6	8.0	8.1	8.23
Hispanic	Men	0.79	0.8	0.4	1.4	0.87
	Women	2.18	2.3	2.3	3.6	2.73
AAPI <sup>b</sup>	Men	0.41	0.5	0.8	0.4	0.57
	Women	1.09	1.5	1.4	0.6	1.17
AIAN <sup>c</sup>	Men	0.33	0.2	0.0	0.1	0.10
	Women	1.06	1.0	0.2	1.0	0.73
Hawaiian	Men	0	0.0	0.0	0.0	0.00
	Women	0.023	0.0	0.0	0.0	0.00
<b>Total (minorities)</b>		<b>14.98</b>	<b>16.5</b>	<b>14.3</b>	<b>16.5</b>	<b>15.77</b>
<b>Total (women)</b>		<b>74.29</b>	<b>77.8</b>	<b>75.9</b>	<b>76.1</b>	<b>76.60</b>

Source: GAO analysis of USPS data.

At midlevel management positions, EAS levels 15–18, white males accounted for an average of 39.5 percent of promotions for the three fiscal years, which is below their average representation in these grade levels—about 43 percent for those years. Minorities share of promotions in these levels, on average, about 33 percent was proportional to their average representation in these grade levels of about 33 percent for the three years. More specifically, blacks accounted for, on average, about 20.5 percent for the three years, which is lower than their average representation in these grade levels of 22 percent. Hispanics followed at an average of 7.6 percent for the three years, which is greater than their average representation in the grade levels of 6.2 percent for those years. AAPI represented, on average, about 3.3 percent for these grade levels, while their average percentage of promotions in these grades was greater—about 4.5 percent—for the three years. AIAN average promotions in these grades were about .7 percent, which is greater than their average representation in these grade levels of .6 for the same time period. Hawaiians average share of

promotions in these levels—.03 percent—for the three years was less than their average representation in these grade levels of .06 percent

Women promoted in grade levels 15–18 exceeded their average representation in the workforce for these levels for the three fiscal years except for black and Hawaiian women. Among women, whites represented the largest share of these promotions—averaging 27.3 percent—while representing, on average, about 25 percent of the USPS workforce in these grade levels for the three years. Black women followed with an average of 11.4 percent for the three years, which was slightly less than their average representation in these grade levels of 11.9 percent. Hispanic women accounted for an average of 3 percent of these promotions for the three fiscal years, which is greater than their average representation in these grade levels of 2.2 percent. AAPI women’s average share of promotions—1.7 percent—was also greater than their average representation in the grade levels of 1.3 percent for the 3-year period. AIAN women promotions in these grade levels averaged about .3 percent, which was equal to their average representation in these grade levels for the three years. The average promotions for Hawaiian women—.01 percent—were less than their average representation in these grade levels of .04 for the three years. Table 3 provides a breakdown of promotions by race/ethnicity and gender for grade levels 15–18 for the three fiscal years.

**Table 3: Promotions in Grade Levels 15–18 by Race/Ethnicity and Gender, Fiscal Years 2000 through 2002**

Race/ethnicity	Gender	Average representation in USPS workforce for grade levels 15–18	Fiscal year 2000 representation	Fiscal year 2001 representation	Fiscal year 2002 representation	Average representation of promotions for grade levels 15–18
White	Men	42.59	41.2	39.4	37.8	39.47
	Women	24.81	27.9	26.9	27.1	27.30
Black	Men	10.45	8.9	9.5	9.0	9.13
	Women	11.89	10.8	11.5	11.9	11.40
Hispanic	Men	4.08	4.1	4.8	4.9	4.60
	Women	2.16	2.5	3.1	3.3	2.97
AAPI <sup>b</sup>	Men	2.02	2.4	2.6	3.3	2.77
	Women	1.33	1.7	1.4	2.0	1.70
AIAN <sup>c</sup>	Men	0.34	0.3	0.4	0.3	0.33
	Women	0.27	0.2	0.5	0.3	0.33
Hawaiian	Men	0.02	0.05	0.0	0.0	0.02
	Women	0.04	0.0	0.0	0.03	0.01
<b>Total (minorities)</b>		<b>32.61</b>	<b>30.95</b>	<b>33.8</b>	<b>35.03</b>	<b>33.26</b>
<b>Total (women)</b>		<b>40.48</b>	<b>43.1</b>	<b>43.4</b>	<b>44.63</b>	<b>43.71</b>

Source: GAO analysis of USPS data.

For the higher-level management positions, EAS grade levels 19–26, white males received on average about 49 percent of the promotions for the 3-year period. This is less than their average representation in these grade levels of about 56 percent over the same period. Minorities share of promotions at these grade levels averaged about 29 percent for the three years compared with their average representation at these grade levels of 27 percent over the same period. Blacks accounted for an average of 16.9 percent of the promotions for the three years, which is proportional to their

average representation in these grade levels for the three years. Hispanics followed with an average of 7.4 percent for the three years, which is greater than their average representation in these grade levels of 5.9 percent. AAPI represented, on average, about 3.4 percent of the USPS workforce at these grade levels. Their average share of these promotions was greater at about 3.9 percent for the three years. AIAN promotions averaged about .7 percent, which was equal to their average representation in these levels for the three years. Hawaiians average share of promotions for the three years—.02—equaled their average representation in these grade levels of .02 percent.

Promotions of all women EEO groups at the higher-grade levels (EAS 19–26) exceeded their representation in these grade levels except for Hawaiian women. White women received most of the promotions averaging 22 percent for the three fiscal years, while representing an average of 17.5 percent of the USPS workforce at these levels for the same period. Black women followed with an average of 9 percent for the three years, which is greater than their average representation in these levels of 8.2 percent. Hispanic women accounted for an average of 2.2 percent of promotions for the three years. This is greater than their average representation at these levels of 1.5 percent for the same period. AAPI women’s average share of these promotions—1.7 percent—was also greater than their average representation of 1.2 percent for the three years. AIAN women promotions at these levels averaged about .3 percent, which was greater than their average representation of about .2 percent for the three years. Furthermore, Hawaiian women represented, on average, about .003 percent of the workforce in these grade levels for the three years; however, they received no promotions for the three years. Table 4 provides a breakdown of promotions by race/ethnicity and gender for grade levels 19–26 for the three fiscal years.

**Table 4: Promotions in Grade Levels 19–26 by Race/Ethnicity and Gender, Fiscal Years 2000 through 2002**

Race/ethnicity	Gender	Average representation in USPS workforce for grade levels 19–26	Fiscal year 2000 representation	Fiscal year 2001 representation	Fiscal year 2002 representation	Average representation of promotions for grade levels 19–26
White	Men	55.55	50.6	47.8	47.5	48.63
	Women	17.46	20.6	21.9	24.8	22.43
Black	Men	8.68	8.0	8.4	7.4	7.93
	Women	8.22	8.7	9.9	8.3	8.97
Hispanic	Men	4.36	5.6	4.7	5.4	5.23
	Women	1.54	2.3	2.3	2.0	2.20
AAPI <sup>b</sup>	Men	2.28	2.1	2.4	2.1	2.20
	Women	1.16	1.5	2.0	1.7	1.73
AIAN <sup>c</sup>	Men	.50	0.3	0.4	0.5	0.40
	Women	.18	0.3	0.2	0.3	0.27
Hawaiian	Men	.02	0.0	0.06	0.0	0.02
	Women	.003	0.0	0.0	0.0	0.00
<b>Total (minorities)</b>		<b>26.95</b>	<b>28.8</b>	<b>30.36</b>	<b>27.7</b>	<b>28.95</b>
<b>Total (women)</b>		<b>28.57</b>	<b>33.4</b>	<b>36.3</b>	<b>37.1</b>	<b>35.60</b>

Source: GAO analysis of USPS data.

Promotion Process Stages

According to USPS data, over the three fiscal years, there were no differences in the average representation of minorities and women as they passed through the three promotion process stages—applications submitted, considered best qualified, and promoted. Table 5 provides a breakdown of the three promotion process stages for minorities and women for fiscal years 2000 through 2002.

**Table 5: Minorities’ and Women’s Progress by Promotion Process Stage for Fiscal Years 2000 through 2002**

Fiscal years	Three promotion process stages		
	Share of total applications submitted by minorities and women	Share of best qualified minority and women applicants	Share of promotions to minority and women applicants
2000	60%	60%	60%
2001	61%	61%	61%
2002	62%	62%	62%
Average for the three years	61%	61%	61%

Source: GAO analysis of USPS data.

Throughout the three stages of the promotion process for each of the three years, among minorities and women, the largest representation of all promotion applications came from white women; this same pattern was also found at the best qualified and promotion stages. Black women constituted the next largest representation throughout the three stages, followed by black men, Hispanic men and women, AAPI men and women, AIAN women and men, and Hawaiian men and women.

For grade levels 00–10, white women represented the largest group of employees who submitted applications; who were considered best qualified; and who were promoted for each of the three years. The same holds true for grade levels 11–14. For the higher-grade levels, 15–18 and 19–26, white males represented the largest distribution for a specific EEO group for all three promotion process stages for the three years. For example, in grade levels 19–26 for fiscal year 2002, white males accounted for over 50 percent of the total applications submitted for promotions; about 49 percent of the total considered best qualified; and about 48 percent of the total promoted.

**Retirements: Total and Representation of Minorities and Women**

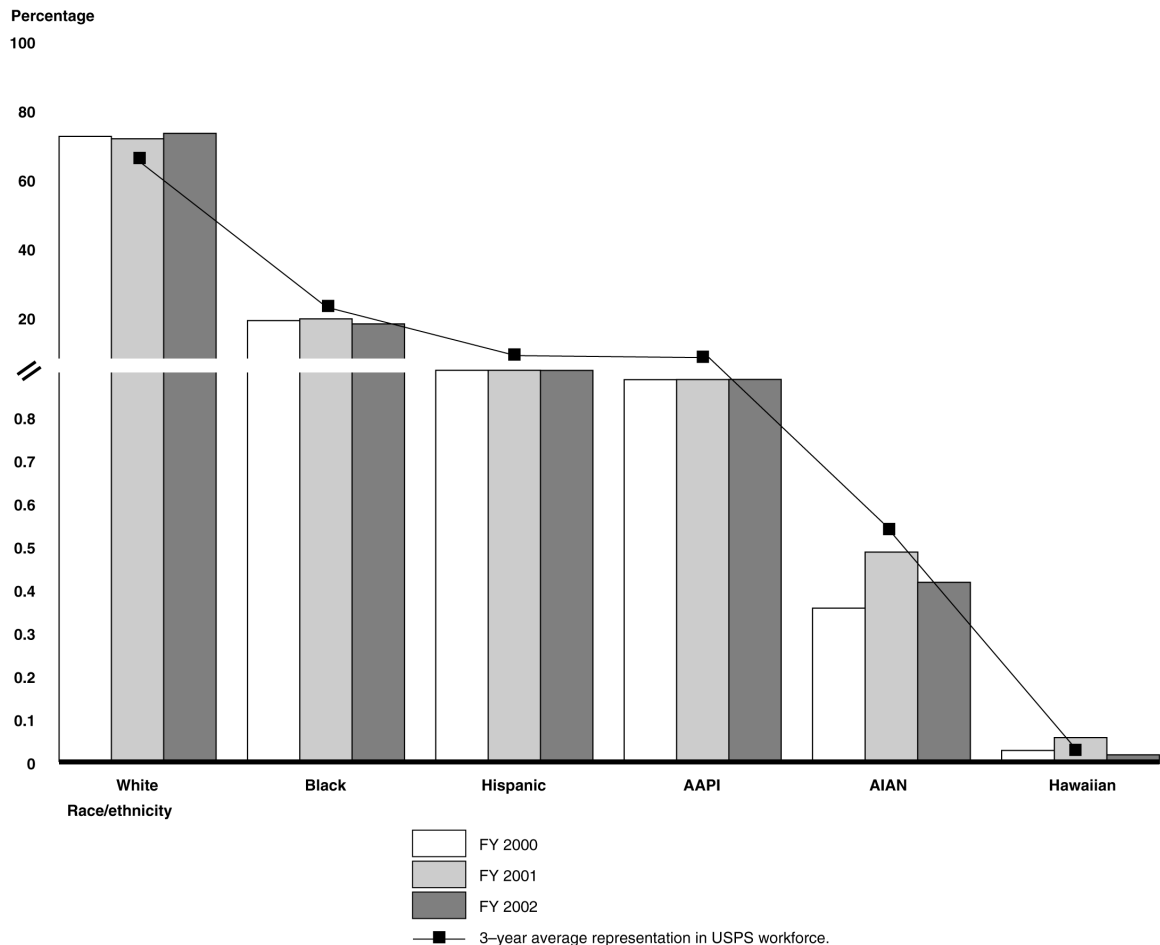
USPS retirement data show that the number of retirements decreased slightly from fiscal year 2000 to fiscal year 2001, but increased in fiscal year 2002. Specifically, retirements went from 15,692 in fiscal year 2000, to 15,504 in fiscal year 2001, and to 18,288 in fiscal year 2002.

The average representation of minorities and women retirements over the 3-year period was below their average representation in the workforce. Minorities accounted for an average of about 27 percent and women 28 percent of all

retirements for the three years, while their average representation in the USPS workforce was about 36 and 38 percent, respectively. Blacks accounted for an average of approximately 19 percent of all retirements for the three years. This is less than their average representation in the USPS workforce of 21 percent. Hispanic retirements averaged 5 percent for the three fiscal years, which is less than their average representation in the workforce—7.4 percent. AAPI retirements for the three fiscal years averaged 2 percent, less than their average representation in the USPS workforce of about 7 percent. The remaining groups—AIAN and Hawaiian—retirements represented averages of .4 and .04 percent, respectively. AIAN retirements were less than their average representation in the workforce and Hawaiian retirements equaled their average representation in the workforce.

For women, whites represented about 19 percent of all retirements, followed by an average representation for blacks at about 8 percent, Hispanics at .74 percent, AAPI at .41 percent, AIAN at .15 percent, and Hawaiians at .02 percent for the three years. The shares of retirements for each woman EEO group, except Hawaiians, were less than their average representation in the USPS workforce. Hawaiians equaled their average representation in the workforce. Figures 5 and 6, respectively, provide a detailed breakout of the retirement representation by ethnicity for minorities and women. (See enc. IV for additional data.)

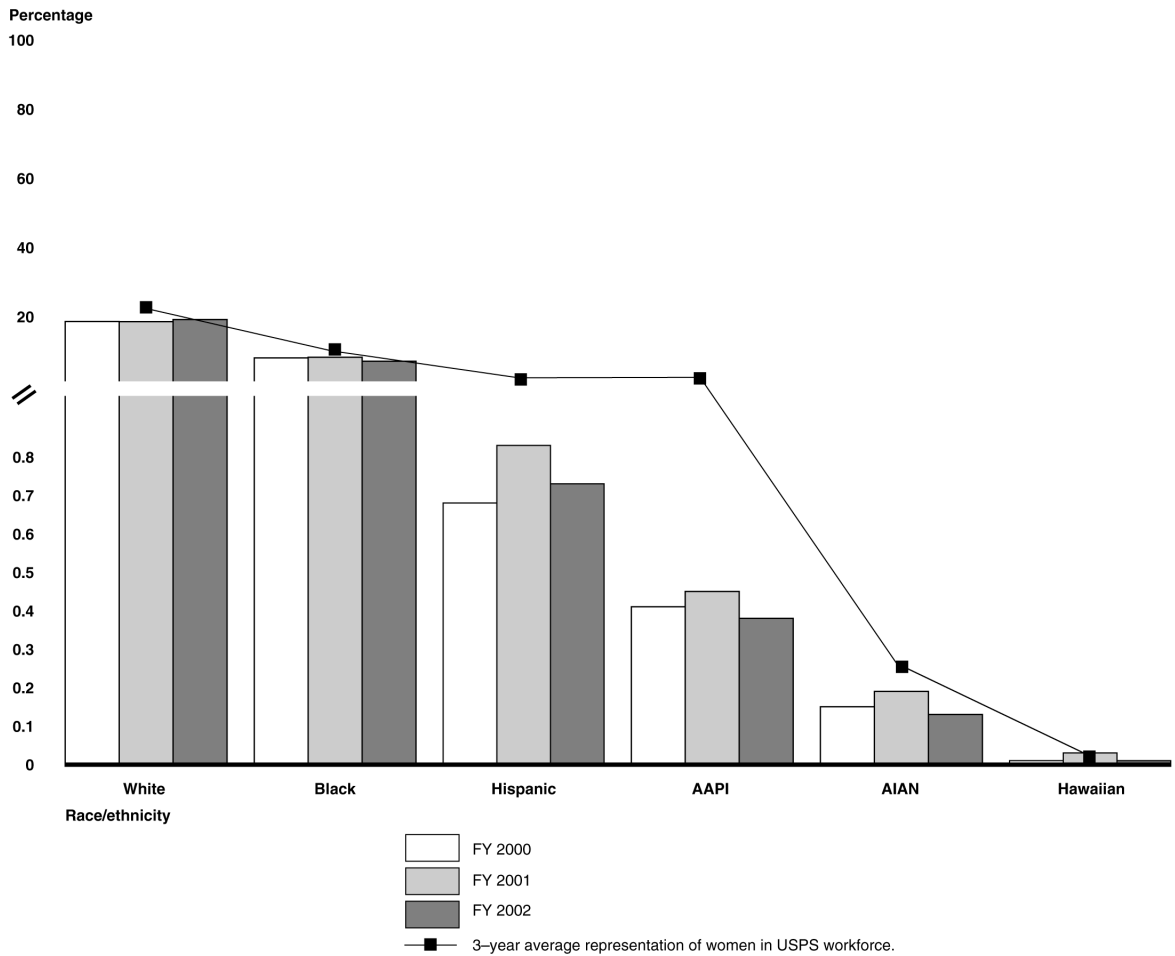
**Figure 5: USPS Career Employee Workforce Retirements by Race/Ethnicity as a Percentage of Total Retirements for Fiscal Years 2000 through 2002**



Source: GAO analysis of USPS data.



**Figure 6: USPS Career Employee Workforce Retirements by Race/Ethnicity for Women as a Percentage of Total Retirements for Fiscal Years 2000 through 2002**



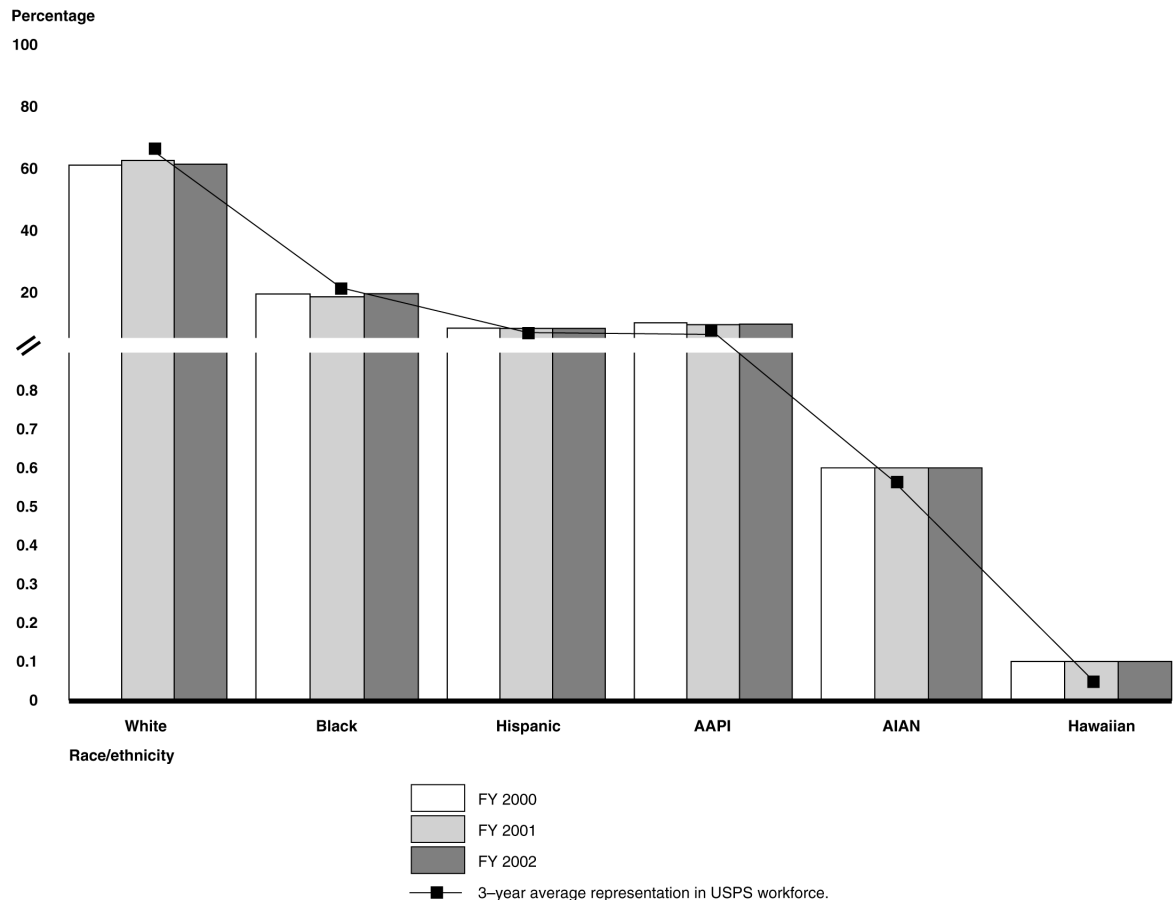
Source: GAO analysis of USPS data.

### Monetary Performance Awards: Total and Representation of Minorities and Women

According to the USPS data, the number of monetary performance awards has fluctuated over the course of the last three fiscal years. Specifically, the numbers were 61,190 for fiscal year 2000, 54,604 for fiscal year 2001, and 59,909 for fiscal year 2002. Overall, the average percentage of such awards received by minorities and women—38 and 40 percent, respectively, were slightly higher than their average representation in the workforce of 36 percent for minorities and 38 percent for women. Among minorities, blacks received about one-half of the awards for each of the three fiscal years—averaging 19 percent of all awards. This is less than their average representation in the USPS workforce of 21 percent for the three years. Regarding other minority groups, for the three fiscal years, performance awards received by Hispanics, on average, exceeded their average representation in the USPS workforce. Hispanics received 8.4 percent of awards, while representing, on average, 7.4 percent of the USPS workforce. AAPI received an average of about 10 percent of monetary performance awards. This exceeds their average representation in the USPS workforce of 6.8 percent. Additionally, monetary performance awards received

by AIAN equaled their average representation in the USPS workforce—about .6 percent. The average representation of monetary performance awards received by Hawaiians—.1 percent—was greater than their average representation in the USPS workforce—.04 percent. Figure 7 shows the shares of these awards for minorities by ethnicity for fiscal years 2000 through 2002.

**Figure 7: USPS Career Employee Workforce Monetary Performance Awards by Race/Ethnicity as a Percentage of Total Number of Monetary Performance Awards for Fiscal Years 2000 through 2002**

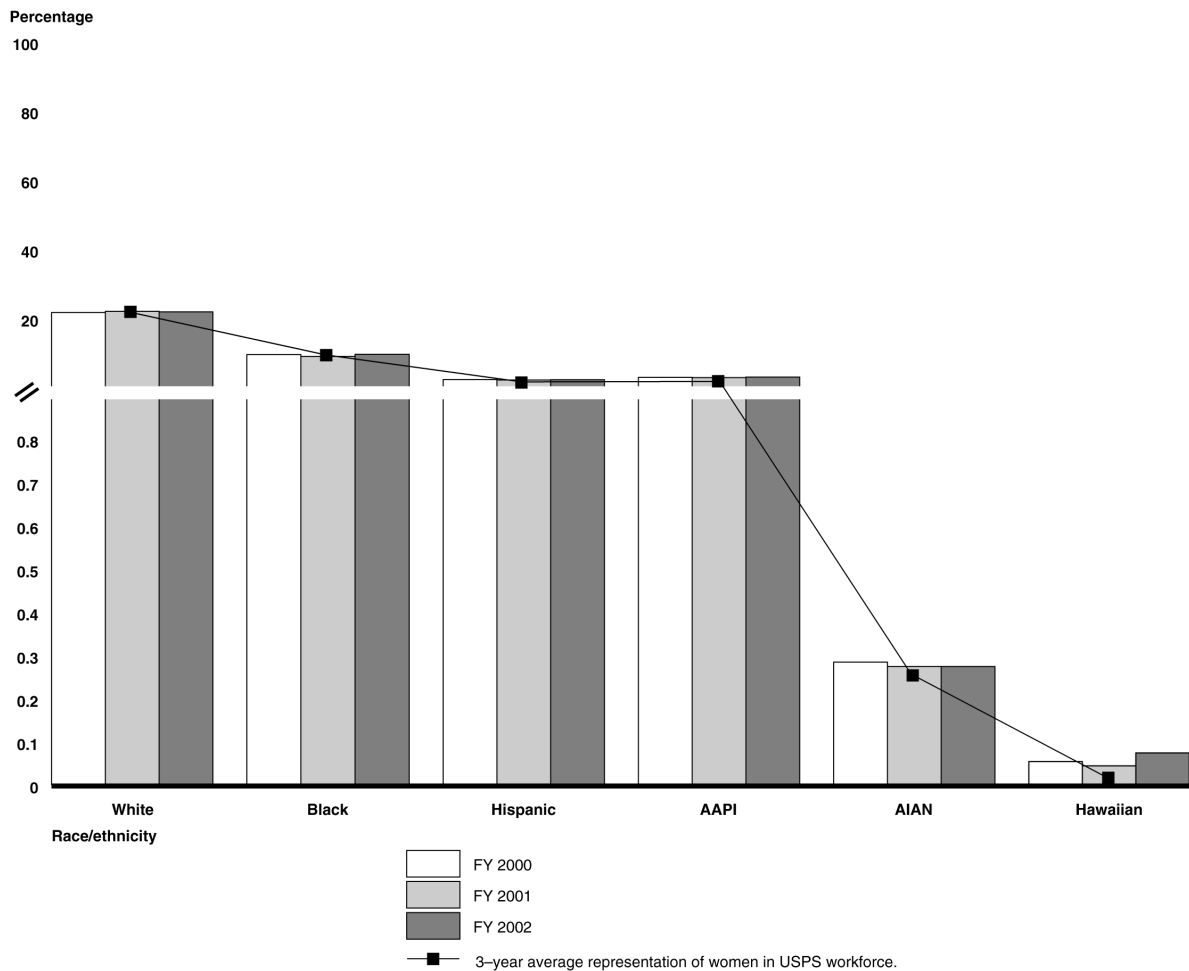


Source: GAO analysis of USPS data.

White women had the most representation among women, receiving an average of about 22 percent of all such awards for the three fiscal years. This is proportional to their average representation in the USPS workforce for those years. For the 3-year period, black women received, on average, about 10 percent of the monetary performance awards. This is also proportional to their average representation in the USPS workforce. Hispanic women received an average of 2.9 percent of awards, while representing an average of 2.3 percent of the USPS workforce. AAPI women represented an average of 2.4 percent of the USPS workforce for the three years. This group exceeded its average representation in the USPS workforce by receiving an average of 3.6 percent of the monetary performance awards for the three fiscal years. The monetary performance awards received by AIAN women were proportional to their average representation in the USPS workforce—.26 percent for the three years. Furthermore, Hawaiian women exceeded their average representation in the USPS workforce receiving an average of .06 percent of

monetary performance awards compared to their average representation of .02 percent of the USPS workforce for the three years. Figure 8 shows the shares of these awards for women by ethnicity for fiscal years 2000 through 2002. (See enc. V for additional data.)

**Figure 8: Women in the USPS Career Employee Workforce Receiving Monetary Performance Awards by Race/Ethnicity as a Percentage of Total Number of Monetary Performance Awards for Fiscal Years 2000 through 2002**



Source: GAO analysis of USPS data.

### Agency Comments

We requested comments on a draft of this report from the Postmaster General. The USPS Vice President of Diversity Development informed us orally that USPS concurred with the information provided in the letter. In addition, USPS provided several technical clarifications, which we have incorporated into this report where appropriate.

### Scope and Methodology

To address our objective, we obtained, reviewed, and analyzed data and documentation and interviewed USPS officials concerning career employee profiles,

promotions, voluntary retirements, and monetary performance awards for fiscal years 2000, 2001, and 2002. We obtained and reviewed detailed data and information for each fiscal year, including actual numbers and percentages for each grade, including PCES, and aggregated for the entire USPS by equal employment opportunity group for men and women—white, black, Hispanic, AAPI, AIAN, and Hawaiians. To get an indication of whether the data were sufficiently reliable, we performed testing of electronic data for obvious errors of completeness and accuracy, reviewed related information from prior GAO reports, and discussed data reliability issues with USPS officials knowledgeable of the databases that produce this information. We considered the data to be sufficiently reliable for the informational purpose of this engagement. We performed our work from August 2002 through June 2003 in accordance with generally accepted government auditing standards.

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As agreed with your offices, unless you publicly announce the contents of this report earlier, we plan no further distribution until 30 days from the report date. At that time, we will send copies of this report to the Chairman, House Committee on Government Reform, and the Chairman, Subcommittee on Civil Service, Census and Agency Organization; the Chairman and Ranking Minority Member, Senate Committee on Governmental Affairs; the Postmaster General; and to other interested parties. We also will make copies available to others upon request. In addition, the report will be available at no charge on the GAO Web site at [www.gao.gov](http://www.gao.gov).

If you have any questions about this report or the enclosed data, you may contact me on (202) 512-4232 or at [ungarb@gao.gov](mailto:ungarb@gao.gov). Major contributors to this report include Sherrill Johnson, Dwayne Curry, Dorothy Tejada, Tanisha Stewart, and David Dornisch.



Bernard L. Ungar  
Director, Physical Infrastructure Issues

Enclosures

Description of Employee Levels within the USPS

USPS employee levels	Job description
<b>00</b>	Rural route letter carriers—categorized as craft workers (skilled).
<b>01 through 04</b>	Unskilled laborers—work in manual occupations, which generally require no special training. Includes: mail handlers, garage laborers, groundskeepers, and gardeners. These levels also include office and clerical workers.
<b>05</b>	Semiskilled operatives—workers that operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, carpenters, and electricians, among others). This level also includes office and clerical workers.
<b>06 through 10</b>	Skilled craft employees—manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Includes: city letter carriers, hourly paid supervisors and lead operators who are not members of management, typesetters, electricians, engravers, painters (construction and maintenance), and technicians.
<b>11 through 14</b>	Executive and Administrative Schedule (EAS) workforce—entry management level positions.
<b>15 through 18</b>	EAS workforce—middle management level positions. Includes: postmasters, managers of customer services, and managers of postal operations.
<b>19 through 26</b>	EAS workforce—high-level management positions. Includes: officials, executives, plant managers, department managers, and superintendents, and salaried supervisors who are members of management.
<b>27 through 41</b>	EAS workforce—There are approximately 31 employees in this group, which includes attorneys, administrative judges, economists, rate commissioners and rate classification specialists, among others.
<b>51 through 55</b>	Part-time postmasters at 4 <sup>th</sup> class locations, small towns with populations less than 1,000.
<b>Postal Career Executive Service (PCES) levels 01, 02, and U1.</b>	PCES-01 comprises executives; PCES-02 are senior-level officers, and PCES-U1 are PCES employees in non-PCES positions. PCES executives include, among others, district managers and bulk mail center managers. PCES officers include, among others, area vice presidents, and the deputy postmaster general.

Source: GAO analysis of USPS data.

Enclosure II

USPS Workforce Representation by Race, Ethnicity, and Gender for Each Employee Level, Including PCES  
Fiscal Years 2000–2002

Workforce	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
Fiscal year	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage	(percentage
2000															women)	minorities)
<b>CPS<sup>c</sup></b>																
<b>Percentage</b>	<b>48.20%</b>	<b>51.80%</b>	34.60%	36.90%	5%	6.30%	6%	5.80%	2.10%	2.30%	0.40%	0.50%	N/A	N/A	<b>51.80%</b>	<b>28.40%</b>
<b>Level 00</b>																
<b>Percentage</b>	<b>50.21%</b>	<b>49.79%</b>	47.23%	47.45%	1.30%	1.22%	0.99%	0.61%	0.48%	0.19%	0.22%	0.30%	0.00%	0.01%	<b>49.79%</b>	<b>5.32%</b>
<b>Number</b>	<b>28,636</b>	<b>28,393</b>	26,932	27,062	741	697	565	350	272	108	126	172	0	4		
<b>Level 01</b>																
<b>Percentage</b>	<b>17.89%</b>	<b>82.11%</b>	11.47%	34.86%	4.59%	30.28%	0.92%	2.75%	0.92%	13.76%	0.00%	0.46%	0.00%	0.00%	<b>82.11%</b>	<b>53.67%</b>
<b>Number</b>	<b>39</b>	<b>179</b>	25	76	10	66	2	6	2	30	0	1	0	0		
<b>Level 02</b>																
<b>Percentage</b>	<b>85.38%</b>	<b>14.62%</b>	37.66%	5.58%	38.36%	8.25%	6.92%	0.39%	1.49%	0.31%	0.79%	0.08%	0.16%	0.00%	<b>14.62%</b>	<b>56.76%</b>
<b>Number</b>	<b>1,086</b>	<b>186</b>	479	71	488	105	88	5	19	4	10	1	2	0		
<b>Level 03</b>																
<b>Percentage</b>	<b>88.26%</b>	<b>11.74%</b>	45.49%	7.66%	31.50%	3.18%	7.11%	0.54%	3.70%	0.19%	0.44%	0.14%	0.02%	0.02%	<b>11.74%</b>	<b>46.84%</b>
<b>Number</b>	<b>14,256</b>	<b>1,896</b>	7,348	1,238	5,088	514	1,148	88	598	30	71	23	3	3		
<b>Level 04</b>																
<b>Percentage</b>	<b>59.91%</b>	<b>40.09%</b>	32.11%	15.88%	17.68%	17.89%	4.99%	2.80%	4.83%	3.25%	0.28%	0.27%	0.01%	0.00%	<b>40.09%</b>	<b>52.01%</b>
<b>Number</b>	<b>56,089</b>	<b>37,535</b>	30,063	14,865	16,555	16,750	4,674	2,623	4,523	3,040	263	254	11	3		
<b>Level 05</b>																
<b>Percentage</b>	<b>62.65%</b>	<b>37.35%</b>	41.54%	21.64%	10.41%	9.96%	5.57%	2.62%	4.84%	2.85%	0.26%	0.24%	0.02%	0.03%	<b>37.35%</b>	<b>36.82%</b>
<b>Number</b>	<b>272,788</b>	<b>162,633</b>	180,865	94,243	45,342	43,382	24,249	11,420	21,076	12,424	1,153	1,043	103	121		
<b>Level 06</b>																
<b>Percentage</b>	<b>68.23%</b>	<b>31.77%</b>	42.25%	15.37%	14.51%	11.63%	6.12%	2.03%	5.01%	2.56%	0.32%	0.16%	0.02%	0.02%	<b>31.77%</b>	<b>42.37%</b>
<b>Number</b>	<b>53,355</b>	<b>24,842</b>	33,041	12,021	11,345	9,096	4,782	1,587	3,916	1,998	254	122	17	18		

Workforce Fiscal year 2000	Total males	Total females	White male	White female	Black male	Black female	Hispanic male	Hispanic female	AAPI <sup>a</sup> male	AAPI <sup>a</sup> female	AIAN <sup>b</sup> male	AIAN <sup>b</sup> female	Hawaiian male	Hawaiian female	Total (percentage women)	Total (percentage minorities)
<b>Level 07</b>																
<b>Percentage</b>	<b>97.87%</b>	<b>2.13%</b>	72.76%	1.02%	13.83%	0.82%	5.55%	0.15%	5.33%	0.12%	0.41%	0.02%	0.00%	0.00%	<b>2.13%</b>	<b>26.22%</b>
<b>Number</b>	<b>9,279</b>	<b>202</b>	6,898	97	1,311	78	526	14	505	11	39	2	0	0		
<b>Level 08</b>																
<b>Percentage</b>	<b>96.54%</b>	<b>3.46%</b>	83.87%	1.38%	6.68%	1.38%	3.23%	0.00%	2.07%	0.69%	0.69%	0.00%	0.00%	0.00%	<b>3.46%</b>	<b>14.75%</b>
<b>Number</b>	<b>419</b>	<b>15</b>	364	6	29	6	14	0	9	3	3	0	0	0		
<b>Level 09</b>																
<b>Percentage</b>	<b>97.37%</b>	<b>2.63%</b>	76.05%	1.56%	9.82%	0.66%	4.01%	0.12%	7.10%	0.28%	0.36%	0.01%	0.03%	0.00%	<b>2.63%</b>	<b>22.39%</b>
<b>Number</b>	<b>7,354</b>	<b>199</b>	5,744	118	742	50	303	9	536	21	27	1	2	0		
<b>Level 10</b>																
<b>Percentage</b>	<b>88.28%</b>	<b>11.72%</b>	68.28%	4.83%	11.03%	3.45%	5.52%	0.69%	3.45%	2.76%	0.00%	0.00%	0.00%	0.00%	<b>11.72%</b>	<b>26.90%</b>
<b>Number</b>	<b>128</b>	<b>17</b>	99	7	16	5	8	1	5	4	0	0	0	0		
<b>Level 11</b>																
<b>Percentage</b>	<b>19.05%</b>	<b>80.95%</b>	16.36%	65.49%	1.31%	9.71%	0.64%	3.12%	0.37%	1.31%	0.37%	1.30%	0.00%	0.02%	<b>80.95%</b>	<b>18.15%</b>
<b>Number</b>	<b>1,246</b>	<b>5,295</b>	1,070	4,284	86	635	42	204	24	86	24	85	0	1		
<b>Level 12</b>																
<b>Percentage</b>	<b>47.06%</b>	<b>52.94%</b>	23.53%	29.41%	23.53%	23.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>52.94%</b>	<b>47.06%</b>
<b>Number</b>	<b>8</b>	<b>9</b>	4	5	4	4	0	0	0	0	0	0	0	0		
<b>Level 13</b>																
<b>Percentage</b>	<b>31.31%</b>	<b>68.69%</b>	29.12%	63.85%	0.82%	2.47%	0.82%	1.09%	0.17%	0.35%	0.39%	0.87%	0.00%	0.05%	<b>68.69%</b>	<b>7.03%</b>
<b>Number</b>	<b>1,866</b>	<b>4,093</b>	1,735	3,805	49	147	49	65	10	21	23	52	0	3		
<b>Level 14</b>																
<b>Percentage</b>	<b>37.93%</b>	<b>62.07%</b>	24.65%	29.11%	9.03%	25.86%	1.62%	2.64%	2.54%	3.96%	0.10%	0.51%	0.00%	0.00%	<b>62.07%</b>	<b>46.25%</b>
<b>Number</b>	<b>374</b>	<b>612</b>	243	287	89	255	16	26	25	39	1	5	0	0		
<b>Level 15</b>																
<b>Percentage</b>	<b>45.93%</b>	<b>54.07%</b>	35.87%	39.51%	5.79%	10.30%	2.60%	2.34%	1.33%	1.35%	0.33%	0.53%	0.02%	0.05%	<b>54.07%</b>	<b>24.63%</b>

Workforce Fiscal year 2000	Total males	Total females	White male	White female	Black male	Black female	Hispanic male	Hispanic female	AAPI <sup>a</sup> male	AAPI <sup>a</sup> female	AIAN <sup>b</sup> male	AIAN <sup>b</sup> female	Hawaiian male	Hawaiian female	Total (percentage women)	Total (percentage minorities)
<b>Number</b>	<b>5,628</b>	<b>6,626</b>	4,395	4,841	709	1,262	318	287	163	165	41	65	2	6		
<b>Level 16</b>																
<b>Percentage</b>	<b>65.09%</b>	<b>34.91%</b>	43.67%	17.93%	13.80%	13.49%	4.89%	2.01%	2.40%	1.30%	0.30%	0.16%	0.03%	0.03%	<b>34.91%</b>	<b>38.40%</b>
<b>Number</b>	<b>18,689</b>	<b>10,024</b>	12,538	5,148	3,962	3,874	1,405	576	688	372	87	46	9	8		
<b>Level 17</b>																
<b>Percentage</b>	<b>59.95%</b>	<b>40.05%</b>	42.82%	22.69%	10.51%	13.70%	4.34%	2.43%	1.93%	1.10%	0.29%	0.13%	0.05%	0.00%	<b>40.05%</b>	<b>34.48%</b>
<b>Number</b>	<b>2,293</b>	<b>1,532</b>	1,638	868	402	524	166	93	74	42	11	5	2	0		
<b>Level 18</b>																
<b>Percentage</b>	<b>64.83%</b>	<b>35.17%</b>	55.68%	27.24%	4.79%	5.39%	2.64%	1.41%	1.08%	0.85%	0.62%	0.21%	0.00%	0.07%	<b>35.17%</b>	<b>17.08%</b>
<b>Number</b>	<b>3,948</b>	<b>2,142</b>	3,391	1,659	292	328	161	86	66	52	38	13	0	4		
<b>Level 19</b>																
<b>Percentage</b>	<b>61.20%</b>	<b>38.80%</b>	45.44%	21.31%	9.05%	12.94%	4.10%	2.71%	2.00%	1.69%	0.58%	0.14%	0.03%	0.00%	<b>38.80%</b>	<b>33.24%</b>
<b>Number</b>	<b>1,806</b>	<b>1,145</b>	1,341	629	267	382	121	80	59	50	17	4	1	0		
<b>Level 20</b>																
<b>Percentage</b>	<b>73.93%</b>	<b>26.07%</b>	59.67%	16.94%	7.51%	6.64%	4.53%	1.53%	1.56%	0.71%	0.62%	0.23%	0.05%	0.02%	<b>26.07%</b>	<b>23.39%</b>
<b>Number</b>	<b>3,230</b>	<b>1,139</b>	2,607	740	328	290	198	67	68	31	27	10	2	1		
<b>Level 21</b>																
<b>Percentage</b>	<b>71.04%</b>	<b>28.96%</b>	56.20%	18.36%	8.18%	8.38%	4.40%	1.44%	1.95%	0.62%	0.28%	0.17%	0.03%	0.00%	<b>28.96%</b>	<b>25.44%</b>
<b>Number</b>	<b>2,519</b>	<b>1,027</b>	1,993	651	290	297	156	51	69	22	10	6	1	0		
<b>Level 22</b>																
<b>Percentage</b>	<b>76.51%</b>	<b>23.49%</b>	56.51%	13.20%	11.66%	7.47%	5.23%	1.16%	2.49%	1.62%	0.58%	0.04%	0.04%	0.00%	<b>23.49%</b>	<b>30.29%</b>
<b>Number</b>	<b>1,844</b>	<b>566</b>	1,362	318	281	180	126	28	60	39	14	1	1	0		
<b>Level 23</b>																
<b>Percentage</b>	<b>72.98%</b>	<b>27.02%</b>	57.81%	17.38%	7.91%	7.19%	3.83%	1.06%	2.93%	1.17%	0.51%	0.21%	0.00%	0.00%	<b>27.02%</b>	<b>24.81%</b>
<b>Number</b>	<b>2,742</b>	<b>1,015</b>	2,172	653	297	270	144	40	110	44	19	8	0	0		
<b>Level 24</b>																
<b>Percentage</b>	<b>80.76%</b>	<b>19.24%</b>	60.50%	10.83%	11.78%	6.88%	5.49%	0.66%	2.56%	0.59%	0.44%	0.29%	0.00%	0.00%	<b>19.24%</b>	<b>28.68%</b>



Workforce															Total	Total
Fiscal year	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage
2000	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Number</b>	<b>1,104</b>	<b>263</b>	827	148	161	94	75	9	35	8	6	4	0	0		
<b>Level 25</b>																
<b>Percentage</b>	<b>73.96%</b>	<b>26.04%</b>	60.79%	16.83%	8.13%	6.47%	2.23%	1.15%	2.23%	1.15%	0.58%	0.43%	0.00%	0.00%	<b>26.04%</b>	<b>22.37%</b>
<b>Number</b>	<b>1,028</b>	<b>362</b>	845	234	113	90	31	16	31	16	8	6	0	0		
<b>Level 26</b>																
<b>Percentage</b>	<b>80.73%</b>	<b>19.27%</b>	61.46%	10.94%	8.33%	3.65%	7.81%	1.56%	3.13%	3.13%	0.00%	0.00%	0.00%	0.00%	<b>19.27%</b>	<b>27.60%</b>
<b>Number</b>	<b>155</b>	<b>37</b>	118	21	16	7	15	3	6	6	0	0	0	0		
<b>Level 27</b>																
<b>Percentage</b>	<b>80.00%</b>	<b>20.00%</b>	60.00%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>20.00%</b>	<b>20.00%</b>
<b>Number</b>	<b>4</b>	<b>1</b>	3	1	0	0	1	0	0	0	0	0	0	0		
<b>Level 28</b>																
<b>Percentage</b>	<b>70.59%</b>	<b>29.41%</b>	70.59%	29.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>29.41%</b>	<b>0.00%</b>
<b>Number</b>	<b>12</b>	<b>5</b>	12	5	0	0	0	0	0	0	0	0	0	0		
<b>Level 30</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>7</b>	<b>0</b>	7	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 33</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>1</b>	<b>0</b>	1	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 34</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>100.00%</b>	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>100.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>1</b>	0	1	0	0	0	0	0	0	0	0	0	0		
<b>Level 35</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>3</b>	<b>0</b>	3	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 41</b>																
<b>Percentage</b>	<b>75.00%</b>	<b>25.00%</b>	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>25.00%</b>	<b>0.00%</b>

Workforce															Total	Total
Fiscal year	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage
2000	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Number</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Level 51</b>																
<b>Percentage</b>	<b>11.84%</b>	<b>88.16%</b>	10.53%	84.21%	0.00%	1.32%	1.32%	1.32%	0.00%	0.00%	0.00%	1.32%	0.00%	0.00%	<b>88.16%</b>	<b>5.26%</b>
<b>Number</b>	<b>9</b>	<b>67</b>	8	64	0	1	1	1	0	0	0	1	0	0		
<b>Level 52</b>																
<b>Percentage</b>	<b>25.00%</b>	<b>75.00%</b>	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>75.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>2</b>	<b>6</b>	2	6	0	0	0	0	0	0	0	0	0	0		
<b>Level 53</b>																
<b>Percentage</b>	<b>9.49%</b>	<b>90.51%</b>	8.89%	85.86%	0.20%	0.20%	0.00%	2.42%	0.00%	0.61%	0.40%	1.41%	0.00%	0.00%	<b>90.51%</b>	<b>5.25%</b>
<b>Number</b>	<b>47</b>	<b>448</b>	44	425	1	1	0	12	0	3	2	7	0	0		
<b>Level 54</b>																
<b>Percentage</b>	<b>14.29%</b>	<b>85.71%</b>	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>85.71%</b>	<b>0.00%</b>
<b>Number</b>	<b>2</b>	<b>12</b>	2	12	0	0	0	0	0	0	0	0	0	0		
<b>Level 55</b>																
<b>Percentage</b>	<b>11.28%</b>	<b>88.72%</b>	10.73%	83.02%	0.14%	0.95%	0.00%	1.90%	0.00%	0.00%	0.41%	2.85%	0.00%	0.00%	<b>88.72%</b>	<b>6.25%</b>
<b>Number</b>	<b>83</b>	<b>653</b>	79	611	1	7	0	14	0	0	3	21	0	0		
<b>Level P1</b>																
<b>Percentage</b>	<b>78.35%</b>	<b>21.65%</b>	63.43%	15.83%	8.48%	4.80%	4.70%	0.61%	1.33%	0.41%	0.41%	0.00%	0.00%	0.00%	<b>21.65%</b>	<b>20.74%</b>
<b>Number</b>	<b>767</b>	<b>212</b>	621	155	83	47	46	6	13	4	4	0	0	0		
<b>Level P2</b>																
<b>Percentage</b>	<b>80.00%</b>	<b>20.00%</b>	66.67%	20.00%	4.44%	0.00%	6.67%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>20.00%</b>	<b>13.33%</b>
<b>Number</b>	<b>36</b>	<b>9</b>	30	9	2	0	3	0	1	0	0	0	0	0		
<b>Level U1</b>																
<b>Percentage</b>	<b>51.85%</b>	<b>48.15%</b>	47.53%	40.74%	3.70%	4.32%	0.62%	1.85%	0.00%	0.62%	0.00%	0.62%	0.00%	0.00%	<b>48.15%</b>	<b>11.73%</b>
<b>Number</b>	<b>84</b>	<b>78</b>	77	66	6	7	1	3	0	1	0	1	0	0		

Workforce														Total	Total	
Fiscal year	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage
2000	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Grand total</b>																
<b>(Total</b>																
<b>employees) 786,446</b>																
<b>Total</b>	<b>492,969</b>	<b>293,477</b>	<b>329,029</b>	<b>175,451</b>	<b>89,106</b>	<b>79,451</b>	<b>39,434</b>	<b>17,770</b>	<b>32,963</b>	<b>18,674</b>	<b>2,281</b>	<b>1,959</b>	<b>156</b>	<b>172</b>		
<b>(% of total)</b>	<b>62.68%</b>	<b>37.32%</b>	<b>41.84%</b>	<b>22.31%</b>	<b>11.33%</b>	<b>10.10%</b>	<b>5.01%</b>	<b>2.26%</b>	<b>4.19%</b>	<b>2.37%</b>	<b>0.29%</b>	<b>0.25%</b>	<b>0.02%</b>	<b>0.02%</b>	<b>37.32%</b>	<b>35.85%</b>
<b>Grouping</b>																
<b>percentage</b>	<b>100.00%</b>		<b>64.15%</b>		<b>21.43%</b>		<b>7.27%</b>		<b>6.57%</b>		<b>0.54%</b>		<b>0.04%</b>			

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

<sup>c</sup>Current Population Survey.

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2001	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>CPS<sup>c</sup></b>																
Percentage	48.20%	51.80%	34.60%	36.90%	5%	6.30%	6%	5.80%	2.10%	2.30%	0.40%	0.50%	N/A	N/A	51.80%	28.40%
<b>Level 00</b>																
Percentage	49.36%	50.64%	45.87%	47.79%	1.47%	1.51%	1.13%	0.73%	0.66%	0.27%	0.23%	0.34%	0.00%	0.01%	50.64%	6.34%
Number	29,471	30,231	27,384	28,531	877	899	676	436	396	159	138	201	0	5		
<b>Level 01</b>																
Percentage	75.65%	24.35%	51.41%	14.89%	10.91%	5.89%	7.21%	2.36%	5.78%	1.04%	0.31%	0.15%	0.03%	0.03%	24.35%	33.70%
Number	159,212	51,244	108,198	31,327	22,968	12,394	15,167	4,970	12,170	2,187	648	310	61	56		
<b>Level 02</b>																
Percentage	75.46%	24.54%	46.59%	13.58%	13.66%	7.42%	7.62%	2.15%	7.17%	1.21%	0.39%	0.16%	0.04%	0.03%	24.54%	39.82%
Number	23,243	7,557	14,351	4,183	4,208	2,284	2,347	661	2,207	373	119	48	11	8		
<b>Level 03</b>																
Percentage	87.61%	12.39%	44.61%	7.93%	31.42%	3.44%	7.18%	0.62%	3.87%	0.24%	0.50%	0.14%	0.03%	0.01%	12.39%	47.46%
Number	14,328	2,026	7,295	1,297	5,139	563	1,175	102	633	39	81	23	5	2		
<b>Level 04</b>																
Percentage	59.48%	40.52%	31.67%	15.60%	17.50%	18.33%	4.96%	2.83%	5.06%	3.48%	0.28%	0.27%	0.01%	0.00%	40.52%	52.73%
Number	54,381	37,048	28,955	14,266	16,000	16,757	4,535	2,590	4,628	3,186	253	247	10	2		
<b>Level 05</b>																
Percentage	49.89%	50.11%	31.22%	28.11%	9.96%	13.85%	4.16%	3.00%	4.30%	4.78%	0.24%	0.34%	0.02%	0.03%	50.11%	40.67%
Number	107,370	107,830	67,193	60,490	21,431	29,803	8,945	6,449	9,244	10,297	517	726	40	65		
<b>Level 06</b>																
Percentage	62.14%	37.86%	36.96%	17.18%	15.91%	14.87%	5.21%	2.09%	3.76%	3.54%	0.29%	0.17%	0.01%	0.02%	37.86%	45.87%
Number	27,941	17,025	16,618	7,724	7,156	6,685	2,342	938	1,689	1,590	130	77	6	11		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2001	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 07</b>																
Percentage	98.12%	1.88%	72.71%	0.89%	13.46%	0.73%	6.22%	0.14%	5.25%	0.10%	0.48%	0.02%	0.00%	0.00%	1.88%	26.41%
Number	10,728	205	7,949	97	1,472	80	680	15	574	11	53	2	0	0		
<b>Level 08</b>																
Percentage	98.17%	1.83%	80.44%	0.78%	10.43%	0.52%	4.56%	0.13%	2.35%	0.39%	0.39%	0.00%	0.00%	0.00%	1.83%	18.77%
Number	753	14	617	6	80	4	35	1	18	3	3	0	0	0		
<b>Level 09</b>																
Percentage	97.84%	2.16%	76.11%	1.36%	9.99%	0.40%	4.06%	0.12%	7.21%	0.27%	0.44%	0.01%	0.03%	0.00%	2.16%	22.54%
Number	7,567	167	5,886	105	773	31	314	9	558	21	34	1	2	0		
<b>Level 10</b>																
Percentage	87.86%	12.14%	68.57%	3.57%	10.00%	4.29%	5.71%	1.43%	3.57%	2.86%	0.00%	0.00%	0.00%	0.00%	12.14%	27.86%
Number	123	17	96	5	14	6	8	2	5	4	0	0	0	0		
<b>Level 11</b>																
Percentage	18.57%	81.43%	16.05%	66.30%	1.29%	9.37%	0.62%	2.99%	0.26%	1.45%	0.35%	1.29%	0.00%	0.02%	81.43%	17.65%
Number	1,163	5,099	1,005	4,152	81	587	39	187	16	91	22	81	0	1		
<b>Level 12</b>																
Percentage	50.00%	50.00%	25.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%
Number	8	8	4	4	4	4	0	0	0	0	0	0	0	0		
<b>Level 13</b>																
Percentage	31.23%	68.77%	29.12%	63.78%	0.80%	2.56%	0.82%	1.20%	0.17%	0.33%	0.33%	0.87%	0.00%	0.03%	68.77%	7.11%
Number	1,876	4,131	1,749	3,831	48	154	49	72	10	20	20	52	0	2		
<b>Level 14</b>																
Percentage	38.20%	61.80%	24.36%	28.65%	9.33%	26.72%	1.50%	2.36%	2.90%	3.54%	0.11%	0.54%	0.00%	0.00%	61.80%	47.00%
Number	356	576	227	267	87	249	14	22	27	33	1	5	0	0		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2001	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 15</b>																
Percentage	45.77%	54.23%	35.42%	39.55%	6.02%	10.35%	2.59%	2.38%	1.44%	1.38%	0.31%	0.51%	0.01%	0.06%	54.23%	25.03%
Number	5,692	6,743	4,404	4,918	748	1,287	322	296	179	171	38	64	1	7		
<b>Level 16</b>																
Percentage	64.62%	35.38%	43.13%	18.01%	13.73%	13.63%	4.99%	2.13%	2.44%	1.40%	0.30%	0.18%	0.03%	0.02%	35.38%	38.86%
Number	18,475	10,115	12,330	5,150	3,926	3,898	1,426	609	699	400	85	51	9	7		
<b>Level 17</b>																
Percentage	59.95%	40.05%	43.03%	22.39%	10.07%	13.59%	4.52%	2.68%	1.98%	1.25%	0.30%	0.14%	0.05%	0.00%	40.05%	34.58%
Number	2,214	1,479	1,589	827	372	502	167	99	73	46	11	5	2	0		
<b>Level 18</b>																
Percentage	64.28%	35.72%	55.10%	27.33%	4.72%	5.60%	2.74%	1.57%	1.09%	0.87%	0.62%	0.28%	0.00%	0.08%	35.72%	17.58%
Number	3,935	2,187	3,373	1,673	289	343	168	96	67	53	38	17	0	5		
<b>Level 19</b>																
Percentage	60.40%	39.60%	44.21%	21.60%	9.25%	13.33%	4.22%	2.93%	2.02%	1.61%	0.70%	0.14%	0.00%	0.00%	39.60%	34.19%
Number	1,731	1,135	1,267	619	265	382	121	84	58	46	20	4	0	0		
<b>Level 20</b>																
Percentage	72.61%	27.39%	58.00%	17.85%	7.61%	7.07%	4.62%	1.48%	1.73%	0.74%	0.62%	0.25%	0.02%	0.00%	27.39%	24.16%
Number	3,141	1,185	2,509	772	329	306	200	64	75	32	27	11	1	0		
<b>Level 21</b>																
Percentage	70.43%	29.57%	56.08%	19.07%	7.80%	8.25%	4.30%	1.38%	1.88%	0.69%	0.30%	0.18%	0.06%	0.00%	29.57%	24.84%
Number	2,356	989	1,876	638	261	276	144	46	63	23	10	6	2	0		
<b>Level 22</b>																
Percentage	76.51%	23.49%	57.53%	13.48%	11.08%	7.03%	5.05%	1.16%	2.40%	1.74%	0.41%	0.08%	0.04%	0.00%	23.49%	28.99%
Number	1,850	568	1,391	326	268	170	122	28	58	42	10	2	1	0		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2001	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 23</b>																
Percentage	72.49%	27.51%	57.20%	17.51%	7.84%	7.34%	4.02%	1.25%	2.99%	1.25%	0.44%	0.17%	0.00%	0.00%	27.51%	25.29%
Number	2,617	993	2,065	632	283	265	145	45	108	45	16	6	0	0		
<b>Level 24</b>																
Percentage	78.52%	21.48%	58.75%	12.03%	11.14%	7.53%	5.54%	0.96%	2.80%	0.66%	0.30%	0.30%	0.00%	0.00%	21.48%	29.23%
Number	1,064	291	796	163	151	102	75	13	38	9	4	4	0	0		
<b>Level 25</b>																
Percentage	72.84%	27.16%	59.08%	17.80%	8.44%	6.67%	2.27%	0.92%	2.48%	1.56%	0.57%	0.21%	0.00%	0.00%	27.16%	23.12%
Number	1,027	383	833	251	119	94	32	13	35	22	8	3	0	0		
<b>Level 26</b>																
Percentage	80.66%	19.34%	59.67%	9.94%	9.94%	4.97%	8.29%	1.10%	2.76%	3.31%	0.00%	0.00%	0.00%	0.00%	19.34%	30.39%
Number	146	35	108	18	18	9	15	2	5	6	0	0	0	0		
<b>Level 27</b>																
Percentage	75.00%	25.00%	50.00%	25.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%
Number	3	1	2	1	0	0	1	0	0	0	0	0	0	0		
<b>Level 28</b>																
Percentage	72.22%	27.78%	66.67%	27.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	27.78%	5.56%
Number	13	5	12	5	0	0	0	0	0	0	1	0	0	0		
<b>Level 30</b>																
Percentage	100.00%	0.00%	100.00%	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%
Number	5	0	5	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 33</b>																
Percentage	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%
Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2001	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 34</b>																
Percentage	100.00%	0.00%	100.00%	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%
Number	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 35</b>																
Percentage	100.00%	0.00%	100.00%	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%
Number	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 41</b>																
Percentage	66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Number	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 51</b>																
Percentage	13.51%	86.49%	12.16%	82.43%	0.00%	0.00%	1.35%	2.70%	0.00%	0.00%	0.00%	1.35%	0.00%	0.00%	86.49%	5.41%
Number	10	64	9	61	0	0	1	2	0	0	0	1	0	0	0	0
<b>Level 52</b>																
Percentage	20.00%	80.00%	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	0.00%
Number	1	4	1	4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 53</b>																
Percentage	7.60%	92.40%	7.41%	86.88%	0.00%	0.57%	0.00%	2.66%	0.00%	0.38%	0.19%	1.90%	0.00%	0.00%	92.40%	5.70%
Number	40	486	39	457	0	3	0	14	0	2	1	10	0	0	0	0
<b>Level 54</b>																
Percentage	14.29%	85.71%	14.29%	78.57%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	85.71%	7.14%
Number	2	12	2	11	0	0	0	1	0	0	0	0	0	0	0	0
<b>Level 55</b>																
Percentage	10.60%	89.40%	10.05%	83.83%	0.14%	0.95%	0.00%	1.90%	0.00%	0.00%	0.41%	2.72%	0.00%	0.00%	89.40%	6.11%
Number	78	658	74	617	1	7	0	14	0	0	3	20	0	0	0	0



Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2001	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level P1</b>																
Percentage	76.99%	23.01%	61.72%	16.95%	8.47%	4.81%	4.60%	0.63%	1.57%	0.52%	0.63%	0.10%	0.00%	0.00%	23.01%	21.34%
Number	736	220	590	162	81	46	44	6	15	5	6	1	0	0		
<b>Level P2</b>																
Percentage	77.78%	22.22%	66.67%	22.22%	2.22%	0.00%	6.67%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	22.22%	11.11%
Number	35	10	30	10	1	0	3	0	1	0	0	0	0	0		
<b>Level U1</b>																
Percentage	50.62%	49.38%	45.68%	38.89%	4.32%	6.17%	0.62%	1.85%	0.00%	1.85%	0.00%	0.62%	0.00%	0.00%	49.38%	15.43%
Number	82	80	74	63	7	10	1	3	0	3	0	1	0	0		
<b>Grand total</b>																
<b>(Total employees)</b>																
	<u>774,601</u>															
<b>Total</b>																
	483,779	290,822	320,912	173,664	87,457	78,200	39,313	17,889	33,649	18,919	2,297	1,979	151	171		
(% of total)	62.46%	37.54%	41.43%	22.42%	11.29%	10.10%	5.08%	2.31%	4.34%	2.44%	0.30%	0.26%	0.02%	0.02%	37.54%	36.15%
<b>Grouping</b>																
percentage	100.00%		63.85%		21.39%		7.38%		6.79%		0.55%		0.04%			

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

<sup>c</sup>Current Population Survey.

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2002	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>CPS<sup>c</sup></b>																
<b>Percentage</b>	<b>48.20%</b>	<b>51.80%</b>	34.60%	36.90%	5%	6.30%	6%	5.80%	2.10%	2.30%	0.40%	0.50%	N/A	N/A	<b>51.80%</b>	<b>28.40%</b>
<b>Level 00</b>																
<b>Percentage</b>	<b>48.81%</b>	<b>51.19%</b>	45.04%	48.00%	1.55%	1.68%	1.20%	0.84%	0.79%	0.31%	0.23%	0.35%	0.00%	0.01%	<b>51.19%</b>	<b>6.96%</b>
<b>Number</b>	<b>29,646</b>	<b>31,090</b>	27,356	29,152	944	1,022	726	512	479	187	141	213	0	4		
<b>Level 01</b>																
<b>Percentage</b>	<b>75.39%</b>	<b>24.61%</b>	50.98%	15.02%	10.83%	5.93%	7.25%	2.40%	5.99%	1.09%	0.31%	0.15%	0.03%	0.03%	<b>24.61%</b>	<b>34.00%</b>
<b>Number</b>	<b>153,887</b>	<b>50,244</b>	104,063	30,662	22,102	12,099	14,797	4,897	12,235	2,222	629	309	61	55		
<b>Level 02</b>																
<b>Percentage</b>	<b>75.08%</b>	<b>24.92%</b>	45.86%	13.63%	13.38%	7.52%	7.99%	2.28%	7.41%	1.29%	0.40%	0.17%	0.03%	0.03%	<b>24.92%</b>	<b>40.51%</b>
<b>Number</b>	<b>22,807</b>	<b>7,569</b>	13,931	4,139	4,065	2,285	2,428	694	2,252	391	123	51	8	9		
<b>Level 03</b>																
<b>Percentage</b>	<b>87.24%</b>	<b>12.76%</b>	44.50%	8.10%	31.06%	3.56%	7.20%	0.68%	3.97%	0.28%	0.49%	0.12%	0.03%	0.01%	<b>12.76%</b>	<b>47.40%</b>
<b>Number</b>	<b>14,021</b>	<b>2,050</b>	7,152	1,301	4,991	572	1,157	110	638	45	78	20	5	2		
<b>Level 04</b>																
<b>Percentage</b>	<b>65.63%</b>	<b>34.37%</b>	35.20%	12.80%	19.66%	16.16%	5.60%	2.67%	4.88%	2.54%	0.29%	0.20%	0.01%	0.00%	<b>34.37%</b>	<b>52.00%</b>
<b>Number</b>	<b>36,294</b>	<b>19,005</b>	19,465	7,078	10,870	8,938	3,096	1,474	2,696	1,403	163	111	4	1		
<b>Level 05</b>																
<b>Percentage</b>	<b>49.54%</b>	<b>50.46%</b>	30.11%	27.06%	10.48%	14.97%	4.14%	3.08%	4.57%	4.98%	0.23%	0.34%	0.02%	0.03%	<b>50.46%</b>	<b>42.84%</b>
<b>Number</b>	<b>117,439</b>	<b>119,598</b>	71,362	64,134	24,838	35,495	9,819	7,295	10,824	11,797	551	814	45	63		
<b>Level 06</b>																
<b>Percentage</b>	<b>61.58%</b>	<b>38.42%</b>	36.57%	17.61%	15.62%	14.80%	5.27%	2.17%	3.83%	3.65%	0.28%	0.17%	0.01%	0.03%	<b>38.42%</b>	<b>45.83%</b>
<b>Number</b>	<b>27,403</b>	<b>17,099</b>	16,273	7,835	6,952	6,585	2,345	966	1,703	1,626	124	75	6	12		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2002	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 07</b>																
Percentage	98.40%	1.60%	72.70%	0.80%	13.43%	0.59%	6.31%	0.11%	5.40%	0.09%	0.55%	0.02%	0.00%	0.00%	1.60%	26.50%
Number	11,001	179	8,128	89	1,501	66	706	12	604	10	62	2	0	0		
<b>Level 08</b>																
Percentage	96.90%	3.10%	79.59%	0.80%	9.86%	1.38%	4.47%	0.23%	2.75%	0.69%	0.23%	0.00%	0.00%	0.00%	3.10%	19.61%
Number	845	27	694	7	86	12	39	2	24	6	2	0	0	0		
<b>Level 09</b>																
Percentage	98.19%	1.81%	76.16%	1.17%	10.01%	0.28%	4.15%	0.10%	7.39%	0.23%	0.45%	0.03%	0.03%	0.00%	1.81%	22.67%
Number	7,635	141	5,922	91	778	22	323	8	575	18	35	2	2	0		
<b>Level 10</b>																
Percentage	85.91%	14.09%	68.46%	8.05%	8.05%	2.68%	6.04%	1.34%	3.36%	2.01%	0.00%	0.00%	0.00%	0.00%	14.09%	23.49%
Number	128	21	102	12	12	4	9	2	5	3	0	0	0	0		
<b>Level 11</b>																
Percentage	19.79%	80.21%	17.27%	66.93%	1.20%	7.85%	0.66%	2.79%	0.32%	1.20%	0.34%	1.43%	0.00%	0.02%	80.21%	15.80%
Number	1,107	4,488	966	3,745	67	439	37	156	18	67	19	80	0	1		
	0	0														
<b>Level 12</b>																
Percentage	3.47%	96.53%	1.98%	66.34%	0.74%	19.31%	0.74%	6.68%	0.00%	3.71%	0.00%	0.50%	0.00%	0.00%	96.53%	31.68%
Number	14	390	8	268	3	78	3	27	0	15	0	2	0	0		
<b>Level 13</b>																
Percentage	30.51%	69.49%	28.47%	64.25%	0.78%	2.61%	0.83%	1.34%	0.12%	0.36%	0.30%	0.91%	0.00%	0.03%	69.49%	7.28%
Number	1,802	4,105	1,682	3,795	46	154	49	79	7	21	18	54	0	2		
<b>Level 14</b>																
Percentage	37.83%	62.17%	23.66%	27.34%	9.60%	27.79%	1.56%	2.57%	2.90%	4.02%	0.11%	0.45%	0.00%	0.00%	62.17%	49.00%
Number	339	557	212	245	86	249	14	23	26	36	1	4	0	0		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2002	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 15</b>																
Percentage	44.04%	55.96%	34.25%	40.89%	5.65%	10.60%	2.34%	2.35%	1.48%	1.51%	0.32%	0.56%	0.01%	0.05%	55.96%	24.86%
Number	5,195	6,600	4,040	4,823	666	1,250	276	277	174	178	38	66	1	6		
<b>Level 16</b>																
Percentage	62.14%	37.86%	40.98%	19.10%	13.26%	14.55%	5.08%	2.43%	2.49%	1.57%	0.30%	0.19%	0.03%	0.03%	37.86%	39.92%
Number	16,537	10,077	10,906	5,084	3,528	3,873	1,352	646	662	417	80	50	9	7		
<b>Level 17</b>																
Percentage	70.67%	29.33%	50.03%	16.57%	12.61%	9.54%	4.88%	2.02%	2.82%	1.09%	0.29%	0.10%	0.04%	0.02%	29.33%	33.40%
Number	3,705	1,538	2,623	869	661	500	256	106	148	57	15	5	2	1		
<b>Level 18</b>																
Percentage	63.16%	36.84%	54.13%	28.05%	4.56%	5.98%	2.69%	1.55%	1.16%	0.88%	0.61%	0.30%	0.00%	0.08%	36.84%	17.82%
Number	3,821	2,229	3,275	1,697	276	362	163	94	70	53	37	18	0	5		
<b>Level 19</b>																
Percentage	58.71%	41.29%	42.84%	22.32%	8.88%	14.14%	4.35%	2.95%	2.06%	1.73%	0.59%	0.15%	0.00%	0.00%	41.29%	34.84%
Number	1,594	1,121	1,163	606	241	384	118	80	56	47	16	4	0	0		
<b>Level 20</b>																
Percentage	71.70%	28.30%	57.07%	18.63%	7.43%	7.07%	4.69%	1.59%	1.83%	0.81%	0.67%	0.19%	0.02%	0.00%	28.30%	24.30%
Number	3,013	1,189	2,398	783	312	297	197	67	77	34	28	8	1	0		
<b>Level 21</b>																
Percentage	70.10%	29.90%	55.95%	19.25%	7.76%	8.17%	4.23%	1.50%	1.82%	0.81%	0.28%	0.16%	0.06%	0.00%	29.90%	24.80%
Number	2,239	955	1,787	615	248	261	135	48	58	26	9	5	2	0		
<b>Level 22</b>																
Percentage	75.64%	24.36%	56.41%	14.02%	10.98%	7.09%	4.96%	1.41%	2.74%	1.71%	0.51%	0.13%	0.04%	0.00%	24.36%	29.57%
Number	1,770	570	1,320	328	257	166	116	33	64	40	12	3	1	0		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2002	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 23</b>																
Percentage	71.67%	28.33%	56.18%	17.57%	7.76%	7.70%	3.88%	1.51%	3.38%	1.42%	0.47%	0.12%	0.00%	0.00%	28.33%	26.25%
Number	2,419	956	1,896	593	262	260	131	51	114	48	16	4	0	0		
<b>Level 24</b>																
Percentage	77.55%	22.45%	57.77%	12.49%	11.15%	7.66%	5.43%	1.26%	2.97%	0.74%	0.22%	0.30%	0.00%	0.00%	22.45%	29.74%
Number	1,043	302	777	168	150	103	73	17	40	10	3	4	0	0		
<b>Level 25</b>																
Percentage	72.68%	27.32%	58.36%	18.42%	8.59%	6.35%	2.40%	0.62%	2.63%	1.63%	0.70%	0.31%	0.00%	0.00%	27.32%	23.22%
Number	939	353	754	238	111	82	31	8	34	21	9	4	0	0		
<b>Level 26</b>																
Percentage	82.04%	17.96%	58.68%	7.78%	11.38%	4.79%	10.18%	1.20%	1.80%	4.19%	0.00%	0.00%	0.00%	0.00%	17.96%	33.53%
Number	137	30	98	13	19	8	17	2	3	7	0	0	0	0		
<b>Level 27</b>																
Percentage	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Number	1	1	1	1	0	0	0	0	0	0	0	0	0	0		
<b>Level 28</b>																
Percentage	66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
Number	10	5	10	5	0	0	0	0	0	0	0	0	0	0		
<b>Level 30</b>																
Percentage	100.00%	0.00%	100.00%	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%
Number	6	0	6	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 33</b>																
Percentage	100.00%	0.00%	100.00%	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%
Number	2	0	2	0	0	0	0	0	0	0	0	0	0	0		

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2002	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 34</b>																
Percentage	100.00%	0.00%	100.00%	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%
Number	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 35</b>																
Percentage	66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Number	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 41</b>																
Percentage	66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Number	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 51</b>																
Percentage	14.5%	85.5%	13.0%	82.6%	0.0%	0.0%	1.4%	1.4%	0.0%	0.0%	0.0%	1.4%	0.00%	0.00%	85.51%	4.35%
Number	10	59	9	57	0	0	1	1	0	0	0	1	0	0	0	0
<b>Level 52</b>																
Percentage	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Number	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 53</b>																
Percentage	7.13%	92.87%	6.74%	87.48%	0.00%	0.58%	0.00%	2.70%	0.00%	0.39%	0.39%	1.73%	0.00%	0.00%	92.87%	5.78%
Number	37	482	35	454	0	3	0	14	0	2	2	9	0	0	0	0
<b>Level 54</b>																
Percentage	18.18%	81.82%	18.18%	72.73%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	81.82%	9.09%
Number	2	9	2	8	0	0	0	1	0	0	0	0	0	0	0	0
<b>Level 55</b>																
Percentage	10.19%	89.81%	9.61%	84.65%	0.14%	0.86%	0.00%	1.72%	0.00%	0.00%	0.43%	2.58%	0.00%	0.00%	89.81%	5.74%
Number	71	626	67	590	1	6	0	12	0	0	3	18	0	0	0	0

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2002	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level P1</b>																
Percentage	75.09%	24.91%	60.83%	18.54%	7.65%	4.87%	4.63%	0.81%	1.39%	0.58%	0.58%	0.12%	0.00%	0.00%	24.91%	20.63%
Number	648	215	525	160	66	42	40	7	12	5	5	1	0	0		
<b>Level P2</b>																
Percentage	82.05%	17.95%	64.10%	17.95%	7.69%	0.00%	7.69%	0.00%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	17.95%	17.95%
Number	32	7	25	7	3	0	3	0	1	0	0	0	0	0		
<b>Level U1</b>																
Percentage	52.29%	47.71%	47.06%	37.25%	3.92%	5.23%	1.31%	2.61%	0.00%	1.96%	0.00%	0.65%	0.00%	0.00%	47.71%	15.69%
Number	80	73	72	57	6	8	2	4	0	3	0	1	0	0		
<b>Grand total</b>																
<b>(Total employees) 751,650</b>																
Total	467,684	283,966	309,112	169,715	84,148	75,625	38,459	17,725	33,599	18,795	2,219	1,938	147	168		
(% of total)	62.22%	37.78%	41.12%	22.58%	11.20%	10.06%	5.12%	2.36%	4.47%	2.50%	0.30%	0.26%	0.02%	0.02%	37.78%	36.30%
<b>Grouping</b>																
percentage	100.00%		63.70%		21.26%		7.47%		6.97%		0.55%		0.04%			

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

<sup>c</sup>Current Population Survey.

Enclosure III

USPS Promotions Postal Service-wide  
Fiscal Years 2000–2002

Fiscal year 2000

Employee level	Process stage	Total			White				Black				Hispanic				AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian							
		Men	Women	All	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent				
<b>Postal workforce percentage</b>						41.8%		22.3%		11.3%		10.1%		5.0%		2.3%		4.2%		2.4%		0.3%		0.2%		0.02%		0.02%
06	A	2	0	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	B	2	0	2	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	C	1	0	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	A	5	35	40	2	5.0%	6	15.0%	3	7.5%	29	72.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	B	1	19	20	0	0.0%	3	15.0%	1	5.0%	16	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	C	0	5	5	0	0.0%	1	20.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	A	21	56	77	18	23.4%	23	29.9%	1	1.3%	29	37.7%	2	2.6%	4	5.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	B	3	31	34	2	5.9%	12	35.3%	0	0.0%	18	52.9%	1	2.9%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	C	0	10	10	0	0.0%	5	50.0%	0	0.0%	5	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10	A	4	30	34	3	8.8%	12	35.3%	1	2.9%	15	44.1%	0	0.0%	1	2.9%	0	0.0%	2	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10	B	2	6	8	2	25.0%	3	37.5%	0	0.0%	2	25.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10	C	2	2	4	2	50.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11	A	1,460	3,731	5,191	1,267	24.4%	2,585	49.8%	98	1.9%	895	17.2%	48	0.9%	148	2.9%	32	0.6%	77	1.5%	15	0.3%	26	0.5%	0	0.0%	0	0.0%
11	B	551	1,589	2,140	486	22.7%	1,219	57.0%	26	1.2%	257	12.0%	23	1.1%	64	3.0%	9	0.4%	35	1.6%	7	0.3%	14	0.7%	0	0.0%	0	0.0%
11	C	114	461	575	101	17.6%	372	64.7%	5	0.9%	55	9.6%	5	0.9%	18	3.1%	1	0.2%	8	1.4%	2	0.3%	8	1.4%	0	0.0%	0	0.0%
12	A	5	1	6	0	0.0%	0	0.0%	5	83.3%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12	B	3	0	3	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12	C	1	0	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13	A	1,479	2,529	4,008	1,335	33.3%	2,269	56.6%	67	1.7%	164	4.1%	47	1.2%	50	1.2%	21	0.5%	22	0.5%	9	0.2%	21	0.5%	0	0.0%	3	0.1%
13	B	496	1,096	1,592	454	28.5%	1,007	63.3%	19	1.2%	45	2.8%	17	1.1%	22	1.4%	5	0.3%	15	0.9%	1	0.1%	7	0.4%	0	0.0%	0	0.0%
13	C	106	329	435	98	22.5%	306	70.3%	4	0.9%	12	2.8%	1	0.2%	5	1.1%	3	0.7%	3	0.7%	0	0.0%	3	0.7%	0	0.0%	0	0.0%
14	A	231	586	817	100	12.2%	124	15.2%	78	9.5%	412	50.4%	20	2.4%	23	2.8%	31	3.8%	23	2.8%	2	0.2%	4	0.5%	0	0.0%	0	0.0%
14	B	104	194	298	52	17.4%	67	22.5%	28	9.4%	109	36.6%	8	2.7%	8	2.7%	15	5.0%	10	3.4%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
14	C	19	52	71	8	11.3%	19	26.8%	7	9.9%	26	36.6%	3	4.2%	2	2.8%	1	1.4%	5	7.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%



Fiscal year 2000

Employee level	Process stage	Total			White				Black				Hispanic				AAPI <sup>a</sup>				AIAN <sup>b</sup>				Hawaiian			
		Men	Women	All	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent
15	A	3,458	4,713	8,171	2,517	30.8%	2,761	33.8%	661	8.1%	1,494	18.3%	114	1.4%	196	2.4%	145	1.8%	231	2.8%	20	0.2%	31	0.4%	1	0.0%	0	0.0%
15	B	1,043	1,723	2,766	843	30.5%	1,163	42.0%	125	4.5%	405	14.6%	35	1.3%	64	2.3%	29	1.0%	86	3.1%	10	0.4%	5	0.2%	1	0.0%	0	0.0%
15	C	238	437	675	192	28.4%	321	47.6%	28	4.1%	84	12.4%	8	1.2%	15	2.2%	8	1.2%	14	2.1%	1	0.1%	3	0.4%	1	0.1%	0	0.0%
16	A	9,504	5,756	15,260	5,997	39.3%	2,763	18.1%	2,080	13.6%	2,303	15.1%	845	5.5%	342	2.2%	516	3.4%	317	2.1%	65	0.4%	29	0.2%	1	0.0%	2	0.0%
16	B	6,371	3,921	10,292	4,187	40.7%	1,982	19.3%	1,190	11.6%	1,461	14.2%	579	5.6%	227	2.2%	365	3.5%	234	2.3%	49	0.5%	16	0.2%	1	0.0%	1	0.0%
16	C	1,681	1,032	2,713	1,164	42.9%	597	22.0%	291	10.7%	319	11.8%	142	5.2%	64	2.4%	75	2.8%	48	1.8%	8	0.3%	4	0.1%	1	0.0%	0	0.0%
17	A	825	770	1,595	539	33.8%	357	22.4%	159	10.0%	333	20.9%	67	4.2%	54	3.4%	52	3.3%	26	1.6%	8	0.5%	0	0.0%	0	0.0%	0	0.0%
17	B	387	369	756	271	35.8%	193	25.5%	62	8.2%	132	17.5%	25	3.3%	35	4.6%	24	3.2%	9	1.2%	5	0.7%	0	0.0%	0	0.0%	0	0.0%
17	C	124	107	231	82	35.5%	67	29.0%	25	10.8%	28	12.1%	8	3.5%	10	4.3%	7	3.0%	2	0.9%	2	0.9%	0	0.0%	0	0.0%	0	0.0%
18	A	3,272	1,780	5,052	2,575	51.0%	1,295	25.6%	373	7.4%	310	6.1%	214	4.2%	85	1.7%	85	1.7%	76	1.5%	23	0.5%	11	0.2%	2	0.0%	3	0.1%
18	B	1,410	792	2,202	1,167	53.0%	606	27.5%	134	6.1%	112	5.1%	64	2.9%	41	1.9%	34	1.5%	26	1.2%	10	0.5%	5	0.2%	1	0.0%	2	0.1%
18	C	364	241	605	301	49.8%	192	31.7%	34	5.6%	25	4.1%	17	2.8%	15	2.5%	11	1.8%	8	1.3%	1	0.2%	1	0.2%	0	0.0%	0	0.0%
19	A	1,362	811	2,173	869	40.0%	413	19.0%	295	13.6%	280	12.9%	133	6.1%	72	3.3%	58	2.7%	42	1.9%	6	0.3%	4	0.2%	1	0.0%	0	0.0%
19	B	634	382	1,016	441	43.4%	205	20.2%	111	10.9%	112	11.0%	54	5.3%	35	3.4%	24	2.4%	28	2.8%	4	0.4%	2	0.2%	0	0.0%	0	0.0%
19	C	158	117	275	112	40.7%	71	25.8%	27	9.8%	26	9.5%	12	4.4%	11	4.0%	5	1.8%	8	2.9%	2	0.7%	1	0.4%	0	0.0%	0	0.0%
20	A	3,250	1,117	4,367	2,336	53.5%	673	15.4%	486	11.1%	327	7.5%	252	5.8%	68	1.6%	162	3.7%	38	0.9%	14	0.3%	11	0.3%	0	0.0%	0	0.0%
20	B	1,244	443	1,687	944	56.0%	303	18.0%	137	8.1%	94	5.6%	92	5.5%	23	1.4%	66	3.9%	18	1.1%	5	0.3%	5	0.3%	0	0.0%	0	0.0%
20	C	317	120	437	249	57.0%	82	18.8%	30	6.9%	25	5.7%	26	5.9%	9	2.1%	11	2.5%	3	0.7%	1	0.2%	1	0.2%	0	0.0%	0	0.0%
21	A	2,610	1,427	4,037	1,886	46.7%	849	21.0%	433	10.7%	469	11.6%	207	5.1%	73	1.8%	72	1.8%	33	0.8%	12	0.3%	3	0.1%	0	0.0%	0	0.0%
21	B	973	498	1,471	771	52.4%	340	23.1%	116	7.9%	112	7.6%	72	4.9%	36	2.4%	10	0.7%	9	0.6%	4	0.3%	1	0.1%	0	0.0%	0	0.0%
21	C	239	92	331	189	57.1%	55	16.6%	24	7.3%	26	7.9%	23	6.9%	8	2.4%	2	0.6%	2	0.6%	1	0.3%	1	0.3%	0	0.0%	0	0.0%
22	A	1,760	598	2,358	1,113	47.2%	313	13.3%	386	16.4%	202	8.6%	121	5.1%	42	1.8%	128	5.4%	38	1.6%	12	0.5%	3	0.1%	0	0.0%	0	0.0%
22	B	610	321	931	426	45.8%	202	21.7%	98	10.5%	68	7.3%	38	4.1%	21	2.3%	44	4.7%	28	3.0%	4	0.4%	2	0.2%	0	0.0%	0	0.0%
22	C	139	74	213	101	47.4%	40	18.8%	18	8.5%	21	9.9%	13	6.1%	6	2.8%	6	2.8%	7	3.3%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
23	A	1,842	1,392	3,234	1,372	42.4%	819	25.3%	298	9.2%	488	15.1%	104	3.2%	49	1.5%	60	1.9%	32	1.0%	8	0.2%	4	0.1%	0	0.0%	0	0.0%
23	B	583	459	1,042	444	42.6%	288	27.6%	74	7.1%	138	13.2%	37	3.6%	21	2.0%	24	2.3%	12	1.2%	4	0.4%	0	0.0%	0	0.0%	0	0.0%
23	C	122	81	203	86	42.4%	53	26.1%	17	8.4%	24	11.8%	12	5.9%	1	0.5%	7	3.4%	3	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
24	A	1,115	357	1,472	771	52.4%	186	12.6%	196	13.3%	140	9.5%	114	7.7%	8	0.5%	23	1.6%	15	1.0%	11	0.7%	8	0.5%	0	0.0%	0	0.0%
24	B	361	111	472	262	55.5%	75	15.9%	46	9.7%	33	7.0%	42	8.9%	1	0.2%	7	1.5%	1	0.2%	4	0.8%	1	0.2%	0	0.0%	0	0.0%
24	C	86	31	117	65	55.6%	20	17.1%	11	9.4%	9	7.7%	8	6.8%	1	0.9%	2	1.7%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%

Fiscal year 2000

Employee level	Process stage	Total			White				Black				Hispanic				AAPI <sup>a</sup>				AIAN <sup>b</sup>				Hawaiian			
		Men	Women	All	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent
25	A	1,891	1,101	2,992	1,460	48.8%	648	21.7%	245	8.2%	332	11.1%	102	3.4%	53	1.8%	73	2.4%	51	1.7%	11	0.4%	17	0.6%	0	0.0%	0	0.0%
25	B	601	402	1,003	477	47.6%	243	24.2%	55	5.5%	97	9.7%	31	3.1%	24	2.4%	32	3.2%	26	2.6%	6	0.6%	12	1.2%	0	0.0%	0	0.0%
25	C	120	75	195	96	49.2%	44	22.6%	14	7.2%	22	11.3%	5	2.6%	4	2.1%	4	2.1%	3	1.5%	1	0.5%	2	1.0%	0	0.0%	0	0.0%
26	A	152	45	197	106	53.8%	32	16.2%	29	14.7%	11	5.6%	15	7.6%	1	0.5%	2	1.0%	0	0.0%	0	0.0%	1	0.5%	0	0.0%	0	0.0%
26	B	57	26	83	38	45.8%	20	24.1%	11	13.3%	5	6.0%	6	7.2%	1	1.2%	2	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
26	C	11	6	17	6	35.3%	3	17.6%	2	11.8%	2	11.8%	2	11.8%	1	5.9%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Grand total

<b>Total (Applications)</b>	<b>34,248</b>	<b>26,835</b>	<b>61,083</b>	24,267	16,128	5,895	8,234	2,405	1,269	1,460	1,023	216	173	5	8
<b>% of total</b>	<b>56.07</b>	<b>43.93</b>	<b>100.0</b>	39.73	26.40	9.65	13.48	3.94	2.08	2.39	1.67	0.35	0.28	0.01	0.01

<b>Total (Best qualified)</b>	<b>15,436</b>	<b>12,382</b>	<b>27,818</b>	11,268	7,931	2,237	3,216	1,124	624	690	538	114	70	3	3
<b>% of total</b>	<b>55.49</b>	<b>44.51</b>	<b>100.0</b>	40.51	28.51	8.04	11.56	4.04	2.24	2.48	1.93	0.41	0.25	0.01	0.01

<b>Total (Promotions)</b>	<b>3,842</b>	<b>3,272</b>	<b>7,114</b>	2,853	2,248	538	715	285	170	144	114	20	25	2	0
<b>% of total</b>	<b>54.01</b>	<b>45.99</b>	<b>100.0</b>	40.10	31.60	7.56	10.05	4.01	2.39	2.02	1.60	0.28	0.35	0.03	0.00

<b>Grouping percentage</b>					71.70%		17.61%		6.40%		3.63%		0.63%		0.03%
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Legend

- A Applications
- B Considered best qualified
- C Promoted

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

Fiscal year 2001

Employee level	Process stage	Total			Men No.	White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian												
		Men	Women	All		Percent	Women No.	Percent	Men No.	Women No.	Percent	Men No.	Women No.	Percent	Men No.	Women No.	Percent											
<b>Postal workforce percentage</b>						41.4%	22.4%	11.3%	10.1%	5.1%	2.3%	4.3%	2.4%	0.3%	0.3%	0.02%	0.02%											
01	A	3	3	6	2	33.3%	2	33.3%	1	16.7%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
01	B	3	3	6	2	33.3%	2	33.3%	1	16.7%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
01	C	1	1	2	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
03	A	6	10	16	2	12.5%	0	0.0%	4	25.0%	9	56.3%	0	0.0%	0	0.0%	0	0.0%	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
03	B	3	1	4	1	25.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
03	C	1	0	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	A	8	2	10	0	0.0%	0	0.0%	8	80.0%	2	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	B	2	2	4	0	0.0%	0	0.0%	2	50.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	C	1	1	2	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	A	3	0	3	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	B	3	0	3	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	C	1	0	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	A	1	3	4	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	B	1	3	4	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	C	1	1	2	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10	A	4	15	19	1	5.3%	5	26.3%	0	0.0%	9	47.4%	2	10.5%	1	5.3%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10	B	1	9	10	1	10.0%	4	40.0%	0	0.0%	4	40.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10	C	0	4	4	0	0.0%	2	50.0%	0	0.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11	A	1,004	2,662	3,666	833	22.7%	1,898	51.8%	90	2.5%	555	15.1%	58	1.6%	131	3.6%	15	0.4%	64	1.7%	7	0.2%	14	0.4%	1	0.0%	0	0.0%
11	B	386	1,137	1,523	339	22.3%	918	60.3%	29	1.9%	145	9.5%	9	0.6%	54	3.5%	8	0.5%	16	1.1%	1	0.1%	4	0.3%	0	0.0%	0	0.0%
11	C	72	337	409	68	16.6%	285	69.7%	4	1.0%	31	7.6%	0	0.0%	12	2.9%	0	0.0%	8	2.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
12	A	5	14	19	5	26.3%	13	68.4%	0	0.0%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12	B	1	4	5	1	20.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12	C	0	1	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13	A	1,379	2,532	3,911	1,189	30.4%	2,163	55.3%	87	2.2%	237	6.1%	55	1.4%	77	2.0%	37	0.9%	39	1.0%	11	0.3%	15	0.4%	0	0.0%	1	0.0%
13	B	511	1,091	1,602	462	28.8%	972	60.7%	17	1.1%	75	4.7%	19	1.2%	25	1.6%	5	0.3%	13	0.8%	8	0.5%	5	0.3%	0	0.0%	1	0.1%
13	C	136	312	448	125	27.9%	278	62.1%	6	1.3%	21	4.7%	3	0.7%	9	2.0%	2	0.4%	3	0.7%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
14	A	122	263	385	42	10.9%	94	24.4%	45	11.7%	153	39.7%	4	1.0%	1	0.3%	30	7.8%	15	3.9%	1	0.3%	0	0.0%	0	0.0%	0	0.0%

Fiscal year 2001

Employee level	Process stage	Total			Men No.	White		Black		Hispanic		AAPI <sup>a</sup>			AIAN <sup>b</sup>			Hawaiian												
		Men	Women	All		Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent										
14	B	46	172	218	17	7.8%	73	33.5%	11	5.0%	88	40.4%	3	1.4%	0	0.0%	15	6.9%	11	5.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14	C	12	43	55	5	9.1%	20	36.4%	1	1.8%	21	38.2%	1	1.8%	0	0.0%	5	9.1%	2	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
15	A	2,481	3,505	5,986	1,846	30.8%	2,256	37.7%	357	6.0%	943	15.8%	151	2.5%	195	3.3%	98	1.6%	90	1.5%	29	0.5%	21	0.4%	0	0.0%	0	0.0%	0	0.0%
15	B	1,116	1,573	2,689	895	33.3%	1,085	40.3%	106	3.9%	358	13.3%	52	1.9%	94	3.5%	52	1.9%	27	1.0%	11	0.4%	9	0.3%	0	0.0%	0	0.0%	0	0.0%
15	C	232	409	641	185	28.9%	306	47.7%	19	3.0%	68	10.6%	14	2.2%	23	3.6%	11	1.7%	7	1.1%	3	0.5%	5	0.8%	0	0.0%	0	0.0%	0	0.0%
16	A	8,565	5,384	13,949	5,273	37.8%	2,529	18.1%	1,912	13.7%	2,168	15.5%	851	6.1%	396	2.8%	459	3.3%	255	1.8%	70	0.5%	35	0.3%	0	0.0%	1	0.0%	0	0.0%
16	B	5,704	3,567	9,271	3,654	39.4%	1,824	19.7%	1,199	12.9%	1,298	14.0%	539	5.8%	253	2.7%	272	2.9%	167	1.8%	40	0.4%	25	0.3%	0	0.0%	0	0.0%	0	0.0%
16	C	1,591	1,001	2,592	1,052	40.6%	559	21.6%	304	11.7%	311	12.0%	149	5.7%	78	3.0%	77	3.0%	42	1.6%	9	0.3%	11	0.4%	0	0.0%	0	0.0%	0	0.0%
17	A	1,038	1,160	2,198	617	28.1%	461	21.0%	300	13.6%	567	25.8%	76	3.5%	94	4.3%	37	1.7%	33	1.5%	8	0.4%	5	0.2%	0	0.0%	0	0.0%	0	0.0%
17	B	467	522	989	314	31.7%	254	25.7%	99	10.0%	214	21.6%	35	3.5%	30	3.0%	16	1.6%	22	2.2%	3	0.3%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
17	C	133	136	269	93	34.6%	73	27.1%	22	8.2%	49	18.2%	9	3.3%	10	3.7%	7	2.6%	4	1.5%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
18	A	2,753	1,681	4,434	2,143	48.3%	1,186	26.7%	355	8.0%	336	7.6%	174	3.9%	100	2.3%	59	1.3%	41	0.9%	22	0.5%	18	0.4%	0	0.0%	0	0.0%	0	0.0%
18	B	1,283	824	2,107	1,013	48.1%	623	29.6%	154	7.3%	128	6.1%	81	3.8%	46	2.2%	27	1.3%	18	0.9%	8	0.4%	9	0.4%	0	0.0%	0	0.0%	0	0.0%
18	C	354	227	581	278	47.8%	159	27.4%	41	7.1%	42	7.2%	23	4.0%	17	2.9%	10	1.7%	5	0.9%	2	0.3%	4	0.7%	0	0.0%	0	0.0%	0	0.0%
19	A	958	609	1,567	612	39.1%	292	18.6%	233	14.9%	239	15.3%	69	4.4%	43	2.7%	32	2.0%	34	2.2%	12	0.8%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
19	B	467	331	798	325	40.7%	176	22.1%	87	10.9%	115	14.4%	33	4.1%	20	2.5%	16	2.0%	19	2.4%	6	0.8%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
19	C	128	95	223	87	39.0%	56	25.1%	23	10.3%	27	12.1%	12	5.4%	9	4.0%	5	2.2%	3	1.3%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20	A	3,092	1,156	4,248	2,159	50.8%	703	16.5%	561	13.2%	345	8.1%	248	5.8%	59	1.4%	90	2.1%	37	0.9%	34	0.8%	11	0.3%	0	0.0%	1	0.0%	0	0.0%
20	B	1,331	532	1,863	977	52.4%	328	17.6%	208	11.2%	146	7.8%	92	4.9%	31	1.7%	42	2.3%	23	1.2%	12	0.6%	4	0.2%	0	0.0%	0	0.0%	0	0.0%
20	C	318	152	470	232	49.4%	97	20.6%	44	9.4%	43	9.1%	27	5.7%	4	0.9%	10	2.1%	6	1.3%	5	1.1%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
21	A	1,637	880	2,517	1,117	44.4%	438	17.4%	293	11.6%	345	13.7%	166	6.6%	53	2.1%	50	2.0%	40	1.6%	10	0.4%	2	0.1%	1	0.0%	2	0.1%	0	0.0%
21	B	712	409	1,121	520	46.4%	235	21.0%	100	8.9%	139	12.4%	70	6.2%	23	2.1%	19	1.7%	12	1.1%	2	0.2%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
21	C	185	123	308	145	47.1%	78	25.3%	19	6.2%	33	10.7%	15	4.9%	7	2.3%	5	1.6%	5	1.6%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%
22	A	2,003	715	2,718	1,308	48.1%	377	13.9%	431	15.9%	248	9.1%	164	6.0%	40	1.5%	81	3.0%	47	1.7%	19	0.7%	3	0.1%	0	0.0%	0	0.0%	0	0.0%
22	B	827	348	1,175	578	49.2%	203	17.3%	138	11.7%	102	8.7%	55	4.7%	19	1.6%	47	4.0%	22	1.9%	9	0.8%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
22	C	202	79	281	160	56.9%	45	16.0%	22	7.8%	17	6.0%	12	4.3%	7	2.5%	8	2.8%	9	3.2%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%
23	A	1,003	697	1,700	728	42.8%	308	18.1%	150	8.8%	304	17.9%	77	4.5%	41	2.4%	42	2.5%	41	2.4%	6	0.4%	3	0.2%	0	0.0%	0	0.0%	0	0.0%
23	B	471	336	807	347	43.0%	170	21.1%	65	8.1%	119	14.7%	39	4.8%	32	4.0%	18	2.2%	14	1.7%	2	0.2%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
23	C	124	89	213	91	42.7%	50	23.5%	17	8.0%	26	12.2%	9	4.2%	7	3.3%	6	2.8%	6	2.8%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
24	A	1,139	408	1,547	776	50.2%	216	14.0%	212	13.7%	151	9.8%	95	6.1%	22	1.4%	48	3.1%	14	0.9%	8	0.5%	5	0.3%	0	0.0%	0	0.0%	0	0.0%
24	B	330	172	502	232	46.2%	96	19.1%	52	10.4%	55	11.0%	22	4.4%	14	2.8%	23	4.6%	6	1.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%

Fiscal year 2001

Employee level	Process stage	Total			Men No.	White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian																
		Men	Women	All		Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent												
24	C	84	48	132	63	47.7%	26	19.7%	10	7.6%	16	12.1%	6	4.5%	5	3.8%	5	3.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
25	A	1,205	685	1,890	916	48.5%	408	21.6%	173	9.2%	214	11.3%	54	2.9%	17	0.9%	51	2.7%	36	1.9%	11	0.6%	10	0.5%	0	0.0%	0	0.0%	0	0.0%		
25	B	446	265	711	348	48.9%	167	23.5%	54	7.6%	70	9.8%	19	2.7%	7	1.0%	19	2.7%	19	2.7%	6	0.8%	2	0.3%	0	0.0%	0	0.0%	0	0.0%		
25	C	104	65	169	81	47.9%	42	24.9%	13	7.7%	15	8.9%	4	2.4%	2	1.2%	5	3.0%	6	3.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
26	A	192	48	240	141	58.8%	32	13.3%	17	7.1%	13	5.4%	23	9.6%	3	1.3%	8	3.3%	0	0.0%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
26	B	51	15	66	43	65.2%	8	12.1%	6	9.1%	5	7.6%	2	3.0%	2	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
26	C	12	5	17	8	47.1%	3	17.6%	4	23.5%	2	11.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		

Grand total

Total	Men	Women	All	White	Black	Hispanic	AAPI <sup>a</sup>	AIAN <sup>b</sup>	Hawaiian
(Applications)	28,601	22,432	51,033	19,712	13,383	5,229	6,840	2,267	1,273
% of total	56.04	43.96	100.00	38.6	26.22	10.25	13.40	4.44	2.49

Total	Men	Women	All	White	Black	Hispanic	AAPI <sup>a</sup>	AIAN <sup>b</sup>	Hawaiian
(Best qualified)	14,162	11,316	25,478	10,071	7,144	2,330	3,064	1,070	651
% of total	55.59	44.41	100.00	39.53	28.04	9.15	12.03	4.20	2.56

Total	Men	Women	All	White	Black	Hispanic	AAPI <sup>a</sup>	AIAN <sup>b</sup>	Hawaiian
(Promotions)	3,692	3,129	6,821	2,676	2,082	550	724	284	191
% of total	54.13	45.87	100.00	39.23	30.52	8.06	10.61	4.16	2.80

Grouping	Percentage
White	69.76%
Black	18.68%
Hispanic	6.96%
AAPI <sup>a</sup>	3.87%
AIAN <sup>b</sup>	0.72%
Hawaiian	0.01%

Legend  
A Applications  
B Considered best qualified  
C Promoted

Source: USPS data  
Note: Percentages may not add due to rounding.  
<sup>a</sup>Asian American and Pacific Islander.  
<sup>b</sup>American Indian and Alaskan Native.

Fiscal year 2002

Employee level	Process stage	Total			White				Black				Hispanic				AAPI <sup>a</sup>				AIAN <sup>b</sup>				Hawaiian			
		Men	Women	All	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent
<b>Postal workforce percentage</b>					41.1%		22.6%		11.2%		10.1%		5.1%		2.4%		4.5%		2.5%		0.3%		0.3%		0.02%		0.02%	
01	A	12	12	24	9	37.5%	8	33.3%	2	8.3%	4	16.7%	1	4.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
01	B	6	4	10	5	50.0%	2	20.0%	1	10.0%	2	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
01	C	3	0	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
02	A	0	1	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
02	B	0	1	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
02	C	0	1	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	A	2	3	5	2	40.0%	3	60.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	B	1	2	3	1	33.3%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06	C	0	1	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	A	4	14	18	3	16.7%	13	72.2%	1	5.6%	0	0.0%	0	0.0%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	B	4	14	18	3	16.7%	13	72.2%	1	5.6%	0	0.0%	0	0.0%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07	C	0	1	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	A	3	20	23	1	4.3%	16	69.6%	0	0.0%	1	4.3%	1	4.3%	2	8.7%	1	4.3%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	B	1	18	19	0	0.0%	16	84.2%	0	0.0%	1	5.3%	0	0.0%	1	5.3%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09	C	0	4	4	0	0.0%	2	50.0%	0	0.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11	A	696	1,929	2,625	644	24.5%	1,621	61.8%	23	0.9%	209	8.0%	20	0.8%	64	2.4%	7	0.3%	22	0.8%	2	0.1%	13	0.5%	0	0.0%	0	0.0%
11	B	287	877	1,164	264	22.7%	760	65.3%	9	0.8%	75	6.4%	12	1.0%	29	2.5%	2	0.2%	9	0.8%	0	0.0%	4	0.3%	0	0.0%	0	0.0%
11	C	74	259	333	71	21.3%	218	65.5%	2	0.6%	22	6.6%	1	0.3%	14	4.2%	0	0.0%	1	0.3%	0	0.0%	4	1.2%	0	0.0%	0	0.0%
13	A	1,183	2,448	3,631	1,010	27.8%	1,995	54.9%	92	2.5%	313	8.6%	42	1.2%	60	1.7%	27	0.7%	59	1.6%	12	0.3%	21	0.6%	0	0.0%	0	0.0%
13	B	471	1,055	1,526	408	26.7%	873	57.2%	27	1.8%	117	7.7%	24	1.6%	28	1.8%	9	0.6%	27	1.8%	3	0.2%	10	0.7%	0	0.0%	0	0.0%
13	C	95	304	399	78	19.5%	261	65.4%	5	1.3%	22	5.5%	9	2.3%	13	3.3%	2	0.5%	4	1.0%	1	0.3%	4	1.0%	0	0.0%	0	0.0%
14	A	76	265	341	38	11.1%	75	22.0%	22	6.5%	179	52.5%	4	1.2%	3	0.9%	11	3.2%	7	2.1%	1	0.3%	1	0.3%	0	0.0%	0	0.0%
14	B	48	187	235	27	11.5%	55	23.4%	15	6.4%	128	54.5%	2	0.9%	1	0.4%	4	1.7%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14	C	16	28	44	11	25.0%	8	18.2%	3	6.8%	19	43.2%	1	2.3%	1	2.3%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
15	A	1,774	2,610	4,384	1,414	32.3%	1,796	41.0%	171	3.9%	609	13.9%	83	1.9%	97	2.2%	97	2.2%	98	2.2%	9	0.2%	10	0.2%	0	0.0%	0	0.0%
15	B	841	1,156	1,997	670	33.6%	769	38.5%	79	4.0%	279	14.0%	33	1.7%	55	2.8%	58	2.9%	49	2.5%	1	0.1%	4	0.2%	0	0.0%	0	0.0%
15	C	162	327	489	132	27.0%	242	49.5%	13	2.7%	58	11.9%	7	1.4%	18	3.7%	10	2.0%	8	1.6%	0	0.0%	1	0.2%	0	0.0%	0	0.0%

Fiscal year 2002

Employee level	Process stage	Total			White				Black				Hispanic				AAPI <sup>a</sup>				AIAN <sup>b</sup>				Hawaiian			
		Men	Women	All	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent	Men No.	Men Percent	Women No.	Women Percent
16	A	6,587	4,581	11,168	3,659	32.8%	1,933	17.3%	1,760	15.8%	2,093	18.7%	619	5.5%	313	2.8%	522	4.7%	210	1.9%	27	0.2%	31	0.3%	0	0.0%	1	0.0%
16	B	4,528	3,125	7,653	2,592	33.9%	1,429	18.7%	1,146	15.0%	1,298	17.0%	438	5.7%	221	2.9%	330	4.3%	153	2.0%	22	0.3%	23	0.3%	0	0.0%	1	0.0%
16	C	1,223	809	2,032	777	38.2%	440	21.7%	235	11.6%	249	12.3%	123	6.1%	68	3.3%	82	4.0%	45	2.2%	6	0.3%	6	0.3%	0	0.0%	1	0.0%
17	A	610	535	1,145	398	34.8%	209	18.3%	113	9.9%	244	21.3%	44	3.8%	53	4.6%	51	4.5%	27	2.4%	4	0.3%	2	0.2%	0	0.0%	0	0.0%
17	B	379	335	714	250	35.0%	131	18.3%	71	9.9%	153	21.4%	30	4.2%	37	5.2%	25	3.5%	13	1.8%	3	0.4%	1	0.1%	0	0.0%	0	0.0%
17	C	92	97	189	62	32.8%	50	26.5%	16	8.5%	30	15.9%	6	3.2%	11	5.8%	7	3.7%	6	3.2%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
18	A	1,977	1,195	3,172	1,598	50.4%	906	28.6%	202	6.4%	203	6.4%	118	3.7%	57	1.8%	51	1.6%	19	0.6%	8	0.3%	10	0.3%	0	0.0%	0	0.0%
18	B	892	597	1,489	741	49.8%	427	28.7%	82	5.5%	124	8.3%	43	2.9%	27	1.8%	23	1.5%	14	0.9%	3	0.2%	5	0.3%	0	0.0%	0	0.0%
18	C	251	160	411	210	51.1%	114	27.7%	18	4.4%	33	8.0%	17	4.1%	7	1.7%	5	1.2%	4	1.0%	1	0.2%	2	0.5%	0	0.0%	0	0.0%
19	A	1,227	749	1,976	889	45.0%	393	19.9%	174	8.8%	267	13.5%	112	5.7%	41	2.1%	49	2.5%	47	2.4%	3	0.2%	1	0.1%	0	0.0%	0	0.0%
19	B	601	408	1,009	452	44.8%	253	25.1%	60	5.9%	120	11.9%	61	6.0%	14	1.4%	25	2.5%	20	2.0%	3	0.3%	1	0.1%	0	0.0%	0	0.0%
19	C	118	109	227	90	39.6%	65	28.6%	9	4.0%	33	14.5%	15	6.6%	4	1.8%	4	1.8%	7	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20	A	1,943	857	2,800	1,408	50.3%	548	19.6%	304	10.9%	221	7.9%	163	5.8%	47	1.7%	54	1.9%	33	1.2%	14	0.5%	8	0.3%	0	0.0%	0	0.0%
20	B	869	427	1,296	626	48.3%	281	21.7%	137	10.6%	103	7.9%	66	5.1%	21	1.6%	30	2.3%	18	1.4%	10	0.8%	4	0.3%	0	0.0%	0	0.0%
20	C	213	135	348	157	45.1%	93	26.7%	27	7.8%	26	7.5%	18	5.2%	9	2.6%	8	2.3%	6	1.7%	3	0.9%	1	0.3%	0	0.0%	0	0.0%
21	A	1,560	759	2,319	1,134	48.9%	450	19.4%	223	9.6%	232	10.0%	119	5.1%	33	1.4%	69	3.0%	42	1.8%	15	0.6%	2	0.1%	0	0.0%	0	0.0%
21	B	717	374	1,091	542	49.7%	241	22.1%	82	7.5%	102	9.3%	54	4.9%	18	1.6%	36	3.3%	12	1.1%	3	0.3%	1	0.1%	0	0.0%	0	0.0%
21	C	173	103	276	135	48.9%	74	26.8%	19	6.9%	18	6.5%	15	5.4%	7	2.5%	4	1.4%	3	1.1%	0	0.0%	1	0.4%	0	0.0%	0	0.0%
22	A	1,018	392	1,410	629	44.6%	210	14.9%	198	14.0%	125	8.9%	110	7.8%	37	2.6%	75	5.3%	18	1.3%	6	0.4%	2	0.1%	0	0.0%	0	0.0%
22	B	468	213	681	290	42.6%	134	19.7%	73	10.7%	50	7.3%	55	8.1%	18	2.6%	47	6.9%	10	1.5%	3	0.4%	1	0.1%	0	0.0%	0	0.0%
22	C	123	60	183	84	45.9%	39	21.3%	18	9.8%	13	7.1%	11	6.0%	5	2.7%	8	4.4%	2	1.1%	2	1.1%	1	0.5%	0	0.0%	0	0.0%
23	A	979	471	1,450	777	53.6%	321	22.1%	93	6.4%	116	8.0%	62	4.3%	23	1.6%	30	2.1%	10	0.7%	17	1.2%	1	0.1%	0	0.0%	0	0.0%
23	B	483	228	711	391	55.0%	158	22.2%	34	4.8%	60	8.4%	34	4.8%	5	0.7%	14	2.0%	5	0.7%	10	1.4%	0	0.0%	0	0.0%	0	0.0%
23	C	115	57	172	95	55.2%	43	25.0%	6	3.5%	11	6.4%	8	4.7%	2	1.2%	4	2.3%	1	0.6%	2	1.2%	0	0.0%	0	0.0%	0	0.0%
24	A	1,106	312	1,418	843	59.4%	161	11.4%	168	11.8%	127	9.0%	59	4.2%	13	0.9%	30	2.1%	9	0.6%	6	0.4%	2	0.1%	0	0.0%	0	0.0%
24	B	328	119	447	248	55.5%	66	14.8%	60	13.4%	40	8.9%	11	2.5%	9	2.0%	7	1.6%	4	0.9%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
24	C	74	30	104	53	51.0%	15	14.4%	15	14.4%	12	11.5%	4	3.8%	1	1.0%	2	1.9%	2	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
25	A	577	217	794	420	52.9%	132	16.6%	103	13.0%	58	7.3%	22	2.8%	11	1.4%	27	3.4%	13	1.6%	5	0.6%	3	0.4%	0	0.0%	0	0.0%
25	B	253	99	352	197	56.0%	62	17.6%	38	10.8%	21	6.0%	14	4.0%	5	1.4%	4	1.1%	9	2.6%	0	0.0%	2	0.6%	0	0.0%	0	0.0%
25	C	63	26	89	50	56.2%	19	21.3%	9	10.1%	4	4.5%	4	4.5%	0	0.0%	0	0.0%	2	2.2%	0	0.0%	1	1.1%	0	0.0%	0	0.0%

Fiscal year 2002

Employee level	Process stage	Total			White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian													
		Men	Women	All	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent												
26	A	145	34	179	110	61.5%	29	16.2%	16	8.9%	3	1.7%	12	6.7%	1	0.6%	6	3.4%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%
26	B	50	11	61	38	62.3%	7	11.5%	4	6.6%	3	4.9%	5	8.2%	0	0.0%	3	4.9%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
26	C	11	3	14	7	50.0%	2	14.3%	2	14.3%	0	0.0%	2	14.3%	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Grand total

<b>Total (Applications)</b>	<b>21,479</b>	<b>17,404</b>	<b>38,883</b>	14,986	10,820	3,665	5,004	1,591	856	1,107	616	130	107	0	1
<b>% of total</b>	<b>55.24</b>	<b>44.76</b>	<b>100.00</b>	38.54	27.83	9.43	12.87	4.09	2.20	2.85	1.58	0.33	0.28	0.00	0.00
<b>Total (Best qualified)</b>	<b>11,227</b>	<b>9,250</b>	<b>20,477</b>	7,745	5,680	1,919	2,676	882	490	618	347	63	56	0	1
<b>% of total</b>	<b>54.83</b>	<b>45.17</b>	<b>100.00</b>	37.82	27.74	9.37	13.07	4.31	2.39	3.02	1.69	0.31	0.27	0.00	0.00
<b>Total (Promotions)</b>	<b>2,806</b>	<b>2,514</b>	<b>5,320</b>	2,015	1,688	397	551	241	161	137	92	16	21	0	1
<b>% of total</b>	<b>52.74</b>	<b>47.26</b>	<b>100.00</b>	37.88	31.73	7.46	10.36	4.53	3.03	2.58	1.73	0.30	0.39	0.00	0.02
<b>Grouping percentage</b>					69.61%	17.82%		7.56%		4.30%		0.70%		0.02%	

Legend  
A Applications  
B Considered best qualified  
C Promoted

Source: USPS data.  
Note: Percentages may not add due to rounding.  
<sup>a</sup>Asian American and Pacific Islander.  
<sup>b</sup>American Indian and Alaskan Native.



Enclosure IV

USPS Retirements for Each Employee Level, Including PCES  
Fiscal Years 2000–2002

Workforce															Total	Total
Fiscal year	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage
2000	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Postal workforce</b>	<b>62.68 %</b>	<b>37.32%</b>	41.84%	22.31%	11.33%	10.10%	5.01%	2.26%	4.19%	2.37%	.29%	.25%	.02%	.02%	<b>37.32%</b>	<b>35.85%</b>
<b>Level 00</b>																
<b>Percentage</b>	<b>59.68%</b>	<b>40.32%</b>	59.09%	39.92%	0.20%	0.13%	0.33%	0.20%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	<b>40.32%</b>	<b>0.99%</b>
<b>Number</b>	<b>903</b>	<b>610</b>	894	604	3	2	5	3	0	0	1	1	0	0		
<b>Level 01</b>																
<b>Percentage</b>	<b>33.33%</b>	<b>66.67%</b>	33.33%	11.11%	0.00%	44.44%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	<b>66.67%</b>	<b>55.56%</b>
<b>Number</b>	<b>3</b>	<b>6</b>	3	1	0	4	0	0	0	1	0	0	0	0		
<b>Level 02</b>																
<b>Percentage</b>	<b>81.82%</b>	<b>18.18%</b>	45.45%	0.00%	24.24%	18.18%	6.06%	0.00%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>18.18%</b>	<b>54.55%</b>
<b>Number</b>	<b>27</b>	<b>6</b>	15	0	8	6	2	0	2	0	0	0	0	0		
<b>Level 03</b>																
<b>Percentage</b>	<b>87.01%</b>	<b>12.99%</b>	52.82%	9.04%	25.14%	3.67%	4.80%	0.00%	3.67%	0.28%	0.28%	0.00%	0.28%	0.00%	<b>12.99%</b>	<b>38.14%</b>
<b>Number</b>	<b>308</b>	<b>46</b>	187	32	89	13	17	0	13	1	1	0	1	0		
<b>Level 04</b>																
<b>Percentage</b>	<b>76.67%</b>	<b>23.33%</b>	47.22%	9.78%	22.33%	12.33%	4.67%	0.78%	2.33%	0.44%	0.11%	0.00%	0.00%	0.00%	<b>23.33%</b>	<b>43.00%</b>
<b>Number</b>	<b>690</b>	<b>210</b>	425	88	201	111	42	7	21	4	1	0	0	0		
<b>Level 05</b>																
<b>Percentage</b>	<b>74.67%</b>	<b>25.33%</b>	56.14%	15.52%	10.94%	8.26%	5.18%	0.92%	2.25%	0.53%	0.14%	0.09%	0.02%	0.01%	<b>25.33%</b>	<b>28.34%</b>
<b>Number</b>	<b>6,029</b>	<b>2,045</b>	4,533	1,253	883	667	418	74	182	43	11	7	2	1		

Workforce Fiscal year 2000	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 06</b>																
Percentage	74.77%	25.23%	52.87%	10.70%	15.45%	13.32%	4.39%	0.71%	1.70%	0.35%	0.35%	0.14%	0.00%	0.00%	25.23%	36.43%
Number	1,055	356	746	151	218	188	62	10	24	5	5	2	0	0		
<b>Level 07</b>																
Percentage	96.62%	3.38%	73.43%	1.45%	16.43%	1.93%	3.86%	0.00%	2.90%	0.00%	0.00%	0.00%	0.00%	0.00%	3.38%	25.12%
Number	200	7	152	3	34	4	8	0	6	0	0	0	0	0		
<b>Level 08</b>																
Percentage	100.00%	0.00%	84.62%	0.00%	7.69%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	15.38%
Number	13	0	11	0	1	0	1	0	0	0	0	0	0	0		
<b>Level 09</b>																
Percentage	100.00%	0.00%	73.00%	0.00%	11.00%	0.00%	8.00%	0.00%	6.00%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%	27.00%
Number	100	0	73	0	11	0	8	0	6	0	2	0	0	0		
<b>Level 10</b>																
Percentage	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Number	2	0	1	0	1	0	0	0	0	0	0	0	0	0		
<b>Level 11</b>																
Percentage	22.48%	77.52%	22.09%	73.26%	0.00%	3.10%	0.39%	0.00%	0.00%	0.39%	0.00%	0.78%	0.00%	0.00%	77.52%	4.65%
Number	58	200	57	189	0	8	1	0	0	1	0	2	0	0		
<b>Level 12</b>																
Percentage	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%
Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 13</b>																
Percentage	37.18%	62.82%	35.02%	59.57%	1.08%	1.81%	0.72%	0.36%	0.00%	0.36%	0.36%	0.72%	0.00%	0.00%	62.82%	5.42%
Number	103	174	97	165	3	5	2	1	0	1	1	2	0	0		

Workforce Fiscal year 2000	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 14</b>																
<b>Percentage</b>	<b>46.67%</b>	<b>53.33%</b>	20.00%	36.67%	20.00%	16.67%	3.33%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>53.33%</b>	<b>43.33%</b>
<b>Number</b>	<b>14</b>	<b>16</b>	6	11	6	5	1	0	1	0	0	0	0	0	0	0
<b>Level 15</b>																
<b>Percentage</b>	<b>47.95%</b>	<b>52.05%</b>	42.05%	42.31%	2.05%	7.95%	2.82%	1.03%	0.51%	0.00%	0.51%	0.77%	0.00%	0.00%	<b>52.05%</b>	<b>15.64%</b>
<b>Number</b>	<b>187</b>	<b>203</b>	164	165	8	31	11	4	2	0	2	3	0	0	0	0
<b>Level 16</b>																
<b>Percentage</b>	<b>73.85%</b>	<b>26.15%</b>	44.23%	9.10%	22.05%	16.28%	5.26%	0.26%	2.05%	0.51%	0.26%	0.00%	0.00%	0.00%	<b>26.15%</b>	<b>46.67%</b>
<b>Number</b>	<b>576</b>	<b>204</b>	345	71	172	127	41	2	16	4	2	0	0	0	0	0
<b>Level 17</b>																
<b>Percentage</b>	<b>72.92%</b>	<b>27.08%</b>	45.83%	13.19%	18.75%	13.19%	6.25%	0.00%	2.08%	0.69%	0.00%	0.00%	0.00%	0.00%	<b>27.08%</b>	<b>40.97%</b>
<b>Number</b>	<b>105</b>	<b>39</b>	66	19	27	19	9	0	3	1	0	0	0	0	0	0
<b>Level 18</b>																
<b>Percentage</b>	<b>73.90%</b>	<b>26.10%</b>	65.06%	21.69%	4.02%	4.02%	3.61%	0.00%	0.80%	0.40%	0.40%	0.00%	0.00%	0.00%	<b>26.10%</b>	<b>13.25%</b>
<b>Number</b>	<b>184</b>	<b>65</b>	162	54	10	10	9	0	2	1	1	0	0	0	0	0
<b>Level 19</b>																
<b>Percentage</b>	<b>81.32%</b>	<b>18.68%</b>	59.34%	9.89%	13.19%	7.69%	8.79%	1.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>18.68%</b>	<b>30.77%</b>
<b>Number</b>	<b>74</b>	<b>17</b>	54	9	12	7	8	1	0	0	0	0	0	0	0	0
<b>Level 20</b>																
<b>Percentage</b>	<b>82.63%</b>	<b>17.37%</b>	63.68%	10.00%	11.58%	5.26%	4.74%	1.05%	2.11%	0.53%	0.53%	0.53%	0.00%	0.00%	<b>17.37%</b>	<b>26.32%</b>
<b>Number</b>	<b>157</b>	<b>33</b>	121	19	22	10	9	2	4	1	1	1	0	0	0	0
<b>Level 21</b>																
<b>Percentage</b>	<b>80.80%</b>	<b>19.20%</b>	60.80%	8.80%	9.60%	9.60%	8.00%	0.00%	1.60%	0.00%	0.80%	0.80%	0.00%	0.00%	<b>19.20%</b>	<b>30.40%</b>
<b>Number</b>	<b>101</b>	<b>24</b>	76	11	12	12	10	0	2	0	1	1	0	0	0	0

Workforce Fiscal year 2000	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 22</b>																
<b>Percentage</b>	<b>86.24%</b>	<b>13.76%</b>	59.63%	4.59%	16.51%	6.42%	8.26%	1.83%	0.92%	0.00%	0.92%	0.92%	0.00%	0.00%	<b>13.76%</b>	<b>35.78%</b>
<b>Number</b>	<b>94</b>	<b>15</b>	65	5	18	7	9	2	1	0	1	1	0	0		
<b>Level 23</b>																
<b>Percentage</b>	<b>85.19%</b>	<b>14.81%</b>	68.15%	8.89%	10.37%	5.93%	4.44%	0.00%	0.74%	0.00%	1.48%	0.00%	0.00%	0.00%	<b>14.81%</b>	<b>22.96%</b>
<b>Number</b>	<b>115</b>	<b>20</b>	92	12	14	8	6	0	1	0	2	0	0	0		
<b>Level 24</b>																
<b>Percentage</b>	<b>84.75%</b>	<b>15.25%</b>	61.86%	4.24%	13.56%	11.02%	5.08%	0.00%	4.24%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>15.25%</b>	<b>33.90%</b>
<b>Number</b>	<b>100</b>	<b>18</b>	73	5	16	13	6	0	5	0	0	0	0	0		
<b>Level 25</b>																
<b>Percentage</b>	<b>80.85%</b>	<b>19.15%</b>	61.70%	8.51%	8.51%	10.64%	2.13%	0.00%	8.51%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>19.15%</b>	<b>29.79%</b>
<b>Number</b>	<b>38</b>	<b>9</b>	29	4	4	5	1	0	4	0	0	0	0	0		
<b>Level 26</b>																
<b>Percentage</b>	<b>81.82%</b>	<b>18.18%</b>	54.55%	18.18%	18.18%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>18.18%</b>	<b>27.27%</b>
<b>Number</b>	<b>9</b>	<b>2</b>	6	2	2	0	0	0	1	0	0	0	0	0		
<b>Level 27</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>100.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	<b>100.00%</b>	<b>100.00%</b>
<b>Number</b>	<b>0</b>	<b>1</b>	0	0	0	0	0	0	0	1	0	0	0	0		
<b>Level 28</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 30</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0		

Workforce Fiscal year 2000															Total	Total
	Total males	Total females	White male	White female	Black male	Black female	Hispanic male	Hispanic female	AAPI <sup>a</sup> male	AAPI <sup>a</sup> female	AIAN <sup>b</sup> male	AIAN <sup>b</sup> female	Hawaiian male	Hawaiian female	(percentage women)	(percentage minorities)
<b>Level 33</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 34</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 35</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 41</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 51</b>																
<b>Percentage</b>	<b>20.00%</b>	<b>80.00%</b>	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>80.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>1</b>	<b>4</b>	1	4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 52</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 53</b>																
<b>Percentage</b>	<b>20.00%</b>	<b>80.00%</b>	20.00%	68.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.00%	0.00%	0.00%	<b>80.00%</b>	<b>12.00%</b>
<b>Number</b>	<b>5</b>	<b>20</b>	5	17	0	0	0	0	0	0	0	3	0	0	0	0
<b>Level 54</b>																
<b>Percentage</b>	<b>33.33%</b>	<b>66.67%</b>	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>66.67%</b>	<b>0.00%</b>
<b>Number</b>	<b>1</b>	<b>2</b>	1	2	0	0	0	0	0	0	0	0	0	0	0	0

Workforce															Total	Total
Fiscal year	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage
2000	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Level 55</b>																
Percentage	19.05%	80.95%	19.05%	76.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	80.95%	4.76%
Number	4	17	4	16	0	0	0	0	0	0	0	1	0	0		
<b>Level P1</b>																
Percentage	88.89%	11.11%	73.02%	3.17%	12.70%	7.94%	0.00%	0.00%	1.59%	0.00%	1.59%	0.00%	0.00%	0.00%	11.11%	23.81%
Number	56	7	46	2	8	5	0	0	1	0	1	0	0	0		
<b>Level P2</b>																
Percentage	100.00%	0.00%	75.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Number	4	0	3	0	0	0	1	0	0	0	0	0	0	0		
<b>Level U1</b>																
Percentage	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%
Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Grand total</b>																
<b>(Total employees)</b>																
	<b>15,692</b>															
<b>Total</b>																
(% of total)	11,316	4,376	8,513	2,914	1,783	1,267	687	106	297	64	33	24	3	1	27.89%	27.18%
	72.11%	27.89%	54.25%	18.57%	11.36%	8.07%	4.38%	0.68%	1.89%	0.41%	0.21%	0.15%	0.02%	0.01%		
<b>Grouping</b>																
percentage	100.00%		72.82%		19.44%		5.05%		2.30%		0.36%		0.03%			

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

Workforce															Total	Total
Fiscal year	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage
2001	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Postal workforce percentage</b>	<b>62.46%</b>	<b>37.54%</b>	41.43%	22.42%	11.29%	10.10%	5.08%	2.31%	4.34%	2.44%	0.30%	0.26%	0.02%	0.02%	<b>37.54%</b>	<b>36.15%</b>
<b>Level 00</b>																
<b>Percentage</b>	<b>57.31%</b>	<b>42.69%</b>	56.26%	41.94%	0.38%	0.15%	0.38%	0.38%	0.15%	0.00%	0.15%	0.23%	0.00%	0.00%	<b>42.69%</b>	<b>1.80%</b>
<b>Number</b>	<b>764</b>	<b>569</b>	750	559	5	2	5	5	2	0	2	3	0	0		
<b>Level 01</b>																
<b>Percentage</b>	<b>93.14%</b>	<b>6.86%</b>	72.44%	4.90%	12.36%	1.62%	6.23%	0.27%	1.93%	0.00%	0.15%	0.06%	0.03%	0.00%	<b>6.86%</b>	<b>22.65%</b>
<b>Number</b>	<b>3,096</b>	<b>228</b>	2,408	163	411	54	207	9	64	0	5	2	1	0		
<b>Level 02</b>																
<b>Percentage</b>	<b>93.85%</b>	<b>6.15%</b>	62.56%	3.08%	15.90%	2.56%	9.23%	0.00%	6.15%	0.51%	0.00%	0.00%	0.00%	0.00%	<b>6.15%</b>	<b>34.36%</b>
<b>Number</b>	<b>183</b>	<b>12</b>	122	6	31	5	18	0	12	1	0	0	0	0		
<b>Level 03</b>																
<b>Percentage</b>	<b>87.37%</b>	<b>12.63%</b>	54.27%	9.90%	25.26%	2.39%	4.44%	0.00%	3.07%	0.00%	0.34%	0.00%	0.00%	0.34%	<b>12.63%</b>	<b>35.84%</b>
<b>Number</b>	<b>256</b>	<b>37</b>	159	29	74	7	13	0	9	0	1	0	0	1		
<b>Level 04</b>																
<b>Percentage</b>	<b>76.24%</b>	<b>23.76%</b>	48.23%	10.76%	20.21%	12.06%	4.73%	0.71%	2.96%	0.12%	0.12%	0.12%	0.00%	0.00%	<b>23.76%</b>	<b>41.02%</b>
<b>Number</b>	<b>645</b>	<b>201</b>	408	91	171	102	40	6	25	1	1	1	0	0		
<b>Level 05</b>																
<b>Percentage</b>	<b>62.27%</b>	<b>37.73%</b>	44.54%	22.73%	10.85%	12.50%	3.91%	1.36%	2.53%	0.86%	0.41%	0.23%	0.02%	0.04%	<b>37.73%</b>	<b>32.72%</b>
<b>Number</b>	<b>3,024</b>	<b>1,832</b>	2,163	1,104	527	607	190	66	123	42	20	11	1	2		
<b>Level 06</b>																
<b>Percentage</b>	<b>71.99%</b>	<b>28.01%</b>	48.43%	11.29%	17.05%	15.32%	4.28%	0.49%	1.98%	0.82%	0.08%	0.08%	0.16%	0.00%	<b>28.01%</b>	<b>40.28%</b>
<b>Number</b>	<b>874</b>	<b>340</b>	588	137	207	186	52	6	24	10	1	1	2	0		

Workforce Fiscal year 2001	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 07</b>																
<b>Percentage</b>	<b>96.53%</b>	<b>3.47%</b>	76.88%	1.16%	16.18%	1.16%	1.73%	0.58%	1.73%	0.58%	0.00%	0.00%	0.00%	0.00%	<b>3.47%</b>	<b>21.97%</b>
<b>Number</b>	<b>167</b>	<b>6</b>	133	2	28	2	3	1	3	1	0	0	0	0		
<b>Level 08</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	77.78%	0.00%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>22.22%</b>
<b>Number</b>	<b>18</b>	<b>0</b>	14	0	2	0	2	0	0	0	0	0	0	0		
<b>Level 09</b>																
<b>Percentage</b>	<b>98.41%</b>	<b>1.59%</b>	80.95%	0.79%	10.32%	0.79%	1.59%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>1.59%</b>	<b>18.25%</b>
<b>Number</b>	<b>124</b>	<b>2</b>	102	1	13	1	2	0	7	0	0	0	0	0		
<b>Level 10</b>																
<b>Percentage</b>	<b>83.33%</b>	<b>16.67%</b>	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>16.67%</b>	<b>16.67%</b>
<b>Number</b>	<b>5</b>	<b>1</b>	4	1	1	0	0	0	0	0	0	0	0	0		
<b>Level 11</b>																
<b>Percentage</b>	<b>22.87%</b>	<b>77.13%</b>	20.18%	65.47%	2.24%	7.62%	0.00%	2.24%	0.00%	0.45%	0.45%	1.35%	0.00%	0.00%	<b>77.13%</b>	<b>14.35%</b>
<b>Number</b>	<b>51</b>	<b>172</b>	45	146	5	17	0	5	0	1	1	3	0	0		
<b>Level 12</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>100.00%</b>	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>100.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>1</b>	0	1	0	0	0	0	0	0	0	0	0	0		
<b>Level 13</b>																
<b>Percentage</b>	<b>28.74%</b>	<b>71.26%</b>	28.35%	68.90%	0.00%	1.57%	0.00%	0.00%	0.00%	0.00%	0.39%	0.39%	0.00%	0.39%	<b>71.26%</b>	<b>2.76%</b>
<b>Number</b>	<b>73</b>	<b>181</b>	72	175	0	4	0	0	0	0	1	1	0	1		
<b>Level 14</b>																
<b>Percentage</b>	<b>48.15%</b>	<b>51.85%</b>	40.74%	37.04%	3.70%	14.81%	0.00%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>51.85%</b>	<b>22.22%</b>
<b>Number</b>	<b>13</b>	<b>14</b>	11	10	1	4	0	0	1	0	0	0	0	0		



Workforce Fiscal year 2001	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 15</b>																
<b>Percentage</b>	<b>43.42%</b>	<b>56.58%</b>	37.54%	45.10%	2.80%	8.40%	2.24%	1.40%	0.28%	1.12%	0.28%	0.56%	0.28%	0.00%	<b>56.58%</b>	<b>17.37%</b>
<b>Number</b>	<b>155</b>	<b>202</b>	134	161	10	30	8	5	1	4	1	2	1	0		
<b>Level 16</b>																
<b>Percentage</b>	<b>72.38%</b>	<b>27.62%</b>	43.86%	8.70%	20.97%	16.88%	5.50%	1.66%	1.92%	0.26%	0.13%	0.13%	0.00%	0.00%	<b>27.62%</b>	<b>47.44%</b>
<b>Number</b>	<b>566</b>	<b>216</b>	343	68	164	132	43	13	15	2	1	1	0	0		
<b>Level 17</b>																
<b>Percentage</b>	<b>64.84%</b>	<b>35.16%</b>	40.66%	15.93%	16.48%	18.13%	6.04%	0.55%	1.10%	0.00%	0.55%	0.55%	0.00%	0.00%	<b>35.16%</b>	<b>43.41%</b>
<b>Number</b>	<b>118</b>	<b>64</b>	74	29	30	33	11	1	2	0	1	1	0	0		
<b>Level 18</b>																
<b>Percentage</b>	<b>69.78%</b>	<b>30.22%</b>	60.07%	24.25%	5.97%	4.85%	3.36%	0.75%	0.37%	0.00%	0.00%	0.37%	0.00%	0.00%	<b>30.22%</b>	<b>15.67%</b>
<b>Number</b>	<b>187</b>	<b>81</b>	161	65	16	13	9	2	1	0	0	1	0	0		
<b>Level 19</b>																
<b>Percentage</b>	<b>74.47%</b>	<b>25.53%</b>	53.19%	9.57%	14.89%	15.96%	4.26%	0.00%	0.00%	0.00%	1.06%	0.00%	1.06%	0.00%	<b>25.53%</b>	<b>37.23%</b>
<b>Number</b>	<b>70</b>	<b>24</b>	50	9	14	15	4	0	0	0	1	0	1	0		
<b>Level 20</b>																
<b>Percentage</b>	<b>81.00%</b>	<b>19.00%</b>	65.16%	10.86%	10.41%	7.69%	3.62%	0.45%	0.45%	0.00%	1.36%	0.00%	0.00%	0.00%	<b>19.00%</b>	<b>23.98%</b>
<b>Number</b>	<b>179</b>	<b>42</b>	144	24	23	17	8	1	1	0	3	0	0	0		
<b>Level 21</b>																
<b>Percentage</b>	<b>77.30%</b>	<b>22.70%</b>	57.06%	9.82%	14.11%	10.43%	4.91%	2.45%	0.61%	0.00%	0.61%	0.00%	0.00%	0.00%	<b>22.70%</b>	<b>33.13%</b>
<b>Number</b>	<b>126</b>	<b>37</b>	93	16	23	17	8	4	1	0	1	0	0	0		
<b>Level 22</b>																
<b>Percentage</b>	<b>83.02%</b>	<b>16.98%</b>	53.77%	10.38%	15.09%	5.66%	8.49%	0.00%	2.83%	0.94%	2.83%	0.00%	0.00%	0.00%	<b>16.98%</b>	<b>35.85%</b>
<b>Number</b>	<b>88</b>	<b>18</b>	57	11	16	6	9	0	3	1	3	0	0	0		

Workforce Fiscal year 2001	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 23</b>																
<b>Percentage</b>	<b>80.52%</b>	<b>19.48%</b>	62.34%	10.39%	10.39%	8.44%	5.84%	0.00%	0.65%	0.65%	1.30%	0.00%	0.00%	0.00%	<b>19.48%</b>	<b>27.27%</b>
<b>Number</b>	<b>124</b>	<b>30</b>	96	16	16	13	9	0	1	1	2	0	0	0		
<b>Level 24</b>																
<b>Percentage</b>	<b>92.71%</b>	<b>7.29%</b>	72.92%	3.13%	14.58%	4.17%	3.13%	0.00%	1.04%	0.00%	1.04%	0.00%	0.00%	0.00%	<b>7.29%</b>	<b>23.96%</b>
<b>Number</b>	<b>89</b>	<b>7</b>	70	3	14	4	3	0	1	0	1	0	0	0		
<b>Level 25</b>																
<b>Percentage</b>	<b>75.00%</b>	<b>25.00%</b>	63.46%	9.62%	9.62%	7.69%	1.92%	5.77%	0.00%	0.00%	0.00%	1.92%	0.00%	0.00%	<b>25.00%</b>	<b>26.92%</b>
<b>Number</b>	<b>39</b>	<b>13</b>	33	5	5	4	1	3	0	0	0	1	0	0		
<b>Level 26</b>																
<b>Percentage</b>	<b>80.00%</b>	<b>20.00%</b>	70.00%	15.00%	0.00%	0.00%	5.00%	5.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>20.00%</b>	<b>15.00%</b>
<b>Number</b>	<b>16</b>	<b>4</b>	14	3	0	0	1	1	1	0	0	0	0	0		
<b>Level 27</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 28</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 30</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Level 33</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0		

Workforce Fiscal year 2001	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 34</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 35</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 41</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 51</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>100.00%</b>	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	<b>100.00%</b>	<b>50.00%</b>
<b>Number</b>	<b>0</b>	<b>10</b>	0	5	0	0	0	0	0	5	0	0	0	0	0	0
<b>Level 52</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>1</b>	<b>0</b>	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 53</b>																
<b>Percentage</b>	<b>20.00%</b>	<b>80.00%</b>	15.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	<b>80.00%</b>	<b>5.00%</b>
<b>Number</b>	<b>4</b>	<b>16</b>	3	16	0	0	0	0	0	0	1	0	0	0	0	0
<b>Level 54</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 55</b>																
<b>Percentage</b>	<b>25.00%</b>	<b>75.00%</b>	25.00%	70.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	<b>75.00%</b>	<b>5.00%</b>
<b>Number</b>	<b>5</b>	<b>15</b>	5	14	0	0	0	0	0	0	0	1	0	0	0	0

Workforce Fiscal year 2001	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level P1</b>																
Percentage	90.91%	9.09%	77.27%	6.06%	7.58%	3.03%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	16.67%
Number	60	6	51	4	5	2	4	0	0	0	0	0	0	0	0	0
<b>Level P2</b>																
Percentage	66.67%	33.33%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%
Number	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
<b>Level U1</b>																
Percentage	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%
Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grand total</b>																
<b>(Total employees) 15,504</b>																
Total	11,122	4,382	8,309	2,875	1,813	1,277	650	128	297	69	47	29	6	4		
(% of total)	71.74%	28.26%	53.59%	18.54%	11.69%	8.24%	4.19%	0.83%	1.92%	0.45%	0.30%	0.19%	0.04%	0.03%	28.26%	27.86%
<b>Grouping</b>																
percentage	100.00%		72.14%		19.93%		5.02%		2.36%		0.49%		0.06%			

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

Workforce															Total	Total
Fiscal year	Total	White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	(percentage	(percentage	
2002	males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	minorities)
<b>Postal Workforce</b>	<b>62.22%</b>	<b>37.78%</b>	41.12%	22.58%	11.20%	10.06%	5.12%	2.36%	4.47%	2.50%	0.30%	0.26%	0.02%	0.02%	<b>37.78%</b>	<b>36.30%</b>
<b>Level 00</b>																
<b>Percentage</b>	<b>55.80%</b>	<b>44.20%</b>	53.94%	43.62%	0.57%	0.21%	1.00%	0.07%	0.14%	0.00%	0.14%	0.29%	0.00%	0.00%	<b>44.20%</b>	<b>2.44%</b>
<b>Number</b>	<b>779</b>	<b>617</b>	753	609	8	3	14	1	2	0	2	4	0	0		
<b>Level 01</b>																
<b>Percentage</b>	<b>94.19%</b>	<b>5.81%</b>	72.28%	4.35%	13.14%	1.21%	6.14%	0.13%	2.25%	0.11%	0.33%	0.00%	0.04%	0.00%	<b>5.81%</b>	<b>23.37%</b>
<b>Number</b>	<b>4,264</b>	<b>263</b>	3,272	197	595	55	278	6	102	5	15	0	2	0		
<b>Level 02</b>																
<b>Percentage</b>	<b>94.68%</b>	<b>5.32%</b>	70.57%	4.96%	14.54%	0.35%	6.38%	0.00%	2.48%	0.00%	0.35%	0.00%	0.35%	0.00%	<b>5.32%</b>	<b>24.47%</b>
<b>Number</b>	<b>267</b>	<b>15</b>	199	14	41	1	18	0	7	0	1	0	1	0		
<b>Level 03</b>																
<b>Percentage</b>	<b>86.65%</b>	<b>13.35%</b>	55.19%	8.61%	23.74%	3.56%	4.15%	0.89%	2.97%	0.00%	0.59%	0.30%	0.00%	0.00%	<b>13.35%</b>	<b>36.20%</b>
<b>Number</b>	<b>292</b>	<b>45</b>	186	29	80	12	14	3	10	0	2	1	0	0		
<b>Level 04</b>																
<b>Percentage</b>	<b>81.09%</b>	<b>18.91%</b>	51.79%	8.65%	19.78%	8.78%	5.56%	0.87%	3.83%	0.62%	0.12%	0.00%	0.00%	0.00%	<b>18.91%</b>	<b>39.56%</b>
<b>Number</b>	<b>656</b>	<b>153</b>	419	70	160	71	45	7	31	5	1	0	0	0		
<b>Level 05</b>																
<b>Percentage</b>	<b>62.49%</b>	<b>37.51%</b>	44.62%	22.09%	10.76%	13.00%	4.07%	1.49%	2.81%	0.82%	0.24%	0.08%	0.00%	0.02%	<b>37.51%</b>	<b>33.29%</b>
<b>Number</b>	<b>3,182</b>	<b>1,910</b>	2,272	1,125	548	662	207	76	143	42	12	4	0	1		
<b>Level 06</b>																
<b>Percentage</b>	<b>56.57%</b>	<b>43.43%</b>	41.03%	33.11%	10.99%	9.25%	3.01%	0.56%	1.33%	0.46%	0.20%	0.05%	0.00%	0.00%	<b>43.43%</b>	<b>25.86%</b>
<b>Number</b>	<b>1,107</b>	<b>850</b>	803	648	215	181	59	11	26	9	4	1	0	0		

Workforce Fiscal year 2002															Total	Total
	Total males	Total females	White male	White female	Black male	Black female	Hispanic male	Hispanic female	AAPI <sup>a</sup> male	AAPI <sup>a</sup> female	AIAN <sup>b</sup> male	AIAN <sup>b</sup> female	Hawaiian male	Hawaiian female	(percentage women)	(percentage minorities)
<b>Level 07</b>																
<b>Percentage</b>	<b>96.39%</b>	<b>3.61%</b>	74.23%	1.03%	13.92%	2.58%	5.15%	0.00%	3.09%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>3.61%</b>	<b>24.74%</b>
<b>Number</b>	<b>187</b>	<b>7</b>	144	2	27	5	10	0	6	0	0	0	0	0	0	0
<b>Level 08</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	91.67%	0.00%	4.17%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>8.33%</b>
<b>Number</b>	<b>24</b>	<b>0</b>	22	0	1	0	0	0	1	0	0	0	0	0	0	0
<b>Level 09</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	79.66%	0.00%	12.71%	0.00%	5.08%	0.00%	1.69%	0.00%	0.85%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>20.34%</b>
<b>Number</b>	<b>118</b>	<b>0</b>	94	0	15	0	6	0	2	0	1	0	0	0	0	0
<b>Level 10</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>25.00%</b>
<b>Number</b>	<b>4</b>	<b>0</b>	3	0	1	0	0	0	0	0	0	0	0	0	0	0
<b>Level 11</b>																
<b>Percentage</b>	<b>24.89%</b>	<b>75.11%</b>	20.36%	63.35%	3.62%	9.50%	0.00%	0.90%	0.00%	0.45%	0.90%	0.90%	0.00%	0.00%	<b>75.11%</b>	<b>16.29%</b>
<b>Number</b>	<b>55</b>	<b>166</b>	45	140	8	21	0	2	0	1	2	2	0	0	0	0
<b>Level 12</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 13</b>																
<b>Percentage</b>	<b>37.83%</b>	<b>62.17%</b>	34.46%	60.30%	0.37%	0.75%	0.75%	0.37%	1.12%	0.00%	1.12%	0.75%	0.00%	0.00%	<b>62.17%</b>	<b>5.24%</b>
<b>Number</b>	<b>101</b>	<b>166</b>	92	161	1	2	2	1	3	0	3	2	0	0	0	0
<b>Level 14</b>																
<b>Percentage</b>	<b>53.13%</b>	<b>46.88%</b>	50.00%	25.00%	3.13%	21.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>46.88%</b>	<b>25.00%</b>
<b>Number</b>	<b>17</b>	<b>15</b>	16	8	1	7	0	0	0	0	0	0	0	0	0	0

Workforce Fiscal year 2002															Total	Total
	Total males	Total females	White male	White female	Black male	Black female	Hispanic male	Hispanic female	AAPI <sup>a</sup> male	AAPI <sup>a</sup> female	AIAN <sup>b</sup> male	AIAN <sup>b</sup> female	Hawaiian male	Hawaiian female	(percentage women)	(percentage minorities)
<b>Level 15</b>																
<b>Percentage</b>	<b>55.67%</b>	<b>44.33%</b>	46.65%	36.08%	4.90%	6.70%	3.35%	1.29%	0.26%	0.26%	0.52%	0.00%	0.00%	0.00%	<b>44.33%</b>	<b>17.27%</b>
<b>Number</b>	<b>216</b>	<b>172</b>	181	140	19	26	13	5	1	1	2	0	0	0		
<b>Level 16</b>																
<b>Percentage</b>	<b>74.01%</b>	<b>25.99%</b>	45.48%	10.68%	21.59%	13.77%	4.74%	0.99%	1.98%	0.22%	0.22%	0.33%	0.00%	0.00%	<b>25.99%</b>	<b>43.83%</b>
<b>Number</b>	<b>672</b>	<b>236</b>	413	97	196	125	43	9	18	2	2	3	0	0		
<b>Level 17</b>																
<b>Percentage</b>	<b>71.50%</b>	<b>28.50%</b>	48.19%	13.47%	16.58%	13.47%	3.11%	0.52%	3.11%	1.04%	0.52%	0.00%	0.00%	0.00%	<b>28.50%</b>	<b>38.34%</b>
<b>Number</b>	<b>138</b>	<b>55</b>	93	26	32	26	6	1	6	2	1	0	0	0		
<b>Level 18</b>																
<b>Percentage</b>	<b>75.15%</b>	<b>24.85%</b>	65.50%	17.54%	4.39%	5.26%	4.39%	1.46%	0.29%	0.00%	0.58%	0.58%	0.00%	0.00%	<b>24.85%</b>	<b>16.96%</b>
<b>Number</b>	<b>257</b>	<b>85</b>	224	60	15	18	15	5	1	0	2	2	0	0		
<b>Level 19</b>																
<b>Percentage</b>	<b>72.73%</b>	<b>27.27%</b>	52.73%	12.73%	12.73%	11.82%	5.45%	0.91%	0.91%	1.82%	0.91%	0.00%	0.00%	0.00%	<b>27.27%</b>	<b>34.55%</b>
<b>Number</b>	<b>80</b>	<b>30</b>	58	14	14	13	6	1	1	2	1	0	0	0		
<b>Level 20</b>																
<b>Percentage</b>	<b>79.30%</b>	<b>20.70%</b>	63.44%	12.33%	9.25%	6.61%	3.96%	0.88%	2.20%	0.00%	0.44%	0.88%	0.00%	0.00%	<b>20.70%</b>	<b>24.23%</b>
<b>Number</b>	<b>180</b>	<b>47</b>	144	28	21	15	9	2	5	0	1	2	0	0		
<b>Level 21</b>																
<b>Percentage</b>	<b>77.17%</b>	<b>22.83%</b>	60.33%	13.59%	10.87%	8.70%	5.43%	0.54%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%	<b>22.83%</b>	<b>26.09%</b>
<b>Number</b>	<b>142</b>	<b>42</b>	111	25	20	16	10	1	0	0	1	0	0	0		
<b>Level 22</b>																
<b>Percentage</b>	<b>83.33%</b>	<b>16.67%</b>	64.00%	10.00%	13.33%	6.00%	6.00%	0.00%	0.00%	0.00%	0.00%	0.67%	0.00%	0.00%	<b>16.67%</b>	<b>26.00%</b>
<b>Number</b>	<b>125</b>	<b>25</b>	96	15	20	9	9	0	0	0	0	1	0	0		

Workforce Fiscal year 2002															Total	Total
	Total males	Total females	White male	White female	Black male	Black female	Hispanic male	Hispanic female	AAPI <sup>a</sup> male	AAPI <sup>a</sup> female	AIAN <sup>b</sup> male	AIAN <sup>b</sup> female	Hawaiian male	Hawaiian female	(percentage women)	(percentage minorities)
<b>Level 23</b>																
<b>Percentage</b>	<b>81.46%</b>	<b>18.54%</b>	69.66%	12.92%	8.43%	5.62%	3.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>18.54%</b>	<b>17.42%</b>
<b>Number</b>	<b>145</b>	<b>33</b>	124	23	15	10	6	0	0	0	0	0	0	0	0	0
<b>Level 24</b>																
<b>Percentage</b>	<b>87.61%</b>	<b>12.39%</b>	69.91%	5.31%	11.50%	7.08%	5.31%	0.00%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>12.39%</b>	<b>24.78%</b>
<b>Number</b>	<b>99</b>	<b>14</b>	79	6	13	8	6	0	1	0	0	0	0	0	0	0
<b>Level 25</b>																
<b>Percentage</b>	<b>75.31%</b>	<b>24.69%</b>	62.96%	17.28%	7.41%	3.70%	3.70%	1.23%	1.23%	1.23%	0.00%	1.23%	0.00%	0.00%	<b>24.69%</b>	<b>19.75%</b>
<b>Number</b>	<b>61</b>	<b>20</b>	51	14	6	3	3	1	1	1	0	1	0	0	0	0
<b>Level 26</b>																
<b>Percentage</b>	<b>80.00%</b>	<b>20.00%</b>	75.00%	15.00%	0.00%	5.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>20.00%</b>	<b>10.00%</b>
<b>Number</b>	<b>16</b>	<b>4</b>	15	3	0	1	0	0	1	0	0	0	0	0	0	0
<b>Level 27</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>50.00%</b>
<b>Number</b>	<b>2</b>	<b>0</b>	1	0	0	0	1	0	0	0	0	0	0	0	0	0
<b>Level 28</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 30</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>1</b>	<b>0</b>	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 33</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Workforce Fiscal year 2002	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Level 34</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 35</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 41</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 51</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>100.00%</b>	0.00%	80.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>100.00%</b>	<b>20.00%</b>
<b>Number</b>	<b>0</b>	<b>5</b>	0	4	0	0	0	1	0	0	0	0	0	0	0	0
<b>Level 52</b>																
<b>Percentage</b>	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>1</b>	<b>0</b>	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 53</b>																
<b>Percentage</b>	<b>17.65%</b>	<b>82.35%</b>	17.65%	76.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	<b>82.35%</b>	<b>5.88%</b>
<b>Number</b>	<b>3</b>	<b>14</b>	3	13	0	0	0	0	0	0	0	1	0	0	0	0
<b>Level 54</b>																
<b>Percentage</b>	<b>0.00%</b>	<b>100.00%</b>	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>100.00%</b>	<b>0.00%</b>
<b>Number</b>	<b>0</b>	<b>3</b>	0	3	0	0	0	0	0	0	0	0	0	0	0	0
<b>Level 55</b>																
<b>Percentage</b>	<b>16.67%</b>	<b>83.33%</b>	16.67%	79.17%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>83.33%</b>	<b>4.17%</b>
<b>Number</b>	<b>4</b>	<b>20</b>	4	19	0	1	0	0	0	0	0	0	0	0	0	0

Workforce Fiscal year 2002	Total		White	White	Black	Black	Hispanic	Hispanic	AAPI <sup>a</sup>	AAPI <sup>a</sup>	AIAN <sup>b</sup>	AIAN <sup>b</sup>	Hawaiian	Hawaiian	Total	Total	
	males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)	
<b>Level P1</b>																	
Percentage	81.82%	18.18%	64.94%	12.99%	11.69%	5.19%	3.90%	0.00%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	18.18%	22.08%
Number	63	14	50	10	9	4	3	0	1	0	0	0	0	0	0		
<b>Level P2</b>																	
Percentage	75.00%	25.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%
Number	3	1	3	1	0	0	0	0	0	0	0	0	0	0	0		
<b>Level U1</b>																	
Percentage	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%	0.00%
Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Grand total (Total employees)</b>																	
	18,288																
Total	13,261	5,027	9,972	3,504	2,081	1,295	783	133	369	70	53	24	3	1			
(% of total)	72.51%	27.49%	54.53%	19.16%	11.38%	7.08%	4.28%	0.73%	2.02%	0.38%	0.29%	0.13%	0.02%	0.01%	27.49%	26.31%	
<b>Grouping percentage</b>																	
	100.00%	73.69%		18.46%		5.01%		2.40%		0.42%		0.02%					

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

Enclosure V

USPS Monetary Performance Awards Including PCES  
Fiscal Years 2000–2002

Fiscal year 2000	Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total (percentage women)	Total (percentage minorities)	
	males	females	male	female	male	female	male	female	male	female	male	female	male	female			
<b>Postal workforce percentage</b>	<b>62.68%</b>	<b>37.32%</b>	41.84%	22.31%	11.33%	10.10%	5.01%	2.26%	4.19%	2.37%	0.29%	0.25%	0.02%	0.02%	<b>37.32%</b>	<b>35.85%</b>	
<b>Bargaining</b>																	
00	Awards	<b>465</b>	<b>475</b>	419	440	19	14	12	10	14	4	1	60	1			
	Percentage	<b>49.47%</b>	<b>50.53%</b>	44.57%	46.81%	2.02%	1.49%	1.28%	1.06%	1.49%	0.43%	0.11%	0.64%	0.00%	0.11%	<b>50.53%</b>	<b>8.62%</b>
01	Awards	<b>7,357</b>	<b>2,296</b>	4,192	1,343	958	467	928	272	1,247	200	27	10	5	4		
	Percentage	<b>76.21%</b>	<b>23.79%</b>	43.43%	13.91%	9.92%	4.84%	9.61%	2.82%	12.92%	2.07%	0.28%	0.10%	0.05%	0.04%	<b>23.79%</b>	<b>42.66%</b>
02	Awards	<b>1,176</b>	<b>347</b>	579	156	156	94	173	49	255	44	9	2	4	2		
	Percentage	<b>77.22%</b>	<b>22.78%</b>	38.02%	10.24%	10.24%	6.17%	11.36%	3.22%	16.74%	2.89%	0.59%	0.13%	0.26%	0.13%	<b>22.78%</b>	<b>51.74%</b>
03	Awards	<b>741</b>	<b>98</b>	346	63	215	25	92	4	84	5	4	0	0	1		
	Percentage	<b>88.32%</b>	<b>11.68%</b>	41.24%	7.51%	25.63%	2.98%	10.97%	0.48%	10.01%	0.60%	0.48%	0.00%	0.00%	0.12%	<b>11.68%</b>	<b>51.25%</b>
04	Awards	<b>1,586</b>	<b>906</b>	774	404	423	346	147	72	229	82	13	2	0	0		
	Percentage	<b>63.64%</b>	<b>36.36%</b>	31.06%	16.21%	16.97%	13.88%	5.90%	2.89%	9.19%	3.29%	0.52%	0.08%	0.00%	0.00%	<b>36.36%</b>	<b>52.73%</b>
05	Awards	<b>6,639</b>	<b>7,234</b>	3,757	3,673	1,114	1,753	652	614	1,085	1,127	28	56	3	11		
	Percentage	<b>47.87%</b>	<b>52.13%</b>	27.08%	26.47%	8.03%	12.63%	4.70%	4.42%	7.84%	8.12%	0.20%	0.40%	0.02%	0.08%	<b>52.13%</b>	<b>46.45%</b>
06	Awards	<b>2,737</b>	<b>1,997</b>	1,723	987	527	694	254	96	220	213	12	7	1	0		
	Percentage	<b>57.82%</b>	<b>42.18%</b>	36.40%	20.85%	11.13%	14.66%	5.37%	2.03%	4.65%	4.50%	0.25%	0.15%	0.02%	0.00%	<b>42.18%</b>	<b>42.75%</b>

Fiscal year 2000		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
07	Awards	<b>848</b>	<b>26</b>	607	12	110	9	51	1	77	4	3	0	0	0		
	Percentage	<b>97.03%</b>	<b>2.97%</b>	69.45%	1.37%	12.59%	1.03%	5.84%	0.11%	8.81%	0.46%	0.34%	0.00%	0.00%	0.00%	<b>2.97%</b>	<b>29.18%</b>
08	Awards	<b>90</b>	<b>1</b>	72	1	5	0	7	0	6	0	0	0	0	0		
	Percentage	<b>98.90%</b>	<b>1.10%</b>	79.12%	1.10%	5.49%	0.00%	7.69%	0.00%	6.59%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>1.10%</b>	<b>19.78%</b>
09	Awards	<b>666</b>	<b>15</b>	491	9	60	2	37	1	76	3	1	0	1	0		
	Percentage	<b>97.80%</b>	<b>2.20%</b>	72.10%	1.32%	8.81%	0.29%	5.43%	0.15%	11.16%	0.44%	0.15%	0.00%	0.15%	0.00%	<b>2.20%</b>	<b>26.58%</b>
10	Awards	<b>38</b>	<b>1</b>	37	1	1	0	0	0	0	0	0	0	0	0		
	Percentage	<b>97.44%</b>	<b>2.56%</b>	94.87%	2.56%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>2.56%</b>	<b>2.56%</b>
11	Awards	<b>7</b>	<b>7</b>	6	3	0	3	0	0	1	1	0	0	0	0		
	Percentage	<b>50.00%</b>	<b>50.00%</b>	42.86%	21.43%	0.00%	21.43%	0.00%	0.00%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	<b>50.00%</b>	<b>35.71%</b>
13	Awards	<b>5</b>	<b>5</b>	4	4	1	0	0	1	0	0	0	0	0	0		
	Percentage	<b>50.00%</b>	<b>50.00%</b>	40.00%	40.00%	10.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>50.00%</b>	<b>20.00%</b>
14	Awards	<b>26</b>	<b>42</b>	24	19	2	19	0	1	0	2	0	1	0	0		
	Percentage	<b>38.24%</b>	<b>61.76%</b>	35.29%	27.94%	2.94%	27.94%	0.00%	1.47%	0.00%	2.94%	0.00%	1.47%	0.00%	0.00%	<b>61.76%</b>	<b>36.76%</b>
15	Awards	<b>3</b>	<b>4</b>	3	1	0	3	0	0	0	0	0	0	0	0		
	Percentage	<b>42.86%</b>	<b>57.14%</b>	42.86%	14.29%	0.00%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>57.14%</b>	<b>42.86%</b>
16	Awards	<b>29</b>	<b>27</b>	26	21	1	5	0	0	2	0	0	1	0	0		
	Percentage	<b>51.79%</b>	<b>48.21%</b>	46.43%	37.50%	1.79%	8.93%	0.00%	0.00%	3.57%	0.00%	0.00%	1.79%	0.00%	0.00%	<b>48.21%</b>	<b>16.07%</b>
17	Awards	<b>6</b>	<b>17</b>	4	12	1	5	1	0	0	0	0	0	0	0		
	Percentage	<b>26.09%</b>	<b>73.91%</b>	17.39%	52.17%	4.35%	21.74%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>73.91%</b>	<b>30.43%</b>

Fiscal year	2000															Total	Total
		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		(percentage women)	(percentage minorities)
		males	females	male	female	male	female	male	female	male	female	male	female	male	female		
18	Awards	29	31	20	23	3	3	1	1	5	4	0	0	0	0		
	Percentage	48.33%	51.67%	33.33%	38.33%	5.00%	5.00%	1.67%	1.67%	8.33%	6.67%	0.00%	0.00%	0.00%	0.00%	51.67%	28.33%
19	Awards	5	1	4	1	1	0	0	0	0	0	0	0	0	0		
	Percentage	83.33%	16.67%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	16.67%
20	Awards	58	20	45	13	8	4	0	0	5	3	0	0	0	0		
	Percentage	74.36%	25.64%	57.69%	16.67%	10.26%	5.13%	0.00%	0.00%	6.41%	3.85%	0.00%	0.00%	0.00%	0.00%	25.64%	25.64%
21	Awards	8	4	6	4	1	0	0	0	1	0	0	0	0	0		
	Percentage	66.67%	33.33%	50.00%	33.33%	8.33%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	16.67%
22	Awards	101	42	77	20	8	6	1	5	14	11	1	0	0	0		
	Percentage	70.63%	29.37%	53.85%	13.99%	5.59%	4.20%	0.70%	3.50%	9.79%	7.69%	0.70%	0.00%	0.00%	0.00%	29.37%	32.17%
23	Awards	2	2	2	2	0	0	0	0	0	0	0	0	0	0		
	Percentage	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Unknown <sup>c</sup>	Awards	649	429	419	242	106	116	59	31	58	35	6	5	1	0		
	Percentage	60.20%	39.80%	38.87%	22.45%	9.83%	10.76%	5.47%	2.88%	5.38%	3.25%	0.56%	0.46%	0.09%	0.00%	39.80%	38.68%
<b>Nonbargaining</b>																	
1	Awards	24	16	23	16	1	0	0	0	0	0	0	0	0	0		
	Percentage	60.00%	40.00%	57.50%	40.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	2.50%
6	Awards	1	2	0	0	1	2	0	0	0	0	0	0	0	0		
	Percentage	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	100.00%
7	Awards	4	10	1	9	3	1	0	0	0	0	0	0	0	0		
	Percentage	28.57%	71.43%	7.14%	64.29%	21.43%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	71.43%	28.57%

Fiscal year	2000															Total	Total
		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		(percentage women)	(percentage minorities)
		males	females	male	female	male	female	male	female	male	female	male	female	male	female		
9	Awards	0	6	0	3	0	3	0	0	0	0	0	0	0	0	0	
	Percentage	0.00%	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%
10	Awards	0	12	0	7	0	1	0	2	0	2	0	0	0	0	0	
	Percentage	0.00%	100.00%	0.00%	58.33%	0.00%	8.33%	0.00%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	100.00%	41.67%
11	Awards	126	726	104	486	10	152	7	48	2	33	3	7	0	0	0	
	Percentage	14.79%	85.21%	12.21%	57.04%	1.17%	17.84%	0.82%	5.63%	0.23%	3.87%	0.35%	0.82%	0.00%	0.00%	85.21%	30.75%
12	Awards	4	194	3	116	1	51	0	15	0	11	0	1	0	0	0	
	Percentage	2.02%	97.98%	1.52%	58.59%	0.51%	25.76%	0.00%	7.58%	0.00%	5.56%	0.00%	0.51%	0.00%	0.00%	97.98%	39.90%
13	Awards	182	460	170	381	0	38	7	26	2	4	3	11	0	0	0	
	Percentage	28.35%	71.65%	26.48%	59.35%	0.00%	5.92%	1.09%	4.05%	0.31%	0.62%	0.47%	1.71%	0.00%	0.00%	71.65%	14.17%
14	Awards	39	157	24	78	11	62	4	8	0	7	0	2	0	0	0	
	Percentage	19.90%	80.10%	12.24%	39.80%	5.61%	31.63%	2.04%	4.08%	0.00%	3.57%	0.00%	1.02%	0.00%	0.00%	80.10%	47.96%
15	Awards	869	1,475	661	974	108	323	51	87	46	65	3	20	0	6	0	
	Percentage	37.07%	62.93%	28.20%	41.55%	4.61%	13.78%	2.18%	3.71%	1.96%	2.77%	0.13%	0.85%	0.00%	0.26%	62.93%	30.25%
16	Awards	1,008	868	719	519	166	245	82	63	38	37	1	4	2	0	0	
	Percentage	53.73%	46.27%	38.33%	27.67%	8.85%	13.06%	4.37%	3.36%	2.03%	1.97%	0.05%	0.21%	0.11%	0.00%	46.27%	34.01%
17	Awards	3,908	2,535	2,520	1,290	756	853	359	209	253	162	14	13	6	8	0	
	Percentage	60.65%	39.35%	39.11%	20.02%	11.73%	13.24%	5.57%	3.24%	3.93%	2.51%	0.22%	0.20%	0.09%	0.12%	39.35%	40.87%
18	Awards	993	652	848	470	66	127	46	31	23	18	10	5	0	1	0	
	Percentage	60.36%	39.64%	51.55%	28.57%	4.01%	7.72%	2.80%	1.88%	1.40%	1.09%	0.61%	0.30%	0.00%	0.06%	39.64%	19.88%

Fiscal year	2000															Total	Total
		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		(percentage women)	(percentage minorities)
		males	females	male	female	male	female	male	female	male	female	male	female	male	female		
19	Awards	<b>669</b>	<b>453</b>	494	251	106	146	40	29	25	25	3	2	1	0		
	Percentage	<b>59.63%</b>	<b>40.37%</b>	44.03%	22.37%	9.45%	13.01%	3.57%	2.58%	2.23%	2.23%	0.27%	0.18%	0.09%	0.00%	<b>40.37%</b>	<b>33.60%</b>
20	Awards	<b>1,388</b>	<b>588</b>	1,094	367	137	158	103	37	43	24	11	2	0	0		
	Percentage	<b>70.24%</b>	<b>29.76%</b>	55.36%	18.57%	6.93%	8.00%	5.21%	1.87%	2.18%	1.21%	0.56%	0.10%	0.00%	0.00%	<b>29.76%</b>	<b>26.06%</b>
21	Awards	<b>1,183</b>	<b>576</b>	889	365	153	161	75	24	55	23	9	3	2	0		
	Percentage	<b>67.25%</b>	<b>32.75%</b>	50.54%	20.75%	8.70%	9.15%	4.26%	1.36%	3.13%	1.31%	0.51%	0.17%	0.11%	0.00%	<b>32.75%</b>	<b>28.71%</b>
22	Awards	<b>886</b>	<b>321</b>	649	190	115	100	71	19	41	12	9	0	1	0		
	Percentage	<b>73.41%</b>	<b>26.59%</b>	53.77%	15.74%	9.53%	8.29%	5.88%	1.57%	3.40%	0.99%	0.75%	0.00%	0.08%	0.00%	<b>26.59%</b>	<b>30.49%</b>
23	Awards	<b>919</b>	<b>531</b>	730	327	104	137	41	31	40	32	4	4	0	0		
	Percentage	<b>63.38%</b>	<b>36.62%</b>	50.34%	22.55%	7.17%	9.45%	2.83%	2.14%	2.76%	2.21%	0.28%	0.28%	0.00%	0.00%	<b>36.62%</b>	<b>27.10%</b>
24	Awards	<b>492</b>	<b>157</b>	344	75	91	55	33	13	22	10	2	4	0	0		
	Percentage	<b>75.81%</b>	<b>24.19%</b>	53.00%	11.56%	14.02%	8.47%	5.08%	2.00%	3.39%	1.54%	0.31%	0.62%	0.00%	0.00%	<b>24.19%</b>	<b>35.44%</b>
25	Awards	<b>770</b>	<b>327</b>	625	224	84	64	29	9	29	23	3	7	0	0		
	Percentage	<b>70.19%</b>	<b>29.81%</b>	56.97%	20.42%	7.66%	5.83%	2.64%	0.82%	2.64%	2.10%	0.27%	0.64%	0.00%	0.00%	<b>29.81%</b>	<b>22.61%</b>
26	Awards	<b>58</b>	<b>7</b>	49	4	4	3	3	0	2	0	0	0	0	0		
	Percentage	<b>89.23%</b>	<b>10.77%</b>	75.38%	6.15%	6.15%	4.62%	4.62%	0.00%	3.08%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>10.77%</b>	<b>18.46%</b>
28	Awards	<b>2</b>	<b>0</b>	2	0	0	0	0	0	0	0	0	0	0	0		
	Percentage	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
33	Awards	<b>1</b>	<b>0</b>	1	0	0	0	0	0	0	0	0	0	0	0		
	Percentage	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>

Fiscal year 2000		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total	Total	
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)	
51	Awards	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0		
	Percentage	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	
53	Awards	3	12	3	10	0	0	0	2	0	0	0	0	0	0			
	Percentage	20.00%	80.00%	20.00%	66.67%	0.00%	0.00%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	13.33%	
55	Awards	0	19	0	14	0	0	0	4	0	0	0	1	0	0			
	Percentage	0.00%	100.00%	0.00%	73.68%	0.00%	0.00%	0.00%	21.05%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	100.00%	26.32%	
<b>PCES</b>																		
01	Awards	185	61	139	49	18	8	19	0	6	4	3	0	0	0			
	Percentage	75.20%	24.80%	56.50%	19.92%	7.32%	3.25%	7.72%	0.00%	2.44%	1.63%	1.22%	0.00%	0.00%	0.00%	24.80%	23.58%	
02	Awards	6	2	4	2	1	0	1	0	0	0	0	0	0	0			
	Percentage	75.00%	25.00%	50.00%	25.00%	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	
<b>Grand total</b>																		
<b>Total</b>		<b>36,994</b>	<b>24,196</b>	<b>23,733</b>	<b>13,682</b>	<b>5,656</b>	<b>6,258</b>	<b>3,386</b>	<b>1,816</b>	<b>4,009</b>	<b>2,230</b>	<b>183</b>	<b>176</b>	<b>27</b>	<b>34</b>			
<b>(% of total)</b>		<b>60.46%</b>	<b>39.54%</b>	<b>38.79%</b>	<b>22.36%</b>	<b>9.24%</b>	<b>10.23%</b>	<b>5.53%</b>	<b>2.97%</b>	<b>6.55%</b>	<b>3.64%</b>	<b>0.30%</b>	<b>0.29%</b>	<b>0.04%</b>	<b>0.06%</b>	<b>39.54%</b>	<b>38.85%</b>	
<b>Grouping percentage</b>		100.00%		61.15%		19.47%		8.50%		10.20%		0.59%		0.10%				

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

<sup>c</sup>unknown—USPS could not identify specific employee level.



Fiscal year		Total		White		Black		Hispanic		AAPIa		AIANb		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>Postal workforce percentage</b>		<b>62.46%</b>	<b>37.54%</b>	41.43%	22.42%	11.29%	10.10%	5.08%	2.31%	4.34%	2.44%	0.30%	0.26%	0.02%	0.02%	<b>37.54%</b>	<b>36.15%</b>
<b>Bargaining</b>																	
00	Awards	<b>501</b>	<b>507</b>	453	467	13	17	16	12	19	6	0	4	0	1		
	Percentage	<b>49.70%</b>	<b>50.30%</b>	44.94%	46.33%	1.29%	1.69%	1.59%	1.19%	1.88%	0.60%	0.00%	0.40%	0.00%	0.10%	<b>50.30%</b>	<b>8.73%</b>
01	Awards	<b>6,834</b>	<b>2,099</b>	4,326	1,259	726	400	784	253	961	173	28	10	9	4		
	Percentage	<b>76.50%</b>	<b>23.50%</b>	48.43%	14.09%	8.13%	4.48%	8.78%	2.83%	10.76%	1.94%	0.31%	0.11%	0.10%	0.04%	<b>23.50%</b>	<b>37.48%</b>
02	Awards	<b>1,136</b>	<b>292</b>	616	159	131	59	153	42	226	29	8	2	2	1		
	Percentage	<b>79.55%</b>	<b>20.45%</b>	43.14%	11.13%	9.17%	4.13%	10.71%	2.94%	15.83%	2.03%	0.56%	0.14%	0.14%	0.07%	<b>20.45%</b>	<b>45.73%</b>
03	Awards	<b>606</b>	<b>84</b>	284	56	191	14	77	7	49	4	5	3	0	0		
	Percentage	<b>87.83%</b>	<b>12.17%</b>	41.16%	8.12%	27.68%	2.03%	11.16%	1.01%	7.10%	0.58%	0.72%	0.43%	0.00%	0.00%	<b>12.17%</b>	<b>50.72%</b>
04	Awards	<b>1,452</b>	<b>694</b>	682	297	399	276	154	45	205	72	10	3	2	1		
	Percentage	<b>67.66%</b>	<b>32.34%</b>	31.78%	13.84%	18.59%	12.86%	7.18%	2.10%	9.55%	3.36%	0.47%	0.14%	0.09%	0.05%	<b>32.34%</b>	<b>54.38%</b>
05	Awards	<b>5,771</b>	<b>6,175</b>	3,235	3,203	964	1,434	594	511	940	984	33	39	5	4		
	Percentage	<b>48.31%</b>	<b>51.69%</b>	27.08%	26.81%	8.07%	12.00%	4.97%	4.28%	7.87%	8.24%	0.28%	0.33%	0.04%	0.03%	<b>51.69%</b>	<b>46.11%</b>
06	Awards	<b>1,757</b>	<b>1,441</b>	1,031	715	398	438	150	81	170	201	8	6	0	0		
	Percentage	<b>54.94%</b>	<b>45.06%</b>	32.24%	22.36%	12.45%	13.70%	4.69%	2.53%	5.32%	6.29%	0.25%	0.19%	0.00%	0.00%	<b>45.06%</b>	<b>45.40%</b>
07	Awards	<b>704</b>	<b>15</b>	488	11	80	2	59	1	71	1	6	0	0	0		
	Percentage	<b>97.91%</b>	<b>2.09%</b>	67.87%	1.53%	11.13%	0.28%	8.21%	0.14%	9.87%	0.14%	0.83%	0.00%	0.00%	0.00%	<b>2.09%</b>	<b>30.60%</b>

Fiscal year																Total	Total
		Total		White		Black		Hispanic		AAPIa		AIANb		Hawaiian		(percentage women)	(percentage minorities)
2001		males	females	male	female	male	female	male	female	male	female	male	female	male	female		
08	Awards	107	0	88	0	9	0	4	0	4	0	2	0	0	0		
	Percentage	100.00%	0.00%	82.24%	0.00%	8.41%	0.00%	3.74%	0.00%	3.74%	0.00%	1.87%	0.00%	0.00%	0.00%	0.00%	0.00%
09	Awards	574	5	433	3	47	1	36	0	56	1	2	0	0	0		
	Percentage	99.14%	0.86%	74.78%	0.52%	8.12%	0.17%	6.22%	0.00%	9.67%	0.17%	0.35%	0.00%	0.00%	0.00%	0.86%	24.70%
10	Awards	23	0	21	0	1	0	1	0	0	0	0	0	0	0		
	Percentage	100.00%	0.00%	91.30%	0.00%	4.35%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.70%
11	Awards	4	5	3	2	0	3	1	0	0	0	0	0	0	0		
	Percentage	44.44%	55.56%	33.33%	22.22%	0.00%	33.33%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	55.56%	44.44%
13	Awards	3	10	3	10	0	0	0	0	0	0	0	0	0	0		
	Percentage	23.08%	76.92%	23.08%	76.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	76.92%	0.00%
14	Awards	15	50	11	26	2	19	0	0	2	5	0	0	0	0		
	Percentage	23.08%	76.92%	16.92%	40.00%	3.08%	29.23%	0.00%	0.00%	3.08%	7.69%	0.00%	0.00%	0.00%	0.00%	76.92%	43.08%
15	Awards	2	4	2	2	0	2	0	0	0	0	0	0	0	0		
	Percentage	33.33%	66.67%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%
16	Awards	12	12	11	8	0	3	0	0	1	1	0	0	0	0		
	Percentage	50.00%	50.00%	45.83%	33.33%	0.00%	12.50%	0.00%	0.00%	4.17%	4.17%	0.00%	0.00%	0.00%	0.00%	50.00%	20.83%
17	Awards	3	16	3	11	0	5	0	0	0	0	0	0	0	0		
	Percentage	15.79%	84.21%	15.79%	57.89%	0.00%	26.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	84.21%	26.32%
18	Awards	29	18	18	9	3	4	2	0	6	5	0	0	0	0		
	Percentage	61.70%	38.30%	38.30%	19.15%	6.38%	8.51%	4.26%	0.00%	12.77%	10.64%	0.00%	0.00%	0.00%	0.00%	38.30%	42.55%

Fiscal year		Total		White		Black		Hispanic		AAPIa		AIANb		Hawaiian		Total	Total	
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)	
2001																		
19	Awards	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0		
	Percentage	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
20	Awards	36	16	29	7	3	1	0	2	4	6	0	0	0	0			
	Percentage	69.23%	30.77%	55.77%	13.46%	5.77%	1.92%	0.00%	3.85%	7.69%	11.54%	0.00%	0.00%	0.00%	0.00%	30.77%	30.77%	
21	Awards	0	10		1	0	0	0	0	0	0	0	0	0	0			
	Percentage	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
22	Awards	36	24	28	14	1	2	0	3	7	5	0	0	0	0			
	Percentage	60.00%	40.00%	46.67%	23.33%	1.67%	3.33%	0.00%	5.00%	11.67%	8.33%	0.00%	0.00%	0.00%	0.00%	40.00%	30.00%	
unknown <sup>c</sup>	Awards	9	9	4	5	3	1	1	0	1	3	0	0	0	0			
	Percentage	50.00%	50.00%	22.22%	27.78%	16.67%	5.56%	5.56%	0.00%	5.56%	16.67%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	
<b>Nonbargaining</b>																		
1	Awards	48	22	41	17	7	4	0	0	0	0	0	1	0	0			
	Percentage	68.57%	31.43%	58.57%	24.29%	10.00%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	1.43%	0.00%	0.00%	31.43%	17.14%	
6	Awards	2	20	0		2	2	0	0	0	0	0	0	0	0			
	Percentage	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	
7	Awards	12	17	1	3	10	14	0	0	1	0	0	0	0	0			
	Percentage	41.38%	58.62%	3.45%	10.34%	34.48%	48.28%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	58.62%	86.21%	
9	Awards	2	120		8	2	3	0	1	0	0	0	0	0	0			
	Percentage	14.29%	85.71%	0.00%	57.14%	14.29%	21.43%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	85.71%	42.86%	

Fiscal year		Total		White		Black		Hispanic		AAPIa		AIANb		Hawaiian		Total	Total	
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)	
2001																		
10	Awards	0	7	0	6	0	0	0	1	0	0	0	0	0	0	0		
	Percentage	0.00%	100.00%	0.00%	85.71%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	14.29%	
11	Awards	136	701	109	479	17	151	6	35	1	24	3	12	0	0			
	Percentage	16.25%	83.75%	13.02%	57.23%	2.03%	18.04%	0.72%	4.18%	0.12%	2.87%	0.36%	1.43%	0.00%	0.00%	83.75%	29.75%	
12	Awards	7	199	4	121	3	50	0	15	0	12	0	1	0	0			
	Percentage	3.40%	96.60%	1.94%	58.74%	1.46%	24.27%	0.00%	7.28%	0.00%	5.83%	0.00%	0.49%	0.00%	0.00%	96.60%	39.32%	
13	Awards	171	397	151	340	1	24	10	18	5	5	4	10	0	0			
	Percentage	30.11%	69.89%	26.58%	59.86%	0.18%	4.23%	1.76%	3.17%	0.88%	0.88%	0.70%	1.76%	0.00%	0.00%	69.89%	13.56%	
14	Awards	48	173	27	79	11	73	5	11	4	8	1	2	0	0			
	Percentage	21.72%	78.28%	12.22%	35.75%	4.98%	33.03%	2.26%	4.98%	1.81%	3.62%	0.45%	0.90%	0.00%	0.00%	78.28%	52.04%	
15	Awards	921	1,418	696	941	106	309	65	80	47	70	6	15	1	3			
	Percentage	39.38%	60.62%	29.76%	40.23%	4.53%	13.21%	2.78%	3.42%	2.01%	2.99%	0.26%	0.64%	0.04%	0.13%	60.62%	30.01%	
16	Awards	715	675	536	428	98	182	43	40	36	21	2	4	0	0			
	Percentage	51.44%	48.56%	38.56%	30.79%	7.05%	13.09%	3.09%	2.88%	2.59%	1.51%	0.14%	0.29%	0.00%	0.00%	48.56%	30.65%	
17	Awards	4,242	2,717	2,725	1,402	842	928	398	209	255	155	17	12	5	11			
	Percentage	60.96%	39.04%	39.16%	20.15%	12.10%	13.34%	5.72%	3.00%	3.66%	2.23%	0.24%	0.17%	0.07%	0.16%	39.04%	40.70%	
18	Awards	1,087	715	928	535	75	124	54	32	17	17	13	6	0	1			
	Percentage	60.32%	39.68%	51.50%	29.69%	4.16%	6.88%	3.00%	1.78%	0.94%	0.94%	0.72%	0.33%	0.00%	0.06%	39.68%	18.81%	
19	Awards	724	475	550	277	100	132	48	33	20	30	6	3	0	0			
	Percentage	60.38%	39.62%	45.87%	23.10%	8.34%	11.01%	4.00%	2.75%	1.67%	2.50%	0.50%	0.25%	0.00%	0.00%	39.62%	31.03%	

Fiscal year		Total		White		Black		Hispanic		AAPIa		AIANb		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
20	Awards	<b>1,307</b>	<b>562</b>	1,015	365	141	148	95	26	41	16	15	7	0	0		
	Percentage	<b>69.93%</b>	<b>30.07%</b>	54.31%	19.53%	7.54%	7.92%	5.08%	1.39%	2.19%	0.86%	0.80%	0.37%	0.00%	0.00%	<b>30.07%</b>	<b>26.16%</b>
21	Awards	<b>1,138</b>	<b>525</b>	882	320	138	147	80	39	34	16	3	3	1	0		
	Percentage	<b>68.43%</b>	<b>31.57%</b>	53.04%	19.24%	8.30%	8.84%	4.81%	2.35%	2.04%	0.96%	0.18%	0.18%	0.06%	0.00%	<b>31.57%</b>	<b>27.72%</b>
22	Awards	<b>905</b>	<b>286</b>	665	168	133	88	68	14	35	13	3	3	1	0		
	Percentage	<b>75.99%</b>	<b>24.01%</b>	55.84%	14.11%	11.17%	7.39%	5.71%	1.18%	2.94%	1.09%	0.25%	0.25%	0.08%	0.00%	<b>24.01%</b>	<b>30.06%</b>
23	Awards	<b>828</b>	<b>493</b>	659	314	78	113	54	24	32	41	5	1	0	0		
	Percentage	<b>62.68%</b>	<b>37.32%</b>	49.89%	23.77%	5.90%	8.55%	4.09%	1.82%	2.42%	3.10%	0.38%	0.08%	0.00%	0.00%	<b>37.32%</b>	<b>26.34%</b>
24	Awards	<b>421</b>	<b>126</b>	302	65	71	48	33	6	13	6	2	1	0	0		
	Percentage	<b>76.97%</b>	<b>23.03%</b>	55.21%	11.88%	12.98%	8.78%	6.03%	1.10%	2.38%	1.10%	0.37%	0.18%	0.00%	0.00%	<b>23.03%</b>	<b>32.91%</b>
25	Awards	<b>788</b>	<b>277</b>	641	198	80	60	26	3	35	12	6	4	0	0		
	Percentage	<b>73.99%</b>	<b>26.01%</b>	60.19%	18.59%	7.51%	5.63%	2.44%	0.28%	3.29%	1.13%	0.56%	0.38%	0.00%	0.00%	<b>26.01%</b>	<b>21.22%</b>
26	Awards	<b>43</b>	<b>3</b>	37	1	3	0	3	2	0	0	0	0	0	0		
	Percentage	<b>93.48%</b>	<b>6.52%</b>	80.43%	2.17%	6.52%	0.00%	6.52%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>6.52%</b>	<b>17.39%</b>
33	Awards	<b>1</b>	<b>0</b>	1	0	0	0	0	0	0	0	0	0	0	0		
	Percentage	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
53	Awards	<b>1</b>	<b>12</b>	1	10	0	0	0	2	0	0	0	0	0	0		
	Percentage	<b>7.69%</b>	<b>92.31%</b>	7.69%	76.92%	0.00%	0.00%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>92.31%</b>	<b>15.38%</b>
55	Awards	<b>6</b>	<b>10</b>	6	8	0	0	0	2	0	0	0	0	0	0		
	Percentage	<b>37.50%</b>	<b>62.50%</b>	37.50%	50.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>62.50%</b>	<b>12.50%</b>

Fiscal year		Total		White		Black		Hispanic		AAPIa		AIANb		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
<b>PCES</b>																	
01	Awards	113	72	83	52	10	9	10	7	6	3	4	1	0	0		
	Percentage	61.08%	38.92%	44.86%	28.11%	5.41%	4.86%	5.41%	3.78%	3.24%	1.62%	2.16%	0.54%	0.00%	0.00%	38.92%	27.03%
02	Awards	1	0	1	0	0	0	0	0	0	0	0	0	0	0		
	Percentage	100.00%	0.00%	100.00%	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%
<b>Grand total</b>																	
	<b>Total</b>	<b>33,256</b>	<b>21,348</b>	<b>21,831</b>	<b>12,403</b>	<b>4,899</b>	<b>5,290</b>	<b>3,030</b>	<b>1,557</b>	<b>3,304</b>	<b>1,945</b>	<b>192</b>	<b>153</b>	<b>26</b>	<b>26</b>		
	<b>(% of total)</b>	60.90%	39.10%	39.98%	22.71%	8.97%	9.68%	5.54%	2.85%	6.05%	3.56%	0.35%	0.28%	0.05%	0.05%	39.11%	37.36%
<b>Grouping percentage</b>																	
		100.00%		62.64%		18.64%		8.39%		9.60%		0.63%		0.10%			

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

<sup>c</sup>unknown—USPS could not identify specific employee level.

Fiscal year 2002	Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total (percentage women)	Total (percentage minorities)	
	males	females	male	female	male	female	male	female	male	female	male	female	male	female			
<b>Postal workforce percentage</b>	<b>62.22%</b>	<b>37.78%</b>	41.12%	22.58%	11.20%	10.06%	5.12%	2.36%	4.47%	2.50%	0.30%	0.26%	0.02%	0.02%	<b>37.78%</b>	<b>36.30%</b>	
<b>Bargaining</b>																	
00	Awards	<b>838</b>	<b>821</b>	773	773	17	11	21	18	24	10	3	8	0	1		
	Percentage	<b>50.51%</b>	<b>49.49%</b>	46.59%	46.59%	1.02%	0.66%	1.27%	1.08%	1.45%	0.60%	0.18%	0.48%	0.00%	0.06%	<b>49.49%</b>	<b>6.81%</b>
01	Awards	<b>6,977</b>	<b>2,297</b>	4,261	1,287	853	463	854	334	982	187	23	17	4	9		
	Percentage	<b>75.23%</b>	<b>24.77%</b>	45.95%	13.88%	9.20%	4.99%	9.21%	3.60%	10.59%	2.02%	0.25%	0.18%	0.04%	0.10%	<b>24.77%</b>	<b>40.18%</b>
02	Awards	<b>1,078</b>	<b>331</b>	598	173	134	63	145	56	193	35	7	2	1	2		
	Percentage	<b>76.51%</b>	<b>23.49%</b>	42.44%	12.28%	9.51%	4.47%	10.29%	3.97%	13.70%	2.48%	0.50%	0.14%	0.07%	0.14%	<b>23.49%</b>	<b>45.28%</b>
03	Awards	<b>788</b>	<b>106</b>	357	61	271	30	99	7	58	7	2	0	1	1		
	Percentage	<b>88.14%</b>	<b>11.86%</b>	39.93%	6.82%	30.31%	3.36%	11.07%	0.78%	6.49%	0.78%	0.22%	0.00%	0.11%	0.11%	<b>11.86%</b>	<b>53.24%</b>
04	Awards	<b>1,707</b>	<b>782</b>	746	284	549	343	166	48	239	105	7	2	0	0		
	Percentage	<b>68.58%</b>	<b>31.42%</b>	29.97%	11.41%	22.06%	13.78%	6.67%	1.93%	9.60%	4.22%	0.28%	0.08%	0.00%	0.00%	<b>31.42%</b>	<b>58.62%</b>
05	Awards	<b>6,435</b>	<b>7,123</b>	3,573	3,577	1,116	1,831	626	515	1,083	1,134	34	52	3	14		
	Percentage	<b>47.46%</b>	<b>52.54%</b>	26.35%	26.38%	8.23%	13.50%	4.62%	3.80%	7.99%	8.36%	0.25%	0.38%	0.02%	0.10%	<b>52.54%</b>	<b>47.26%</b>
06	Awards	<b>1,902</b>	<b>1,589</b>	1,074	765	450	504	199	84	169	230	10	5	0	1		
	Percentage	<b>54.48%</b>	<b>45.52%</b>	30.76%	21.91%	12.89%	14.44%	5.70%	2.41%	4.84%	6.59%	0.29%	0.14%	0.00%	0.03%	<b>45.52%</b>	<b>47.32%</b>
07	Awards	<b>748</b>	<b>11</b>	522	5	94	5	60	0	68	1	4	0	0	0		
	Percentage	<b>98.55%</b>	<b>1.45%</b>	68.77%	0.66%	12.38%	0.66%	7.91%	0.00%	8.96%	0.13%	0.53%	0.00%	0.00%	0.00%	<b>1.45%</b>	<b>30.57%</b>
08	Awards	<b>86</b>	<b>0</b>	71	0	3	0	8	0	4	0	0	0	0	0		
	Percentage	<b>100.00%</b>	<b>0.00%</b>	82.56%	0.00%	3.49%	0.00%	9.30%	0.00%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>17.44%</b>

Fiscal year	2002	Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
09	Awards	<b>688</b>	<b>17</b>	534	11	43	3	30	0	76	3	4	0	1	0		
	Percentage	<b>97.59%</b>	<b>2.41%</b>	75.74%	1.56%	6.10%	0.43%	4.26%	0.00%	10.78%	0.43%	0.57%	0.00%	0.14%	0.00%	<b>2.41%</b>	<b>22.70%</b>
10	Awards	<b>45</b>	<b>0</b>	40	0	4	0	1	0	0	0	0	0	0	0		
	Percentage	<b>100.00%</b>	<b>0.00%</b>	88.89%	0.00%	8.89%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>11.11%</b>
11	Awards	<b>5</b>	<b>10</b>	0	5	2	4	1	1	2	0	0	0	0	0		
	Percentage	<b>33.33%</b>	<b>66.67%</b>	0.00%	33.33%	13.33%	26.67%	6.67%	6.67%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>66.67%</b>	<b>66.67%</b>
13	Awards	<b>4</b>	<b>9</b>	2	8	1	0	0	1	1	0	0	0	0	0		
	Percentage	<b>30.77%</b>	<b>69.23%</b>	15.38%	61.54%	7.69%	0.00%	0.00%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>69.23%</b>	<b>23.08%</b>
14	Awards	<b>22</b>	<b>59</b>	16	24	4	26	0	1	2	6	0	2	0	0		
	Percentage	<b>27.16%</b>	<b>72.84%</b>	19.75%	29.63%	4.94%	32.10%	0.00%	1.23%	2.47%	7.41%	0.00%	2.47%	0.00%	0.00%	<b>72.84%</b>	<b>50.62%</b>
15	Awards	<b>20</b>	<b>25</b>	18	8	2	15	0	1	0	0	0	1	0	0		
	Percentage	<b>44.44%</b>	<b>55.56%</b>	40.00%	17.78%	4.44%	33.33%	0.00%	2.22%	0.00%	0.00%	0.00%	2.22%	0.00%	0.00%	<b>55.56%</b>	<b>42.22%</b>
16	Awards	<b>13</b>	<b>33</b>	10	17	3	7	0	0	0	7	0	2	0	0		
	Percentage	<b>28.26%</b>	<b>71.74%</b>	21.74%	36.96%	6.52%	15.22%	0.00%	0.00%	0.00%	15.22%	0.00%	4.35%	0.00%	0.00%	<b>71.74%</b>	<b>41.30%</b>
17	Awards	<b>11</b>	<b>18</b>	5	13	2	5	1	0	3	0	0	0	0	0		
	Percentage	<b>37.93%</b>	<b>62.07%</b>	17.24%	44.83%	6.90%	17.24%	3.45%	0.00%	10.34%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>62.07%</b>	<b>37.93%</b>
18	Awards	<b>36</b>	<b>38</b>	20	21	4	6	2	2	10	9	0	0	0	0		
	Percentage	<b>48.65%</b>	<b>51.35%</b>	27.03%	28.38%	5.41%	8.11%	2.70%	2.70%	13.51%	12.16%	0.00%	0.00%	0.00%	0.00%	<b>51.35%</b>	<b>44.59%</b>
19	Awards	<b>1</b>	<b>2</b>	1	1	0	1	0	0	0	0	0	0	0	0		
	Percentage	<b>33.33%</b>	<b>66.67%</b>	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>66.67%</b>	<b>33.33%</b>



Fiscal year		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
20	Awards	34	17	29	14	3	1	0	0	2	2	0	0	0	0		
	Percentage	66.67%	33.33%	56.86%	27.45%	5.88%	1.96%	0.00%	0.00%	3.92%	3.92%	0.00%	0.00%	0.00%	0.00%	33.33%	15.69%
21	Awards	2	2	2	2	0	0	0	0	0	0	0	0	0	0		
	Percentage	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
22	Awards	70	53	49	38	10	5	0	3	11	7	0	0	0	0		
	Percentage	56.91%	43.09%	39.84%	30.89%	8.13%	4.07%	0.00%	2.44%	8.94%	5.69%	0.00%	0.00%	0.00%	0.00%	43.09%	29.27%
23	Awards	1	0	1	0	0	0	0	0	0	0	0	0	0	0		
	Percentage	100.00%	0.00%	100.00%	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%
unknown <sup>c</sup>	Awards	1	1	0	0	0	1	1	0	0	0	0	0	0	0		
	Percentage	50.00%	50.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%
<b>Nonbargaining</b>																	
1	Awards	67	38	60	28	6	7	1	1	0	1	0	1	0	0		
	Percentage	63.81%	36.19%	57.14%	26.67%	5.71%	6.67%	0.95%	0.95%	0.00%	0.95%	0.00%	0.95%	0.00%	0.00%	36.19%	16.19%
6	Awards	0	5	0	0	0	5	0	0	0	0	0	0	0	0		
	Percentage	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
7	Awards	0	3	0	1	0	2	0	0	0	0	0	0	0	0		
	Percentage	0.00%	100.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.67%
9	Awards	1	16	0	8	1	3	0	1	0	4	0	0	0	0		
	Percentage	5.88%	94.12%	0.00%	47.06%	5.88%	17.65%	0.00%	5.88%	0.00%	23.53%	0.00%	0.00%	0.00%	0.00%	94.12%	52.94%
10	Awards	5	12	3	6	0	0	1	2	1	4	0	0	0	0		
	Percentage	29.41%	70.59%	17.65%	35.29%	0.00%	0.00%	5.88%	11.76%	5.88%	23.53%	0.00%	0.00%	0.00%	0.00%	70.59%	47.06%

Fiscal year 2002		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
11	Awards	164	762	132	526	15	166	9	44	4	15	4	11	0	0		
	Percentage	17.71%	82.29%	14.25%	56.80%	1.62%	17.93%	0.97%	4.75%	0.43%	1.62%	0.43%	1.19%	0.00%	0.00%	82.29%	28.94%
12	Awards	9	210	6	130	1	58	2	11	0	10	0	1	0	0		
	Percentage	4.11%	95.89%	2.74%	59.36%	0.46%	26.48%	0.91%	5.02%	0.00%	4.57%	0.00%	0.46%	0.00%	0.00%	95.89%	37.90%
13	Awards	200	402	180	352	7	23	11	15	0	3	2	9	0	0		
	Percentage	33.22%	66.78%	29.90%	58.47%	1.16%	3.82%	1.83%	2.49%	0.00%	0.50%	0.33%	1.50%	0.00%	0.00%	66.78%	11.63%
14	Awards	42	172	27	75	9	71	3	9	2	17	1	0	0	0		
	Percentage	19.63%	80.37%	12.62%	35.05%	4.21%	33.18%	1.40%	4.21%	0.93%	7.94%	0.47%	0.00%	0.00%	0.00%	80.37%	52.34%
15	Awards	1,023	1,591	783	1,030	131	349	57	105	41	90	11	12	0	5		
	Percentage	39.14%	60.86%	29.95%	39.40%	5.01%	13.35%	2.18%	4.02%	1.57%	3.44%	0.42%	0.46%	0.00%	0.19%	60.86%	30.64%
16	Awards	695	566	528	318	76	162	60	52	29	33	1	1	1	0		
	Percentage	55.11%	44.89%	41.87%	25.22%	6.03%	12.85%	4.76%	4.12%	2.30%	2.62%	0.08%	0.08%	0.08%	0.00%	44.89%	32.91%
17	Awards	4,953	3,168	3,201	1,569	954	1,156	460	228	290	186	31	17	17	12		
	Percentage	60.99%	39.01%	39.42%	19.32%	11.75%	14.23%	5.66%	2.81%	3.57%	2.29%	0.38%	0.21%	0.21%	0.15%	39.01%	41.26%
18	Awards	1,068	782	906	560	74	156	55	40	16	21	17	5	0	0		
	Percentage	57.73%	42.27%	48.97%	30.27%	4.00%	8.43%	2.97%	2.16%	0.86%	1.14%	0.92%	0.27%	0.00%	0.00%	42.27%	20.76%
19	Awards	729	483	531	271	121	149	45	26	22	33	10	4	0	0		
	Percentage	60.15%	39.85%	43.81%	22.36%	9.98%	12.29%	3.71%	2.15%	1.82%	2.72%	0.83%	0.33%	0.00%	0.00%	39.85%	33.83%
20	Awards	1,297	610	987	391	145	144	102	47	51	22	11	6	1	0		
	Percentage	68.01%	31.99%	51.76%	20.50%	7.60%	7.55%	5.35%	2.46%	2.67%	1.15%	0.58%	0.31%	0.05%	0.00%	31.99%	27.74%

Fiscal year		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total	Total
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	(percentage women)	(percentage minorities)
21	Awards	<b>1,096</b>	<b>524</b>	841	353	122	116	73	36	50	19	6		4	0		
	Percentage	<b>67.65%</b>	<b>32.35%</b>	51.91%	21.79%	7.53%	7.16%	4.51%	2.22%	3.09%	1.17%	0.37%	0.00%	0.25%	0.00%	<b>32.35%</b>	<b>26.30%</b>
22	Awards	<b>930</b>	<b>317</b>	688	194	119	84	80	21	35	16	7	2	1	0		
	Percentage	<b>74.58%</b>	<b>25.42%</b>	55.17%	15.56%	9.54%	6.74%	6.42%	1.68%	2.81%	1.28%	0.56%	0.16%	0.08%	0.00%	<b>25.42%</b>	<b>29.27%</b>
23	Awards	<b>805</b>	<b>405</b>	632	272	83	84	35	20	42	26	13	3	0	0		
	Percentage	<b>66.53%</b>	<b>33.47%</b>	52.23%	22.48%	6.86%	6.94%	2.89%	1.65%	3.47%	2.15%	1.07%	0.25%	0.00%	0.00%	<b>33.47%</b>	<b>25.29%</b>
24	Awards	<b>454</b>	<b>163</b>	324	82	71	49	40	18	19	11	0	3	0	0		
	Percentage	<b>73.58%</b>	<b>26.42%</b>	52.51%	13.29%	11.51%	7.94%	6.48%	2.92%	3.08%	1.78%	0.00%	0.49%	0.00%	0.00%	<b>26.42%</b>	<b>34.20%</b>
25	Awards	<b>721</b>	<b>251</b>	569	177	80	53	27	4	39	14	6	3	0	0		
	Percentage	<b>74.18%</b>	<b>25.82%</b>	58.54%	18.21%	8.23%	5.45%	2.78%	0.41%	4.01%	1.44%	0.62%	0.31%	0.00%	0.00%	<b>25.82%</b>	<b>23.25%</b>
26	Awards	<b>42</b>	<b>7</b>	35	2	2	2	3	2	2	1	0	0	0	0		
	Percentage	<b>85.71%</b>	<b>14.29%</b>	71.43%	4.08%	4.08%	4.08%	6.12%	4.08%	4.08%	2.04%	0.00%	0.00%	0.00%	0.00%	<b>14.29%</b>	<b>24.49%</b>
28	Awards	<b>2</b>	<b>0</b>	2	0	0	0	0	0	0	0	0	0	0	0		
	Percentage	<b>100.00%</b>	<b>0.00%</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>	<b>0.00%</b>
51	Awards	<b>0</b>	<b>1</b>	0	1	0	0	0	0	0	0	0	0	0	0		
	Percentage	<b>0.00%</b>	<b>100.00%</b>	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>100.00%</b>	<b>0.00%</b>
53	Awards	<b>1</b>	<b>20</b>	1	18	0	1	0	0	0	0	0	1	0	0		
	Percentage	<b>4.76%</b>	<b>95.24%</b>	4.76%	85.71%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	<b>95.24%</b>	<b>9.52%</b>
55	Awards	<b>6</b>	<b>43</b>	5	40	1	1	0	2	0	0	0	0	0	0		
	Percentage	<b>12.24%</b>	<b>87.76%</b>	10.20%	81.63%	2.04%	2.04%	0.00%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>87.76%</b>	<b>8.16%</b>

Fiscal year		Total		White		Black		Hispanic		AAPI <sup>a</sup>		AIAN <sup>b</sup>		Hawaiian		Total	Total	
		males	females	male	female	male	female	male	female	male	female	male	female	male	female	women)	(percentage	(percentage
2002																		
<b>PCES</b>																		
01	Awards	150	36	122	30	14	3	9	2	3	1	2	0	0	0			
	Percentage	80.65%	19.35%	65.59%	16.13%	7.53%	1.61%	4.84%	1.08%	1.61%	0.54%	1.08%	0.00%	0.00%	0.00%		19.35%	18.28%
02	Awards	5	1	5	1	0	0	0	0	0	0	0	0	0	0			
	Percentage	83.33%	16.67%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		16.67%	0.00%
<b>Grand total</b>																		
	Total	35,977	23,932	23,270	13,522	5,597	6,168	3,287	1,757	3,573	2,270	216	170	34	45			
	(% of total)	60.05%	39.95%	38.84%	22.57%	9.34%	10.30%	5.49%	2.93%	5.96%	3.79%	0.36%	0.28%	0.06%	0.08%		39.95%	38.59%
<b>Grouping percentage</b>																		
		100.00%		61.41%		19.64%		8.42%		9.75%		0.64%		0.13%				

Source: USPS data.

Note: Percentages may not add due to rounding.

<sup>a</sup>Asian American and Pacific Islander.

<sup>b</sup>American Indian and Alaskan Native.

<sup>c</sup>unknown-USPS could not identify specific employee level.

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