

FOIA/PA NO: _____ 2014-0260 _____

GROUP C
RECORDS BEING RELEASED IN THEIR ENTIRETY

2013 PRELIMINARY RATINGS*
(Career Executives - Includes PRB Members)

*Currently assumes "O" ratings for five appraisals not yet received from Chairman's office

RATINGS DISTRIBUTION:

ALL EXECUTIVES														
Pay Group	Outstanding		High Excellent (E, O = 8.5)		Excellent (E, E = 7.5)		Low Excellent (E, ME = 6.5)		Meets Expectation		Needs Improvement		Total:	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
A	9	50.0%	5	27.8%	4	22.2%	0	0.0%	0	0.0%	0	0.0%	18	100.0%
B	18	69.2%	6	23.1%	2	7.7%	0	0.0%	0	0.0%	0	0.0%	26	100.0%
C	21	22.1%	37	38.9%	33	34.7%	3	3.2%	0	0.0%	1	1.1%	95	100.0%
TOTAL	48	34.5%	48	34.5%	39	28.1%	3	2.2%	0	0.0%	1	0.7%	139	100.0%

WHITE MALES														
Pay Group	Outstanding		High Excellent (E, O = 8.5)		Excellent (E, E = 7.5)		Low Excellent (E, ME = 6.5)		Meets Expectation		Needs Improvement		Total:	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
A	5	41.7%	4	33.3%	3	25.0%	0	0.0%	0	0.0%	0	0.0%	12	100.0%
B	10	66.7%	4	26.7%	1	6.7%	0	0.0%	0	0.0%	0	0.0%	15	100.0%
C	14	24.1%	23	39.7%	19	32.8%	2	3.4%	0	0.0%	0	0.0%	58	100.0%
TOTAL	29	34.1%	31	36.5%	23	27.1%	2	2.4%	0	0.0%	0	0.0%	85	100.0%

WOMEN AND MALE MINORITIES														
Pay Group	Outstanding		High Excellent (E, O = 8.5)		Excellent (E, E = 7.5)		Low Excellent (E, ME = 6.5)		Meets Expectation		Needs Improvement		Total:	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
A	4	66.7%	1	16.7%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	6	100.0%
B	8	72.7%	2	18.2%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	11	100.0%
C	7	18.9%	14	37.8%	14	37.8%	1	2.7%	0	0.0%	1	2.7%	37	100.0%
TOTAL	19	35.2%	17	31.5%	16	29.6%	1	1.9%	0	0.0%	1	1.9%	54	100.0%

BY OVERALL SUMMARY RATING:

ALL EXECUTIVES										
Pay Group	Outstanding		Excellent		Meets Expectations		Needs Improvement		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
A	9	50.0%	9	50.0%	0	0.0%	0	0.0%	18	100.0%
B	18	69.2%	8	30.8%	0	0.0%	0	0.0%	26	100.0%
C	21	22.1%	73	76.8%	0	0.0%	1	1.1%	95	100.0%
TOTAL	48	34.5%	90	64.7%	0	0.0%	1	0.7%	139	100.0%

WHITE MALES										
Pay Group	Outstanding		Excellent		Meets Expectations		Needs Improvement		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
A	5	41.7%	7	58.3%	0	0.0%	0	0.0%	12	100.0%
B	10	66.7%	5	33.3%	0	0.0%	0	0.0%	15	100.0%
C	14	24.1%	44	75.9%	0	0.0%	0	0.0%	58	100.0%
TOTAL	29	34.1%	56	65.9%	0	0.0%	0	0.0%	85	100.0%

WOMEN AND MALE MINORITIES										
Pay Group	Outstanding		Excellent		Meets Expectations		Needs Improvement		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
A	4	66.7%	2	33.3%	0	0.0%	0	0.0%	6	100.0%
B	8	72.7%	3	27.3%	0	0.0%	0	0.0%	11	100.0%
C	7	18.9%	29	78.4%	0	0.0%	1	2.7%	37	100.0%
TOTAL	19	35.2%	34	63.0%	0	0.0%	1	1.9%	54	100.0%

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**SES SUMMARY RATINGS BY PAY GROUP
(Career Executives)**

Pay Group	FY	O		E		ME		NI		U		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Group A Executives	FY 2013*	9	50.0%	9	50.0%	0	0.0%	0	0.0%	0	0.0%	18	100.0%
	FY 2012	6	31.6%	13	68.4%	0	0.0%	0	0.0%	0	0.0%	19	100.0%
	FY 2011	13	68.4%	6	31.6%	0	0.0%	0	0.0%	0	0.0%	19	100.0%
	FY 2010	11	55.0%	9	45.0%	0	0.0%	0	0.0%	0	0.0%	20	100.0%
	FY 2009	8	42.1%	11	57.9%	0	0.0%	0	0.0%	0	0.0%	19	100.0%
Group B Executives	FY 2013*	18	69.2%	8	30.8%	0	0.0%	0	0.0%	0	0.0%	26	100.0%
	FY 2012	14	56.0%	11	44.0%	0	0.0%	0	0.0%	0	0.0%	25	100.0%
	FY 2011	14	48.3%	15	51.7%	0	0.0%	0	0.0%	0	0.0%	29	100.0%
	FY 2010	16	59.3%	11	40.7%	0	0.0%	0	0.0%	0	0.0%	27	100.0%
	FY 2009	17	58.6%	12	41.4%	0	0.0%	0	0.0%	0	0.0%	29	100.0%
	FY 2008	16	57.1%	12	42.9%	0	0.0%	0	0.0%	0	0.0%	28	100.0%
Group C Executives	FY 2013	21	22.1%	73	76.8%	0	0.0%	1	1.1%	0	0.0%	95	100.0%
	FY 2012	25	25.8%	72	74.2%	0	0.0%	0	0.0%	0	0.0%	97	100.0%
	FY 2011	20	18.9%	82	77.4%	4	3.8%	0	0.0%	0	0.0%	106	100.0%
	FY 2010	22	20.2%	85	78.0%	2	1.8%	0	0.0%	0	0.0%	109	100.0%
	FY 2009	22	20.0%	83	75.5%	5	4.5%	0	0.0%	0	0.0%	110	100.0%
Total (All Executives)	FY 2013	48	34.5%	90	64.7%	0	0.0%	1	0.7%	0	0.0%	139	100.0%
	FY 2012	45	31.9%	96	68.1%	0	0.0%	0	0.0%	0	0.0%	141	100.0%
	FY 2011	47	30.5%	103	66.9%	4	2.6%	0	0.0%	0	0.0%	154	100.0%
	FY 2010	49	31.6%	104	67.1%	2	1.3%	0	0.0%	0	0.0%	155	100.0%
	FY 2009	47	29.7%	106	67.1%	5	3.2%	0	0.0%	0	0.0%	158	100.0%

*Currently assumes "O" ratings for five appraisals not yet received from Chairman's office

FY 2012 SES SUMMARY RATINGS BY PAY GROUP - FINAL
(Career Executives On Board as of 09/30/2012)

ALL EXECUTIVES

Pay Group	O		E		ME		NI		U		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Group A Executives	6	31.6%	13	68.4%	0	0.0%	0	0.0%	0	0.0%	19	100.0%
Group B Executives	14	56.0%	11	44.0%	0	0.0%	0	0.0%	0	0.0%	25	100.0%
Group C Executives	25	25.8%	72	74.2%	0	0.0%	0	0.0%	0	0.0%	97	100.0%
Total (All Executives)	45	31.9%	96	68.1%	0	0.0%	0	0.0%	0	0.0%	141	100.0%

WHITE MALES

Pay Group	O		E		ME		NI		U		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Group A Executives	3	25.0%	9	75.0%	0	0.0%	0	0.0%	0	0.0%	12	100.0%
Group B Executives	9	69.2%	4	30.8%	0	0.0%	0	0.0%	0	0.0%	13	100.0%
Group C Executives	19	29.7%	45	70.3%	0	0.0%	0	0.0%	0	0.0%	64	100.0%
Total (All Executives)	31	34.8%	58	65.2%	0	0.0%	0	0.0%	0	0.0%	89	100.0%

WOMEN AND MALE MINORITIES

Pay Group	O		E		ME		NI		U		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Group A Executives	3	42.9%	4	57.1%	0	0.0%	0	0.0%	0	0.0%	7	100.0%
Group B Executives	5	41.7%	7	58.3%	0	0.0%	0	0.0%	0	0.0%	12	100.0%
Group C Executives	6	18.2%	27	81.8%	0	0.0%	0	0.0%	0	0.0%	33	100.0%
Total (All Executives)	14	26.9%	38	73.1%	0	0.0%	0	0.0%	0	0.0%	52	100.0%

**FY 2010 SES RATINGS DISTRIBUTION
BY RATINGS AND PAY GROUP**

RATINGS	GROUP A	GROUP B	GROUP C	TOTAL
O (O, O = 10.0)	7	4	5	16
O (O, E = 9.0)	4	12	17	33
E (E, O = 8.5)	8	3	32	43
E (O, ME = 8.0)	0	1	0	1
E (E, E = 7.5)	1	7	44	52
E (E, ME = 6.5)	0	0	9	9
ME (ME, E = 6.0)	0	0	1	1
ME (ME, ME = 5.0)	0	0	1	1
TOTAL	20	27	109	156

**FY 2011 SES RATINGS DISTRIBUTION
BY RATINGS AND PAY GROUP**

RATINGS	GROUP A	GROUP B	GROUP C	TOTAL
O (O, O = 10.0)	4	6	5	15
O (O, E = 9.0)	9	8	15	32
E (E, O = 8.5)	6	10	32	48
E (E, E = 7.5)	0	5	48	53
E (E, ME = 6.5)	0	0	2	2
ME (ME, E = 6.0)	0	0	1	1
ME (E, NI = 5.5)	0	0	1	1
ME (ME, ME = 5.0)	0	0	2	2
TOTAL	19	29	106	154

**FY 2009 SES RATINGS DISTRIBUTION
BY RATINGS AND PAY GROUP**

RATINGS	GROUP A	GROUP B	GROUP C	TOTAL
O (O, O = 10.0)	7	6	5	18
O (O, E = 9.0)	1	11	17	29
E (E, O = 8.5)	8	8	29	45
E (E, E = 7.5)	3	3	43	49
E (E, ME = 6.5)	0	0	10	10
ME (ME, E = 6.0)	0	0	7	7
TOTAL	19	28	111	158