

ITEMIZED LISTING

Executive Order AAP

1. An organizational profile prepared according to 41 CFR § 60-2.11.
2. The formation of job groups (covering all jobs) consistent with criteria given in 41 CFR § 60-2.12.
3. For each job group, a statement of the percentage of minority and female incumbents as described in 41 CFR § 60-2.13.
4. For each job group, a determination of minority and female availability that considers the factors given in 41 CFR § 60-2.14(c)(1) and (c)(2).
5. For each job group, the comparison of incumbency to availability as explained in 41 CFR § 60-2.15.
6. Placement goals for each job group in which the percentage of minorities or women employed is less than would be reasonably expected given their availability as described in 41 CFR § 60-2.16.

Support Data:

7. Copies of your Employer Information Report EEO-1 (Standard Form 100 Rev.) for the last three years.¹
8. Copies of your employment leave policies including, but not limited to, policies related to sick leave, medical leave, personal leave, leave for pregnancy, leave for pregnancy-related conditions, leave for religious holidays and observances, Family Medical Leave, and other leaves of absence.² Also, submit copies of your policies on accommodations for religious holidays and observances.

If any of these leave and religious accommodation policies are a part of your employee handbook or manual, you may send the handbook/manual or a copy of the cover of the handbook/manual, the Table of Content and relevant pages on leave and religious accommodations policies.

9. A copy of your collective bargaining agreement(s), if applicable. Include any other documents you prepared, such as policy statements, employee notices or handbooks, etc. that implement, explain, or elaborate on the provisions of the collective bargaining agreement.

¹ 41 CFR § 60-1.7.

² 41 CFR § 60-1.12(a), 41 CFR § 60-250.80(a), 41 CFR § 60-300.80(a), and 41 CFR § 60-741.80(a).

10. Information on your affirmative action goals for the immediately preceding AAP year and, where applicable (see below), progress on your goals for the current AAP year.³

For the immediately preceding AAP year, this report must include information that reflects:

- a. job group representation at the start of the AAP year, (i.e., total incumbents, total minority incumbents, and total female incumbents);
- b. the percentage placement rates (% goals) established for minorities and women at the start of the AAP year; and
- c. the actual number of placements (hires plus promotions) made during the AAP year into each job group with goals (i.e., total placements, total minority placements, and total female placements). For goals not attained, describe the specific good faith efforts made to achieve them.

If you are six months or more into your current AAP year on the date you receive this listing, please also submit information that reflects progress on goals established in your current AAP year, and describe your implementation of action-oriented programs designed to achieve these goals.⁴

11. Data on your employment activity (applicants, hires, promotions, and terminations) for the immediately preceding AAP year and, if you are six months or more into your current AAP year when you receive this listing, provide the information in 11(a) through (c) below for at least the first six months of the current AAP year. You should present these data by job group (as defined in your AAP) and by job title.⁵

- a. Applicants and Hires: For each job group and job title, this analysis must consist of the total number of applicants and the total number of hires, as well as the number of African-American/Black, Asian/Pacific Islander, Hispanic, American Indian/Alaskan Native, White, and the number of female and male applicants and hires. For each job group and job title applicants for whom race and/or sex is not known, should be included in the data submitted.

However, if some of your job groups or job titles (most commonly, entry-level) are filled from the same applicant

³ 41 CFR § 60-1.12(a), 41 CFR § 60-2.1(c) and 41 CFR § 60-2.16.

⁴ 41 CFR § 60-1.12 and 41 CFR § 60-2.17(c).

⁵ 41 CFR § 60-1.12, 41 CFR § 60-2.11-12, 41 CFR § 60-2.17(b)(2) and (d)(1), and 41 CFR §§ 60-3.4 and 3.15.

pool, you may consolidate your applicant data (but not hiring data) for those job groups or titles.

For example, where applicants expressly apply for or would qualify for a broad spectrum of jobs (such as "Production," "Office," etc.) that includes several job groups, you may consolidate applicant data.

- b. Promotions: For each job group and job title, provide the total number of promotions by gender and race/ethnicity,⁶ as well as the actual pool of candidates who applied or were considered for promotion by gender and race/ethnicity. Also, include a definition of "promotion" as used by your company. If it varies for different segments of your workforce, please define the term as used for each segment.
- c. Terminations: For each job group and job title, provide the total number of employee terminations by gender and race/ethnicity, as well as the actual pool of candidates who were considered for terminations by gender and race/ethnicity.

Additionally, please identify employee terminations as either voluntary or involuntary, if available. When presenting terminations by job title, include the department and job group from which the person(s) terminated.

- 12. Employee level compensation data for all employees (including but not limited to full-time, part-time, contract, per diem or day labor, temporary) as of February 1st (i.e., the data as it existed on the most recent February 1st date). Provide gender and race/ethnicity information and hire date for each employee by job title, EEO-1 Category and job group, preferably in a single file.⁷ Provide all requested data electronically via email or computer disc in Excel or PDF format, if available.
 - a. For all employees, compensation includes base salary, wage rate, and hours worked. Other compensation or adjustments to salary such as bonuses, incentives, commissions, merit increases, locality pay or overtime should be identified separately for each employee.
 - b. You may provide any additional data on factors used to determine employee compensation, such as education, past experience, duty location, performance ratings, department or function, and salary level/band/range/grade.

⁶ The term "race/ethnicity" as used throughout the Itemized Listing includes these racial and ethnic groups: African-American/Black, Asian/Pacific Islander, Hispanic, American Indian/Alaskan Native, and White.

⁷ 41 CFR § 60-2.17(b)(3) and (d).

- c. Documentation and policies related to compensation practices of the contractor should also be included in the submission, particularly those that explain the factors and reasoning used to determine compensation.⁸
13. Support Data for Section 503 and Section 4212 (commonly referred to as VEVRAA).
- a. Copies of your Veterans' Employment Report (VETS-100 and/or VETS-100A) for current year and the previous year.⁹
 - b. Copies of accommodation policies and records of accommodations granted under Section 503 and Section 4212.

NOTES

NOTE 1: If any of the requested information is computerized, you may submit it in an electronic format. Please use caution when submitting large electronic files. Check with the OFCCP Compliance Officer and your system administrator to ensure adherence to administrative and system guidelines.

Note 2: According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 1250-0003. We estimate that the average time required to complete this information collection is 26.01 hours per response, including the time for evaluating instructions, searching existing data sources, gathering and maintaining the data needed, and completing and evaluating the collection of information.

Send any comments concerning this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Office of Federal Contract Compliance Programs, Room C-3325, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

⁸ Any request for disclosure of information obtained from a contractor pursuant to this request will be evaluated pursuant to the public inspection and disclosure provisions of the Freedom of Information Act (FOIA) at 5 U.S.C. 552, and the Department of Labor's implementing regulations at 29 CFR Part 70. OFCCP also adheres to all applicable provisions of the Privacy Act.

If, however, a contractor still has legitimate concerns about the confidentiality of information provided pursuant to this item such as employee names, reasons for termination, or pay data, the use of alphabetic or numeric coding or an index of pay and pay ranges, consistent with the ranges assigned to each job group, may be acceptable for purposes of the compliance evaluation.

⁹ 41 CFR § 61-250.10 and 41 CFR § 61-300.10.