

Insight Quick Reference | MD-715 Report

What is the MD-715 report?

 Management Directive 715 (MD-715) requires government agencies to report gender, ethnicity, race, and disability data to the Equal Employment Opportunity Commission (EEOC) every fiscal year.

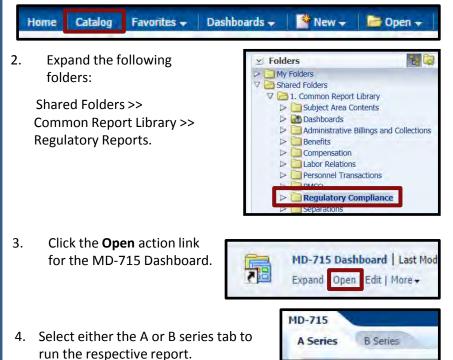
6.

Click

- The structure and data requirements of the MD-715 report are based on EEOC standards.
- The A Series MD-715 reports on gender, ethnicity, and race and the B Series MD-715 reports on disability data.
- Users can run the MD-715 report in *Insight,* export to Excel, and generate an XML output from the Excel.
- The Excel export includes several conversion mechanisms to modify data to accommodate Agency-specific requirements.

Run the MD-715 Report in Insight

1. Click the **Catalog** action link from the top navigation bar.



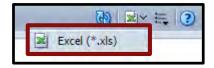
5. Select values for the Year, Department, and Agency report prompts.

Note: Users are encouraged to run the MD-715 for a single department or single agency at a time. Running the report for multiple selections has had inconsistent results in the past. Please contact the NFC Contact Center for more information.

Apply.	* Fiscal YearSelect Value				
	* Department Code Agency Code Select Value- Sele				
			_	-	-
	Org Lvl 6	Org Lvl 7Select Value	Org Lvl 8 → <i>Select Valu</i>	<i>IC</i>	
				Apply	Reset 🗸

Note: If a user selects an organization level for which there is no data, the organization will not appear in the header of the Excel export.

 Click the Excel export icon on the right hand side of the page.



Open

Saye - Cancel

8. Click **Open** in the pop-up box at the bottom of the screen.

Do you want to open or save MD715 - A Series Report_MD715 - A Series.xb from build.insight.edc.asda.gov?

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Use the MD-715 Report in Excel

Open the MD-715 Report

The report opens to the first tab of a Microsoft Excel workbook, which includes the Report Filters and the Table of Contents page. Click **Enable Editing** below the Excel ribbon to use



	Management Directive 715 (EEO MD-715): http://www.eeoc.gov/federal/directives/md715.cfm
This document contai	ns the "A" table reports for the MD-715
- To generate the XML	o jamo directify to a opecific report. « Eick an the developer tak above and cick "execut" and save XAL file. Reclamant (see the bloch) to configure this IMD-715 output to meet your agency's requirements
	Report Filters
Fiscal Year. Department / Agency	2012 HSOS
	Tacque To. See provident
Conversion Mechanis	n - (Settings Page)
Table A1: TOTAL WO	RKFORCE - Distribution by Race/Ethnicity and Sex
Table A2: TOTAL WO	RKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex
	TIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex TIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex
Table A4-1 PARTICIP	ATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent) ATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary) ATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)

Click a report or its corresponding tab at the bottom of the workbook to navigate between tables. There are fourteen tables in each MD-715 Series report, containing data about gender, ethnicity, race, and disability based on EEOC requirements.

Note: See page 3-4 of this QRG for a complete list of tables.

Adjust Formula Settings

The first time you run an MD-715 report, it is necessary to adjust the formula calculation settings: File >> Options >> Formulas, then check "Enable Iterative Calculations," and set maximum iterations to 500.

View MD-715 Excel Tabs

The MD-715 report is composed of several tabs, including:

- Home Page tab: Contains the Table of Contents and lists Report Filters applied to the report
- · Conversion Mechanism tab: Contains global and table-specific conversions for users to modify
- A1-A14: Contains tables with gender, ethnicity, race, and disability data required by EEOC.

Use the Conversion Tab

It is critical to review the Conversion Mechanism tab before using the MD-715 report. The conversion mechanisms default to the most commonly used values, but users can modify the conversions to meet Agency-specific requirements. There are both global conversions and table-specific conversions.

Note: See pages 5-6 of this QRG for instructions to modify these conversions.



									R	ACE/ET	HNICI	TY	
-		al Workf		Fline	anic					Not	Hispan	nic or Lat	tino
Employment Tenure	Lot	u worki	orce		er tins	w	hize		African	A		Other	Pacific nder
	All	Male	Testile	3.44la	Tentile	2.6aGae	Female	Mati	Persiale	1646	Famale	Male	Tamble
TOTAL			-	-									
	1348	507	8.5#	26	27	287	329	158	466	12	26	0	0
Prior FY	106%	37.32%	62,88%	190%	1.98%	21:01%	24,08%	11:37%	34.11%	2.34%	1.90%	0.00%	0.00%
	1558	499	859	23	26	279	328	162	465	31	28	- 0.	1
Current FY	100%	36.75%	63.25%	1.69%	1:97%	20.54%	24.15%	11.99%	34.24%	2.28%	2,08%	0.00%	0.07%
CLF (2010)	100%	81.86%	48.14%	8.17%	4.79%	38.33%	34.63%	8.0%	6.83%	1.97%	1.93%	6.07%	0.07%
Defference	-8	-8	0	-3	-1	-8	-4	4	-4	-4	2	0	1
Ratio Change	0.00%	-0.37%	0.37%	-0.21%	-0.06%	-0.41%	0.07%	0.36%	0.13%	-0.06%	0.18%	0.00%	0.07%
Net Change	-0.59%	-1.58%	0.00%	-17.54%	-3.70%	2.79%	0.30%	2.53%	-0.21%	13.23%	7.69%	0.00%	0.00%

Inductions for Car.





MD-715 A Series Tables

The A series tables include data about gender, race, and ethnicity, including certain data and certain conversions:

- Each table contains data on permanent, temporary, and / or non-appropriated employees.
- Each table calculates percentages either across rows or down columns.
- Some tables utilize a conversion mechanism (See Slide 5-6 for descriptions), as indicated in bold in the table below.

A Series MI	D-715 Tables
 A1: Total Workforce - Distribution by Race/Ethnicity and Sex (Permanent, Temporary, Non-Appropriated) Permanent, Temporary, and Non-Appropriated 	 A8: New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex Permanent, Temporary, and Non-Appropriated
 A2: Total Workforce by Component - Distribution by Race/Ethnicity and Sex Permanent 	 A9: Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex Permanent
 A3: Occupational Categories - Distribution by Race/Ethnicity and Sex A3-1 Permanent: Percentages calculated across the row A3-2 Permanent: Percentages calculated down the column Conversion Mechanism: Occupational Category Conversion 	 A10: Non-Competitive Promotions – Time in Grade - Distribution by Race/Ethnicity and Sex Permanent
 A4: Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex A4-1 Permanent: Percentages calculated across the row A4-1 Temporary: Percentages calculated across the row A4-2 Permanent: Percentages calculated down the column A4-2 Temporary: Percentages calculated down the column Conversion Mechanism: General Schedule Conversion 	 A11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) by Race/Ethnicity and Sex Permanent
 A5: Participation Rates for Wage Grades by Race/Ethnicity and Sex A5-1 Permanent: Percentages calculated across the row A5-1 Temporary: Percentages calculated across the row A5-2 Permanent: Percentages calculated down the column A5-2 Permanent: Percentages calculated down the column Conversion Mechanism: Wage Grade Conversion 	 A12: Participation in Career Development - Distribution by Race/Ethnicity and Sex Permanent
 A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex A6 Permanent A6 Temporary Conversion Mechanism: Occupational Series Conversion 	 A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex Permanent Conversion Mechanism: Quality Step Increases (QSI) Conversion
 A7: Applicants and Hires for Major Occupations by Race/Ethnicity and Sex A7 Permanent A7 Temporary 	 A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex Permanent Conversion Mechanism: Separation NOA Conversion



MD-715 B Series Tables

The B series tables include data about disability, including certain data and certain conversions:

- Each table contains data on permanent, temporary, and / or non-appropriated employees.
- Each table calculates percentage either across rows or down columns.
- Some tables utilize a conversion mechanism (See Slide 5-6 for descriptions), as indicated in bold in the table below.

B Series ME	D-715 Tables
 B1: Total Workforce - Distribution by Disability (OPM Form 256 Self-Identification Codes) Permanent, Temporary, and Non-Appropriated 	 B8: New Hires by Type of Appointment - Distribution by Disability Permanent, Temporary, and Non-Appropriated
B2: Total Workforce by Component - Distribution by Disability (OPM Form 256 Self- Identification Codes)Permanent	B9: Selections for Internal Competitive Promotions for Major Occupations by DisabilityPermanent
 B3: Occupational Categories - Distribution by Disability Employees B3-1: Permanent, Percentages calculated across the row B3-2: Permanent, Percentages calculated down the column Conversion Mechanism: Occupational Category Conversion	B10: Non-Competitive Promotions - Time in Grade by DisabilityPermanent
 B4: Participation Rates for General Schedule (GS) Grades by Disability B4-1 Permanent: Percentages calculated across the row B4-1 Temporary: Percentages calculated across the row B4-2 Permanent: Percentages calculated down the column B4-2 Temporary: Percentages calculated down the column Conversion Mechanism: General Schedule Conversion 	 B11: Internal Selections for Senior Level (GS 13/14, GS 15, SES) Positions by Disability Permanent
 B5: Participation Rates for Wage Grades by Disability B5-1 Permanent: Percentages calculated across the row B5-1 Temporary: Percentages calculated across the row B5-2 Permanent: Percentages calculated down the column B5-2 Permanent: Percentages calculated down the column Conversion Mechanism: Wage Grade Conversion 	 B12: Participation in Career Development - Distribution by Disability Permanent
 B6: Participation Rates for Major Occupations - Distribution by Disability B6 Permanent B6 Temporary Conversion Mechanism: Occupational Series Conversion 	 B13: Employee Recognition and Awards - Distribution by Disability Permanent Conversion Mechanism: Quality Step Increases (QSI) Conversion
 B7: Applications and Hires by Disability (Permanent) B7 Permanent B7 Temporary 	 B14: Separations by Type of Separation- Distribution by Disability Permanent Conversion Mechanism: Separation NOA Conversion
Note: Insight does not currently contain data for table B7 because the data is	from outside PPS. Please use this table as a template.

Note: Insight does not currently contain data for table B7 because the data is from outside PPS. Please use this table as a template.



MD-715 General Conversion Mechanisms

Race and Ethnicity Conversion (A Series Only)

The Race and Ethnicity Conversion allows the user to specify the race for an individual that has two or more races. The default for this individual is "Two or more races". If "Custom" is selected from the drop-down - you can select one of the two races, or "Two or more races."

Note: See page 7 of this QRG for the RNO to ERI conversion.

Step 1: Select (Two or More Races or	Custom)	Two or More Races
		Two or More Races
If Custom, you must select grouping -		Custom
If Race	And Race	Select Race Grouping
American Indian or Alaska Native	Asian	Asian
American Indian or Alaska Native	Black or African American	American Indian or Alaska Native
American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
Asian	Black or African American	Black or African American
Asian	Native Hawaiian or Other Pacific Islander	Native Hawaiian or Other Pacific Islander

Disability Conversion (B Series Only)

The Disability Conversion allows the user to modify the conversion from old to new disability codes. The default is to convert old disability codes to new codes based on OPM guidelines from the SF-256 and the HR Data Standards Guide. Select a new Disability Status for each Disability Code from the drop-downs.

Select Disabi	ity Status to Disability Code combinations	
	Select Here	
Disability Code	Disability Status	
01	Not Identified	T
04	Not Identified	*
05	Disability (Non-Targeted) Targeted Disability - Vision	
06	Targeted Disability - Epilepsy	=
13	Targeted Disability - Hearing	-
15	Targeted Disability - Dwarfism	
16	Targeted Disability - Psychiatric Disability Targeted Disability - Severe Intellectual Disability	-
17	Targeted Disability - Hearing	

Permanent vs. Temporary vs. Indefinite Conversion (A and B Series)

The Permanent / Temporary / Non-Appropriated Conversion allows the user to define these terms by Type of Appointment and Type of Employment based on Agency requirements. Select Permanent, Temporary, or Non-Appropriated from the drop-downs in column H.

Type of Appointment	Type of Employment		Select Here	
1		1 11	Permanent	
1		2 12	Permanent	
1		3 13	Temporary	
1		4 14	Non-Appropriated	
1		5 15	Permanent	
1		6 16	Permanent	
2		1 21	Permanent	
2		2 22	Permanent	
2		3 23	Permanent	
2		1 24	Permanent	

Organization Level Conversion (A and B Series)

The Organization Level Conversion allows the user to specify the Organization Level used to run the MD-715 report in *Insight*. The default Organization level is Agency, but users can select the Organization Level from the drop-down to indicate a more specific Organization level.

Note: This setting is critical to returning accurate results. Please verify the Organization Level Conversion before using the MD-715 report.

Org Level (select one)	
Agency	Ŧ
Department	
Agency	
Org Level 2	
Ora Level 3	

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MD-715 Table-Specific Conversion Mechanisms

Occupational Category Conversion (A3-1, A3-2, B3-1, B3-2)

The Occupational Category Conversion allows the user to modify the categories based on Position Supervisory status, which are defined by EEOC <u>here</u>. If an employee has a Position Supervisory status of 2 or 4, the Occupational Category is 1. Position Supervisory Type 2 will default to the "Other" grouping for section 1 of this table. Position Supervisory code of 1 defaults to the "Executive/Mid-Level/First-Level" grouping. Type an Occupational Category and select a grouping based on Agency requirements.

Occupational Category	Position Supervisory	Table A3-1/2 Category (select options)	Officials and Managers Table Grouping (select options)
	ť		Drust
	1		· prites/Melland/Fred Land
	1	1	 active/MdLayel@istEavel
	1		assime/Add.evel/Fist-Level
	1		
	1	0.5	accore/f/Ad-Level/West-Level
	2	2 5	tes .
	2	4 .	- exited/hd.lovel/Frst.Lovel
	2	4	died control Difference and Alexandrati

Executive Pay Plan Conversion (A3, A4, B3, B4)

The Executive Pay Plan Conversion allows the user to specify their executive pay plans for their organization by typing appropriate pay plan codes.

General Schedule (GS) Conversion (A4-1, A4-2, B4-1, B4-2)

The GS Conversion allows the user to convert non-GS pay bands to the GS schedule. Type the Agency-specific Pay Plan and Grade in the equivalent GS pay band.

	Pay Plan Grad	le
GS-01	CM	1
	СМ	2
	СМ	3
	CM	4
GS-02	CM	5
	CM	6

Wage Grade (WG) Conversion (A5-1, A5-2, B5-1, B5-2)

Executive Pay Plans

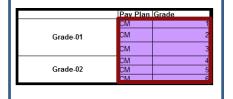
ST

SL

AA

AL

The WG Conversion allows the user to convert non-WG pay bands to the WG schedule. Type the Agency-specific Pay Plan and Grade in the equivalent WG pay band.



Occupational Series Conversion (A6, B6)

The Occupational Series Conversion allows the user to select whether to include the top seven Occupational Series by Employee Count or seven user-specified mission critical Occupational Series. **There is a separate conversion for permanent or temporary employees**. To set mission critical Occupational Series, select **Mission Critical** from the drop-down and type 1-7 next to each to order the Occupational Series.

Salidet whether you want the top Occupational Sarriss by Engloyee Count, or just Mission Critical Occupational Sarriss are give drop from the in ref 75 and the second sarrise in the log of Occupational Sarriss from others V to be down in table MPHe.

New Hires Conversion (A8, B8)

The New Hires Conversion allows the user to enter the Nature of Action codes used by their specific agency for new hires. The default will be set to 100 series NOA codes. Type any additional NOA codes used by your agency.

Input N in New	OAs to Includ
NOA	
	100
	101
	102
	103
	104
	107

Quality Step Increases (QSI) Conversion (A13, B13)

The QSI Conversion allows the user to choose whether QSI is calculated using Base Contract or Scheduled Salary. The default is Base Contract Salary. QSI is the difference between salaries after a within grade increase that is off schedule (892 NOA). Select an option from the drop-down.



Note: Some award types may be "N/A." This is because they are cash awards under \$100, and the MD-715 only asks for cash awards greater than \$100.

Separation NOA Conversion (A14, B14)

The Separation NOA Conversion allows the user to modify the separation type for each NOA code. Select a separation type from the drop-down.





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Appendix

View Raw Data Used in Each Table

To view the data used to calculate the values in the MD-715, view the raw data tabs. By default, the raw data tabs are hidden. To access the raw data tabs:

- 1. Right click any tab at the bottom of the Excel sheet.
- 2. Select Unhide.
- 3. Select a raw data tab from the *Unhide* window.
- 4. Click **OK**.

Certain columns are *Insight* generated and others are calculated in Excel. To protect PII, raw data is broken down by groupings based on Employee Count instead of by employee.

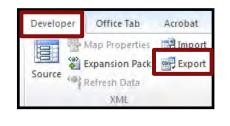
Year Prior Current FY	Cender 1	Code Conversion	Anganic or Lating 1	American Indian oz Alamia Native	Asam	Back or African American	Mahvy Navasian or Other Pacific	: falander 1	Abb D	frechy Two Race (1	Two Factor St.	Ten Recent	(7) One Rep
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2013 Pvice	Famale	T	0		£ 0		2	0	1			Ó	t white
2013 Peter	Male	1	0		0 0		2	0	1		1 1	0	0 White
2013 Pelor	Male	100	0		5. 6.			0	0		P	¢	0 Black or.
2015 Peter	Mala	1	0		5 B.		6	0	1		P	6	(C Witth
2013 Paul	Faesau	DC.	n		1 E			0	10		5 A	0	Of Flack on
2013 Pase	FRENER	1	0		0 1		2	0	1		£	0	G WHEE
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2013 Pviu	Mate	12200C			t 6		5) () () () () () () () () () (0.11	speak. Two or More	FTies or More?	Tes of More	R IT spanic
2013 Pecc	Mate:	1990	0		£ . 8		2	9	0			0	O Asian

Note: You can access the raw data reports that feed the MD-715 report in the Insight <u>Public Folder</u>. Expand the following folders Shared Folders >> Public >> MD-715 Raw Data >> A Series or B Series.

Generate XML for the MD-715 Report

Generate XML for the MD-715 report to deliver the data to EEOC.

- 1. Click the *Developer* tab in the Excel ribbon.
- 2. Click **Export** in the XML section.
- 3. Save the file.



RNO to ERI Code Conversion

If RNO equals	Then ERI equals
Hispanic or Latino	
D - Hispanic	100000
Y - Not Hispanic in Puerto Rico	000000
American Indian or Alaskan Native	
A - American Indian or Alaskan Native	010000
Asian	
F - Asian Indian	001000
G - Chinese	001000
H - Filipino	001000
L - Japanese	001000
M - Korean	001000
P - Vietnamese	001000
Q - All Other Asian or Pacific Islanders	001000
B - Asian or Pacific Islander	001000
Black or African American	
C - Black, Not of Hispanic Origin	000100
Native Hawaiian or Other Pacific Islander	
J - Guamanian	000010
K - Hawaiian	000010
N - Samoan	000010
White	
E - White, Not of Hispanic Origin	000001

Optional: Add the Excel Developer Tab

To generate an XML output, add the Developer tab to the Excel workbook:

- 1. Click File.
- 2. Click Options.
- 3. Select Customize Ribbon.
- 4. Select Main Tabs from the Customize the Ribbon drop-down.
- 5. Click the **Developer** check box.
- 6. Click **OK**.



INSIGHT ENTERPRISE REPORTING

Appendix

Printing the MD-715 Report

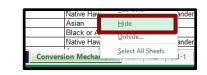
To ensure clean printing of the full MD-715 report, it is helpful to adjust certain Excel settings. To set the print scaling:

- Navigate to Table 2 and select all cells containing data to be printed
- On the upper tabs of the workbook, click: Page Layout >> Page Setup >> Print Area >> Set Print Area
- Hide the Conversion Mechanism tab by rightclicking it and selecting "Hide"
- Navigate to File >> Print in the top left corner of the Excel output.
- In the Settings list, select the first drop-down menu to adjust the page scaling, and choose Print Entire Workbook.

Note: To print a single sheet, navigate to the tab you'd like to print, then under this Print Settings menu select "Print Active Sheets."

6. Click Print.

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s * ts *	Margins	Orientation *	Size	Print	Breaks	Backgroun	d Print Titles	
			Pa	[]. s	et Print a	Area	Γ <u>ν</u>	
	X	~ fx	Tabl	L	lear Prin	t Area	CE BY COI	м



Setti	ngs
	Print Entire Workbook Print the entire workbook
Pages:	🗘 to 🗘
	Print on Both Sides Flip pages on long edge
	Collated
	Portrait Orientation -
	Letter

Adjusting the Error Default Display Preferences

In some versions of Excel, the default is set to display cell errors in a green font. Users can adjust this preference to display or hide the errors throughout the report.

To display or hide these errors throughout the report:

- 1. Navigate to File >> Options.
- 2. Select the Formulas menu.
- 3. Under the *Error Checking* section, select or deselect the "Enable background error checking" box.

	Estor Oplicity		1
Generali Lamation Prodina	Calculation options	ormance, and error handling.	
Save Languaga Adulan en Customice Padon Custo Anzen Taultan Adul Iny Trust Conter	Workbook Cakulation:	Indole gestive calculation Magmum iteratione 100 Magmum Change 0.001	•
	Fine: Checking	 ✓ Formulas which gmit cells in □ Unlocked cells containing for □ Formulas referring to empty in 	mutas (i) ells (i)
		οκ.	Cancel

4. Click OK.