

**2014-2018 EEO Tabulation  
Transcript**

**Moderator: Brenda Stewart**

**September 15, 2021**

**1:00 pm CT**

Coordinator:

Welcome and thank you for standing by. At this time, all participants are to listen-only mode. During today's Q&A session, if you'd like to ask a question, please press star, then 1. Today's call is also being recorded. If you have any objections, you may disconnect at this time of today's meeting of over to your host, Ms. Brenda Stewart. Thank you. You may begin.

Brenda Stewart:

Thank you, operator, and good afternoon. This is Brenda Stewart and I am your moderator for today's presentation. Welcome.

This is the Equal Employment Opportunity Tabulation 2014-2018 presentation from the Office of Federal Contract Compliance Programs, or OFCCP, in the Policy Division for the Branch of Training and OFCCP's National Office.

You're welcome to submit questions throughout the presentation using the WebEx chat feature. The chat feature can be found on the right-hand side of

your screen. You simply type your question, submit to all panelists and hit enter.

You will also see where you have a closed caption feature that is available and that's located on the right corner of your WebEx screen. To enable it, you just type in your name or your company name.

We will have a question and answer session after the conclusion of the presentation. Once we begin the Q&A portion, we will take a short break to give us an opportunity to review your questions for responses.

We do ask that you keep your questions focused and relevant to the EEO Tabulation topic. We won't be able to get to everyone's questions, but we will get to as many as we can.

I will now turn the presentation over to Director Yang. She is the director of the OFCCP and she will give some introductory remarks. Director Yang?

Jenny Yang:

Thanks so much, Brenda, and welcome and thanks to all for joining us today for this OFCCP EEO Tab presentation.

I'd like to thank our policy team and Bob LaJeunesse, our Director of Enforcement, for the work that he and OFCCP's Branch of Expert Services have done with Census and partner EEO consortium agencies to update the EEO Tab.

As you know, on September 3, OFCCP published a notice on its Web site informing contractors that they must begin to use the 2018 EEO Tab to develop all affirmative action programs that commenced on or after January 1,

2022. Allowing contractors to defer the use of the 2018 EEO Tab until the development of AAPs commencing on or after January 1, 2022 will facilitate a smooth transition to the 2018 EEO Tab.

In today's webinar, the presenters will discuss changes from the 2010 EEO Tab to the new 2018 EEO Tab and include a demonstration of how to use the new Tab.

Contractors can refer to the OFCCP Web site for frequently asked questions about the 2018 EEO Tab as well as general information about the transition from the 2010 EEO Tab to the 2018 EEO Tab. I'd now like to turn it back over to Brenda to facilitate today's session. Thanks again for joining us.

Brenda Stewart:

Thank you, Director Yang, for the remarks. We will now get into the introduction of our presenters. I'd like to introduce and welcome Cyara Phillips Khan, who is the northeast regional liaison. We also have both Timothy Li and (Carrae Green) representing the Branch of Expert Services in OFCCP's national office.

Next, (Carrae) will review today's agenda. (Carrae)?

(Carrae Green):

Hi, thank you, Brenda. In this presentation, we will discuss the 2014-2018 EEO Tabulation. We will discuss what is it, who developed it, why is it necessary, why must it be used, when will the new data need to be used for the AAP and we will discuss navigating the EEO Tabulation. We will go over frequently asked questions and we will go over the resources for the EEO Tab.

Now, for this particular EEO Tab, we will be discussing the American Community Survey covering the five years from 2014 to 2018.

Sometimes referred to as the special EEO file, this replaces the previous file based off the 2006-2010 ACS as the most current and discrete fiscal information available for using U.S. Census data as the source when calculating availability for comparison to the incumbency and the setting of placement goals.

The latest EEO Tabulation provides information about the labor force across several variables, including detailed occupations, industry, earnings, education, age by residents, worksite and community flows.

The estimate includes new tables or median earnings by occupation. The 237 detailed occupations in the Tabulations are based on the 2018 standard occupational classifications.

The most notable differences between the previous and current EEO Tabulations include, but are not limited to, reduced geographical areas from 2,908 to the now 2,808 areas and reduce Census occupation codes from 488 to now 237 codes.

As previously mentioned, the current EEO Tabulation tables include updated race and ethnicity data groups. Please note the Hispanic categories broken out by racial groups are no longer captured in the updated 2014 to 2018 EEO Tabulation data.

Hispanic race groups are now combined together as one race group, Hispanic or Latino origin. Additionally the 2014-2018 Tabulation no longer captures data of two or more other groups. Two or more race groups have been replaced with not Hispanic or Latino balance in the updated EEO Tabulation worksheet.

Who is the EEO Tabulation developed for? The following four agencies sponsor this Tabulation, Equal Employment Opportunity Commission, EEOC, and Department of Justice Employment Litigation Section of the Civil Rights Division, DOJ, Department of Labor's Office of Federal Contract Compliance Programs, OFCCP, and the Office of Personnel Management, OPM.

The Tabulation was first developed after the 1970 Census and has had different features and different sponsors over the years. The sponsors have ranged from private industry groups to federal agencies.

For the 2000 Census, the Census Bureau entered into agreement with OFCCP, EEOC, OPM and DOJ to produce this Tabulation.

Beginning in 2010 the (Decennial) Census no longer collected the data relevant to the Tabulation. So the Tab was developed from the Five Year American Community Survey Data, or ACS. It is an ongoing survey that provides detailed information on a yearly basis about our nation and its people. The first Tabulation developed from this survey for 2006 to 2010 was published in November 2012.

Now I will turn the presentation over to Cyara Phillips Khan.

Cyara Phillips Khan:

Thank you, (Carrae). The Census Bureau produces the EEO Tab for federal agencies who are responsible for monitoring employment practices and enforcing civil rights laws in the workforce. It is also for employers so they can measure their own compliance with those laws.

The EEOC Tab serves as the primary external benchmark for conducting comparisons between the racial, ethnic and gender composition of each employer's workforce to its available labor market.

Contractors must use the Census EEO Tab to conduct availability analysis for EO 11246 AAPs. And we at OFCCP also use the Tab to evaluate the effectiveness of those AAPs when reviewing contractors.

The purpose of the availability analysis is to show the percentage of qualified minorities and females in various job categories who are available in the locations where a federal contractor recruits.

Contractors must compare the utilization of minorities and women in each job group with their estimated availability and identify job groups where the percentage employed is less than expected given their availability.

The contractor must establish a placement goal if the percentage of women or minorities or both employed in a specific job is less than would be reasonably expected given their availability percentage in that particular job group.

Now to determine availability, contractors must aggregate individual job titles into job groups and then determine the availability of women and minorities for those job groups. Availability is a percentage estimate of the women and minorities in a reasonable recruitment area who have the skills required to perform the jobs within the job groups when compared to all.

The contractor must separately determine the availability of minorities and women for each job group and consider at least the following factors. The percentage of minorities and females with the requisite skills in the reasonable recruitment area sometimes referred to as external availability. Reasonable

recruitment areas. If the geographical area where the contractor usually seeks or reasonably could seek workers to fill the positions in question. And when selecting the reasonable recruitment area, the contractor must not select an area in a way that it would exclude minorities or women.

And for each job group, the contractor must identify and briefly explain the rationale for selecting that recruitment area. Also the contractor should utilize the most current and discrete statistical information available to derive their availability figures. This could be the Census data, data from local job service offices, colleges and other training institutions.

When evaluating the contractor's availability information, COs must utilize the most recent EEO Tab as required by OFCCP Regulation 60-2.14(d).

The percentage of minorities and women among those promotable, transferrable or trainable within the contractor's org is sometimes called internal availability.

The contractor must not define this pool of employees in such a way as to exclude minorities or females. For each job group, the contractor must identify the pools of promotable, transferable and trainable employees and provide a brief explanation for selecting that pool.

And though it's not required, some contractors assign a percentage for weight for availability rates of employees recruited into the job group.

For example, if there are several job titles in the job group and the job titles have differing availability rates, the contractor may weight each job title differently when determining the availability for the job group as a whole.

And in that instance, the sum of the weighted availability estimate for all job titles in the job group must be the composite availability for the job group.

A contractor may also choose to determine availability by weighing the internal and external availability for a particular job group. And in that example, the availability would be a sum of the external and internal availability rates.

On September 3 of this year, OFCCP published a notice on its web site informing contractors that they must begin using the 2018 EEO Tab to develop all AAPs that commence on or after January 1, 2022.

OFCCP require that federal contractors use the new data for the development of AAPs on or after January 1, 2022. Now Timothy is going to present that EEO Tabulation main page and provide a demo.

Timothy Li:

Thank you, Cyara. The Census Bureau hosts the EEO Tabulation and its related information on its Web site. You can access this page either from the census.gov landing page or visit the URL, the Uniform Resource Locator, or commonly known as the Web address directly.

This EEO Tab landing page have links to pre-made EEO summary tables from the 2014-2018 data release and the previous release. Documentation about the methodology, FAQs and some other useful information.

This page also contains a link to 2014 to 2018 data FTP site but not the all answers are in the tool yet. We will introduce this training.

To access either the FTP site or the online search tool, a simple way would be typing the URLs of these tools directly into a Web browser address bar. I will share the link to the Census EEO page in the chat box for the reference.

In an EEO Tabulation documentation page, Census loads documentation said to be helpful for understanding occupation classifications, industry classifications and the different types of geographies such as county, county set, core business, typical area or CBSAs, MSAs and places, et cetera.

Because different occupation classification systems were used in the past and by different government agencies, this page also provides occupation crosswalks between various definitions, such as crosswalks between Census EEO, EEOC's EO1, OPM's SOC, the standard occupational classification systems and others. I will share the link to this page in the chat box.

While the U.S. Census Bureau works to allow a permanent application program interface, it has provided an interim Web application solution for 2014-2018 EEO Tabs. We refer to it as the online search tool. We'll mostly use this tool to obtain the information we need.

The online answers tool is available for both 2006-2010 and 2014-2018 EEO Tabulations. To use this tool, we first need to be familiar with the way Census Bureau names EEO Tables. Census uses a pattern name structure.

For example, here an EEO table named EEO-001W. In this name, EEO stands for Equal Employment Opportunity Tabulation. O indicates this table includes occupation data for both citizens and non-citizens.

Alternatively, there are tables that use CIT to indicate Tabs for sequence only. The two-digit sequence number after O is the table sequence number 01, 02, et cetera, up to 12.

Census uses this sequence number to indicate the type of occupations for the statistics provided in the table, ranging from occupation by gender and race to state and local governments, job groups to occupation by location and payment or industry, et cetera.

For developing organization AAP goals, O1W table, the occupation by gender and race status for all workers by worksite is the most likely one to use.

There are two major by type of geography used in the summary tables. One is by a worksite of the data collection or W. Another is by residence, or R, seen in the alphabet.

For worksite geography, it represents data according to where people worked at the time of survey. The residence geography, on the contrary, presents table collected according to where people lived, regardless of the place where they worked.

Some Census tables also summarize occupations by worksite flow, that is about places where people commute from and to for work. However, the current online search tool does not cover these tables for detailed geographies, and we are unlikely to use these tables.

In summary, the two EEO tables appropriate to federal contractors are EEO-OO1-W, occupation by sex and race, ethnicity for worksite geography or less often the EEO-OO1R, occupation by sex and race, ethnicity for residence geography.

As we mentioned, the Census provides four summary tables, the entirety through our FTP site as well as online search tool.

The online search tool covers only a subset of the four summary tables available through the FTP site. The four summary tables can be downloaded through this FTP site. Here is the URL.

You will need to either type or copy the URL directly into a Web browser to access the FTP site. These summary tables are organized in folders by geography. There are a large number of tables. Some of the tables are big data files so searching through the tables can be difficult.

This table is good for offline reference or for developing tools. For a quick look out though, the online search tool is a better alternative. We will show it next.

Tables are organized by geography and geography by states. These are for state users interested in the occupation within a state. There are also documentation explaining what these tables are and the methodology used in producing the tables in the site.

And the most likely situation where we only need to find a few occupations, the use of the FTP site is not desirable. This is when the online search tool comes handy. The online search tool is a Web-based utility Census created for finding occupational employment quickly.

The tool is available for a number of frequently used the EEO tables. To visit the online search tool, we'll need to enter the URL in a Web browser address bar or copy and paste the URL from this slide. You may want to bookmark

this URL for later quick access. I will share this Web link to this tool also in the chat box.

For most contractors developing AAPs, in Step 1 we should select the EEO-OO1-W table, the second table from the list to use. This is the occupation by sex and race ethnicity for worksite geography.

As OFCCP audit focused on the establishments, worksite geography is the appropriate choice. Nevertheless, there are other situations when we consider employment that residence. So the difference between two may be small at a larger geography such as the state or MSA level.

Next, we will need to select the geography where we want to find our occupation employment in. The choices are nation, state, county, metropolitan, micropolitan physical area, also known as CBSA, the core base, the physical area and place.

Which geography to use depends on the purpose of the application. In the case of setting AAP goals, the geography of choice should reflect the labor market where the federal contractor selects their workers from or area where the mean labor force is mostly concentrated.

For example, for establishments located in metropolitan areas, workers may commute from nearby counties to work. The MSA is the most appropriate geography of choice and workers reside mostly within a single county. The county geography may be sufficient.

Not all geography in the country are available though. Census suppressed many geographies to protect identity. County level data are more available in

the MSA level table in general. County data within the metropolitan area tends not to accurately reflect the labor makeup in the region.

So you need to be cautious when you use county level data, if the MSA level is not available. If MSA level is really what are needed and are suppressed, we may consider using either the state data, if this MSA is similar to the overall state pattern or use that combined county level data within the MSA to approximate MSA level employment.

In this state, let's assume the MSA is not suppressed and I will use MSA as our geography. Click the MSA check box to select this geography.

Once the geography is selected, a responding dropdown menu will appear below the geography selection area. For MSA geography, the dropdown menu lists all available MSA and the macro MSAs in the United States.

Currently this is a very long list. There are over 323 locations listed in alphabetical order. Please note many MSAs and the micro MSAs on the list are suppressed due to confidentiality protection.

Therefore, whenever you see a warning stating that tables are not publishable due to disclosure protection, the suppression choice is not based on the size of the MSA. Some of the suppressed MSAs are multimillion population centers. If we do not find the MSA we are looking for, very likely it is suppressed.

Also, pay attention to the naming pattern of (unintelligible) CP MSAs. You need to know the starting city name when locating the MSA on the list. Alternatively, when you start typing in the text area the full or partial name of an MSA you are searching for, a list of location suggestions will appear automatically below it. This may be a quicker way to locate the MSA.

For this demonstration, let's select the Akron, Ohio metro area for our search. After selecting the MSA, we will click the get EEO table button below it. Once we click the button, the tool will load and display all occupational available in Akron, Ohio, metro area in a separate browser window.

So in the separate the browser window, what we see upon clicking the button is the occupation employment we are searching for within Akron, Ohio. Once we have all occupations, we will need to narrow our search to only those who are interested.

We can choose between a quick search method or a detailed search method. Use quick search if we know either official U.S. occupation name, EEO code or the SOC code. Use detail search if we are uncertain about the EEO occupation name or only a few likely keywords.

This is because a detailed search will provide a list of candidate occupation names against (electron). If what we are looking for is not in the list, we can try again using a different keyword.

Now let's try using the quick search method first. For example, I want to search an occupation closely related to construction, but I'm not sure about how it is named in EEO category. I can type construction in the quick search tech box.

Immediately the list of occupations narrows selection to only seven tables. The Tab numbers are in the lower right corner. These are occupations, have naming construction in the official occupation name.

What do we see? The first on the list is Construction Manager 11-9021/0220. We can click through the Tab numbers in the lower right corner to see other occupations map criteria.

This may turn out to be somewhat inconvenient if there are many Tabs. So if we know the EEO occupation code or the SOC code, we can type it in the quick search box to locate the occupation directly.

Now let's see what's available for the construction manager occupation in Akron, Ohio. These are the listings of the number and percentage of construction managers by race and gender status, both the total and percentage of the total by either race or gender as well as totals cross-categorized by race and gender, the percentage listings as a percentage of the total employment, not percentage within the race or gender category.

Now, let's see how we do a detailed search. A detailed search option is preferred when the exact occupation name is unknown and we want the tool to provide a list of candidates so we can choose.

Now we click on the detailed occupation search button, type construction in the search text box in the pop-up dialogue box. Seven occupation titles are displayed as we type the word. We can scan through the list for the exact occupation matches, what we have in mind.

Make sure you first clear the quick search box before we start a detailed search, otherwise the detailed search will only search within what we have already found in the quick search results from construction.

We have the choice, like for multiple, more than just one occupation in the provided list. By holding down the control key on the keyboard while clicking the rows, we can select multiple occupations.

So you want to select three occupations to investigate. Notice the number of Tabs narrows to three in the lower right corner of the screen immediately when we select the three rows in the dialogue window.

Since this time we need the percentage of female construction laborers in Akron, Ohio, construction labor is coded ESOC S47-2061 or equivalently in Census EEO occupation code as 6260. EEO1 report code is the leading one or two digits of the Census EEO code, in this case six.

In this example, we see there are 95 female construction laborers, or 4% of the total construction labor for Akron, Ohio MSA. The standard occupation classification, SOC system, is a federal statistical standard used by many federal agencies to classify workers into occupation categories for statistical purpose.

In 2018, all workers were classified into 1 out of 867 detailed occupations. EEO occupation corresponds to SOC but not as detailed. It has only 237 job categories, which is designed by EEOC to assist employers classify employees into 10 big job categories.

Census provides documentation about the crosswalks between the two systems as well as with other classification systems.

We then click through the Tabs to see all occupations entered this search. Optionally we could save the search results to a local file as a record for future

use. To save the search results, click the download button. This automatically downloads the results to an offline hard copy Excel workbook.

If the downloaded copy does not open automatically, we can find the file in our download folder in the computer. Now let me go through real quickly using the actual Web to show you how the search tool works.

Brenda Stewart:

Okay, Timothy, I will give you control of the presentation so that you can go to the different Web sites and demonstrate.

Timothy Li:

Thank you, Brenda. Here what you're seeing is that the online search tool, which was discussed. You see in the Web browser using this Web address we shared will bring you to this page. Click enter and you'll see this page.

So the goal that we're using this tool to find occupation employment in certain geographies, in this Step 1, we need to find the table. To specify the table we want to find the occupation employment in, as we discussed earlier census organized their Tabulation through a sequence number.

And currently there are 12 tables, but there are only 6 available for online search tool and they are grouped in the Tab. And there's no specific order number available currently. The table that we recommend to use is the second from the top, the occupation by sex and race, ethnicity or worksite geography for developing a (unintelligible).

Click this table. And we go Step 2; decide which geography you will find occupation employment in. The most likely situation will be the MSA and

others available are state, county, nation and places. And they are in various boundaries.

But MSA assumed, this is the one we are interested in. Click this one and a corresponding pulldown menu is provided, responding to the choice of the geography, which in this case is MSA.

And click on the pulldown. What we see is a very long list. And this lists all available MSAs and the micro MSAs in the United States in alphabetical order.

So if we know the name of the MSA, we can go down the list to find the MSA we're searching for. If not, we can type in either the full name or partial name of any that you have in mind. For example, I typed Richmond and there are four criterias available, Richmond, Indiana, Richmond, Virginia, Richmond, Kentucky and Augusta, Richmond County, Georgia.

In the presentation, we used Akron so this is the fifth from the top. Select that. Once the specific MSA is selected, a button appears reminding us to download the whole table.

Now click on the button. This is on a separate Web browser tab. It's not the tab we had before. This is what it had before and the second tab opens when we need to go back and forth to redefine either the table or the area.

This table has loaded all the occupations within Akron, Ohio. Just look at the lower right corner, the number of Tabs is 237. That's the number of occupations available in this geographic area.

Since there is a large number of tables to go through, each of them just to look at, the occupation is not the best way to find it. And there are two ways to locate the occupation we're interested.

One is the quick search. The second is detailed occupation search. This is the quick search. The keyword to try is construction. Notice on the lower right corner, the number of Tabs reduces to 7 from 237. So there are seven occupations found under this quick search.

And we'll click through the Tabs to see what the main occupations were found. The first one is construction manager. The second one is first line supervisor of construction trade. The third is construction labor. The fourth is equipment operator, et cetera.

And the statistics provided here are (gross under) status. The columns are race and ethnicity. So it is two dimensional and cross-categorized. Both are EEO numbers. Those are the first three rows underneath percentage. Those are lower three rows and the percentage are all calculated based on the total occupation under in this area.

So we see there's 1,185 construction managers in Akron, Ohio and 90 of them are female. The 7.6% is a percentage of the total. Similarly, we can read the gender distribution within each of the race and ethnicity categories as well.

Alternatively, if you want to save the record, you could download, click the download button and an Excel workbook opens. This is the table we see in the Web browser. Or, we could save this by record if you need to. But if you just want to look up a number, the online search tool is sufficiently enough.

Now you see it's easy to find our searches using this online tool. This completes my demonstration using the online search tool. I will now turn the presentation over to (Carrae Green). (Carrae)?

(Carrae Green):

Thank you, Timothy. Thank you for this great presentation, demonstration of the EEO Tabulation.

So we talked a lot today about the new EEO occupation tables. But what we want to reiterate is the limitations of the new EEO occupation tables. A fair number of geographies are now suppressed, preventing information disclosure. This includes counties, MSAs and place, et cetera.

If we cannot find a geography we need, the solution is either to use one level of geography such as from country to MSA or MSA to state or aggregate the sub-geographies within the geography that is not available. For example, adding counties to MSAs.

Either solution is not ideal, but this is what we have at the moment. Census may be able to improve this, but nothing is guaranteed.

The next list, the EEO Tab occupation classification is based on the Census EEO occupation code. Currently there are 237 occupation categories. This is a reduction from the 480 or so that we had in 2006 to 2010 EEO Tab tables. So the occupation definition is not as detailed as before.

If the user cannot narrow the job the company is targeting for an occupation category, one may have to approximate. This is true for all geographies from places to national level.

The other limitations are the Hispanic race groups are combined together as one race group. The race category no longer differentiates white Hispanics from other Hispanics. Also two or more or other race groups are no longer separately tabulated.

Now these are grouped with the balance of non-Hispanic groups instead. Statistics are summarized only by where people work or reside versus status.

For federal contractors to develop affirmative action hiring goals, it may be more helpful to know applicants by qualifications, skill level or education. Census may add educational attainment tables to the search tool sometime later.

Next, we will turn to Brenda and she will go over some frequently asked questions.

Brenda Stewart:

Thank you, (Carrae). I do have a few questions for you and Cyara. First off, I'll start with you, (Carrae). Do contractors have to recalculate placement goals?

(Carrae Green):

No. On March 2, 2021, the United States released 2018 EEO Tab to the public. The 2018 EEO Tab replaces the 2006-2010 EEO tabulation that OFCCP and covered federal contractors currently use.

However, the 2021 AAPs already in place using the old 2006-2010 ACS data tables are acceptable. Contractors do not have to go back and recalculate availability and placement goals based on the newly released data.

Covered federal contractors must begin using the 2014-2018 EEO tabulation to develop all written affirmative action programs that commit on or after January 1, 2022.

Brenda Stewart:

Thank you, (Carrae). Next, Cyara, what are some interim workarounds for MSA data that's not available in the new EEO Tabulation data?

Cyara Phillips Khan:

Because of the data disclosure concerns, Census Bureau might have suppressed the MSA data we're interested in. If the MSA level data is suppressed, we may use either the state level data or aggregate county level data instead.

If we decide to use state level data, we need to ensure the MSA occupation distribution patterns among race and gender groups are very similar at the state level.

Summarizing county level data to the MSA level requires obtaining the occupation numbers from each of the counties for specific occupations. And this can be challenging.

We are discussing this with Census for Improvement. But another solution would be approximating with nearby available data.

Brenda Stewart:

Thank you, Cyara. And the last question for you, (Carrae), how do we find a specific occupation code or other subset that is not found in the new microdata?

(Carrae Green):

So users can either use the quick or detailed search tool available in the online search tool or you can look up the EEO occupation code and SOC codes from this, either the EEO or EEOC or the BLS Web site.

Brenda Stewart:

Okay. Thank you both for answering these questions. And on our next slide, we'll have Cyara go over some helpful resources.

Cyara Phillips Khan:

Thanks, Brenda. For questions that are not answered in this training, you may check the Census EEO Tab main page fact section. There are 45 questions with answers for the 2018 data tabulation and prior year tables. Also included are contacts at the Census Bureau, EEOC and OFCCP for specific agency-related questions.

Some other resources that are relevant to the EEO Tab include the Missouri Census Data Center at the University of Missouri, which maintains an easy to use Web site where we can search geographic information such as county, MSA names of any state, the GOID. These are helpful and useful when we need to locate a geographic area on the online search tool.

Census also provides a detailed listing and crosswalk between four major occupation classification systems. A hard copy of this document may help users quickly locate the name and code of an occupation without using the search tool.

And for the suppressed MSA in places, Census has a detailed listing users can view. If there is a type of geography, you can't find on the quick search tool,

check this list to make sure it's not suppressed. If it is, an alternative method may be considered.

And now, Brenda, I'll turn the presentation back to you.

Brenda Stewart:

Thank you, operator. We have Bob LaJeunesse. He is going to address the questions that have come in.

Bob LaJeunesse:

Hi, everybody. We won't be able to get to all of your questions today, but there was one overarching question that came up many times that I did want to clarify.

We will provide a more robust response in written form. But regarding the choice between the residence or workplace table, there is no change in policy. You are still able to choose the user table that best suits your type of business.

So if your employees, for example, are reporting to a factory or a plant that may be a worksite or if they're working from home, that may be the residency data and then that will also be governed by which geographies are available.

The example that Timothy Lee just showed, he was working within an MSA. So the workplace data was available and he selected that. But you still have flexibility between those two tables. And in most cases, the estimates are quite similar. We will provide a written response, but there's been no change.

You still have flexibility to choose either the worksite or the residence data, depending on your type of operations and the jobs at issue. So I want to turn

it back over to the Director of Policy now, Tina Williams, to, I guess, conclude this training. All right. Tina?

Tina Williams:

Good afternoon. Yes. Thank you, Bob. Good afternoon, everybody. We certainly are grateful to see so many participants. We have a very active chat room here with so many questions. It was virtually impossible for all these big brains to provide responses to all of these questions.

So what we are going to do is a couple of things. One, I see a lot of questions about the presentation itself. We are going to post the presentation that was given today by our wonderful colleagues who served as panelists on the WebEx. And we are also going to post the presentation in our Contract Compliance Institute.

So those of you that do not have access to that, you need to certainly go, sign up so you can get access to it and you'll be able to access the presentation there as well.

The other thing is with the questions that we have, we're going to try to combine them into just a couple of responses. And we're going to put together some FAQs and post those on our Web site. So you will get answers to these questions, but we just did not anticipate receiving this many questions in the chat room.

I think we probably counted at least over 100 or so. So you can expect to receive updated FAQs. If you have any pointed questions that you want to contact someone about, I saw that there were some questions about who should we contact. Please feel free to either send me an email. I'll ask that

someone put my email address in the chat box and my office telephone number.

Please feel free to send me an email or call or leave me a voicemail message and we will get to you as quickly as possible. If not, you can always feel free to send one of your questions through our ombuds, Marcus Stergio, or through the Help Desk. Either way, you will get somebody to respond to you. Outside of that, you can expect to see updated FAQs that address a majority of these questions that you all have sent our way.

So today, I would like to send a hearty thank you to Brenda Stewart for serving as the moderator for today's briefing. I would like to thank all of the panelists for giving such valuable information. I'd like to thank Bob LaJeunesse and his staff and (Keir Bickerstaffe) for joining the call as well.

And I'd like to extend a big thank you to all of our stakeholders who engaged and participated in this briefing with us today. Thank you very much. And I hope you all have a wonderful day.

END