

EEO Utilization Report

Organization Information

Name: Engility Corporation

City: Chantilly

State: VA

Zip: 20151

Type: Business

Step 1: Introductory Information

Policy Statement:

It is the policy of Engility to afford an equal employment opportunity to all employees in each and every aspect of his/her employment and all qualified applicants for employment without respect to race, color, national origin, age, gender, marital status, sexual orientation, religion, citizenship (excluding positions requiring a security clearances), veteran status, military status, disability, genetic information or any other legally protected status.

Engility's employment practices are designed to ensure that no distinctions are made in the selection, hire, assignment, training, transfer, promotion, compensation, layoff or termination of employees because of race, color, national origin, age, gender, marital status, sexual orientation, religion, citizenship (excluding positions requiring a security clearance), veteran status, military status, disability, genetic information or any other legally protected status.

All such decisions are based on the abilities and qualifications of the individual.

Following File has been uploaded:HR- PY1 Equal Employment and Affirmative Action.pdf

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis of Engility's Workforce, the following was noted:

- White males were under-represented in the Administrative Support category by 7%.
- Asian males were under-represented in the Officials/Administrators category by 1%.
- White females were under-represented in the Officials/Administrators category by 8%, the Professionals category by 20%, and the Technicians category by 25%.
- Clack females were under-represented in the Officials/Administrators category by 4%, the Professionals category by 3%, and the Technicians category by 14%.
- Asian females were under-represented in the Professionals category by 1%.
- The Significant Underutilization Chart indicates underutilization in the Professional category for "Other" for both males and females. In accordance with 28C.F.R Section 42.301-308, Engility does not have an Other category for ethnicity.

Standard deviation is a two-point factor and some of these calculations are below 2%. Engility employs personnel globally and the Virginia statistics are just a portion of our overall staff of over 6,000. Due to the single selection labor market available through the DOJ JOP system, this workforce analysis was only compared to the Virginia labor market; therefore, the utilization conclusion may not be completely reliable due to the limitation of the source.

Engility is committed to having a diverse workforce. Engility will continue to review the hiring and retention practices to ensure that there is no disparate impact.

Step 5: Objectives and Steps

1. To encourage minorities and females to apply for vacancies in all job categories.

- a. Engility is committed to Equal Opportunity in all personnel decisions. Engility remains committed to working toward its goal for proper utilization of minorities and females. Although we have established procedures that we are confident would help us attain our goals, we face many challenges in recruiting for many of our positions. Many of our contracts dictate that certain positions require personnel with specific military or government experience. Additionally, certain contracts give the military or government customer the right to final selection decisions on many of the positions. In spite of our challenges, we closely examine personnel actions with an eye toward our goals as well as giving opportunities to females and minorities for promotions available. Engility continues to review all aspects of the recruitment and promotion processes to ensure that there is no adverse impact to any applicant or employee.
- b. Engility participated in 29 Job Fairs in Virginia, Maryland, Kansas, and Georgia in 2016, 8 of those were specific to Military and Veterans. In addition, we participated in Career Fairs at Virginia Tech, George Mason University, University of Maryland, Hampton University, and University of Virginia. Engility has also taken out ads in Diversity in STEAM magazine and the US Veterans magazine.
- c. Engility advertises position openings in several different ways to reach out to as many applicants as possible. All positions are posted to our Applicant Tracking System, which then feeds to our external career site as well as HireClix Digital Ads, a digital recruitment advertising agency and partner with Engility that specializes in targeted job ads. HireClix manages Engility's paid job board postings and digital advertising efforts. The job boards we regularly post to include: Monster, Jobs2Careers, Clearance Jobs, Clearedjobs.net, LinkedIn, Indeed, Simply Hired, and Local Jobs Network (state and local agencies, diversity and military/veteran sites). From these main sites, aggregators like Indeed, SimplyHired and Local Jobs Network all push out our jobs to hundreds of other sites. All candidates are pointed back to our career site. Job postings and the career site indicate that the Company is an equal opportunity employer.
- d. All employees are given equal opportunity to apply for promotion openings. Promotional openings are posted on Engility's Internal Career page and any employee is able to apply for the opportunity.

Step 6: Internal Dissemination

1. Engility will post a copy of the EEOP Utilization Report on Engility's internal website.
2. A hard copy of the EEOP Utilization Report will be located at the Human Resources office in Chantilly, VA and will be available upon request.
3. Email notifications will be sent out notifying employees that the EEOP Utilization Report is posted on the internal website and available by request from Human Resources in Chantilly, VA.

Step 7: External Dissemination

1. Engility will post a copy of the EEOP Utilization Report on Engility's external website.
2. A hard copy of the EEOP Utilization Report will be located at the Human Resources office in Chantilly, VA and will be available upon request.
3. Notify all contractors and vendors that do business with Engility that the EEOP Utilization Report is posted on the external website and available by request from Human Resources in Chantilly, VA.

Utilization Analysis Chart
Relevant Labor Market: Virginia

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	667/60%	32/3%	44/4%	3/0%	22/2%	1/0%	12/1%	0/0%	238/22%	17/2%	30/3%	1/0%	27/2%	0/0%	11/1%	0/0%
CLS #/%	251,905/47%	12,950/2%	28,345/5%	535/0%	16,870/3%	165/0%	2,265/0%	1,100/0%	157,660/30%	8,440/2%	38,310/7%	440/0%	11,015/2%	110/0%	1,780/0%	835/0%
Utilization #/%	13%	0%	-1%	0%	-1%	0%	1%	-0%	-8%	-0%	-4%	0%	0%	-0%	1%	-0%
Professionals																
Workforce #/%	2484/52%	191/4%	354/7%	13/0%	227/5%	8/0%	112/2%	0/0%	930/19%	77/2%	244/5%	1/0%	109/2%	1/0%	54/1%	0/0%
CLS #/%	264,370/34%	12,735/2%	39,615/5%	605/0%	32,990/4%	255/0%	3,945/1%	1,975/0%	308,410/40%	14,010/2%	63,595/8%	495/0%	26,275/3%	325/0%	4,210/1%	1,780/0%
Utilization #/%	18%	2%	2%	0%	0%	0%	2%	-0%	-20%	-0%	-3%	-0%	-1%	-0%	1%	-0%
Technicians																
Workforce #/%	48/62%	3/4%	6/8%	2/3%	5/6%	0/0%	1/1%	0/0%	9/12%	3/4%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%
CLS #/%	31,535/30%	1,830/2%	6,410/6%	40/0%	3,845/4%	80/0%	565/1%	245/0%	38,560/37%	1,965/2%	15,170/14%	170/0%	3,930/4%	0/0%	505/0%	275/0%
Utilization #/%	32%	2%	2%	3%	3%	-0%	1%	-0%	-25%	2%	-14%	-0%	-4%	1%	-0%	-0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	43,155/52%	3,115/4%	15,830/19%	160/0%	1,135/1%	10/0%	655/1%	215/0%	9,540/11%	850/1%	8,540/10%	60/0%	235/0%	0/0%	90/0%	90/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	3,250/38%	290/3%	685/8%	0/0%	275/3%	15/0%	90/1%	10/0%	2,980/35%	140/2%	700/8%	35/0%	65/1%	0/0%	15/0%	10/0%
Utilization #/%																
Administrative Support																
Workforce #/%	36/17%	7/3%	13/6%	0/0%	4/2%	0/0%	0/0%	0/0%	107/49%	19/9%	21/10%	0/0%	7/3%	0/0%	4/2%	0/0%

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
CLS #/%	218,585/23%	15,885/2%	61,060/7%	555/0%	18,370/2%	345/0%	3,470/0%	1,550/0%	413,610/44%	34,225/4%	132,605/14%	1,440/0%	26,020/3%	525/0%	6,260/1%	2,395/0%
Utilization #/%	-7%	2%	-1%	-0%	-0%	-0%	-0%	-0%	5%	5%	-5%	-0%	0%	-0%	1%	-0%
Skilled Craft																
Workforce #/%	28/72%	1/3%	5/13%	0/0%	1/3%	0/0%	1/3%	0/0%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	221,070/65%	45,820/13%	42,990/13%	760/0%	6,705/2%	55/0%	2,295/1%	980/0%	11,690/3%	1,510/0%	4,095/1%	25/0%	1,720/1%	0/0%	60/0%	125/0%
Utilization #/%	7%	-11%	0%	-0%	1%	-0%	2%	-0%	4%	-0%	-1%	-0%	-1%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	9/56%	1/6%	2/12%	0/0%	2/12%	0/0%	0/0%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	264,480/30%	63,405/7%	123,895/14%	885/0%	18,360/2%	180/0%	4,470/1%	2,235/0%	209,575/24%	48,270/6%	106,885/12%	1,070/0%	21,900/3%	275/0%	3,225/0%	2,110/0%
Utilization #/%	26%	-1%	-2%	-0%	10%	-0%	-1%	-0%	-12%	-6%	-12%	-0%	-3%	-0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators					✓				✓		✓					
Professionals								✓	✓		✓		✓			✓
Technicians									✓		✓					
Administrative Support	✓															

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Jennifer Weigle

HR Compliance Analyst

03-22-2017

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