

Table 1 (see notes ¹ and ² below)
SUMMARY OF EMPLOYEE FILE DATA
C&I: Immigration (C&I)
DFAIT: Political-Economic (P-E)
DFAIT: Commercial-Economic/Trade (C-E)

Group/ Separations*	Gender	Classification Level At Separation	Foreign Languages	Years	Separations (Years at Current Classification)	Separations (Years of Service)	Categorized Reasons for Separation**	Separations
C&I/16 1990-2001	Male - 9 (56%)	FSDP/FS00 - 2 (13%)		5 yrs. or less	12 (75%)	4 (25%)	Nature of foreign service work	0
	Female - 7 (44%)	FS01 - 6 (38%)	Data Not Available/Applicable	6-10	4 (25%)	11 (69%)	Career path and personal growth	6 (38%)
		FS02 - 8 (50%)		11+	N/A	1 (6%)	Assignments abroad	1 (6%)
P-E/25 1990-1999	Male - 19 (76%)	FSDP/FS00 - 0	Data Not Available/Applicable - 14	5 yrs. or less	18 (72%)	16 (64%)	Nature of foreign service work	0
	Female - 6 (24%)	FS01 - 22 (88%)	Spanish - 4 Mandarin - 2 Arabic - 1 Russian - 1 German - 1 Indonesian & Spanish - 1 German & Italian - 1	6-10	7 (28%)	9 (36%)	Career path and personal growth	5 (20%)
		FS02 - 3 (12%)		11+	N/A	N/A	Assignments abroad	2 (8%)
C-E/25 1990-2002	Male - 10 (40%)	FSDP/FS00 - 0	Data Not Available/Applicable - 15	5 yrs. or less	21 (84%)	14 (56%)	Nature of foreign service work	0
	Female - 15 (60%)	FS01 - 17 (68%)	Japanese - 3 Spanish - 3 Mandarin, Japanese & Korean - 1 Arabic - 1 Portuguese - 1 Indonesian & Spanish - 1	6-10	3 (12%)	10 (40%)	Career path and personal growth	3 (12%)
		FS02 - 8 (32%)		11+	1 (4%)	1 (4%)	Assignments abroad	1 (4%)
TOTAL=66 ¹ (a total of 273 non retirement- eligible ² employees separated between 1990- 1991 and 1999-2000)	Male - 38 (58%)	FSDP/FS00 - 2 (3%)	Data Not Available/Applicable - 45	5 yrs. or less	51 (77%)	34 (52%)	Nature of foreign service work	0
	Female - 28 (42%)	FS01 - 45 (68%)	Spanish - 7 Mandarin - 2 Japanese - 3 Arabic - 2 Russian - 1 German - 1 Portuguese - 1 Indonesian & Spanish - 2 German & Italian - 1 Mandarin, Japanese & Korean - 1	6-10	14 (21%)	30 (45%)	Career path and personal growth	14 (21%)
		FS02 - 19 (29%)		11+	1 (2%)	2 (3%)	Assignments abroad	4 (6%)
							Pay and foreign service directives	41 (62%)
							Management practices	0
							Other	3 (5%)
							No reason on file	4 (6%)

*For more accurate comparison among C&I, P-E, and C-E groups, we have only used separation data for employees who were hired from 1990 onward.
** The various reasons for separation have been compiled into broad categories for purposes of comparing data with FS Retention Survey results. Refer to attached for description of each category.
¹excludes (a) departures under Work Force Adjustment (WFA), (b) departures of retirement-eligible employees, and (c) promotions