Group Definitions:

A. Codes and titles for the nine EEO-1 Job Categories, as used in the EEO-1 Survey:

1. Officials and Managers, including (a) Executive/Senior Level Officials and Managers and (b) First/Mid Level Officials and Managers
2. Professionals
3. Technicians
4. Sales Workers
5. Administrative Support Workers
6. Craft Workers
7. Operatives
8. Laborers and Helpers
9. Service Workers

B. Codes and titles for the fourteen EEO Occupational Groups, which are collapsible into the nine EEO-1 Job Categories:

1. Management, Business and Financial Workers (EEO-1 code 1)
2. Science, Engineering and Computer Professionals (EEO-1 code 2)
3. Healthcare Practitioner Professionals (EEO-1 code 2)
4. Other Professional Workers (EEO-1 code 2)
5. Technicians (EEO-1 code 3)
6. Sales Workers (EEO-1 code 4)
7. Administrative Support Workers (EEO-1 code 5)
8. Construction and Extractive Craft Workers (EEO-1 code 6)
9. Installation, Maintenance and Repair Craft Workers (EEO-1 code 6)
10. Production Operative Workers (EEO-1 code 7)
11. Transportation and Material Moving Operative Workers (EEO-1 code 7)
12. Laborers and Helpers (EEO-1 code 8)
13. Protective Service Workers (EEO-1 code 9)
14. Service Workers, except Protective (EEO-1 code 9)

C. Codes and titles for the eight State and Local Government Job Groups, which are similar to the job categories used in the EEO-4 Survey.

1. Officials and Administrators
2. Professionals
3. Technicians
4. Protective Service Workers: Sworn
5. Protective Service Workers: Non-sworn
6. Administrative Support Workers
7. Skilled Craft Workers
8. Service and Maintenance Workers

D. Codes and titles for the nine Federal Sector Job Groups, as used in EEOC Management Directive 715:

1. Officials and Managers, including (a) Executives, (b) Managers, and (c) Supervisors
2. Professional Workers
3. Technicians
4. Sales Workers
5. Administrative Support Workers
6. Craft Workers
7. Operatives
8. Laborers and Helpers
9. Service Workers