

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FNCS

For 3rd Quarter 2008 for period ending June 30, 2008

| Complaint Activity  | Comparative Data          |      |      |      |      |               |
|---|---------------------------|------|------|------|------|---------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2008Thru06-30 |
|   | 2003                      | 2004 | 2005 | 2006 | 2007 |               |
| Number of Complaints Filed  |                           |      | 13   | 11   | 13   | 5             |
| Number of Complainants  |                           |      | 11   | 9    | 9    | 4             |
| Repeat Filers   |                           |      | 2    | 1    | 2    | 1             |
| Complaints by Basis   | Comparative Data          |      |      |      |      |               |
|   | Previous Fiscal Year Data |      |      |      |      | 2008Thru06-30 |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2003                      | 2004 | 2005 | 2006 | 2007 |               |
| Race  |                           |      | 2    | 4    | 6    | 2             |
| Color   |                           |      | 3    | 1    | 0    | 0             |
| Religion  |                           |      | 0    | 0    | 0    | 0             |
| Reprisal  |                           |      | 10   | 5    | 6    | 3             |
| Sex   |                           |      | 5    | 3    | 0    | 1             |

|   |                           |      |      |      |      |               |
|---|---------------------------|------|------|------|------|---------------|
| National Origin   |                           |      | 4    | 0    | 0    | 0             |
| Equal Pay Act   |                           |      | 0    | 0    | 0    | 0             |
| Age   |                           |      | 5    | 4    | 2    | 3             |
| Disability  |                           |      | 0    | 0    | 2    | 1             |
| Non-EEO   |                           |      | 0    | 0    | 0    | 0             |
| Complaints by Issue   | Comparative Data          |      |      |      |      |               |
|   | Previous Fiscal Year Data |      |      |      |      | 2008Thru06-30 |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2003                      | 2004 | 2005 | 2006 | 2007 |               |
| Appointment/Hire  |                           |      | 1    | 0    | 0    | 0             |
| Assignment of Duties  |                           |      | 1    | 1    | 1    | 0             |
| Awards  |                           |      | 0    | 0    | 1    | 0             |
| Conversion to Full-time   |                           |      | 0    | 0    | 0    | 0             |
| Disciplinary Action   |                           |      |      |      |      |               |
| Demotion  |                           |      | 0    | 0    | 0    | 0             |
| Reprimand   |                           |      | 0    | 0    | 0    | 1             |
| Suspension  |                           |      | 0    | 1    | 0    | 0             |
| Removal   |                           |      | 0    | 0    | 0    | 0             |
| Other   |                           |      | 1    | 0    | 1    | 0             |
| Duty Hours  |                           |      | 0    | 0    | 0    | 0             |
| Evaluation Appraisal  |                           |      | 3    | 1    | 2    | 0             |
| Examination/Test  |                           |      | 0    | 0    | 0    | 0             |
| Harassment  |                           |      |      |      |      |               |
| Non-Sexual  |                           |      | 5    | 0    | 1    | 2             |
| Sexual  |                           |      | 0    | 0    | 0    | 0             |

|   |                           |      |        |        |        |               |
|---|---------------------------|------|--------|--------|--------|---------------|
| Medical Examination                     |                           |      | 0      | 0      | 0      | 0             |
| Pay (Including Overtime)                |                           |      | 0      | 0      | 0      | 0             |
| Promotion/Non-Selection                 |                           |      | 5      | 7      | 3      | 1             |
| Reassignment                            |                           |      |        |        |        |               |
| Denied                                  |                           |      | 0      | 0      | 0      | 1             |
| Directed                                |                           |      | 0      | 0      | 0      | 0             |
| Reasonable Accommodation                |                           |      | 0      | 0      | 3      | 1             |
| Reinstatement                           |                           |      | 0      | 0      | 0      | 0             |
| Retirement                              |                           |      | 0      | 0      | 0      | 0             |
| Termination                             |                           |      | 0      | 0      | 1      | 0             |
| Terms/Conditions of Employment          |                           |      | 1      | 0      | 1      | 0             |
| Time and Attendance                     |                           |      | 1      | 0      | 0      | 0             |
| Training                                |                           |      | 0      | 1      | 1      | 1             |
| Other                                   |                           |      | 1      | 2      | 2      | 0             |
| Processing Time                         | Comparative Data          |      |        |        |        |               |
|   | Previous Fiscal Year Data |      |        |        |        | 2008Thru06-30 |
|   | 2003                      | 2004 | 2005   | 2006   | 2007   |               |
| Complaints pending during fiscal year   |                           |      |        |        |        |               |
| Average number of days in investigation |                           |      | 408.59 | 272.25 | 251.67 | 302.91        |
| Average number of days in final action  |                           |      | 976.75 | 69.33  | 396.45 | 51.00         |

|  |                           |      |          |        |        |               |
|--|---------------------------|------|----------|--------|--------|---------------|
| Complaint pending during fiscal year where hearing was requested     |                           |      |          |        |        |               |
| Average number of days in investigation                              |                           |      | 400.09   | 260.50 | 276.12 | 316.75        |
| Average number of days in final action                               |                           |      | 1.00     | 17.20  | 80.00  | 51.00         |
| Complaint pending during fiscal year where hearing was not requested |                           |      |          |        |        |               |
| Average number of days in investigation                              |                           |      | 424.17   | 284.00 | 202.75 | 295.00        |
| Average number of days in final action                               |                           |      | 1,302.00 | 330.00 | 577.29 | 0             |
| Complaints Dismissed by Agency                                       | Comparative Data          |      |          |        |        |               |
|  | Previous Fiscal Year Data |      |          |        |        | 2008Thru06-30 |
|  | 2003                      | 2004 | 2005     | 2006   | 2007   |               |
| Total Complaints Dismissed by Agency                                 |                           |      | 2        | 1      | 3      | 0             |
| Average days pending prior to dismissal                              |                           |      | 480      | 585    | 1112   | 0             |
| Complaints Withdrawn by Complainants                                 |                           |      |          |        |        |               |
| Total Complaints Withdrawn by Complainants                           |                           |      | 0        | 1      | 0      | 2             |



| Findings After Hearing   |                  |  |  |   |   |   |   |   |   |   |   |
|--------------------------|------------------|--|--|---|---|---|---|---|---|---|---|
|                          |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race                     |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color                    |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion                 |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal                 |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex                      |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin          |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act            |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age                      |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability               |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO                  |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings Without Hearing |                  |  |  |   |   |   |   |   |   |   |   |
|                          |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race                     |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color                    |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion                 |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal                 |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex                      |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin          |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act            |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age                      |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability               |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO                  |                  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of              | Comparative Data |  |  |   |   |   |   |   |   |   |   |

|                          | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2008Thru06-30 |   |
|--------------------------|---------------------------|---|------|---|------|---|------|---|------|---|---------------|---|
|                          | 2003                      |   | 2004 |   | 2005 |   | 2006 |   | 2007 |   |               |   |
|                          | #                         | % | #    | % | #    | % | #    | % | #    | % | #             | % |
| Total Number Findings    |                           |   |      |   | 0    |   | 0    |   | 0    |   | 0             |   |
| Appointment/Hire         |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Assignment of Duties     |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Awards                   |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Conversion to Full-time  |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Disciplinary Action      |                           |   |      |   |      |   |      |   |      |   |               |   |
| Demotion                 |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Reprimand                |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Suspension               |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Removal                  |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Other                    |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Duty Hours               |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Evaluation Appraisal     |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Examination/Test         |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Harassment               |                           |   |      |   |      |   |      |   |      |   |               |   |
| Non-Sexual               |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Sexual                   |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Medical Examination      |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Pay (Including Overtime) |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Promotion/Non-Selection  |                           |   |      |   | 0    | 0 | 0    | 0 | 0    | 0 | 0             | 0 |
| Reassignment             |                           |   |      |   |      |   |      |   |      |   |               |   |

|                                |  |  |  |  |   |   |   |   |   |   |   |   |
|--------------------------------|--|--|--|--|---|---|---|---|---|---|---|---|
| Denied                         |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed                       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement                  |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement                     |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination                    |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance            |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training                       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined           |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|                                |  |  |  |  |   |   |   |   |   |   |   |   |
| Findings After Hearing         |  |  |  |  | 0 |   | 0 |   | 0 |   | 0 |   |
| Appointment/Hire               |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties           |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards                         |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time        |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action            |  |  |  |  |   |   |   |   |   |   |   |   |
| Demotion                       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand                      |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension                     |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal                        |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other                          |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours                     |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal           |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |



|                                |  |  |  |  |   |   |   |   |   |   |   |   |
|--------------------------------|--|--|--|--|---|---|---|---|---|---|---|---|
| Examination/Test               |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment                     |  |  |  |  |   |   |   |   |   |   |   |   |
| Non-Sexual                     |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual                         |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination            |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime)       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection        |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment                   |  |  |  |  |   |   |   |   |   |   |   |   |
| Denied                         |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed                       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement                  |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement                     |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination                    |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance            |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training                       |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined           |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|                                |  |  |  |  |   |   |   |   |   |   |   |   |
| Findings Without Hearing       |  |  |  |  | 0 |   | 0 |   | 0 |   | 0 |   |
| Appointment/Hire               |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties           |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards                         |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|                          |  |  |  |  |   |   |   |   |   |   |   |   |
|--------------------------|--|--|--|--|---|---|---|---|---|---|---|---|
| Conversion to Full-time  |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action      |  |  |  |  |   |   |   |   |   |   |   |   |
| Demotion                 |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand                |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension               |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal                  |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other                    |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours               |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal     |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test         |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment               |  |  |  |  |   |   |   |   |   |   |   |   |
| Non-Sexual               |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual                   |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination      |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection  |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment             |  |  |  |  |   |   |   |   |   |   |   |   |
| Denied                   |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed                 |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement            |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement               |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination              |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of      |  |  |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |                           |      |      |      |      |                   |   |   |   |   |   |
|--|---------------------------|------|------|------|------|-------------------|---|---|---|---|---|
| Employment   |                           |      |      |      |      |                   |   |   |   |   |   |
| Time and Attendance  |                           |      |      | 0    | 0    | 0                 | 0 | 0 | 0 | 0 | 0 |
| Training   |                           |      |      | 0    | 0    | 0                 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined   |                           |      |      | 0    | 0    | 0                 | 0 | 0 | 0 | 0 | 0 |
| Pending Complaints<br>Filed in Previous Fiscal<br>Years by Status            | Comparative Data          |      |      |      |      |                   |   |   |   |   |   |
|  | Previous Fiscal Year Data |      |      |      |      | 2008Thru06-<br>30 |   |   |   |   |   |
|  | 2003                      | 2004 | 2005 | 2006 | 2007 |                   |   |   |   |   |   |
| Total complaints from<br>previous Fiscal Years                               |                           |      | 21   | 24   | 21   | 22                |   |   |   |   |   |
| Total Complainants   |                           |      | 16   | 18   | 15   | 13                |   |   |   |   |   |
| Number complaints<br>pending   |                           |      |      |      |      |                   |   |   |   |   |   |
| Investigation  |                           |      | 0    | 0    | 0    | 1                 |   |   |   |   |   |
| ROI issued, pending<br>Complainant's action                                  |                           |      | 0    | 0    | 0    | 0                 |   |   |   |   |   |
| Hearing  |                           |      | 0    | 0    | 0    | 1                 |   |   |   |   |   |
| Final Agency Action  |                           |      | 3    | 8    | 5    | 11                |   |   |   |   |   |
| Appeal with EEOC<br>Office of Federal<br>Operations                          |                           |      | 0    | 1    | 1    | 1                 |   |   |   |   |   |
| Complaint<br>Investigations  | Comparative Data          |      |      |      |      |                   |   |   |   |   |   |
|  | Previous Fiscal Year Data |      |      |      |      | 2008Thru06-<br>30 |   |   |   |   |   |
|  | 2003                      | 2004 | 2005 | 2006 | 2007 |                   |   |   |   |   |   |
| Pending Complaints<br>Where Investigations<br>Exceed Required Time<br>Frames |                           |      | 2    | 3    | 3    | 2                 |   |   |   |   |   |