## **BROADCASTING BOARD of GOVERNORS**

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

## Data as of December 31, 2007, First Quarter Report for FY 2008

29 CFR §1614.704(a) - (c)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data								
Complaint Activity	<b>FY2008</b> <b>End of</b> 1st <b>Qtr</b>	2007	2006	2005	2004	2003					
Number of Complaints Filed in FY 1614.704(a)	9	14	30	31	24	18					
Number of Complainants 1614.704(b)	9	14	30	31	24	18					
Repeat Filers 1614.704(c)	0	2	0	3	0	0					

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data								
Complaints by Basis Note: Complaints can be filed alleging	FY2008 End of									
<i>multiple bases. The sum</i> of the bases <i>may not equal total complaints filed.</i>	<sup>1st</sup> Qtr	2007	2006	2005	2004	2003				
Race	1	3	6	4	6	6				
Color	1	2	0	1	1	0				
Religion	0	0	2	3	1	4				
National Origin	5	2	3	6	5	0				
Sex (including complaints filed under Equal Pay Act)	3	5	10	11	8	4				
Disability	0	1	2	0	1	3				
Age	3	2	7	11	6	7				
Reprisal	5	10	18	8	14	8				
Other	0	0	0	0	0	7				

29 CFR §1614.704(e)			29 CFR §1614.705 Comparative								
Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases my not equal total complaints filed.	FY2008 End of 1st Qtr	Pı	revious	Data Fiscal	Year Da	ata					
		2007	2006	2005	2004	2003					
Appointment/Hire	0	0	0	0	0	0					
Assignment of Duties	1	2	7	0	0	3					
Awards	0	0	2	0	0	1					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	0	2	0	0	0					
Reprimand	0	0	0	0	1	0					
Suspension	0	1	0	2	0	0					
Removal	0	0	2	0	0	0					
Other	2	0	2	0	0	0					
Duty Hours	0	0	2	0	0	3					
Evaluation Appraisal	0	2	6	1	3	1					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	3	12	2	0	2	4					
Sexual	2	2	0	0	0	0					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	0	0	1	7	0	2					
Promotion/Non-Selection	3	5	30	6	9	9					
Reassignment											
Denied	0	2	3	0	0	0					
Directed	0	0	5	0	0	1					
Reasonable Accommodation	0	0	0	0	0	0					
Rei nstatement	0	0	0	0	0	0					
Retirement	0	0	0	0	0	1					
Termination	1	12	1	1	1	5					
Terms/Conditions of Employment	1	0	0	0	0	2					
Time and Attendance	2	1	4	1	1	0					
Training	0	0	6	0	1	2					
Other	4	0	6	0	0	0					

Processing Time" post the average le	ength o	f tin	ne it tak	es to	FY 2008			
complete each step of the process for o	every c	omp	plaint th	at is	Num	oer A	verage	
pending during any time of the th	en fisca	al ye	ear "				Days	
All complaints pending in Investigative Stage		161	14.704(f)	(1)	6		49.0	
All complaints pending in Final Agency Action St	tage				2		81.5	
All complaints pending in which Hearing was not requested	t	161	14.704(f)	(2)	8		130.5	
Time in Investigation Stage					6		49.0	
Time to Issue Final Agency Action					2		81.5	
All complaints pending in which a Hearing was requested		161	14.704(f)	(3)	9		438.77	
Time in Investigation Stage plus time in Fina Agency Action Stage	Time in Investigation Stage plus time in Final Agency Action Stage						438.77	
Time to issue Final Agency Action					0		0	
29 CFR §1614.704(g)			29 C	FR §16	14.705 (	Compa	rative	
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY20 End 1st 0	of	Р	revious	Data Fiscal '	r∕ear Da	ata	
			2007	2006	2005	2004	2003	
Total Complaints Dismissed by Agency	1		7	6	6	3	2	
Average days pending prior to dismissal		;	40	44.5	38	28	48	

29 CFR §1614.704(h)				29 CFR §1614.705 Comparative									
Total Final Agency Actions Finding Discrimination		2008 nd of <sup>t</sup> Qtr		F	Prev	vious		ata scal `	Yea	r Dat	а		
			2007		2006		2005		2004		2003		
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	
Total Number Findings 704(h)(1)	0		0		0		0		0		0		
Without Hearing 704(h)(2)	0		0		0		0		0		0		
With Hearing 704(h)(3)	0		0		0		0		0		0		

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative										
Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases	FY2008 End of 1st Qtr		of										
may not equal total complaints and findings.	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	
Total Number Findings 704(i)(1)	0		0		0		0		0		0		
Number Findings Rendered Without	0		0		0		0		0		0		
Hearing 704(i)(2)	0		0		0		0		0		0		
Number Findings Rendered	0		0		0		0		0		0		
After Hearing 704(i)(3)	0		0		0		0		0		0		
Race	0		0		0		0		0		0		
Color	0		0		0		0		0		0		
Religion	0		0		0		0		0		0		
National Origin	0		0		0		0		0		0		
Sex (include Equal Pay Act)	0		0		0		0		0		0		
Disability	0		0		0		0		0		0		
Age	0		0		0		0		0		0		
Reprisal	0		0		0		0		0		0		

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative													
			Data													
Findings of Discrimination Rendered by	FY2008 Previous Fiscal Year Data															
Issue	End of 1 <sup>st</sup> Qtr						2	007	2	006	20	005	20	004	20	03
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0				
Total Number Findings 704(j)(1)	0		0		0		0		0		0					
Findings Without Hearing 704(j)(2)	0		0		0		0		0		0					
Findings After Hearing 704(j)(3)	0		0		0		0		0		0					
Appointment/Hire	0		0		0		0		0		0					
Assignment of Duties	0		0		0		0		0		0					
Awards	0		0		0		0		0		0					
Conversion to Full-time	0		0		0		0		0		0					
'Disciplinary Action	0		0		0		0		0		0					

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Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Rei nstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

29 CFR §1614.704(k)	29 CFR §1614.704(k)			29 CFR §1614.705 Comparative									
				Data									
Complaints Pending From Previous	FY2008	Previous Fiscal Year Data											
Fiscal Years by Status	as of 12/31/07	2007	2006	2005	2004	2003							
Total complaints from previous Fiscal Years 704(k)(1)	14	27	18	36	33	35							
Total Complainants 704(k)(2)	14	27	18	36	33	35							
Number complaints pending [as of 09/30/	07]: 704(k)(3)	1											
Investigation	6	4	11	11	6	6							
ROI issued, pending Complainant's action	2	1	6	4	3	2							
Hearing	9	9	10	3	23	15							
Final Agency Action	0	0	0	0	1	1							
Appeal with EEOC Office of Federal Operations	5	5	4	6	4	5							

29 CFR §1614.704(1)	29 CFR §1614.705 Comparative							
Complaint Investigations	FY 2008 End of 1st Qtr	Data Previous Fiscal Year Data						
		2007	2006	2005	2004	2003		
Number Pending Completion of	6	4	9	10	6	6		
Investigation								
Pending Investigations Over Required	0	0	2	1	0	0		
Time Frames								