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

Complaint Activity			arative Fiscal \		ata	2008 thru
	2003	2004	2005	2006	2007	09/30
Number of Complaints Filed	25	21	59	75	63	93
Number of Complainants	25	21	56	69	61	86
Repeat Filers	0	0	2	7	2	7

Complaints by Basis		Comp	arative	Data					
complaints by basis	Pre	Previous Fiscal Year Data							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008 thru 09/30			
Race	9	8	29	27	26	46			
Color	3	2	5	9	4	7			
Religion	1	1	3	4	5	6			
Reprisal	9	15	33	41	27	35			
Sex	13	10	33	35	24	32			
National Origin	3	2	11	8	9	11			
Equal Pay Act	0	0	2	0	0	0			
Age	10	6	16	18	12	31			
Disability	8	5	10	11	7	23			
Non-EEO	0	0	0	0	3	1			

Commission to building		Comp	arative	Data		
Complaints by Issue	Pre	vious l	Fiscal \	ear D	ata	
Note: Complaints can be						2008
filed alleging multiple						thru
issues. The sum of the	2003	2004	2005	2006	2007	09/30
issues may not equal total						0 // 30
complaints filed.						
Appointment/Hire	4	0	4	6	6	15
Assignment of Duties	5	3	13	8	10	10
Awards	1	0	2	1	0	1
Conversion to Full-time	0	0	0	0	0	0
Demotion	2	0	2	1	0	1
Reprimand	3	0	6	7	6	4
Removal	0	0	0	0	1	2
Suspension	1	0	7	5	7	2
Other	1	2	4	2	6	2
Duty Hours	0	1	2	0	0	3
Evaluation Appraisal	0	0	2	3	9	8
Examination/Test	0	0	1	0	0	0
Harassment	-		-	-	-	
Non-Sexual	6	10	23	20	13	32
Sexual	5	5	6	2	5	4
Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	0	2	3	1	2	5
Promotion/Non-Selection	3	2	11	7	9	10
Reassignment						
Denied	0	0	0	0	1	1
Directed	0	0	3	3	4	5
Reasonable	5	4	4	3	3	8
Reinstatement	0	0	1	0	0	0
Retirement	0	0	0	1	2	2
Termination	6	4	10	11	14	11
Terms/Conditions of	2	0	5	1	4	7
Employment						
Time and Attendance	3	0	14	7	8	7
Training	0	1	1	3	0	2
Other	5	5	11	12	12	4

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: IHS For 4th Quarter 2008 for period ending September 30, 2008

	Dro		arative	Data Year Da	ata	2000
Processing Time	2003	2004			2007	2008 thru 09/30
Complaints pending during fiscal year						
Average number of days in investigation stage	325.58	296.4	157.7	268.97	254.2	162.69
Average number of days in final action stage	213.33	220	336	299.11	183.7	184.17
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	375.00	320.8	144.3	278.88	242.1	138.27
Average number of days in final action stage	0	39.00	1.00	95.25	83.38	7.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	315.70	277.6	170.2	260.17	260.8	176.5
Average number of days	213.33	240.1	391.8	357.36	233.8	220.76

Complaints Dismissed by	Pre	2008 thru				
Agency	2003	2004	2005	2006	2007	09/30
Total Complaints Dismissed by Agency	1	7	7	23	26	46
Average days pending prior to dismissal	160	269	70	111	218	118
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	0	0	1	2	3

		Comparative Data										
Total Final Actions		Previous Fiscal Year Data										thru
Finding Discrimination	20	2003 2004 2005 2006 2007									09/30	
	#	# % # % # % # % # %							#	%		
Total Number Findings	0	0	0	0	0	0	0	0	1	0	1	0
Without Hearing	0	0	0	0	0	0	0	0	1	100	1	100
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

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

Findings of		Comparative Data											
Discrimination Rendered by Basis				Previo	us Fisc	al Year	Data						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	200	0.2	1 20	004	1 20	005	1 20	006	1 2/	007		8 thru /30	
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	0	0	0	0	0	0	0	1	0	1	0	
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	1	100	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	1	100	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings Without	0	0	0	0	0	0	0	0	1	0	1	0	
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	1	100	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	1	100	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	

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

Findings of				Co	mpara	tive Dat	a				2009	thru
Discrimination Rendered						al Year					09/	
by Issue	20			04		005		006		07		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	1	0	1	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100
Assignment of Duties	0	0		0	0	0	0	0	0	0	0	0
Awards Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

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

Findings Without	0	0	0	0	0	0	0	0	1	0	1	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment	U	U	U	U	U	U	U	U	U	U	U	U
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal	Pre	Comparative Data							
Years by Status	2003	2004	2005	2006	2007	09/30			
Total complaints from previous Fiscal Years	26	35	30	72	73	68			
Total Complainants	23	32	30	68	69	67			
Number complaints pend	ing								
Investigation	4	2	3	3	4	0			
ROI issued, pending Complainant's action	0	0	0	0	9	0			
Hearing	4	2	3	3	4	0			
Final Action	6	5	8	6	3	2			
Appeal with EEOC Office of Federal Operations	0	2	3	4	5	9			

Complaint		Compa	arative	Data		2008		
Investigations	Pre	Previous Fiscal Year Data						
Trivestigations	2003	2004	2005	2006	2007	09/30		
Pending Complaints Where								
Investigations Exceeds	7	3	14	2	10	3		
Required Time Frames								