

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

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					2008 thru 09/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
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	Comparative Data					2008 thru 09/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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

Complaints by Issue	Comparative Data					2008 thru 09/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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 Employment	2	0	5	1	4	7
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

<b>Findings Without</b>	0	0	0	0	0	0	0	0	0	1	0	1	0
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action	0	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	0
Reprimand	0	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	0
Removal	0	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	0
Duty Hours	0	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	0
Examination/Test	0	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	0
Non-Sexual	0	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	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Denied	0	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	0
Reasonable	0	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	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	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	0
Training	0	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	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2008 thru 09/30
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	26	35	30	72	73	68
Total Complainants	23	32	30	68	69	67
<b>Number complaints pending</b>						
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 Investigations	Comparative Data Previous Fiscal Year Data					2008 thru 09/30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceeds Required Time Frames	7	3	14	2	10	3