

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

United States Mint (MINT)

For 1st Quarter 2009 for period ending December 31, 2008

Note: Data provided through Treasury's I-trak Complaint Management System (ICMS) implemented in FY 2006. The report reflects case data in ICMS as of 12/31/08 for the current and past five fiscal years. Mixed cases are included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	34	17	20	53	45	14
Number of Complainants	34	17	20	53	44	14
Repeat Filers	n/a	n/a	0	2	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	16	10	12	30	22	8
Color	0	0	2	5	2	1
Religion	1	1	0	1	1	1
Reprisal	13	7	8	16	16	6
Sex	15	8	8	18	19	4
National Origin	4	4	1	6	6	2
Equal Pay Act	0	0	0	0	2	0
Age	11	3	6	18	19	5
Disability	5	3	2	8	5	2
Non-EEO	0	0	2	1	2	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	0	0	0	2	2	1
Assignment of Duties	5	1	1	6	2	0
Awards	0	1	0	2	3	0
Conversion to Full-time	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	1	1	0
Reprimand	0	1	0	2	2	2
Suspension	0	0	0	1	3	1
Removal	0	0	0	0	0	1
Other	0	0	3	1	1	0
Duty Hours	0	0	1	3	4	1
Evaluation Appraisal	1	0	0	2	4	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	3	11	25	19	5
Sexual	0	1	1	1	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	1	1	0
Promotion/Non-Selection	14	6	3	14	17	4
Reassignment						
Denied	0	0	1	0	0	0
Directed	3	0	1	1	0	0
Reasonable Accommodation	0	0	0	5	1	0
Reinstatement	1	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Retirement	1	0	0	1	0	0
Termination	1	0	1	3	0	0
Terms/Conditions of Employment	3	6	5	0	1	0
Time and Attendance	1	0	1	3	2	0
Training	0	1	0	6	3	1
Other	0	0	0	1	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	218.44	298.96	272.00	247.31	248.45	268.64
Average number of days in final action	599.09	197.67	14.00	68.64	108.94	33.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.47	296.25	269.57	239.41	242.29	232.33
Average number of days in final action	0	0	3.75	3.60	6.17	3.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	220.79	301.91	276.25	258.50	254.13	282.25
Average number of days in final action	599.09	197.67	34.50	122.83	170.60	63.00

Findings of Discrimination Rendered by Issue*	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 12- 31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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												
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 Accommodation	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

* FY 2004-FY 2005 data is not available due to migration to ICMS.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years	41	48	40	37	67	76
Total Complainants	41	48	40	37	66	70
Number complaints pending						
Investigation	0	2	2	0	2	14
ROI issued, pending Complainant's action	0	0	0	0	0	3

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Hearing	0	2	2	0	2	14
Final Agency Action	1	1	0	0	2	2

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 12- 31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	7	5	4	7	7	5