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

## Office of the Comptroller of the Currency (OCC)

## For 2nd Quarter 2009 for period ending March 31, 2009

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 4/3/09 for the current and past five fiscal years. Mixed cases are included in this report.

|                            | Comparative Data |          |          |               |    |      |  |  |  |  |  |  |  |
|----------------------------|------------------|----------|----------|---------------|----|------|--|--|--|--|--|--|--|
|                            | ı                | Previous | Fiscal \ | ear Data      | a  | 2009 |  |  |  |  |  |  |  |
| Complaint Activity         | 2004             | 2005     | 2008     | Thru<br>03-31 |    |      |  |  |  |  |  |  |  |
| Number of Complaints Filed | 5                | 6        | 3        | 1             | 10 | 4    |  |  |  |  |  |  |  |
| Number of Complainants     | 5                | 6        | 3        | 1             | 9  | 4    |  |  |  |  |  |  |  |
| Repeat Filers              | n/a              | n/a      | 0        | 0             | 1  | 0    |  |  |  |  |  |  |  |

|   |      | C      | ompara | ative Da | ata  |                           |
|---|------|--------|--------|----------|------|---------------------------|
| Complaints by Basis   | Pro  | evious | Fiscal | Year D   | ata  |                           |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2004 | 2005   | 2006   | 2007     | 2008 | 2009<br>Thru<br>03-<br>31 |
| Race  | 2    | 3      | 2      | 1        | 6    | 1                         |
| Color   | 0    | 0      | 1      | 0        | 0    | 0                         |
| Religion  | 0    | 0      | 0      | 0        | 1    | 1                         |
| Reprisal  | 2    | 2      | 3      | 1        | 5    | 2                         |
| Sex   | 2    | 6      | 2      | 0        | 6    | 1                         |
| National Origin   | 0    | 0      | 0      | 1        | 0    | 1                         |
| Equal Pay Act   | 0    | 0      | 0      | 0        | 0    | 1                         |
| Age   | 2    | 3      | 1      | 0        | 3    | 3                         |
| Disability  | 1    | 0      | 2      | 0        | 0    | 2                         |
| Non-EEO   | 0    | 0      | 0      | 0        | 1    | 0                         |

|   |      | C      | ompara | ative Da | ata  |                           |
|---|------|--------|--------|----------|------|---------------------------|
| Complaints by Issue   | Pro  | evious | Fiscal | Year D   | ata  |                           |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2004 | 2005   | 2006   | 2007     | 2008 | 2009<br>Thru<br>03-<br>31 |
| Appointment/Hire  | 0    | 0      | 0      | 0        | 1    | 0                         |
| Assignment of Duties  | 0    | 0      | 1      | 0        | 2    | 1                         |
| Awards  | 0    | 0      | 0      | 0        | 1    | 0                         |
| Conversion to Full-time   | 0    | 0      | 0      | 0        | 0    | 0                         |
| Disciplinary Action   |      |        |        |          |      |                           |
| Demotion  | 0    | 0      | 0      | 0        | 0    | 0                         |
| Reprimand   | 0    | 1      | 0      | 0        | 1    | 0                         |
| Suspension  | 0    | 1      | 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  | 3    | 1      | 1      | 1        | 2    | 1                         |
| Examination/Test  | 0    | 0      | 0      | 0        | 0    | 0                         |
| Harassment  |      | -      |        | -        | -    | -                         |
| Non-Sexual  | 1    | 0      | 1      | 1        | 3    | 3                         |
| Sexual  | 0    | 0      | 0      | 0        | 0    | 0                         |
| Medical Examination   | 0    | 0      | 0      | 0        | 0    | 0                         |
| Pay (Including Overtime)  | 0    | 0      | 0      | 0        | 1    | 1                         |
| Promotion/Non-Selection   | 2    | 3      | 1      | 0        | 3    | 1                         |
| Reassignment  |      |        |        |          |      |                           |
| Denied  | 0    | 0      | 0      | 0        | 0    | 0                         |
| Directed  | 0    | 0      | 1      | 0        | 2    | 1                         |
| Reasonable Accommodation  | 0    | 0      | 0      | 0        | 1    | 1                         |
| Reinstatement   | 0    | 0      | 0      | 0        | 0    | 0                         |

|   |      | C      | ompara | ative Da | ata  |                           |
|---|------|--------|--------|----------|------|---------------------------|
| Complaints by Issue   | Pre  | evious | Fiscal | Year D   | ata  |                           |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. | 2004 | 2005   | 2006   | 2007     | 2008 | 2009<br>Thru<br>03-<br>31 |
| Retirement  | 0    | 0      | 0      | 0        | 0    | 0                         |
| Termination   | 0    | 1      | 0      | 0        | 0    | 0                         |
| Terms/Conditions of Employment  | 1    | 1      | 1      | 0        | 3    | 0                         |
| Time and Attendance   | 2    | 0      | 0      | 1        | 0    | 0                         |
| Training  | 0    | 0      | 0      | 0        | 1    | 1                         |
| Other   | 0    | 0      | 0      | 0        | 0    | 1                         |

|  |        | C       | ompara   | tive Dat | а      |               |
|--|--------|---------|----------|----------|--------|---------------|
|  | F      | revious | Fiscal \ | ear Dat  | а      | 2009          |
| Processing Time  | 2004   | 2005    | 2006     | 2007     | 2008   | Thru<br>03-31 |
| Complaints pending during fiscal year                                |        |         |          |          |        |               |
| Average number of days in investigation                              | 225.00 | 274.00  | 212.75   | 180.00   | 275.56 | 220.60        |
| Average number of days in final action                               | 660.80 | 587.88  | 96.50    | 30.50    | 174.25 | 89.00         |
| Complaint pending during fiscal year where hearing was requested     |        |         |          |          |        |               |
| Average number of days in investigation                              | 385.00 | 0       | 199.50   | 180.00   | 287.75 | 230.50        |
| Average number of days in final action                               | 0      | 0       | 0        | 30.50    | 6.50   | 0             |
| Complaint pending during fiscal year where hearing was not requested |        |         |          |          |        |               |
| Average number of days in investigation                              | 145.00 | 274.00  | 226.00   | 0        | 265.80 | 214.00        |
| Average number of days in final action                               | 660.80 | 587.88  | 96.50    | 0        | 342.00 | 89.00         |

|  | Comparative Data |        |        |        |      |                   |  |  |  |  |  |  |
|--|------------------|--------|--------|--------|------|-------------------|--|--|--|--|--|--|
|  | Pro              | evious | Fiscal | Year D | ata  | 2009              |  |  |  |  |  |  |
| Complaints Dismissed by Agency*            | 2004             | 2005   | 2006   | 2007   | 2008 | Thru<br>03-<br>31 |  |  |  |  |  |  |
| Total Complaints Dismissed by Agency       | 0                | 0      | 0      | 0      | 1    | 1                 |  |  |  |  |  |  |
| Average days pending prior to dismissal    | 0                | 0      | 0      | 0      | 729  | 65                |  |  |  |  |  |  |
| Complaints Withdrawn by<br>Complainants    |                  |        |        |        |      |                   |  |  |  |  |  |  |
| Total Complaints Withdrawn by Complainants | 0                | 1      | 0      | 0      | 0    | 0                 |  |  |  |  |  |  |

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

|                                    | Comparative Data |    |                  |     |     |       |      |       |     |                 |   |            |  |
|------------------------------------|------------------|----|------------------|-----|-----|-------|------|-------|-----|-----------------|---|------------|--|
|                                    |                  | Pr | evi              | ous | Fis | cal ` | Yea  | ır Da | ata |                 | 1 | )09<br>1ru |  |
| Total Final Agency Actions Finding | 2004             |    | 2004 2005 2006 2 |     | 20  | 07    | 2008 |       | 0   | 17u<br>3-<br>31 |   |            |  |
| Discrimination*                    | #                | %  | #                | %   | #   | %     | #    | %     | #   | %               | # | %          |  |
| Total Number Findings              | 0                |    | 0                |     | 0   |       | 0    |       | 0   |                 | 0 |            |  |
| Without Hearing                    | 0                | 0  | 0                | 0   | 0   | 0     | 0    | 0     | 0   | 0               | 0 | 0          |  |
| With Hearing                       | 0                | 0  | 0                | 0   | 0   | 0     | 0    | 0     | 0   | 0               | 0 | 0          |  |

<sup>\*</sup> FY 2004-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2009 findings do not include AJ decisions not fully implemented.

| Findings of Discrimination   | Comparative Data |    |      |     |         |     |     |      |     |     |              |                  |  |
|--|------------------|----|------|-----|---------|-----|-----|------|-----|-----|--------------|------------------|--|
| Rendered by Basis*   |                  | Pr | evi  | ous | Fis     | cal | Yea | r Da | ata |     | 2009<br>Thru |                  |  |
| Note: Complaints can be filed<br>alleging multiple bases.<br>The sum of the bases may not<br>equal total complaints and<br>findings. | 20               | 04 | 2005 |     | 2005 20 |     | 20  | 07   | 20  | 800 | 0            | nru<br>13-<br>31 |  |
|  | #                | %  | #    | %   | #       | %   | #   | %    | #   | %   | #            | %                |  |
| Total Number Findings  | 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                |  |

| Findings of Discrimination  |     |    |     | Comparative Data |     |     |     |      |     |     |   |                  |  |  |
|---|-----|----|-----|------------------|-----|-----|-----|------|-----|-----|---|------------------|--|--|
| Rendered by Basis*  |     | Pr | evi | ous              | Fis | cal | Yea | r Da | ata |     |   | 009              |  |  |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not | 20  | 04 | 20  | 05               | 20  | 06  | 20  | 07   | 20  | 800 | 0 | nru<br>13-<br>31 |  |  |
| equal total complaints and findings.  | # % |    | #   | %                | #   | %   | #   | %    | #   | %   | # | %                |  |  |
| 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 After Hearing  | 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 Hearing  | 0   |    | 0   |                  | 0   |     | 0   |      | 0   |     | 0 |                  |  |  |
| Race  | 0   | 0  | 0   | 0                | 0   | 0   | 0   | 0    | 0   | 0   | 0 | 0                |  |  |

| Findings of Discrimination  |    |    |     | С   | om  | para | tive | e Da | ta  |     |   |                 |
|---|----|----|-----|-----|-----|------|------|------|-----|-----|---|-----------------|
| Rendered by Basis*  |    | Pr | evi | ous | Fis | cal  | Yea  | r Da | ata |     | _ | 009             |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not | 20 | 04 | 20  | 05  | 20  | 06   | 20   | 07   | 20  | 800 | 0 | nru<br>3-<br>31 |
| equal total complaints and findings.  | #  | %  | #   | %   | #   | %    | #    | %    | #   | %   | # | %               |
| 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               |

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

|                            |    |      |     | С    | om  | para | tive | e Da | ıta |      |   |      |  |      |  |      |  |          |  |           |  |      |  |      |  |      |  |        |  |    |    |     |   |                 |
|----------------------------|----|------|-----|------|-----|------|------|------|-----|------|---|------|--|------|--|------|--|----------|--|-----------|--|------|--|------|--|------|--|--------|--|----|----|-----|---|-----------------|
|                            |    | Pr   | evi | ous  | Fis | cal  | Yea  | r Da | ata |      | - | 009  |  |      |  |      |  |          |  |           |  |      |  |      |  |      |  |        |  |    |    |     |   |                 |
| Findings of Discrimination | 20 | 2004 |     | 2004 |     | 2004 |      | 2004 |     | 2004 |   | 2004 |  | 2004 |  | 2005 |  | 2005 200 |  | 2005 2006 |  | 2006 |  | 2006 |  | 2006 |  | 5 2006 |  | 07 | 20 | 800 | 0 | nru<br>3-<br>81 |
| Rendered by Issue*         | #  | %    | #   | %    | #   | %    | #    | %    | #   | %    | # | %    |  |      |  |      |  |          |  |           |  |      |  |      |  |      |  |        |  |    |    |     |   |                 |
| Total Number Findings      | 0  |      | 0   |      | 0   |      | 0    |      | 0   |      | 0 |      |  |      |  |      |  |          |  |           |  |      |  |      |  |      |  |        |  |    |    |     |   |                 |
| 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        |    |      |     |      |     |      |      |      |     |      |   |      |  |      |  |      |  |          |  |           |  |      |  |      |  |      |  |        |  |    |    |     |   |                 |
| 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    |  |      |  |      |  |          |  |           |  |      |  |      |  |      |  |        |  |    |    |     |   |                 |

|                                |    |     |     | С   | om  | para | tiv | e Da | ta  |     |     |                 |
|--------------------------------|----|-----|-----|-----|-----|------|-----|------|-----|-----|-----|-----------------|
|                                |    | Pr  | evi | ous | Fis | cal  | Yea | r Da | ata |     | 1 - | 09              |
| Findings of Discrimination     | 20 | 004 | 20  | 05  | 20  | 06   | 20  | 07   | 20  | 800 | 0   | nru<br>3-<br>31 |
| Rendered by Issue*             | #  | %   | #   | %   | #   | %    | #   | %    | #   | %   | #   | %               |
| 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                     | 1  |     |     |     |     |      |     |      |     |     |     |                 |
| 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                   | '  |     |     |     |     |      |     |      |     |     |     |                 |
| 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               |

|                            |    |    |                         | С    | om | para | tiv | e Da | ata |      |            |                 |  |  |  |  |  |  |
|----------------------------|----|----|-------------------------|------|----|------|-----|------|-----|------|------------|-----------------|--|--|--|--|--|--|
|                            |    | Pr | evious Fiscal Year Data |      |    |      |     |      |     | 1    | )09<br>1ru |                 |  |  |  |  |  |  |
| Findings of Discrimination | 20 | 04 | 20                      | 2005 |    | 2006 |     | 2007 |     | 2008 |            | nru<br>3-<br>31 |  |  |  |  |  |  |
| Rendered by Issue*         | #  | %  | #                       | %    | #  | %    | #   | %    | #   | %    | #          | %               |  |  |  |  |  |  |
| Findings After Hearing     | 0  |    | 0                       |      | 0  |      | 0   |      | 0   |      | 0          |                 |  |  |  |  |  |  |
| 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        |    |    |                         |      |    |      |     |      |     |      |            |                 |  |  |  |  |  |  |
| 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                 | ,  |    |                         |      |    |      |     |      |     |      |            | ,               |  |  |  |  |  |  |
| 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               |    |    |                         |      |    |      |     |      |     |      | -          |                 |  |  |  |  |  |  |
| 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               |  |  |  |  |  |  |

|                                |                                 |   |           | С | om | para | tiv | re Data           |   |      |   |   |  |  |  |  |  |
|--------------------------------|---------------------------------|---|-----------|---|----|------|-----|-------------------|---|------|---|---|--|--|--|--|--|
|                                | Previous Fiscal Year Data       |   |           |   |    |      |     |                   |   | 2009 |   |   |  |  |  |  |  |
| Findings of Discrimination     | of Discrimination 2004 2005 200 |   | 2006 2007 |   | 07 | 2008 |     | Thru<br>03-<br>31 |   |      |   |   |  |  |  |  |  |
| Rendered by Issue*             | #                               | % | #         | % | #  | %    | #   | %                 | # | %    | # | % |  |  |  |  |  |
| 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 |  |  |  |  |  |
|                                |                                 |   |           |   |    |      |     |                   |   |      |   |   |  |  |  |  |  |
| Findings Without Hearing       | 0                               |   | 0         |   | 0  |      | 0   |                   | 0 |      | 0 |   |  |  |  |  |  |
| 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            |                                 |   |           |   |    |      |     |                   |   |      |   |   |  |  |  |  |  |
| 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                     |                                 |   |           |   |    |      |     |                   |   |      |   |   |  |  |  |  |  |
| Non-Sexual                     | 0                               | 0 | 0         | 0 | 0  | 0    | 0   | 0                 | 0 | 0    | 0 | 0 |  |  |  |  |  |

|                                |    |    |      | С   | om   | para | tiv   | e Da | ıta     |   |   |                 |  |  |  |  |  |  |  |
|--------------------------------|----|----|------|-----|------|------|-------|------|---------|---|---|-----------------|--|--|--|--|--|--|--|
|                                |    | Pr | evi  | ous | Fis  | cal  | Yea   |      | 2009    |   |   |                 |  |  |  |  |  |  |  |
| Findings of Discrimination     | 20 | 04 | 2005 |     | 2006 |      | 06 20 |      | 007 200 |   | 0 | nru<br>3-<br>81 |  |  |  |  |  |  |  |
| Rendered by Issue*             | #  | %  | #    | %   | #    | %    | #     | %    | #       | % | # | %               |  |  |  |  |  |  |  |
| 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                   |    |    |      |     |      |      |       |      |         |   |   |                 |  |  |  |  |  |  |  |
| 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               |  |  |  |  |  |  |  |

<sup>\*</sup> Complete data for FY 2004-2005 is not available due to migration to ICMS.

|   | Comparative Data |      |      |      |      |                   |  |  |  |  |
|---|------------------|------|------|------|------|-------------------|--|--|--|--|
|   | Pre              | ata  | 2009 |      |      |                   |  |  |  |  |
| Pending Complaints Filed in Previous Fiscal Years by Status | 2004             | 2005 | 2006 | 2007 | 2008 | Thru<br>03-<br>31 |  |  |  |  |
| Total complaints from previous Fiscal Years                 | 24               | 18   | 12   | 13   | 12   | 18                |  |  |  |  |
| Total Complainants  | 24               | 18   | 12   | 13   | 12   | 17                |  |  |  |  |
| Number complaints pending                                   |                  |      |      |      |      |                   |  |  |  |  |
| Investigation   | 0                | 0    | 0    | 1    | 0    | 2                 |  |  |  |  |

|   | Comparative Data |      |      |      |      |                   |  |  |  |  |
|---|------------------|------|------|------|------|-------------------|--|--|--|--|
|   | Pre              | 2009 |      |      |      |                   |  |  |  |  |
| Pending Complaints Filed in Previous Fiscal Years by Status | 2004             | 2005 | 2006 | 2007 | 2008 | Thru<br>03-<br>31 |  |  |  |  |
| ROI issued, pending Complainant's action                    | 0                | 0    | 0    | 0    | 0    | 0                 |  |  |  |  |
| Hearing   | 0                | 0    | 0    | 1    | 0    | 2                 |  |  |  |  |
| Final Agency Action   | 1                | 1    | 0    | 0    | 0    | 0                 |  |  |  |  |

|   | Comparative               |      |      |      |      |                   |  |  |  |
|---|---------------------------|------|------|------|------|-------------------|--|--|--|
|   | Previous Fiscal Year Data |      |      |      |      |                   |  |  |  |
| Complaint Investigations  | 2004                      | 2005 | 2006 | 2007 | 2008 | Thru<br>03-<br>31 |  |  |  |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                         | 2    | 1    | 2    | 0    | 2                 |  |  |  |