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

## Alcohol and Tobacco Tax and Trade Bureau (TTB)

## 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										
	F	2009									
Complaint Activity	2004	2005	2006	2007	2008	Thru 03-31					
Number of Complaints Filed	3	3	6	2	5	7					
Number of Complainants	3	3	6	2	5	4					
Repeat Filers	n/a	n/a	0	1	0	1					

		C	ompara	ative Da	ata	
Complaints by Basis	Pro	evious	Fiscal	Year D	ata	
<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	2009 Thru 03- 31
Race	2	1	3	2	2	5
Color	0	0	0	0	1	2
Religion	0	0	0	0	0	0
Reprisal	1	0	2	2	3	2
Sex	3	2	3	2	3	4
National Origin	0	1	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	1	1	0	3	2
Disability	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

		C	ompara	ative Da	ata	
Complaints by Issue	Pre	evious	Fiscal	Year D	ata	
<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	2009 Thru 03- 31
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	1	0	0	0	0
Awards	0	0	0	0	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	-	-	-	-	-	
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	1	0
Removal	0	0	1	0	0	1
Other	0	1	0	0	1	0
Duty Hours	0	0	1	1	1	0
Evaluation Appraisal	1	1	2	0	1	1
Examination/Test	0	0	0	0	0	0
Harassment	-					
Non-Sexual	0	1	3	2	5	0
Sexual	1	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	2	0	0	0	0
Promotion/Non-Selection	1	0	1	0	3	6
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0

		C	ompara	ative Da	ata	
Complaints by Issue	Pro	evious	Fiscal	Year D	ata	
<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	2009 Thru 03- 31
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	1	1	0	0	1
Terms/Conditions of Employment	0	1	1	0	0	1
Time and Attendance	0	0	0	1	1	0
Training	0	0	1	0	0	0
Other	0	0	0	1	0	0

		C	Compara	tive Dat	а	
	P	revious	Fiscal \	ear Dat	а	2009
Processing Time	2004	2005	2006	2007	2008	Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	306.00	280.00	429.00	349.00	266.14	226.00
Average number of days in final action	7.00	0	99.00	0	0	407.60
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	306.00	0	457.00	349.00	248.33	0
Average number of days in final action	0	0	0	0	0	2.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	306.00	280.00	410.33	349.00	279.50	226.00

		C	compara	tive Dat	а						
Previous Fiscal Year Data											
Processing Time	2004	2005	2006	2007	2008	Thru 03-31					
Average number of days in final action	7.00	0	99.00	0	0	509.00					

		C	ompara	ative D	ata	
	Pro	evious	Fiscal	Year D	ata	2009
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 03- 31
Total Complaints Dismissed by Agency	0	0	1	0	0	0
Average days pending prior to dismissal	0	0	48	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	0	0	0	1

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

				С	om	para	tive	e Da	ta										
	Previous				Fis	cal `	Yea	r Da	ata			009							
Total Final Agency Actions Finding Discrimination*	20	04	20	005	20	006	20	07	20	08	Thru 03- 31								
	#	%	#	%	#	%	#	%	#	%	#	%							
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							

\* 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*	Previous Fiscal Year Data	2009	

Note: Complaints can be filed	20	004	20	005	20	006	20	007	20	800		
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	70	<b>7</b>	70	<b>7</b>	70	<b>7</b>	70	<b>7</b>	70	<b>7</b>	70
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
		1	1	<u> </u>	1	<u> </u>	1	<u> </u>	1		1	<u> </u>
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	tiv	e Da	ta										
Rendered by Basis*		Pr	evi	ous	Fis	cal	Yea	ır Da	ata		1 1	2009							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	004	20	005	20	006	20	007	20	008	0	nru 13- 131							
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							

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

				С	om	para	ativ	e Da	ta			
	Previous Fiscal Year Data											009
Findings of Discrimination	20	004	20	005	20	006	20	007	20	008	0	nru 3- 31
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

	Comparative Data													
		Previous Fiscal Year Data												
Findings of Discrimination	20	2004		2005		2006		)07	2008		Thru 03- 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														
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		

	Comparative Data											
		Previous Fiscal Year Data										
Findings of Discrimination	20	004	2005		2006		2007		2008		Thru 03- 31	
Rendered by Issue*	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	·	0		0		0	I	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

	Comparative Data													
		Previous Fiscal Year Data												
Findings of Discrimination	20	2004		2005		2006		07	2008		Thru 03- 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						1								
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0		

	Comparative Data												
		Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue*	20	2004		2005		006	2007		7 2008		Thru 03- 31		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	

\* 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 03- 31				
Total complaints from previous Fiscal Years	1	2	4	4	6	11				
Total Complainants	1	2	4	4	5	10				
Number complaints pending										
Investigation	0	0	0	0	0	1				
ROI issued, pending Complainant's action	0	0	0	0	1	0				

	Comparative Data										
	Pre	ata	2009								
Pending Complaints Filed in Previous Fiscal Years by Status	2004	2005	2006	2007	2008	Thru 03- 31					
Hearing	0	0	0	0	0	1					
Final Agency Action	0	0	0	0	0	0					

	Comparative Data												
	Pre	2009 Thru											
Complaint Investigations	2004	2005	2006	2007	2008	03- 31							
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	1	0	1	1							