

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

### Bureau of Reclamation: BOR

For 4th Quarter 2007 for period ending September 30, 2007

| Complaint Activity   | Comparative Data          |      |      |      |  | 2007Thru09-30 |
|--|---------------------------|------|------|------|--|---------------|
|  | Previous Fiscal Year Data |      |      |      |  |               |
|  | 2003                      | 2004 | 2005 | 2006 |  |               |
| Number of Complaints Filed   | 36                        | 57   | 61   | 35   |  | 25            |
| Number of Complainants   | 32                        | 47   | 58   | 33   |  | 24            |
| Repeat Filers  | 3                         | 7    | 10   | 3    |  | 1             |
| Complaints by Basis  | Comparative Data          |      |      |      |  | 2007Thru09-30 |
|  | Previous Fiscal Year Data |      |      |      |  |               |
|  | 2003                      | 2004 | 2005 | 2006 |  |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |  |               |
| Race   | 5                         | 11   | 11   | 6    |  | 3             |
| Color  | 2                         | 2    | 2    | 2    |  | 3             |
| Religion   | 1                         | 4    | 3    | 1    |  | 1             |
| Reprisal   | 16                        | 27   | 24   | 18   |  | 13            |
| Sex  | 10                        | 19   | 15   | 10   |  | 13            |
| National Origin  | 7                         | 8    | 7    | 8    |  | 4             |
| Equal Pay Act  | 0                         | 2    | 0    | 0    |  | 1             |
| Age  | 20                        | 24   | 32   | 11   |  | 8             |
| Disability   | 7                         | 9    | 12   | 6    |  | 4             |
| Non-EEO  | 0                         | 0    | 0    | 1    |  | 0             |
| Complaints by Issue  | Comparative Data          |      |      |      |  |               |

|  | Previous Fiscal Year Data |      |      |      | 2007Thru09-30 |
|--|---------------------------|------|------|------|---------------|
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2003                      | 2004 | 2005 | 2006 |               |
| Appointment/Hire   | 6                         | 13   | 19   | 6    | 0             |
| Assignment of Duties   | 3                         | 2    | 5    | 1    | 1             |
| Awards   | 2                         | 2    | 4    | 0    | 0             |
| Conversion to Full-time  | 0                         | 0    | 0    | 1    | 0             |
| <b>Disciplinary Action</b>   |                           |      |      |      |               |
| Demotion   | 2                         | 0    | 0    | 0    | 0             |
| Reprimand  | 1                         | 0    | 2    | 0    | 0             |
| Suspension   | 1                         | 2    | 1    | 2    | 3             |
| Removal  | 0                         | 1    | 1    | 2    | 0             |
| Other  | 3                         | 2    | 1    | 1    | 0             |
| Duty Hours   | 0                         | 0    | 0    | 0    | 0             |
| Evaluation Appraisal   | 2                         | 0    | 0    | 2    | 1             |
| Examination/Test   | 0                         | 0    | 0    | 0    | 0             |
| <b>Harassment</b>  |                           |      |      |      |               |
| Non-Sexual   | 10                        | 13   | 8    | 7    | 10            |
| Sexual   | 0                         | 2    | 0    | 1    | 3             |
| Medical Examination  | 0                         | 0    | 0    | 0    | 0             |
| Pay (Including Overtime)   | 7                         | 1    | 1    | 1    | 1             |
| Promotion/Non-Selection  | 8                         | 9    | 11   | 8    | 4             |
| <b>Reassignment</b>  |                           |      |      |      |               |
| Denied   | 1                         | 0    | 1    | 1    | 0             |
| Directed   | 1                         | 2    | 1    | 1    | 2             |
| Reasonable Accommodation   | 1                         | 5    | 3    | 2    | 2             |
| Reinstatement  | 0                         | 0    | 0    | 0    | 0             |

|  |                                  |             |             |             |        |                      |
|--|----------------------------------|-------------|-------------|-------------|--------|----------------------|
| Retirement   |                                  | 1           | 1           | 4           | 0      | 0                    |
| Termination  |                                  | 1           | 4           | 3           | 0      | 2                    |
| Terms/Conditions of Employment                                       |                                  | 2           | 1           | 1           | 4      | 0                    |
| Time and Attendance  |                                  | 1           | 1           | 0           | 0      | 0                    |
| Training   |                                  | 2           | 1           | 0           | 1      | 1                    |
| Other  |                                  | 1           | 6           | 7           | 3      | 5                    |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |        |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |        | <b>2007Thru09-30</b> |
|  | <b>2003</b>                      | <b>2004</b> | <b>2005</b> | <b>2006</b> |        |                      |
| Complaints pending during fiscal year                                |                                  |             |             |             |        |                      |
| Average number of days in investigation                              |                                  | 153.50      | 168.35      | 177.60      | 212.61 | 179.52               |
| Average number of days in final action                               |                                  | 167.40      | 98.05       | 161.94      | 103.49 | 107.26               |
| Complaint pending during fiscal year where hearing was requested     |                                  |             |             |             |        |                      |
| Average number of days in investigation                              |                                  | 129.80      | 162.82      | 173.12      | 191.00 | 0                    |
| Average number of days in final action                               |                                  | 65.00       | 46.80       | 78.00       | 41.40  | 39.67                |
| Complaint pending during fiscal year where hearing was not requested |                                  |             |             |             |        |                      |
| Average number of days in investigation                              |                                  | 160.47      | 172.40      | 180.58      | 219.81 | 179.52               |
| Average number of days in final action                               |                                  | 204.64      | 155.00      | 187.77      | 200.50 | 223.14               |
| <b>Complaints Dismissed by Agency</b>                                | <b>Comparative Data</b>          |             |             |             |        |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |        | <b>2007Thru09-30</b> |
|  | <b>2003</b>                      | <b>2004</b> | <b>2005</b> | <b>2006</b> |        |                      |
| Total Complaints Dismissed by Agency                                 |                                  | 3           | 0           | 3           | 8      | 2                    |

|   |                                  |          |             |          |             |          |             |          |          |                      |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|----------|----------------------|----------|
| Average days pending prior to dismissal   |                                  | 529      | 0           | 168      | 346         | 186      |             |          |          |                      |          |
| <b>Complaints Withdrawn by Complainants</b>   |                                  |          |             |          |             |          |             |          |          |                      |          |
| Total Complaints Withdrawn by Complainants  |                                  | 5        | 2           | 4        | 7           | 3        |             |          |          |                      |          |
| <b>Total Final Agency Actions Finding Discrimination</b>  | <b>Comparative Data</b>          |          |             |          |             |          |             |          |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |          | <b>2007Thru09-30</b> |          |
|   | <b>2003</b>                      |          | <b>2004</b> |          | <b>2005</b> |          | <b>2006</b> |          |          |                      |          |
|   |                                  | <b>#</b> | <b>%</b>    | <b>#</b> | <b>%</b>    | <b>#</b> | <b>%</b>    | <b>#</b> | <b>%</b> | <b>#</b>             | <b>%</b> |
| Total Number Findings   |                                  | 0        |             | 0        |             | 0        |             | 1        |          | 0                    |          |
| Without Hearing   |                                  | 0        | 0           | 0        | 0           | 0        | 0           | 1        | 100      | 0                    | 0        |
| With Hearing  |                                  | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0        | 0                    | 0        |
| <b>Findings of Discrimination Rendered by Basis</b>   | <b>Comparative Data</b>          |          |             |          |             |          |             |          |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |          | <b>2007Thru09-30</b> |          |
| <b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</b> | <b>2003</b>                      |          | <b>2004</b> |          | <b>2005</b> |          | <b>2006</b> |          |          |                      |          |
|   |                                  | <b>#</b> | <b>%</b>    | <b>#</b> | <b>%</b>    | <b>#</b> | <b>%</b>    | <b>#</b> | <b>%</b> | <b>#</b>             | <b>%</b> |
| Total Number Findings   |                                  | 0        |             | 0        |             | 0        |             | 1        |          | 0                    |          |
| Race  |                                  | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0        | 0                    | 0        |
| Color   |                                  | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0        | 0                    | 0        |
| Religion  |                                  | 0        | 0           | 0        | 0           | 0        | 0           | 0        | 0        | 0                    | 0        |
| Reprisal  |                                  | 0        | 0           | 0        | 0           | 0        | 0           | 1        | 100      | 0                    | 0        |
| Sex   |                                  | 0        | 0           | 0        | 0           | 0        | 0           | 1        | 100      | 0                    | 0        |













|                                |  |   |   |   |   |   |   |   |     |   |   |
|--------------------------------|--|---|---|---|---|---|---|---|-----|---|---|
| Terms/Conditions of Employment |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Time and Attendance            |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Training                       |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 |
| Other - User Defined           |  | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status         | Comparative Data          |      |      |      |               |
|---|---------------------------|------|------|------|---------------|
|   | Previous Fiscal Year Data |      |      |      | 2007Thru09-30 |
|   | 2003                      | 2004 | 2005 | 2006 |               |
| Total complaints from previous Fiscal Years                         | 39                        | 45   | 61   | 83   | 55            |
| Total Complainants  | 12                        | 14   | 25   | 24   | 19            |
| <b>Number complaints pending</b>                                    |                           |      |      |      |               |
| Investigation   | 0                         | 4    | 2    | 2    | 3             |
| ROI issued, pending Complainant's action                            | 0                         | 0    | 0    | 0    | 1             |
| Hearing   | 16                        | 10   | 24   | 18   | 15            |
| Final Agency Action   | 0                         | 0    | 5    | 7    | 5             |
| Appeal with EEOC Office of Federal Operations                       | 0                         | 0    | 0    | 0    | 0             |
| Complaint Investigations  | Comparative Data          |      |      |      |               |
|   | Previous Fiscal Year Data |      |      |      | 2007Thru09-30 |
|   | 2003                      | 2004 | 2005 | 2006 |               |
| Pending Complaints Where Investigations Exceed Required Time Frames | 2                         | 7    | 14   | 5    | 7             |