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

Alcohol and Tobacco Tax and Trade Bureau (TTB)

For 3rd Quarter 2009 for period ending June 30, 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 6/30/09 for the current and past five fiscal years. Mixed cases are included in this report.

	Comparative Data											
Previous Fiscal Year Data												
Complaint Activity	2004	2005	2006	2007	2008	Thru 06-30						
Number of Complaints Filed	3	3	6	2	5	9						
Number of Complainants	3	3	6	2	5	6						
Repeat Filers	n/a	n/a	0	1	0	1						

		C	ompara	ative Da	ata	
Complaints by Basis	Pre	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 Thru 06- 30
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	3
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	3
Disability	0	0	0	0	0	1
Non-EEO	0	0	0	0	0	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 Thru 06- 30
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	1
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	tive 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	05 2006 0 0	2007	2008	2009 Thru 06- 30
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

	2004 2005 2006 2007 2008 Thi 06-3 306.00 280.00 429.00 349.00 266.14 293.00 7.00 0 99.00 0 0 407.00 306.00 0 457.00 349.00 248.33 401.00											
	F	revious	Fiscal \	ear Dat	а	2009						
Processing Time	2004	2005	2006	2007	2008	06-30						
Complaints pending during fiscal year												
Average number of days in investigation	306.00	280.00	429.00	349.00	266.14	293.83						
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	401.00						
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	272.40						

		C	ompara	tive Dat	а									
	Previous Fiscal Year Data													
Processing Time	2004	2005	2006	2007	2008	Thru 06-30								
Average number of days in final action	7.00	0	99.00	0	0	509.00								

	Comparative Data											
	Pro	ata	2009									
Complaints Dismissed by Agency*	2004	2005	2006	2007	2008	Thru 06- 30						
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	2						

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

	Comparative Data											
	Previous Fiscal Year Data										009	
Total Final Agency Actions Finding Discrimination*	2004 200		05	2006		20	07	2008		0	nru 6- 80	
	#	%	#	%	#	%	#	%	#	%	#	%
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	05	20	006	20	07	20	800		
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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
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	L
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		-)09 1ru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	2004 2005		20	06	20	07	20	800	0			
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	tive	e Da	ıta			
	Previous Fiscal Year Data											09
Findings of Discrimination	20	2004 2005		20	06	2007		2008		0	nru 6- 80	
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	20	2008		Thru 06- 30	
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								2009 Thru			
Findings of Discrimination	20	2004 2005		2006		20	07	2008		0	nru 16- 30	
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

		Comparative Data											
	Previous Fiscal Year Data										200		
Findings of Discrimination		2004 2005		2006		2007		2008		Thru 06- 30			
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	

	Comparative Data											
	Previous Fiscal Year Data											009
Findings of Discrimination	20	2004		4 2005		006 2		07	2008		0	hru 16- 30
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

* 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 06- 30					
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	0					
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 06- 30						
Hearing	0	0	0	0	0	0						
Final Agency Action	0	0	0	0	0	0						

	Comparative Data								
	Pro	2009 Thru							
Complaint Investigations	2004	2005	2006	2007	2008	06- 30			
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	1	0	1	1			