



Pension Benefit Guaranty Corporation
1200 K Street, N.W., Washington, D.C. 20005-4026

Office of the Director

March 28, 2012

The Honorable John Boehner
Speaker of the House
U.S. House of Representatives
Washington, D.C. 20515

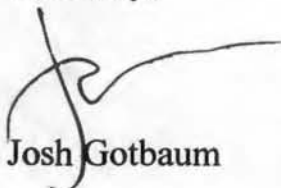
Dear Mr. Speaker:

Pursuant to Title II, Section 203, of the Notification and Federal Employee Antidiscrimination and Retaliation Act of the 2002 (the "Act"), I am pleased to submit the Pension Benefit Guaranty Corporation's ("PBGC") Annual Report for Fiscal Year 2011.

The Report contains data and analysis of equal employment opportunity complaints filed with PBGC during the fiscal year ending September 30, 2011.

It is the law of this nation and the policy of PBGC to prohibit discrimination in the workplace. PBGC is committed to maintaining an environment that provides equal employment opportunity for its employees and applicants for employment.

Sincerely,



Josh Gotbaum

Enclosure



Pension Benefit Guaranty Corporation
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Office of the Director

March 28, 2012

The Honorable Dan Inouye
President Pro Tempore
United States Senate
Washington, D.C. 20515

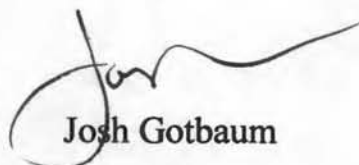
Dear Mr. President:

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Office of the Director

March 28, 2012

The Honorable Joseph I. Lieberman
Chairman
Committee on Homeland Security and Governmental Affairs
United States Senate
Washington, D.C. 20515

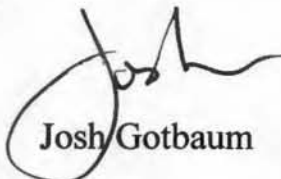
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Office of the Director

March 28, 2012

The Honorable Susan M. Collins
Ranking Minority Member
Committee on Homeland Security and Governmental Affairs
United States Senate
Washington, D.C. 20515

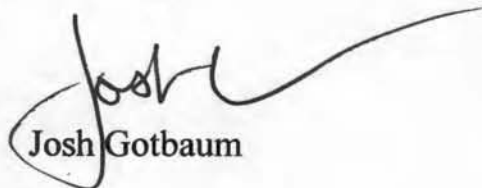
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Pursuant to Title II, Section 203, of the Notification and Federal Employee Antidiscrimination and Retaliation Act of the 2002 (the "Act"), I am pleased to submit the Pension Benefit Guaranty Corporation's ("PBGC") Annual Report for Fiscal Year 2011.

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Office of the Director

March 28, 2012

The Honorable Darrell Issa
Chairman
Committee on Oversight and Government Reform
U.S. House of Representatives
Washington, D.C. 20515

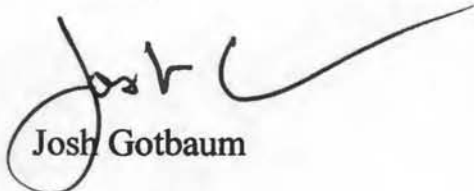
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1200 K Street, N.W., Washington, D.C. 20005-4026

Office of the Director

March 28, 2012

The Honorable Elijah Cummings
Ranking Minority Member
Committee on Oversight and Government Reform
U.S. House of Representatives
Washington, D.C. 20515


Dear Congressman Cummings:

Pursuant to Title II, Section 203, of the Notification and Federal Employee Antidiscrimination and Retaliation Act of the 2002 (the "Act"), I am pleased to submit the Pension Benefit Guaranty Corporation's ("PBGC") Annual Report for Fiscal Year 2011.

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Office of the Director

March 28, 2012

The Honorable Tom Harkin
Chairman
Committee on Health, Education, Labor and Pensions
United States Senate
Washington, D.C. 20515

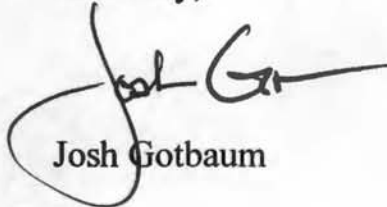
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Office of the Director

March 28, 2012

The Honorable Michael Enzi
Ranking Minority Member
Committee on Health, Education, Labor and Pensions
United States Senate
Washington, D.C. 20515

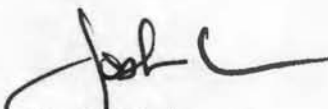
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Office of the Director

March 28, 2012

The Honorable George Miller
Ranking Minority Member
Committee on Education and Labor
U.S. House of Representatives
Washington, D.C. 20515

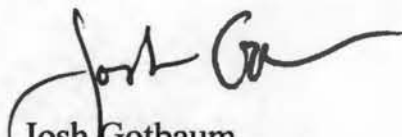
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March 28, 2012

The Honorable Jacqueline A. Berrien
Chair
U.S. Equal Employment Opportunity Commission
131 M Street, NE
Washington, D.C. 20507

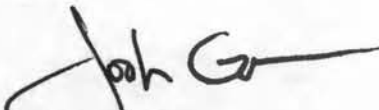
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1200 K Street, N.W., Washington, D.C. 20005-4026

Office of the Director

March 28, 2012

The Honorable Eric H. Holder Jr.
The Attorney General
U.S. Department of Justice
950 Pennsylvania Ave., NW
Washington, D.C. 20530

Dear Attorney General Holder:

Pursuant to Title II, Section 203, of the Notification and Federal Employee Antidiscrimination and Retaliation Act of the 2002 (the "Act"), I am pleased to submit the Pension Benefit Guaranty Corporation's ("PBGC") Annual Report for Fiscal Year 2011.

The Report contains data and analysis of equal employment opportunity complaints filed with PBGC during the fiscal year ending September 30, 2011.

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**Annual Report for Fiscal Year 2011
Under the
Notification and Federal Employee Antidiscrimination
And Retaliation Act of 2002**

**Report Prepared for:
Speaker of the House of Representatives
President Pro Tempore of the Senate
Senate Committee on Homeland Security and Governmental Affairs
House Committee on Oversight and Government Reform
Senate Health, Education, Labor, and Pensions Committee
House Education and Labor Committee
Equal Employment Opportunity Commission
Attorney General**

**Report Submitted by:
Pension Benefit Guaranty Corporation**

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A. Introduction

This report is prepared in accordance with the requirements of Title II, Section 203, of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (Act). The Act requires federal agencies to submit an annual report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Senate Committee on Homeland Security and Governmental Affairs, the House Committee on Oversight and Government Reform, the Senate Health, Education, Labor, and Pensions Committee, the House Education and Labor Committee, the U.S. Equal Employment Opportunity Commission, and the Department of Justice.

The Act holds federal agencies accountable for violations of antidiscrimination and whistleblower protection laws relating to federal employment. The report contains data and analysis concerning equal employment opportunity (EEO) complaints activity at PBGC, including Federal court cases and resulting disciplinary actions during Fiscal Year 2011.

It is the law of this nation and the policy of PBGC to prohibit discrimination in the workplace. PBGC is committed to maintaining an environment that provides equal employment opportunity for its approximately 968 employees as well as applicants for employment.

B. Federal Court Cases Arising Under the Federal Antidiscrimination or Whistleblower Laws

1. The Number of Federal Court Cases Pending or Resolved in FY 2011

As shown below in Table 1, there were a total of 19 federal court cases pending in Fiscal Year 2011 filed by 5 employees. All 20 cases included claimed violations of Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on race, sex, color, religion, disability and reprisal. One of the cases also included claimed violations of the Age Discrimination in Employment Act (ADEA), which prohibits discrimination based on age. No cases alleged violations of the Rehabilitation Act of 1973, Whistleblower Protection Act or the Equal Pay Act of 1963.

TABLE 1

Federal Court Cases Pending or Resolved in FY 2011 Separated by Statute

Title VII of the Civil Rights Act of 1964:	19
Age Discrimination in Employment Act of 1967:	1
Rehabilitation Act of 1973:	0

Whistleblower Protection Act: 0

Equal Pay Act of 1963: 0

2. Status or Disposition of Federal Court Cases, Including the Amount of Money Required to be Reimbursed to the Judgment Fund and Any Budget Adjustments Relating to the Judgment Fund

Table 2 shows the status and disposition of federal court cases by statute. There were eight pending cases during FY 2011. Four cases settled. By the close of the fiscal year, fifteen federal cases remained pending against the Agency.

As a government corporation, PBGC has corporate funds available to pay judgments and settlements. During FY 2011, PBGC did not have any settlements or judgments paid from the Judgment Fund, nor did it make any budget adjustments relating to the Judgment Fund.

TABLE 2

Status of Federal Court Cases Pending in FY 2011 by Statute

Title VII of the Civil Rights Act of 1964:	19
Pending:	15
Dismissed:	0
Settled:	4
Age Discrimination Employment Act of 1967:	1
Pending:	1
Dismissed:	0
Settled:	0
Rehabilitation Act of 1973:	0
Pending:	0
Dismissed:	0
Settled:	0
Whistleblower Protection Act:	0
Pending:	0
Dismissed:	0
Settled:	0
Equal Pay Act of 1963:	0
Pending:	0
Dismissed:	0

Settled: 0

C. Employees Disciplined for Conduct Inconsistent with Federal Antidiscrimination or Whistleblower Laws

Table 3 shows the number of findings of discrimination and the number of employees disciplined for having been found to have engaged in discrimination in violation of the civil rights laws.

TABLE 3

Employees Disciplined for Conduct Inconsistent with Federal Antidiscrimination or Whistleblower Laws in FY 2011

1. Employees Disciplined in Connection with Federal Court Cases

Number of Findings:	0
Number of Employees Disciplined:	0

2. Employees Disciplined Whether or Not in Connection with Federal Court Cases

Number of Employees Disciplined:	0
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D. Final Year-End No FEAR Act Data for FY 2011

Attached as Appendix 1 is the PBGC's final year-end No FEAR Act Data for FY 2011.

E. PBGC's Discipline Policy for Conduct Inconsistent with Federal Antidiscrimination or Whistleblower Laws

PBGC is committed to maintaining a workplace that promotes productivity, professionalism and an environment that protects the dignity of all of its workers. Towards that end, PBGC has issued policy statements, which periodically are sent to all of its employees and contractors. The statements provide that any harassment of PBGC employees, sexual or non-sexual in nature, is prohibited and will not be tolerated. Further, they state that employees who engage in discriminatory or harassing behavior will be subject to appropriate disciplinary and/or corrective action, up to and including removal from the federal service if the allegations are substantiated. *See* Reaffirmation of EEO and Diversity Policy Statements, dated April 2011 (Appendix 2).

PBGC maintains an internal directive on Disciplinary and Adverse Actions, outlining the procedures for addressing employee misconduct, and includes a table of suggested penalties for various infractions. This table, which has been in effect since 2007, includes several categories for conduct that is inconsistent with federal antidiscrimination or whistleblower laws. Using a progressive discipline approach, and depending on the nature of the misconduct, the penalties can range from a written reprimand for a first offense to removal from the federal service.

F. Data Analysis

During FY 2011, 17 PBGC employees filed 18 formal complaints of discrimination. The number of complaints decreased from the 21 formal complaints filed the previous year. The number of people filing complaints increased slightly from 15 to 17, representing a 6.67% increase from the previous year. The number of repeat filers from FY 2010 to FY 2011 remained constant at one. These repeat filers accounted for .05 % of the overall complaints in FY 2011.

An analysis of the FY 2011 complaint data reveals that the leading issue for formal complaints was *terms and conditions of employment*. This issue was raised in 6 cases. In 2010, this issue was only raised in three cases. This represents a 100% increase from the previous year. No other issue was raised in double digits in formal cases for the year.

Assignment of duties and *evaluation/appraisal* were the next most prominent issues in FY 2011, being raised in 4 cases each. For *assignment of duties*, the number of complaints is identical to the previous year. For *evaluation/appraisal*, this issue doubled in occurrence from the previous year's total of 2 to 4.

Further analysis of FY 2011 complaint data reveals that the leading bases of discrimination alleged in formal complaints were *race* and *reprisal*. These two bases were also the most prominently named in 2010. *Race* and *reprisal* have been among the two leading bases since FY 2008. In FY 2011, 11 complaints raised *race* as a basis and 9 complaints raised *reprisal* as a basis. There was a 22% decrease in *race* based cases from 14 the previous year. For *reprisal*, 2011 saw a 30% decrease from its 2010 number. The number of cases in which it was named as a basis fell from 13 to 9. *Sex*-based complaints were the next most prominent in 2011. They saw a 36% decrease from FY 2010 to FY 2011, going from 11 complaints to 7. PBGC did not show a decrease in any other category save for *color*, which decreased from 2 cases in FY 2009 to 1 in the current fiscal year.

The agency actively attempts to resolve matters through administrative and judicial settlements and the use of Alternative Dispute Resolution (ADR). While further efforts are still needed, PBGC was able to settle 2 formal complaints during the administrative process. In addition, over the past 20 years, no EEO formal complaints have resulted in a final finding of discrimination against PBGC.

1. Trends

The number of complaints increased from FY 2005 to FY 2008 with the exception of 2007, when there was a slight decrease. For the three year period spanning from FY 2008 to FY 2010, no fewer than 21 formal complaints have been filed each year. That changed in FY 2011, when only 17 complaints were filed. This is the second lowest complaint total in the previous five years.

Complaints containing *race* as a component once again led all bases in FY 2011. In FY 2011, it was the only basis that reached double-digit numbers. It was also the second straight year that complaint based on *race* led all bases. Despite this, there was a decrease from the number of *race* complaints in FY 2010. *Reprisal* was the second most claimed basis in FY 2011 with 9 complaints including it as a component. This year marked the lowest number of *reprisal* complaints since FY 2007. *Reprisal* complaints have dropped 30% from FY 2010. The number of *sex*-based complaints steadily increased since reaching a low point in FY 2007 when only 5 complaints were registered, until FY 2011 when 11 complaints were filed. This basis saw a significant drop in FY 2011, down to 7 complaints for a drop of 37%. The number of *age* complaints stayed static in FY 2011 at 6.

Harassment (non-sexual) was again the leading issue in FY 2011, being raised in 7 complaints. No other issue was raised in formal complaints more than 4 times. The issue with the most significant increase was *evaluation/appraisal*, which experienced a 100% increase, being raised twice in FY 2010 to 4 times in the current reporting period. *Appointment/Hire* and *pay/overtime* issues went from not registering any complaints to 1 apiece in the current period. Similarly, other issues (typically characterized as work environment issues) went from zero complaints in the previous year to 2 complaints in FY 2011. Conversely, several issues that registered complaints last fiscal year were not raised in complaints this year. These issues are *medical examination, reassignment-directed, terms/conditions of employment, removal* and *time/attendance*.

Since FY 2006, the average number of days in the investigation stage has decreased. This is despite the increase in the number of formal complaints filed with PBGC in most years. For example, in FY 2007, there were 15 formal complaints and the average number of days in the investigation stage was 189 days. In FY 2011, the number of complaints was 17 and average days in the investigation stage was 147. This is the lowest total in processing time in the last five years. In addition, it should be noted that processing times have been constant over the last two fiscal years despite the change in the number of complaints. These improvements are attributed to the staffing of the full-time Attorney-Advisor position in the EEO office since FY 2008 and eliminating the complaints backlog from previous fiscal years.

2. Causal Analysis

The previous increase in overall complaint activity since 2007 is likely due to numerous conditions which will require additional analysis. Because of the relatively small number of complaints and the fluctuations from year-to-year, it is difficult to assess causation. At present, no prevalent factors have been identified as driving forces behind the agency's complaint activity. However, significant strides were made in FY 2011 to enhance PBGC's ability to analyze complaint data, including the procurement of an automated complaint tracking and reporting system as well as a new applicant tracking system.

In addition, in FY 2011 the Office of Equal Employment Opportunity and Diversity instituted an Early Intervention pilot program designed to help employees who came to EEO with cases that could possibly be resolved without entering the federal sector EEO discrimination complaint process. This process was designed for use in cases that either fell outside of defined Equal Opportunity jurisdiction or that were judged to be resolvable by quickly deployed inquiry and mediation. It is believed that the number of cases handled in this manner is at least partially responsible for the drop in formal cases filed in FY 2011.

The EEO Office is continuing its efforts to identify personnel practices that may require further examination. PBGC hopes that the newly acquired iComplaints and reporting system will facilitate the process of reviewing and analyzing work processes, policies, procedures, and complaints and assist in identifying barriers and developing action plans. The automated complaints system should also cause more man-hours to be devoted to these efforts. In addition, we will continue to pinpoint problem areas and departments where diversity training efforts can be focused and most useful to prevent and alleviate concerns among employees.

3. Knowledge Gained

In the past, the use of Alternative Dispute Resolution (ADR) has proven to be an effective means of identifying underlying employee-management issues and improving communication, thereby leading to an earlier resolution of the issues when both parties participate in good faith. PBGC promotes and advocates ADR as an option at all stages of the EEO process. PBGC promotes ADR more aggressively than in the past and has provided additional training to managers and employees about the benefits of ADR as a viable and effective tool to resolve disputes. In addition, the EEO Office has taken steps to enhance its staff members' knowledge of mediation through training and other resources. ADR has also been successfully deployed as a part of the EEO Early Intervention program.

4. Actions Planned to Improve PBGC's Equal Employment Opportunity Program

PBGC continues to improve its EEO Program. Program Managers for the Hispanic Employment Program and Federal Women's Program were hired and the Agency continued to reach out to audiences of historically underrepresented groups and individuals with disabilities through job fairs, student employment programs, an ongoing Disability Awareness series and ethnic program observances.

The Agency continues to conduct ongoing Basic EEO Training Workshops for employees and managers. EEO staff collaborated with the human resources and legal departments to develop an Anti-Harassment brochure to answer frequently asked questions about PBGC's Anti-Harassment policy.

To improve timeliness of complaint processing, the EEO staff implemented and is maintaining an automated complaint tracking system, iComplaints. In FY 2011, 100% of formal complaint investigations were timely processed and 80% of Final Agency Decisions were timely issued, both significant improvements over last year's numbers.

The Following actions are planned in FY 2012:

- Incorporate EEO review, input, and recommendations in the agency's ongoing strategic Human Capital plans,
- Review results of EEOC Technical Audits and feedback and begin to implement recommendations,
- Provide training to expand knowledge of and participation in the EEO Alternative Dispute Resolution program,
- Review options for providing EEO training to employees and managers
- Exchange of ideas and benchmarking with other small agencies on EEO issues.
- Continue Basic EEO Training workshop for employees
- Conduct EEO Managerial Course
- Overseeing of contractor conducting Trend and Barriers Analysis
- Conduct brown bag session on the informal process and Early Intervention program.
- Collaborate with HRD to create and deploy to management "Respect in the Workplace" training for managers. For FY 2012 a revised "Respect in the Workplace" training will be offered to all Agency employees
- Collaborate with HRD and OGC to create "What not to Say" training for managers. For FY 2012, training will be deployed to all Agency managers
- Deployed iComplainants case tracking system in 2011. For FY 2012, iComplaints will become the Agency's primary tracking system for tracking the status of complaints, and generating reports such as the 462 and NO Fear reports.

G. No FEAR Act Training Plan

All new employees are informed of the No FEAR Act training requirement on their first day at PBGC and are required to complete their initial No Fear Act training within sixty days of their arrival at PBGC. During FY 2011, all PBGC employees received No FEAR training with the exception of those employees who were out on extended leave. As those employees return to work, they are required to take the training.

**Equal Employment Opportunity Data Posted Pursuant to Title III of
the Notification and Federal Employee Antidiscrimination and
Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174**

Complaint Activity	Comparative Data					2011: 4th Quarter
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Number of Complaints Filed	19	15	24	21	21	17
Number of Complainants	13	47	20	15	16	16
Repeat Filers	3	2	4	3	1	1

Complaints by Basis	Comparative Data					FY 2011: 4th Quarter
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	17	7	9	14	14	11
Color	7	0	3	2	1	2
Religion	4	0	2	0	0	0
Reprisal	14	8	13	15	13	9
Sex	15	5	6	8	11	7
National Origin	5	0	2	0	0	0
Equal Pay Act	1	0	0	0	0	0
Age	7	3	2	5	6	6
Disability	3	7	7	4	6	4
Non-EEO	0	0	0	0	0	0

No FEAR Act Data

Complaints by Issue	Comparative Data					FY 2011: 4th Quarter
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	1	0	1	1	0	1
Assignment of Duties	0	0	3	3	4	4
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	0	0
Removal	0	1	0	0	1	0
Suspension	0	2	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	7	3	3	3	2	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	12	2	7	7	12	7
Sexual	0	0	2	2	0	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	1	0	0	0	0	1
Promotion/Non-Selection	11	0	7	7	5	1
Reassignment						
Denied	0	1	0	0	0	0
Directed	0	0	0	0	1	0
Reasonable Accommodation	0	1	2	2	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	1	0	0	0	0
Terms/Conditions of Employment	4	1	7	7	3	0
Time and Attendance	1	0	0	0	1	0
Training	0	0	0	0	1	1
Other	6	4	0	0	0	2

No FEAR Act Data

Note: Data for FY 2010 and FY 2011 was calculated differently than prior years due to EEOC guidance.

Processing Time	Comparative Data					FY 2011:4th Quarter
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation stage	441	189	152	129	149	147
Average number of days in final action stage	77	376	233	24	44	53
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	515	473	208	200	199	230
Average number of days in final action stage	0	168	16	0	59	17
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	383	336	144	232	260	199
Average number of days in final action stage	77	584	403	24	48	70

Complaints Dismissed by Agency	Comparative Data					FY 2011: 4th Quarter
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Total Complaints Dismissed by Agency	10	1	1	7	5	7
Average days pending prior to dismissal	183	192	70	79	71	78
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	-	1	2	1	0	1

No FEAR Act Data

Total Final Actions Finding Discrimination	Comparative Data										FY 2011: 4th Quarter	
	Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		#	%
	#	%	#	%	#	%	#	%	#	%		
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

Findings of Discrimination Rendered	Comparative Data										FY 2011: 4th Quarter		
	Previous Fiscal Year Data												
	<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2006		2007		2008		2009		2010		#	%
		#	%	#	%	#	%	#	%	#	%		
Total Number Findings													
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													
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													
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	

No FEAR Act Data

Findings of Discrimination Rendered by Issue	Comparative Data										FY 2011: 4th Quarter	
	Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings												
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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	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	0	0	0	0	0	0	0	0	0	0	0	0

No FEAR Act Data

Findings of Discrimination Rendered by Issue	Comparative Data										FY 2011: 4th Quarter	
	Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		#	%
	#	%	#	%	#	%	#	%	#	%		
Findings After Hearing												
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	0	0	0	0	0	0	0	0	0	0	0	0
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
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0

No FEAR Act Data

Findings of Discrimination Rendered by Issue	Comparative Data										FY 2011: 4th Quarter	
	Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing												
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0

No FEAR Act Data

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					FY 2011: 4th Quarter
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Total complaints from previous Fiscal Years	22	1	18	12	18	21
Total Complainants	15	16	13	8	10	11
Number complaints pending						
Investigation	1	0	1	0	1	0
Hearing	5	0	12	9	14	10
Final Action	6	0	3	2	1	8
Appeal with EEOC Office of Federal Operations	2	0	2	1	2	3

Complaint Investigations	Comparative Data					FY 2011: 4th Quarter
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Pending Complaints Where Investigations Exceeds Required Time Frames	22	10	2	0	0	0