

**"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."**

**U.S. Department of Labor (DOL)**

**Employment Standards Administration (ESA)**

| Complaint Activity         | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2012<br>thru<br>9/30 |
|----------------------------|---|------|------|------|------|----------------------|
|                            | 2007  | 2008 | 2009 | 2010 | 2011 |                      |
| Number of Complaints Filed | 41  | 37   | 28   | 39   | 58   | 55                   |
| Number of Amendments       | 5   | 11   | 2    | 2    | 0    | 5                    |
| Number of Complainants     | 37  | 31   | 27   | 39   | 58   | 53                   |
| Repeat Filers              | 4   | 4    | 1    | 0    | 0    | 2                    |

| Complaints by Basis<br><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2012<br>thru<br>9/30 |
|---|---|------|------|------|------|----------------------|
|   | 2007  | 2008 | 2009 | 2010 | 2011 |                      |
| Race  | 20  | 32   | 14   | 24   | 26   | 27                   |
| Color   | 9   | 22   | 4    | 8    | 8    | 9                    |
| Religion  | 4   | 3    | 1    | 3    | 5    | 7                    |
| Reprisal  | 19  | 30   | 14   | 19   | 37   | 39                   |
| Sex   | 15  | 24   | 11   | 17   | 26   | 28                   |
| National Origin   | 9   | 8    | 3    | 8    | 16   | 15                   |
| Equal Pay   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Age   | 17  | 23   | 17   | 18   | 25   | 24                   |
| Disability  | 0   | 0    | 0    | 0    | 0    | 0                    |
| Non-EEO Basis   | 0   | 1    | 0    | 1    | 2    | 5                    |

| Complaints by Issue<br><i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2012<br>thru<br>9/30 |
|---|---|------|------|------|------|----------------------|
|   | 2007  | 2008 | 2009 | 2010 | 2011 |                      |
| Appointment/Hire  | 1   | 0    | 1    | 1    | 0    | 0                    |
| Assignment of Duties  | 3   | 2    | 0    | 0    | 5    | 8                    |
| Awards  | 0   | 0    | 1    | 0    | 0    | 0                    |
| Conversion to Full-Time   | 0   | 0    | 0    | 0    | 0    | 0                    |
| <b>Disciplinary Action</b>  |   |      |      |      |      |                      |
| Demotion  | 0   | 0    | 0    | 0    | 0    | 0                    |
| Reprimand   | 0   | 2    | 0    | 0    | 0    | 1                    |
| Termination   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Suspension  | 0   | 2    | 0    | 1    | 1    | 3                    |
| Other   | 0   | 1    | 0    | 1    | 1    | 1                    |
| Duty Hours  | 0   | 1    | 0    | 0    | 1    | 1                    |
| Equal Pay Act Violation   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Evaluation/Appraisal  | 2   | 3    | 5    | 4    | 8    | 5                    |
| Examination/Test  | 0   | 0    | 0    | 0    | 0    | 0                    |
| <b>Harrassment</b>  |   |      |      |      |      |                      |
| Nonsexual   | 9   | 11   | 4    | 18   | 28   | 13                   |
| Sexual  | 1   | 2    | 0    | 0    | 0    | 2                    |
| Medical Examination   | 1   | 0    | 0    | 0    | 0    | 0                    |
| Pay Including Overtime  | 0   | 0    | 0    | 0    | 0    | 1                    |
| Performance Improvement Plan (PIP)  | 0   | 0    | 1    | 3    | 4    | 0                    |
| Promotion/Non-Selection   | 18  | 12   | 11   | 11   | 13   | 22                   |
| <b>Reassignment</b>   |   |      |      |      |      |                      |
| Request Denied  | 0   | 0    | 0    | 0    | 0    | 0                    |
| Directed  | 0   | 1    | 0    | 2    | 2    | 2                    |
| Failure to Accommodate  | 0   | 0    | 0    | 0    | 0    | 0                    |
| Reinstatement   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Retirement  | 0   | 0    | 0    | 0    | 0    | 1                    |
| Terms/Conditions of Employment  | 13  | 13   | 10   | 4    | 8    | 10                   |

**U.S. Department of Labor (DOL)**

**Employment Standards Administration (ESA)**

| Complaints by Issue<br><i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | Comparative Data<br>Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2012<br>thru<br>9/30 |  |
|---|---|---|------|---|------|---|------|---|------|---|----------------------|--|
|   | 2007  |   | 2008 |   | 2009 |   | 2010 |   | 2011 |   |                      |  |
|   | #   | % | #    | % | #    | % | #    | % | #    | % |                      |  |
| Time and Attendance   | 1   |   | 2    |   | 0    |   | 1    |   | 1    |   | 5                    |  |
| Training  | 1   |   | 0    |   | 1    |   | 1    |   | 2    |   | 2                    |  |
| Other   | 7   |   | 6    |   | 2    |   | 2    |   | 2    |   | 3                    |  |

| Processing Time   | Comparative Data<br>Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   | 2012<br>thru<br>9/30 |  |
|---|---|---|------|---|------|---|------|---|------|---|----------------------|--|
|   | 2007  |   | 2008 |   | 2009 |   | 2010 |   | 2011 |   |                      |  |
|   | #   | % | #    | % | #    | % | #    | % | #    | % |                      |  |
| <b>Complaints pending (for any length of time) during fiscal year</b>                                 |   |   |      |   |      |   |      |   |      |   |                      |  |
| Average number of days in investigation stage   | 144   |   | 135  |   | 121  |   | 138  |   | 120  |   | 140                  |  |
| Average number of days in final action stage  | 66  |   | 61   |   | 47   |   | 50   |   | 52   |   | 51                   |  |
| <b>Complaints pending (for any length of time) during fiscal year where hearing was requested</b>     |   |   |      |   |      |   |      |   |      |   |                      |  |
| Average number of days in investigation stage   | 167   |   | 170  |   | 135  |   | 139  |   | 168  |   | 122                  |  |
| Average number of days in final action stage  | 25  |   | 37   |   | 40   |   | 38   |   | 34   |   | 36                   |  |
| <b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b> |   |   |      |   |      |   |      |   |      |   |                      |  |
| Average number of days in investigation stage   | 140   |   | 126  |   | 117  |   | 138  |   | 115  |   | 141                  |  |
| Average number of days in final action stage  | 83  |   | 80   |   | 50   |   | 54   |   | 56   |   | 55                   |  |

| Complaints Dismissed by Agency              | Comparative Data<br>Previous Fiscal Year Data |   |        |   |       |   |       |   |       |   | 2012<br>thru<br>9/30 |  |
|---|---|---|--------|---|-------|---|-------|---|-------|---|----------------------|--|
|   | 2007  |   | 2008   |   | 2009  |   | 2010  |   | 2011  |   |                      |  |
|   | #   | % | #      | % | #     | % | #     | % | #     | % |                      |  |
| Total Complaints Dismissed By Agency        | 5   |   | 5      |   | 2     |   | 5     |   | 6     |   | 6                    |  |
| Average days pending prior to dismissal     | 246.40  |   | 100.00 |   | 57.00 |   | 55.00 |   | 53.00 |   | 106.00               |  |
| <b>Complaints Withdrawn by Complainants</b> |   |   |        |   |       |   |       |   |       |   |                      |  |
| Total complaints Withdrawn by Complainants  | 4   |   | 3      |   | 3     |   | 7     |   | 9     |   | 6                    |  |

| Total Final Actions Finding Discrimination | Comparative Data<br>Previous Fiscal Year Data |       |      |       |      |     |      |       |      |       | 2012<br>thru<br>9/30 |     |
|--|---|-------|------|-------|------|-----|------|-------|------|-------|----------------------|-----|
|  | 2007  |       | 2008 |       | 2009 |     | 2010 |       | 2011 |       |                      |     |
|  | #   | %     | #    | %     | #    | %   | #    | %     | #    | %     |                      |     |
| Total Number Findings                      | 2   | 100 % | 1    | 100 % | 0    | 0 % | 1    | 100 % | 1    | 100 % | 0                    | 0 % |
| Without Hearing                            | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 % |
| With Hearing                               | 2   | 100 % | 1    | 100 % | 0    | 0 % | 1    | 100 % | 1    | 100 % | 0                    | 0 % |

| Findings of Discrimination Rendered by Basis<br><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | Comparative Data (Sec. 1614.705)<br>Previous Fiscal Year Data |       |      |       |      |     |      |       |      |       | 2012<br>thru<br>9/30 |     |
|---|---|-------|------|-------|------|-----|------|-------|------|-------|----------------------|-----|
|   | 2007  |       | 2008 |       | 2009 |     | 2010 |       | 2011 |       |                      |     |
|   | #   | %     | #    | %     | #    | %   | #    | %     | #    | %     |                      |     |
| <b>Total Number Findings</b>  | 3   | 100 % | 1    | 100 % | 0    | 0 % | 1    | 100 % | 1    | 100 % | 0                    | 0 % |
| Race  | 1   | 33 %  | 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 %   | 1    | 100 % | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 % |
| Sex   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 % |
| National Origin   | 1   | 33 %  | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 % |
| Equal Pay   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 % |
| Age   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 1    | 100 % | 0                    | 0 % |
| Disability  | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 % |

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| Findings of Discrimination Rendered by Basis<br><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | Comparative Data (Sec. 1614.705)<br>Previous Fiscal Year Data |       |      |       |      |     |      |       |      |       |   | 2012<br>thru<br>9/30 |   |     |
|---|---|-------|------|-------|------|-----|------|-------|------|-------|---|----------------------|---|-----|
|   | 2007  |       | 2008 |       | 2009 |     | 2010 |       | 2011 |       |   |                      |   |     |
|   | #   | %     | #    | %     | #    | %   | #    | %     | #    | %     | # | %                    |   |     |
| Non-EEO Basis   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| <b>Findings After Hearing</b>   | 3   | 100 % | 1    | 100 % | 0    | 0 % | 1    | 100 % | 1    | 100 % | 0 | 0 %                  | 0 | 0 % |
| Race  | 1   | 33 %  | 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 %                  | 0 | 0 % |
| Religion  | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| Reprisal  | 0   | 0 %   | 1    | 100 % | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| Sex   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| National Origin   | 1   | 33 %  | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| Equal Pay   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| Age   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 1    | 100 % | 0 | 0 %                  | 0 | 0 % |
| Disability  | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| Non-EEO Basis   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| <b>Findings Without Hearing</b>   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| Race  | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Religion  | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Sex   | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Equal Pay   | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Disability  | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| Non-EEO Basis   | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |

| Findings of Discrimination Rendered by Issue | Comparative Data<br>Previous Fiscal Year Data |       |      |       |      |     |      |       |      |       |   | 2012<br>thru<br>9/30 |   |     |
|--|---|-------|------|-------|------|-----|------|-------|------|-------|---|----------------------|---|-----|
|  | 2007  |       | 2008 |       | 2009 |     | 2010 |       | 2011 |       |   |                      |   |     |
|  | #   | %     | #    | %     | #    | %   | #    | %     | #    | %     | # | %                    |   |     |
| <b>Total Number Findings</b>                 | 3   | 100 % | 1    | 100 % | 0    | 0 % | 1    | 100 % | 1    | 100 % | 0 | 0 %                  | 0 | 0 % |
| Appointment/Hire                             | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Awards                                       | 0   | 0 %   | 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 %                  | 0 | 0 % |
| <b>Disciplinary Action</b>                   |   |       |      |       |      |     |      |       |      |       |   |                      |   |     |
| Demotion                                     | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Termination                                  | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Other  | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Equal Pay Act Violation                      | 0   | 0 %   | 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 %                  | 0 | 0 % |
| Examination/Test                             | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |
| <b>Harrassment</b>                           |   |       |      |       |      |     |      |       |      |       |   |                      |   |     |
| Nonsexual                                    | 1   | 33 %  | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0 | 0 %                  | 0 | 0 % |

**U.S. Department of Labor (DOL)**

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| Findings of Discrimination Rendered by Issue | Comparative Data<br>Previous Fiscal Year Data |       |      |       |      |     |      |       |      |       | 2012<br>thru<br>9/30 |       |
|--|---|-------|------|-------|------|-----|------|-------|------|-------|----------------------|-------|
|  | 2007  |       | 2008 |       | 2009 |     | 2010 |       | 2011 |       |                      |       |
|  | #   | %     | #    | %     | #    | %   | #    | %     | #    | %     | #                    | %     |
| 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 %   |
| Performance Improvement Plan (PIP)           | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 %   |
| Promotion/Non-Selection                      | 1   | 33 %  | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 1                    | 100 % |
| <b>Reassignment</b>                          |   |       |      |       |      |     |      |       |      |       |                      |       |
| Request 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 %   |
| Failure to Accommodate                       | 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 %   |
| Terms/Conditions of Employment               | 0   | 0 %   | 1    | 100 % | 0    | 0 % | 1    | 100 % | 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 %   |
| <b>Findings Afer Hearing</b>                 | 3   | 100 % | 1    | 100 % | 0    | 0 % | 1    | 100 % | 1    | 100 % | 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 %   |
| <b>Disciplinary Action</b>                   |   |       |      |       |      |     |      |       |      |       |                      |       |
| 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 %   |
| Termination                                  | 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 %   |
| 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 %   |
| Equal Pay Act Violation                      | 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 %   |
| <b>Harrassment</b>                           |   |       |      |       |      |     |      |       |      |       |                      |       |
| Nonsexual                                    | 1   | 33 %  | 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 %   |
| Performance Improvement Plan (PIP)           | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 %   |
| Promotion/Non-Selection                      | 1   | 33 %  | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 1                    | 100 % |
| <b>Reassignment</b>                          |   |       |      |       |      |     |      |       |      |       |                      |       |
| Request 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 %   |
| Failure to Accommodate                       | 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 %   |
| Terms/Conditions of Employment               | 0   | 0 %   | 1    | 100 % | 0    | 0 % | 1    | 100 % | 0    | 0 %   | 0                    | 0 %   |
| Time and Attendance                          | 0   | 0 %   | 0    | 0 %   | 0    | 0 % | 0    | 0 %   | 0    | 0 %   | 0                    | 0 %   |

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| Findings of Discrimination Rendered by Issue | Comparative Data<br>Previous Fiscal Year Data |     |      |     |      |     |      |     |      |     |   | 2012<br>thru<br>9/30 |  |
|--|---|-----|------|-----|------|-----|------|-----|------|-----|---|----------------------|--|
|  | 2007  |     | 2008 |     | 2009 |     | 2010 |     | 2011 |     |   |                      |  |
|  | #   | %   | #    | %   | #    | %   | #    | %   | #    | %   | # | %                    |  |
| 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 %                  |  |
| <b>Findings Without Hearing</b>              | 0   | 0 % | 0    | 0 % | 0    | 0 % | 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 %                  |  |
| <b>Disciplinary Action</b>                   |   |     |      |     |      |     |      |     |      |     |   |                      |  |
| 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 %                  |  |
| Termination                                  | 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 %                  |  |
| 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 %                  |  |
| Equal Pay Act Violation                      | 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 %                  |  |
| <b>Harrasment</b>                            |   |     |      |     |      |     |      |     |      |     |   |                      |  |
| Nonsexual                                    | 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 %                  |  |
| Performance Improvement Plan (PIP)           | 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 %                  |  |
| <b>Reassignment</b>                          |   |     |      |     |      |     |      |     |      |     |   |                      |  |
| Request 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 %                  |  |
| Failure to Accommodate                       | 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 %                  |  |
| 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 %                  |  |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2012<br>thru<br>9/30 |
|---|---|------|------|------|------|----------------------|
|   | 2007  | 2008 | 2009 | 2010 | 2011 |                      |
| Total complaints from previous Fiscal Years                 | 22  | 12   | 11   | 9    | 11   | 17                   |
| Total Complainants  | 16  | 11   | 10   | 9    | 11   | 16                   |
| <b>Number complaints pending</b>                            |   |      |      |      |      |                      |
| Investigation   | 1   | 1    | 0    | 0    | 0    | 0                    |
| Hearing   | 18  | 10   | 11   | 9    | 11   | 16                   |
| Final Agency Action   | 4   | 0    | 0    | 2    | 0    | 1                    |
| Appeal with EEOC Office of Federal Operations               | 9   | 13   | 7    | 13   | 7    | 9                    |

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| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             | <b>2012<br/>thru<br/>9/30</b> |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |                               |
|   | <b>2007</b>                      | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> |                               |
| Pending Completion Where Investigation Exceeds Required Time Frames | 28                               | 19          | 7           | 8           | 15          | 18                            |