

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

RD

For 4th Quarter 2010 for period ending September 30, 2010

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| | 2005 | 2006 | 2007 | 2008 | 2009 | |
| Number of Complaints Filed | 56 | 57 | 52 | 53 | 57 | 46 |
| Number of Complainants | 47 | 54 | 35 | 3 | 17 | 46 |
| Repeat Filers | 4 | 3 | 3 | 3 | 2 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| | 2005 | 2006 | 2007 | 2008 | 2009 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2005 | 2006 | 2007 | 2008 | 2009 | 30 |
| Race | 12 | 20 | 15 | 20 | 12 | 12 |
| Color | 2 | 1 | 1 | 5 | 3 | 2 |
| Religion | 0 | 1 | 0 | 0 | 0 | 1 |
| Reprisal | 29 | 31 | 23 | 11 | 13 | 10 |
| Sex | 23 | 14 | 8 | 20 | 28 | 11 |
| National Origin | 4 | 3 | 2 | 2 | 2 | 4 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Equal Pay Act | 3 | 4 | 1 | 2 | 0 | 0 |
| Age | 28 | 21 | 22 | 32 | 32 | 23 |
| Disability | 9 | 9 | 15 | 9 | 8 | 6 |
| Non-EEO | 1 | 1 | 3 | 5 | 2 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2005 | 2006 | 2007 | 2008 | 2009 | |
| Appointment/Hire | 4 | 3 | 1 | 0 | 1 | 1 |
| Assignment of Duties | 0 | 5 | 2 | 4 | 7 | 5 |
| Awards | 1 | 3 | 3 | 0 | 1 | 2 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 1 | 1 |
| Reprimand | 1 | 0 | 1 | 1 | 2 | 1 |
| Suspension | 1 | 0 | 0 | 1 | 2 | 3 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 1 | 0 | 1 | 0 | 1 |
| Evaluation Appraisal | 1 | 4 | 5 | 2 | 1 | 5 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 23 | 27 | 26 | 14 | 32 | 13 |
| Sexual | 1 | 0 | 1 | 1 | 1 | 1 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|--------------------------------|----|----|----|----|----|----|
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 26 | 18 | 6 | 20 | 12 | 11 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 1 | 0 | 0 | 1 |
| Directed | 2 | 2 | 5 | 9 | 11 | 3 |
| Reasonable Accommodation | 1 | 2 | 4 | 2 | 4 | 1 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 2 | 0 | 0 | 0 | 0 | 0 |
| Termination | 3 | 2 | 2 | 0 | 3 | 2 |
| Terms/Conditions of Employment | 0 | 0 | 1 | 1 | 0 | 3 |
| Time and Attendance | 1 | 1 | 0 | 3 | 2 | 2 |
| Training | 2 | 3 | 2 | 3 | 5 | 2 |
| Other | 10 | 13 | 10 | 9 | 9 | 14 |

| Processing Time | Comparative Data | | | | | |
|-----------------|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| | 2005 | 2006 | 2007 | 2008 | 2009 | |

Complaints pending during fiscal year

| | | | | | | |
|---|--------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 229.18 | 256.65 | 243.06 | 333.37 | 233.70 | 403.71 |
| Average number of days in final action | 437.36 | 521.05 | 441.76 | 882.91 | 827.52 | 678.82 |

Complaint pending during fiscal year where hearing was requested

| | | | | | | |
|---|--------|--------|--------|--------|--------|--------|
| Average number of days in investigation | 225.91 | 243.26 | 238.53 | 348.72 | 220.77 | 325.58 |
| Average number of days in final action | 37.00 | 0 | 42.17 | 133.55 | 387.25 | 64.85 |

Complaint pending during fiscal year where hearing was not requested

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|----------------------|----------|
| Average number of days in investigation | 231.03 | 266.58 | 246.45 | 322.40 | 240.71 | 444.94 | | | | | | |
| Average number of days in final action | 477.40 | 890.75 | 601.60 | 1,118.43 | 915.58 | 928.25 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2010Thru09-30 | |
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | | | | | |
| Total Complaints Dismissed by Agency | 12 | 6 | 0 | 1 | 6 | 4 | | | | | | |
| Average days pending prior to dismissal | 787 | 757 | 0 | 108 | 121 | 337 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 7 | 2 | 0 | 1 | 8 | 5 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2010Thru09-30 | |
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 3 | 1 | 2 | 5 | 6 | | | | | | |
| Without Hearing | 0 | 2 | 0 | 0 | 5 | 5 | 0 | 67 | 0 | 0 | 5 | 100 |
| With Hearing | 0 | 1 | 1 | 2 | 0 | 1 | 33 | 1 | 100 | 2 | 1 | 17 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2010Thru09-30 | |
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | | | | | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 3 | 1 | 2 | 5 | 6 | | | | | | |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 |
| Sex | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 1 | 20 | 2 | 67 |
| 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 | 5 | 100 | 2 | 67 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2010Thru09-30 | |
| | 2005 | | 2006 | | 2007 | | 2008 | | 2009 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 3 | | 1 | | 2 | | 5 | | 6 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 1 | 17 |
| 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 |

| | | | | | | | | | | | | |
|---------------------------------|---|---|---|-----|---|---|---|---|---|-----|---|----|
| 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 | | 2 | | 0 | | 0 | | 5 | | 5 | |
| 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 | 1 | 20 |
| 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 | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 60 |
| Sexual | 0 | 0 | 1 | 50 | 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 | 5 | 100 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|--------------------|----------------------|---|---|---|---|----|
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 |
| 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 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | 2010Thru09-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | | | | | |
| Total complaints from previous Fiscal Years | 110 | 124 | 142 | 149 | 140 | 129 | | | | | | |
| Total Complainants | 61 | 84 | 109 | 109 | 67 | 52 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 0 | 4 | 14 | 4 | 8 | 12 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 1 | 0 | 3 | | | | | | |
| Hearing | 0 | 4 | 14 | 34 | 29 | 24 | | | | | | |
| Final Agency Action | 41 | 54 | 54 | 31 | 27 | 15 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 0 | 1 | 2 | 3 | 3 | 3 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2010Thru09- | | | | | | |

| | 2005 | 2006 | 2007 | 2008 | 2009 | 30 |
|---|-------------|-------------|-------------|-------------|-------------|-----------|
| Pending Complaints Where Investigations Exceed Required Time Frames | 7 | 11 | 30 | 13 | 25 | 24 |