

**Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act  
U.S. Securities and Exchange Commission**

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity	Comparative Data					2023 Thru 09-30
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Number of Complaints Filed	12	24	16	15	12	16
Number of Complainants	12	21	16	14	12	15
Repeat Filers	0	3	0	1	0	1

Complaints by Basis	Comparative Data					2023 Thru 09-30
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>						
Race	6	12	7	5	6	8
Color	2	3	3	1	1	1
Religion	1	4	0	3	2	1
Reprisal	9	14	12	11	12	8
Sex	6	14	9	8	9	8
PDA	0	1	0	0	0	0
National Origin	1	1	1	1	0	0
Equal Pay Act	2	4	0	1	0	2
Age	4	10	5	8	6	8
Disability	3	4	5	6	4	4
Genetics	0	0	0	0	0	0
Non-EEO	0	4	2	1	0	1

Complaints by Issue	Comparative Data					2023 Thru 09-30
	Previous Fiscal Year Data					
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</b>	2018	2019	2020	2021	2022	
Appointment/Hire	1	0	2	1	0	0
Assignment of Duties*	2	4	5	3	1	0
Awards	3	2	2	2	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	1	0
Reprimand**	0	1	1	0	2	0
Suspension	0	0	1	0	0	0
Removal	2	2	1	0	2	0
Other Disciplinary Actions**	0	0	0	0	0	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Evaluation / Appraisal	6	3	2	8	3	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	5	9	9	8	4	4
Sexual	0	2	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	3	1	1	0	5
Promotion/Non-Selection	5	7	2	3	4	2
<b>Reassignment</b>						
Denied	0	0	1	0	1	0
Directed	1	1	0	0	2	0
Reasonable Accommodation Disability	1	3	2	2	0	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	1	1	1	1	2

<b>Terms/Conditions of Employment*</b>	1	6	11	7	3	0
<b>Time and Attendance</b>	1	1	0	0	0	1
<b>Training</b>	0	0	0	0	0	0
<b>Other Terms/Conditions of Employment*</b>	0	0	0	0	0	7
<b>User Defined - Other 1*</b>	0	0	0	0	0	0
<b>User Defined – Other 2*</b>	0	0	0	0	0	0
<b>User Defined - Other 3*</b>	0	0	0	0	0	0
<b>User Defined - Other 4*</b>	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<b>Average number of days in investigation</b>	189.76	175.78	218.88	243.09	219.91	204.36
<b>Average number of days in final action</b>	38.10	57.38	52.00	39.91	58.00	38.00
<b>Complaints pending during fiscal year where hearing was requested</b>						
<b>Average number of days in investigation</b>	207.50	174.71	226.57	219.80	217.34	222.00
<b>Average number of days in final action</b>	23.00	50.50	48.00	41.00	40.00	22.50
<b>Complaints pending during fiscal year where hearing was not requested</b>						
<b>Average number of days in investigation</b>	161.83	179.50	183.00	278.80	202.17	206.80
<b>Average number of days in final action</b>	52.80	78.00	60.00	58.00	60.00	44.75

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
<b>Total Complaints Dismissed by Agency</b>	0	5	0	0	0	5
<b>Average days pending prior to dismissal</b>	0	141	0	0	0	137.00
<b>Complaints Withdrawn by Complainants</b>						
<b>Total Complaints Withdrawn by Complainants</b>	3	0	0	2	2	1













Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09- 30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	19	15	17	12	6	4
Total Complainants	17	13	13	12	6	4
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	18	15	15	10	3	4
Final Agency Action	1	0	2	2	3	0
Appeal with EEOC Office of Federal Operations	6	1	4	2	3	4

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09- 30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames <sup>1</sup> These investigations were conflict cases handled by other agencies.	0	0	1	1	1	0

---