

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

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	18	16	27	30	24	12
Number of Complainants	17	16	25	29	23	12
Repeat Filers	1	0	2	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	9	13	19	12	6
Color	1	5	4	6	4	2
Religion	0	2	1	5	2	1
Reprisal	11	8	17	18	15	9
Sex	6	11	12	16	9	6
PDA	0	0	0	0	0	0
National Origin	4	2	2	2	2	1

Equal Pay Act	0	1	3	2	1	2
Age	12	8	15	14	11	4
Disability	4	2	5	12	5	3
Genetics	0	0	0	0	0	0
Non-EEO	4	2	1	5	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	1	1	6	9	4	1
Assignment of Duties	2	1	0	5	2	2
Awards	0	0	2	4	2	3
Conversion to Full-time	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	0	2	0	1	0
Reprimand	1	1	1	1	1	0
Suspension	1	1	1	1	1	0
Removal	0	1	2	2	1	2
Duty Hours	2	0	0	1	0	0
Perf. Eval./ Appraisal	11	2	7	6	8	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	6	8	14	11	5
Sexual	0	0	0	1	1	0
Medical Examination	0	0	0	0	0	0

Pay including overtime	1	2	3	3	2	1
Promotion/Non-Selection	2	3	8	8	0	5
Reassignment						
Denied	2	1	0	2	0	0
Directed	0	0	1	3	2	1
Reasonable Accommodation Disability	2	3	0	6	2	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement	1	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	2	2	0	0
Termination	1	3	2	1	2	0
Terms/Conditions of Employment	7	6	6	4	5	1
Time and Attendance	1	2	2	3	1	1
Training	1	0	2	0	1	0
Other						
Other 1 - Non EEO Harassment	1	0	0	0	0	0
Other 2 – None Provided	2	0	0	0	1	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of	276.35	195.32	129.88	169.40	198.95	189.

With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
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
PDA	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
Genetics	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

PDA	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
Genetics	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	
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
PDA	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
Genetics	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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												
Other 1 - Non EEO Harassment	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						2018Thru09-30					
	Previous Fiscal Year Data											
	2013	2014	2015	2016	2017							
Total complaints from previous Fiscal Years	18	11	12	11	19	19						
Total Complainants	12	8	10	11	19	17						
Number complaints pending												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	1	0	0	0	0	0						
Hearing	17	10	11	11	17	18						
Final Agency Action	0	1	1	0	2	1						
Appeal with EEOC Office of Federal Operations	2	1	0	5	5	6						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0