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

For 3rd Quarter 2025 for period ending June 30, 2025

Complaint Activity			Compar	ative Data								
		Previou	s Fiscal Ye	ar Data		Thru 6-30						
	2020	2020 2021 2022 2023 2024										
Number of Complaints Filed	16	15	12	16	25	10						
Number of Complainants	16	14	12	15	24	7						
Repeat Filers	0	1	0	1	1	3						

Complaints by Basis			Compar	ative Data		
		Previou	s Fiscal Ye	ar Data		Thru 6-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	2025
Race	7	5	6	8	9	4
Color	3	1	1	1		
Religion	0	3	2	1	1	
Reprisal	12	11	12	8	11	10
Sex	9	8	9	8	12	6
PDA	0	0	0	0	0	0
National Origin	1	1	0	0	3	1
Equal Pay Act	0	1	0	2	0	0
Age	5	8	6	8	10	0
Disability	5	6	4			4
Genetics	0	0	0	0 0 0		0
Non-EEO	2	1	0	1	2	2

Complaints by Issue			Compar	ative Da	ita	
	P	revious	Fiscal Y	ear Data)	Thru 6-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	2025
Starting in FY2022, issues marked with: * (an asterisk) are reported under Other Terms/Conditions of Employment. ** (a double asterisk) are reported under						
Other Disciplinary Actions.						
Appointment/Hire	2	1	0	0	3	0
Assignment of Duties*	5	3	1	0	0	0
Awards	2	2	0	0	3	1
Conversion to Full Time/Perm Status*	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	1	0
Reprimand**	1	0	2	0	0	0
Suspension	1	0	0	0	0	1
Removal	1	0	2	0	0	0
Other Disciplinary Actions**	0	0	0	2	1	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Evaluation/Appraisal	2	8	3	0	8	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	8	4	4	5	5
Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (including overtime)	1	1	0	5	2	1
Promotion/Non-Selection	2	3	4	2	3	2
Reassignment						
Denied	1	0	1	0	0	1
Directed	0	0	2	0	0	1
Reasonable Accommodation Disability	2	2	0	1	6	1

Complaints by Issue			Compar	ative Da	ita	
	Р	revious	Fiscal Y	ear Data)	Thru 6-30
	2020	2021	2022	2023	2024	2025
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	3
Termination	1	1	1	2	3	1
Terms/Conditions of Employment*	11	7	3	0	0	0
Time and Attendance	0	0	0	1	1	2
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	7	15	8
User Defined - Other 1*	0	0	0	0	0	0
User Defined – Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Processing Time			Compar	ative Da	ta			
		Previous	s Fiscal Y	ear Data		Thru 6-30		
	2020	2021	2022	2023	2024	2025		
Complaints pending during fiscal year								
Average number of days in investigation	218.88	243.09	219.91	204.36	244.21	224.86		
Average number of days in final action	52.0	39.91	58.0	38.0	53.63	56.00		
Complaints pending during fiscal year wh	nere hea	ring was	request	ed				
Average number of days in investigation	226.57	219.80	217.34	222.00	271.14	251.00		
Average number of days in final action	48.00	41.00	40.00	22.50	36.50	0.00		
Complaints pending during fiscal year wh	nere hea	ring was	not requ	ested				
Average number of days in investigation	183.00	278.80	202.17	202.17	202.17 200	206.80	217.29	190.00
Average number of days in final action	60.00	58.00	60.00	44.75	59.33	56.00		

Complaints Dismissed			Compara	tive Data		
by Agency		Previous	Fiscal Yea	r Data		Thru 6-30
	2020	2021	2022	2023	2024	2025
Total Complaints Dismissed by Agency	0	0	0	5	7	1
Average days pending prior to dismissal	0	0	0	137.00	127.29	77.00
Complaints Withdrawn by Com	plainants					
Total Complaints Withdrawn by Complainants	0	2	2	1	0	2

Total Final Agency Actions Finding					Cor	npa	rativ	e Da	ita			
Discrimination			Prev	vious	Fisc	al Y	ear [Data			Thru	6-30
	2020 2021 2022 2023 2024 2025											25
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	1	n/a
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination					Cor	npa	rati	ve [ata					
Rendered by Basis		P	revi	ous	Fisc	al Y	ear	Dat	а		Thru 6-30			
Note: Complaints can be filed alleging	20	2020 2021 2022 2023 2024										2025		
multiple bases. The sum of the bases may not equal total complaints and findings.	# %		#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	1	n/a		
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		

Findings of Discrimination					Cor	npa	rati	ve [Data			
Rendered by Basis		Р	revi	ous	Fisc	al Y	ear	Dat	а		Thru 6-30	
	20	20	20	21	20	22	20	23	20	24	20	25
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
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
Next Grouping		I		I								
Findings After Hearing	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a
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
Next Grouping		I										
Findings Without Hearing	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	1	n/a
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	1	100

Findings of Discrimination	Comparative Data											
Rendered by Basis		Previous Fiscal Year Data										6-30
	20	2020 2021 2022 2023 2024							2025			
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					Con	npara	tive	Data	a			
Rendered by Issue			Prev	/ious	Fisc	al Ye	ar [Data			Thru 6-30	
Starting in FY2022, issues marked with: * (an asterisk) are reported under Other Terms/Conditions of Employment. ** (a double asterisk) are reported under	2	020	2021		20	022	20	023	2024		2025	
Other Disciplinary Actions.	# %		#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	1	n/a
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/Perm Status*	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. 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	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

Findings of Discrimination				(Con	npara	tive	Data	a			
Rendered by Issue			Prev	/ious	Fisc	al Ye	ar E	Data			Thru	6-30
	2	020	20	021	20	022	20	023	20	24	20	25
	#	%	#	%	#	%	#	%	#	%	#	%
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												
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 Disability	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
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 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
Next Grouping												
Findings After Hearing	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a
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

Findings of Discrimination	Comparative Data											
Rendered by Issue	Previous Fiscal Year Data Thru 6-30										6-30	
	2020		2	2021		2022		2023		24	20	25
	#	%	#	%	#	%	#	%	#	%	#	%
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. 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	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												
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 Disability	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
Religious Accommodation	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
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

Findings of Discrimination	Comparative Data											
Rendered by Issue	Previous Fiscal Year Data Thru 6-30										6-30	
	2020		20	2021 20		022	2023		2024		20	25
	#	%	#	%	#	%	#	%	#	%	#	%
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 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
Next Grouping												
Findings Without Hearing	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	1	n/a
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/Perm Status*	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. 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	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

Findings of Discrimination	Comparative Data											
Rendered by Issue	Previous Fiscal Year Data										Thru 6-30	
	2020		2	2021		2022		2023		2024		25
	#	%	#	%	#	%	#	%	#	%	#	%
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												
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 Disability	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
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 Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment*												
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		Comparative Data								
Fiscal Years by Status	P	Thru 6-30								
	2020	2021	2022	2023	2024	2025				
Total complaints from previous Fiscal Years	17	12	6	4	3	6				
Total Complainants	13	11	6	4	3	4				
Number complaints pending										
Investigation	0	0	0	0	0	0				
ROI issued, pending Complainant's action	0	0	0	0	0	0				
Hearing	15	10	3	4	3	6				
Final Agency Action	2	2	3	0	0	0				
Appeal with EEOC Office of Federal Operations	4	2	3	4	4	3				

Complaint Investigations	Comparative Data										
	Р	Thru 6-30									
	2020	2025									
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	1	0	0	0					
These investigations were conflict cases handled by other agencies.											