

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

**For 4th Quarter 2025 for period ending September 30, 2025**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 9-30
	2020	2021	2022	2023	2024	
Number of Complaints Filed	16	15	12	16	25	15
Number of Complainants	16	14	12	15	24	9
Repeat Filers	0	1	0	1	1	5

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 9-30
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
Race	7	5	6	8	9	6
Color	3	1	1	1	4	2
Religion	0	3	2	1	1	1
Reprisal	12	11	12	8	11	14
Sex	9	8	9	8	12	7
PDA	0	0	0	0	0	0
National Origin	1	1	0	0	3	2
Equal Pay Act	0	1	0	2	0	0
Age	5	8	6	8	10	0
Disability	5	6	4	4	10	6
Genetics	0	0	0	0	0	0
Non-EEO	2	1	0	1	2	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 9-30
<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:</b> <b>* are reported under Other Terms/ Conditions of Employment.</b> <b>** are reported under Other Disciplinary Actions.</b>	2020	2021	2022	2023	2024	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
Non-Sexual	9	8	4	4	5	7
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	3
<b>Reassignment</b>						
Denied	1	0	1	0	0	1
Directed	0	0	2	0	0	1
Reasonable Accommodation Disability	2	2	0	1	6	1
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

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 9-30
<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:</b> <b>* are reported under Other Terms/ Conditions of Employment.</b> <b>** are reported under Other Disciplinary Actions.</b>	2020	2021	2022	2023	2024	
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	11
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	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 9-30
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation for all cases pending during FY	218.88	243.09	219.91	204.36	244.21	226.44
Average number of days in final action for all cases pending during FY	52.0	39.91	58.0	38.0	53.63	46.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	226.57	219.80	217.34	222.00	271.14	244.67
Average number of days in final action	48.00	41.00	40.00	22.50	36.50	0.00

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 9-30
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	183.00	278.80	202.17	206.80	217.29	190.00
Average number of days in final action	60.00	58.00	60.00	44.75	59.33	46.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 9-30
	2020	2021	2022	2023	2024	
<b>Total Complaints Dismissed by Agency</b>	0	0	0	5	7	2
<b>Average days pending prior to dismissal</b>	0	0	0	137.00	127.29	69.50
<b>Complaints Withdrawn by Complainants</b>						
<b>Total Complaints Withdrawn by Complainants</b>	0	2	2	1	0	3

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 9-30	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)	1	(nd)
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

(nd) = no data

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 9-30	
	2020		2021		2022		2023		2024			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)	1	(nd)
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
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	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)
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	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)	1	(nd)
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

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 9-30	
	2020		2021		2022		2023		2024			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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
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  Starting in FY2022, issues marked with: * are reported under Other Terms/ Conditions of Employment. ** are reported under Other Disciplinary Actions.	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 9-30	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)	1	(nd)
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
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0

<b>Findings of Discrimination Rendered by Issue</b>  <b>Starting in FY2022, issues marked with:</b> * are reported under Other Terms/ Conditions of Employment. ** are reported under Other Disciplinary Actions.	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2025 Thru 9-30</b>	
	<b>2020</b>		<b>2021</b>		<b>2022</b>		<b>2023</b>		<b>2024</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Promotion/Non-Selection</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>												
<b>Denied</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Directed</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reasonable Accommodation Disability</b>	0	0	0	0	0	0	0	0	0	0	1	100
<b>Reinstatement*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Religious Accommodation</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Retirement*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Sex-Stereotyping</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Telework</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Termination</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Terms/Conditions of Employment*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Time and Attendance</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Training</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Terms/Conditions of Employment*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined - Other 1*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined – Other 2*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined - Other 3*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined - Other 4*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>–</b>												
<b>Findings After Hearing</b>	0	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)
<b>Appointment/Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Assignment of Duties*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Awards</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Conversion to Full Time/Perm Status*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
<b>Demotion</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reprimand**</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Suspension</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Removal</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Disciplinary Actions**</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other 2**</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Duty Hours*</b>	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue  Starting in FY2022, issues marked with: * are reported under Other Terms/ Conditions of Employment. ** are reported under Other Disciplinary Actions.	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 9-30	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
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
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
Findings Without Hearing	0	(nd)	0	(nd)	0	(nd)	0	(nd)	0	(nd)	1	(nd)
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

<b>Findings of Discrimination Rendered by Issue</b>  <b>Starting in FY2022, issues marked with:</b> * are reported under Other Terms/ Conditions of Employment. ** are reported under Other Disciplinary Actions.	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2025 Thru 9-30</b>	
	<b>2020</b>		<b>2021</b>		<b>2022</b>		<b>2023</b>		<b>2024</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Reprimand**</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Suspension</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Removal</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Disciplinary Actions**</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other 2**</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Duty Hours*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Perf. Evaluation/Appraisal</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Examination/Test</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
<b>Non-Sexual</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Sexual</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Medical Examination</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pay including overtime</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Promotion/Non-Selection</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>												
<b>Denied</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Directed</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reasonable Accommodation Disability</b>	0	0	0	0	0	0	0	0	0	0	1	100
<b>Reinstatement*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Religious Accommodation</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Retirement*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Sex-Stereotyping</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Telework</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Termination</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Terms/Conditions of Employment*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Time and Attendance</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Training</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Terms/Conditions of Employment*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined – Other 1*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined – Other 2*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined - Other 3*</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>User Defined - Other 4*</b>	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					2025 Thru 9-30
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	17	12	6	4	3	5
Total Complainants	13	11	6	4	3	3
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	5
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					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames These investigations were conflict cases handled by other agencies.	1	1	1	0	0	0