

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

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	12	24	16	15	12	6
Number of Complainants	12	21	16	14	12	6
Repeat Filers	0	3	0	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Race	6	12	7	5	6	2
Color	2	3	3	1	1	1
Religion	1	4	0	3	2	0
Reprisal	9	14	12	11	12	3
Sex	6	14	9	8	9	4
PDA	0	1	0	0	0	0
National Origin	1	1	1	1	0	0
Equal Pay Act	2	4	0	1	0	0
Age	4	10	5	8	6	4
Disability	3	4	5	6	4	0
Genetics	0	0	0	0	0	0
Non-EEO	0	4	2	1	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
<u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints filed.</u>	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
Disciplinary Action						
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
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
Harassment						
Non-Sexual	5	9	9	8	4	1
Sexual	0	2	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	3	1	1	0	2
Promotion/Non-Selection	5	7	2	3	4	1
Reassignment						
Denied	0	0	1	0	1	0
Directed	1	1	0	0	2	0
Reasonable Accommodation Disability	1	3	2	2	0	0
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
Terms/Conditions of Employment	1	6	11	7	3	0
Time and Attendance	1	1	0	0	0	0
Training	0	0	0	0	0	0
Other						
Other 1 - Non EEO Harassment	0	0	0	0	0	0
None Provided	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					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Average number of days in investigation	189.76	175.78	218.88	243.09	219.91	238.33
Average number of days in final action	38.10	57.38	52.00	39.91	58.00	38.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	207.50	174.71	226.57	219.80	217.34	218.57
Average number of days in final action	23.00	50.50	48.00	41.00	40.00	22.50
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	161.83	179.50	183.00	278.80	202.17	213.25
Average number of days in final action	52.80	78.00	60.00	58.00	60.00	45.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	0	5	0	0	0	3
Average days pending prior to dismissal	0	141	0	0	0	126.2
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	0	0	2	2	1

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