

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

For 2nd Quarter 2025 for period ending March 31, 2025

Complaint Activity	Comparative Data					2025 Thru 3-31
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	
Number of Complaints Filed	16	15	12	16	25	7
Number of Complainants	16	14	12	15	24	6
Repeat Filers	0	1	0	1	1	1

Complaints by Basis	Comparative Data					2025 Thru 3-31
	Previous Fiscal Year Data					
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2020	2021	2022	2023	2024	
Race	7	5	6	8	9	3
Color	3	1	1	1	4	1
Religion	0	3	2	1	1	1
Reprisal	12	11	12	8	11	7
Sex	9	8	9	8	12	4
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	10	2
Genetics	0	0	0	0	0	0
Non-EEO	2	1	0	1	2	1

Complaints by Issue	Comparative Data					2025 Thru 3-31
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	
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.						
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	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	8	4	4	5	5
Sexual	0	0	0	1	0	0

Complaints by Issue	Comparative Data					2025 Thru 3-31
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	
<p><u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints filed.</u> Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p>						
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
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	0
Terms/Conditions of Employment*	11	7	3	0	0	0

Complaints by Issue	Comparative Data					2025 Thru 3-31
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	
<p><u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints filed.</u> Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p>						
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	5
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 3-31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	218.88	243.09	219.91	204.36	224.21	294.50
Average number of days in final action	52.0	39.91	58.0	38.0	53.63	56.00
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	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 where hearing was not requested						
Average number of days in investigation	183.00	278.80	202.17	206.80	217.29	294.50
Average number of days in final action	60.00	58.00	60.00	44.75	59.33	56.00

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 3- 31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	17	12	6	4	3	9
Total Complainants	13	11	6	4	3	7
Number complaints pending						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	15	10	3	4	3	8
Final Agency Action	2	2	3	0	0	0
Appeal with EEOC Office of Federal Operations	4	2	3	4	4	4

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 3- 31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames¹ These investigations were conflict cases handled by other agencies.	1	1	1	0	0	0
