

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

For 1st Quarter 2024 for period ending December 31, 2023

Complaint Activity	Comparative Data					2024 Thru 12-31
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	
Number of Complaints Filed	24	16	15	12	16	12
Number of Complainants	21	16	14	12	15	12
Repeat Filers	3	0	1	0	1	0

Complaints by Basis	Comparative Data					2024 Thru 12-31
	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>	2019	2020	2021	2022	2023	
Race	12	7	5	6	8	4
Color	3	3	1	1	1	2
Religion	4	0	3	2	1	1
Reprisal	14	12	11	12	8	2
Sex	14	9	8	9	8	7
PDA	1	0	0	0	0	0
National Origin	1	1	1	0	0	1
Equal Pay Act	4	0	1	0	2	0
Age	10	5	8	6	8	7
Disability	4	5	6	4	4	2
Genetics	0	0	0	0	0	0
Non-EEO	4	2	1	0	1	1

Complaints by Issue	Comparative Data					2024 Thru 12-31
	Previous Fiscal Year Data					
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.	2019	2020	2021	2022	2023	
Appointment/Hire	0	2	1	0	0	2
Assignment of Duties*	4	5	3	1	0	0
Awards	2	2	2	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	0	1	1	0	0
Reprimand**	1	1	0	2	0	0
Suspension	0	1	0	0	0	0
Removal	2	1	0	2	0	0
Other Disciplinary Actions**	0	0	0	0	2	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Evaluation / Appraisal	3	2	8	3	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	9	8	4	4	1
Sexual	2	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	1	1	0	5	0
Promotion/Non-Selection	7	2	3	4	2	2
Reassignment						
Denied	0	1	0	1	0	0
Directed	1	0	0	2	0	0
Reasonable Accommodation Disability	3	2	2	0	1	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	0
Termination	1	1	1	1	2	2

Terms/Conditions of Employment*	6	11	7	3	0	0
Time and Attendance	1	0	0	0	1	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	7	6
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					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Average number of days in investigation	175.78	218.88	243.09	219.91	204.36	270.50
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	174.71	226.57	219.80	217.34	222.00	360.00
Average number of days in final action	50.50	48.00	41.00	40.00	22.50	25.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	179.50	183.00	278.80	202.17	206.80	181.00
Average number of days in final action	78.00	60.00	58.00	60.00	44.75	60.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	

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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12- 31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	15	17	12	6	4	8
Total Complainants	13	13	12	6	4	8
Number complaints pending						
Investigation	0	0	0	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	15	15	10	3	4	4
Final Agency Action	0	2	2	3	0	2
Appeal with EEOC Office of Federal Operations	1	4	2	3	4	5

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12- 31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames ¹ These investigations were conflict cases handled by other agencies.	0	1	1	1	0	0
