## 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		Com	parative	Data		
		Previou	s Fiscal Ye	ear Data		2024
	2019	2020	2021	2022	2023	Thru 12-31
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			Compara	ative Data		
		Previous	s Fiscal Ye	ear Data		2024
Note: Complaints can be filed	2019	2020	2021	2022	2023	Thru
alleging multiple bases.						12-31
The sum of the bases may not equal						
total complaints filed.						
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										
Note: Complaints can be filed alleging	2019	2020	2021	2022	2023	Thru						
multiple bases.						12-31						
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	_			_	_							
Assignment of Duties*					_							
Awards												
Conversion to Full Time/Perm Status*	0	0	0	1	0	0						
Disciplinary Action												
Demotion	0	0	1		0	0						
Reprimand**	1	1	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	3	2	2	0	1	1						
Disability												
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	0	0	0	0	7	6
Employment*						
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				Comp	arative D	Pata
		Previous	s Fiscal Ye	ear Data		2024
	2019	2020	2021	2022	2023	Thru
						12-31
Average	175.78	218.88	243.09	219.91	204.36	270.50
number of						
days in						
investigation			_			
Complaints pe		_	_		_	
Average	174.71	226.57	219.80	217.34	222.00	360.00
number of						
days in						
investigation						27.22
Average	50.50	48.00	41.00	40.00	22.50	25.00
number of						
days in final						
action	1. 1		•			
Complaints per				ı	ı	
Average	179.50	183.00	278.80	202.17	206.80	181.00
number of						
days in						
investigation	70.00	60.00	F0.00	60.00	44.75	50.00
Average	78.00	60.00	58.00	60.00	44.75	60.00
number of						
days in final						
action						

Complaints Dismissed by Agency			Com	parativ	e Data	
	-	Previous	2024			
	2019	2020	2021	2022	2023	Thru
						12-31

Total Complaints Dismissed by	5	0	0	0	5	2
Agency						
Average days pending prior to	141	0	0	0	137.00	103
dismissal						
<b>Complaints Withdrawn by Complainar</b>	its					
Total Complaints Withdrawn by	0	0	2	2	1	0
Complainants						

Total Final Agency Actions Finding												
Discrimination			20	)24								
	201	19	20	20	2021		21 20		2023		Th	ıru
												2-
											3	81
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
		Р	revi	ous	Fisc	cal Y	'ear	Dat	ta		20	24
Note: Complaints can be filed alleging multiple	20	19	20	20	2021		2021 2022 2023		23	23 Thru		
bases.											1	2-
The sum of the bases may not equal total											3	1
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
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 After Hearing	0		0		0		0		0		0	
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		0		0		0		0		0	
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 of Discrimination Rendered by	Comparative Data											
Issue		Р	revi					Dat			20	24
	20	19	20	20	2021		21 202		20	23	Thru	
Starting in FY2022, issues marked with:												2-
* are reported under Other Terms /											3	1
Conditions of Employment.	#	%	#	%	#	%	#	%	#	%	#	%
** are reported under Other Disciplinary												
Actions.												
Total Number Findings	0		0		0		0		0		0	
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
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 After Hearing	0		0		0		0		0		0	
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			1									
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						ı		ī				
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		0		0		0		0		0	
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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment			ı				ı					
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

Pending Complaints Filed in Previous Fiscal	Comparative Data										
Years by Status	Pr	2024									
	2019	2020	2021	2022	2023	Thru					
						12-					
						31					
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								
	Pı	2024							
	2019 2020 2021 2022 2023				Thru				
						12-			
						31			
Pending Complaints Where Investigations	0	1	1	1	0	0			
Exceed Required Time Frames <sup>1</sup>									
These investigations were conflict cases handled by other									
agencies.									