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

For 2nd Quarter 2024 for period ending March 31, 2024

			Compara	tive Data		
Complaint Activity		Previou	s Fiscal Ye	ear Data		2024
	2019	2020	2021	2022	2023	Thru 3-31
Number of Complaints Filed	24	16	15	12	16	16
Number of Complainants	21	16	14	12	15	15
Repeat Filers	3	0	1	0	1	1

Complaints by Basis			Compara	itive Data		
Complaints by basis		Previous	s Fiscal Yo	ear Data		2024
Note: Complaints can be filed	2019	2020	2021	2022	2023	Thru
alleging multiple bases.						3-31
The sum of the bases may not equal						
total complaints filed.						
Race	12	7	5	6	8	6
Color	3	3	1	1	1	3
Religion	4	0	3	2	1	1
Reprisal	14	12	11	12	8	4
Sex	14	9	8	9	8	10
PDA	1	0	0	0	0	0
National Origin	1	1	1	0	0	2
Equal Pay Act	4	0	1	0	2	0
Age	10	5	8	6	8	8
Disability	4	5	6	4	4	4
Genetics	0	0	0	0	0	0
Non-EEO	4	2	1	0	1	1

Complaints by leave			Compara	tive Data		
Complaints by Issue		Previous	Fiscal Ye	ear Data		2024
Note: Complaints can be filed alleging	2019	2020	2021	2022	2023	Thru
multiple bases.						3-31
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	0	2	1	0	0	3
Assignment of Duties*	4	5	3	1	0	0
Awards	2	2	2	0	0	1
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	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	9	8	4	4	2
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	2
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

Complaints by Issue		(Compara	tive Data		
Complaints by issue		Previous	Fiscal Ye	ear Data		2024
Note: Complaints can be filed alleging	2019	2020	2021	2022	2023	Thru
multiple bases.						3-31
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.						
Terms/Conditions of Employment*	6	11	7	3	0	0
Time and Attendance	1	0	0	0	1	1
Training	0	0	0	0	0	0
Other Terms/Conditions of	0	0	0	0	7	7
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

			Compara	tive Data	ı	
Processing Time		Previous	Fiscal Ye	ear Data		2024
	2019	2020	2021	2022	2023	Thru 3-31
						2-21
Complaints pending during fiscal year						
Average number of days in	175.78	218.88	243.09	219.91	204.36	270.33
investigation						
Average number of days in final						47.33
action						
Complaints pending during fiscal year	where hea	aring was	request	ed		
Average number of days in	174.71	226.57	219.80	217.34	222.00	315.00
investigation						
Average number of days in final	50.50	48.00	41.00	40.00	22.50	25.00
action						
Complaints pending during fiscal year	where hea	aring was	not requ	ested		
Average number of days in	179.50	183.00	278.80	202.17	206.80	181.00
investigation						
Average number of days in final	78.00	60.00	58.00	60.00	44.75	58.50
action						

		Comparative Data										
Complaints Dismissed by Agency	P	Previou	s Fiscal	Year Da	ata	2024						
Complaints Distilissed by Agency	Complaints Dismissed by Agency 2019 2020											
						3-31						
Total Complaints Dismissed by Agency	5	0	0	0	5	3						
Average days pending prior to dismissal	141	0	0	0	137.00	75.33						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	0	2	2	1	0						

				C	om	para	tive	Dat	a			
Total Final Agency Actions Finding		- 1	Prev	ious	Fisc	al Y	ear	Data	1		20	24
Discrimination	2019		2020		2021		2022		20	23	Th 3-	ru 21
	#	%	#	%	#	%	#	%	#	%	#	%
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	0

Findings of Discrimination Rendered by	Comparative Data											
Basis		F	rev	ious	Fisc	al Y	ear	Data	а		20	24
Note: Complaints can be filed alleging	20	19	20	20	20	21	20	22	20	23	Th	ru
multiple bases.											3-3	
The sum of the bases may not equal total	" 0, " 0,											
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

Findings of Discrimination Rendered by				С	omp	oara	tive	Dat	а			
Basis		F	Prev	ious	Fisc	al Y	ear	Data	а		20	24
Note: Complaints can be filed alleging	20	19	20	20	20	21	20	22	20	23	Th	
multiple bases.											3-	31
The sum of the bases may not equal total		1				1		1		1		
complaints and findings.	# % #		#	%	#	%	#	%	#	%	#	%
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 Issue				C	om	para	tive	Dat	ta				
Starting in FY2022, issues marked with:		P	rev	ious	Fis	cal Y	'ear	Dat	а		2024		
* are reported under Other Terms /	2019 2020 2021 2022 2023											ıru	
Conditions of Employment.											3-31		
** 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													

Findings of Discrimination Rendered by Issue	Comparative Data											
Starting in FY2022, issues marked with:		Р	rev	ious	Fis	cal Y	'ear	Dat	a		20	24
* are reported under Other Terms /	20	19	20	20	20	21	20	22	20	23	Th	ru
Conditions of Employment.											3-	31
** are reported under Other Disciplinary	#	%	#	%	#	%	#	%	#	%	#	%
Actions.												
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

Findings of Discrimination Rendered by Issue	e Comparative Data											
Starting in FY2022, issues marked with:		Р	rev	ious	Fis	cal Y	'ear	Dat	a		2024	
* are reported under Other Terms /	20	19	20	20	20	21	20	22	20	23	Th	ıru
Conditions of Employment.											3-	31
** are reported under Other Disciplinary	#	%	#	%	#	%	#	%	#	%	#	%
Actions.												
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

Findings of Discrimination Rendered by Issue	Comparative Data											
Starting in FY2022, issues marked with:	Previous Fiscal Year Data							2024				
* are reported under Other Terms /	2019 2020		20	2021		2022		2 2023		Thru		
Conditions of Employment.											3-31	
** are reported under Other Disciplinary	#	%	#	%	#	%	#	%	#	%	#	%
Actions.												
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												
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

Findings of Discrimination Rendered by Issue	Comparative Data											
Starting in FY2022, issues marked with:	Previous Fiscal Year Data									2024		
* are reported under Other Terms /	2019 2020		20	2021		2022		2023		Thru		
Conditions of Employment.									3-31			
** are reported under Other Disciplinary	#	%	#	%	#	%	#	%	#	%	#	%
Actions.												
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

	Comparative Data										
Pending Complaints Filed in Previous Fiscal Years	Pı	2024									
by Status	2019	2020	2021	2022	2023	Thru					
						3-31					
Total complaints from previous Fiscal Years	15	17	12	6	4	6					
Total Complainants	13	13	12	6	4	6					
Number complaints pending											
Investigation	0	0	0	0	0	2					
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					

	Comparative Data									
Complaint Investigations	Pr	2024								
Complaint investigations	2019	2020	2021	2022	2023	Thru				
						3-31				
Pending Complaints Where Investigations Exceed	0	1	1	1	0	0				
Required Time Frames										
These investigations were conflict cases handled by other										
agencies.										