

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

FNCS

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed			13	11	13	9
Number of Complainants			11	9	9	8
Repeat Filers			2	1	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Race			2	4	6	4
Color			3	1	0	0
Religion			0	0	0	0
Reprisal			10	5	6	5
Sex			5	3	0	3

National Origin			4	0	0	0
Equal Pay Act			0	0	0	0
Age			5	4	2	4
Disability			0	0	2	2
Non-EEO			0	0	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Appointment/Hire			1	0	0	0
Assignment of Duties			1	1	1	1
Awards			0	0	1	0
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			0	0	0	0
Reprimand			0	0	0	1
Suspension			0	1	0	0
Removal			0	0	0	0
Other			1	0	1	0
Duty Hours			0	0	0	0
Evaluation Appraisal			3	1	2	0
Examination/Test			0	0	0	0
Harassment						
Non-Sexual			5	0	1	3
Sexual			0	0	0	0

Medical Examination			0	0	0	0
Pay (Including Overtime)			0	0	0	1
Promotion/Non-Selection			5	7	3	2
Reassignment						
Denied			0	0	0	1
Directed			0	0	0	0
Reasonable Accommodation			0	0	3	1
Reinstatement			0	0	0	0
Retirement			0	0	0	0
Termination			0	0	1	0
Terms/Conditions of Employment			1	0	1	0
Time and Attendance			1	0	0	0
Training			0	1	1	1
Other			1	2	2	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			408.59	272.25	251.67	304.60
Average number of days in final action			976.75	69.33	396.45	529.33

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation			400.09	260.50	276.12	316.75
Average number of days in final action			1.00	17.20	80.00	51.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation			424.17	284.00	202.75	296.50
Average number of days in final action			1,302.00	330.00	577.29	768.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency			2	1	3	0
Average days pending prior to dismissal			480	585	1112	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants			0	1	0	2

Findings After Hearing											
				0	0	0	0	0	0	0	0
Race				0	0	0	0	0	0	0	0
Color				0	0	0	0	0	0	0	0
Religion				0	0	0	0	0	0	0	0
Reprisal				0	0	0	0	0	0	0	0
Sex				0	0	0	0	0	0	0	0
National Origin				0	0	0	0	0	0	0	0
Equal Pay Act				0	0	0	0	0	0	0	0
Age				0	0	0	0	0	0	0	0
Disability				0	0	0	0	0	0	0	0
Non-EEO				0	0	0	0	0	0	0	0
Findings Without Hearing											
				0	0	0	0	0	0	0	0
Race				0	0	0	0	0	0	0	0
Color				0	0	0	0	0	0	0	0
Religion				0	0	0	0	0	0	0	0
Reprisal				0	0	0	0	0	0	0	0
Sex				0	0	0	0	0	0	0	0
National Origin				0	0	0	0	0	0	0	0
Equal Pay Act				0	0	0	0	0	0	0	0
Age				0	0	0	0	0	0	0	0
Disability				0	0	0	0	0	0	0	0
Non-EEO				0	0	0	0	0	0	0	0
Findings of	Comparative Data										

	Previous Fiscal Year Data										2008Thru09-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					0		0		0		0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	0	0	0	0	0	0
Reassignment												

Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0
Findings After Hearing					0		0		0		0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0

Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	0	0	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0
Findings Without Hearing					0		0		0		0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0

Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	0	0	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of					0	0	0	0	0	0	0	0

Employment											
Time and Attendance				0	0	0	0	0	0	0	0
Training				0	0	0	0	0	0	0	0
Other - User Defined				0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data										
	Previous Fiscal Year Data					2008Thru09- 30					
	2003	2004	2005	2006	2007						
Total complaints from previous Fiscal Years			21	24	21	25					
Total Complainants			16	18	15	16					
Number complaints pending											
Investigation			0	0	0	2					
ROI issued, pending Complainant's action			0	0	0	0					
Hearing			0	0	0	2					
Final Agency Action			3	8	5	12					
Appeal with EEOC Office of Federal Operations			0	1	1	1					
Complaint Investigations	Comparative Data										
	Previous Fiscal Year Data					2008Thru09- 30					
	2003	2004	2005	2006	2007						
Pending Complaints Where Investigations Exceed Required Time Frames			2	3	3	5					