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

## **PBGC (and below)**

For 4th Quarter 2019 for period ending September 30, 2019

		(	Compara	tive Dat	a			
		Previous	s Fiscal Y	ear Data	a	2019 Thru		
Complaint Activity	2014	2015	2016	2017	2018	30-Sep		
Number of Complaints Filed	37	45	29	16	18	14		
Number of Complainants	31	42	28	15	16	13		
Repeat Filers	4	2	1	1	2	1		
		(	Compara	tive Dat	a	•		
Complaints by Basis		Previous	s Fiscal Y	ear Data	9	2019 Thru		
Note: Complaints can be filed alleging multiple bases.	2014	2015	2016	2017	2010	30-Sep		
The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018			
Race	19	36	25	10	14	12		
Color	15	23	18	5	3	5		
Religion	2	2	1	1	3	1		
Reprisal	32	40	24	10	10	9		
Sex	21	29	27	10	12	11		
PDA	0	0	0	0	0	0		
National Origin	3	9	7	5	3	1		
Equal Pay Act	1	0	0	1	0	1		
Age	20	25	23	7	7	10		
Disability	6	6	1	3	7	3		
Genetics	0	0	0	1	0	0		
Non-EEO	0	0	0	1	0	0		
		Comparative Data						
Complaints by Issue		Previous	s Fiscal Y	ear Data	a	2019 Thru		
Note: Complaints can be filed alleging multiple bases.	2011	2045	2016	2047	2010	30-Sep		
The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018			
Appointment/Hire	0	1	2	2	4	0		
Assignment of Duties	10	1	7	1	0	2		
Awards	1	1	0	0	0	0		
Conversion to Full Time/Perm Status	0	0	0	0	0	0		
Disciplinary Action	•		•	•		•		
Demotion	0	0	1	0	0	0		
Reprimand	2	0	2	0	0	0		
Suspension	0	1	0	0	0	2		
Removal	0	1	0	1	0	0		
Other	0	0	0	0	0	1		
Duty Hours	0	0	0	0	0	0		
Perf. Eval./ Appraisal	17	10	5	3	1	2		
Examination/Test	0	0	0	0	0	0		
Harassment								
Non-Sexual	17	6	3	8	2	2		

Sexual	1	0	0	1	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	8	8	1	0	0
Promotion/Non-Selection	4	12	11	1	2	5
Reassignment	!			!		
Denied	1	2	0	0	0	0
Directed	0	1	0	1	0	0
Reasonable Accommodation Disability	2	2	1	1	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	1	0	0
Termination	2	1	0	1	2	1
Terms/Conditions of Employment	14	25	18	2	4	5
Time and Attendance	3	1	0	0	1	0
Training	3	0	0	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
Other	0	0	0	1	3	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
OSCI Definied Other 1				tive Dat		
		•	- Danie	itive but		2019
		Previous	Fiscal Y	ear Data	3	Thru
Processing Time	2014	2015	2016	2017	2018	30-Sep
Complaints pending during fiscal year	2014	2013	2010	2017	2018	30-3ер
Average number of days in investigation	168.8	183.5	242.5	395.2	174.9	171.29
Average number of days in final action	15.8	157.6	67	31.33	68.29	23.14
Complaint pending during fiscal year where hearing was requested	13.0	137.0	- 07	31.33	00.23	23.11
Average number of days in investigation	165.6	176.4	247.1	404.6	177.8	181.2
Average number of days in final action	17.67	157.6	42.5	31.33	24.25	15
Complaint pending during fiscal year where hearing was not requested	27.107	20710				
Average number of days in investigation	173.9	206.3	178	318.4	173.5	146.5
Average number of days in final action	13	0	183	0	127	50.8
/Werage number of days in mild decion	13			tive Dat	l	30.0
			2019			
		Previous	Fiscal Y	ear Data	1	Thru
Complaints Dismissed by Agency	2014	2015	2016	2017	2018	30-Sep
Total Complaints Dismissed by Agency	17	10	1	3	10	3
Average days pending prior to dismissal	156	399	178	123	49	21
Complaints Withdrawn by Complaina					I	-
	31115				15	5
I otal Complaints Withdrawn by Complainants	3	1	7	4		
Total Complaints Withdrawn by Complainants		1	7	4	ļ	mparativ
Total Complaints Withdrawn by Complainants		1	7		Со	mparativ
Total Complaints Withdrawn by Complainants		1	7		Со	mparativ Year Data
Total Complaints Withdrawn by Complainants	3	1	20	Previou	Co is Fiscal	
	3	I .		Previou	Co is Fiscal	Year Data
Total Final Agency Actions Finding Discrimination  Total Number Findings	20	14	20	Previou 15	Co Is Fiscal	Year Data
Total Final Agency Actions Finding Discrimination	20	14	20	Previou 15	Co is Fiscal 20 #	Year Data
Total Final Agency Actions Finding Discrimination Total Number Findings	20 # 0	14 %	20 # 1	Previou	Co is Fiscal 20 #	Year Data
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing	20 # 0	<b>14</b> % 0	20 # 1 0	Previou  15  %  0	20 # 0 0	Year Data
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing	20 # 0	<b>14</b> % 0	20 # 1 0	Previou 15 % 0 100	Co ss Fiscal 20 # 0 0 Co	Year Data 116 % 0 0 mparativ
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing	20 # 0	<b>14</b> % 0	20 # 1 0	Previou 15 % 0 100	Co ss Fiscal 20 # 0 0 Co	Year Data  116
Total Final Agency Actions Finding Discrimination  Total Number Findings  Without Hearing  With Hearing	20 # 0 0	<b>14</b> % 0	20 # 1 0	Previou  15  %  0 100  Previou	Co s Fiscal  20 # 0 0 Co co	Year Data 116 % 0 0 mparativ

			1			ı	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	
Total Number Findings	0		0		0		
Race	0	0	0	0	0	0	
Color	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
			1 -				
Findings After Hearing	0	_	0	-	0	_	
Race	0	0	0	0	0	0	
Color	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
			1				
Findings Without Hearing	0		0		0		
Race	0	0	0	0	0	0	
Color	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
					Co	mparati	
				Previou	s Fiscal	Year Dat	
			ı				
		14		15	2016		
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	
Total Number Findings	0		1		0		
Appointment/Hire	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	
Awards	0	0	1	100	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	
Disciplinary Action							
			1	1		1	
Demotion	0	0	0	0	0	0	

Suspension		0	0	0	0	0	0
Removal		0	0	0	0	0	0
Other		0	0	0	0	0	0
Duty Hours		0	0	0	0	0	0
Perf. Eval./ Appraisal		0	0	0	0	0	0
Examination/Test		0	0	0	0	0	0
Harassment	· ·				<u> </u>		<u> </u>
Non-Sexual		0	0	0	0	0	0
Sexual		0	0	0	0	0	0
Medical Examination		0	0	0	0	0	0
Pay including overtime		0	0	0	0	0	0
Promotion/Non-Selection		0	0	0	0	0	0
Reassignment	L.						
Denied		0	0	0	0	0	0
Directed		0	0	0	0	0	0
Reasonable Accommodation Disability		0	0	0	0	0	0
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		0	0	0	0	0	0
Terms/Conditions of Employment		0	0	0	0	0	0
Time and Attendance		0	0	0	0	0	0
Training		0	0	0	0	0	0
Other - User Define			U		U		Ū
User Defined - Other 1		0	0	0	0	0	0
Other		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
OSCI DEINICA OTICI 4			O .				
Findings After Hearing		0		1		0	
Appointment/Hire		0	0	0	0	0	0
Assignment of Duties		0	0	0	0	0	0
Awards		0	0	1	100	0	0
Conversion to Full Time/Perm Status		0	0	0	0	0	0
Disciplinary Action			•		Ü		Ū
Demotion		0	0	0	0	0	0
Reprimand		0	0	0	0	0	0
Suspension		0	0	0	0	0	0
Removal		0	0	0	0	0	0
Other		0	0	0	0	0	0
Duty Hours		0	0	0	0	0	0
Perf. Eval./ Appraisal		0	0	0	0	0	0
Examination/Test		0	0	0	0	0	0
Harassment			U		U		<u> </u>
Non-Sexual		0	0	0	0	0	0
Sexual		0	0	0	0	0	0
Medical Examination		0	0	0	0	0	0
Pay including overtime		0	0	0	0	0	0
Promotion/Non-Selection		0	0	0	0	0	0
Reassignment		<u> </u>	0		J	J	J
Denied	I	0	0	0	0	0	0
Directed		0	0	0	0	0	0
Reasonable Accommodation Disability		0	0	0	0	0	0
neasonable Accommodation Disability		U	U	U	U	U	U

Reinstatement 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	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Define	0					
User Defined - Other 1	0	0	0	0	0	0
Other	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
Findings Without Hearing	0		0		0	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action		•				
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment	<b> </b>	1	l.	l.	I	
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment	<b> </b>	1	l.	l.	I	
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
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	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Define	·					•
User Defined - Other 1	0	0	0	0	0	0
Other	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	ative Dat	- 2	

	FIEVIOUS FISCAI TEAT DATA					
Pending Complaints Filed in Previous Fiscal Years by Status	2014	2015	2016	2017	2018	30-Sep
Total complaints from previous Fiscal Years	12	25	47	55	22	5
Total Complainants	12	22	40	48	19	4
Number complaints pending	•			•		•
Investigation	2	2	13	2	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	9	22	31	49	19	5
Final Agency Action	1	0	0	1	3	0
Appeal with EEOC Office of Federal Operations	6	7	10	9	9	10
			Compara	tive Dat	a	
		Previous	riccal V	oor Doto		2019
		Previous	FISCAL I	ear Date	1	Thru
Complaint Investigations	2014	2015	2016	2017	2018	30-Sep
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	1	1	0	0