All Commerce

		Compa Previous F	arative Da			2013,
Complaint Activity			3rd			
	2008	2009	2010	2011	2012	Quarter
Number of Complaints Filed	131	412	1122	276	174	129
Number of Complainants	123	390	1104	261	168	121
Repeat Filers	8	18	13	15	6	6

Complaints by Basis		Comparative Data Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013, 3rd Quarter					
Race	49	159	431	89	72	45					
Color	12	39	127	28	16	17					
Religion	2	28	70	20	14	10					
Reprisal	73	197	344	142	108	85					
Sex	35	124	315	72	59	40					
National Origin	11	39	115	42	29	21					
Equal Pay Act	0	5	2	0	0	0					
Age	58	147	363	102	59	40					
Disability	39	104	246	82	63	35					
GINA	0	0	0	1	0	1					
Non-EEO	0	33	202	13	0	0					

Complaints by Issue	Comparative Data										
Complaints by Issue		Previous F	iscal Yea	r Data							
Note: Complaints can be						2013.					
filed alleging multiple						2013, 3rd					
issues. The sum of the	2008	2009	2010	2011	2012	Quarter					
issues may not equal						Quarter					
total complaints filed.											
Appointment/Hire	10	44	123	36	8	4					
Assignment of Duties	26	41	75	37	34	24					
Awards	14	4	4	7	7	2					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	1	26	0	2	1					
Reprimand	8	16	18	11	14	12					
Removal	0	0	0	0	0	0					
Suspension	3	8	4	15	17	8					
Other	3	3	3	0	0	0					
Duty Hours	1	2	15	2	3	0					
Evaluation Appraisal	33	37	38	42	45	30					
Examination/Test	0	1	3	0	0	0					
Harassment											
Non-Sexual	59	145	246	113	93	63					
Sexual	6	14	52	13	4	3					
Medical Examination	0	0	0	0	1	0					
Pay (Including Overtime)	4	8	59	8	7	3					
Promotion/Non-Selection	41	55	78	22	27	16					
Reassignment											
Denied	6	6	12	11	2	2					
Directed	10	8	16	1	10	3					
Reasonable Accommodation	14	33	51	20	20	12					
Reinstatement	0	1	0	0	0	0					
Retirement	2	0	1	0	0	0					
Termination	17	180	641	73	41	26					
Terms/Conditions of											
Employment	6	3	76	16	15	11					
Time and Attendance	24	27	32	32	25	20					
Training	7	17	19	7	6	7					
Other	10	43	128	14	8	5					

		Comparative Data									
		Previous F	iscal Yea	r Data		2012					
Processing Time	2008	2009	2010	2011	2012	2013, 3rd Quarter					

Complaints pending during						
fiscal year						
Average number of						
days in investigation	119	106	98	82	108	139
Average number of						
days in final action	89	92	113	108	159	245
Complaint pending during						
fiscal year where hearing						
was requested						
Average number of						
days in investigation	132	118	103	89	136	160
Average number of						
days in final action	29	15	7	2	10	8
Complaint pending during						
fiscal year where hearing						
was not requested						
Average number of						
days in investigation	110	104	98	80	123	118
Average number of						
days in final action	94	121	125	178	195	257

Complaints Dismissed by		Compa Previous F	rative Da			2013,
Agency	2008	2009	2010	2011	2012	3rd Quarter
Total Complaints Dismissed						
by Agency	32	74	128	189	32	34
Average days pending prior						
to dismissal	57	46	59	110	16	33
Complaints Withdrawn by						
Complainants						
Total Complaints Withdrawn						
by Complainants	8	12	12	25	15	6

Comparative Data													
Total Final Actions		Previous Fiscal Year Data											
Finding Discrimination	200	2008 2009 2010 2011 2012						2013 3rd	Quarter				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	0	0	0	0	0	0	0	4	100	1	100	
Without Hearing	0	0	0	0	0	0	0	0	1	25	0	0	
With Hearing	0	0	0	0	0	0	0	0	3	75	1	100	

Findings of Discrimination					Co	mparativ	ve Data					
Rendered by Basis					Previo	ous Fisca	l Year Da	ta				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	2008		200	oo 1	20	10	20	11	20	12	2013 Qua	•
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	- 0	0	- 0	0	4	100	1	100
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	3	75	1	100
Sex	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	1	25	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	0	0	3	75	1	100
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	3	75	1	100
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
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

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	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
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	1	25	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Appointment/Hire 0 0 0 0 0 0 0 0 0		Comparati	comparati										2
Total Number Findings	Findings of Discrimination												
Total Number Findings	Rendered by Issue	200	8	200)9	20	10	20	11	20	12	Quai	rter
Appointment/Hire	_	#	%	#	%	#	%	#	%	#	%	#	%
Assignment of Duties 0	Total Number Findings	0	0	0	0	0	0	0	0	4	100	1	100
Awards		0	0	0	0	0	0	0	0	1	25	0	0
Awards	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time		0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action 0 0 0 0 0 0 0 0 0		0	0	0	0	0		0	0	0	0	0	0
Demotion		0	0	0	0	0		0	0	0	0	0	0
Regrimand													0
Suspension 0 0 0 0 0 0 0 0 0													0
Removal													0
Other													0
Duty Hours													0
Evaluation Appraisal													0
Examination/Test													0
Harassment													0
Non-Sexual													0
Sexual S													100
Medical Examination O O O O O O O O O													0
Pay (Including Overtime)													
Promotion/Non-Selection													0
Reassignment													0
Denied													0
Directed													0
Reasonable Accommodation													0
Reinstatement													0
Retirement													0
Termination													0
Ferms/Conditions of													0
Time and Attendance													0
Fraining													0
Disciplinary Action O O O O O O O O O													0
Pindings After Hearing	Training												0
Appointment/Hire	Other	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire													
Assignment of Duties													100
Awards													0
Conversion to Full-time 0	Assignment of Duties												0
Disciplinary Action O O O O O O O O O													0
Demotion													0
Reprimand 0													0
Suspension 0	Demotion												0
Removal 0 0 0 0 0 0 0 0 0	Reprimand							0			0		0
Other 0 <td>Suspension</td> <td>0</td>	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal 0	Removal												0
Examination/Test 0	Other	0	0	0	0	0	0	0	0	1	25	0	0
Examination/Test 0	Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		0	0	0	0	0		0	0	0	0	0	0
Non-Sexual				0		0		0					0
Sexual 0 <td></td> <td></td> <td></td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td></td> <td>100</td>					0	0		0	0		0		100
Medical Examination 0													0
Pay (Including Overtime) 0 <td></td> <td>0</td>													0
Promotion/Non-Selection 0													0
Reassignment 0 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td></t<>													0
Denied 0 <td></td> <td></td> <td></td> <td></td> <td></td> <td>Ü</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>0</td>						Ü							0
Directed 0<													0
Reasonable Accommodation 0 <td></td> <td>0</td>													0
Reinstatement 0 0 0 0 0 0 0 0 Retirement 0 0 0 0 0 0 0 0 0 0 Termination 0 0 0 0 0 0 0 0 1 25 0													0
Retirement 0 0 0 0 0 0 0 0 Termination 0													0
Termination 0 0 0 0 0 0 0 0 1 25 0													0
													0
דופוווא/כטוועוועווא טו די טן													0
Employment		ı U	U	U	U	U	U	U	U	U	Ü	U	U

Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0		0	0		0		0		0	0
Other	0	0	0	0	0		0	0	0	0	0	0
S tries	<u> </u>	Ü	J	J	J						J.	
Findings Without Hearing	0	0	0	0	0	0	0	0	1	25	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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	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
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	1	25	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment	l											
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	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed		Compa	arative Da	ata		2013,
in Previous Fiscal Years		Previous F	iscal Yea	r Data		3rd
by Status	2008	Quarter				
Total complaints from						
previous Fiscal Years	76	79	230	598	335	177
Total Complainants	68	72	207	563	313	167
Number complaints pendin	g					
Investigation	1	0	18	30	2	1
Hearing	31	39	132	290	163	138
Final Action	9	11	53	224	147	5
Appeal with EEOC Office						
of Federal Operations	30	26	27	54	23	33

	Comparative Data Previous Fiscal Year Data					2013
Complaint Investigations						
	2008	2009	2010	2011	2012	
Pending Complaints Where						
Investigation Exceeds						
Required Time Frames	0	9	74	249	16	3