## **BROADCASTING BOARD of GOVERNORS**

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

Data as of September 30, 2008, Fourth Quarter Report for FY 2008

29 CFR §1614.704(a) - (c)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data							
Complaint Activity	FY2008 End of									
	4th Qtr	2007	2006	2005	2004	2003				
Number of Complaints Filed in FY 1614.704(a)	31	14	30	31	24	18				
Number of Complainants 1614.704(b)	30	14	30	31	24	18				
Repeat Filers 1614.704(c)	1	2	0	3	0	0				

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative								
Complaints by Basis Note: Complaints can be filed alleging	FY2008 End of	Data Previous Fiscal Year Data								
multiple bases. The sum of the bases may not equal total complaints filed.	<sup>4th</sup> <b>Qtr</b>	2007	2006	2005	2004	2003				
Race	6	3	6	4	6	6				
Color	3	2	0	1	1	0				
Religion	2	0	2	3	1	4				
National Origin	14	2	3	6	5	0				
Sex (including complaints filed under Equal Pay Act)	8	5	10	11	8	4				
Disability	5	1	2	0	1	3				
Age	15	2	7	11	6	7				
Reprisal	13	10	18	8	14	8				
Other	0	0	0	0	0	7				

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative							
Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases my not equal total complaints filed.	FY2008 End of 4th Qtr	Pr	revious	Data Fiscal	Year Da	ata			
		2007	2006	2005	2004	2003			
Appointment/Hire	1	0	0	0	0	0			
Assignment of Duties	8	2	7	0	0	3			
Awards	0	0	2	0	0	1			
Conversion to Full-time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	1	0	2	0	0	0			
Reprimand	11	0	0	0	1	0			
Suspension	1	1	0	2	0	0			
Removal	2	0	2	0	0	0			
Other	0	0	2	0	0	0			
Duty Hours	1	0	2	0	0	3			
Evaluation Appraisal	1	2	6	1	3	1			
Examination/Test	1	0	0	0	0	0			
Harassment									
Non-Sexual	11	12	2	0	2	4			
Sexual	3	2	0	0	0	0			
Medical Examination	0	0	0	0	0	0			
Pay (Including Overtime)	1	0	1	7	0	2			
Promotion/Non-Selection	27	5	30	6	9	9			
Reassignment									
Denied	1	2	3	0	0	0			
Directed	0	0	5	0	0	1			
Reasonable Accommodation	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	1			
Termination	3	12	1	1	1	5			
Terms/Conditions of Employment	4	0	0	0	0	2			
Time and Attendance	3	1	4	1	1	0			
Training	1	0	6	0	1	2			
Other	0	0	6	0	0	0			

29 CFR §1614.704(f)						
Processing Time" post the average length	of time it takes to	FY 2008				
complete each step of the process for every	complaint that is	Number	Average			
pending during any time of the then fise		Days				
All complaints pending in Investigative Stage	1614.704(f)(1)	9	52.55			
All complaints pending in Final Agency Action Stage		7	54.00			
All complaints pending in which Hearing was not requested	1614.704(f)(2)	16	106.55			
Time in Investigation Stage		9	52.55			
Time to Issue Final Agency Action		7	54.00			
All complaints pending in which a Hearing was requested	1614.704(f)(3)	8	196.88			
Time in Investigation Stage plus time in Final Agency Action Stage		8	196.88			
Time to issue Final Agency Action		0	0			

29 CFR §1614.704(g)			29 CFR §1614.705 Comparative						
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY2008 End of 4 <sup>th</sup> Qtr	Data Previous Fiscal Year Data							
		2007 2006 2005 2004 2				2003			
Total Complaints Dismissed by Agency	4	7	6	6	3	2			
Average days pending prior to dismissal	33	40	44.5	38	28	48			

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative											
Total Final Agency Actions Finding Discrimination		FY2008 Previous Fiscal Year Data End of  4th Qtr						End of		а				
					2007		2006		2005		2004		2003	
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0		
Total Number Findings 704(h)(1)	0		0		0		0		0		0			
Without Hearing 704(h)(2)	0		0		0		0		0		0			
With Hearing 704(h)(3)	0		0		0		0		0		0	•		

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative									
Findings of Discrimination Rendered by  Basis  Note: Complaints can be filed alleging  multiple bases. The sum of the bases		2008 nd of n Qtr	20	F 007		ious	Fis	ata cal \		r Dat		003
may not equal total complaints and			20	107	20	000	20	003	20	104	20	003
findings.	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0
Total Number Findings 704(i)(1)	0		0		0		0		0		0	
Number Findings Rendered Without	0		0		0		0		0		0	
Hearing 704(i)(2)	0		0		0		0		0		0	
Number Findings Rendered	0		0		0		0		0		0	
After Hearing 704(i)(3)	0		0		0		0		0		0	
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Sex (include Equal Pay Act)	0		0		0		0		0		0	
Disability	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative									
			Data									
Findings of Discrimination Rendered by	FY2008 Previous Fiscal Year Da						Data	a				
Issue	41-	nd of Qtr	2	2007 20		2006		005	2004		2003	
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0
Total Number Findings 704(j)(1)	0		0		0		0		0		0	
Findings Without Hearing 704(j)(2)	0		0		0		0		0		0	
Findings After Hearing 704(j)(3)	0		0		0		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	0		0		0		0		0		0	
'Disciplinary Action	0		0		0		0		0		0	

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
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
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	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Rei nstatement	0	0	0	0	0	0
Retirement	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	0	0	0	0	0	0

29 CFR §1614.704(k)			29 CFR §1614.705 Comparative								
				Data							
Complaints Pending From Previous	FY2008	Р	Year Da	Data							
Fiscal Years by Status	as of 09/30/08	2007	2006	2005	2004	2003					
Total complaints from previous Fiscal Years	14	27	18	36	33	35					
704(k)(1)											
Total Complainants 704(k)(2)	14	27	18	36	33	35					
Number complaints pending [as of 09/30/07]: 704(k)(3)											
Investigation	9	4	11	11	6	6					
ROI issued, pending Complainant's	7	1	6	4	3	2					
action											
Hearing	8	9	10	3	23	15					
Final Agency Action	1	0	0	0	1	1					
Appeal with EEOC Office of Federal	3	5	4	6	4	5					
Operations											

29 CFR §1614.704(1)	29 CFR §1614.705 Comparative							
Complaint Investigations	FY 2008 End of 4th Qtr	Data Previous Fiscal Year Data						
		2007 2006 2005 2004 2						
Number Pending Completion of	9	4	9	10	6	6		
Investigation								
Pending Investigations Over Required	0	0	2	1	0	0		
Time Frames								