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

## **Alcohol and Tobacco Tax and Trade Bureau (TTB)**

For 1st Quarter 2013 for period ending December 31, 2012

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2013Thru12-31								
	2008	2009	2010	2011	2012	20151Nru12-31								
Number of Complaints Filed	5	9	6	0	1	0								
Number of Complainants	5	8	5	0	1	0								
Repeat Filers	0	1	1	0	0	0								

Complaints by Pagis			Com	parativ	ve Data	l
Complaints by Basis	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
Race	2	5	4	0	1	0
Color	1	2	0	0	1	0
Religion	0	0	0	0	0	0
Reprisal	3	3	4	0	1	0
Sex	3	4	2	0	0	0
National Origin	0	0	3	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	3	3	6	0	1	0
Disability	0	1	2	0	0	0

Non-EEO	0	0	0	0	0	0
Completed by Ione			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
Appointment/Hire	0	0	0	0	1	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	1	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	1	0	0	0	0
Suspension	1	0	2	0	0	0
Removal	0	1	0	0	0	0
Other	1	0	0	0	0	0
Duty Hours	1	0	1	0	0	0
Evaluation Appraisal	1	1	1	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment				-	-	
Non-Sexual	5	2	3	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	3	6	1	0	1	0
Reassignment	4	-	-			

Denied		0	0	1	0	0	0							
Directed		0	0	0	0	0	0							
Reasonable Accommodation	on	0	1	1	0	0	0							
Reinstatement		0	0	0	0	0	0							
Retirement		0	0	1	0	0	0							
Termination		0	1	2	0	0	0							
Terms/Conditions of Employment		0	1	0	0	0	0							
Time and Attendance		1	0	0	0	0	0							
Training		0	0	1	0	0	0							
Other		0	0	0	0	0	0							
			Co	ompa	arative I	)ata								
<b>Processing Time</b>	I	Previous Fiscal Year Data 2013Thru1												
	2008	2009	20	10	2011	2012	31							
Complaints pending during	g fiscal ye	ear												
Average number of days in investigation	g fiscal ye	ear 248.22	147	.75	224.00	0	0							
Average number of					224.00	39.00	0							
Average number of days in investigation  Average number of	440.40	248.22	61.	25	44.50	39.00								
Average number of days in investigation  Average number of days in final action	440.40	248.22	61.	25 ng w	44.50	39.00								
Average number of days in investigation  Average number of days in final action  Complaint pending during  Average number of	440.40 46.00 fiscal year	248.22 186.00 ar where	61.	25 ng w	44.50	39.00 sted	0							
Average number of days in investigation  Average number of days in final action  Complaint pending during  Average number of days in investigation  Average number of	440.40 46.00 fiscal year 247.33	248.22 186.00 ar where 327.50 2.00	61. heari	25 ng w	224.00 25.00	39.00 sted 0 39.00	0 0							
Average number of days in investigation  Average number of days in final action  Complaint pending during  Average number of days in investigation  Average number of days in final action	440.40 46.00 fiscal year 247.33	248.22 186.00 ar where 327.50 2.00	61. heari	25 ng w .00 ng w	224.00 25.00	39.00 sted 0 39.00	0 0							

							Co	mp	arati	ve I	Data		
Complaints Dismissed Agency	by			P	revi	ous	Fisca	l Y	ear D	ata		2013Thru12-	
V			2	900	3 2	009	201	0	2011	20	12	•	31
Total Complaints Dismisse Agency	ed b	y		0		1	1		0	(	)		0
Average days pending price dismissal	r to	)		0		31	244	1	0	(	)		0
Com	plai	nts	W	ith	drav	wn l	оу Со	mp	lainar	ıts			
Total Complaints Withdraw Complainants	vn Ì	by		0		2	0		0	(	)		0
		Comparative Data											
Total Final Agency		Previous Fiscal Year Data									2013Thru12		
Actions Finding Discrimination	20	008		20	09	2	010	2	011	20	12		31
	#	%	#	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2	2		1		1		0		0	
Without Hearing	0	0	2	2	100	1	100	0	0	0	0	0	0
With Hearing	0	0	(	)	0	0	0	1	100	0	0	0	0
Findings of							Com	par	ative 1	Dat	a		
Discrimination Rendered by Basis			]	Pre	viou	ıs Fi	scal Y	Yea	r Data	a		2013	Fhru12-
Note: Complaints can be	1	2008	8	20	009	2	010	2	011	20	)12	-1	31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	4 9	⁄o	#	%	#	%	#	%	#	%	#	0/0
<b>Total Number Findings</b>	(	)		2		1		1		0		0	
Race	(	) (	)	1	50	0	0	0	0	0	0	0	0
Color	C	) (	)	1	50	0	0	0	0	0	0	0	0
Religion	(	) (	)	0	0	0	0	0	0	0	0	0	0
Reprisal	0	) (	)	0	0	0	0	1	100	0	0	0	0

Sex	0	0	1	50	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	1	100	0	0	0	0
Disability	0	0	0	0	1	100	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		1		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	1	100	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	1	100	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		2		1		0		0		0	
Race	0	0	1	50	0	0	0	0	0	0	0	0
Color	0	0	1	50	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	1	50	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	C		) (	)	0	0	0	0	0	0	0	0	0
Age	C	0	) (	)	0	0	0	0	0	0	0	0	0
Disability	C	) (	) (	)	0	1	100	0	0	0	0	0	0
Non-EEO	C	) (	) (	)	0	0	0	0	0	0	0	0	0
							Comp	ara	tive I	)ata	a a		-
Findings of			Pro	evi	ous	Fis	cal Y	ear	Data			20137	
Discrimination Rendered by Issue	20	2008 2009 2010 2011 2012							)12	31			
	#	%	#	Q	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		2			1		1		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													
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						'							
Non-Sexual	0	0	0		0	0	0	1	100	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	2	100	0	0	1	100	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	0	0	0	0	1	100	0	0	0	0	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 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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		1		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												
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

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											-	
Non-Sexual	0	0	0	0	0	0	1	100	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	1	100	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	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
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 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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		2		1		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	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	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												•
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	2	100	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	0	0	0	0	1	100	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
			1						1			

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 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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
			Comparative Data									
Pending Complaints Fil Previous Fiscal Years by				Pre	vious	Fisc	al Y	ear D	ata	1	2013	Γhru12-
			20	08	2009	20	10	2011	20	012		31
Total complaints from pre- Fiscal Years	viou	ıs	(	5	10	6		5		3		1
Total Complainants			4	5	9	6	,	5		3		1
Number complaints pend	ling	ţ									•	
Investigation			(	)	0	C	)	0		0		1
ROI issued, pending Complainant's action			-	1	0	C	)	0		0		0
Hearing				1	3	2	,	2		0		0
Final Agency Action			(	)	0	C	)	1		0		0
						C	om	parati	ve ]	Data	l	
Complaint Investigati	ions	3	Previous Fiscal Year Data 2013Thru12									Γhru12-
			20	08	2009	20	10	2011	20	012	31	
Pending Complaints When Investigations Exceed Req Time Frames		ed	(	)	0	C	)	0		0		0