

**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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
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						

Denied	0	0	1	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	440.40	248.22	147.75	224.00	0	0
Average number of days in final action	46.00	186.00	61.25	44.50	39.00	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	247.33	327.50	143.00	224.00	0	0
Average number of days in final action	0	2.00	0	25.00	39.00	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	730.00	225.57	149.33	0	0	0
Average number of days in final action	46.00	232.00	61.25	64.00	0	0

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	0	1	1	0	0						0	
Average days pending prior to dismissal	0	31	244	0	0						0	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	2	0	0	0						0	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		1		0		0	
Without Hearing	0	0	2	100	1	100	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		1		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	1	100	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	

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	6	10	6	5	3	1						
Total Complainants	5	9	6	5	3	1						
Number complaints pending												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	1	0	0	0	0	0						
Hearing	4	3	2	2	0	0						
Final Agency Action	0	0	0	1	0	0						
Complaint Investigations	Comparative Data						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0						