

*"Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174."*

**U.S. Department of Labor (DOL)**

Mine Safety and Health Administration (MSHA)

| Complaint Activity         | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2017<br>thru<br>6/30 |
|----------------------------|---|------|------|------|------|----------------------|
|                            | 2012  | 2013 | 2014 | 2015 | 2016 |                      |
| Number of Complaints Filed | 16  | 24   | 18   | 18   | 15   | 7                    |
| Number of Amendments       | 1   | 1    | 0    | 0    | 0    | 0                    |
| Number of Complainants     | 16  | 24   | 18   | 18   | 15   | 7                    |
| Repeat Filers              | 0   | 0    | 0    | 0    | 0    | 0                    |

| Complaints by Basis<br><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2017<br>thru<br>6/30 |
|---|---|------|------|------|------|----------------------|
|   | 2012  | 2013 | 2014 | 2015 | 2016 |                      |
| Race  | 4   | 16   | 7    | 3    | 3    | 2                    |
| Color   | 2   | 5    | 1    | 1    | 1    | 1                    |
| Religion  | 1   | 6    | 2    | 1    | 0    | 1                    |
| Reprisal  | 11  | 20   | 8    | 7    | 5    | 4                    |
| Sex   | 5   | 21   | 9    | 9    | 1    | 1                    |
| National Origin   | 0   | 5    | 1    | 0    | 1    | 1                    |
| Equal Pay   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Age   | 10  | 12   | 13   | 7    | 4    | 2                    |
| Disability-Mental   | 1   | 4    | 1    | 1    | 0    | 1                    |
| Disability-Physical   | 5   | 3    | 4    | 2    | 6    | 2                    |
| Non-EEO Basis   | 0   | 3    | 0    | 0    | 0    | 0                    |

| Complaints by Issue<br><i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2017<br>thru<br>6/30 |
|---|---|------|------|------|------|----------------------|
|   | 2012  | 2013 | 2014 | 2015 | 2016 |                      |
| Appointment/Hire  | 0   | 0    | 0    | 1    | 2    | 0                    |
| Assignment of Duties  | 0   | 6    | 1    | 3    | 2    | 1                    |
| Awards  | 0   | 1    | 0    | 0    | 0    | 0                    |
| Conversion to Full-Time   | 0   | 0    | 0    | 0    | 0    | 0                    |
| <b>Disciplinary Action</b>  |   |      |      |      |      |                      |
| Demotion  | 0   | 0    | 1    | 0    | 0    | 0                    |
| Reprimand   | 1   | 4    | 0    | 0    | 0    | 0                    |
| Termination   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Suspension  | 1   | 0    | 0    | 0    | 0    | 0                    |
| Other   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Duty Hours  | 0   | 0    | 0    | 1    | 0    | 0                    |
| Equal Pay Act Violation   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Evaluation/Appraisal  | 2   | 7    | 1    | 2    | 3    | 1                    |
| Examination/Test  | 0   | 0    | 0    | 0    | 0    | 0                    |
| <b>Harrassment</b>  |   |      |      |      |      |                      |
| Nonsexual   | 3   | 15   | 5    | 4    | 4    | 3                    |
| Sexual  | 1   | 1    | 0    | 0    | 0    | 0                    |
| Medical Examination   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Pay Including Overtime  | 0   | 1    | 0    | 1    | 0    | 0                    |
| Performance Improvement Plan (PIP)  | 0   | 0    | 0    | 0    | 0    | 0                    |
| Promotion/Non-Selection   | 9   | 5    | 8    | 9    | 8    | 1                    |
| <b>Reassignment</b>   |   |      |      |      |      |                      |
| Request Denied  | 0   | 1    | 0    | 1    | 0    | 1                    |
| Directed  | 0   | 1    | 0    | 0    | 1    | 0                    |
| Failure to Accommodate  | 0   | 0    | 0    | 0    | 0    | 0                    |
| Reinstatement   | 0   | 0    | 0    | 0    | 0    | 0                    |
| Retirement  | 0   | 0    | 0    | 0    | 0    | 1                    |

**U.S. Department of Labor (DOL)**

**Mine Safety and Health Administration (MSHA)**

| Complaints by Issue<br><i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2017<br>thru<br>6/30 |
|---|---|------|------|------|------|----------------------|
|   | 2012  | 2013 | 2014 | 2015 | 2016 |                      |
|   | Terms/Conditions of Employment                | 1    | 4    | 0    | 3    |                      |
| Time and Attendance   | 1   | 3    | 1    | 1    | 1    | 1                    |
| Training  | 1   | 2    | 0    | 0    | 0    | 0                    |
| Other   | 0   | 2    | 0    | 4    | 2    | 1                    |

| Processing Time   | Comparative Data<br>Previous Fiscal Year Data                         |      |      |      |      | 2017<br>thru<br>6/30 |
|---|---|------|------|------|------|----------------------|
|   | 2012  | 2013 | 2014 | 2015 | 2016 |                      |
|   | <b>Complaints pending (for any length of time) during fiscal year</b> |      |      |      |      |                      |
| Average number of days in investigation stage   | 110   | 146  | 151  | 144  | 157  | 139                  |
| Average number of days in final action stage  | 74  | 67   | 68   | 69   | 62   | 96                   |
| <b>Complaints pending (for any length of time) during fiscal year where hearing was requested</b>     |   |      |      |      |      |                      |
| Average number of days in investigation stage   | 71  | 148  | 150  | 249  | 240  | 152                  |
| Average number of days in final action stage  | 45  | 45   | 45   | 45   | 109  | 158                  |
| <b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b> |   |      |      |      |      |                      |
| Average number of days in investigation stage   | 113   | 146  | 151  | 121  | 134  | 138                  |
| Average number of days in final action stage  | 78  | 73   | 71   | 75   | 51   | 76                   |

| Complaints Dismissed by Agency              | Comparative Data<br>Previous Fiscal Year Data |       |        |        |         | 2017<br>thru<br>6/30 |
|---|---|-------|--------|--------|---------|----------------------|
|   | 2012  | 2013  | 2014   | 2015   | 2016    |                      |
|   | Total Complaints Dismissed By Agency          | 0     | 1      | 4      | 1       |                      |
| Average days pending prior to dismissal     | 0.00  | 37.00 | 142.00 | 124.00 | (64.00) | 106.00               |
| <b>Complaints Withdrawn by Complainants</b> |   |       |        |        |         |                      |
| Total complaints Withdrawn by Complainants  | 1   | 1     | 3      | 0      | 3       | 1                    |

| Total Final Actions Finding Discrimination | Comparative Data<br>Previous Fiscal Year Data |       |      |       |      |       |      |       |      |       | 2017<br>thru<br>6/30 |       |
|--|---|-------|------|-------|------|-------|------|-------|------|-------|----------------------|-------|
|  | 2012  |       | 2013 |       | 2014 |       | 2015 |       | 2016 |       |                      |       |
|  | #   | %     | #    | %     | #    | %     | #    | %     | #    | %     |                      |       |
| Total Number Findings                      | 0   | 100 % | 0    | 100 % | 0    | 100 % | 0    | 100 % | 0    | 100 % | 1                    | 100 % |
| Without Hearing                            | 0   | 0 %   | 0    | 0 %   | 0    | 0 %   | 0    | 0 %   | 0    | 0 %   | 1                    | 100 % |
| With Hearing                               | 0   | 0 %   | 0    | 0 %   | 0    | 0 %   | 0    | 0 %   | 0    | 0 %   | 0                    | 0 %   |

| Findings of Discrimination Rendered by Basis<br><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | Comparative Data (Sec. 1614.705)<br>Previous Fiscal Year Data |     |      |     |      |     |      |     |      |     | 2017<br>thru<br>6/30 |       |
|---|---|-----|------|-----|------|-----|------|-----|------|-----|----------------------|-------|
|   | 2012  |     | 2013 |     | 2014 |     | 2015 |     | 2016 |     |                      |       |
|   | #   | %   | #    | %   | #    | %   | #    | %   | #    | %   |                      |       |
| <b>Total Number Findings</b>  | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 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 % | 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   | 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 %   |

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| Findings of Discrimination Rendered by Basis<br><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | Comparative Data (Sec. 1614.705)<br>Previous Fiscal Year Data |     |      |     |      |     |      |     |      |     |   | 2017<br>thru<br>6/30 |   |       |
|---|---|-----|------|-----|------|-----|------|-----|------|-----|---|----------------------|---|-------|
|   | 2012  |     | 2013 |     | 2014 |     | 2015 |     | 2016 |     |   |                      |   |       |
|   | #   | %   | #    | %   | #    | %   | #    | %   | #    | %   | # | %                    |   |       |
| Disability  | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |
| Non-EEO Basis   | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |
| <b>Findings After Hearing</b>   | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Color   | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Reprisal  | 0   | 0 % | 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 %                  | 0 | 0 %   |
| National Origin   | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |
| Equal Pay   | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Disability  | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |
| Non-EEO Basis   | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |
| <b>Findings Without Hearing</b>   | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 1 | 100 % |
| Race  | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Religion  | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Sex   | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Equal Pay   | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Disability  | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |
| Non-EEO Basis   | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |

| Findings of Discrimination Rendered by Issue | Comparative Data<br>Previous Fiscal Year Data |     |      |     |      |     |      |     |      |     |   | 2017<br>thru<br>6/30 |   |       |
|--|---|-----|------|-----|------|-----|------|-----|------|-----|---|----------------------|---|-------|
|  | 2012  |     | 2013 |     | 2014 |     | 2015 |     | 2016 |     |   |                      |   |       |
|  | #   | %   | #    | %   | #    | %   | #    | %   | #    | %   | # | %                    |   |       |
| <b>Total Number Findings</b>                 | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 1 | 100 % |
| Appointment/Hire                             | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Awards                                       | 0   | 0 % | 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 %                  | 0 | 0 %   |
| <b>Disciplinary Action</b>                   |   |     |      |     |      |     |      |     |      |     |   |                      |   |       |
| Demotion                                     | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Termination                                  | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Other  | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Equal Pay Act Violation                      | 0   | 0 % | 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 %                  | 0 | 0 %   |
| Examination/Test                             | 0   | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0    | 0 % | 0 | 0 %                  | 0 | 0 %   |
| <b>Harrasment</b>                            |   |     |      |     |      |     |      |     |      |     |   |                      |   |       |

**U.S. Department of Labor (DOL)**

**Mine Safety and Health Administration (MSHA)**

| Findings of Discrimination Rendered by Issue | Comparative Data<br>Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   |   | 2017<br>thru<br>6/30 |   |     |
|--|---|---|------|---|------|---|------|---|------|---|---|----------------------|---|-----|
|  | 2012  |   | 2013 |   | 2014 |   | 2015 |   | 2016 |   |   |                      |   |     |
|  | #   | % | #    | % | #    | % | #    | % | #    | % | # | %                    |   |     |
| Nonsexual                                    | 0   | 0 | 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                    | 0 | 0   |
| Medical Examination                          | 0   | 0 | 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                    | 0 | 0   |
| Performance Improvement Plan (PIP)           | 0   | 0 | 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                    | 1 | 100 |
| <b>Reassignment</b>                          |   |   |      |   |      |   |      |   |      |   |   |                      |   |     |
| Request Denied                               | 0   | 0 | 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                    | 0 | 0   |
| Failure to Accommodate                       | 0   | 0 | 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                    | 0 | 0   |
| Retirement                                   | 0   | 0 | 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                    | 0 | 0   |
| Time and Attendance                          | 0   | 0 | 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                    | 0 | 0   |
| Other  | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 | 0                    | 0 | 0   |
| <b>Findings Afer Hearing</b>                 | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 | 0                    | 0 | 0   |
| Appointment/Hire                             | 0   | 0 | 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                    | 0 | 0   |
| Awards                                       | 0   | 0 | 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                    | 0 | 0   |
| <b>Disciplinary Action</b>                   |   |   |      |   |      |   |      |   |      |   |   |                      |   |     |
| Demotion                                     | 0   | 0 | 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                    | 0 | 0   |
| Termination                                  | 0   | 0 | 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                    | 0 | 0   |
| Other  | 0   | 0 | 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                    | 0 | 0   |
| Equal Pay Act Violation                      | 0   | 0 | 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                    | 0 | 0   |
| Examination/Test                             | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 | 0                    | 0 | 0   |
| <b>Harrassment</b>                           |   |   |      |   |      |   |      |   |      |   |   |                      |   |     |
| Nonsexual                                    | 0   | 0 | 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                    | 0 | 0   |
| Medical Examination                          | 0   | 0 | 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                    | 0 | 0   |
| Performance Improvement Plan (PIP)           | 0   | 0 | 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                    | 0 | 0   |
| <b>Reassignment</b>                          |   |   |      |   |      |   |      |   |      |   |   |                      |   |     |
| Request Denied                               | 0   | 0 | 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                    | 0 | 0   |
| Failure to Accommodate                       | 0   | 0 | 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                    | 0 | 0   |
| Retirement                                   | 0   | 0 | 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                    | 0 | 0   |

**U.S. Department of Labor (DOL)**

**Mine Safety and Health Administration (MSHA)**

| Findings of Discrimination Rendered by Issue | Comparative Data<br>Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   |   | 2017<br>thru<br>6/30 |     |
|--|---|---|------|---|------|---|------|---|------|---|---|----------------------|-----|
|  | 2012  |   | 2013 |   | 2014 |   | 2015 |   | 2016 |   |   |                      |     |
|  | #   | % | #    | % | #    | % | #    | % | #    | % | # | %                    |     |
| Time and Attendance                          | 0   | 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                    | 0   |
| Other  | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 | 0                    | 0   |
| <b>Findings Without Hearing</b>              | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 | 1                    | 100 |
| Appointment/Hire                             | 0   | 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                    | 0   |
| Awards                                       | 0   | 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                    | 0   |
| <b>Disciplinary Action</b>                   |   |   |      |   |      |   |      |   |      |   |   |                      |     |
| Demotion                                     | 0   | 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                    | 0   |
| Termination                                  | 0   | 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                    | 0   |
| Other  | 0   | 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                    | 0   |
| Equal Pay Act Violation                      | 0   | 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                    | 0   |
| Examination/Test                             | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 | 0                    | 0   |
| <b>Harrassment</b>                           |   |   |      |   |      |   |      |   |      |   |   |                      |     |
| Nonsexual                                    | 0   | 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                    | 0   |
| Medical Examination                          | 0   | 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                    | 0   |
| Performance Improvement Plan (PIP)           | 0   | 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 | 1                    | 100 |
| <b>Reassignment</b>                          |   |   |      |   |      |   |      |   |      |   |   |                      |     |
| Request Denied                               | 0   | 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                    | 0   |
| Failure to Accommodate                       | 0   | 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                    | 0   |
| Retirement                                   | 0   | 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                    | 0   |
| Time and Attendance                          | 0   | 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                    | 0   |
| Other  | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 | 0                    | 0   |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      | 2017<br>thru<br>6/30 |
|---|---|------|------|------|------|----------------------|
|   | 2012  | 2013 | 2014 | 2015 | 2016 |                      |
| Total complaints from previous Fiscal Years                 | 12  | 15   | 18   | 23   | 23   | 27                   |
| Total Complainants  | 10  | 14   | 17   | 22   | 23   | 26                   |
| <b>Number complaints pending</b>                            |   |      |      |      |      |                      |
| Investigation   | 0   | 1    | 0    | 2    | 3    | 5                    |
| Hearing   | 10  | 10   | 17   | 22   | 22   | 22                   |
| Final Agency Action   | 1   | 1    | 2    | 1    | 1    | 1                    |
| Appeal with EEOC Office of Federal Operations               | 2   | 3    | 4    | 2    | 2    | 2                    |

**U.S. Department of Labor (DOL)**

**Mine Safety and Health Administration (MSHA)**

| <b>Complaint Investigations</b>                                     | <b>Comparative Data<br/>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017<br/>thru<br/>6/30</b> |
|---|---|-------------|-------------|-------------|-------------|-------------------------------|
|   | <b>2012</b>   | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                               |
| Pending Completion Where Investigation Exceeds Required Time Frames | 2   | 15          | 13          | 10          | 13          | 8                             |