Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

Bureau of Reclamation:BOR (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pr	evious Fiscal Year Da	ta		2023 Thru 09-30
	2018	2019	2020	2021	2022	2023 THFU 09-30
Number of Complaints Filed	47	37	46	22	30	20
Number of Complainants	46	37	46	22	30	20
Repeat Filers	1	0	0	0	0	0

Part 2 Camplaints by Paris			Compara	tive Data		
Part 2 Complaints by Basis		Pr	evious Fiscal Year Da	ita		2022 7
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	14	8	4	4	6	6
Color	3	1	2	1	4	2
Religion	4	1	1	1	0	1
Reprisal	26	15	32	17	16	12
Sex	19	11	13	9	6	4
PDA	0	0	0	0	0	0
National Origin	5	6	2	2	4	4
Equal Pay Act	1	0	0	0	0	0
Age	15	19	17	7	9	8
Disability	8	7	17	10	14	11
Genetics	0	0	0	0	0	0
Non-EEO	6	3	8	0	0	0

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.		Previ	ous Fiscal Yea	r Data		2023 Thru 09-30
Demeny Directed with the Second fow has been depreciated for the Current F1 starting in F12023.	2018	2019	2020	2021	2022	
Appointment/Hire	5	6	7	4	1	0
Assignment of Duties*	8	6	6	3	4	0
Awards	1	1	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action				-		
Demotion	0	1	0	1	0	0
Reprimand**	0	3	1	1	0	0
Suspension	0	2	2	1	2	1
Removal	1	0	9	1	1	0
Other Disciplinary Actions**	0	0	0	0	1	4
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	1	1	0	0
Perf. Eval./ Appraisal	1	2	6	3	5	4
Examination/Test	0	0	0	1	0	0
Harassment				l		
Non-Sexual	21	18	26	10	20	15
Sexual	1	0	1	0	0	0
Medical Examination	0	0	0	0	2	1
Pay including overtime	0	0	0	0	3	2
Promotion/Non-Selection	7	2	13	2	4	4
Reassignment						
Reassignment: Denied/Directed	0	1	2	0	0	1
Directed	0	0	1	0	0	1
Reasonable Accommodation Disability	3	1	10	3	5	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	2	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	1	1	1	0	4	0
Termination	1	3	3	2	2	2
Terms/Conditions of Employment*	3	5	6	0	0	0
Time and Attendance	2	2	7	2	2	3
Training	1	0	0	0	1	1
Other Terms/Conditions of Employment*	0	0	0	0	5	6
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
	0	0	0	0	0	0

			Compar	ative Data		
Part 4 Processing Time		Pı	revious Fiscal Year Da	ita		
	2018	2019	2020	2021	2022	2023 Thru 09-30
Complaints pending during fiscal year						
Average number of days in investigation	184.72	209.01	184.04	223.28	166.69	191.85
Average number of days in final action	52.68	58.56	111.33	107.51	35.00	103.00
Complaints pending during fiscal year where hear	ing was requested					
Average number of days in investigation	190.71	209.68	178.27	223.65	219.21	214.75
Average number of days in final action	34	44.81	72.94	65.24	32.54	84.29
Complaints pending during fiscal year where hear	ing was not requested					
Average number of days in investigation	182.29	210.94	179.81	210.17	156.83	209.86
Average number of days in final action	68.75	75.67	158.09	157.51	51.00	283.00

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency		Pre	vious Fiscal Year [Data		
	2018	2019	2020	2021	2022	2023 Thru 09-30
Part 5 Complaints Dismissed by Agency	3	6	4	2	5	0
Average days pending prior to dismissal	126.33	544.83	116.5	54	84.25	0.00
	Complaints Withd	rawn by Complaii	nants	•		
Total Complaints Withdrawn by Complainants	3	5	3	4	1	2

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination				Prev	ious Fis	cal Year	Data				202	3 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	018	20	19	20	020	20)21	20)22	09	9-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		3		4		2		1		
Without Hearing	0	0	0	0	2	67	4	100	1	0	0	0	
With Hearing	0	0	0	0	1	33	0	0	1	100	1	100	

Part 7 Finding of Discrimination Rendered by		Comparative Data										
Basis				Pr	evious Fis	cal Year Da	ıta				2023	Thru
Note: Complaints can be filed alleging multiple bases.	20	018	20	19	20	120	20	21	20	122	09	-30
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		3		11		3		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	2	66.67	4	100.00	2	100.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	33.33	2	50.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	2	66.67	3	75.00	1	100.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	0		0		2		0		1		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		0		3		11		2		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	2	100.00	4	100.00	1	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	2	50.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	50.00	3	75.00	1	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

- Starting in FY2022, issues marked with:

 * are reported under Other Terms / Conditions of Employment.

 ** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

					c	ompar	ative D	ata				
Dest O Finding of Discrimination Designation design				Previ	ous Fis	cal Year	Data				2023 T	hru 09-30
Part 8 Finding of Discrimination Rendered by Issue	20	18	20	19	20	20	20	21	20)22		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		3		4		1		1	
Appointment/Hire	0	0	0	0	2	67	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/Perm Status*	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	1	25	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•									•		•
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	3	75	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												
Reassignment: Denied/Directed	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 Disability	0	0	0	0	0	0	3	75	0	0	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	25	0	0	0	0
Termination	0	0	0	0	1	33	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	1	25	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	1	25	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	100
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		1		0		1		1	
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/Perm Status*	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•											
Sexual	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
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												
Reassignment: Denied/Directed	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 Disability	0	0	0	0	1	100	0	0	0	0	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	100	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	100
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Segimentent/hire 0 0 0 0 0 0 0 0 0													
Sesignment of Duties* 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Findings Without Hearing	0		0		2		4		0		0	
Name of the properties of the	Appointment/Hire	0	0	0	0	2	100	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	Awards	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	Disciplinary Action												
Suspension 0 0 0 0 0 0 0 0 0	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Removal	Reprimand**	0	0	0	0	0	0	1	25	0	0	0	0
Cher Disciplinary Actions**	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Cher 2**	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours Dut	Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test 0 0 0 0 0 0 0 0 0	Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Sexual 0 0 0 0 0 0 0 0 0	Examination/Test	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 0 0 0 0 0 0 0	Harassment												
Medical Examination	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	Non-Sexual	0	0	0	0	0	0	3	75	0	0	0	0
Promotion/Non-Selection 0 0 0 0 0 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
Reassignment: Denied/Directed 0 0 0 0 0 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
Reassignment: Denied/Directed 0 0 0 0 0 0 0 0 0	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed 0 0 0 0 0 0 0 0 0	Reassignment												
Reasonable Accommodation Disability Reasonable Accommodation Disability Reasonable Accommodation Disability Religious Accommodation Religious	Reassignment: Denied/Directed	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 0 0 0 0 0	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Reasonable Accommodation Disability	0	0	0	0	0	0	3	75	0	0	0	0
Retirement* 0 0 0 0 0 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
Sex-Stereotyping 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework	Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Termination	Sex-Stereotyping	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 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0<	Telework	0	0	0	0	0	0	1	25	0	0	0	0
Training 0 0 0 0 0 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
Training 0 0 0 0 0 0 1 25 0 0 0 0 Other Terms/Conditions of Employment* 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 </td <td>Terms/Conditions of Employment*</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>25</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Terms/Conditions of Employment*	0	0	0	0	0	0	1	25	0	0	0	0
Other Terms/Conditions of Employment* 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 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
User Defined - Other 1* 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Training	0	0	0	0	0	0	1	25	0	0	0	0
User Defined - Other 2* 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3* 0 0 0 0 0 0 0 0 0 0 0 0 0 0	User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
	User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
Ilser Defined - Other #*	User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
	User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data							
		2023 Thru						
	2018	2019	2020	2021	2022	09-30		
Total complaints from previous Fiscal Years	38	38	46	33	12	7		
Total Complainants	35	36	44	33	11	6		
Number complaints pending				•	•			
Investigation	4	6	3	1	0	0		
ROI issued, pending Complainant's action	0	2	1	0	0	3		
Hearing	33	28	32	31	9	3		
Final Agency Action	4	3	9	1	2	4		
Appeal with EEOC Office of Federal Operations	4	2	10	18	10	8		

Part 10 Complaint Investigations	Comparative Data						
		2023 Thru					
	2018	2019	2020	2021	2022	09-30	
Pending Complaints Where Investigations Exceed Required Time Frames	11	6	1	1	0	0	