Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act

Defense Human Resources Activity (DHRA)

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

| **Complaint Activity** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| Number of Complaints Filed | 2 | 4 | 1 | 7 | 4 | 1 |
| Number of Complainants | 2 | 4 | 1 | 7 | 4 | 1 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

| **Complaints by Basis*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| Race | 2 | 2 | 0 | 5 | 4 | 1 |
| Color | 0 | 0 | 0 | 0 | 1 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 1 | 1 | 4  | 4 | 0 |
| Sex | 2 | 1 | 1 | 3 | 2 | 1 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 2 | 1 | 0 | 1 | 2 | 1 |
| Disability | 0 | 2 | 0 | 2 | 2 | 1 |
| Non-EEO basis | 0 | 0 | 0 | 0 | 0 | 0 |

| **Complaints by Issue*Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed*.** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 1 | 1 | 0 | 1 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| **Disciplinary Action** |
| Demotion | 1 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 1 | 0 |
| Other | 0 | 0 | 0 | 1 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 1 | 1 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| **Harassment** |
| Non-Sexual | 1 | 2 | 1 | 4 | 2 | 1 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 1 | 0 |
| Promotion/Non-Selection | 1 | 0 | 0 | 3 | 0 | 0 |
| **Reassignment** |
| Denied | 1 | 1 | 0 | 1 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 1 | 2 | 1 | 0 |
| Time and Attendance | 1 | 0 | 0 | 0 | 0 | 0 |
| Training | 1 | 0 | 0 | 0 | 1 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

| **Processing Time** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| **Complaints pending (*for any length of time*) during fiscal year** |  |  |  |  |  |  |
| Average number of days in investigation stage | 121 | 230 | 327 | 191 | 99 | 1 |
| Average number of days in final action stage | 0 | 0 | 0 | 105 | 0 | 0 |
| **Complaints pending (*for any length of time*) during fiscal year where hearing was requested** |  |  |  |  |  |  |
| Average number of days in investigation stage | 217 | 0 | 480 | 436 | 0 | 0 |
| Average number of days in final action stage | 0 | 0 | 0 | 0 | 0 | 0 |
| **Complaints pending (*for any length of time*) during fiscal year where hearing was not requested** |  |  |  |  |  |  |
| Average number of days in investigation stage | 25 | 230 | 251 | 233 | 0 | 0 |
| Average number of days in final action stage | 0 | 0 | 0 |  52 | 0 | 0 |

| **Complaints Dismissed by Agency** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| Total Complaints Dismissed by Agency | 1 | 0 | 0 | 1 | 0 | 0 |
| Average days pending prior to dismissal | 124 | 0 | 0 | 84 | 0 | 0 |
| **Complaints Withdrawn by Complainants** |  |
| Total complaints Withdrawn by Complainants | 0 | 1 | 0 | 1 | 0 | 0 |

| **Total Final Actions Finding Discrimination** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Total Number Findings | 0 |  | 0 |  | 0 |  | 0 |  | 0 |  | 0 |  |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| **Findings of Discrimination Rendered by Basis*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*** | **Comparative Data (Sec. 1614.705Previous Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Total Number Findings | 0 |  | 0 |  | 0 |  | 0 |  | 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 | 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 |
| Age | 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 |
| Non-EEO | 0  | 0  |  0 | 0  | 0  | 0  |  0 | 0  |  0 |  0 | 0 | 0 |
| Findings After Hearing | 0 |  | 0 |  | 0 |  | 0 |  | 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 |  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 Act | 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 |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 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 Act |  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 |
| 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 of Discrimination Rendered by Issue** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | 0 |  | 0 |  | 0 |  | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0  | 0 | 0  | 0 | 0 | 0 |
| **Findings After Hearing** | 0 |  | 0 |  | 0 |  | 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** |  |  |   |  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 | 0 | 0 | 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 | 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 |  0 |  0 |  0 |  0 | 0  |  0 | 0  |  0 | 0  |  0 | 0 | 0 |
| **Findings Without Hearing** | 0 |  | 0 |  | 0 |  | 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** |
| 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 |  0 |  0 | 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  | 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 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |

| **Pending Complaints Filed in Previous Fiscal Years by Status** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| --- | --- | --- |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| Total complaints from previous Fiscal Years | 4 | 3 | 2 | 1 | 5 | 7 |
| Total Complainants | 4 | 3 | 2 | 1 | 5 | 7 |
| **Number complaints pending** |
| Investigation | 0 | 0 | 0 | 3 | 0 | 1 |
| Hearing | 3 | 1 | 1 | 1 | 4 | 6 |
| Final Agency Action | 0 | 0 | 0 | 2 | 1 | 0 |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 0 | 0 |
| **Complaint Investigations** | **Comparative DataPrevious Fiscal Year Data** | **2nd Qtr.01/01/2012thru03/31/2012** |
| **2007** | **2008** | **2009** | **2010** | **2011** |
| Pending Completion Where Investigation Exceeds Required Time Frames | 0 | 2 | 0 | 0 | 0 | 0 |