



Summary of EEO and ADR Activity

FY 2014 and FY 2015

The Office of Resolution Management's (ORM) Annual Trend Data Report contains a snapshot of information related to ORM's Equal Employment Opportunity (EEO) and Alternative Dispute Resolution (ADR) Metrics across all VA Facilities and Administrations.

11/30/2015

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Executive Summary

Introduction

The Office of Resolution Management (ORM) promotes a healthy working environment through prevention, resolution, and processing of workplace disputes and complaints of discrimination. The following is a compilation of the Department-wide data of the Equal Employment Opportunity (EEO) complaints of discrimination activity for fiscal years (FY) 2014 and 2015, developed by ORM, including EEO complaint activity at both the informal and formal stages of the complaint process, followed by a summary of ORM's Alternative Dispute Resolution (ADR) efforts and Informal EEO resolutions.

EEO Complaint Activity

The information displayed in the following charts provides a snapshot of the complaint activity throughout the Department. The data in these charts was extracted from ORM's Complaints Automated Tracking System (CATS).

The charts provide the following information:

- A comparison of EEO complaint Activity for FY 2014 and FY 2015
- The conversion of the number of informal and formal complaints into "per capita" filing rates per 100 employees
- The top five Claims and Bases that were raised in complaints for FY 2015

In performing per capita calculations, the number of employees at the Department of Veterans Affairs was extracted at the end of each fiscal year from the VHA Support Service Center (VSSC) database found at <http://vssc.med.va.gov>. The end of fiscal year employee count was then used to determine the percentage of individuals within the organization who are utilizing the informal and formal EEO processes.

EEO Complaint Analysis

The information depicted in the charts show the number of informal complaints, number of formal complaints filed, and the respective per capita filing rates for both FY 2014 and FY 2015.

- **Informal Complaints** represent the total number of cases created by a person contacting ORM and electing to participate in EEO counseling or ADR (this is also known as the pre-complaint process).
- **Formal Complaints** represent the total number of cases created by a complainant whose issues/claims were not resolved at the informal stage of the process.

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- **Informal Per Capita Filing Rate** is the rate (per 100 employees) at which individuals enter the pre-complaint EEO process based on the total workforce of the organization.
- **Formal Per Capita Filing Rate** is the rate (per 100 employees) at which individuals file a formal complaint based on the total workforce of the organization.
- **Claims** represent the allegations (issues) raised by the aggrieved person which s/he believes was taken or not taken and based on discrimination.
- **Bases** are the protected classes covered under EEO regulations (race, age, disability, sex, color, national origin, religion, retaliation, and genetic information).

In FY 2015, the Department's total workforce was 362,020; an increase of 14,966 over that of FY 2014. The informal complaints increased by 556 (12.0%) and the formal complaints increased by 267 (12.5%). The per capita filing rate at the informal processing stage was 143 (an increase of 0.10%) and the formal filing rate was .66 (an increase of 0.05%). A breakdown of statistical information related to each VA Administration and facility can be found in Appendix A.

The Equal Employment Opportunity Commission (EEOC) publishes an annual report on the Federal workforce which provides government-wide statistics that Federal agencies are encouraged to use for benchmarking. The most recent report for FY 2014 showed the average government wide per capita for informal complaints was 1.1 and 0.50 for formal complaints¹. The Department must continue to make strides to reach government-wide levels.

Now would be an opportune time for those stations which experienced increased complaint activity to develop ways to reduce both their informal/formal complaints and per capita rates, thus moving the Department closer to, and in line with, the overall government-wide averages. Key to any such effort is determining what issues may lead to complaints and what can be done to prevent and resolve problems and conflicts before they result in serious disputes.

Leadership must make use of the various alternative dispute resolution techniques so that their organization provides a more healthy and productive and Veteran-centric work environment. ORM has several support services available to help the Department address workplace disputes including EEO and ADR training and Conflict Assessments. Please contact the ORM District Manager servicing your areas for more information on

¹ Information was taken from the Annual Report on the Federal Workforce Fiscal Year 2014

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these and other services available. You can access ORM's telephone directory by going to ORM's website at <http://www.va.gov/ORM> click on the "Contact Us" to view the phone directory.

FY 2015 Summary

- Informal complaints increased from 4,626 to 5,182
- Formal complaints increased from 2,130 to 2,397
- Informal per capita rate increased from 1.33 to 1.43
- Formal per capita increased from 0.61 to 0.66

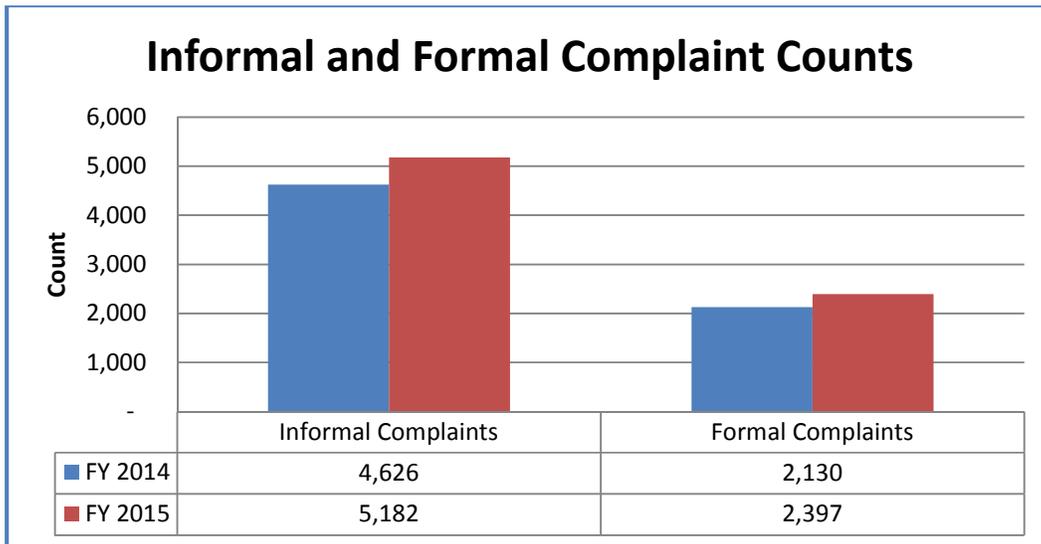


Figure 1

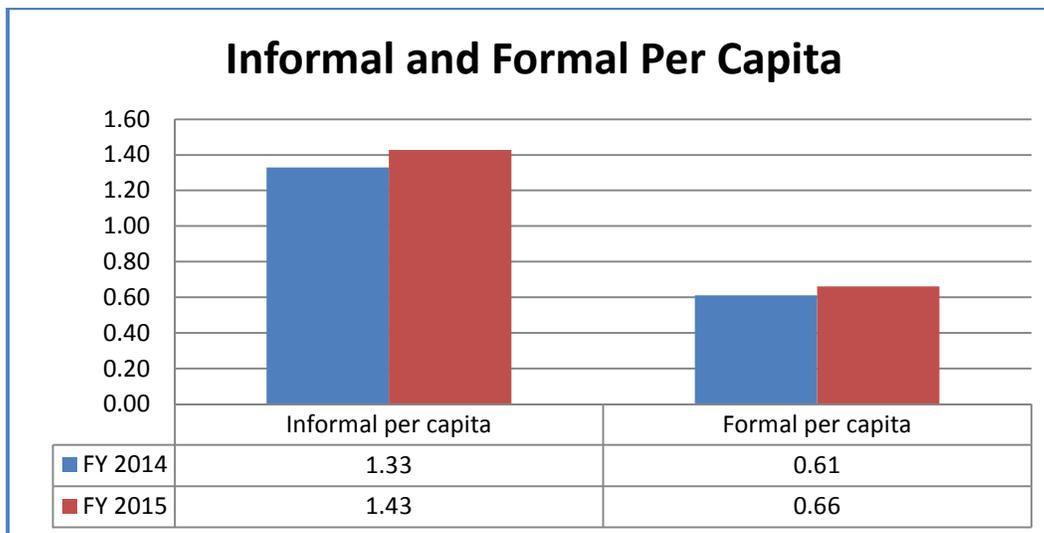


Figure 2

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The following tables depict the Veterans Health Administration facilities with the highest per capita filing rates for FY 2015.

| | FY 2014 Informal Filing Rate | FY 2015 Informal Filing Rate |
|-------------------|------------------------------|------------------------------|
| VAMC Albuquerque | 1.68 | 3.61 |
| VAMC Columbia | 1.72 | 3.35 |
| VAMC Dublin | 3.17 | 3.11 |
| VAMC Memphis | 2.82 | 3.06 |
| Hudson Valley HCS | 2.74 | 2.88 |

Table 1: Top five Facilities with Highest per capita Informal Filing Rate

| | FY 2014 Formal Filing Rate | FY 2015 Formal Filing Rate |
|-------------------|----------------------------|----------------------------|
| VAMC Beckley | 0.24 | 1.95 |
| VAMC Wilmington | 1.94 | 1.88 |
| VAMC Dublin | 1.54 | 1.87 |
| Hudson Valley HCS | 1.21 | 1.83 |
| VAMC Columbia | 0.92 | 1.66 |

Table 2: Top Five Facilities with Highest per capita Formal Filing Rate

Claim and Bases Charts

The following information depicts the Department-wide top 5 claims and bases raised in EEO Complaint Activity for FY 2015. This data displays the (claims/issues) most cited and the protected classes (basis/bases) identified.

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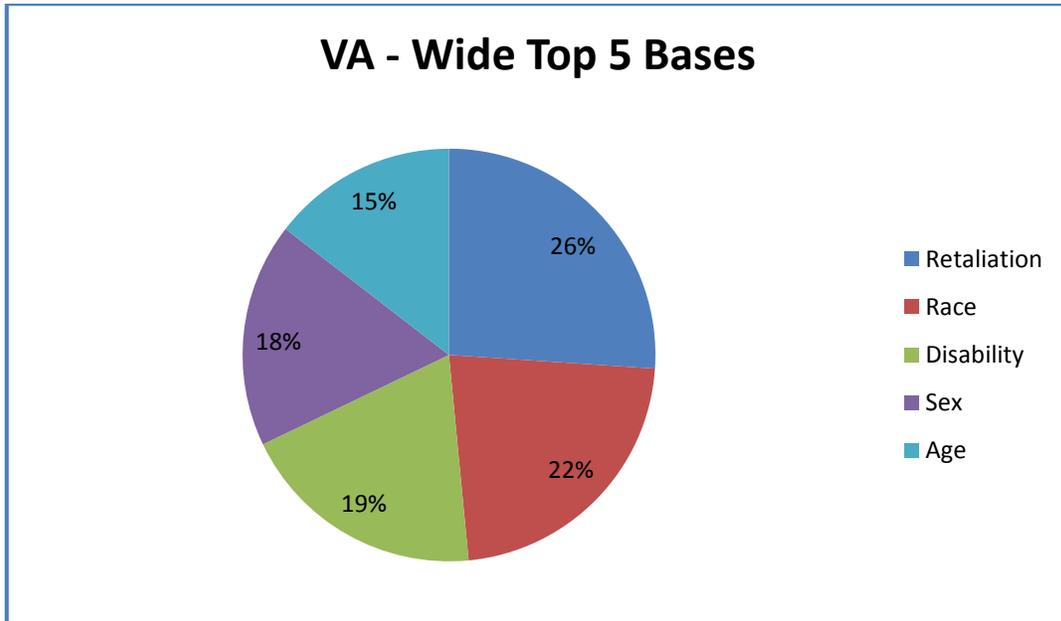


Figure 3

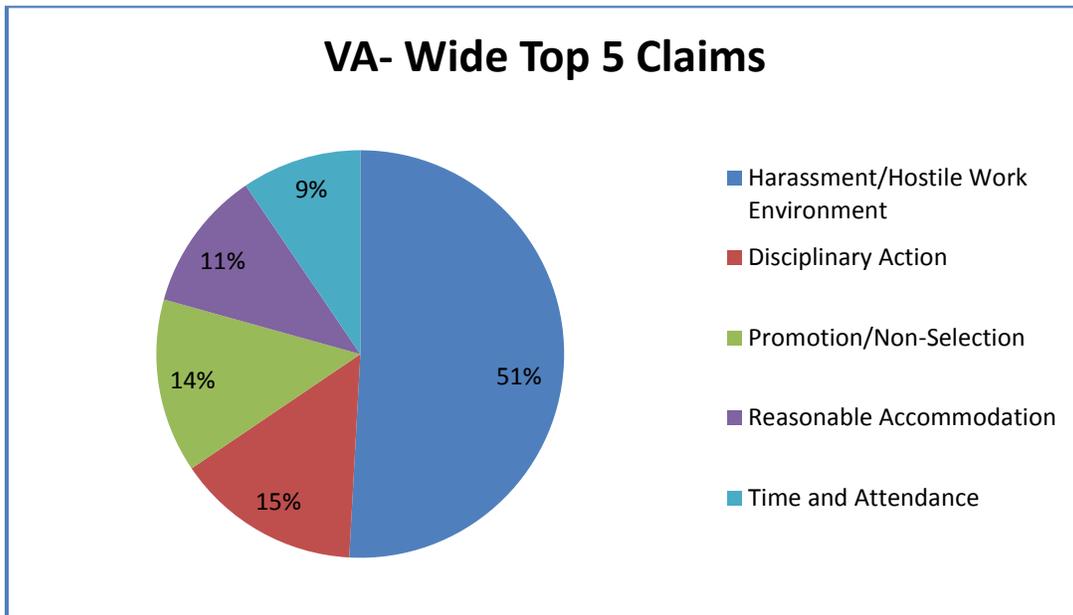


Figure 4

Alternative Dispute Resolution

ORM's goal is to work with all administrations and staff offices to prevent EEO complaints. We encourage the use of Alternative Dispute Resolution (ADR) before EEO complaints are initiated and when complaints cannot be avoided view ADR as a more efficient, effective, and satisfying way to address the underlying causes rather than allowing the EEO process to run its course. Through direct communication and a neutral

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third party's assistance, VA employees and managers can better understand and bring closure to the issues that led to the complaint. Early resolution conserves VA's limited resources because it minimizes the time VA employees and managers spend engaged in the EEO process and maximizes the time spent on serving our ever increasing Veteran population.

The data presented in this report represents the impact of using ADR prior to and during the informal stage of the EEO Complaint process. We hope that you will carefully review the information and develop an action plan, if you do not already have one, to further improve the use of ADR in FY 2016. VA's Centralized ADR Program is available to assist in reviewing ADR programs and offering recommendations and support on how they can be more effective.

Analysis

Five significant areas are depicted in the charts provided; non-EEO ADR requests, non-EEO ADR Resolution Rate, ADR offers, ADR Participation Rate, and Informal EEO Resolution Rate.

- **Non-EEO ADR Requests** represent the number of requests for ADR to address a workplace dispute when no EEO complaint has been initiated.
- **Non-EEO ADR Resolution Rate** represents the percentage of workplace disputes which were resolved as a result of using ADR.
- **ADR Offers** represent the percentage of informal EEO cases in which VA offered the aggrieved person an opportunity to participate in ADR versus traditional EEO counseling.
- **ADR Participation** represents the percentage of informal EEO cases in which both VA and the aggrieved person agreed to participate in ADR.
- **Informal EEO Resolution Rate** represents the percentage of informal EEO complaints that did not proceed to the formal EEO process.

In FY 2014 ADR was used to address 1,739 workplace disputes resulting in an 85% resolution rate. In FY 2015, ADR was used to address 1,530 workplace disputes resulting in an 83% resolution rate.

In FY 2014, VA's ADR Offer Rate for informal EEO complaints was 98%. The ADR Participation Rate was 55%, and the informal EEO Resolution Rate was 53%. In FY 2015, VA's ADR Offer rate was 99%, ADR participation rate was 59%, and the informal

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EEO resolution Rate remained 53%². A breakdown of VA's key ADR metrics by Administration and facility can be found in Appendix B.

In FY 2014, the government-wide average for ADR offers was 88%, ADR participation 53%, and the informal EEO resolution rate was 54%³.

In this report, we use VA and government-wide metrics to assess the level of success that each administration, and VA as a whole, has had at meeting or exceeding these targets. If your organization is below the target, we encourage you to develop ways to move closer to the goal in FY 2016.

All data presented in this report was extracted from VA's ADR tracking system (ADRTracker) and Complaints Automated Tracking System (CATS). The data provided is based on information available on November 23, 2015.

FY 2015 Summary

- ADR Offer rate increased to 99%
- ADR Participation Rate increased by 4%
- Informal EEO Resolution Rate remained the same

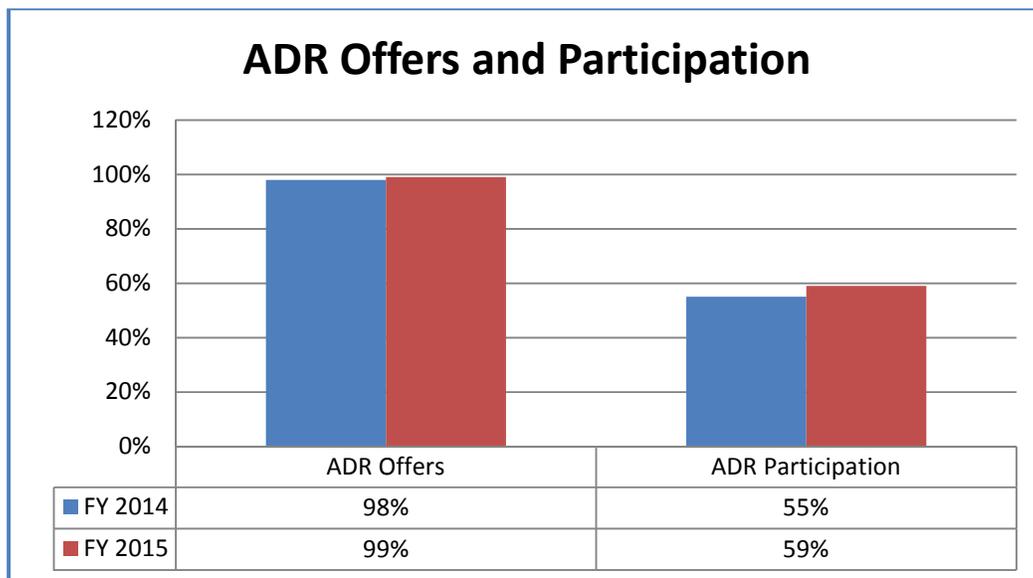


Figure 5

² At the time of this report the informal EEO Resolution Rate for FY15 was 53%, however, at the completion of the EEOC 462 report the resolution rate was 52%.

³ Information was taken from the EEOC Annual Report on the Federal Workforce Fiscal Year 2014.

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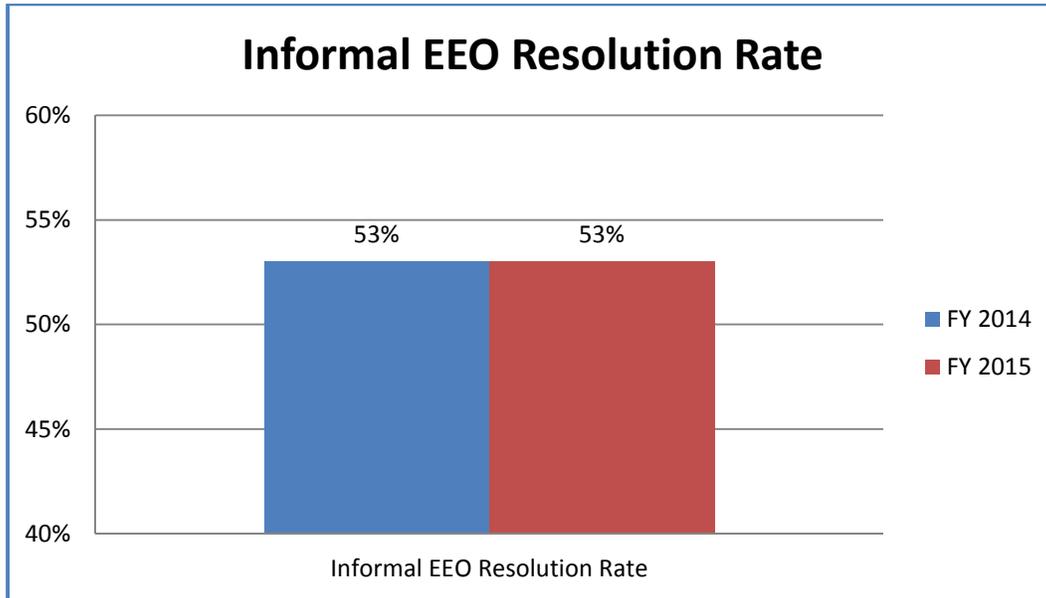


Figure 6

Cost Avoidance and Resolution

ORM estimates that approximately \$17,000 in EEO complaint processing costs are avoided when cases are resolved at the informal processing stage. In FY 2015, ORM resolved 2,712 informal EEO cases⁴, along with 368 EEO related inquiries resolved by ORM's Resolution Support Center (RSC) prior to initiating informal complaint activity, for a total of 3,080 resolutions. VA can estimate the total Cost avoidance for FY 2015 of \$52,360,000. (\$52.4 Million)

Conclusion

In FY 2015, Informal and Formal complaint activity increased, as did VA's overall population and the informal per capita and the formal per capita filing rates. ORM's resolution rate remained at 53% demonstrating that ORM has been successful in resolving more than half of the informal complaints initiated and increased the number of EEO Resolutions and cost Avoidance for the organization.

We look forward to working with all VA organizations to achieve reductions in complaints during FY 2016. We welcome your ideas and suggestions on how ADR can play an even larger role in promoting organizational health and high levels of productivity in VA. We believe that improving the organizational environment in each facility is necessary to realizing this goal. We welcome your suggestions and are available to support your organization in any way we can.

⁴ At the time of this report there were 2712 informal resolutions. This differs slightly from the 2639 resolutions reported on the EEOC Form 462 report where there were also 109 cases reported as "Pending Decision".

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The following pages present a Summary of the EEO Complaint information broken down by VA Administration and VA Central Office. For each station there is a count of informal complaints, formal complaints filed, and informal and formal per capita rates, followed by a Summary of the EEO Alternative Dispute Resolution (ADR) Offer Rate, ADR Participation Rate, and Informal EEO Resolution Rate for VA Department-wide, Administrations, and VA Central Office.

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Below is a Summary of the EEO Complaint information broken down by VA Administration and VA Central Office. For each station there is a count of informal complaints, formal complaints filed, and informal and formal per capita rates, which are calculated using the employee count for each station.

Each station also has been given a status indicator for both Informal and Formal trends. The indicator for each station will change based on the delta between FY2014 and FY2015 informal and formal per capita rates. For the purpose of easily indentifying stations where there has been a substantial change in the informal or formal per capita rates, the following classifications have been used:

- A positive trend is indicated by ● when the delta from FY2014 to FY2015 for informal or formal per capita is greater than 0.20.
- A neutral trend is indicated by -- when the delta from FY2014 to FY2015 for informal or formal per capita falls within the range of -0.20 to 0.20.
- A negative trend is indicated by ◆ when the delta from FY2014 to FY2015 for informal and formal per capita is less than -0.20.

VA-Wide

| | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| Department-wide | 347,054 | 4626 | 1.33 | 2130 | 0.61 | 362,020 | 5182 | 1.43 | 2397 | 0.66 | -- | -- |
| Veterans Health | 307,532 | 4033 | 1.31 | 1843 | 0.60 | 321,389 | 4537 | 1.41 | 2111 | 0.66 | -- | -- |
| Veterans Benefits | 21,189 | 320 | 1.51 | 168 | 0.79 | 21,870 | 313 | 1.43 | 144 | 0.66 | -- | -- |
| National Cemetery | 1,738 | 27 | 1.55 | 9 | 0.52 | 1,851 | 41 | 2.22 | 19 | 1.03 | ◆ | ◆ |
| Central Office | 12,806 | 189 | 1.48 | 87 | 0.68 | 13,072 | 217 | 1.66 | 94 | 0.72 | -- | -- |
| Canteen | 3,547 | 57 | 1.61 | 23 | 0.65 | 3,838 | 74 | 1.93 | 29 | 0.76 | ◆ | -- |

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Veterans Health Administration

| VISN 1 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 1 | 14,322 | 140 | 0.98 | 58 | 0.40 | 14,981 | 188 | 0.98 | 85 | 0.40 | — | — |
| VAMC, TOGUS | 1,454 | 9 | 0.62 | 0 | 0.00 | 1,570 | 17 | 1.08 | 3 | 0.19 | ◆ | — |
| WHITE RIVER JUNCTION | 1,048 | 4 | 0.38 | 1 | 0.10 | 1,167 | 7 | 0.60 | 3 | 0.26 | ◆ | — |
| VAMC, BEDFORD | 1,738 | 27 | 1.55 | 9 | 0.52 | 1,372 | 34 | 2.48 | 17 | 1.24 | ◆ | ◆ |
| VAMC, BOSTON | 4,319 | 34 | 0.79 | 19 | 0.44 | 4,472 | 55 | 1.23 | 23 | 0.51 | ◆ | — |
| VAMC, MANCHESTER | 720 | 4 | 0.56 | 2 | 0.28 | 804 | 4 | 0.50 | 2 | 0.25 | — | — |
| VAMC, NORTHAMPTON | 842 | 12 | 1.43 | 6 | 0.71 | 856 | 9 | 1.05 | 8 | 0.93 | ● | ◆ |
| VAMC, PROVIDENCE | 1,472 | 15 | 1.02 | 10 | 0.68 | 1,522 | 26 | 1.71 | 13 | 0.85 | ◆ | — |
| VA CONNECTICUT HCS | 3,074 | 31 | 1.01 | 10 | 0.33 | 3,176 | 30 | 0.94 | 14 | 0.44 | — | — |

| VISN 2 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-----------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 2 | 7,548 | 53 | 0.70 | 28 | 0.37 | 7,469 | 68 | 0.91 | 29 | 0.39 | ◆ | — |
| VAMC ALBANY | 1,479 | 7 | 0.47 | 5 | 0.34 | 1,398 | 13 | 0.93 | 7 | 0.50 | ◆ | — |
| VAMC BATH | 752 | 9 | 1.20 | 6 | 0.80 | 737 | 7 | 0.95 | 4 | 0.54 | ● | ● |
| VAMC BUFFALO | 1,870 | 16 | 0.86 | 8 | 0.43 | 2,186 | 29 | 1.33 | 12 | 0.55 | ◆ | — |
| VAMC CANADAIGUA | 1,381 | 10 | 0.72 | 7 | 0.51 | 1,341 | 8 | 0.60 | 3 | 0.22 | — | ● |
| VAMC SYRACUSE | 1,708 | 5 | 0.29 | 2 | 0.12 | 1,757 | 8 | 0.46 | 1 | 0.06 | — | — |

| VISN 3 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 3 | 12,260 | 172 | 1.40 | 75 | 0.61 | 12,229 | 173 | 1.41 | 84 | 0.69 | — | — |
| VAMC, BRONX | 1,868 | 15 | 0.80 | 8 | 0.43 | 1,943 | 11 | 0.57 | 6 | 0.31 | ● | — |
| VA NEW JERSEY HCS | 2,986 | 40 | 1.34 | 15 | 0.50 | 3,004 | 38 | 1.26 | 18 | 0.60 | — | — |
| VA HUDSON VALLEY HCS | 1,568 | 43 | 2.74 | 19 | 1.21 | 1,529 | 44 | 2.88 | 28 | 1.83 | — | ◆ |
| VA NY HARBOR HCS | 3,821 | 56 | 1.47 | 22 | 0.58 | 3,765 | 55 | 1.46 | 16 | 0.42 | — | — |
| VAMC, NORTHPORT | 1,960 | 16 | 0.82 | 11 | 0.56 | 1,932 | 23 | 1.19 | 13 | 0.67 | ◆ | — |

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| VISN 4 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 4 | 13,928 | 166 | 1.19 | 95 | 0.68 | 14,157 | 221 | 1.56 | 99 | 0.70 | | |
| WILMINGTON | 978 | 28 | 2.86 | 19 | 1.94 | 956 | 27 | 2.82 | 18 | 1.88 | | |
| ALTOONA | 669 | 5 | 0.75 | 4 | 0.60 | 696 | 6 | 0.86 | 2 | 0.29 | | |
| BUTLER | 590 | 4 | 0.68 | 4 | 0.68 | 569 | 9 | 1.58 | 3 | 0.53 | | |
| CLARKSBURG | 929 | 4 | 0.43 | 1 | 0.11 | 962 | 8 | 0.83 | 4 | 0.42 | | |
| COATESVILLE | 1,330 | 18 | 1.35 | 11 | 0.83 | 1,249 | 26 | 2.08 | 12 | 0.96 | | |
| ERIE | 729 | 5 | 0.69 | 2 | 0.27 | 727 | 6 | 0.83 | 1 | 0.14 | | |
| LEBANON | 1,405 | 8 | 0.57 | 6 | 0.43 | 1,488 | 12 | 0.81 | 2 | 0.13 | | |
| PHILADELPHIA | 2,415 | 39 | 1.61 | 24 | 0.99 | 2,482 | 59 | 2.38 | 30 | 1.21 | | |
| PITTSBURGH HCS | 3,582 | 37 | 1.03 | 16 | 0.45 | 3,721 | 48 | 1.29 | 7 | 0.19 | | |
| WILKES-BARRE | 1,249 | 17 | 1.36 | 8 | 0.64 | 1,262 | 12 | 0.95 | 4 | 0.32 | | |

| VISN 5 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 5 | 7,911 | 99 | 1.25 | 48 | 0.61 | 8,275 | 106 | 1.28 | 56 | 0.68 | | |
| VAMC, BALTIMORE | 3,412 | 19 | 0.56 | 5 | 0.15 | 3,601 | 32 | 0.89 | 9 | 0.25 | | |
| VAMC, MARTINSBURG | 1,837 | 28 | 1.52 | 18 | 0.98 | 1,906 | 24 | 1.26 | 16 | 0.84 | | |
| VAMC, WASHINGTON | 2,608 | 51 | 1.96 | 24 | 0.92 | 2,720 | 49 | 1.80 | 31 | 1.14 | | |

| VISN 6 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 6 | 16,805 | 241 | 1.43 | 125 | 0.74 | 17,819 | 248 | 1.39 | 140 | 0.79 | | |
| VAMC, BECKLEY | 820 | 13 | 1.59 | 2 | 0.24 | 820 | 20 | 2.44 | 16 | 1.95 | | |
| VAMC, DURHAM | 3,509 | 52 | 1.48 | 33 | 0.94 | 3,621 | 34 | 0.94 | 20 | 0.55 | | |
| VAMC, FAYETTEVILLE, NC | 1,510 | 20 | 1.32 | 9 | 0.60 | 1,743 | 38 | 2.18 | 19 | 1.09 | | |
| VAMC, HAMPTON | 1,802 | 27 | 1.50 | 17 | 0.94 | 1,870 | 30 | 1.60 | 19 | 1.02 | | |
| VAMC, ASHEVILLE | 1,747 | 22 | 1.26 | 8 | 0.46 | 1,839 | 19 | 1.03 | 13 | 0.71 | | |
| VAMC, RICHMOND | 2,842 | 29 | 1.02 | 23 | 0.81 | 3,202 | 30 | 0.94 | 16 | 0.50 | | |
| VAMC, SALEM | 2,014 | 15 | 0.74 | 6 | 0.30 | 1,941 | 16 | 0.82 | 7 | 0.36 | | |
| VAMC, SALISBURY | 2,512 | 61 | 2.43 | 26 | 1.04 | 2,737 | 61 | 2.23 | 30 | 1.10 | | |

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|---------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 7 | 17,208 | 293 | 1.70 | 153 | 0.89 | 18,574 | 385 | 2.07 | 203 | 1.09 | ◆ | ◆ |
| VAMC, DECATUR | 3,910 | 71 | 1.82 | 39 | 1.00 | 4,272 | 72 | 1.69 | 43 | 1.01 | ▬ | ▬ |
| VAMC, AUGUSTA | 2,443 | 39 | 1.60 | 19 | 0.78 | 2,580 | 56 | 2.17 | 19 | 0.74 | ◆ | ▬ |
| VAMC, BIRMINGHAM | 2,372 | 23 | 0.97 | 13 | 0.55 | 2,528 | 45 | 1.78 | 31 | 1.23 | ◆ | ◆ |
| VAMC, CHARLESTON | 2,114 | 39 | 1.84 | 15 | 0.71 | 2,406 | 32 | 1.33 | 16 | 0.67 | ● | ▬ |
| VAMC, COLUMBIA | 2,274 | 39 | 1.72 | 21 | 0.92 | 2,535 | 85 | 3.35 | 42 | 1.66 | ◆ | ◆ |
| VAMC, DUBLIN | 1,230 | 39 | 3.17 | 19 | 1.54 | 1,285 | 40 | 3.11 | 24 | 1.87 | ▬ | ◆ |
| CENTRAL ALABAMA HCS | 1,503 | 25 | 1.66 | 13 | 0.86 | 1,613 | 25 | 1.55 | 11 | 0.68 | ▬ | ▬ |
| VAMC, TUSCALOOSA | 1,013 | 9 | 0.89 | 7 | 0.69 | 1,018 | 14 | 1.38 | 7 | 0.69 | ◆ | ▬ |

| VISN 8 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|--------------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 8 | 26,298 | 332 | 1.26 | 150 | 0.57 | 27,741 | 377 | 1.36 | 139 | 0.50 | ▬ | ▬ |
| VAMC, BAY PINES | 4,026 | 73 | 1.81 | 26 | 0.65 | 4,218 | 73 | 1.73 | 27 | 0.64 | ▬ | ▬ |
| VAMC, MIAMI | 2,834 | 42 | 1.48 | 18 | 0.64 | 2,931 | 58 | 1.98 | 14 | 0.48 | ◆ | ▬ |
| VAMC, WEST PALM BEACH | 2,592 | 34 | 1.31 | 20 | 0.77 | 2,646 | 55 | 2.08 | 21 | 0.79 | ◆ | ▬ |
| VA NO. FLORIDA/SO. GEORGIA HCS | 5,638 | 71 | 1.26 | 35 | 0.62 | 5,851 | 83 | 1.42 | 35 | 0.60 | ▬ | ▬ |
| VAMC, SAN JUAN | 3,511 | 14 | 0.40 | 10 | 0.28 | 3,722 | 16 | 0.43 | 8 | 0.21 | ▬ | ▬ |
| VAMC, TAMPA | 4,826 | 47 | 0.97 | 22 | 0.46 | 5,007 | 52 | 1.04 | 18 | 0.36 | ▬ | ▬ |
| VAMC, ORLANDO | 2,811 | 44 | 1.57 | 15 | 0.53 | 3,316 | 37 | 1.12 | 15 | 0.45 | ● | ▬ |

| VISN 9 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 9 | 13,674 | 186 | 1.36 | 72 | 0.53 | 14,418 | 205 | 1.42 | 66 | 0.46 | ▬ | ▬ |
| VAMC, HUNTINGTON | 1,247 | 7 | 0.56 | 4 | 0.32 | 1,339 | 8 | 0.60 | 3 | 0.22 | ▬ | ▬ |
| VAMC, LEXINGTON | 1,962 | 10 | 0.51 | 3 | 0.15 | 2,035 | 28 | 1.38 | 6 | 0.29 | ◆ | ▬ |
| VAMC, LOUISVILLE | 1,826 | 25 | 1.37 | 12 | 0.66 | 1,942 | 22 | 1.13 | 10 | 0.51 | ● | ▬ |
| VAMC, MEMPHIS | 2,377 | 67 | 2.82 | 21 | 0.88 | 2,487 | 76 | 3.06 | 16 | 0.64 | ◆ | ● |
| VAMC, MOUNTAIN HOME | 2,303 | 23 | 1.00 | 14 | 0.61 | 2,422 | 18 | 0.74 | 9 | 0.37 | ● | ● |
| TENNESSEE VALLEY HCS | 3,907 | 53 | 1.36 | 18 | 0.46 | 4,145 | 49 | 1.18 | 20 | 0.48 | ▬ | ▬ |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 10 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 10 | 11,849 | 144 | 1.22 | 47 | 0.40 | 12,043 | 163 | 1.35 | 77 | 0.64 | | |
| VAMC, CHILLICOTHE | 1,450 | 6 | 0.41 | 2 | 0.14 | 1,426 | 15 | 1.05 | 6 | 0.42 | | |
| VAMC, CINCINNATI | 2,305 | 35 | 1.52 | 15 | 0.65 | 2,269 | 46 | 2.03 | 24 | 1.06 | | |
| VAMC, CLEVELAND | 4,767 | 44 | 0.92 | 13 | 0.27 | 4,875 | 30 | 0.62 | 17 | 0.35 | | |
| VAMC, DAYTON | 2,186 | 34 | 1.56 | 11 | 0.50 | 2,245 | 48 | 2.14 | 20 | 0.89 | | |
| VAOPC, COLUMBUS | 1,089 | 22 | 2.02 | 6 | 0.55 | 1,174 | 20 | 1.70 | 8 | 0.68 | | |

| VISN 11 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 11 | 13,291 | 194 | 1.46 | 86 | 0.65 | 13,912 | 198 | 1.42 | 95 | 0.68 | | |
| VAMC, ANN ARBOR | 2,645 | 32 | 1.21 | 15 | 0.57 | 2,752 | 39 | 1.42 | 22 | 0.80 | | |
| VAMC, BATTLE CREEK | 1,513 | 21 | 1.39 | 6 | 0.40 | 1,610 | 17 | 1.06 | 6 | 0.37 | | |
| VAMC, DANVILLE | 1,515 | 13 | 0.86 | 2 | 0.13 | 1,538 | 21 | 1.37 | 11 | 0.72 | | |
| VAMC, DETROIT | 2,006 | 32 | 1.60 | 15 | 0.75 | 2,063 | 26 | 1.26 | 13 | 0.63 | | |
| VAMC, INDIANAPOLIS | 2,962 | 59 | 1.99 | 24 | 0.81 | 3,216 | 59 | 1.83 | 26 | 0.81 | | |
| VA NORTHERN INDIANA HCS | 1,520 | 19 | 1.25 | 11 | 0.72 | 1,573 | 23 | 1.46 | 10 | 0.64 | | |
| VAMC, SAGINAW | 1,036 | 16 | 1.54 | 12 | 1.16 | 1,077 | 13 | 1.21 | 7 | 0.65 | | |

| VISN 12 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|---------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 12 | 16,121 | 254 | 1.58 | 123 | 0.76 | 16,474 | 185 | 1.12 | 82 | 0.50 | | |
| VA CHICAGO HCS | 2,461 | 35 | 1.42 | 18 | 0.73 | 2,481 | 32 | 1.29 | 16 | 0.64 | | |
| VAMC, NORTH CHICAGO | 2,184 | 41 | 1.88 | 28 | 1.28 | 2,127 | 19 | 0.89 | 9 | 0.42 | | |
| VAMC, HINES | 3,688 | 75 | 2.03 | 38 | 1.03 | 3,890 | 61 | 1.57 | 25 | 0.64 | | |
| VAMC, IRON MOUNTAIN | 680 | 6 | 0.88 | 3 | 0.44 | 674 | 8 | 1.19 | 4 | 0.59 | | |
| VAMC, MADISON | 2,003 | 17 | 0.85 | 6 | 0.30 | 2,061 | 7 | 0.34 | 3 | 0.15 | | |
| VAMC, TOMAH | 1,134 | 10 | 0.88 | 1 | 0.09 | 1,116 | 6 | 0.54 | 4 | 0.36 | | |
| VAMC, MILWAUKEE | 3,928 | 61 | 1.55 | 25 | 0.64 | 4,089 | 46 | 1.12 | 20 | 0.49 | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 15 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|--------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 15 | 11,353 | 132 | 1.16 | 55 | 0.48 | 11,738 | 180 | 1.53 | 78 | 0.66 | ◆ | ▬ |
| VAMC, WICHITA | 1,032 | 8 | 0.78 | 3 | 0.29 | 1,068 | 13 | 1.22 | 7 | 0.66 | ◆ | ◆ |
| VAMC, COLUMBIA, MO | 1,462 | 9 | 0.62 | 6 | 0.41 | 1,503 | 11 | 0.73 | 4 | 0.27 | ▬ | ▬ |
| VAMC, KANSAS CITY | 1,807 | 21 | 1.16 | 10 | 0.55 | 1,961 | 31 | 1.58 | 16 | 0.82 | ◆ | ◆ |
| VAMC, MARION, IL | 1,491 | 9 | 0.60 | 2 | 0.13 | 1,527 | 15 | 0.98 | 5 | 0.33 | ◆ | ▬ |
| VAMC, POPLAR BLUFF | 626 | 4 | 0.64 | 1 | 0.16 | 658 | 8 | 1.22 | 0 | 0.00 | ◆ | ▬ |
| VAMC, ST. LOUIS | 2,988 | 43 | 1.44 | 19 | 0.64 | 3,062 | 56 | 1.83 | 23 | 0.75 | ◆ | ▬ |
| EASTERN KANSAS HCS | 1,889 | 38 | 2.01 | 14 | 0.74 | 1,907 | 42 | 2.20 | 21 | 1.10 | ▬ | ◆ |

| VISN 16 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|---------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 16 | 22,408 | 379 | 1.69 | 166 | 0.74 | 22,803 | 370 | 1.62 | 158 | 0.69 | ▬ | ▬ |
| ALEXANDRIA | 1,332 | 45 | 3.38 | 25 | 1.88 | 1,312 | 28 | 2.13 | 19 | 1.45 | ● | ● |
| BILOXI | 2,341 | 25 | 1.07 | 13 | 0.56 | 2,326 | 37 | 1.59 | 21 | 0.90 | ◆ | ◆ |
| FAYETTEVILLE | 1,509 | 3 | 0.20 | 2 | 0.13 | 1,517 | 11 | 0.73 | 8 | 0.53 | ◆ | ◆ |
| HOUSTON | 4,909 | 119 | 2.42 | 39 | 0.79 | 5,022 | 104 | 2.07 | 41 | 0.82 | ● | ▬ |
| JACKSON | 2,276 | 33 | 1.45 | 16 | 0.70 | 2,129 | 37 | 1.74 | 16 | 0.75 | ◆ | ▬ |
| LITTLE ROCK | 3,475 | 51 | 1.47 | 20 | 0.58 | 3,544 | 56 | 1.58 | 21 | 0.59 | ▬ | ▬ |
| MUSKOGEE | 1,286 | 29 | 2.26 | 17 | 1.32 | 1,366 | 28 | 2.05 | 7 | 0.51 | ● | ● |
| NEW ORLEANS | 1,407 | 14 | 1.00 | 7 | 0.50 | 1,571 | 24 | 1.53 | 7 | 0.45 | ◆ | ▬ |
| OKLAHOMA CITY | 2,213 | 25 | 1.13 | 11 | 0.50 | 2,324 | 23 | 0.99 | 9 | 0.39 | ▬ | ▬ |
| SHREVEPORT | 1,602 | 32 | 2.00 | 15 | 0.94 | 1,635 | 21 | 1.28 | 8 | 0.49 | ● | ● |

| VISN 17 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 17 | 13,254 | 223 | 1.68 | 107 | 0.81 | 13,705 | 199 | 1.45 | 89 | 0.65 | ● | ▬ |
| VA CENTRAL TEXAS HCS | 3,853 | 38 | 0.99 | 16 | 0.42 | 3,941 | 42 | 1.07 | 23 | 0.58 | ▬ | ▬ |
| VA SOUTH TEXAS HCS | 3,683 | 37 | 1.00 | 17 | 0.46 | 3,745 | 31 | 0.83 | 14 | 0.37 | ▬ | ▬ |
| VA NO. TEXAS HCS | 4,920 | 138 | 2.80 | 70 | 1.42 | 5,161 | 111 | 2.15 | 48 | 0.93 | ● | ● |
| VALLEY COASTAL BEND HCS | 737 | 18 | 2.44 | 4 | 0.54 | 802 | 12 | 1.50 | 2 | 0.25 | ● | ● |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 18 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 18 | 11,518 | 143 | 1.24 | 66 | 0.57 | 12,156 | 225 | 1.85 | 105 | 0.86 | ◆ | ◆ |
| VAMC, ALBUQUERQUE | 2,565 | 43 | 1.68 | 21 | 0.82 | 2,685 | 97 | 3.61 | 39 | 1.45 | ◆ | ◆ |
| VAMC, AMARILLO | 1,096 | 12 | 1.09 | 4 | 0.36 | 1,109 | 9 | 0.81 | 7 | 0.63 | ● | ◆ |
| VAMC, BIG SPRING | 548 | 8 | 1.46 | 4 | 0.73 | 585 | 12 | 2.05 | 6 | 1.03 | ◆ | ◆ |
| VAMC, PHOENIX | 3,053 | 29 | 0.95 | 15 | 0.49 | 3,222 | 40 | 1.24 | 16 | 0.50 | ◆ | ▬ |
| VAMC, PRESCOTT | 999 | 13 | 1.30 | 5 | 0.50 | 1,091 | 13 | 1.19 | 8 | 0.73 | ▬ | ◆ |
| VAMC, TUCSON | 2,420 | 24 | 0.99 | 11 | 0.45 | 2,582 | 31 | 1.20 | 19 | 0.74 | ◆ | ◆ |
| VAOPC, EL PASO | 791 | 11 | 1.39 | 4 | 0.51 | 844 | 20 | 2.37 | 8 | 0.95 | ◆ | ◆ |

| VISN 19 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|---------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 19 | 8,390 | 79 | 0.94 | 34 | 0.41 | 8,907 | 102 | 1.15 | 57 | 0.64 | ◆ | ◆ |
| VA MONTANA HEALTHCARE SYS | 1,343 | 13 | 0.97 | 2 | 0.15 | 1,276 | 12 | 0.94 | 4 | 0.31 | ▬ | ▬ |
| VAMC, CHEYENNE | 748 | 5 | 0.67 | 3 | 0.40 | 834 | 11 | 1.32 | 3 | 0.36 | ◆ | ▬ |
| VAMC, DENVER | 2,725 | 35 | 1.28 | 17 | 0.62 | 3,020 | 50 | 1.66 | 31 | 1.03 | ◆ | ◆ |
| VAMC, GRAND JUNCTION | 597 | 12 | 2.01 | 7 | 1.17 | 636 | 12 | 1.89 | 8 | 1.26 | ▬ | ▬ |
| VAMC, SALT LAKE CITY | 2,324 | 14 | 0.60 | 4 | 0.17 | 2,471 | 9 | 0.36 | 6 | 0.24 | ● | ▬ |
| VAMC, SHERIDAN | 608 | 0 | 0.00 | 0 | 0.00 | 630 | 5 | 0.79 | 2 | 0.32 | ◆ | ◆ |

| VISN 20 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|--------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 20 | 12,801 | 81 | 0.63 | 46 | 0.36 | 13,373 | 101 | 0.76 | 53 | 0.40 | ▬ | ▬ |
| VAMC, ANCHORAGE | 604 | 7 | 1.16 | 5 | 0.83 | 611 | 6 | 0.98 | 3 | 0.49 | ▬ | ● |
| VAMC, BOISE | 1,163 | 2 | 0.17 | 2 | 0.17 | 1,270 | 5 | 0.39 | 2 | 0.16 | ◆ | ▬ |
| VAMC, PORTLAND | 4,058 | 24 | 0.59 | 13 | 0.32 | 4,031 | 23 | 0.57 | 14 | 0.35 | ▬ | ▬ |
| VAMC, ROSEBURG | 900 | 4 | 0.44 | 3 | 0.33 | 1,031 | 18 | 1.75 | 6 | 0.58 | ◆ | ◆ |
| VA PUGET SOUND HCS | 3,876 | 21 | 0.54 | 13 | 0.34 | 4,057 | 26 | 0.64 | 15 | 0.37 | ▬ | ▬ |
| VAMC, SPOKANE | 971 | 11 | 1.13 | 4 | 0.41 | 1,044 | 9 | 0.86 | 5 | 0.48 | ● | ▬ |
| VAMC, WALLA WALLA | 499 | 5 | 1.00 | 2 | 0.40 | 546 | 5 | 0.92 | 5 | 0.92 | ▬ | ◆ |
| VADOM, WHITE CITY | 679 | 5 | 0.74 | 3 | 0.44 | 736 | 7 | 0.95 | 3 | 0.41 | ◆ | ▬ |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 21 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|---------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 21 | 14,067 | 123 | 0.87 | 54 | 0.38 | 14,855 | 144 | 0.97 | 72 | 0.48 | — | — |
| PACIFIC ISLAND HCS | 959 | 9 | 0.94 | 3 | 0.31 | 1,054 | 11 | 1.04 | 2 | 0.19 | — | — |
| VAMC, FRESNO | 1,195 | 12 | 1.00 | 3 | 0.25 | 1,315 | 19 | 1.44 | 6 | 0.46 | ◆ | ◆ |
| NO. CALIFORNIA HCS | 2,997 | 33 | 1.10 | 17 | 0.57 | 3,307 | 46 | 1.39 | 27 | 0.82 | ◆ | ◆ |
| VA PALO ALTO HCS | 4,637 | 28 | 0.60 | 14 | 0.30 | 4,795 | 33 | 0.69 | 17 | 0.35 | — | — |
| VAMC, RENO | 1,340 | 12 | 0.90 | 2 | 0.15 | 1,396 | 7 | 0.50 | 3 | 0.21 | ● | — |
| VAMC, SAN FRANCISCO | 2,882 | 27 | 0.94 | 15 | 0.52 | 2,934 | 27 | 0.92 | 15 | 0.51 | — | — |
| VAMC, MANILA | 2 | 0 | 0.00 | 0 | 0.00 | 1 | 0 | 0.00 | 0 | 0.00 | — | — |

| VISN 22 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 22 | 16,103 | 262 | 1.63 | 121 | 0.75 | 16,882 | 317 | 1.88 | 168 | 1.00 | ◆ | ◆ |
| VAMC LAS VEGAS | 2,259 | 45 | 1.99 | 15 | 0.66 | 2,404 | 69 | 2.87 | 30 | 1.25 | ◆ | ◆ |
| VAMC, LONG BEACH | 2,483 | 26 | 1.05 | 11 | 0.44 | 2,806 | 52 | 1.85 | 29 | 1.03 | ◆ | ◆ |
| VAMC, LOMA LINDA | 2,695 | 55 | 2.04 | 17 | 0.63 | 2,884 | 45 | 1.56 | 28 | 0.97 | ● | ◆ |
| VAMC, SAN DIEGO | 3,255 | 40 | 1.23 | 18 | 0.55 | 3,346 | 37 | 1.11 | 15 | 0.45 | — | — |
| VA GREATER LOS ANGELES HCS | 5,364 | 92 | 1.72 | 59 | 1.10 | 5,403 | 106 | 1.96 | 62 | 1.15 | ◆ | — |

| VISN 23 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 23 | 14,399 | 102 | 0.71 | 30 | 0.21 | 14,807 | 109 | 0.74 | 45 | 0.30 | — | — |
| VAMC, FARGO | 1,048 | 9 | 0.86 | 4 | 0.38 | 1,092 | 3 | 0.27 | 1 | 0.09 | ● | ● |
| VAMC, SIOUX FALLS | 1,012 | 7 | 0.69 | 2 | 0.20 | 1,072 | 10 | 0.93 | 3 | 0.28 | ◆ | — |
| CENTRAL IOWA HCS | 1,443 | 15 | 1.04 | 4 | 0.28 | 1,536 | 15 | 0.98 | 10 | 0.65 | — | ◆ |
| BLACK HILLS HCS | 1,098 | 12 | 1.09 | 6 | 0.55 | 1,123 | 10 | 0.89 | 6 | 0.53 | ● | — |
| VAMC, IOWA CITY | 1,894 | 6 | 0.32 | 0 | 0.00 | 1,946 | 8 | 0.41 | 0 | 0.00 | — | — |
| VAMC, MINNEAPOLIS | 3,986 | 27 | 0.68 | 8 | 0.20 | 4,133 | 35 | 0.85 | 16 | 0.39 | — | — |
| NEBRASKA/W. IOWA HCS | 2,176 | 21 | 0.97 | 5 | 0.23 | 2,158 | 19 | 0.88 | 5 | 0.23 | — | — |
| VAMC, SAINT CLOUD | 1,680 | 4 | 0.24 | 1 | 0.06 | 1,691 | 7 | 0.41 | 3 | 0.18 | — | — |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VHA | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VISN 1 | 14,322 | 140 | 0.98 | 58 | 0.40 | 14,981 | 188 | 1.25 | 85 | 0.57 | ◆ | ▬ |
| VISN 2 | 7,548 | 53 | 0.70 | 28 | 0.37 | 7,469 | 68 | 0.91 | 29 | 0.39 | ◆ | ▬ |
| VISN 3 | 12,260 | 172 | 1.40 | 75 | 0.61 | 12,229 | 173 | 1.41 | 84 | 0.69 | ▬ | ▬ |
| VISN 4 | 13,928 | 166 | 1.19 | 95 | 0.68 | 14,157 | 221 | 1.56 | 99 | 0.70 | ◆ | ▬ |
| VISN 5 | 7,911 | 99 | 1.25 | 48 | 0.61 | 8,275 | 106 | 1.28 | 56 | 0.68 | ▬ | ▬ |
| VISN 6 | 16,805 | 241 | 1.43 | 125 | 0.74 | 17,819 | 248 | 1.39 | 140 | 0.79 | ▬ | ▬ |
| VISN 7 | 17,208 | 293 | 1.70 | 153 | 0.89 | 18,574 | 385 | 2.07 | 203 | 1.09 | ◆ | ◆ |
| VISN 8 | 26,298 | 332 | 1.26 | 150 | 0.57 | 27,741 | 377 | 1.36 | 139 | 0.50 | ▬ | ▬ |
| VISN 9 | 13,674 | 186 | 1.36 | 72 | 0.53 | 14,418 | 205 | 1.42 | 66 | 0.46 | ▬ | ▬ |
| VISN 10 | 11,849 | 144 | 1.22 | 47 | 0.40 | 12,043 | 163 | 1.35 | 77 | 0.64 | ▬ | ◆ |
| VISN 11 | 13,291 | 194 | 1.46 | 86 | 0.65 | 13,912 | 198 | 1.42 | 95 | 0.68 | ▬ | ▬ |
| VISN 12 | 16,121 | 254 | 1.58 | 123 | 0.76 | 16,474 | 185 | 1.12 | 82 | 0.50 | ● | ● |
| VISN 15 | 11,353 | 132 | 1.16 | 55 | 0.48 | 11,738 | 180 | 1.53 | 78 | 0.66 | ◆ | ▬ |
| VISN 16 | 22,408 | 379 | 1.69 | 166 | 0.74 | 22,803 | 370 | 1.62 | 158 | 0.69 | ▬ | ▬ |
| VISN 17 | 13,254 | 223 | 1.68 | 107 | 0.81 | 13,705 | 199 | 1.45 | 89 | 0.65 | ● | ▬ |
| VISN 18 | 11,518 | 143 | 1.24 | 66 | 0.57 | 12,156 | 225 | 1.85 | 105 | 0.86 | ◆ | ◆ |
| VISN 19 | 8,390 | 79 | 0.94 | 34 | 0.41 | 8,907 | 102 | 1.15 | 57 | 0.64 | ◆ | ◆ |
| VISN 20 | 12,801 | 81 | 0.63 | 46 | 0.36 | 13,373 | 101 | 0.76 | 53 | 0.40 | ▬ | ▬ |
| VISN 21 | 14,067 | 123 | 0.87 | 54 | 0.38 | 14,855 | 144 | 0.97 | 72 | 0.48 | ▬ | ▬ |
| VISN 22 | 16,103 | 262 | 1.63 | 121 | 0.75 | 16,882 | 317 | 1.88 | 168 | 1.00 | ◆ | ◆ |
| VISN 23 | 14,399 | 102 | 0.71 | 30 | 0.21 | 14,807 | 109 | 0.74 | 45 | 0.30 | ▬ | ▬ |
| VHACO | 12,024 | 236 | 1.96 | 116 | 0.96 | 14,071 | 273 | 1.94 | 131 | 0.93 | ▬ | ▬ |
| CANTEEN | 3,547 | 57 | 1.61 | 23 | 0.65 | 3,838 | 74 | 1.93 | 29 | 0.76 | ◆ | ▬ |
| VHA Total | 311,079 | 4090 | 1.31 | 1866 | 0.60 | 325,227 | 4,611 | 1.42 | 2140 | 0.66 | ▬ | ▬ |

Department of Veterans Affairs
 Summary of EEO and ADR Activity
 FY2014 and FY2015

Veterans Benefits Administration

| AREA 1 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| EASTERN REGION (Area 1) | 4,287 | 72 | 1.7 | 34 | 0.8 | 4,355 | 63 | 1.45 | 28 | 0.64 | | |
| BOSTON | 132 | 2 | 1.52 | 0 | 0.00 | 131 | 0 | 0.00 | 0 | 0.00 | | |
| PROVIDENCE | 204 | 1 | 0.49 | 2 | 0.98 | 233 | 2 | 0.86 | 0 | 0.00 | | |
| NEW YORK | 191 | 2 | 1.05 | 9 | 4.71 | 191 | 0 | 0.00 | 1 | 0.52 | | |
| BUFFALO | 396 | 3 | 0.76 | 0 | 0.00 | 370 | 1 | 0.27 | 1 | 0.27 | | |
| HARTFORD | 111 | 2 | 1.80 | 0 | 0.00 | 112 | 2 | 1.79 | 3 | 2.68 | | |
| NEWARK | 96 | 1 | 1.04 | 0 | 0.00 | 111 | 6 | 5.41 | 5 | 4.50 | | |
| PHILADELPHIA | 1,282 | 30 | 2.34 | 18 | 1.40 | 1,276 | 32 | 2.51 | 14 | 1.10 | | |
| PITTSBURGH | 136 | 1 | 0.74 | 1 | 0.74 | 138 | 1 | 0.72 | 0 | 0.00 | | |
| BALTIMORE | 148 | 8 | 5.41 | 2 | 1.35 | 163 | 1 | 0.61 | 2 | 1.23 | | |
| CLEVELAND | 558 | 9 | 1.61 | 3 | 0.54 | 559 | 2 | 0.36 | 1 | 0.18 | | |
| INDIANAPOLIS | 450 | 4 | 0.89 | 2 | 0.44 | 466 | 6 | 1.29 | 0 | 0.00 | | |
| DETROIT | 271 | 4 | 1.48 | 2 | 0.74 | 293 | 0 | 0.00 | 0 | 0.00 | | |
| MANCHESTER | 49 | 1 | 2.04 | 0 | 0.00 | 52 | 1 | 1.92 | 1 | 1.92 | | |
| TOGUS | 179 | 0 | 0.00 | 0 | 0.00 | 180 | 2 | 1.11 | 0 | 0.00 | | |
| WHITE RIVER JUNC. | 26 | 0 | 0.00 | 0 | 0.00 | 27 | 0 | 0.00 | 0 | 0.00 | | |
| WILMINGTON | 23 | 1 | 4.35 | 0 | 0.00 | 22 | 1 | 4.55 | 0 | 0.00 | | |

| AREA 2 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|--------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| SOUTHERN REGION (Area 2) | 5,191 | 70 | 1.35 | 42 | 0.81 | 5,396 | 65 | 1.20 | 30 | 0.56 | | |
| ROANOKE | 453 | 6 | 1.32 | 5 | 1.10 | 466 | 3 | 0.64 | 0 | 0.00 | | |
| HUNTINGTON | 194 | 1 | 0.52 | 1 | 0.52 | 196 | 2 | 1.02 | 1 | 0.51 | | |
| ATLANTA | 758 | 7 | 0.92 | 5 | 0.66 | 783 | 6 | 0.77 | 1 | 0.13 | | |
| ST. PETERSBURG | 939 | 17 | 1.81 | 15 | 1.60 | 956 | 21 | 2.20 | 7 | 0.73 | | |
| WINSTON-SALEM | 709 | 6 | 0.85 | 4 | 0.56 | 756 | 5 | 0.66 | 3 | 0.40 | | |
| COLUMBIA | 616 | 4 | 0.65 | 3 | 0.49 | 650 | 7 | 1.08 | 3 | 0.46 | | |
| NASHVILLE | 449 | 3 | 0.67 | 0 | 0.00 | 503 | 3 | 0.60 | 1 | 0.20 | | |
| MONTGOMERY | 269 | 7 | 2.60 | 3 | 1.12 | 267 | 2 | 0.75 | 2 | 0.75 | | |
| JACKSON | 193 | 4 | 2.07 | 0 | 0.00 | 200 | 4 | 2.00 | 2 | 1.00 | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
 FY2014 and FY2015

| | | | | | | | | | | | | |
|------------|-----|---|------|---|------|-----|---|------|---|------|--|--|
| LOUISVILLE | 362 | 4 | 1.10 | 1 | 0.28 | 378 | 1 | 0.26 | 1 | 0.26 | | |
| SAN JUAN | 144 | 3 | 2.08 | 1 | 0.69 | 140 | 4 | 2.86 | 2 | 1.43 | | |
| WASHINGTON | 55 | 3 | 5.45 | 2 | 3.64 | 52 | 4 | 7.69 | 4 | 7.69 | | |

| AREA 3 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| CENTRAL REGION (Area 3) | 6,607 | 90 | 1.36 | 43 | 0.65 | 6,635 | 94 | 1.42 | 30 | 0.45 | | |
| NEW ORLEANS | 178 | 0 | 0.00 | 0 | 0.00 | 188 | 2 | 1.06 | 1 | 0.53 | | |
| CHICAGO | 184 | 5 | 2.72 | 3 | 1.63 | 184 | 6 | 3.26 | 1 | 0.54 | | |
| MILWAUKEE | 634 | 10 | 1.58 | 7 | 1.10 | 642 | 11 | 1.71 | 7 | 1.09 | | |
| ST. LOUIS | 807 | 23 | 2.85 | 13 | 1.61 | 752 | 24 | 3.19 | 7 | 0.93 | | |
| DES MOINES | 115 | 0 | 0.00 | 0 | 0.00 | 111 | 1 | 0.90 | 0 | 0.00 | | |
| LINCOLN | 313 | 0 | 0.00 | 0 | 0.00 | 324 | 1 | 0.31 | 0 | 0.00 | | |
| ST PAUL | 729 | 6 | 0.82 | 1 | 0.14 | 768 | 5 | 0.65 | 1 | 0.13 | | |
| WACO | 814 | 21 | 2.58 | 4 | 0.49 | 859 | 26 | 3.03 | 6 | 0.70 | | |
| LITTLE ROCK | 192 | 0 | 0.00 | 0 | 0.00 | 200 | 2 | 1.00 | 0 | 0.00 | | |
| MUSKOGEE | 1,368 | 3 | 0.22 | 1 | 0.07 | 1,315 | 3 | 0.23 | 1 | 0.08 | | |
| HOUSTON | 624 | 5 | 0.80 | 5 | 0.80 | 640 | 6 | 0.94 | 2 | 0.31 | | |
| Rec. Mgmt. Center | 379 | 12 | 3.17 | 6 | 1.58 | 386 | 5 | 1.30 | 4 | 1.04 | | |
| FARGO | 46 | 0 | 0.00 | 0 | 0.00 | 45 | 0 | 0.00 | 0 | 0.00 | | |
| SIOUX FALLS | 63 | 1 | 1.59 | 1 | 1.59 | 59 | 0 | 0.00 | 0 | 0.00 | | |
| WICHITA | 104 | 1 | 0.96 | 0 | 0.00 | 100 | 0 | 0.00 | 0 | 0.00 | | |

| AREA 4 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|-------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| WESTERN REGION (Area 4) | 3,964 | 62 | 1.56 | 31 | 0.78 | 4,075 | 60 | 1.47 | 32 | 0.79 | | |
| DENVER | 357 | 7 | 1.96 | 2 | 0.56 | 358 | 4 | 1.12 | 3 | 0.84 | | |
| ALBUQUERQUE | 97 | 1 | 1.03 | 0 | 0.00 | 101 | 5 | 4.95 | 2 | 1.98 | | |
| SALT LAKE CITY | 578 | 5 | 0.87 | 3 | 0.52 | 622 | 6 | 0.96 | 2 | 0.32 | | |
| OAKLAND | 307 | 4 | 1.30 | 3 | 0.98 | 323 | 8 | 2.48 | 3 | 0.93 | | |
| LOS ANGELES | 285 | 4 | 1.40 | 0 | 0.00 | 286 | 3 | 1.05 | 0 | 0.00 | | |
| PHOENIX | 490 | 6 | 1.22 | 3 | 0.61 | 485 | 10 | 2.06 | 5 | 1.03 | | |
| SEATTLE | 592 | 7 | 1.18 | 7 | 1.18 | 608 | 4 | 0.66 | 3 | 0.49 | | |
| BOISE | 76 | 0 | 0.00 | 0 | 0.00 | 86 | 0 | 0.00 | 0 | 0.00 | | |
| PORTLAND | 222 | 8 | 3.60 | 5 | 2.25 | 225 | 5 | 2.22 | 4 | 1.78 | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
 FY2014 and FY2015

| | | | | | | | | | | | | |
|---------------|-----|----|------|---|------|-----|---|------|---|------|--|--|
| RENO | 107 | 2 | 1.87 | 0 | 0.00 | 112 | 0 | 0.00 | 0 | 0.00 | | |
| MANILA | 6 | 0 | 0.00 | 0 | 0.00 | 5 | 0 | 0.00 | 0 | 0.00 | | |
| SAN DIEGO | 594 | 13 | 2.19 | 7 | 1.18 | 601 | 6 | 1.00 | 5 | 0.83 | | |
| FORT HARRISON | 67 | 1 | 1.49 | 0 | 0.00 | 71 | 2 | 2.82 | 0 | 0.00 | | |
| HONOLULU | 104 | 1 | 0.96 | 1 | 0.96 | 102 | 0 | 0.00 | 0 | 0.00 | | |
| ANCHORAGE | 45 | 0 | 0.00 | 0 | 0.00 | 51 | 1 | 1.96 | 0 | 0.00 | | |

| VBA | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| VBA CO | 1,382 | 28 | 2.03 | 21 | 1.52 | 1,409 | 31 | 2.20 | 24 | 1.70 | | |
| Eastern Region | 4,287 | 72 | 1.68 | 34 | 0.79 | 4,355 | 63 | 1.45 | 28 | 0.64 | | |
| Southern Region | 5,191 | 70 | 1.35 | 42 | 0.81 | 5,396 | 65 | 1.20 | 30 | 0.56 | | |
| Central Region | 6,607 | 90 | 1.36 | 43 | 0.65 | 6,635 | 94 | 1.42 | 30 | 0.45 | | |
| Western Region | 3,964 | 62 | 1.56 | 31 | 0.78 | 4,075 | 60 | 1.47 | 32 | 0.79 | | |
| VBA Total | 21,189 | 320 | 1.51 | 168 | 0.79 | 21,870 | 313 | 1.43 | 144 | 0.66 | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

National Cemetery Administration

| MSN 1 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| MSN 1 | 282 | 2 | 0.71 | 0 | 0.00 | 340 | 5 | 1.47 | 2 | 0.59 | | |
| Memorial Service Network (MSN 1) | 14 | 0 | 0.00 | 0 | 0.00 | 14 | 0 | 0.00 | 0 | 0.00 | | |
| BALTIMORE NATIONAL CEMETERY | 10 | 0 | 0.00 | 0 | 0.00 | 11 | 0 | 0.00 | 0 | 0.00 | | |
| CALVERTON NATIONAL CEMETERY | 98 | 1 | 1.02 | 0 | 0.00 | 116 | 0 | 0.00 | 0 | 0.00 | | |
| INDIANTOWN GAP NATIONAL CEMETERY | 22 | 1 | 4.55 | 0 | 0.00 | 27 | 0 | 0.00 | 0 | 0.00 | | |
| FARMINGDALE NATIONAL CEMETERY | 21 | 0 | 0.00 | 0 | 0.00 | 37 | 2 | 5.41 | 0 | 0.00 | | |
| BOURNE NATIONAL CEMETERY | 26 | 0 | 0.00 | 0 | 0.00 | 30 | 1 | 3.33 | 1 | 3.33 | | |
| CULPEPER NATIONAL CEMETERY | 9 | 0 | 0.00 | 0 | 0.00 | 10 | 0 | 0.00 | 0 | 0.00 | | |
| HAMPTON NATIONAL CEMETERY | 3 | 0 | 0.00 | 0 | 0.00 | 4 | 0 | 0.00 | 0 | 0.00 | | |
| QUANTICO NATIONAL CEMETERY | 20 | 0 | 0.00 | 0 | 0.00 | 20 | 0 | 0.00 | 0 | 0.00 | | |
| SARATOGA NATIONAL CEMETERY | 13 | 0 | 0.00 | 0 | 0.00 | 15 | 1 | 6.67 | 1 | 6.67 | | |
| ALLEGHENIES NATIONAL CEMETERY | 12 | 0 | 0.00 | 0 | 0.00 | 13 | 1 | 7.69 | 0 | 0.00 | | |
| WASHINGTON CROSSING NAT. CEM. | 14 | 0 | 0.00 | 0 | 0.00 | 21 | 0 | 0.00 | 0 | 0.00 | | |

| MSN 2 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| MSN 2 | 321 | 4 | 1.25 | 1 | 0.31 | 330 | 2 | 0.61 | 1 | 0.30 | | |
| Memorial Service Network (MSN 2) | 12 | 0 | 0.00 | 0 | 0.00 | 12 | 0 | 0.00 | 0 | 0.00 | | |
| BARRANCAS NATIONAL CEMETERY | 16 | 1 | 6.25 | 0 | 0.00 | 18 | 0 | 0.00 | 0 | 0.00 | | |
| BAY PINES NATIONAL CEMETERY | 10 | 0 | 0.00 | 0 | 0.00 | 10 | 0 | 0.00 | 0 | 0.00 | | |
| BEAUFORT NATIONAL CEMETERY | 11 | 0 | 0.00 | 0 | 0.00 | 10 | 0 | 0.00 | 0 | 0.00 | | |
| BILOXI NATIONAL CEMETERY | 13 | 0 | 0.00 | 0 | 0.00 | 13 | 0 | 0.00 | 0 | 0.00 | | |
| CHATTANOOGA NATIONAL CEMETERY | 16 | 0 | 0.00 | 0 | 0.00 | 19 | 0 | 0.00 | 0 | 0.00 | | |
| FAYETTEVILLE NATIONAL CEMETERY | 6 | 0 | 0.00 | 0 | 0.00 | 6 | 0 | 0.00 | 0 | 0.00 | | |
| FLORENCE NATIONAL CEMETERY | 9 | 1 | 11.11 | 0 | 0.00 | 9 | 0 | 0.00 | 0 | 0.00 | | |
| FORT SMITH NATIONAL CEMETERY | 10 | 0 | 0.00 | 0 | 0.00 | 10 | 0 | 0.00 | 0 | 0.00 | | |
| MEMPHIS NATIONAL CEMETERY | 8 | 1 | 12.50 | 0 | 0.00 | 6 | 0 | 0.00 | 0 | 0.00 | | |
| MOUNTAIN HOME NATIONAL CEMETERY | 10 | 0 | 0.00 | 0 | 0.00 | 12 | 0 | 0.00 | 0 | 0.00 | | |
| NASHVILLE NATIONAL CEMETERY | 1 | 0 | 0.00 | 0 | 0.00 | 2 | 0 | 0.00 | 0 | 0.00 | | |
| NATCHEZ NATIONAL CEMETERY | 8 | 0 | 0.00 | 0 | 0.00 | 5 | 0 | 0.00 | 0 | 0.00 | | |
| NEW BERN NATIONAL CEMETERY | 1 | 0 | 0.00 | 0 | 0.00 | 1 | 0 | 0.00 | 0 | 0.00 | | |
| PORT HUDSON NATIONAL CEMETERY | 9 | 0 | 0.00 | 1 | 11.11 | 9 | 0 | 0.00 | 0 | 0.00 | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| | | | | | | | | | | | | |
|---------------------------------|----|---|------|---|------|----|---|------|---|------|---|---|
| PUERTO RICO NATIONAL CEMETERY | 25 | 0 | 0.00 | 0 | 0.00 | 29 | 0 | 0.00 | 0 | 0.00 | — | — |
| SALISBURY NATIONAL CEMETERY | 12 | 0 | 0.00 | 0 | 0.00 | 14 | 0 | 0.00 | 0 | 0.00 | — | — |
| FORT MITCHELL NATIONAL CEMETERY | 10 | 0 | 0.00 | 0 | 0.00 | 9 | 0 | 0.00 | 0 | 0.00 | — | — |
| FLORIDA NATIONAL CEMETERY | 63 | 0 | 0.00 | 0 | 0.00 | 63 | 2 | 3.17 | 1 | 1.59 | ◆ | ◆ |
| GEORGIA NATIONAL CEMETERY | 13 | 0 | 0.00 | 0 | 0.00 | 13 | 0 | 0.00 | 0 | 0.00 | — | — |
| SOUTH FLORIDA NAT. CEMETERY | 15 | 0 | 0.00 | 0 | 0.00 | 15 | 0 | 0.00 | 0 | 0.00 | — | — |
| ALABAMA NATIONAL CEMETERY | 11 | 0 | 0.00 | 0 | 0.00 | 9 | 0 | 0.00 | 0 | 0.00 | — | — |
| JACKSONVILLE NATIONAL CEMETERY | 11 | 0 | 0.00 | 0 | 0.00 | 11 | 0 | 0.00 | 0 | 0.00 | — | — |
| FORT JACKSON NATIONAL CEMETERY | 10 | 0 | 0.00 | 0 | 0.00 | 12 | 0 | 0.00 | 0 | 0.00 | — | — |
| SARASOTA NATIONAL CEMETERY | 11 | 1 | 9.09 | 0 | 0.00 | 13 | 0 | 0.00 | 0 | 0.00 | ● | — |

| MSN 3 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|------------------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| MSN 3 | 255 | 5 | 1.96 | 1 | 0.39 | 262 | 8 | 3.05 | 3 | 1.15 | ◆ | ◆ |
| Memorial Service Network (MSN 3) | 13 | 0 | 0.00 | 0 | 0.00 | 12 | 0 | 0.00 | 0 | 0.00 | — | — |
| FT. SAM HOUSTON NATIONAL CEMETERY | 42 | 1 | 2.38 | 1 | 2.38 | 43 | 3 | 6.98 | 2 | 4.65 | ◆ | ◆ |
| HOUSTON NATIONAL CEMETERY | 26 | 0 | 0.00 | 0 | 0.00 | 28 | 1 | 3.57 | 0 | 0.00 | ◆ | — |
| BLACK HILLS NATIONAL CEMETERY | 20 | 0 | 0.00 | 0 | 0.00 | 18 | 0 | 0.00 | 0 | 0.00 | — | — |
| FORT BLISS NATIONAL CEMETERY | 20 | 0 | 0.00 | 0 | 0.00 | 23 | 1 | 4.35 | 0 | 0.00 | ◆ | — |
| FORT LOGAN NATIONAL CEMETERY | 32 | 0 | 0.00 | 0 | 0.00 | 35 | 2 | 5.71 | 1 | 2.86 | ◆ | ◆ |
| FORT MCPHERSON NATIONAL CEMETERY | 7 | 0 | 0.00 | 0 | 0.00 | 6 | 0 | 0.00 | 0 | 0.00 | — | — |
| LEAVENWORTH NATIONAL CEMETERY | 25 | 1 | 4.00 | 0 | 0.00 | 22 | 0 | 0.00 | 0 | 0.00 | ● | — |
| SANTA FE NATIONAL CEMETERY | 17 | 0 | 0.00 | 0 | 0.00 | 18 | 0 | 0.00 | 0 | 0.00 | — | — |
| DALLAS/FT. WORTH NATIONAL CEMETERY | 37 | 1 | 2.70 | 0 | 0.00 | 37 | 1 | 2.70 | 0 | 0.00 | — | — |

| MSN 4 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| MSN 4 | 257 | 3 | 1.17 | 3 | 1.17 | 265 | 8 | 3.02 | 3 | 1.13 | ◆ | — |
| Memorial Service Network (MSN 4) | 13 | 0 | 0.00 | 0 | 0.00 | 13 | 0 | 0.00 | 0 | 0.00 | — | — |
| Springfield National Cemetery | 0 | 0 | 0.00 | 0 | 0.00 | 11 | 1 | 9.09 | 0 | 0.00 | ◆ | — |
| DAYTON NATIONAL CEMETERY | 13 | 0 | 0.00 | 0 | 0.00 | 13 | 1 | 7.69 | 0 | 0.00 | ◆ | — |
| MARIOM NATIONAL CEMETERY | 6 | 0 | 0.00 | 0 | 0.00 | 8 | 0 | 0.00 | 0 | 0.00 | — | — |
| WOOD NATIONAL CEMETERY | 7 | 0 | 0.00 | 0 | 0.00 | 6 | 0 | 0.00 | 0 | 0.00 | — | — |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| | | | | | | | | | | | | |
|--|----|---|------|---|------|----|---|-------|---|-------|--|--|
| CAMP NELSON NATIONAL CEMETERY | 11 | 1 | 9.09 | 1 | 9.09 | 13 | 0 | 0.00 | 0 | 0.00 | | |
| JEFFERSON BARRACKS NATIONAL CEMETERY | 51 | 1 | 1.96 | 1 | 1.96 | 54 | 1 | 1.85 | 0 | 0.00 | | |
| LEBANON NATIONAL CEMETERY | 4 | 0 | 0.00 | 0 | 0.00 | 3 | 0 | 0.00 | 0 | 0.00 | | |
| NEW ALBANY NATIONAL CEMETERY | 2 | 0 | 0.00 | 0 | 0.00 | 2 | 0 | 0.00 | 0 | 0.00 | | |
| ZACHARY TAYLOR NATIONAL CEMETERY | 3 | 0 | 0.00 | 0 | 0.00 | 4 | 0 | 0.00 | 0 | 0.00 | | |
| FT. SNELLING NATIONAL CEMETERY | 47 | 1 | 2.13 | 1 | 2.13 | 46 | 2 | 4.35 | 1 | 2.17 | | |
| FORT CLUSTER NATIONAL CEMETERY | 18 | 0 | 0.00 | 0 | 0.00 | 19 | 3 | 15.79 | 2 | 10.53 | | |
| ABRAHAM LINCOLN NATIONAL CEMETERY | 23 | 0 | 0.00 | 0 | 0.00 | 20 | 0 | 0.00 | 0 | 0.00 | | |
| OHIO WESTERN RESERVE NATIONAL CEMETERY | 12 | 0 | 0.00 | 0 | 0.00 | 16 | 0 | 0.00 | 0 | 0.00 | | |
| GREAT LAKES NATIONAL CEMETERY | 16 | 0 | 0.00 | 0 | 0.00 | 19 | 0 | 0.00 | 0 | 0.00 | | |

| MSN 5 | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|----------------------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| MSN 5 | 290 | 8 | 2.76 | 1 | 0.34 | 280 | 9 | 3.21 | 4 | 1.43 | | |
| Memorial Service Network (MSN 5) | 18 | 2 | 11.11 | 1 | 5.56 | 17 | 3 | 17.65 | 2 | 11.76 | | |
| FT ROSECRANS NATIONAL CEMETERY | 21 | 1 | 4.76 | 0 | 0.00 | 19 | 0 | 0.00 | 0 | 0.00 | | |
| GOLDEN GATE NATIONAL CEMETERY | 8 | 1 | 12.50 | 0 | 0.00 | 9 | 0 | 0.00 | 0 | 0.00 | | |
| LOS ANGELES NATIONAL CEMETERY | 8 | 0 | 0.00 | 0 | 0.00 | 7 | 0 | 0.00 | 0 | 0.00 | | |
| NMC PACIFIC NATIONAL CEMETERY | 23 | 1 | 4.35 | 0 | 0.00 | 27 | 2 | 7.41 | 0 | 0.00 | | |
| RIVERSIDE NATIONAL CEMETERY | 71 | 2 | 2.82 | 0 | 0.00 | 61 | 3 | 4.92 | 1 | 1.64 | | |
| EAGLE POINT NATIONAL CEMETERY | 12 | 0 | 0.00 | 0 | 0.00 | 15 | 0 | 0.00 | 0 | 0.00 | | |
| WILLAMETTE NATIONAL CEMETERY | 38 | 1 | 2.63 | 0 | 0.00 | 37 | 0 | 0.00 | 0 | 0.00 | | |
| FT RICHARDSON NATIONAL CEMETERY | 3 | 0 | 0.00 | 0 | 0.00 | 2 | 0 | 0.00 | 0 | 0.00 | | |
| SAN JOAQUIN NATIONAL CEMETERY | 14 | 0 | 0.00 | 0 | 0.00 | 14 | 0 | 0.00 | 0 | 0.00 | | |
| NMC ARIZONA NATIONAL CEMETERY | 28 | 0 | 0.00 | 0 | 0.00 | 30 | 1 | 3.33 | 1 | 3.33 | | |
| TAHOMA NATIONAL CEMETERY | 19 | 0 | 0.00 | 0 | 0.00 | 16 | 0 | 0.00 | 0 | 0.00 | | |
| BAKERSFIELD NATIONAL CEMETERY | 10 | 0 | 0.00 | 0 | 0.00 | 10 | 0 | 0.00 | 0 | 0.00 | | |

| NCA | FY14 | | | | | FY15 | | | | | Informal Trend | Formal Trend |
|------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|---------------|---------------------|--------------|-------------------|----------------|--------------|
| | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | # of Employees | # of Informal | Informal Per Capita | Formal Filed | Formal Per Capita | | |
| NCA CO | 333 | 6 | 1.80 | 4 | 1.20 | 374 | 9 | 2.41 | 6 | 1.60 | | |
| MSN 1 | 282 | 2 | 0.71 | 0 | 0.00 | 340 | 5 | 1.47 | 2 | 0.59 | | |
| MSN 2 | 321 | 4 | 1.25 | 1 | 0.31 | 330 | 2 | 0.61 | 1 | 0.30 | | |
| MSN 3 | 255 | 5 | 1.96 | 1 | 0.39 | 262 | 8 | 3.05 | 3 | 1.15 | | |
| MSN 4 | 257 | 3 | 1.17 | 3 | 1.17 | 265 | 8 | 3.02 | 3 | 1.13 | | |
| MSN 5 | 290 | 8 | 2.76 | 1 | 0.34 | 280 | 9 | 3.21 | 4 | 1.43 | | |
| NCA Total | 1,738 | 27 | 1.55 | 9 | 0.52 | 1,851 | 41 | 2.22 | 19 | 1.03 | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
 FY2014 and FY2015

Below is a Summary of the EEO Alternative Dispute Resolution (ADR) Offer Rate, ADR Participation Rate, and Informal EEO Resolution Rate for VA Department-wide, Administrations, and VA Central Office.

- **ADR Offers** represent the percentage of informal EEO cases in which VA offered the aggrieved person an opportunity to participate in ADR versus traditional EEO counseling.
- **ADR Participation** represents the percentage of informal EEO cases in which both VA and the aggrieved person agreed to participate in ADR.
- **Informal EEO Resolution Rate** represents the percentage of informal EEO complaints that did not proceed to the formal EEO process regardless of participation in ADR.

Each station has been a status indicator based on how they compare to VA targets for ADR Participation Rate and EEO Resolution Rate.

● Indicates stations that meet or exceed the VA-wide target of 53% for ADR Participation Rate or 50% for EEO Informal Resolution Rate.

● Indicates stations that do not meet the VA-wide target of 53% for ADR Participation Rate or 50% for EEO Informal Resolution Rate.

-- Indicates stations that do not have informal activity for FY2015

VA-Wide

| | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|------------------------|-------------------|---------------------------|------------------------|-------------------|---------------------------|------------------------|--------------------------------------|------------------------------|
| | <u>Offer Rate</u> | <u>Participation Rate</u> | <u>Resolution Rate</u> | <u>Offer Rate</u> | <u>Participation Rate</u> | <u>Resolution Rate</u> | | |
| Department-wide | 98% | 55% | 53% | 99% | 59% | 53% | ● | ● |
| Veterans Health | 99% | 55% | 53% | 99% | 59% | 53% | ● | ● |
| Veterans Benefits | 97% | 59% | 48% | 99% | 52% | 51% | ● | ● |
| National Cemetery | 97% | 53% | 63% | 100% | 68% | 50% | ● | ● |
| Central Office | 92% | 59% | 54% | 97% | 60% | 51% | ● | ● |
| Canteen | 100% | 53% | 63% | 100% | 63% | 60% | ● | ● |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

Veterans Health Administration

| VISN 1 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|----------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 1 | 99% | 51% | 57% | 100% | 54% | 54% | | |
| VAMC, TOGUS | 100% | 88% | 100% | 100% | 42% | 75% | | |
| WHITE RIVER JUNCTION | 100% | 50% | 50% | 100% | 63% | 63% | | |
| VAMC, BEDFORD | 100% | 36% | 68% | 100% | 53% | 50% | | |
| VAMC, BOSTON | 97% | 50% | 55% | 100% | 67% | 50% | | |
| VAMC, MANCHESTER | 100% | 60% | 60% | 100% | 25% | 50% | | |
| VAMC, NORTHAMPTON | 100% | 21% | 50% | 100% | 50% | 30% | | |
| VAMC, PROVIDENCE | 100% | 47% | 35% | 100% | 39% | 48% | | |
| VA CONNECTICUT HCS | 100% | 73% | 58% | 100% | 58% | 66% | | |

| VISN 2 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-----------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 2 | 98% | 54% | 53% | 100% | 56% | 55% | | |
| VAMC ALBANY | 100% | 78% | 44% | 100% | 55% | 36% | | |
| VAMC BATH | 89% | 56% | 33% | 100% | 80% | 60% | | |
| VAMC BUFFALO | 100% | 59% | 53% | 100% | 50% | 54% | | |
| VAMC CANADAIGUA | 100% | 42% | 42% | 100% | 50% | 63% | | |
| VAMC SYRACUSE | 100% | 40% | 80% | 100% | 40% | 80% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 3 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|----------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 3 | 99% | 50% | 54% | 100% | 45% | 51% | | |
| VAMC, BRONX | 92% | 58% | 42% | 100% | 62% | 54% | | |
| VA NEW JERSEY HCS | 100% | 53% | 65% | 100% | 46% | 51% | | |
| VA HUDSON VALLEY HCS | 98% | 42% | 53% | 100% | 48% | 38% | | |
| VA NY HARBOR HCS | 100% | 55% | 55% | 100% | 33% | 69% | | |
| VAMC, NORTHPORT | 100% | 42% | 42% | 100% | 52% | 38% | | |

| VISN 4 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|----------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 4 | 97% | 53% | 47% | 100% | 48% | 50% | | |
| WILMINGTON | 100% | 39% | 45% | 100% | 58% | 25% | | |
| ALTOONA | 100% | 33% | 33% | 100% | 25% | 50% | | |
| BUTLER | 100% | 0% | 0% | 100% | 13% | 63% | | |
| CLARKSBURG | 80% | 40% | 80% | 100% | 50% | 50% | | |
| COATESVILLE | 95% | 64% | 50% | 100% | 36% | 52% | | |
| ERIE | 100% | 60% | 60% | 100% | 50% | 83% | | |
| LEBANON | 100% | 22% | 44% | 100% | 10% | 80% | | |
| PHILADELPHIA | 97% | 68% | 42% | 100% | 55% | 40% | | |
| PITTSBURGH HCS | 100% | 54% | 54% | 100% | 55% | 60% | | |
| WILKES-BARRE | 100% | 65% | 53% | 100% | 67% | 75% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 5 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 5 | 99% | 53% | 48% | 100% | 70% | 47% | | |
| VAMC, BALTIMORE | 100% | 75% | 69% | 100% | 77% | 69% | | |
| VAMC, MARTINSBURG | 97% | 55% | 38% | 100% | 70% | 35% | | |
| VAMC, WASHINGTON | 100% | 46% | 48% | 100% | 65% | 35% | | |

| VISN 6 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 6 | 98% | 60% | 43% | 99% | 60% | 45% | | |
| VAMC, BECKLEY | 100% | 60% | 60% | 100% | 80% | 25% | | |
| VAMC, DURHAM | 100% | 64% | 36% | 100% | 58% | 50% | | |
| VAMC, FAYETTEVILLE, NC | 100% | 53% | 47% | 100% | 68% | 46% | | |
| VAMC, HAMPTON | 100% | 70% | 43% | 100% | 79% | 42% | | |
| VAMC, ASHEVILLE | 94% | 63% | 50% | 100% | 39% | 39% | | |
| VAMC, RICHMOND | 100% | 45% | 24% | 96% | 36% | 44% | | |
| VAMC, SALEM | 100% | 50% | 69% | 94% | 47% | 41% | | |
| VAMC, SALISBURY | 94% | 68% | 48% | 100% | 63% | 52% | | |

| VISN 7 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 7 | 99% | 50% | 43% | 99% | 60% | 46% | | |
| VAMC, DECATUR | 100% | 57% | 40% | 98% | 58% | 35% | | |
| VAMC, AUGUSTA | 100% | 33% | 49% | 100% | 62% | 64% | | |
| VAMC, BIRMINGHAM | 94% | 33% | 39% | 100% | 55% | 39% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| | | | | | | | | |
|---------------------|------|-----|-----|------|-----|-----|--|--|
| VAMC, CHARLESTON | 97% | 45% | 48% | 97% | 56% | 62% | | |
| VAMC, COLUMBIA | 100% | 55% | 50% | 100% | 64% | 44% | | |
| VAMC, DUBLIN | 100% | 56% | 44% | 100% | 56% | 44% | | |
| CENTRAL ALABAMA HCS | 100% | 39% | 43% | 96% | 67% | 54% | | |
| VAMC, TUSCALOOSA | 100% | 67% | 22% | 100% | 58% | 42% | | |

| VISN 8 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|--------------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 8 | 99% | 52% | 54% | 99% | 59% | 61% | | |
| VAMC, BAY PINES | 97% | 51% | 64% | 97% | 53% | 64% | | |
| VAMC, MIAMI | 100% | 73% | 58% | 100% | 70% | 72% | | |
| VAMC, WEST PALM BEACH | 100% | 61% | 42% | 100% | 64% | 58% | | |
| VA NO. FLORIDA/SO. GEORGIA HCS | 97% | 38% | 48% | 98% | 55% | 56% | | |
| VAMC, SAN JUAN | 100% | 57% | 29% | 100% | 47% | 47% | | |
| VAMC, TAMPA | 100% | 52% | 56% | 100% | 69% | 55% | | |
| VAMC, ORLANDO | 100% | 51% | 63% | 100% | 49% | 62% | | |

| VISN 9 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|----------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 9 | 99% | 52% | 57% | 100% | 55% | 66% | | |
| VAMC, HUNTINGTON | 100% | 43% | 43% | 100% | 67% | 50% | | |
| VAMC, LEXINGTON | 100% | 56% | 67% | 100% | 58% | 75% | | |
| VAMC, LOUISVILLE | 100% | 64% | 48% | 100% | 59% | 59% | | |
| VAMC, MEMPHIS | 100% | 55% | 63% | 100% | 60% | 75% | | |
| VAMC, MOUNTAIN HOME | 96% | 54% | 38% | 100% | 50% | 56% | | |
| TENNESSEE VALLEY HCS | 100% | 43% | 61% | 100% | 47% | 59% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 10 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 10 | 100% | 42% | 66% | 100% | 55% | 52% | | |
| VAMC, CHILLICOTHE | 100% | 33% | 67% | 100% | 33% | 47% | | |
| VAMC, CINCINNATI | 100% | 39% | 61% | 100% | 49% | 45% | | |
| VAMC, CLEVELAND | 100% | 46% | 69% | 100% | 50% | 53% | | |
| VAMC, DAYTON | 100% | 42% | 64% | 100% | 70% | 57% | | |
| VAOPC, COLUMBUS | 100% | 41% | 71% | 100% | 65% | 65% | | |

| VISN 11 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 11 | 99% | 59% | 54% | 99% | 58% | 55% | | |
| VAMC, ANN ARBOR | 100% | 48% | 36% | 100% | 60% | 51% | | |
| VAMC, BATTLE CREEK | 100% | 71% | 71% | 94% | 50% | 63% | | |
| VAMC, DANVILLE | 100% | 64% | 82% | 100% | 77% | 58% | | |
| VAMC, DETROIT | 100% | 52% | 45% | 100% | 38% | 50% | | |
| VAMC, INDIANAPOLIS | 100% | 54% | 62% | 98% | 63% | 59% | | |
| VA NORTHERN INDIANA HCS | 100% | 74% | 47% | 100% | 46% | 58% | | |
| VAMC, SAGINAW | 94% | 63% | 31% | 100% | 64% | 43% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 12 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|---------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 12 | 99% | 63% | 52% | 99% | 68% | 60% | | |
| VA CHICAGO HCS | 100% | 75% | 50% | 100% | 71% | 60% | | |
| VAMC, NORTH CHICAGO | 100% | 75% | 36% | 100% | 56% | 56% | | |
| VAMC, HINES | 100% | 60% | 55% | 100% | 65% | 60% | | |
| VAMC, IRON MOUNTAIN | 100% | 80% | 40% | 100% | 57% | 43% | | |
| VAMC, MADISON | 93% | 64% | 57% | 100% | 50% | 75% | | |
| VAMC, TOMAH | 88% | 63% | 75% | 88% | 75% | 63% | | |
| VAMC, MILWAUKEE | 100% | 47% | 57% | 100% | 77% | 60% | | |

| VISN 15 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|--------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 15 | 100% | 53% | 58% | 100% | 64% | 54% | | |
| VAMC, WICHITA | 100% | 43% | 57% | 100% | 73% | 36% | | |
| VAMC, COLUMBIA, MO | 100% | 20% | 50% | 100% | 57% | 43% | | |
| VAMC, KANSAS CITY | 100% | 58% | 47% | 100% | 59% | 50% | | |
| VAMC, MARION, IL | 100% | 80% | 80% | 100% | 46% | 54% | | |
| VAMC, POPLAR BLUFF | 100% | 100% | 75% | 100% | 67% | 100% | | |
| VAMC, ST. LOUIS | 100% | 44% | 56% | 100% | 74% | 60% | | |
| EASTERN KANSAS HCS | 100% | 58% | 60% | 100% | 59% | 43% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 16 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|---------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 16 | 100% | 51% | 54% | 100% | 67% | 56% | | |
| ALEXANDRIA | 100% | 44% | 48% | 100% | 73% | 40% | | |
| BILOXI | 100% | 48% | 44% | 100% | 83% | 46% | | |
| FAYETTEVILLE | 100% | 67% | 33% | 100% | 82% | 27% | | |
| HOUSTON | 100% | 51% | 61% | 100% | 67% | 62% | | |
| JACKSON | 100% | 50% | 53% | 100% | 66% | 51% | | |
| LITTLE ROCK | 100% | 53% | 55% | 100% | 54% | 60% | | |
| MUSKOGEE | 100% | 71% | 36% | 100% | 68% | 68% | | |
| NEW ORLEANS | 100% | 72% | 61% | 100% | 75% | 65% | | |
| OKLAHOMA CITY | 100% | 35% | 58% | 100% | 64% | 59% | | |
| SHREVEPORT | 100% | 48% | 55% | 100% | 50% | 60% | | |

| VISN 17 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 17 | 100% | 55% | 54% | 100% | 63% | 53% | | |
| VA CENTRAL TEXAS HCS | 98% | 60% | 60% | 100% | 66% | 44% | | |
| VA SOUTH TEXAS HCS | 100% | 72% | 59% | 100% | 66% | 56% | | |
| VA NO. TEXAS HCS | 100% | 51% | 51% | 100% | 61% | 53% | | |
| VALLEY COASTAL BEND HCS | 100% | 30% | 60% | 100% | 73% | 73% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 18 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 18 | 99% | 57% | 47% | 100% | 60% | 53% | | |
| VAMC, ALBUQUERQUE | 100% | 50% | 50% | 99% | 55% | 6% | | |
| VAMC, AMARILLO | 100% | 45% | 64% | 100% | 90% | 30% | | |
| VAMC, BIG SPRING | 100% | 50% | 33% | 100% | 73% | 53% | | |
| VAMC, PHOENIX | 97% | 52% | 45% | 100% | 47% | 61% | | |
| VAMC, PRESCOTT | 100% | 90% | 50% | 100% | 69% | 44% | | |
| VAMC, TUCSON | 100% | 63% | 37% | 100% | 59% | 47% | | |
| VAOPC, EL PASO | 100% | 64% | 55% | 100% | 82% | 59% | | |

| VISN 19 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|---------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 19 | 93% | 62% | 56% | 97% | 59% | 43% | | |
| VA MONTANA HEALTHCARE SYS | 100% | 78% | 78% | 100% | 83% | 67% | | |
| VAMC, CHEYENNE | 80% | 60% | 40% | 90% | 60% | 70% | | |
| VAMC, DENVER | 91% | 64% | 52% | 98% | 63% | 35% | | |
| VAMC, GRAND JUNCTION | 100% | 54% | 54% | 100% | 43% | 43% | | |
| VAMC, SALT LAKE CITY | 92% | 50% | 67% | 100% | 50% | 40% | | |
| VAMC, SHERIDAN | 0% | 0% | 0% | 75% | 0% | 50% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 20 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|--------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 20 | 95% | 53% | 44% | 99% | 59% | 43% | | |
| VAMC, ANCHORAGE | 100% | 33% | 17% | 100% | 60% | 40% | | |
| VAMC, BOISE | 100% | 0% | 0% | 100% | 25% | 50% | | |
| VAMC, PORTLAND | 96% | 56% | 48% | 100% | 81% | 38% | | |
| VAMC, ROSEBURG | 100% | 100% | 67% | 100% | 67% | 42% | | |
| VA PUGET SOUND HCS | 0% | 57% | 38% | 96% | 38% | 42% | | |
| VAMC, SPOKANE | 100% | 50% | 63% | 100% | 55% | 55% | | |
| VAMC, WALLA WALLA | 75% | 50% | 50% | 100% | 50% | 17% | | |
| VADOM, WHITE CITY | 80% | 20% | 40% | 100% | 83% | 50% | | |

| VISN 21 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|---------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 21 | 98% | 56% | 56% | 100% | 55% | 49% | | |
| PACIFIC ISLAND HCS | 100% | 71% | 71% | 100% | 64% | 82% | | |
| VAMC, FRESNO | 100% | 58% | 67% | 100% | 67% | 67% | | |
| NO. CALIFORNIA HCS | 94% | 54% | 46% | 100% | 44% | 42% | | |
| VA PALO ALTO HCS | 100% | 61% | 48% | 100% | 58% | 45% | | |
| VAMC, RENO | 100% | 60% | 80% | 100% | 50% | 50% | | |
| VAMC, SAN FRANCISCO | 100% | 50% | 53% | 100% | 62% | 42% | | |
| VAMC, MANILA | 0% | 0% | 0% | 0% | 0% | 0% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VISN 22 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|----------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 22 | 100% | 56% | 50% | 100% | 59% | 47% | | |
| VAMC LAS VEGAS | 100% | 47% | 61% | 100% | 54% | 54% | | |
| VAMC, LONG BEACH | 100% | 60% | 52% | 100% | 69% | 41% | | |
| VAMC, LOMA LINDA | 100% | 67% | 65% | 100% | 72% | 40% | | |
| VAMC, SAN DIEGO | 100% | 65% | 53% | 100% | 47% | 59% | | |
| VA GREATER LOS ANGELES HCS | 100% | 47% | 35% | 100% | 56% | 43% | | |

| VISN 23 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|----------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 23 | 95% | 60% | 71% | 96% | 65% | 58% | | |
| VAMC, FARGO | 100% | 50% | 50% | 100% | 83% | 83% | | |
| VAMC, SIOUX FALLS | 88% | 75% | 75% | 100% | 40% | 40% | | |
| CENTRAL IOWA HCS | 93% | 67% | 80% | 100% | 81% | 38% | | |
| BLACK HILLS HCS | 100% | 64% | 45% | 100% | 75% | 58% | | |
| VAMC, IOWA CITY | 100% | 67% | 100% | 86% | 71% | 100% | | |
| VAMC, MINNEAPOLIS | 88% | 72% | 68% | 92% | 54% | 51% | | |
| NEBRASKA/W. IOWA HCS | 100% | 35% | 75% | 100% | 61% | 72% | | |
| VAMC, SAINT CLOUD | 100% | 50% | 75% | 100% | 86% | 57% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| VHA | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|------------------|------------|-----------------------|--------------------|------------|-----------------------|--------------------|--|------------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VISN 1 | 99% | 51% | 57% | 100% | 51% | 54% | | |
| VISN 2 | 98% | 54% | 53% | 100% | 54% | 55% | | |
| VISN 3 | 99% | 50% | 54% | 100% | 50% | 51% | | |
| VISN 4 | 97% | 53% | 47% | 100% | 53% | 50% | | |
| VISN 5 | 99% | 53% | 48% | 100% | 53% | 47% | | |
| VISN 6 | 98% | 60% | 43% | 99% | 60% | 45% | | |
| VISN 7 | 99% | 50% | 43% | 99% | 50% | 46% | | |
| VISN 8 | 99% | 52% | 54% | 99% | 52% | 61% | | |
| VISN 9 | 99% | 52% | 57% | 100% | 52% | 66% | | |
| VISN 10 | 100% | 42% | 66% | 100% | 42% | 52% | | |
| VISN 11 | 99% | 59% | 54% | 99% | 59% | 55% | | |
| VISN 12 | 99% | 63% | 52% | 99% | 63% | 60% | | |
| VISN 15 | 100% | 53% | 58% | 100% | 53% | 54% | | |
| VISN 16 | 100% | 51% | 54% | 100% | 51% | 56% | | |
| VISN 17 | 100% | 55% | 54% | 100% | 55% | 53% | | |
| VISN 18 | 99% | 57% | 47% | 100% | 57% | 53% | | |
| VISN 19 | 93% | 62% | 56% | 97% | 62% | 43% | | |
| VISN 20 | 95% | 53% | 44% | 99% | 53% | 43% | | |
| VISN 21 | 98% | 56% | 56% | 100% | 56% | 49% | | |
| VISN 22 | 100% | 56% | 50% | 100% | 56% | 47% | | |
| VISN 23 | 95% | 60% | 71% | 96% | 60% | 58% | | |
| VHACO | 100% | 65% | 52% | 99% | 53% | 52% | | |
| CANTEEN | 100% | 53% | 63% | 100% | 63% | 60% | | |
| VHA Total | 99% | 55% | 53% | 99% | 59% | 53% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

Veterans Benefits Administration

| AREA 1 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| EASTERN REGION (Area 1) | 97% | 66% | 55% | 100% | 56% | 54% | | |
| BOSTON | 100% | 0% | 100% | 0% | 0% | 0% | | |
| PROVIDENCE | 100% | 67% | 33% | 100% | 0% | 100% | | |
| NEW YORK | 100% | 100% | 0% | 100% | 0% | 0% | | |
| BUFFALO | 100% | 50% | 100% | 100% | 100% | 0% | | |
| HARTFORD | 100% | 0% | 100% | 100% | 100% | 0% | | |
| NEWARK | 0% | 0% | 0% | 100% | 33% | 17% | | |
| PHILADELPHIA | 97% | 70% | 48% | 100% | 54% | 50% | | |
| PITTSBURGH | 100% | 50% | 50% | 100% | 100% | 100% | | |
| BALTIMORE | 100% | 60% | 60% | 100% | 100% | 50% | | |
| CLEVELAND | 100% | 78% | 67% | 100% | 33% | 67% | | |
| INDIANAPOLIS | 100% | 83% | 67% | 100% | 80% | 100% | | |
| DETROIT | 100% | 67% | 33% | 100% | 100% | 100% | | |
| MANCHESTER | 100% | 100% | 100% | 100% | 0% | 0% | | |
| TOGUS | 0% | 0% | 0% | 100% | 50% | 50% | | |
| WHITE RIVER JUNC. | 0% | 0% | 0% | 0% | 0% | 0% | | |
| WILMINGTON | 100% | 0% | 100% | 100% | 0% | 100% | | |

| AREA 2 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|--------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| SOUTHERN REGION (Area 2) | 97% | 53% | 45% | 100% | 56% | 54% | | |
| ROANOKE | 75% | 63% | 38% | 0% | 0% | 0% | | |
| HUNTINGTON | 100% | 100% | 0% | 100% | 50% | 50% | | |
| ATLANTA | 100% | 56% | 44% | 100% | 60% | 60% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| | | | | | | | | |
|----------------|------|------|------|------|------|-----|--|--|
| ST. PETERSBURG | 100% | 58% | 16% | 100% | 45% | 73% | | |
| WINSTON-SALEM | 100% | 60% | 40% | 100% | 80% | 40% | | |
| COLUMBIA | 100% | 57% | 57% | 100% | 57% | 57% | | |
| NASHVILLE | 100% | 0% | 100% | 100% | 67% | 67% | | |
| MONTGOMERY | 100% | 50% | 63% | 100% | 100% | 33% | | |
| JACKSON | 100% | 33% | 100% | 100% | 33% | 33% | | |
| LOUISVILLE | 100% | 100% | 67% | 100% | 50% | 50% | | |
| SAN JUAN | 100% | 0% | 67% | 100% | 33% | 33% | | |
| WASHINGTON | 100% | 100% | 50% | 100% | 80% | 20% | | |

| AREA 3 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| CENTRAL REGION (Area 3) | 97% | 53% | 52% | 99% | 48% | 62% | | |
| NEW ORLEANS | 0% | 0% | 0% | 0% | 0% | 0% | | |
| CHICAGO | 100% | 60% | 60% | 100% | 25% | 75% | | |
| MILWAUKEE | 80% | 50% | 40% | 92% | 33% | 42% | | |
| ST. LOUIS | 96% | 48% | 48% | 100% | 56% | 56% | | |
| DES MOINES | 0% | 0% | 0% | 100% | 0% | 100% | | |
| LINCOLN | 0% | 0% | 0% | 100% | 100% | 100% | | |
| ST PAUL | 100% | 60% | 80% | 100% | 75% | 75% | | |
| WACO | 100% | 57% | 67% | 100% | 38% | 71% | | |
| LITTLE ROCK | 0% | 0% | 0% | 100% | 100% | 100% | | |
| MUSKOGEE | 100% | 50% | 50% | 100% | 50% | 100% | | |
| HOUSTON | 100% | 80% | 20% | 100% | 60% | 60% | | |
| Rec. Mgnt. Center | 100% | 33% | 50% | 100% | 0% | 17% | | |
| FARGO | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SIOUX FALLS | 100% | 100% | 0% | 0% | 0% | 0% | | |
| WICHITA | 100% | 100% | 100% | 0% | 0% | 0% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| AREA 4 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|-------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| WESTERN REGION (Area 4) | 100% | 60% | 48% | 98% | 49% | 44% | | |
| DENVER | 100% | 50% | 50% | 100% | 75% | 63% | | |
| ALBUQUERQUE | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SALT LAKE CITY | 100% | 80% | 40% | 100% | 100% | 33% | | |
| OAKLAND | 100% | 50% | 25% | 100% | 20% | 40% | | |
| LOS ANGELES | 100% | 100% | 100% | 100% | 50% | 100% | | |
| PHOENIX | 100% | 29% | 57% | 89% | 56% | 44% | | |
| SEATTLE | 100% | 82% | 45% | 100% | 40% | 20% | | |
| BOISE | 0% | 0% | 0% | 0% | 0% | 0% | | |
| PORTLAND | 100% | 33% | 56% | 100% | 50% | 0% | | |
| RENO | 100% | 100% | 100% | 100% | 100% | 100% | | |
| MANILA | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SAN DIEGO | 100% | 67% | 25% | 100% | 0% | 40% | | |
| FORT HARRISON | 100% | 100% | 100% | 100% | 50% | 0% | | |
| HONOLULU | 100% | 0% | 0% | 100% | 100% | 100% | | |
| ANCHORAGE | 0% | 0% | 0% | 100% | 0% | 100% | | |

| VBA | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate Target? |
|------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|------------------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| VBA CO | 91% | 72% | 28% | 100% | 56% | 22% | | |
| Eastern Region | 97% | 66% | 55% | 100% | 56% | 54% | | |
| Southern Region | 97% | 53% | 45% | 100% | 56% | 54% | | |
| Central Region | 97% | 53% | 52% | 99% | 48% | 62% | | |
| Western Region | 100% | 60% | 48% | 98% | 49% | 44% | | |
| VBA Total | 97% | 59% | 48% | 99% | 52% | 51% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

National Cemetery Administration

| MSN 1 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate |
|----------------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|----------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| MSN 1 | 100% | 0% | 0% | 100% | 50% | 67% | | |
| Memorial Service Network (MSN 1) | 0% | 0% | 0% | 0% | 0% | 0% | | |
| BALTIMORE NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| CALVERTON NATIONAL CEMETERY | 100% | 0% | 0% | 0% | 0% | 0% | | |
| INDIANTOWN GAP NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 0% | 100% | | |
| FARMINGDALE NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 50% | 100% | | |
| BOURNE NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 100% | 0% | | |
| CULPEPER NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| HAMPTON NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| QUANTICO NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SARATOGA NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 100% | 0% | | |
| ALLEGHENIES NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 0% | 100% | | |
| WASHINGTON CROSSING NAT. CEM. | 0% | 0% | 0% | 0% | 0% | 0% | | |

| MSN 2 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate |
|----------------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|----------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| MSN 2 | 100% | 40% | 80% | 100% | 50% | 50% | | |
| Memorial Service Network (MSN 2) | 0% | 0% | 0% | 0% | 0% | 0% | | |
| BARRANCAS NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| BAY PINES NATIONAL CEMETERY | 100% | 0% | 100% | 0% | 0% | 0% | | |
| BEAUFORT NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| BILOXI NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| | | | | | | | | |
|---------------------------------|------|------|------|------|-----|-----|--|--|
| CHATTANOOGA NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| FAYETTEVILLE NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| FLORENCE NATIONAL CEMETERY | 100% | 0% | 100% | 0% | 0% | 0% | | |
| FORT SMITH NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| MEMPHIS NATIONAL CEMETERY | 100% | 100% | 100% | 0% | 0% | 0% | | |
| MOUNTAIN HOME NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| NASHVILLE NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| NATCHEZ NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| NEW BERN NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| PORT HUDSON NATIONAL CEMETERY | 100% | 100% | 0% | 0% | 0% | 0% | | |
| PUERTO RICO NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SALISBURY NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| FORT MITCHELL NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| FLORIDA NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 50% | 50% | | |
| GEORGIA NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SOUTH FLORIDA NAT. CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| ALABAMA NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| JACKSONVILLE NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| FORT JACKSON NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SARASOTA NATIONAL CEMETERY | 100% | 0% | 100% | 0% | 0% | 0% | | |

| MSN 3 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate |
|-----------------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|----------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| MSN 3 | 100% | 25% | 75% | 100% | 57% | 43% | | |
| Memorial Service Network (MSN 3) | 0% | 0% | 0% | 0% | 0% | 0% | | |
| FT. SAM HOUSTON NATIONAL CEMETERY | 100% | 0% | 100% | 100% | 33% | 33% | | |
| HOUSTON NATIONAL CEMETERY | 100% | 100% | 0% | 0% | 0% | 0% | | |
| BLACK HILLS NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| | | | | | | | | |
|------------------------------------|------|----|------|------|------|------|--|--|
| FORT BLISS NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 100% | 100% | | |
| FORT LOGAN NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 50% | 0% | | |
| FORT MCPHERSON NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| LEAVENWORTH NATIONAL CEMETERY | 100% | 0% | 100% | 0% | 0% | 0% | | |
| SANTA FE NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| DALLAS/FT. WORTH NATIONAL CEMETERY | 100% | 0% | 100% | 100% | 100% | 100% | | |

| MSN 4 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate |
|--|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|----------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| MSN 4 | 100% | 100% | 0% | 100% | 83% | 50% | | |
| Memorial Service Network (MSN 4) | 0% | 0% | 0% | 100% | 100% | 100% | | |
| DAYTON NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| MARIOM NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| WOOD NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| CAMP NELSON NATIONAL CEMETERY | 100% | 100% | 0% | 0% | 0% | 0% | | |
| JEFFERSON BARRACKS NATIONAL CEMETERY | 100% | 100% | 0% | 100% | 0% | 100% | | |
| LEBANON NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| NEW ALBANY NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| ZACHARY TAYLOR NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| FT. SNELLING NATIONAL CEMETERY | 100% | 100% | 0% | 100% | 100% | 0% | | |
| FORT CLUSTER NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 100% | 33% | | |
| ABRAHAM LINCOLN NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| OHIO WESTERN RESERVE NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| GREAT LAKES NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |

Department of Veterans Affairs
Summary of EEO and ADR Activity
FY2014 and FY2015

| MSN 5 | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate |
|----------------------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|----------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| MSN 5 | 100% | 56% | 89% | 100% | 78% | 56% | | |
| Memorial Service Network (MSN 5) | 100% | 100% | 50% | 0% | 0% | 0% | | |
| FT ROSECRANS NATIONAL CEMETERY | 100% | 0% | 100% | 100% | 67% | 33% | | |
| GOLDEN GATE NATIONAL CEMETERY | 100% | 100% | 100% | 0% | 0% | 0% | | |
| LOS ANGELES NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| NMC PACIFIC NATIONAL CEMETERY | 100% | 100% | 100% | 100% | 100% | 100% | | |
| RIVERSIDE NATIONAL CEMETERY | 100% | 0% | 100% | 100% | 67% | 67% | | |
| EAGLE POINT NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| WILLAMETTE NATIONAL CEMETERY | 100% | 50% | 100% | 0% | 0% | 0% | | |
| FT RICHARDSON NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| SAN JOAQUIN NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| NMC ARIZONA NATIONAL CEMETERY | 0% | 0% | 0% | 100% | 100% | 0% | | |
| TAHOMA NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |
| BAKERSFIELD NATIONAL CEMETERY | 0% | 0% | 0% | 0% | 0% | 0% | | |

| NCA | FY14 | | | FY15 | | | Meets ADR Participation Rate Target? | Meet Resolution Rate |
|------------------|------------|--------------------|-----------------|------------|--------------------|-----------------|--------------------------------------|----------------------|
| | Offer Rate | Participation Rate | Resolution Rate | Offer Rate | Participation Rate | Resolution Rate | | |
| NCA CO | 88% | 63% | 50% | 100% | 70% | 40% | | |
| MSN 1 | 100% | 0% | 0% | 100% | 50% | 67% | | |
| MSN 2 | 100% | 40% | 80% | 100% | 50% | 50% | | |
| MSN 3 | 100% | 25% | 75% | 100% | 57% | 43% | | |
| MSN 4 | 100% | 100% | 0% | 100% | 83% | 50% | | |
| MSN 5 | 100% | 56% | 89% | 100% | 78% | 56% | | |
| NCA Total | 97% | 53% | 63% | 100% | 68% | 50% | | |