



Cornell University
School of Industrial and Labor Relations
Employment and Disability Institute

EEOC Charge Data

DATA DICTIONARY

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Using the U.S. Equal Employment Opportunity Commission (EEOC) Employment Discrimination Charge Data System for Research and Dissemination Purposes, Field Initiated Research Project funded by the U.S. Department of Education, National Institute on Disability and Rehabilitation Research, cooperative agreement No. 13313980038, Susanne M. Bruyere, Principal Investigator.

List of variables and value labels in the CHARGE File data

Value label information from charge data system data dictionary (CDSDD.PDF), Codes from IMS file Shared_code.xls & verbal info from John Nicholson (phone 2/3/05)

1. CHARGE_NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15. Each portion of the charge number is further described in the following subfield descriptions:

Charge No. (Part 1) - describes the receiving office subfield (3 digits)

Charge No. (Part 2) - describes the fiscal year subfield (4 digit year)

Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)

Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN (see **ACO (240)** in appendix)

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. CHARGE_INQUIRY_SEQ (2)

Important for linking

3. IA_ACTION_SEQ_LAST_CLOSED_BY (3)

Important for linking

CLONE (4)

No Values ?

4. FEPA_CHARGE_NUMBER (5)

15 character # given by FEPA office

5. STAFF_ASSIGNED_DATE (6)

Date charge was assigned to staff member

See attachment for (old) CDS explanations (p. 220)

STAFF_ASSIGNED_REASON (7)

Don't know what that is.

6. STAFF_FUNCTION (8)

Stores the function code input with the last G1 (Assigned to Staff) or L1 (Hearing Case Assigned) action. Function codes are used in CDS to designate the functional component or activity that takes an action on or has responsibility for a charge. For example, a charge may be assigned to an Enforcement Team for processing or a charge may be closed by a Legal Unit. Enforcement Teams and Legal Units are functional components of an office. Function codes usually appear in conjunction with unit designations, i.e.: E1 = Enforcement Team No. 1, L2 = Legal Unit No. 2. In these examples, the letters 'E' and 'L' are function codes and the numbers '1' and '2' are unit codes.

function codes; F missing ? See Function Code **FUN (2254)** in appendix.

A Federal Affirmative Action (FAA) (.5%)
B ADR Process (2.2%)
C Commission And Administrative (.8%)
D 706 Review (State & Local) (.9%)
E Extended Charge Processing (65.2%)
F (.2%)
G Office Of General Counsel (GC)/Office Of Legal (0)
H Hearings (.4%)
I Intake (10.8%)
L Legal (.2%)
M Top Management Committee (TMC) (.1%)
P Office Of Program Operations (OPO) (.2%)
R Rapid Charge Processing (none)
S Systemic (.2%)
T Enforcement Team (none)
U Federal Sector (Proposed Code - Not Used) (0)
Z Technical Assistance Unit (Central Records) (0)

See attachment for (old) CDS explanations (p. 218)

STAFF_UNIT (9)

Stores the unit code input with the last G1 (Assigned to Staff) or L1 (Hearing Case Assigned) action code.

Unit codes are numeric codes used in conjunction with function codes to uniquely identify a specific work unit in an office. [Function codes are used in CDS to designate the functional component or activity that takes an action on or has responsibility for a charge. For example, a charge may be assigned to an Enforcement Team for processing or a charge may be closed by a Legal Unit. Enforcement Teams and Legal Units are functional components of an office. Function codes usually appear in conjunction with unit designations, i.e.: E1 = Enforcement Team No. 1, L2 = Legal Unit No. 2. In these examples, the letters 'E' and 'L' are function codes and the numbers '1' and '2' are unit codes.]

internal: Valid unit codes are numbers from 0 to 9

ACKNOWLEDGED_IND (10)

internal. Code Y

REQUESTED_FROM_MACHINE (11)

If the National Data Base requests a record refresh from a machine that is not the current owner of the record, this field is used to store the machine id that the record was requested from to allow the loader to process the refreshed record when it arrives. Used as part of the nightly refresh process of the National Data Base only. [This field is used differently in the field. There it is used to store the Benefit Serial Number, a sequence number used to manage benefits records.] Analysis of the data revealed that 1,118,898 (82.76%) of the records contained blanks in this field.

SS_STAFF_SEQ (12)

internal.

7. STATUS_ID (13)

New **STS (4449)** codes from John:

C closed (96.1%)
I Intake (none)
L Closed-litigation (.0%)

- O Open (3.8%)
- R Closed Compliance Review (.1%)

8. LEAD_CHARGE (14)

Number is listed for subcases (children) referring to lead charge for example in case of class-actions. Five digit number?

Valid 26984 cases

FEDERAL_AGENCY_CODE (15)

If another agency of the federal government originally received this charge and they referred or transferred the charge to EEOC, a 2-character code used to identify that federal agency in CDS is entered in this field.

This field and Fed. Referral/Transfer Code are used to keep track of charges referred or transferred to EEOC by other federal agencies. These fields are not consistently used but we do have a reporting requirement on these charges.

Analysis of the data set revealed that 1,325,580 (98.09%) of the records contained blanks in this field (indicating that these cases were not transferred from another agency).

Invalid codes were also found in the data distributed as follows:

Most missing = not transferred ?

See attachment for new FAC codes

FED_REFERRAL_TRANSFER_CODE (16)

New FRT from John

FRT (2222)

A Transferred Charge

B Referred (Individual) EEOC To Process

C Referred Agency To Process

D Referred (Class) EEOC To Process

RECEIVING_OFFICE_CODE (17)

This field stores the 3-character "accountability office code" used in CDS to identify the office that received this charge. These codes contain numbers in the first two positions and either a number or letter in the third position.

New **ACO (240)** codes from John see attachment

INTAKE_UNIT (18)

A 1-character code that designates the specific intake unit within an office that received the charge.

Unit codes are numeric codes used in conjunction with function codes to uniquely identify a specific work unit in an office. [Function codes are used in CDS to designate the functional component or activity that takes an action on or has responsibility for a charge. For example, a charge may be assigned to an Enforcement Team for processing or a charge may be closed by a Legal Unit. Enforcement Teams and Legal Units are functional components of an office. Function codes usually appear in conjunction with unit designations, i.e.: E1 = Enforcement Team No. 1, L2 = Legal Unit No. 2. In these examples, the letters 'E' and 'L' are function codes and the numbers '1' and '2' are unit codes.]

Analysis of the data revealed the following distribution of codes:

CODE COUNT

/ 2

0 36179

1 695022

2 146550

3 92424

4 66761

5 38278

6 26470

7 23556

8 16993

9 12953

BLANK 196214

9. DATE_INITIAL_INQUIRY (19)

The date of the first contact with the prospective charging party regarding this matter. If the charging party does not immediately make this a charge, this date could be important for establishing jurisdiction. Formatted as MMDDYY.

Analysis of the data showed that 61,904 (4.58%) of the records had blank values in this field. Two charge records had invalid data in this field. They were:

CHARGE NO VALUE

340985100 /OV

340985117 /OV

[NOTE: Leo says this errors have now been fixed by the local office.]

10. DATE_DISTRICT (20)

The date the charge was received in the current accountable district. This field is system maintained as either the date the charge was initially received or the date of a transfer between districts or a transfer between an EEOC office and a FEPA. Formatted as MMDDYY.

Analysis of the data showed that 569 (0.04%) of the records had blank values in this field. No invalid dates were found.

11. DATE_FIRST_OFFICE (21)

This field contains the date the charge was first received by the commission or an agent of the commission and should never change. This is the date generally used in reports as the **Receipt Date**. Formatted as MMDDYY.

Analysis of the data showed that this field had no blank values. In addition, all the dates were valid. (p. 96)

DATE THE CHARGE BECAME OFFICIALLY FORMALIZED

12. ACCOUNTABILITY_OFFICE_CODE (22)

This field stores the accountability office code indicating the current accountable office for this charge. (The accountable office is the office that is responsible for processing this case.) This field is formatted to allow numbers in positions 1 and 2 and either a number, letter or blank in position 3. Analysis of this field showed no blank records and no invalid codes.

New **ACO (240)** codes from John see attachment

13. DEFERRAL_OFFICE_CODE (23)

When a charge is filed with the EEOC and a state or local FEPA shares jurisdiction over this charge, EEOC is required to notify the FEPA which shares jurisdiction over the charge about the charge. This field is used to store the 3-character "accountability office code" of the state or local FEPA that shares jurisdiction over the charge. [These codes contain numbers in the first two positions and either a number or letter in the third position.] An entry in this field does not necessarily mean the FEPA will process the charge -- only that they were identified as the agency requiring notification. Work sharing agreements between EEOC and state and local FEPAs determine who will actually process the case. FEPAs sometimes also enter EEOC office codes in this field. [This data is needed in IMS.]

Analysis of the data showed that 587,335 (43.46%) of the records contained blank data in this field. 31 (0.0023%) of the records contained invalid codes. They were distributed among 27 invalid values as follows (page 107)

STAFF_ASSIGNED_SEQ (24)

internal.

14. THIS_OFFICE_DATE (25)

The date this charge was received for processing in the current accountable office. Primarily used for determining the length of time a charge was in the current accountable office for processing. Formatted as MMDDYY.

Analysis of the data showed that 873 (0.06%) of the records had blanks in this field. 52 charge records had other invalid data in this field. They were (p 181)

15. PROCESSING_CATEGORY (26)

CDS tracks this charge records priority within the Charge Priority Handling System and how it fit into the Local and National Enforcement Plans using codes entered into this field.

NEW CODE MEANINGS FROM JOHN 1: CAE

CAE (1097)

A Potential Cause Cases [A] (3.6)
A1 Potential Cause - District plans to litigate [A1] (1.0)
A2 Potential Cause - District does not plan to litigate [A2] (3.3)
AY SELP - Strategic Enforcement and Litigation Program [AY] (.2)
B Charges Requiring Additional Investigation [B] (24.9)
C Charges Suitable for Dismissal [C] (9.8)
BLANK (57.2)

16. LOCAL ENFORCEMENT (27)

Are these the same as part 2 above (processing category?)

CAF (1104) Local Enforcement Plan Issues

0 Unspecified (26.8)
A After-Acquired Evidence (0)
B Association (0)
C BFOQ Defense (0)
D Election Of Redress Avenue (0)
E Foreign Operation/Ownership (0)
F Geographic Area (0)
G Glass Ceiling (0)
H Industry Realignment (0)
J Industry Type (0)
K Medical Releases (0)
M Non-Traditional Jobs (.1)
N Pretext (0)
P Prima Facie Violation (0)
Q Referral By Incumbents (0)
R Specific Basis (.1)
S Specific Issue (.1)
T Specific Statute (0)
V Stereotyping (0)
W Terminal Illness (0)
X Waiver Of Rights (0)
Z (5.8)
BLANK (67)

17. NATIONAL ENFORCEMENT (28)

Are these the same as part 3 above (processing category?)

CAH (1124) National Enforcement Plan Issues

A Repeated Or Egregious Violation (.2)
B Broad-Based Employment Practice (.3)
C Allocation Of Burden (0)
D Scope Of Liability (0)
E Language Rule (0)
F Religious Accommodation (0)
G Disability Accommodation (.1)
H Disparate Impact (0)
J Combined Bases (0)
K Binding Arbitration (0)
L LEP Category-Issue (.2)
M Employee Benefits (OWBPA Or ADA) (0)
N Court Dispute (0)
P Retaliation (.2)
Q Commission Policy Challenge (0)
R Access To Information (0)
S Breach Of Agreement (0)
T Record-Keeping Violation (0)
U Cash Balance Pension Plans (.1)
Z
BLANK (98.8)

18. SOURCE OF COMPLAINT (29)

Source of complaint codes are used to keep a record of who initiates charges of discrimination. Analysis of the data revealed that 77,375 (5.73%) of the records contained blanks in this field. The following invalid codes were also found (page 204)

CMS (1226) Source of complaint

A Aggrieved Party (93.9)

B Third Party (.3)

C Commissioner (1)

(H HUD Title VIII System) NOT USED (0)

O Other (.8)

BLANK (4.9)

COMMUNICATION_METHOD (30)

Communication method of 1st contact.

MACHINE_SERIAL_NUMBER (31)

Machine serial numbers are identifiers assigned to all CDS machines to uniquely identify them. The machine serial number stored in this field indicates which machine currently owns this record. Machine serial numbers use the same coding as "accountability office codes". Note that the highest valid machine serial number is the National Data Base (888). All charges with higher machine serial numbers are from development or test machines and should not be converted.

Analysis of the data in this field revealed no blank records and one invalid code (18C).

XMIT_TO_NATIONAL (32)

This field is used in the extract/transmission process only. A value is placed in the field as the last step in the extract process to indicate to the CDS loader program that this record was successfully extracted from the LDB. If this value is missing, the loader knows the record was not successfully extracted.

Analysis of the data revealed that 110,423 (8.17%) of the records contained blanks in this field. The remaining records showed the following code distribution (page 209):

EXTRACT_NUMBER (33)

This single character field tracks the number of the last extract of this action record's data to the National Data Base and is used by the loader program to ensure that only the most current version of the record is posted to the National Data Base.

Analysis of the data revealed that 89,942 (1.22%) of the records contained blanks in this field. Other entries in this field included (p.259)

19. CONTRACT_TYPE (34)

Type of contract with FEPA

EFT (1951) EEOC/FEPA Contract Type Codes

A ADEA Contract (1.4)

D ADA Charges (2.3)

I (.0)

S (.0)

T (Title VII Contract (7.3%))

Blank (89%)

DELETED (35)

internal.

CREATED_BY (36)

internal.

20. CREATED_DATE (37)

IS THIS THE SAME AS ORIG CREATE DATE? Page 188 ?

A system generated date indicating the original date the charge was input into the local database. This date is used to determine the amount of time that passed between receipt of the charge and entry into the system. Formatted as MMDDYY.

Analysis of the data showed that 720,530 (53.32%) of the records had blank data in this

field. 5,666 (0.42%) of the records appeared to be incorrectly formatted as MM/DD/YY during the June & July, 1993 timeframe. This caused the YY portion of the date to be outside the current field. Where the data is still intact, the decade is now in the class_act field and the specific year is in the on-site field. Since all these errors appear to have taken place in the June & July, 1993 timeframe, we may be able to assume the year portion of the date is '93' in these invalid entries. In addition, 7 records had other invalid data. They are:

IC_CONTRACT_SEQ (38)
internal.

ATTORNEY_ASSIGNED_SEQ (39)
internal.

LOCKED_CHARGE (40)
Internal (locking data).

21. CLOSURE_DATE (41)

This field is like a flag in that it is automatically filled in when an action closing the charge is processed. This field contains the effective date of the action that closed the charge. This field should only contain duplicate information as it is supposed to be automatically set when a closure action is processed and cleared if the case is reopened. Formatted as YYMMDD.

Analysis of the data showed that 156,330 (11.37%) of the records had blanks in this field.

No invalid date values were found.

Recommendation: This field should not be converted unless the closure action recorded is missing from the CDSACT file.

22. CLOSURE_OFFICE (42)

Same codes as accountability office. New **ACO (240)** codes from John see attachment

23. CLOSURE_CODE (43)

This field is like a flag in that it is automatically filled in when an action closing the charge is processed. This field contains the action code of the **action that closed the charge**. This field should only contain duplicate information as it is supposed to be automatically set when a closure action is processed and cleared if the case is reopened. Analysis of the data revealed the following distribution of codes (page 223)

New Codes from John:

ACT (442) Action & Closure

M1 6.3 Withdrawal With Benefits
M2 7.9 Settlement With Benefits
M3 54.0 No Cause Finding Issued
M4 1.4 Successful Conciliation
M5 2.1 Conciliation Failure
M6 .1 Hearings Discrimination Finding
N2 10.6 NRTS Issued At CP Request
T5 .0 Case Settled By Legal Unit
V5 .0 Open Charge Closed By Legal Activity
X1 .6 CP Filed Suit
X2 2.8 Administrative Closure
X3 .1 Respondent Bankruptcy
X4 .7 Failure To Locate Charging Party
X5 1.0 CP Failed To Respond To 30-Day Letter
X6 2.0 CP Failed To Cooperate
X7 .2 Closed Due To Court Decision
X8 .1 CP Refused Full Relief
X9 .4 ADEA Sect. 7(D) Closure
Y1 2.6 No Jurisdiction
Y2 3.4 CP Withdrawal - No Ben.
Y3 .0 Hearing Class Accepted

Y4 .0 Hearing Class Rejected

Blank (3.8)

(old) CDS explanations (p. 223 - 228)

24. CLOSURE_FUNCTION (44)

This field is like a flag in that it is automatically filled in when an action closing the charge is processed. This field contains the function code that was input with the action that closed the charge. This field should only contain duplicate information as it is supposed to be automatically set when a closure action is processed and cleared if the case is reopened.

Function codes are used in CDS to designate the functional component or activity that takes an action on or has responsibility for a charge. For example, a charge may be assigned to an Enforcement Team for processing or a charge may be closed by a Legal Unit. Enforcement Teams and Legal Units are functional components of an office. Function codes usually appear in conjunction with unit designations, i.e.: E1 = Enforcement Team No. 1, L2 = Legal Unit No. 2. In these examples, the letters 'E' and 'L' are function codes and the numbers '1' and '2' are unit codes.

Analysis of the data showed that the vast majority of the entries were valid function codes. 156,361 records contained blanks and 94 contained the invalid code 'X'. Since a blank entry would be expected for charges still open, the blanks present no significant

aberration. (p.229). Similar to FUN codes (see appendix).

A Federal Affirmative Action (FAA) (1.2)

B ADR Process (2.1)

C Commission And Administrative (1.3)

D 706 Review (State & Local) (1.9)

E Extended Charge Processing (69.2)

F (.8)

G Office Of General Counsel (GC)/Office Of Legal (.0)

H Hearings (.4)

I Intake (14.0)

L Legal (.1)

M Top Management Committee (TMC) (4.2)

P Office Of Program Operations (OPO) (.7)

R Rapid Charge Processing (NONE)

S Systemic (.2)

T Enforcement Team (NONE)

U Federal Sector (Proposed Code - Not Used) (.0)

Z Technical Assistance Unit (Central Records) (.2)

Blank 3.8

25. CLOSURE_UNIT (45)

This field is like a flag in that it is automatically filled in when an action closing the charge is processed. This field contains the unit code that was input with the action that closed the charge. This field should only contain duplicate information as it is supposed to be automatically set when a closure action is processed and cleared if the case is reopened.

Unit codes are numeric codes used in conjunction with function codes to uniquely identify a specific work unit in an office. [Function codes are used in CDS to designate the functional component or activity that takes an action on or has responsibility for a charge. For example, a charge may be assigned to an Enforcement Team for processing or a charge may be closed by a Legal Unit. Enforcement Teams and Legal Units are functional components of an office. Function codes usually appear in conjunction with unit designations, i.e.: E1 = Enforcement Team No. 1, L2 = Legal Unit No. 2. In these examples, the letters 'E' and 'L' are function codes and the numbers '1' and '2' are unit codes.]

Analysis of the data revealed the following distribution of codes (p. 230)

SEND_CHARGE_ENABLED (46)

Don't know what that is.

CODES N, Y

PURGED_ON_LDB (47)

PURGED ON LOCAL DATABASE ?

The code 'P' is inserted in this field of a record in the National Data Base if this charge record has been purged from the local database. The field is supposed to be blank for all other records. Presence of the code 'P' in this field indicates that this charge record is only resident on the National Data Base.

Analysis of the data set showed the following usage pattern:

CODE COUNT

H 4732

P 76398

BLANK 1270272

Code 'H' was inserted by HQ CDS personnel to flag charges that were found on the National Data Base but were deleted on the local database and no purge action was found.

Recommendation: This field should not be converted as it contains data not needed in IMS.

26. CDS_CHARGE_NUMBER (48)

The Charge Number is a 10-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the two digit fiscal year in positions 4 and 5, a unique five digit alphanumeric identifier in positions 6 through 10.

Each portion of the charge number is further described in the following subfield descriptions:

Charge No. (Part 1) - describes the receiving office subfield

Charge No. (Part 2) - describes the fiscal year subfield

Charge No. (Part 3) - describes the unique identifier subfield

New **ACO (240)** codes from John see attachment

See attachment for (old) CDS explanations (p. 2 - 10)

27. LAST_BENEFIT_GROUP (49)

NEEDS EXPLANATION !

The group number is an internally generated number used to identify a related set of benefits. A header record and all the detail records related to it will contain the same group number.

See attachment for (old) CDS explanations cdsbenf (p. 265)

0 - 70.5

1 - 12.3

2 - .1

3 - .0

4 - .0

5 - .0

6 - .0

7 - .0

8 - .0

9 - .0

10 - .0

11 - .0

12 - .0

missing 17.0

28. LEAD_CHARGE_NUMBER (50)

Multiple charges that deal with basically the same allegations of discrimination can be grouped for processing purposes. One charge in the group is designated as the "lead" charge and investigation of the allegations proceeds primarily on this charge.

If such a grouping exists and this charge is a member of that group, the charge number of the lead charge for the group is entered into this charge record to provide a link between the charge records that belong in the group.

Charge numbers are 10-character alphanumeric strings used to uniquely identify charges.

They consist of the 3-character "accountability office code" for the receiving office in positions 1 through 3, the two digit fiscal year in positions 4 and 5, a unique five digit alphanumeric identifier in positions 6 through 10.

Analysis of the data showed this field to be blank in 1,340,061 (99.16%) of the records. 11,341 (0.84%) contained values. Of these values, only 6689 contained charge numbers that existed in CDS. 4652 contained values that did not match existing charge numbers.

Various unusual data patterns were observed in these mismatched values to which no specific meaning could be ascribed.

It is recommended that we find a way to capture this information in IMS.

New **ACO (240)** codes from John see attachment

NOT CLEAR WHAT THE DIFFERENCE IS as compared with Var 14

29. STATUTEVII (51)

A code in this field indicates that an alleged violation of Title VII occurred.

Analysis of the data revealed that 315,082 (23.32%) of the records contained blanks in this field (indicating that this statute was not involved in any allegation of discrimination in this charge). 2 records contained invalid codes distributed as follows:

CODE Y (74.8)
BLANK

30. STATUTEADEA (52)

A code in this field indicates that an alleged violation of the Age Discrimination in Employment Act (ADEA) occurred. Analysis of the data revealed that 1,068,531 (79.01%) of the records contained blanks in this field (indicating that this statute was not involved in any allegation of discrimination in this charge). 1 record contained the invalid code '@'. The meaning of this code is unknown.

CODE Y (20.0)
BLANK

31. STATUTEEDA (53)

A code in this field indicates that an alleged violation of the Equal Pay Act (EPA) occurred. Analysis of the data revealed that 1,338,613 (99.05%) of the records contained blanks in this field (indicating that this statute was not involved in any allegation of discrimination in this charge). No invalid codes were found.

CODE Y (1.0)
BLANK

32. STATUTEADA (54)

A code in this field indicates that an alleged violation of the Rehabilitation Act (RA) occurred in private sector cases or an alleged violation of the Americans with Disabilities Act (ADA) occurred in public sector cases. Analysis of the data revealed that 1,166,279 (86.30%) of the records contained blanks in this field (indicating that this statute was not involved in any allegation of discrimination in this charge). 1 record contained the invalid code 'P'. The meaning of this code is unknown.

CODE Y (17.7)
BLANK

33. SI INDIVIDUAL_SEQ (55)

internal Code number to identify individual

CP_LAST_NAME (56)
LAST_NAME

CP_FIRST_NAME (57)
FIRST_NAME

CP_MIDDLE_INITIAL (58)
MIDDLE_INITIAL

CP_NAME_PREFIX (59)
NAME_PREFIX

CP_NAME_SUFFIX (60)
NAME_SUFFIX

CP_ORGANIZATION_NAME (61)
NO INFORMATION

CP_ADDRESS_LINE1 (62)
ADDRESS_LINE1

CP_ADDRESS_LINE2 (63)
ADDRESS_LINE

34. CP_CITY (64)
CITY

35. CP_STATE (65)
STATE

36. CP_ZIP_CODE (66)
ZIP_CODE

37. CP_COUNTRY (67)
COUNTRY
CAN (0)
DEU (0)
ITA (0)
MEX (0)
PAN (0)
SAU (0)
USA (100)
BLANK (0)

38. CP_RACE (68)
The charging party's race.
Analysis of the data revealed that 128,888 (9.54%) of the records contained blanks in this field. 203 records contained invalid values distributed as follows (page 63)
A Asian Or Pacific Islander (1.7)
B Black (36.3)
I American Indian Or Alaskan Native (.6)
O Other Race (13.9)
W White (39.2)
BLANK (8.3)

39. CP_SEX (69)
The charging party's gender.
Analysis of the data revealed that 55 (less than 0.01%) of the records contained this field. 158 records contained invalid codes distributed as follows:
F Female (53.4)
M Male (44.6)
N CP Sex Not Available/Applicable (2.0)

40. CP_NATIONAL_ORIGIN (70)
The charging party's national origin.
Analysis of the data revealed that 189,137 (14.00%) of the records contained blanks in this field. 530 records contained invalid values distributed as follows:
NAT (3202)
A Arab, Afghanhi or Middle-Eastern (.1)
E East Indian (.3)
H Hispanic (6.7)
M Mexican (1.9)
N (12.1)
O Other National Origin (78.9)

41. CP_DATE_OF_BIRTH (71)
The charging party's date of birth. Formatted as MMDDYY.
Analysis of the data showed that 322,055 (23.83%) of the records had blanks in this field.
23 charge records had other invalid data in this field. They were (page 61)

CP_SOCIAL_SECURITY_NUMBER (72)
SOCIAL_SECURITY_NUMBER

CP_HOME_PHONE (73)

HOME_PHONE

CP_WORK_PHONE (74)

WORK_PHONE

CP_EMAIL_ADDRESS (75)

EMPTY ?

CP_CREATED_BY (76)

Internal CODE IMS ?

CP_CREATED_DATE (77)

CP_ORIGINAL_SEQ (78)

internal.

CP_FAX (79)

FAX

42. INVOLVED_INSTITUTION_SEQ (80)

Internal sequence number.

43. RSP_NAME (81)

The respondent's name.

Analysis of the data revealed no null fields in any of the numerous misspellings and variations on company names.

RSP_ADDRESS_LINE1 (82)

ADDRESS

RSP_ADDRESS_LINE2 (83)

ADDRESS_LINE2

44. RSP_CITY (84)

CITY

45. RSP_STATE (85)

The state code portion of the respondent's address.

State codes are 2-character abbreviations used by the U.S. Postal Service. Some of the codes listed in the CDS Code Dictionary, such as GR for Germany and SA for Saudi Arabia, are not official U.S. Postal Service state codes. They have been added to the CDS Code Dictionary at the request of EEOC offices for their convenience and for case management purposes.

Analysis of the data showed that only 1 of the records contained no state code. Another 28 contained codes not (page 69)

See attachment for (old) CDS explanations (p. 69 - 71)

46. RSP_ZIP_CODE (86)

ZIP_CODE

47. RSP_COUNTRY (87)

COUNTRY

RSP_PHONE (88)

PHONE

RSP_FAX (89)

FAX

RSP_EMAIL_ADDRESS (90)
EMAIL_ADDRESS

48. RSP_NUMBER_OF_EMPLOYEES (91)

This field contains a code indicating the size of a respondent as measured by the number of employees that respondent has. Analysis of the data revealed that 479,005 (33.45%) of the records contained blanks in this field. 127 records contained invalid codes in this field. They were distributed as follows (page 175)

EMS (1956) Number of Employees

A 15 - 100 Employees (31.9)
B 101 - 200 Employees (7.9)
C 201 - 500 Employees (7.1)
D 501+ Employees (22.5)
N Under 15 Employees (.2)
U Unknown Number Of Employees (8.7)
BLANK (21.8)

RSP_EEO_COMPANY_ID_NUMBER (92)

IS THIS THE SAME? MOSTLY EMPTY

This field was intended to be used to store the number assigned to the respondent company through the EEO Survey process to allow us to be able to readily access survey data regarding respondents. This field was subsequently found to be useless when CDS personnel discovered that company's EEO-ID numbers changed from survey to survey and it is therefore not used for its intended purpose. No conversion is necessary. Analysis of the data showed that 1,266,780 (93.74%) of the records contained blank values.

84,622 (6.26%) of the records contained values and those were distributed among 22,036 distinct values. The data followed different patterns and has no known meaning.

RSP_EEO_FUNCTION_CODE (93)

Don't know what that is.

MOSTLY EMPTY

49. RSP_INSTITUTION_TYPE (94)

Respondent type codes are used to identify the general category of the respondent to a charge (such as private employer, government agency, etc.). Analysis of the data revealed that 7,036 (0.52%) of the records contained blanks in this field. 84 records contained invalid codes distributed as follows (page 74)

EMT (1962)

B Elected Official/State-Local (.1)
C Elected Official/Fed. Govt (.0)
E Private Employer (79.9)
F Federal Government Agency (.0)
G State/Local Govt (10.3)
H Private College/University (Inactive Code) (.0)
I Public College/University (1.3)
J Joint Apprenticeship (.0)
K Public Elem/Secondary School (1.7)
M Private Elem/Secondary School (.1)
N Private College/University (.4)
O Other (4.7)
P Private Employment Agency (.4)
S Public Employment Agency (.1)
U Union (.8)
Blank (.0)

See attachment for (old) CDS explanations (p.74)

RSP_CREATED_BY (95)

Internal: CODE FOUND: IMS

RSP_CREATED_DATE (96)
Don't know what that is.

RSP_ORIGINAL_SEQ (97) Internal code.

Appendix Codes:

1. Charge Number (1)

ACO – Accountable/Receiving/Closure Office Codes

100	Washington Field Office
10A	Alexandria Office On Human Rights
10B	Arlington County Human Rights Commission
10C	D.C. Office Of Human Rights
10D	Fairfax County Human Rights Commission
10E	Prince William County Human Rights Commission
110	Atlanta District Office
115	Savannah Local Office
11A	Augusta/Richmond County Human Relations Commission
11B	Georgia Commission On Equal Opportunity
120	Baltimore District Office
121	Norfolk Area Office
122	Richmond Area Office
12B	Baltimore Community Relations Commission
12E	Howard County Office Of Human Rights
12F	Maryland Commission On Human Relations
12G	Montgomery County Office of Human Rights
12H	Prince Georges County Human Relations Commission
12K	Virginia Council On Human Rights
130	Birmingham District Office
131	Jackson Area Office
140	Charlotte District Office
141	Raleigh Area Office
145	Greensboro Local Office
146	Greenville Local Office
14A	New Hanover Human Relations Commission
14B	NC Office Of Administrative Hearings
14C	South Carolina Human Affairs Commission
14E	Orange County Human Relations Commission
14R	Raleigh HRC
150	Miami District Office
151	Tampa Area Office
15A	Broward County Human Rights Division
15C	Miami-Dade County Equal Opportunity Bd.
15D	Florida Commission On Human Relations
15E	Jacksonville Equal Opportunity Commission
15F	Orlando Human Relations Department
15G	St. Petersburg Human Relations Division
15H	Pinellas County Office On Human Rights

15J	Tampa Office Of Community Relations
15K	Hillsborough Cnty Equal Opportunity & Human Rel Dept
15L	Lee County Dept. Of Equal Opportunity
15M	Palm Beach County Office Of Equal Opportunity
160	New York District Office
161	Boston Area Office
162	San Juan Area Office
165	Buffalo Local Office
16A	Connecticut Comm. On Human Rights & Opportunities
16B	Maine Human Rights Commission
16C	Massachusetts Commission Against Discrimination
16D	New Hampshire Human Rights Commission
16E	New Haven Commission On Equal Opportunities
16F	New York City Commission On Human Rights
16G	New York State Division Of Human Rights
16H	Puerto Rico Dept. Of Labor And Human Resources
16J	Rhode Island Commission For Human Rights
16K	Vermont Atty. General's Office, Civil Rights Div.
16L	Virgin Islands Department Of Labor
170	Philadelphia District Office
171	Newark Area Office
172	Pittsburgh Area Office
17A	Allentown Human Relations Commission
17B	Charlstown Human Relations Commission
17C	Delaware Department Of Labor
17D	Huntington Human Relations Commission
17E	New Jersey Division Of Civil Rights
17F	Pennsylvania Human Relations Commission
17G	Philadelphia Commission On Human Relations
17H	Pittsburgh Commission On Human Relations
17J	West Virginia Human Rights Commission
17K	Wheeling WV Human Relations Commission
17L	York Human Relations Commission
210	Chicago District Office
21A	Bloomington Human Rights Commission
21B	Illinois Department Of Human Rights
220	Cleveland District Office
221	Cincinnati Area Office
22A	Ohio Civil Rights Commission
22B	Springfield Human Rights Department
22C	Youngstown Human Relations Commission
22D	Ohio DIR
230	Detroit District Office
23A	Michigan Department Of Civil Rights
240	Indianapolis District Office
241	Louisville Area Office

24A	Bloomington Human Relations Commission
24B	East Chicago Human Relations Commission
24C	Evansville Human Relations Commission
24D	Fort Wayne Metropolitan Human Relations Commission
24E	Gary Human Relations Commission
24F	Indiana Civil Rights Commission
24G	Kentucky Commission On Human Rights
24H	Lexington-Fayette Urban County Human Rights Comm.
24J	Louisville & Jefferson County Human Relations Comm
24K	Michigan City Human Relations Commission
24L	Paducah Human Rights Commission
24M	South Bend Human Relations Commission
24P	Anderson Human Relations Commission
250	Memphis District Office
251	Little Rock Area Office
253	Nashville Area Office
25A	Tennessee Human Rights Commission
260	Milwaukee District Office
265	Minneapolis Area Office
26A	Iowa Civil Rights Commission
26B	Madison Equal Opportunities Commission
26C	Mason City Iowa Human Relations Department
26D	Minneapolis Department of Civil Rights
26E	Minnesota Dept Of Human Rights
26F	St. Paul Human Rights
26G	Wisconsin Equal Rights Division
26H	Wisconsin Personnel Commission
26N	Fort Dodge-Webster County HRC
270	New Orleans District Office
27A	Louisiana Commission On Human Rights
280	St. Louis District Office
281	Kansas City Area Office
28A	City Of Salinas Human Relations Commission
28B	Kansas City, KS - Human Relations Department
28C	Kansas City, MO - Human Relations Department
28D	Kansas Commission On Human Rights
28E	Missouri Commission On Human Rights
28F	St. Louis Civil Rights Enforcement Agency
28G	Wichita Commission On Civil Rights
28T	Topeka HRC
310	Dallas District Office
311	Oklahoma City Area Office
31A	Fort Worth Human Rights Commission
31B	Oklahoma Human Rights Commission
31C	Civil Rights Div Texas Workforce Cm

31D	Wichita Falls Human Relations Commission
320	Denver District Office
32A	Colorado Civil Rights Division
32B	Colorado State Personnel Board
32C	Lincoln Commission On Human Rights
32D	Montana Human Rights Commission
32E	Nebraska Equal Opportunity Commission
32F	North Dakota Department Of Labor
32G	Omaha Human Relations Department
32H	Sioux Falls Human Relations Commission
32J	South Dakota Division Of Human Rights
32K	Wyoming Fair Employment Program
330	Houston District Office
340	Los Angeles District Office
345	San Diego Area Office
34B	Nevada Equal Rights Commission
350	Phoenix District Office
35A	Arizona Civil Rights Division
35C	Utah Anti-Discrimination & Labor Div
360	San Antonio District Office
361	El Paso Area Office
36A	Austin Equal Employment/Fair Housing Office
36B	Corpus Christi Human Relations Commission
370	San Francisco District Office
375	Fresno Local Office
376	Oakland Local Office
377	San Jose Local Office
378	Honolulu Local Office
37A	California Department Of Fair Employment & Housing
37B	Hawaii Civil Rights Commission
380	Seattle District Office
38A	Alaska State Commission For Human Rights
38B	Anchorage Equal Rights Commission
38C	Idaho Human Rights Commission
38D	Oregon Bureau of Labor & Industries - Civil Rights Division
38E	Seattle Office For Civil Rights
38F	Tacoma Human Rights & Human Services Division
38G	Washington State Human Rights Commission
390	Albuquerque Area Office
39B	New Mexico Human Rights Division
810	Office of General Counsel
811	Litigation Management Services (OGC)
812	Appellate Services (OGC)
813	Systemic Services (OGC)
820	Office of Legal Counsel
821	Guidance Division (OLC)
830	Office of Field Programs
831	Field Management East

832	Field Management West
833	Charge Resolution & Review Program (OPO)
834	Office of Federal Operations
835	Systemic Investigations (OGC)
840	Office of The Chair
841	Office of The Vice Chair
842	Commission (CM1)
843	Commission (CM2)
844	Commission (CM3)
845	Administrative Adjudication Program
846	National Contact Center
850	Department Of Justice
866	EEOC Office Of Inspector General
871	Executive Secretariat
872	Office of Equal Opportunity
873	Office of Communications and Legislative Affairs (OCLA)
874	Office of Human Resources (OHR)
875	Office of Research, Information and Planning (ORIP)
876	Office of Information Technology (OIT)
877	Office of CFO and Admin Services (OCFOAS)
888	Information System Services
890	Integrated Mission System - Test 1
897	Office Of General Counsel - Test Legal System
998	No FEPA

6. Function Code (8) FUN (2254)

FUN	A	Federal Affirmative Action (FAA)
FUN	B	ADR Process
FUN	C	Commission And Administrative
FUN	D	State and Local
FUN	E	Enforcement
		Office Of General Counsel (GC)/Office Of Legal
FUN	G	Counsel(OLC)
FUN	H	Hearings
FUN	I	Intake
FUN	L	Legal
FUN	M	Top Management Committee (TMC)
FUN	P	Office of Field Programs (OFP)
FUN	S	Systemic
FUN	U	Federal Sector (Proposed Code - Not Used)
FUN	Z	CRTIU-Control Room

17. National Enforcement (28) CAH (1124)

CAH	A	Repeated Or Egregious Violation
CAH	B	Broad-Based Employment Practice
CAH	C	Allocation Of Burden
CAH	D	Scope Of Liability
CAH	E	Language Rule
CAH	F	Religious Accommodation
CAH	G	Disability Accommodation
CAH	H	Disparate Impact
CAH	J	Combined Bases
CAH	K	Binding Arbitration
CAH	L	LEP Category-Issue Employee Benefits (OWBPA Or ADA)
CAH	M	
CAH	N	Court Dispute
CAH	P	Retaliation
CAH	Q	Commission Policy Challenge
CAH	R	Access To Information
CAH	S	Breach Of Agreement
CAH	T	Record-Keeping Violation
CAH	U	Cash Balance Pension Plans

16. Local Enforcement (27) CAF (1104)

CAF	0	Unspecified
CAF	A	After-Acquired Evidence
CAF	B	Association
CAF	C	BFOQ Defense
		Election Of Redress
CAF	D	Avenue
		Foreign
CAF	E	Operation/Ownership
CAF	F	Geographic Area
CAF	G	Glass Ceiling
CAF	H	Industry Realignment
CAF	J	Industry Type
CAF	K	Medical Releases
CAF	M	Non-Traditional Jobs
CAF	N	Pretext
CAF	P	Prima Facie Violation
CAF	Q	Referral By Incumbents
CAF	R	Specific Basis
CAF	S	Specific Issue
CAF	T	Specific Statute
CAF	V	Stereotyping
CAF	W	Terminal Illness
CAF	X	Waiver Of Rights

23 . Closure Code ACT (442)

ACT	A0	Transfer To
ACT	A1	Transfer Accepted
ACT	A2	Transfer Rejected
ACT	A3	Chg. Consol. W/ Lead Chg.
ACT	A4	Removed From Consol. Case
ACT	A5	To Dist.Off For Review
ACT	A6	Dist.Off Rejects Closure
ACT	A7	Case File Received
ACT	A8	Case Opened
ACT	A9	Assign FEPA Chg No.
ACT	AB	Formalize Charge
ACT	B1	Re-Opened
ACT	B2	EEOC Auto-Xfers FEPA Chg
ACT	B3	FEPA Processing EEOC Chg
ACT	B4	Send To
ACT	B5	Rcv. From
ACT	B6	Assign Processing Category
ACT	B7	Projected Completion
ACT	B9	SOL Waiver Authorized
ACT	C0	EPA Subpoena Sent To HQ
ACT	C1	HQ Acts On EPA Subpoena
ACT	C2	Subpoena Issued
ACT	C3	Subpoena Petition Rcv'd
ACT	C4	Subpoena Petition Denied
ACT	C5	Subpoena Appealed To HQ
ACT	C6	Subpoena Appeal Denied
ACT	C7	Subpoena Satisfied
ACT	C8	Subpoena Modified
ACT	C9	Subpoena Revoked
ACT	D1	Chg. Placed In Suspense
ACT	D2	Chg Removed From Suspense
ACT	D3	Special Handling
ACT	D4	Cancel Special Handling
ACT	D5	Hold - Pending Litigation
ACT	D6	Cancel Litigation Hold
ACT	D7	Sent To HQ Guidance Div.
ACT	D8	Returned By HQ Guidance
ACT	D9	FEPA Charge In Suspense
ACT	E0	Final Action Received
ACT	E1	FEPA Final Action Accepted
ACT	E2	FEPA Final Action Ineligible For Review
ACT	E3	Final Action Rejected-Return
ACT	E4	Finding Rejected-No Rework
ACT	E5	Credit Granted Other
ACT	E6	Substantial Weight Review Requested By Charging Party
ACT	E7	Substantial Weight Review Requested By Respondent
ACT	E8	FEPA Appeal Of EEOC Rejection Received
ACT	E9	Final Decision On FEPA Appeal

ACT	F0	FEPA Final Action Submitted To EEOC
ACT	F1	Final Action Accepted (FEPA)
ACT	F2	Public Hearing Scheduled
ACT	F3	Public Hear. Resolv. EEOC Accepts Charge Taken By A FEPA On Behalf Of EEOC
ACT	F5	
ACT	F6	FEPA Case Filed In Court
ACT	F7	FEPA Final Action Accepted; No Credit
ACT	F8	FEPA Hearing Order Accepted
ACT	G0	Section 83 Request Received
ACT	G1	Assigned To Staff
ACT	G2	Submit Investigative Plan
ACT	G3	RFI Sent To Respondent
ACT	G4	CP Contact/Interview
ACT	G5	Resp. Contact/Interview
ACT	G6	Witness Contact/Interview
ACT	G7	RFI Response Received
ACT	G8	Pos. Statement Requested
ACT	G9	Position Statement Received
ACT	H1	Fact Finding Conf. Held
ACT	H2	On-Site Conducted
ACT	H3	Final Determination Counseling
ACT	H4	Investigative Memo Approved
ACT	H5	Case Mgt. Plan Approved
ACT	H6	Designated Class
ACT	H7	Deselected Class
ACT	I2	Attorney Assigned
ACT	I3	Attorney Unassigned
ACT	J0	NRTS Issued - No Closure
ACT	J1	Cause Finding Issued
ACT	J2	Concil. Proposal Sent To Respondent
ACT	J3	Conciliation Conference Held
ACT	J4	Date Mediation Held
ACT	J5	Identified For Mediation
ACT	J6	Type Of Mediator Specified
ACT	J7	Failed Mediation Effort
ACT	J8	Mediation Offer To Charging Party
ACT	J9	Mediation Offer To Respondent
ACT	K1	Filing - TRO Or PR Motion
ACT	K2	TRO Or PR Motion Granted
ACT	K3	TRO Or PR Motion Denied
ACT	K4	Filing - Intervention
ACT	K5	Intervention Allowed
ACT	K6	Intervention Denied
ACT	K7	Filing - Enforce Subpoena
ACT	K8	Subpoena Enforced
ACT	K9	Subpoena Enforcement Denied
ACT	L1	Hearing Case Assigned
ACT	L2	Hearing Scheduled
ACT	L3	Hearing Held
ACT	L4	Time Spent On Class Case

ACT	L5	Hearing Decision
ACT	L6	1614 Record Added
ACT	L7	Consolidated/Deleted
ACT	M1	Withdrawal With Benefits
ACT	M2	Settlement With Benefits
ACT	M3	No Cause Finding Issued
ACT	M4	Successful Conciliation
ACT	M5	Conciliation Failure
ACT	M6	Hearings Discrimination Finding
ACT	M7	FEPA Conciliation Failure - Not Closed
ACT	N1	Sanction Dismissal
ACT	N2	NRTS Issued At CP Request
ACT	N3	Section 1614.107 Dismissal
ACT	N4	Hearings Decision - Record
ACT	N5	Hearings Decision - Written
ACT	N6	Hearings Decision - Bench
ACT	N7	Certified Mail Issued
ACT	N8	Appeal Pd. Expired Or Not-Applicable
ACT	N9	Hearings - Benefits Determined, Calculating Attorney Fees
ACT	NB	Hearings - Agency Accepts Or Appeals Benefits
ACT	Q1	To Legal For Lit. Review
ACT	Q2	Assigned For Compliance Review
ACT	Q3	Compliance Found Or Obtained
ACT	Q4	Non-Compliance - Sent To Legal
ACT	Q5	To Justice Dept For Lit. Review
ACT	Q6	Compliance Review Ended
ACT	R0	Rcvd. By Legal Unit For Processing
ACT	R1	Dist. Ofc. Sends PM To OGC
ACT	R2	GC Sends PM To Commission
ACT	R3	Commission Decision On Lit.
ACT	R4	Chg Consol. With Case In Lit.
ACT	R5	Removed From Case In Lit.
ACT	R6	Filing - Amicus Brief
ACT	R7	FOIA Request Denied
ACT	R8	Legal Action Completed
ACT	R9	NRTS Issued After Concil Failure
ACT	RA	Sent To Legal
ACT	RB	Returned From Legal
ACT	S0	CP Filed Private Suit
ACT	S1	Filing - Direct Suit
ACT	S2	Consent Decree Entered
ACT	S3	Case Dismissed
ACT	S4	Favorable Summary Judgment
ACT	S5	Unfavorable Summary Judgment
ACT	S6	Filing - Enforce Agreement
ACT	S7	Agreement Enforced
ACT	S8	Agreement Enforcement Denied
ACT	S9	Transaction Comment
ACT	T1	Trial Held
ACT	T2	Favorable Final Judgment

ACT	T3	Unfavorable Final Judgment
ACT	T4	End Of Consent Decree
ACT	T5	Case Settled By Legal Unit
ACT	T6	Closed Case Resolved By Legal
ACT	U1	Filing - Appellate
ACT	U2	Favorable Appellate Decision
ACT	U3	Unfavorable Appellate Decision
ACT	V1	Filing - Certiorari Petition
ACT	V2	Certiorari Granted
ACT	V3	Supreme Court Decision Favorable
ACT	V4	Supreme Court Decision Unfavorable
ACT	V5	Open Charge Closed By Legal Activity
ACT	V6	Certiorari Filed & Denied
ACT	V8	Payment Authorized For Mediation
ACT	V9	Payment Denied For Mediation
ACT	W0	Request For Review Withdrawn
ACT	W1	CP Appeals No Cause
ACT	W2	Appeal Rejected
ACT	W3	Case Selected For Review By HQ
ACT	W4	File Sent For HQ Review
ACT	W5	File Returned By HQ
ACT	W6	Determination Upheld
ACT	W7	Determination Reversed
ACT	W8	File Remanded By HQ
ACT	W9	Remanded File Returned To HQ
ACT	X1	CP Filed Suit
ACT	X2	Administrative Closure
ACT	X3	Respondent Bankruptcy
ACT	X4	Failure To Locate Charging Party
ACT	X5	CP Failed To Respond To 30-Day Letter
ACT	X6	CP Failed To Cooperate
ACT	X7	Closed Due To Court Decision
ACT	X8	CP Refused Full Relief
ACT	X9	ADEA Sect. 7(D) Closure
ACT	XA	Inquiry Closed
ACT	Y1	No Jurisdiction
ACT	Y2	CP Withdrawal - No Ben.
ACT	Y3	Hearing Class Accepted
ACT	Y4	Hearing Class Rejected
ACT	Y5	Remand/Mixed Case
ACT	Y6	Remand/Reinvestigation
ACT	Y7	Remand/Other
ACT	Y8	Remand - Failure To Prosecute
ACT	Z0	NRTS Mailed
ACT	Z1	Certified Receipt For NRTS
ACT	Z2	Certified Mail Undeliverable
ACT	Z3	Charge Un-Deleted
ACT	Z4	Charge Deleted
ACT	Z5	File Destroyed Or Retired
ACT	Z6	Section 83 Request Satisfied

ACT	Z7	Fed. Ref. File Returned - Complete
ACT	Z8	File Returned By DOJ
ACT	Z9	Staff Time Deduction

II

EOC IMS sub files variable & value lists

1. Charge file, see VL Charge File_3.doc (charge_X1_prep.sav)

2. Action data (action.sav) (N=15470542)

1. CHARGE_NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15. Each portion of the charge number is further described in the following subfield descriptions:

Charge No. (Part 1) - describes the receiving office subfield (3 digits)

Charge No. (Part 2) - describes the fiscal year subfield (4 digit year)

Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)

Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN see appendix

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. CHARGE_INQUIRY_SEQ (2)

Important for linking

3. ACTION_SEQ

Primary key linking to action attribute values (file)

4. ACTION DATE

date of specific action

5. SERIAL NUMBER

Consecutive order of the actions?

6. REPORTING OFFICE

Same codes as accountability office?

7. REPORTING FUNCTION

See Function Code **FUN (2254)** in appendix.

A Federal Affirmative Action (FAA)

B ADR Process

C Commission And Administrative

D 706 Review (State & Local)

E Extended Charge Processing

F

G Office Of General Counsel (GC)/Office Of Legal

H Hearings

I Intake

L Legal

M Top Management Committee (TMC)

P Office Of Program Operations (OPO)

R Rapid Charge Processing (none)

S Systemic

T Enforcement Team

U Federal Sector (Proposed Code - Not Used)

Z Technical Assistance Unit (Central Records)

8. REPORTING UNIT

internal code 0-9 for unit no meaning

9. ACTION CODE

see table in appendix **ACT (442)**

10. EXTRACT NUMBER

CDS related? Numeric 0-9

11.???

CDS related

12. DELETED

all missing

13. PRECESSOR_SERIAL_NUMBER

?

13. always EMPTY

14. CREATED BY

internal: always IMS

15. CREATED DATE

input into IMS?

16. FINAL_CLOSURE_FLAG

Y , BLANK

3. Action_attribute_value data (action_attr.sav) (N=21486404)

1. CHARGE NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15.

Each portion of the charge number is further described in the following subfield descriptions:

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Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN see appendix

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. ACTION SEQ

Primary key linking to action file: why is it possible to have two rows of data (same charge number) with the same action seq number?

3. SACTATT_SACT_CODE

are these the same like the ACT action codes ????

4. SACTATT_SAT_TYPE

Different codes here. Examples are: ACO, AOR, ART, ASG, AUT, CAT.... These are Domains.

5. VALUE

This variable gives the value for the domain specified in variable 4.

W means

EXAMPLE

4 SACTATT_SAT_TYPE

ACO = Office

ASG= assignment reason

5 VALUE

valuespecifies the office

A = for Assignment, W= for work

4. Benefit header (benefit_head.sav) (N=308982)

1. CHARGE NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15. Each portion of the charge number is further described in the following subfield descriptions:

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Charge No. (Part 2) - describes the fiscal year subfield (4 digit year)

Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)

Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN (see **ACO (240)** in appendix)

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. BENEFIT HEADER SEQ

Primary key. Links to benefit detail file

3. ACTION SEQ

primary key linking to action file

4. BENEFIT_GROUP

codes 1-13 (up to 13 benefit groups) 98.6% = 1 benefit group ?

5. NUM_PERSON_BENEFITTED

99.0% one person

6. DELETED

7. CREATED_BY

internal: always IMS

8. CREATED_DATE

date of data input IMS

9. EXTRACT_NUMBER

CDS related

10. NDB_STATUS

lot's of strange codes with special characters...

frequent codes are: 1A, 5O, 3a, 2O, 2A

internal

5. Benefit detail (benefit.detail.sav) (N=417340)

1. CHARGE NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15. Each portion of the charge number is further described in the following subfield descriptions:

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Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)

Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN (see **ACO (240)** in appendix)

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. BENEFIT_DETAIL-SEQ

primary key

3. IBH_BENEFIT_HEADER_SEQ

maps to BENEFIT_HEADER_SEQ in file ims_benefit_header

4. BENEFIT_CODE **BEN (757)**

All 100 numbers are monetary

101	Restored Pay 9.3%
102	New Hire .8%
103	Promotion 1.4%
104	Fringe Benefits 10.1%
105	Reinstatement/Recall 4.3%
106	Other Monetary (Projected) 4.3%
107	Other Monetary (Actual) 26.4%
108	Compensatory Damages 3.4%
109	Punitive Damages .2%
110	Attorney's Fees .7%
201	Policy Change 3.5%
202	Training/Apprenticeship 1.8%
203	Religious Accommodation .1%
204	Seniority .5%
205	Job Referral 1.5%
206	Union Membership .1%
207	Other Non-Monetary Benefit 28.4%
208	EEO Notices 2.6%
209	Reasonable Accommodation .5%
301	Workplace practice policy change

5. DOLLAR_AMOUNT

Benefits in \$

6. COMPLAINT_IND

Meaning of codes?

(A .0 error)

(C .1 error)

N 92.6 not required

Y 2.7

7. MONETARY_INDicator

A 50.7% ACTUAL

P 1.4% PROPOSED

Blank 39%

See Benefit codes which are actual or proposed

8. ALLEGATION_NUMBER

numbers 1,2,3,4,5,6

missing 99.9% new in IMS before all allegations were assigned to the charge

9. EXTRACT_NUMBER

CDS related

10. NDB_STATUS

CDS related

2 .7

02 .0

A1 .0

A2 41.4

C2 .0

I2 .0

O0 .1

O1 .0

O2 45.2

R2 .4

Missing 12.2

11. STATVII

missing 28.3%

T 71.7%

12. STATADEA

missing 84.3%

A 15.7%

13. STATEPA

missing 98.9%

E 1.1%

14. STATREH for Federal charges, and ADA for private (eg STATADA)

missing 83.8%

D 15.2%

H .9%

15. DELETED

1 .0

2 .0

3 .0

A 96.5 Active

D .3 Deleted
P 3.1
Z .0

16. CREATED_BY
internal: all values IMS

17. CREATED_DATE
input date

18. IA_ACTION_SEQ
number relates to Action file

6. Allegation (allegation.sav) (N= 5308488)

1. CHARGE NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15. Each portion of the charge number is further described in the following subfield descriptions:

Charge No. (Part 1) - describes the receiving office subfield (3 digits)

Charge No. (Part 2) - describes the fiscal year subfield (4 digit year)

Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)

Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN (see **ACO (240)** in appendix)

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. ICI CHARGE INQUIRY SEQ NUMBER

mapping to ims-charge_inquiry.charge_inquiry-seq

3. ALLEGATION SEQ

primary key for (order of all allegations in file

4. ALLEGATION NUMBER

numbers 1 to 80 (intersectional basis)

5. STATUTE ID STU (4461)

STU	A	ADEA
STU	D	ADA
STU	E	EPA
STU	R	Rehab
STU	T	Title VII

6. BASIS id **BAS** (684)

BASIS: Reason for alleged discriminatory treatment

BAS	AA	Religion-7th Day Adventist
BAS	AC	Religion-Catholic
BAS	AJ	Religion-Jewish
BAS	AM	Religion-Muslim
BAS	AO	Religion-Other
BAS	AP	Religion-Protestant
BAS	AS	Religion-Sikhs
BAS	GF	Sex-Female
BAS	GM	Sex-Male
BAS	GP	Sex-Pregnancy
BAS	NA	National Origin-Arab, Afghani or Middle-Eastern
BAS	NE	National Origin-East Indian

BAS	NH	National Origin-Hispanic
BAS	NM	National Origin-Mexican
BAS	NO	National Origin-Other
BAS	OA	Age
BAS	OC	Color
BAS	OH	Handicap (Not ADA)
BAS	OO	Other
BAS	OR	Retaliation
BAS	PF	Equal Pay-Female
BAS	PM	Equal Pay-Male
BAS	RA	Race-Asian/Pacific Islander
BAS	RB	Race-Black
BAS	RI	American Indian/Alaskan Native
BAS	RO	Race-Other
BAS	RW	Race-White
BAS	T1	Allergies
BAS	T2	Asthma
BAS	T3	Orthopedic/Structural Back Impairment
BAS	T4	Chemical Sensitivity
BAS	T6	Genetic Testing
BAS	TN	HIV
BAS	TP	Blood (Other)
BAS	U1	Cancer
BAS	U2	Diabetes
BAS	U3	Disfigurement
BAS	U4	Dwarfism
BAS	U6	Post-Traumatic Stress Disorder
BAS	UA	Other Anxiety Disorder
BAS	UB	Depression
BAS	UC	Manic Depression (Bi-polar)
BAS	UD	Schizophrenia
BAS	UE	Other Psychiatric Disorders
BAS	VA	Missing Digits/Limbs
BAS	VB	Nonparalytic Orthopedic Impairment
BAS	W1	Gastrointestinal
BAS	W2	Hearing Impairment
BAS	W3	Heart/Cardiovascular
BAS	W4	Kidney Impairment
BAS	W5	Mental Retardation
BAS	WA	Autism
BAS	WC	Alzheimers
BAS	WD	Brain/Head Injury (Traumatic)
BAS	WE	Cerebral Palsy
BAS	WF	Cumulative Trauma Disorder
BAS	WG	Epilepsy
BAS	WH	Learning Disability
BAS	WJ	Multiple Sclerosis
BAS	WK	Paralysis
BAS	WL	Other Neurological
BAS	XA	Cystic Fibrosis

BAS	XB	Tuberculosis
BAS	XC	Other Pulmo/Respiratory
BAS	Y1	Speech Impairment
BAS	YA	Alcoholism
BAS	YB	Drug Addiction
BAS	Z1	Vision Impairment
BAS	Z2	Other Disability
BAS	Z3	Record Of Disability
BAS	Z4	Regarded As Disabled
BAS	Z5	Relationship/Assn.
BAS	Z6	Genetic Discrimination

7. ISSUE ID ISS (2500)

ISS	A1	Advertising
ISS	A2	Apprenticeship
ISS	A3	Assignment
ISS	B1	Benefits
ISS	B2	Benefits-Retirement/Pension
ISS	B3	Benefits-Insurance
ISS	B4	Waivers
ISS	B5	Severance Pay Denied
ISS	B6	Early Retirement Incentive
ISS	C1	Constructive Discharge
ISS	D1	Demotion
ISS	D2	Discharge
ISS	D3	Discipline
ISS	E1	Exclusion
ISS	F1	Filing EEO Forms
ISS	H1	Harassment
ISS	H2	Hiring
ISS	I1	Intimidation
ISS	J1	Job Classification
ISS	L1	Layoff
ISS	L2	English Language Only Rule
ISS	L3	Other Language/Accent Issue
ISS	M1	Maternity
ISS	O1	Other
ISS	P1	Paternity
ISS	P3	Promotion
		Prohibited Medical
ISS	P4	Inquiry/Exam
ISS	P5	Posting Notices
ISS	P6	Breach of Confidentiality
ISS	Q1	Qualifications
ISS	R1	Recall
ISS	R2	References Unfavorable
ISS	R3	Referral
ISS	R4	Reinstatement
ISS	R5	Retirement-Involuntary
ISS	R6	Reasonable Accommodation

ISS	R7	Recordkeeping Violation
ISS	S1	Segregated Facilities
ISS	S2	Segregated Locals
ISS	S3	Seniority
ISS	S4	Sexual Harassment
ISS	S5	Suspension
ISS	T1	Tenure
ISS	T2	Terms/Conditions
ISS	T3	Testing
ISS	T4	Training
ISS	U1	Union Representation
ISS	W1	Wages

8. CONTINUING ACTION IND

does the allegation involve continuing action

N 77.9% (NO)

Y 20% (YES)

9. LITIGATION IND

charge gone for litigation

N 78.1 % (NO)

Y .1% rest missing (YES)

10. CAUSE IND

found cause for charge

N 74.9% NO

Y 4.2 % YES

Rest missing

11. ALLEGATION IND

only alleged (no cause found yet)

N .2% NO

Y 99.1% YES

12. FIRST ALLEGED DATE

date when alleged action first happened/ occurred

13. LAST ALLEGED DATE

date when alleged action last happened/occurred

14. STATUS

C= closed 95%

O = open 5%

15. DELETED

A 99.9%

D .1%

16. CREATED BY

all IMS

17. CREATED DATE
input into IMS

18. IA ACTION SEQ
don't know what this means

19. IA CAUSE ACTION SEQ
sequence number for action cause

7. charge_process (charge_pro.sav) (N=1952908)

1. CHARGE NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15.

Each portion of the charge number is further described in the following subfield descriptions:

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Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)

Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN (see domain **ACO (240)** in appendix)

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. ICI CHARGE INQUIRY SEQ NUMBER

mapping to ims-charge_inquiry.charge_inquiry-seq in charge file

3. CHARGE PROCESS SEQ

primary key for (order of all charge processes in file)

4. PROCESS TYPE (domain **PRT**) (3336)

Meaning of the codes

PRT	A	Class Complaint
PRT	C	Commissioner's Charge
PRT	D	Directed ADEA
PRT	E	Directed EPA
PRT	F	Federal Class
PRT	G	Fetal Reproductive Hazards
PRT	H	Hearing - Procedural
PRT	I	Special Processing
PRT	J	Potential Cause
PRT	K	Attached To Class Charge
PRT	L	Limited Commissioner
PRT	M	Hearing - Merits
PRT	N	Citizenship
PRT	O	Other
PRT	P	Proposed Federal Class
PRT	Q	Confidential Complaint
PRT	R	ADEA Rights Restored (ADCAA)
PRT	S	Settled Prior To Hearing Request
PRT	T	Tester Case
PRT	V	Headquarters Controlled
PRT	W	Workload Redistribution
PRT	X	Extraterritorial Violation
PRT	Y	Top 20 Charge
PRT	Z	Muslim/Arab Backlash related to the events of 9/11/01

8. Shared_institution sic_code (sic.sav) (N= 2094305)

1. CHARGE NUMBER (1)

The Charge Number is a 15-character alphanumeric string used to uniquely identify a charge. It consists of the three character "accountability office code" for the receiving office in positions 1 through 3, the four digit fiscal year in positions 5 and 8, a unique six digit alphanumeric identifier in positions 10 through 15. Each portion of the charge number is further described in the following subfield descriptions:

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Charge No. (Part 2) - describes the fiscal year subfield (4 digit year)

Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)

Separated by hyphen: P1-P2-P3

Accountability office code

NEW CODES FROM JOHN (see **ACO (240)** in appendix)

refers to 51 EEOC offices and ca. 100 FEPA offices. FEPA offices end with alphanumeric character.

2. INSTITUTION SIC SEQ

primary key

3. SI1 INVOLVED INSTITUTION SEQ

maps to involved institutions in charge file (variable 42 / 80)

4. SIC CODE

see appendix code **SIC (3621)**

5. NAIC CODE

new industrial 6 character code (2001)

9. zip_code zip.sav)

1. ZIP_CODE

2. CITY

3. STATE

4. COUNTY_NUMBER

5. COUNTY

6. SMSA

Appendix Codes: Action data (action.sav)

Charge No. (Part 1) - describes the receiving office subfield (3 digits) Accountability office code

Charge No. (Part 2) - describes the fiscal year subfield (4 digit year)

Charge No. (Part 3) - describes the unique identifier subfield (six digit alphanumeric)
Separated by hyphen: P1-P2-P3

1. Charge Number (1)

ACO – Accountable/Receiving/Closure Office Codes

100	Washington Field Office
10A	Alexandria Office On Human Rights
10B	Arlington County Human Rights Commission
10C	D.C. Office Of Human Rights
10D	Fairfax County Human Rights Commission
10E	Prince William County Human Rights Commission
110	Atlanta District Office
115	Savannah Local Office
11A	Augusta/Richmond County Human Relations Commission
11B	Georgia Commission On Equal Opportunity
120	Baltimore District Office
121	Norfolk Area Office
122	Richmond Area Office
12B	Baltimore Community Relations Commission
12E	Howard County Office Of Human Rights
12F	Maryland Commission On Human Relations
12G	Montgomery County Office of Human Rights
12H	Prince Georges County Human Relations Commission
12K	Virginia Council On Human Rights
130	Birmingham District Office
131	Jackson Area Office
140	Charlotte District Office
141	Raleigh Area Office
145	Greensboro Local Office
146	Greenville Local Office
14A	New Hanover Human Relations Commission
14B	NC Office Of Administrative Hearings
14C	South Carolina Human Affairs Commission
14E	Orange County Human Relations Commission
14R	Raleigh HRC
150	Miami District Office
151	Tampa Area Office
15A	Broward County Human Rights Division
15C	Miami-Dade County Equal Opportunity Bd.
15D	Florida Commission On Human Relations
15E	Jacksonville Equal Opportunity Commission

15F	Orlando Human Relations Department
15G	St. Petersburg Human Relations Division
15H	Pinellas County Office On Human Rights
15J	Tampa Office Of Community Relations
15K	Hillsborough Cnty Equal Opportunity & Human Rel Dept
15L	Lee County Dept. Of Equal Opportunity
15M	Palm Beach County Office Of Equal Opportunity
160	New York District Office
161	Boston Area Office
162	San Juan Area Office
165	Buffalo Local Office
16A	Connecticut Comm. On Human Rights & Opportunities
16B	Maine Human Rights Commission
16C	Massachusetts Commission Against Discrimination
16D	New Hampshire Human Rights Commission
16E	New Haven Commission On Equal Opportunities
16F	New York City Commission On Human Rights
16G	New York State Division Of Human Rights
16H	Puerto Rico Dept. Of Labor And Human Resources
16J	Rhode Island Commission For Human Rights
16K	Vermont Atty. General's Office, Civil Rights Div.
16L	Virgin Islands Department Of Labor
170	Philadelphia District Office
171	Newark Area Office
172	Pittsburgh Area Office
17A	Allentown Human Relations Commission
17B	Charlstown Human Relations Commission
17C	Delaware Department Of Labor
17D	Huntington Human Relations Commission
17E	New Jersey Division Of Civil Rights
17F	Pennsylvania Human Relations Commission
17G	Philadelphia Commission On Human Relations
17H	Pittsburgh Commission On Human Relations
17J	West Virginia Human Rights Commission
17K	Wheeling WV Human Relations Commission
17L	York Human Relations Commission
210	Chicago District Office
21A	Bloomington Human Rights Commission
21B	Illinois Department Of Human Rights
220	Cleveland District Office
221	Cincinnati Area Office
22A	Ohio Civil Rights Commission
22B	Springfield Human Rights Department
22C	Youngstown Human Relations Commission
22D	Ohio DIR
230	Detroit District Office

23A	Michigan Department Of Civil Rights
240	Indianapolis District Office
241	Louisville Area Office
24A	Bloomington Human Relations Commission
24B	East Chicago Human Relations Commission
24C	Evansville Human Relations Commission
24D	Fort Wayne Metropolitan Human Relations Commission
24E	Gary Human Relations Commission
24F	Indiana Civil Rights Commission
24G	Kentucky Commission On Human Rights
24H	Lexington-Fayette Urban County Human Rights Comm.
24J	Louisville & Jefferson County Human Relations Comm
24K	Michigan City Human Relations Commission
24L	Paducah Human Rights Commission
24M	South Bend Human Relations Commission
24P	Anderson Human Relations Commission
250	Memphis District Office
251	Little Rock Area Office
253	Nashville Area Office
25A	Tennessee Human Rights Commission
260	Milwaukee District Office
265	Minneapolis Area Office
26A	Iowa Civil Rights Commission
26B	Madison Equal Opportunities Commission
26C	Mason City Iowa Human Relations Department
26D	Minneapolis Department of Civil Rights
26E	Minnesota Dept Of Human Rights
26F	St. Paul Human Rights
26G	Wisconsin Equal Rights Division
26H	Wisconsin Personnel Commission
26N	Fort Dodge-Webster County HRC
270	New Orleans District Office
27A	Louisiana Commission On Human Rights
280	St. Louis District Office
281	Kansas City Area Office
28A	City Of Salinas Human Relations Commission
28B	Kansas City, KS - Human Relations Department
28C	Kansas City, MO - Human Relations Department
28D	Kansas Commission On Human Rights
28E	Missouri Commission On Human Rights
28F	St. Louis Civil Rights Enforcement Agency
28G	Wichita Commission On Civil Rights
28T	Topeka HRC
310	Dallas District Office
311	Oklahoma City Area Office

31A	Fort Worth Human Rights Commission
31B	Oklahoma Human Rights Commission
31C	Civil Rights Div Texas Workforce Cm
31D	Wichita Falls Human Relations Commission
320	Denver District Office
32A	Colorado Civil Rights Division
32B	Colorado State Personnel Board
32C	Lincoln Commission On Human Rights
32D	Montana Human Rights Commission
32E	Nebraska Equal Opportunity Commission
32F	North Dakota Department Of Labor
32G	Omaha Human Relations Department
32H	Sioux Falls Human Relations Commission
32J	South Dakota Division Of Human Rights
32K	Wyoming Fair Employment Program
330	Houston District Office
340	Los Angeles District Office
345	San Diego Area Office
34B	Nevada Equal Rights Commission
350	Phoenix District Office
35A	Arizona Civil Rights Division
35C	Utah Anti-Discrimination & Labor Div
360	San Antonio District Office
361	El Paso Area Office
36A	Austin Equal Employment/Fair Housing Office
36B	Corpus Christi Human Relations Commission
370	San Francisco District Office
375	Fresno Local Office
376	Oakland Local Office
377	San Jose Local Office
378	Honolulu Local Office
37A	California Department Of Fair Employment & Housing
37B	Hawaii Civil Rights Commission
380	Seattle District Office
38A	Alaska State Commission For Human Rights
38B	Anchorage Equal Rights Commission
38C	Idaho Human Rights Commission
38D	Oregon Bureau of Labor & Industries - Civil Rights Division
38E	Seattle Office For Civil Rights
38F	Tacoma Human Rights & Human Services Division
38G	Washington State Human Rights Commission
390	Albuquerque Area Office
39B	New Mexico Human Rights Division
810	Office of General Counsel
811	Litigation Management Services (OGC)
812	Appellate Services (OGC)
813	Systemic Services (OGC)

820	Office of Legal Counsel
821	Guidance Division (OLC)
830	Office of Field Programs
831	Field Management East
832	Field Management West
833	Charge Resolution & Review Program (OPO)
834	Office of Federal Operations
835	Systemic Investigations (OGC)
840	Office of The Chair
841	Office of The Vice Chair
842	Commission (CM1)
843	Commission (CM2)
844	Commission (CM3)
845	Administrative Adjudication Program
846	National Contact Center
850	Department Of Justice
866	EEOC Office Of Inspector General
871	Executive Secretariat
872	Office of Equal Opportunity
873	Office of Communications and Legislative Affairs (OCLA)
874	Office of Human Resources (OHR)
875	Office of Research, Information and Planning (ORIP)
876	Office of Information Technology (OIT)
877	Office of CFO and Admin Services (OCFOAS)
888	Information System Services
890	Integrated Mission System - Test 1
897	Office Of General Counsel - Test Legal System
998	No FEPA

ACT (442) Action Code

ACT	A0	Transfer To
ACT	A1	Transfer Accepted
ACT	A2	Transfer Rejected
ACT	A3	Chg. Consol. W/ Lead Chg.
ACT	A4	Removed From Consol. Case
ACT	A5	To Dist.Off For Review
ACT	A6	Dist.Off Rejects Closure
ACT	A7	Case File Received
ACT	A8	Case Opened
ACT	A9	Assign FEPA Chg No.
ACT	AB	Formalize Charge
ACT	B1	Re-Opened
ACT	B2	EEOC Auto-Xfers FEPA Chg
ACT	B3	FEPA Processing EEOC Chg
ACT	B4	Send To
ACT	B5	Rcv. From
ACT	B6	Assign Processing Category
ACT	B7	Projected Completion
ACT	B9	SOL Waiver Authorized
ACT	C0	EPA Subpoena Sent To HQ
ACT	C1	HQ Acts On EPA Subpoena
ACT	C2	Subpoena Issued
ACT	C3	Subpoena Petition Rcv'd
ACT	C4	Subpoena Petition Denied
ACT	C5	Subpoena Appealed To HQ
ACT	C6	Subpoena Appeal Denied
ACT	C7	Subpoena Satisfied
ACT	C8	Subpoena Modified
ACT	C9	Subpoena Revoked
ACT	D1	Chg. Placed In Suspense
ACT	D2	Chg Removed From Suspense
ACT	D3	Special Handling
ACT	D4	Cancel Special Handling
ACT	D5	Hold - Pending Litigation
ACT	D6	Cancel Litigation Hold
ACT	D7	Sent To HQ Guidance Div.
ACT	D8	Returned By HQ Guidance
ACT	D9	FEPA Charge In Suspense
ACT	E0	Final Action Received
ACT	E1	FEPA Final Action Accepted
ACT	E2	FEPA Final Action Ineligible For Review
ACT	E3	Final Action Rejected-Return
ACT	E4	Finding Rejected-No Rework
ACT	E5	Credit Granted Other
ACT	E6	Substantial Weight Review Requested By Charging Party
ACT	E7	Substantial Weight Review Requested By Respondent
ACT	E8	FEPA Appeal Of EEOC Rejection Received
ACT	E9	Final Decision On FEPA Appeal

ACT	F0	FEPA Final Action Submitted To EEOC
ACT	F1	Final Action Accepted (FEPA)
ACT	F2	Public Hearing Scheduled
ACT	F3	Public Hear. Resolv.
		EEOC Accepts Charge Taken By A FEPA On Behalf Of
ACT	F5	EEOC
ACT	F6	FEPA Case Filed In Court
ACT	F7	FEPA Final Action Accepted; No Credit
ACT	F8	FEPA Hearing Order Accepted
ACT	G0	Section 83 Request Received
ACT	G1	Assigned To Staff
ACT	G2	Submit Investigative Plan
ACT	G3	RFI Sent To Respondent
ACT	G4	CP Contact/Interview
ACT	G5	Resp. Contact/Interview
ACT	G6	Witness Contact/Interview
ACT	G7	RFI Response Received
ACT	G8	Pos. Statement Requested
ACT	G9	Position Statement Received
ACT	H1	Fact Finding Conf. Held
ACT	H2	On-Site Conducted
ACT	H3	Final Determination Counseling
ACT	H4	Investigative Memo Approved
ACT	H5	Case Mgt. Plan Approved
ACT	H6	Designated Class
ACT	H7	Deselected Class
ACT	I2	Attorney Assigned
ACT	I3	Attorney Unassigned
ACT	J0	NRTS Issued - No Closure
ACT	J1	Cause Finding Issued
ACT	J2	Concil. Proposal Sent To Respondent
ACT	J3	Conciliation Conference Held
ACT	J4	Date Mediation Held
ACT	J5	Identified For Mediation
ACT	J6	Type Of Mediator Specified
ACT	J7	Failed Mediation Effort
ACT	J8	Mediation Offer To Charging Party
ACT	J9	Mediation Offer To Respondent
ACT	K1	Filing - TRO Or PR Motion
ACT	K2	TRO Or PR Motion Granted
ACT	K3	TRO Or PR Motion Denied
ACT	K4	Filing - Intervention
ACT	K5	Intervention Allowed
ACT	K6	Intervention Denied
ACT	K7	Filing - Enforce Subpoena
ACT	K8	Subpoena Enforced
ACT	K9	Subpoena Enforcement Denied
ACT	L1	Hearing Case Assigned
ACT	L2	Hearing Scheduled
ACT	L3	Hearing Held
ACT	L4	Time Spent On Class Case

ACT	L5	Hearing Decision
ACT	L6	1614 Record Added
ACT	L7	Consolidated/Deleted
ACT	M1	Withdrawal With Benefits
ACT	M2	Settlement With Benefits
ACT	M3	No Cause Finding Issued
ACT	M4	Successful Conciliation
ACT	M5	Conciliation Failure
ACT	M6	Hearings Discrimination Finding
ACT	M7	FEPA Conciliation Failure - Not Closed
ACT	N1	Sanction Dismissal
ACT	N2	NRTS Issued At CP Request
ACT	N3	Section 1614.107 Dismissal
ACT	N4	Hearings Decision - Record
ACT	N5	Hearings Decision - Written
ACT	N6	Hearings Decision - Bench
ACT	N7	Certified Mail Issued
ACT	N8	Appeal Pd. Expired Or Not-Applicable
ACT	N9	Hearings - Benefits Determined, Calculating Attorney Fees
ACT	NB	Hearings - Agency Accepts Or Appeals Benefits
ACT	Q1	To Legal For Lit. Review
ACT	Q2	Assigned For Compliance Review
ACT	Q3	Compliance Found Or Obtained
ACT	Q4	Non-Compliance - Sent To Legal
ACT	Q5	To Justice Dept For Lit. Review
ACT	Q6	Compliance Review Ended
ACT	R0	Rcvd. By Legal Unit For Processing
ACT	R1	Dist. Ofc. Sends PM To OGC
ACT	R2	GC Sends PM To Commission
ACT	R3	Commission Decision On Lit.
ACT	R4	Chg Consol. With Case In Lit.
ACT	R5	Removed From Case In Lit.
ACT	R6	Filing - Amicus Brief
ACT	R7	FOIA Request Denied
ACT	R8	Legal Action Completed
ACT	R9	NRTS Issued After Concil Failure
ACT	RA	Sent To Legal
ACT	RB	Returned From Legal
ACT	S0	CP Filed Private Suit
ACT	S1	Filing - Direct Suit
ACT	S2	Consent Decree Entered
ACT	S3	Case Dismissed
ACT	S4	Favorable Summary Judgment
ACT	S5	Unfavorable Summary Judgment
ACT	S6	Filing - Enforce Agreement
ACT	S7	Agreement Enforced
ACT	S8	Agreement Enforcement Denied
ACT	S9	Transaction Comment
ACT	T1	Trial Held
ACT	T2	Favorable Final Judgment

ACT	T3	Unfavorable Final Judgment
ACT	T4	End Of Consent Decree
ACT	T5	Case Settled By Legal Unit
ACT	T6	Closed Case Resolved By Legal
ACT	U1	Filing - Appellate
ACT	U2	Favorable Appellate Decision
ACT	U3	Unfavorable Appellate Decision
ACT	V1	Filing - Certiorari Petition
ACT	V2	Certiorari Granted
ACT	V3	Supreme Court Decision Favorable
ACT	V4	Supreme Court Decision Unfavorable
ACT	V5	Open Charge Closed By Legal Activity
ACT	V6	Certiorari Filed & Denied
ACT	V8	Payment Authorized For Mediation
ACT	V9	Payment Denied For Mediation
ACT	W0	Request For Review Withdrawn
ACT	W1	CP Appeals No Cause
ACT	W2	Appeal Rejected
ACT	W3	Case Selected For Review By HQ
ACT	W4	File Sent For HQ Review
ACT	W5	File Returned By HQ
ACT	W6	Determination Upheld
ACT	W7	Determination Reversed
ACT	W8	File Remanded By HQ
ACT	W9	Remanded File Returned To HQ
ACT	X1	CP Filed Suit
ACT	X2	Administrative Closure
ACT	X3	Respondent Bankruptcy
ACT	X4	Failure To Locate Charging Party
ACT	X5	CP Failed To Respond To 30-Day Letter
ACT	X6	CP Failed To Cooperate
ACT	X7	Closed Due To Court Decision
ACT	X8	CP Refused Full Relief
ACT	X9	ADEA Sect. 7(D) Closure
ACT	XA	Inquiry Closed
ACT	Y1	No Jurisdiction
ACT	Y2	CP Withdrawal - No Ben.
ACT	Y3	Hearing Class Accepted
ACT	Y4	Hearing Class Rejected
ACT	Y5	Remand/Mixed Case
ACT	Y6	Remand/Reinvestigation
ACT	Y7	Remand/Other
ACT	Y8	Remand - Failure To Prosecute
ACT	Z0	NRTS Mailed
ACT	Z1	Certified Receipt For NRTS
ACT	Z2	Certified Mail Undeliverable
ACT	Z3	Charge Un-Deleted
ACT	Z4	Charge Deleted
ACT	Z5	File Destroyed Or Retired
ACT	Z6	Section 83 Request Satisfied

ACT	Z7	Fed. Ref. File Returned - Complete
ACT	Z8	File Returned By DOJ
ACT	Z9	Staff Time Deduction

APPENDIX CODES BENEFIT_DETAIL

4. BENEFIT CODE **BEN (757)**

BEN	101	Restored Pay
BEN	102	New Hire
BEN	103	Promotion
BEN	104	Fringe Benefits
BEN	105	Reinstatement/Recall
		Other Monetary
BEN	106	(Projected)
BEN	107	Other Monetary (Actual)
BEN	108	Compensatory Damages
BEN	109	Punitive Damages
BEN	110	Attorney's Fees
BEN	201	Policy Change
BEN	202	Training/Apprenticeship
BEN	203	Religious Accommodation
BEN	204	Seniority
BEN	205	Job Referral
BEN	206	Union Membership
		Other Non-Monetary
BEN	207	Benefit
BEN	208	EEO Notices
		Reasonable
BEN	209	Accommodation

APPENDIX SIC_CODE

SIC	010	Agriculture - Crops
SIC	011	Cash Grains - Production
SIC	013	Field Crops, Except Cash Grains
SIC	016	Vegetables And Melons
SIC	017	Fruits & Tree Nuts - Production
SIC	018	Horticultural Specialties (Production)
SIC	019	General Farms, Primarily Crop
SIC	020	Agriculture - Livestock
SIC	021	Livestock Production (Exc. Poultry, Dairy, Etc)
SIC	024	Dairy Farms (Production) Livestock
SIC	025	Poultry & Eggs Production Livestock
SIC	027	Animal Specialties - Production Livestock
SIC	029	General Farms, Primarily Livestock
SIC	070	Agricultural Services
SIC	071	Soil Preparation Services
SIC	072	Crop Services
SIC	074	Veterinary Services - Agricultural
SIC	075	Animal Services, Except Veterinary
SIC	076	Farm Labor And Management Services
SIC	078	Landscape & Horticultural Services
SIC	080	Forestry
SIC	081	Timber Tracts
SIC	082	Forest Nurseries & Seed Gathering
SIC	084	Gathering Of Misc. Forest Products
SIC	085	Forestry Services
SIC	090	Fishing, Hunting & Trapping
SIC	091	Commercial Fishing
SIC	092	Fish Hatcheries & Preserves
SIC	097	Hunting, Trapping, Game Propagation
SIC	100	Metal Mining
SIC	101	Mining - Iron Ores
SIC	102	Mining - Copper Ores
SIC	103	Mining - Lead & Zinc Ores
SIC	104	Mining - Gold & Silver Ores
SIC	105	Mining - Bauxite & Aluminum Ores
SIC	106	Mining - Ferroally Ores, Except Vanadium
SIC	108	Mining - Metal Mining Services
SIC	109	Mining - Misc. Metal Ores
SIC	110	Anthracite Mining
SIC	111	Mining - Anthracite
SIC	120	Bituminous Coal & Lignite Mining
SIC	121	Mining - Bituminous Coal & Lignite
SIC	124	Coal Mining Services
SIC	130	Oil & Gas Extraction
SIC	131	Mining - Crude Petroleum & Natural Gas Extraction
SIC	132	Mining - Natural Gas Liquids Extraction
SIC	138	Mining - Oil & Gas Field Services
SIC	140	Nonmetallic Minerals Except Fuels

SIC	141	Mining - Dimension Stone
SIC	142	Mining - Crushed & Broken Stone
SIC	144	Mining - Sand & Gravel
SIC	145	Mining - Clay & Related Materials
SIC	147	Mining - Chemical & Fertilizer Minerals
SIC	148	Mining - Nonmetallic Minerals Services
SIC	149	Mining - Misc. Nonmetallic Minerals
SIC	150	General Building Contractors
SIC	152	Residential Building Construction
SIC	153	Operative Builders
SIC	154	Non-Residential Building Construction
SIC	160	Heavy Construction Contractors
SIC	161	Highway & Street Construction
SIC	162	Heavy Construction, Except Highways
SIC	170	Special Trade Contractors
SIC	171	Plumbing, Heating, Air Conditioning
SIC	172	Painting, Paper Hanging, Decorating
SIC	173	Electrical Work
SIC	174	Masonry, Stonework, Plastering
SIC	175	Carpentry & Flooring
SIC	176	Roofing & Sheet Metal Work
SIC	177	Concrete Work
SIC	178	Water Well Drilling
SIC	179	Misc. Special Trade Contractors
SIC	200	Food And Kindred Products
SIC	201	Manufacturing - Meat Products
SIC	202	Manufacturing - Dairy
SIC	203	Manufacturing - Preserved Fruits & Vegetables
SIC	204	Manufacturing - Grain Mill Products
SIC	205	Manufacturing - Bakery
SIC	206	Manufacturing - Sugar & Confectionary Products
SIC	207	Manufacturing - Fats & Oils
SIC	208	Manufacturing - Beverages
SIC	209	Manufacturing - Misc. Food & Kindred Products
SIC	210	Tobacco Manufactures
SIC	211	Manufacturing - Cigarettes
SIC	212	Manufacturing - Cigars
SIC	213	Manufacturing - Chewing & Smoking Tobacco
SIC	214	Manufacturing - Tobacco Stemming & Redrying
SIC	220	Textile Mill Products
SIC	221	Manufacturing - Weaving Mills, Cotton
SIC	222	Manufacturing - Weaving Mills, Synthetics
SIC	223	Manufacturing - Weaving & Finishing Mills, Wool
SIC	224	Manufacturing - Narrow Fabric Mills
SIC	225	Manufacturing - Knitting Mills
SIC	226	Manufacturing - Textile Finishing, Except Wool
SIC	227	Manufacturing - Floor Covering Mills (Rugs)
SIC	228	Manufacturing - Yarn & Thread Mills
SIC	229	Manufacturing - Misc. Textile Goods
SIC	230	Apparel & Other Textile Products

SIC	231	Manufacturing - Men/Boy's Suits & Coats
SIC	232	Manufacturing - Men/Boys's Furnishings
SIC	233	Manufacturing - Woman's Outerwear
SIC	234	Manufacturing - Women's & Children's Undergarments
SIC	235	Manufacturing - Hats, Caps, & Millinery
SIC	236	Manufacturing - Children's Outerwear
SIC	237	Manufacturing - Fur Goods
SIC	238	Manufacturing - Misc. Apparel & Accessories
SIC	239	Manufacturing - Misc. Fabricated Textile Products
SIC	240	Lumber & Wood Products
SIC	241	Manufacturing - Logging
SIC	242	Manufacturing - Sawmills & Planing Mills
SIC	243	Manufacturing - Millwork, Plywood & Structural Members
SIC	244	Manufacturing - Wood Containers
SIC	245	Manufacturing - Wood Buildings & Mobile Homes
SIC	249	Manufacturing - Misc. Wood Products
SIC	250	Furniture And Fixtures
SIC	251	Manufacturing - Household Furniture
SIC	252	Manufacturing - Office Furniture
SIC	253	Manufacturing - Public Building & Related Furniture
SIC	254	Manufacturing - Partitions & Fixtures
SIC	259	Manufacturing - Misc. Furniture & Fixtures
SIC	260	Paper & Allied Products
SIC	261	Manufacturing - Pulp Mills
SIC	262	Manufacturing - Paper Mills, Except Building Paper
SIC	263	Manufacturing - Paperboard Mills
SIC	264	Manufacturing - Misc. Converted Paper Products
SIC	265	Manufacturing - Paperboard Containers & Boxes
SIC	266	Manufacturing - Building Paper & Board Mills
SIC	270	Printing & Publishing
SIC	271	Printing/Publishing Newspapers
SIC	272	Printing/Publishing Periodicals
SIC	273	Printing/Publishing Books
SIC	274	Misc. Publishing
SIC	275	Commerical Printing
SIC	276	Printing - Manifold Business Forms
SIC	277	Greeting Card Publishing
SIC	278	Bookbinding
SIC	279	Printing Trade Services
SIC	280	Chemicals & Allied Products
SIC	281	Manufacturing - Industrial Inorganic Chemicals
SIC	282	Manufacturing - Plastics Materials & Synthetics
SIC	283	Manufacturing - Drugs
SIC	284	Manufacturing - Soap, Cleaners, Toilet Goods
SIC	285	Manufacturing - Paints & Allied Products
SIC	286	Manufacturing - Industrial Organic Materials
SIC	287	Manufacturing - Agricultural Chemicals
SIC	289	Manufacturing - Misc. Chemical Products
SIC	290	Petroleum & Coal Products
SIC	291	Petroleum Refining

SIC	295	Manufacturing - Paving & Roofing Materials
SIC	299	Manufacturing - Misc. Petroleum & Coal Products
SIC	300	Rubber & Misc. Plastic Products
SIC	301	Manufacturing - Tires & Inner Tubes
SIC	302	Manufacturing - Rubber & Plastic Footwear (Shoes)
SIC	303	Manufacturing - Reclaimed Rubber
SIC	304	Manufacturing - Rubber & Plastics Hose & Belting
SIC	306	Manufacturing - Fabricated Rubber Products
SIC	307	Manufacturing - Misc. Plastics Products
SIC	310	Leather & Leather Products
SIC	311	Leather Tanning & Finishing
SIC	313	Manufacturing - Boot & Shoe Cut Stock & Findings
SIC	314	Manufacturing - Footwear, Except Rubber (Shoes)
SIC	315	Manufacturing - Leather Gloves & Mittens
SIC	316	Manufacturing - Leather Luggage
SIC	317	Manufacturing - Leather Handbags & Personal Items
SIC	319	Manufacturing - Leather Goods
SIC	320	Stone, Clay & Glass Products
SIC	321	Manufacturing - Flat Glass
SIC	322	Manufacturing - Glass & Glassware, Pressed Or Blown
SIC	323	Manufacturing - Products Of Purchased Glass
SIC	324	Manufacturing - Cement, Hydraulic
SIC	325	Manufacturing - Structural Clay Products
SIC	326	Manufacturing - Pottery & Related Products
SIC	327	Manufacturing - Concrete, Gypsum, Plaster Products
SIC	328	Manufacturing - Cut Stone & Stone Products
SIC	329	Manufacturing - Misc. Nonmetallic Mineral Products
SIC	330	Primary Metal Industries
SIC	331	Mfg - Steel Works, Blast Furnaces, Rolling & Finishing
SIC	332	Manufacturing - Iron & Steel Foundries
SIC	333	Manufacturing - Primary Nonferrous Metals
SIC	334	Manufacturing - Secondary Nonferrous Metals
SIC	335	Manufacturing - Nonferrous Rolling & Drawing
SIC	336	Manufacturing - Nonferrous Foundries
SIC	339	Manufacturing - Misc. Primary Metal Products
SIC	340	Fabricated Metal Products
SIC	341	Manufacturing - Metal Cans & Shipping Containers
SIC	342	Manufacturing - Cutlery, Hand Tools, & Hardware
SIC	343	Manufacturing - Plumbing & Heating
SIC	344	Manufacturing - Fabricated Structural Metal Products
SIC	345	Manufacturing - Screw Machine Products, Bolts, Etc
SIC	346	Manufacturing - Metal Forgings & Stampings
SIC	347	Manufacturing - Coating, Engraving & Allied Services
SIC	348	Manufacturing - Ordnance & Accessories
SIC	349	Manufacturing - Misc. Fabricated Metal Products
SIC	350	Machinery, Except Electrical
SIC	351	Manufacturing - Engines & Turbines
SIC	352	Manufacturing - Farm & Garden Machinery
SIC	353	Manufacturing - Construction & Related Machinery
SIC	354	Manufacturing - Metalworking Machinery

SIC	355	Manufacturing - Special Industry Machinery
SIC	356	Manufacturing - General Industrial Machinery
SIC	357	Manufacturing - Computers & Office Equipment
SIC	358	Manufacturing - Refrigeration & Service Machinery
SIC	359	Manufacturing - Misc. Machinery, Except Electrical
SIC	360	Electric & Electronic Equipment
SIC	361	Manufacturing - Electrical Distributing Equipment
SIC	362	Manufacturing - Electrical Industrial Apparatus
SIC	363	Manufacturing - Household Appliances
SIC	364	Manufacturing - Electric Lighting & Wiring Equipment
SIC	365	Manufacturing - Audio & Video Equipment & Recordings
SIC	366	Manufacturing - Communication Equipment
SIC	367	Manufacturing - Electronic Components & Accessories
SIC	369	Manufacturing - Misc. Electrical Equipment & Supplies
SIC	370	Transportation Equipment
SIC	371	Manufacturing - Motor Vehicles & Equipment
SIC	372	Manufacturing - Aircraft & Parts
SIC	373	Ship & Boat Building & Repairing
SIC	374	Manufacturing - Railroad Equipment
SIC	375	Manufacturing - Motorcycles, Bicycles And Parts
SIC	376	Manufacturing - Guided Missiles, Space Vehicles, Parts
SIC	379	Manufacturing - Misc. Transportation Equipment
SIC	380	Instruments & Related Products
SIC	381	Manufacturing - Engineering & Scientific Instruments
SIC	382	Manufacturing - Measuring & Controlling Devices
SIC	383	Manufacturing - Optical Instruments & Lenses
SIC	384	Manufacturing - Medical Equipment & Supplies
SIC	385	Manufacturing - Ophthalmic Goods
SIC	386	Manufacturing - Photographic Equipment & Supplies
SIC	387	Manufacturing - Watches, Clocks, Watchcases
SIC	390	Misc. Manufacturing Industries
SIC	391	Manufacturing - Jewelry, Silverware, Plated Ware
SIC	393	Manufacturing - Musical Instruments
SIC	394	Manufacturing - Toys And Sporting Goods
SIC	395	Manufacturing - Pens, Pencils, Office & Art Supplies
SIC	396	Manufacturing - Costume Jewelry & Notions
SIC	399	Manufacturing - Misc. Manufactures
SIC	400	Railroad Transportation
SIC	401	Railroad Transportation
SIC	404	Railway Express Service
SIC	410	Local & Interurban Passenger Transit
SIC	411	Local & Suburban Transportation
SIC	412	Taxicabs
SIC	413	Intercity Highway Transportation
SIC	414	Transportation Charter Service
SIC	415	School Bus Transportation
SIC	417	Bus Terminal & Service Facilities
SIC	420	Trucking & Warehousing
SIC	421	Trucking, Local & Long Distance
SIC	422	Public Warehousing

SIC	423	Trucking Terminal Facilities
SIC	430	U.S. Postal Service
SIC	431	U.S. Postal Service
SIC	440	Water Transportation
SIC	441	Deep Sea Foreign Transportation
SIC	442	Deep Sea Domestic Transportation
SIC	443	Great Lakes Transportation
SIC	444	Water Transportation Of Freight
SIC	445	Local Water Transportation
SIC	446	Water Transportation Services
SIC	448	Water Transportation Of Passengers
SIC	450	Transportation By Air
SIC	451	Certified Air Transportation
SIC	452	Noncertified Air Transportation
SIC	458	Air Transportation Services
SIC	460	Pipelines, Except Natural Gas
SIC	461	Pipelines, Except Natural Gas
SIC	470	Transportation Services
SIC	471	Freight Forwarding
SIC	472	Arrangement Of Passenger Transportation
SIC	473	Arrangement Of Transportation Of Freight & Cargo
SIC	474	Rental Of Railroad Cars
SIC	478	Misc. Transportation Services
SIC	480	Communication
SIC	481	Telephone Communication
SIC	482	Telegraph Communication
SIC	483	Radio & Television Broadcasting
SIC	484	Cable & Other Pay TV Services
SIC	489	Communication Services, General
SIC	490	Electric, Gas And Sanitary Services
SIC	491	Electric Services
SIC	492	Gas Production & Distribution Services
SIC	493	Combination Utility Services
SIC	494	Water Supply Services
SIC	495	Sanitation Services
SIC	496	Steam Supply
SIC	497	Irrigation Systems
SIC	500	Wholesale Trade - Durable Goods
SIC	501	Wholesale - Motor Vehicles & Automotive Equipment
SIC	502	Wholesale - Furniture
SIC	503	Wholesale - Lumber & Construction
		Wholesale - Professional & Commercial Equipment & Supplies
SIC	504	
SIC	505	Wholesale - Metals & Minerals, Except Petroleum
SIC	506	Wholesale - Electrical Goods
SIC	507	Wholesale - Hardware, Plumbing, Heating Equipment
SIC	508	Wholesale - Machinery, Equipment & Supplies
SIC	509	Wholesale - Misc. Durable Goods
SIC	510	Wholesale Trade - Nondurable Goods
SIC	511	Wholesale - Paper Products
SIC	512	Wholesale - Drugs, Proprietaries & Sundries

SIC	513	Wholesale - Apparel, Peice Goods & Notions
SIC	514	Wholesale - Groceries
SIC	515	Wholesale - Farm Product Raw Materials
SIC	516	Wholesale - Chemicals & Allied Products
SIC	517	Wholesale - Petroleum & Petroleum Products
SIC	518	Wholesale - Beer, Wine, Distilled Beverages
SIC	519	Wholesale - Misc. Nondurable Goods
SIC	520	Building Materials & Garden Supplies
SIC	521	Retail - Lumber & Building Materials
SIC	523	Retail - Paint, Glass, Wallpaper Stores
SIC	525	Retail - Hardware Stores
SIC	526	Retail - Nurseries & Garden Stores
SIC	527	Retail - Mobile Home Dealers
SIC	530	General Merchandise Stores
SIC	531	Retail - Department Stores
SIC	533	Retail - Variety Stores
SIC	539	Retail - Misc. General Merchandise Stores
SIC	540	Food Stores
SIC	541	Retail - Grocery Stores
SIC	542	Retail - Meat Markets & Freezer Provisioners
SIC	543	Retail - Fruit Stores & Vegetable Markets
SIC	544	Retail - Candy, Nut, & Confectionary Stores
SIC	545	Retail - Dairy Products Stores
SIC	546	Retail - Retail Bakeries
SIC	549	Retail - Misc. Food Stores
SIC	550	Auto Dealers & Service Stations
SIC	551	Retail - New & Used Car Dealers
SIC	552	Retail - Used Car Dealers
SIC	553	Retail - Auto & Home Supply Stores
SIC	554	Retail - Gasoline Service Stations
SIC	555	Retail - Boat Dealers
SIC	556	Retail - Recreation & Utility Trailer Dealers
SIC	557	Retail - Motorcycle Dealers
SIC	559	Retail - Automotive Dealers, Nec
SIC	560	Apparel & Accessory Stores
SIC	561	Retail - Men/Boy's Clothing & Furnishings
SIC	562	Retail - Woman's Clothing
SIC	563	Retail - Women's Accessory & Speciality Stores
SIC	564	Retail - Children/Infant's Clothing
SIC	565	Retail - Family Clothing Stores
SIC	566	Retail - Shoe Stores
SIC	568	Retail - Furriers & Fur Shops
SIC	569	Retail - Misc. Apparel & Accessories
SIC	570	Furniture & Home Furnishing Stores
SIC	571	Retail - Furniture & Home Furnishings
SIC	572	Retail - Household Appliances
SIC	573	Retail - Radio, Television, & Music
SIC	580	Eating And Drinking Places
SIC	581	Eating & Drinking Places, I.E. Restaurants & Bars
SIC	590	Miscellaneous Retail

SIC	591	Retail - Drug Stores
SIC	592	Retail - Liquor Stores
SIC	593	Used Merchandise Stores
SIC	594	Retail - Misc. Shopping Goods Stores
SIC	596	Nonstore Retailers
SIC	598	Retail - Fuel & Ice Dealers
SIC	599	Retail Stores, Nec
SIC	600	Banking
SIC	601	Federal Reserve Banks
SIC	602	Commercial & Stock Savings Banks
SIC	603	Mutual Savings Banks
SIC	604	Trust Companies, Nondeposit
SIC	605	Functions Closely Related To Banking
SIC	606	Credit Unions
SIC	608	Foreign Banking & Branches & Agencies Of Foreign Banks
SIC	609	Functions Related To Depository Banking
SIC	610	Credit Agencies Other Than Banks
SIC	611	Rediscount & Financing Institutions
SIC	612	Savings & Loan Associations
SIC	613	Agricultural Credit Institutions
SIC	614	Personal Credit Institutions
SIC	615	Business Credit Institutions
SIC	616	Mortgage Bankers And Brokers
SIC	620	Security, Commodity Brokers & Services
SIC	621	Security Brokers & Dealers
SIC	622	Commodity Contracts Brokers, Dealers
SIC	623	Security ADN Commodity Exchanges
SIC	628	Security & Commodity Services
SIC	630	Insurance Carriers
SIC	631	Life Insurance
SIC	632	Medical & Health Insurance
SIC	633	Fire, Marine & Casualty Insurances
SIC	635	Surety Insurance
SIC	636	Title Insurance
SIC	637	Pension, Health, & Welfare Funds
SIC	639	Insurance Carriers, Nec
SIC	640	Insurance Agents, Brokers & Services
SIC	641	Insurance Agents, Brokers & Service
SIC	650	Real Estate
SIC	651	Real Estate Operators And Lessors
SIC	653	Real Estate Agents And Managers
SIC	654	Title Abstract Offices
SIC	655	Subdividers & Developers
SIC	660	Combined Real Estate, Insurance, Etc.
SIC	661	Combined Real Estate, Insurance, Etc.
SIC	670	Holding And Other Investment Offices
SIC	671	Holding Offices
SIC	672	Investment Offices
SIC	673	Trusts
SIC	679	Misc. Investing Offices

SIC	700	Hotels And Other Lodging Places
SIC	701	Hotels, Motels & Tourist Courts
SIC	702	Rooming & Boarding Houses
SIC	703	Camps & Trailer Parks
SIC	704	Membership - Basis Organization Hotels
SIC	720	Personal Services
SIC	721	Laundry, Cleaning & Garment Services
SIC	722	Photographic Studios, Portrait
SIC	723	Beauty Shops
SIC	724	Barber Shops
SIC	725	Shoe Repair & Hat Cleaning Shops
SIC	726	Funeral Service & Crematories
SIC	729	Misc. Personal Services
SIC	730	Business Services
SIC	731	Advertising Services
SIC	732	Credit Reporting & Collection
SIC	733	Mailing, Reproduction, Stenographic
SIC	734	Services To Buildings
SIC	735	Miscellaneous Equipment Rental & Leasing
SIC	736	Personnel Supply Services
SIC	737	Computer & Data Processing Services
SIC	738	Misc. Business Services (Outdated - Do Not Use)
SIC	739	Misc. Business Services
SIC	750	Auto Repair, Services And Garages
SIC	751	Automotive Rentals, Without Drivers
SIC	752	Automotive Parking
SIC	753	Automotive Repair Shops
SIC	754	Automotive Services, Except Repair
SIC	760	Miscellaneous Repair Services
SIC	762	Electrical Repair Shops
SIC	763	Watch, Clock, Jewelry Repair
SIC	764	Reupholstery & Furniture Repair
SIC	769	Misc. Repair Shops
SIC	780	Motion Pictures
SIC	781	Motion Picture Production & Services
SIC	782	Motion Picture Distribution & Services
SIC	783	Motion Picture Theaters
SIC	784	Video Tape Rental
SIC	790	Amusement & Recreation Services
SIC	791	Dance Halls, Studios & Schools
SIC	792	Producers, Orhchestras, Entertainers
SIC	793	Bowling & Billiard Establishments
SIC	794	Commercial Sports
SIC	799	Misc. Amusement, Recreational Services
SIC	800	Health Services
SIC	801	Offices Of Physicians
SIC	802	Offices Of Dentists
SIC	803	Offices Of Osteopathic Physicians
SIC	804	Offices Of Other Health Practitioners
SIC	805	Nursing & Personal Care Facilitieds

SIC	806	Hospitals
SIC	807	Medical & Dental Laboratories
SIC	808	Home Health Care Services
SIC	809	Health & Allied Services, Nec
SIC	810	Legal Services
SIC	811	Legal Services
SIC	820	Educational Services
SIC	821	Elementary & Secondary Schools
SIC	822	Colleges & Universities
SIC	823	Libraries
SIC	824	Correspondence & Vocational Schools
SIC	829	Schools & Educational Services, Nec
SIC	830	Social Services
SIC	832	Individual & Family Services
SIC	833	Job Training & Related Services
SIC	835	Child Day Care Services
SIC	836	Residential Care
SIC	839	Social Services, Nec
SIC	840	Museums, Botanical, Zoological Gardens
SIC	841	Museums & Art Galleries
SIC	842	Botanical & Zoological Gardens
SIC	860	Membership Organizations
SIC	861	Business Associations
SIC	862	Professional Organizations (Associations)
SIC	863	Labor Organizations
SIC	864	Civil & Social Associations
SIC	865	Political Organizations
SIC	866	Religious Organizations
SIC	869	Membership Organizations, Nec
SIC	870	Engineering And Management Services
SIC	871	Engineering And Architectural Services
SIC	872	Accounting, Auditing And Bookkeeping Services
SIC	873	Research And Testing Services
SIC	874	Management And Public Relations Services
SIC	880	Private Households
SIC	881	Private Households
SIC	890	Miscellaneous Services
SIC	891	Engineering & Architectural Services
SIC	892	Noncommercial Research Organizations
SIC	893	Accounting, Auditing, Bookkeeping Services
SIC	899	Misc. Services
SIC	910	Executive, Legislative & General
SIC	911	Executive Offices
SIC	912	Legislative Bodies
SIC	913	Executive And Legislative Combined
SIC	919	General Government, Nec
SIC	920	Justice, Public Order And Safety
SIC	921	Courts
SIC	922	Public Order & Safety (Police)
SIC	930	Finance, Taxation & Monetary Policy

SIC	931	Finance, Taxation, & Monetary Policy
SIC	940	Administration Of Human Resources
SIC	941	Admin. Of Educational Programs
SIC	943	Admin. Of Public Health Programs
SIC	944	Admin. Of Social & Manpower Programs
SIC	945	Admin. Of Veteran's Affairs
SIC	950	Environmental Quality & Housing
SIC	951	Environmental Quality Administration
SIC	953	Housing And Urban Development Administration
SIC	960	Administration Of Economic Programs
SIC	961	Admin. Of General Economic Programs
SIC	962	Regulation, Admin. Of Transportation
SIC	963	Regulation, Admin. Of Utilities
SIC	964	Regulation Of Agricultural Marketing
SIC	965	Regulation Misc. Commercial Sectors
SIC	966	Space Research & Technology
SIC	970	National Security & Intl. Affairs
SIC	971	National Security
SIC	972	International Affairs
SIC	999	Nonclassifiable Establishments