

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE U.S. ARMY CORPS OF ENGINEERS
AND
THE HISPANIC ENGINEER NATIONAL ACHIEVEMENT AWARDS CORPORATION**

I. PARTIES

The Parties to the Memorandum of Understanding (MOU) are the U.S. Army Corps of Engineers (USACE) and the Hispanic Engineer National Achievement Awards Corporation (HENAAC).

II. PURPOSE

The purpose of the MOU is to provide the cooperative framework for the Parties to join in a partnership aimed at increasing the participation of Hispanics in the fields of engineering, science, mathematics and technology. The partnership will work in creating a pipeline of expertise and talent for the USACE. The partnership will also assist the Federal Government in diversifying its workforce and increasing opportunities for these professions in the Federal Government. In addition, consistent with Section 4 of Executive Order 13230, the partnership will endeavor, as appropriate, toward increasing educational and professional opportunities for Hispanics in engineering, science, mathematics and technology. This partnership will provide visibility of USACE as a viable potential employer for the Hispanic community.

III. OBJECTIVES

A. The objectives of this partnership are to increase employment opportunities for Hispanic science, engineering, mathematics, and technology students and professionals; to increase educational and professional development opportunities; to support USACE in meeting its strategic vision and its technical and scientific objectives; and to assist USACE in diversifying its engineering, science, mathematics and technology workforce.

B. In accordance with these objectives, the Parties will look for opportunities to:

1. Support appropriate college and pre-college programs, like “ViVa Technology,” organized by HENAAC for Hispanic students.
2. Encourage the dissemination of information concerning internships, summer hires and educational programs among Hispanic engineers, scientists, mathematicians and technologists.
3. Disseminate through Colleges and Universities information about recruitment and employment opportunities among Hispanic engineers, scientists, mathematicians and technologists, both professionals and students, in USACE.
4. Encourage Hispanic engineers, scientists, mathematicians and technology professionals and students to consider USACE as an employer of choice.

5. Increase the entrepreneurial vision of Hispanic engineering, science, mathematics and technology students.

C. Consistent with law, regulation, and policy and subject to the availability of funding, this partnership will also encourage other collaborative activities and services that utilize the business, scientific and technical resources of USACE and HENAAC.

IV. RESPONSIBILITIES

In fulfilling the objectives of this MOU, the Parties agree to participate and to be responsible for the following activities:

A. Consistent with law, regulation, and policy and subject to availability of funds, USACE will:

1. Issue a communiqué about this MOU to its field elements and request active participation in the fulfillment of the MOU's purpose and objectives.
2. Provide USACE literature to HENAAC for distribution among Hispanic students and professionals.
3. Encourage USACE field elements to increase the number of cooperative education, internship, and summer hire program opportunities for Hispanic students. Provide HENAAC with information regarding USACE-identified engineering, science, mathematics and technology employment opportunities.
4. Participate with HENAAC in outreach programs, forums, workshops, training, news articles, and awards programs aimed at increasing the participation and success of Hispanics in engineering, science, mathematics and technology.
5. Encourage USACE Field Offices to participate in relevant regional and national conferences sponsored by HENAAC.
6. Develop metrics to account for program progress.

B. HENAAC will:

1. Advise the Board of Directors, alumni and other partners of this MOU.
2. Educate Hispanic engineering, science, mathematics and technology students and professionals on the mission, diverse scope, and programs opportunities within USACE.
3. Utilize workforce information provided by USACE in developing and implementing programs aimed at preparing Hispanic students for careers in engineering, science, mathematics and technology.
4. Encourage, identify and solicit HENAAC students to participate in USACE program activities. Provide USACE with information regarding HENAAC sponsored students for the purpose of enhancing the retention and success factor of students' participation in USACE programs.
5. Provide USACE with information regarding regional and national conferences sponsored by HENAAC.
6. Develop metrics to account for program progress.

V. MUTUAL UNDERSTANDINGS

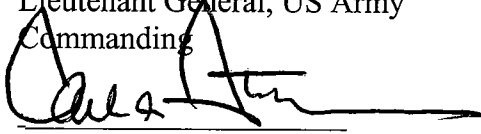
It is mutually agreed and understood by the Parties that:

- A. This MOU is neither a fiscal nor a funds obligation document. Any endeavor involving reimbursement or contribution of funds or transfer of anything of value, between the Parties to this MOU will be handled in accordance with applicable laws, regulations, and procedures. Any contract or agreement for training or other services must fully comply with all applicable requirements for competition.
- B. Nothing in this MOU shall be construed as affording HENAAC any preferential treatment, exclusive rights, or privileges.
- C. The Parties to this MOU or their designated representatives shall review the MOU annually.
- D. This MOU may be modified or amended by mutual agreement of both Parties in writing.
- E. Either Party may terminate this MOU by providing sixty days written notice to the other Party. Otherwise, this MOU will remain in force indefinitely.

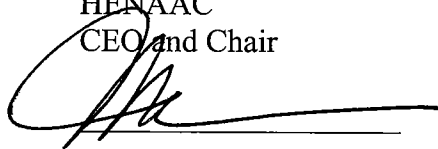
VI. EFFECTIVE DATE

The Parties have executed this MOU on 7 August 2006.

CARL A. STROCK
Lieutenant General, US Army
Commanding



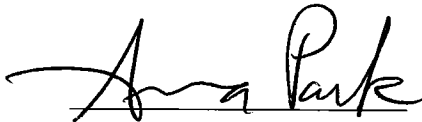
RAY MELLADO
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WILBERT BERRIOS
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