OVERSEAS PRIVATE INVESTMENT CORPORATION

WASHINGTON, D.C. 20527, USA



OFFICE OF THE PRESIDENT

April 10, 2007

The Honorable Nancy Pelosi Speaker of the House of Representatives Washington, D.C. 20515

Dear Madame Speaker:

Enclosed for your information is a copy of the FY 2006 Annual Report of the Overseas Private Investment Corporation (OPIC) required by Section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, ("No FEAR Act"), Public Law 107-174.

If I can be of further assistance please let me know.

Robert Mosbacher, Jr.

President & CEO

Sincere

Enclosure

OVERSEAS PRIVATE INVESTMENT CORPORATION

Annual Report on the

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 ("No FEAR Act")

Fiscal Year 2006

Section	Subject Matter	Comment
2 Security 12 Security		
203(a)(1)	The number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of the	0
202()(2)	agency was alleged.	
203(a)(2)	The status or disposition of cases described in paragraph (1).	None.
203(a)(3)	The amount of money required to be reimbursed by such agency under section 201 in connection with each such cases, separately identifying the aggregate amount of such reimbursements attributable to the payment of attorneys' fees, if any.	None.
203(a)(4)	The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).	None.
203(a)(5)	The final year-end data posted under section 301(c)(1)(B) for such fiscal year (without regard to section 301(c)(2)).	See attached Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act for FY 2006.
203(a)(6)	A detailed description of (A) the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who (i) discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2); or	None.

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	(ii) committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2); and (B) with respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken.	· M · p.
203(a)(7)	An analysis of the information described under paragraphs (1) though (6) (in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with part 1614 of title 29 of the Code of Federal Regulations), including:	
	(A) an examination of trends;	OPIC's annual workforce between Fiscal Years (FYs) 2000 and 2006 averaged 205 employees. Although OPIC averaged approximately one complaint annually between FYs 2000 and 2005, no complaints were filed in FY 2006. This level of complaint activity does not allow a trend analysis by bases and/or issues. We attribute the low-level of complaint activity to our Human Resources Management policies as well as the effectiveness of our EEO program.
	(B) causal analysis;	Since OPIC's complaint activity does not lend itself to a trend analysis, we are unable to conduct a corresponding causal analysis.
	(C) practical knowledge gained through experience; and	OPIC recognizes the importance of policies that support EEO in the workplace, and has committed itself to ensuring that it is in full compliance with relevant EEO laws

Subject Matter

Comment

Section

Section	Subject Matter	Comment
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		and regulations. OPIC also has implemented EEO policies to ensure that it recruits, retains, and promotes a highly qualified and diverse workforce based on merit and equal employment opportunity. OPIC also has committed to training its employees and managers on their EEO rights and responsibilities.
	(D) any actions planned or taken to improve complaint or civil rights programs of the agency.	We intend to build upon the foundation laid in FYs2005 and 2006, which includes continued training, as needed, on the various Federal anti-discrimination statutes; updating our policy statements annually, and making effective use of our newly developed internal EEO website.
		Additionally, during FY2007, OPIC will engage in strategic workforce planning. As part of this effort, one guiding principle will be the goal of an inclusive workplace and work environment free from discrimination. We will develop an EEO strategic plan that fully integrates EEO principles into all aspects of human resources management. Our EEO strategic plan will be aligned with OPIC's mission and goals.
203(a)(8)	Any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201.	Not applicable.

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: OPIC Internal Complaint Activity

Data as of September 30, 2006

29 CFR §1614.704(a) - (c)		29 CFR	§1614.	705 Con	nparativ	e Data	
Complaint Activity	FY2006 end of	Р	revious	Fiscal Y	ear Data	1	
	FY	2005	2004	2003	2002	2001	2000
Number of Complaints Filed in FY 1614.704(a)	0	1	1	0	1	1	2
Number of Complainants 1614.704(b)	0	1	1	0	0	1	2
Repeat Filers 1614.704(c)	0	0	0	0	0	0	0

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data									
Complaints by Basis	FY2006	Previous Fiscal Year Data									
ADD SHIPPING TO CONTROL AND SHIPPING TO VERY AND ADDRESS OF THE SHIPPING TO CONTROL AND ADDRESS		2005	2004	2003	2002	2001	2000				
Race	0	0	0	0	1	1					
Color	0	0	0	0	0	0	(
Religion	0	0	0	0	0	0	(
National Origin	0	0	0	0	0	0	(
Sex (including complaints filed under Equal Pay Act)	0	1	1	0	0	1	1				
Disability	0	0	0	0	0	0	(
Age	0	0	0	0	0	0	(
Reprisal	0	1	1	0	0	0	1				
Other	0	0	0	0	0	0	(

		29	CFR	§1614.	705 Con	nparativ	e Data	
Complaints by Issue	FY2006 end of	90	157.53			ear Data		
Appointment/Hire	FY 0	200	0	2004	2003	2002	2001	2000
				0	0	0	0	,
Assignment of Duties	0		0	0	0	0	1	(
Awards	0		0	0	0	0	0	(
Conversion to Full-time	0		0	0	0	0	0	(
Disciplinary Action								
Demotion	0		0	0	0	0	0	(
Reprimand	0		0	0	0	0	0	(
Suspension	0		0	0	0	0	0	1
Removal	0		0	0	0	0	0	1
Other	0		0	0	0	0	0	(
Duty Hours	0		0	0	0	0	0	(
Evaluation Appraisal	0		1	1	0	0	0	(
Examination/Test	0		0	0	0	0	0	(
Harassment								
Non-Sexual	0		1	1	0	0	0	C
Sexual	0		0	0	0	0	0	
Medical Examination	0		0	0	0	0	0	C
Pay (Including Overtime)	0		0	0	0	0	0	C
Promotion/Non-Selection	0		0	0	0	1	0	C
Reassignment								
Denied	0		0	0	0	0	0	C
Directed	0		0	0	0	0	1	C
Reasonable Accommodation	0		0	0	0	0	0	C
Reinstatement	0		0	0	0	0	0	C
Retirement	0		0	0	0	0	0	C
Termination	0		0	0	0	0	0	C
Terms/Conditions of Employment	0		0	0	0	0	0	C
Time and Attendance	0		0	0	0	0	0	C
Training	0		0	0	0	0	0	C
Other	0		0	0	0	0	0	

Processing Time "post the average length of tir complete each step of the process for every com pending during any time of the then fiscal	plaint that is	FY2	2006
		Number	Average Days
All complaints pending in Investigative Stage	1614.704(f)(1)	0	C
All complaints pending in Final Agency Action Stage	-	0	(
All complaints pending in which Hearing was not requested	1614.704(f)(2)	0	(
Time in Investigation Stage		0	(
Time to issue Final Agency Action		0	C
All complaints pending in which a Hearing was requested	1614.704(f)(3)	0	C
Time in Investigation Stage	1	0	C
Time to issue Final Agency Action	1	0	C

29 CFR §1614.704(g)		29 CFR	§1614.	705 Cor	nparativ	e Data	
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY2006 end of	P	revious	Fiscal Y	ear Data		
	FY	2005	2004	2003	2002	2001	2000
Total Complaints Dismissed by Agency	0	0	0	1	0	0	1
Average days pending prior to dismissal	0	0	0	240	0	0	55

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data													
Total Final Agency Actions Finding Discrimination	FY2006					Pre	vious Fisc	al Year I	Data					
	FY		2005		2004		2003		2002		2001		20	00
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	0		0				0		0		0		0	
Without Hearing 704(h)(2)	0		0				0		0		0		0	
With Hearing 704(h)(3)	0		0				0		0		0		0	

14 %

29 CFR §1614.704(i)		29 CFR §1614.705 Comparative Data														
Findings of Discrimination Rendered by Basis	FY2006 end of		dings of Discrimination Rendered by Basis end of													
_	FY		200		20			03		002		01	200			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(i)(1)	0		0		0		0		0		0		0			
Number Findings Rendered Without Hearing 704(i)(2)	0		0		0		0		0		0		0			
Number Findings Rendered	0		0	NAME OF	0	162.5	0		0		0		0			
After Hearing 704(i)(3)																
Race	0		0		0		0	0	0		0		0			
Color	0		0		0		0	0	0		0		0			
Religion	0		0		0		0	0	0		0		0			
National Origin	0		0		0	Salara C. Mariana	0	0	0		0		0			
Sex (include Equal Pay Act)	0		0		0		0	0	0		0		0			
Disability	0		0		0		0	0	0		0		0			
Age	0		0		0		0	0	0		0		0			
Reprisal	0		0	200000	0		0	0	0		0		0			

29 CFR §1614.704(j)		29 CFR §1614.705 Comparative Data												
Findings of Discrimination Rendered by Issue	FY2000 end of		Previous Fiscal Year Data											
	FY		200		20		20		20	02		101	200	
Total Number Findings 704(j)(1)	# 0	%	# 0	%	# 0	%	# 0	%	# 0	%	# 0	%	#	%
			-		ı "					ACCUPANT	-		0	STATE OF THE PARTY
Findings Without Hearing 704(j)(2)	0		0		0		0		0		0		0	
Findings After Hearing 704(j)(3)	0		0		0		0		0	Septim	0		0	
Appointment/Hire	0		0		0		0		0	DECEMBER OF STREET	0		0	
Assignment of Duties	0		0		0		0		0		0		0	
Awards	0		0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0		0	
Demotion	0		0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0		0	
Suspension	0		0		0		0		0		0		0	
Removal	0		0		0		0		0		0		0	
Other	0		0		4 5 0		0		0		0		0	
Duty Hours	0		0	-	0		0		0	-	0		0	
Evaluation Appraisal	0		0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0		0	
Harassment	0		0		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0		0	
Sexual	0		0		0	-	0		0		0		0	
Medical Examination	0		0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0		0	
Promotion/Non-Selection	0		0		0		0		0		0		0	
Reassignment	0		0		0		0		0		0		0	
Denied	0		0		0		0		0		0		0	
Directed	0		0		0		0		0		0		0	
Reasonable Accommodation	0		0		0		0		0		0		0	
Reinstatement	0		0		0		0		0		0		0	
Retirement	0		0		0		0		0		0		0	
Termination	0	(90)	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0		0	
Training	0		0		0		0		0		0		0	
Other	0		0		0		0		0		0		0	

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data									
Complaints Pending From Previous Fiscal Years by Status	FY2006 end of	Previous Fiscal Year Data									
	FY	2005	2004	2003	2002	2001	2000				
Total complaints from previous Fiscal Years 704(k)(1)	0	1	0	1	1	2	2				
Total Complainants 704(k)(2)	0	1	0	1	1	2	2				
Number complaints pending: 704(k)(3)						-	1022				
Investigation	0	0	0	0	0	0	0				
ROI issued, pending Complainant's action	0	0	0	0	0	0	0				
Hearing	0	1	0	0	0	1	0				
Final Agency Action	0	0	0	0	1	0	1				
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0	0				

29 CFR §1614.704(I)		29 CFR §1614.705 Comparative Data							
Complaint Investigations	FY2006 end of FY		Previous Fiscal Year Data						
			2005	2004	2003	2002	2001	2000	
Number Pending Completion of Investigation	0		0	1	0	0	0	0	
Pending Investigations Over Required Time Frames	0		0	0	0	0	0	0	