OVERSEAS PRIVATE INVESTMENT CORPORATION

WASHINGTON, D.C. 20527, U.S.A.



OFFICE OF THE PRESIDENT

March 26, 2009

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

Dear Madam Speaker:

Enclosed for your information is a copy of the FY 2008 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.

Sincerely,

Dr. Lawrence Spinelli

Acting President & CEO

Enclosure

OVERSEAS PRIVATE INVESTMENT CORPORATION

Annual Report on the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 ("No FEAR Act")

Fiscal Year ("FY") 2008

Section	Subject Matter	Comment
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 agency was alleged.	None.
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 case, 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 2008.
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	None.
	individual in violation of any of the	

Section	Subject Matter	Comment
The state of the s	laws cited under section 201(a)(1) or	
A diamentana	(2); or	
	(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	
203(a)(7)	disciplinary action taken. An analysis of the information	
203(a)(1)	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;	For FY 2008, OPIC had no complaint
		activity, thus precluding a trend
		analysis by bases and/or issues to
		determine any systemic problems.
	(B) causal analysis;	Since OPIC's complaint activity does
To the second se		not lend itself to a trend analysis, we
and the second s		cannot conduct a corresponding causal analysis.
	(C) practical knowledge gained	OPIC supports EEO in the workplace,
accuracy contract to	through experience; and	and has committed itself to ensuring
pacately (IIIII)		that it is in full compliance with
A Character Control of the Control o		relevant EEO laws and regulations.
		OPIC also has committed to training
		its employees and managers on their
		EEO rights and responsibilities. OPIC has implemented EEO policies to
		ensure that it recruits, retains, and
		promotes a highly qualified and
		diverse workforce based on merit and
THE STREET CONTRACTOR OF THE STREET		equal employment opportunity.
	(D) any actions planned or taken to	OPIC continues to focus on

Section	Subject Matter	Comment
	improve complaint or civil rights	compliance with relevant EEO
Woodstanding which	programs of the agency.	statutes and regulations, including
		issuing (a) policy statements relating
		to EEO, Sexual Harassment,
		Reasonable Accommodation, and
		Workplace Harassment; and (b) the
		No FEAR Act notice. OPIC will
		continue to train its executives,
and the part of the same		managers, supervisors and employees
н манадару н		in the various Federal anti-
NAMES & ANALOGO AND ANALOGO AN		discrimination statutes.
203(a)(8)	Any adjustment (to the extent the	
	adjustment can be ascertained in the	Not applicable.
	budget of the agency) to comply with	
	the requirements under section 201.	

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

Data as of September 30, 2008

29 CFR §1614.704(a) - (c)		25	9 CFR §16	14.705	Compar	ative Da	ta
Complaint Activity	FY2008	Previous Fiscal Year Data					
		2007	2006	2005	2004	2003	2002
Number of Complaints Filed in FY 1614.704(a)	0	0	0	1	1	0	1
Number of Complainants 1614.704(b)	0	0	0	1	1	0	0
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	FY2008	Previous Fiscal Year Data									
		2007	2006	2005	2004	2003	2002				
Race	0	. 0	0	0	0	0	1				
Color	0	0	0	0	. 0	0					
Religion	0	0	0	0	0	0	C				
National Origin	0	0	0	0	0	0	C				
Sex (including complaints filed under Equal Pay Act)	0	0	0	1	1	0	C				
Disability	0	0	0	0	0	0	C				
Age	0	0	0	0	0	0	C				
Reprisal	0	0	0	1	1	0	0				
Other	0	0	0	0	0	0	C				

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Complaints by Issue	FY2008		Previo	us Fisca	ıl Year I	Data					
		2007	2006	2005	2004	2003	2002				
Appointment/Hire	0		0			0	U				
Assignment of Duties	0	1	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											
Demotion	0		0	0	0	0	0				
Reprimand	0	0	0	0	6	0	0				
Suspension	O	0	0	0	0	0	0				
Removal	0	0	0	0	0	0	0				
Other	0	0	0	0	0	0	0				
Duty Hours	0	0	0	0	0	0	0				
Evaluation Appraisal	0	0	0	1	1	0	0				
Examination/Test	o	0	0	0	0	0	0				
Non-Sexual	0	0	0	1	1	o	0				
Sexual	0	O	0	.0	0	0	0				
Medical Examination	О	0	0	0	0	0	0				
Pay (Including Overtime)	0	0	0	0	0	0	0				
Promotion/Non-Selection	О	0	0	0	0	1	1				
Reassignment											
Denied	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	이	0				
Termination	0	0	0	0	0	이	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	o	O				
Other	0	0	0	0	0	o	0				

Processing Time "post the average length of tin complete each step of the process for every com pending during any time of the then fiscal y	plaint that is	FY2008			
		Number	Average Days		
All complaints pending in Investigative Stage	1614.704(f)(1)	O	C		
All complaints pending in Final Agency Action Stage		0	C		
All complaints pending in which Hearing was not requested	1614.704(f)(2)	0	C		
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		0	C		
Time to issue Final Agency Action	1	0	C		

29 CFR §1614.704(g)			29 CFR §1614.705 Comparative Data							
Complaints Dismissed by Agency Pursuant to 1614.107(a)		Previous Fiscal Year Data								
	FY2008	2007	2006	2005	2004	2003	2002			
Total Complaints Dismissed by Agency	O	0	0	0	0	1	0			
Average days pending prior to dismissal	C	0	0	0	0	240	0			

29 CFR §1614.704(h)	29 CFR §1614.704(h)				29 CFR §1614.705 Comparative Data									
Total Final Agency Actions Finding Discrimination					1	Previous	Fiscal Y	ear D	ata					
Total Final Agency Actions Finding Discrimination	FY2008		2007		2.0	06	2005		2004		2003		002	
	#	%	#	%	#	%	#	#	%	#	%	#	9/6	
Total Number Findings 704(h)(1)	0		0		0			0		0		()	
Without Hearing 704(h)(2)	0		0		0			C		0		(٥	
With Hearing 704(h)(3)	0		0		0			C		0		()	

29 CFR §1614.704(i)			<u> </u>		29 CFI	R §1614	.705 Con	para	tive D	ata			
Findings of Discrimination Rendered by Basis	FY20	FY2008		2007		2006		2005 2004		2003		20	02
	#	%	#	%	#	%	#	#	%	#	%	#	%
Total Number Findings 704(i)(1))	0		0	0		0		0	
Number Findings Rendered Without Hearing 704(i)(2)			()	0		0	0		0		0	
Number Findings Rendered)	(0		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	
Religion		5			0		0	0	0	0		0	
National Origin)	C)	0		0	0	0	0		0	
Sex (include Equal Pay Act))	()	0		0	0	0	0		0	
Disability)	0		0	0	0	0		0	
Age		ס	C		0		0	0	0	0		0	
Reprisal)	0)	0		0	0	0	0		0	

29 CFR §1614.704(j)			29 CFR §1614	.705 Com	parative D	ata				
Findings of Discrimination Rendered by Issue	FY2008	Previous Fiscal Year Data								
•		2007	2006	2005	2004	2003	2002			
	# %		# %	# 0	# %	# %	# %			
Total Number Findings 704(j)(1)	0	0	0	0	8000000	0	0			
Findings Without Hearing 704(j)(2)	0	0	0	0	0	0	0			
Findings After Hearing 704(j)(3)	0	0	0	0	0	0	0			
Appointment/Hire	0	0	0	0	L	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	o	0	0	0	0	0	0			
Reprimand	0	0	0	0	0	0	0			
Suspension	0	0	0	0	0	О	0			
Removal	0	0	o	0	0	0	0			
Other	0	0	-	0	0	0	0			
Duty Hours	0	0	0	O	0	0	0			
Evaluation Appraisal	0	0	1	0	0	0	0			
Examination/Test	0	0	0	0	0	0	0			
Harassment	0	0	o	0	0	0	0			
Non-Sexual	0	0	i	0	0	0	0			
Sexual	0	0	o	0		0	0			
Medical Examination	0	0	0	0	L	0	0			
Pay (Including Overtime)	0	0	0	0	1	0	0			
Promotion/Non-Selection	0	0	0	0	0	0	0			
Reassignment	Q	0	0	0		0	0			
Denied	0	<u> </u>	<u> </u>	0		0	9			
Directed Reasonable Accommodation	0	0	0	0		0	0			
						0				
Reinstatement	0	0	0	0		0	0			
Retirement	0	0	0	0		0	0			
Termination Terms/Conditions of Employment	0	0	0	0	-1	0	0			
Time and Attendance	0	0	0	0		0	0			
	0	0	0	0		0	0			
Training Other	0		0	0		0				
Voici	1	1			<u> </u>	<u> </u>				

29 CFR §1614.704(k)			29 CFR §1614.705 Comparative Data								
Complaints Pending From Previous Fiscal Years by Status		Previous Fiscal Year Data									
	FY2008	2007	2006	2005	2004	2003	2002				
Total complaints from previous Fiscal Years 704(k)(1)	0	0	1	1	0	1	1				
Total Complainants 704(k)(2)	0	0	1	1	0	1	1				
Number complaints pending: 704(k)(3)		······································									
Investigation	0	0	0	0	0	0	0				
ROI issued, pending Complainant's action	0	0	0	0	0	0	0				
Hearing	0	0	1	1	0	0	0				
Final Agency Action	0	0	0	0	0	0	1				
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0	0				
							0				

29 CFR §1614.704(I)			29 CFR §1614.705 Comparative Data					
Complaint Investigations	FY2008	Previous Fiscal Year Data						
		2007	2006	2005	2004	2003	2002	
Number Pending Completion of Investigation	0	0	0	0	1	0	0	
Pending Investigations Over Required Time Frames	0	0	0	0	0	0	0	