

**OVERSEAS PRIVATE INVESTMENT CORPORATION**  
WASHINGTON, D.C. 20527, USA



OFFICE OF THE  
PRESIDENT

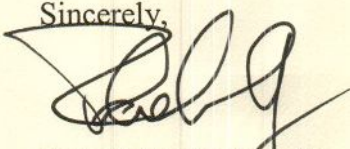
June 16, 2006

The Honorable Dennis J. Hastert  
Speaker of the House of Representatives  
Washington, D.C. 20515

Dear Mr. Speaker:

Enclosed for your information is a copy of the FY 2005 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,  
  
Robert Mosbacher, Jr.  
President & CEO

Enclosures

**OVERSEAS PRIVATE INVESTMENT CORPORATION**

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

**Fiscal Year 2005**

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.	1
203(a)(2)	The status or disposition of cases described in paragraph (1).	Pending hearing before the U.S. Equal Employment Opportunity Commission.
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 <i>Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act for FY 2005</i> .
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.

Section	Subject Matter	Comment
	<p>(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</p> <p>(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.</p>	
203(a)(7)	An analysis of the information described under paragraphs (1) through (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 2005 averaged 206 employees. For FY 2005, OPIC's EEO complaint activity remained consistent with its level of previous years, averaging approximately one complaint annually between FYs 2000 and 2005. The complaints filed do not suggest any systemic problems nor does the level of complaint activity 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

Section	Subject Matter	Comment
		<p>compliance with relevant EEO laws 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.</p>
	<p>(D) any actions planned or taken to improve complaint or civil rights programs of the agency.</p>	<p>During FY 2005 and continuing through FY 2006, OPIC has taken a number of actions to enhance its civil rights program, including appointing an experienced EEO Director; issuing policy statements relating to EEO, Sexual Harassment, Reasonable Accommodation, and Workplace Harassment; issuing a No FEAR Act notice; training OPIC's executives, managers, supervisors and employees in the various Federal anti-discrimination statutes; and developing a website devoted exclusively to EEO.</p>
203(a)(8)	<p>Any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201.</p>	<p>Not applicable.</p>



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

**Data as of September 30, 2005 - Fourth Quarter FY 2005**

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	FY2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Number of Complaints Filed in FY 1614.704(a)	1	1	0	1	1	2
Number of Complainants 1614.704(b)	1	1	0	0	1	2
Repeat Filers 1614.704(c)	0	0	0	0	0	0

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	FY2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Race	0	0	0	1	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)	1	1	0	0	1	1
Disability	0	0	0	0	0	0
Age	0	0	0	0	0	0
Reprisal	1	1	0	0	0	1
Other	0	0	0	0	0	0

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data				
Complaints by Issue	FY2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	1
Removal	0	0	0	0	0	1
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	1	0	0	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	1	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	1	0	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	1	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0



29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	FY2005		Previous Fiscal Year Data									
	#	%	2004		2003		2002		2001		2000	
			#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	0		0		0		0		0		0	
Findings Without Hearing 704(j)(2)	0		0		0		0		0		0	
Findings After Hearing 704(j)(3)	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0	
Demotion	0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment	0		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0	
Sexual	0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0	
Promotion/Non-Selection	0		0		0		0		0		0	
Reassignment	0		0		0		0		0		0	
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	0		0		0		0		0		0	
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0	
Training	0		0		0		0		0		0	
Other	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	FY2005	Previous Fiscal Year Data					
		2004	2003	2002	2001	2000	
		Total complaints from previous Fiscal Years 704(k)(1)	1	0	1	1	2
Total Complainants 704(k)(2)	1	0	1	1	2	2	
<b>Number complaints pending [as of 9/30]: 704(k)(3)</b>							
Investigation	0	0	0	0	0	0	
ROI issued, pending Complainant's action	0	0	0	0	0	0	
Hearing	1	0	0	0	1	0	
Final Agency Action	0	0	0	1	0	1	
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0	

29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data				
Complaint Investigations	FY2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Number Pending Completion of Investigation	0	1	0	0	0	0
Pending Investigations Over Required Time Frames	0	0	0	0	0	0