

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



OFFICE OF THE
PRESIDENT

April 4, 2008

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 2007 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,

A handwritten signature in black ink, appearing to read "R. Mosbacher, Jr.", is written over a large, stylized, looped graphic element that resembles a signature or a decorative flourish.

Robert Mosbacher, Jr.
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") 2007

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 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 2007.</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	None.

Section	Subject Matter	Comment
	<p>laws cited under section 201(a)(1) or (2); or</p> <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;	For FY 2007, OPIC had no complaint activity, the same as for the previous FY. Consequently, we cannot conduct a trend analysis by bases and/or issues to determine any systemic problems. 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 cannot 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 and regulations. OPIC also has implemented EEO policies to ensure

Section	Subject Matter	Comment
		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.	OPIC continues to focus on compliance with relevant EEO 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, managers, supervisors and employees in the various Federal anti-discrimination statutes.
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, 2007

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	FY2007	Previous Fiscal Year Data				
		2006	2005	2004	2003	2002
Number of Complaints Filed in FY 1614.704(a)	0	0	1	1	0	1
Number of Complainants 1614.704(b)	0	0	1	1	0	0
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	FY2007	Previous Fiscal Year Data				
		2006	2005	2004	2003	2002
Race	0	0	0	0	0	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	0	1	1	0	0
Disability	0	0	0	0	0	0
Age	0	0	0	0	0	0
Reprisal	0	0	1	1	0	0
Other	0	0	0	0	0	0

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data				
Complaints by Issue	FY2007	Previous Fiscal Year Data				
		2006	2005	2004	2003	2002
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						
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	1	1	1	0	0
Examination/Test	0	0	0	0	0	0
Non-Sexual	0	1	1	1	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	1	1
Reassignment						
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
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29 CFR §1614.704(f)		FY2007	
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Number	Average Days
All complaints pending in Investigative Stage	1614.704(f)(1)	0	0
All complaints pending in Final Agency Action Stage		0	0
All complaints pending in which Hearing was not requested	1614.704(f)(2)	0	0
Time in Investigation Stage		0	0
Time to issue Final Agency Action		0	0
All complaints pending in which a Hearing was requested	1614.704(f)(3)	0	0
Time in Investigation Stage		0	0
Time to issue Final Agency Action		0	0

29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data				
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY2007	Previous Fiscal Year Data				
		2006	2005	2004	2003	2002
Total Complaints Dismissed by Agency	0	0	0	0	1	0
Average days pending prior to dismissal	0	0	0	0	240	0

29 CFR §1614.704(h)		29 CFR §1614.705 Comparative Data										
Total Final Agency Actions Finding Discrimination	FY2007		Previous Fiscal Year Data									
	#	%	2006		2005		2004		2003		2002	
			#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	0				0				0		0	
Without Hearing 704(h)(2)	0				0				0		0	
With Hearing 704(h)(3)	0				0				0		0	

29 CFR §1614.704(i)		29 CFR §1614.705 Comparative Data										
Findings of Discrimination Rendered by Basis	FY2007		Previous Fiscal Year Data									
	#	%	2006		2005		2004		2003		2002	
			#	%	#	%	#	%	#	%	#	%
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 After Hearing 704(i)(3)	0				0		0		0		0	
Race	0				0		0		0		0	
Color	0				0		0		0		0	
Religion	0				0		0		0		0	
National Origin	0				0		0		0		0	
Sex (include Equal Pay Act)	0				0		0		0		0	
Disability	0				0		0		0		0	
Age	0				0		0		0		0	
Reprisal	0				0		0		0		0	

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	FY2007		Previous Fiscal Year Data											
			2006		2005		2004		2003		2002			
	#	%	#	%	#	%	#	%	#	%	#	%		
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	FY2007	Previous Fiscal Year Data					
		2006	2005	2004	2003	2002	
Total complaints from previous Fiscal Years 704(k)(1)	0	0	1	0	1	1	
Total Complainants 704(k)(2)	0	0	1	0	1	1	
Number complaints pending: 704(k)(3)							
Investigation	0	0	0	0	0	0	
ROI issued, pending Complainant's action	0	0	0	0	0	0	
Hearing	0	0	1	0	0	0	
Final Agency Action	0	0	0	0	0	1	
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0	
						0	

29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data					
Complaint Investigations	FY2007	Previous Fiscal Year Data					
		2006	2005	2004	2003	2002	
Number Pending Completion of Investigation	0	0	0	1	0	0	
Pending Investigations Over Required Time Frames	0	0	0	0	0	0	