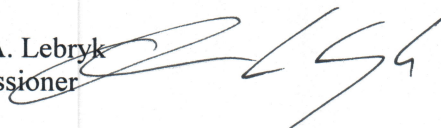


Financial Management Service
memorandum

Date: MAR 13 2012
To: All FMS Employees
From: David A. Lebryk
Commissioner 
Subject: Equal Employment Opportunity and Diversity Policy Statement

I would like to reaffirm the policy of the Financial Management Service (FMS) to promote equal employment opportunity (EEO) for everyone—employees, job applicants, and those who benefit from FMS programs and activities—regardless of their race, color, sex, religion, national origin, age, disability, genetic information, sexual orientation, gender identity and expression, marital status, parental status or pregnancy.

At FMS, we are committed to the prevention of unlawful discrimination in our policies, practices and operations. All aspects of employment will be conducted in accordance with the letter and spirit of anti-discrimination laws and regulations. Every FMS employee and every applicant for employment must be afforded the opportunity to compete and to excel on a level playing field.

Promoting equal opportunity at FMS is first and foremost the right thing to do. Not only is it the law – it is a matter of fundamental fairness and equity that each individual is evaluated on the basis of merit.

Each of us plays a part in creating and sustaining a bureau that will provide all employees with a working environment that is not only free from discrimination, but one where individual differences are treated with respect and dignity. FMS will strive for a workforce that reflects the diversity of the people we serve. We must leverage our diversity to our advantage, and insure that diversity is an integral component of all FMS operations. Diversity and inclusion are strategic imperatives to support our mission. All FMS employees share responsibility to actively support and maintain a work environment that values diversity and inclusion.

We have made great strides in promoting diversity, but we have more to do. Thank you for your continued support of this important objective and for all the valuable contributions you make each day.