

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.

Sincerely,

A handwritten signature in black ink, appearing to read "Bob Mosbacher, Jr.", written over a faint, illegible typed name.

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 2006

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.	0
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 2006.</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)	<p>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:</p>	
	(A) an examination of trends;	<p>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.</p>
	(B) causal analysis;	<p>Since OPIC's complaint activity does not lend itself to a trend analysis, we are unable to conduct a corresponding causal analysis.</p>
	(C) practical knowledge gained through experience; and	<p>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</p>

Section	Subject Matter	Comment
		<p>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>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.</p> <p>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.</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, 2006

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data						
Complaint Activity	FY2006 end of FY	Previous Fiscal Year Data						
		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						
		2005	2004	2003	2002	2001	2000	
Race	0	0	0	0	1	1	1	
Color	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	
National Origin	0	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	0	
Age	0	0	0	0	0	0	0	
Reprisal	0	1	1	0	0	0	1	
Other	0	0	0	0	0	0	0	

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data						
Complaints by Issue	FY2006 end of FY	Previous Fiscal Year Data						
		2005	2004	2003	2002	2001	2000	
Appointment/Hire	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	1	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	0	
Reprimand	0	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	0	
Duty Hours	0	0	0	0	0	0	0	
Evaluation Appraisal	0	1	1	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	
Harassment								
Non-Sexual	0	1	1	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	1	0	0	
Reassignment								
Denied	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	1	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	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	

