

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,

A handwritten signature in black ink, appearing to read "Lawrence Spinelli".

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 – <i>Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act for FY 2008.</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)	<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;	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 not lend itself to a trend analysis, we cannot conduct a corresponding causal analysis.
	(C) practical knowledge gained through experience; and	OPIC supports 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 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 equal employment opportunity.
	(D) any actions planned or taken to	OPIC continues to focus on

Section	Subject Matter	Comment
	improve complaint or civil rights programs of the agency.	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, 2008

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data					
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	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	0	0	1	1	0	0
Disability	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0
Reprisal	0	0	0	1	1	0	0
Other	0	0	0	0	0	0	0

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data					
Complaints by Issue	FY2008	Previous Fiscal Year Data					
		2007	2006	2005	2004	2003	2002
Appointment/Hire	0	0	0	0	0	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							
Demotion	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	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	0	0	0	0	0	0	0
Non-Sexual	0	0	0	1	1	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	0	1	1
Reassignment							
Denied	0	0	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	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

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	FY2008		Previous Fiscal Year Data											
			2007		2006		2005		2004		2003		2002	
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(j)(1)	0		0		0		0		0		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		0		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	0		0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0		0	
Suspension	0		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		1		0		0		0		0	
Examination/Test	0		0		0		0		0		0		0	
Harassment	0		0		0		0		0		0		0	
Non-Sexual	0		0		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		0		0		0	
Reassignment	0		0		0		0		0		0		0	
Denied	0		0		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		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	

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data						
Complaints Pending From Previous Fiscal Years by Status	FY2008	Previous Fiscal Year Data						
		2007	2006	2005	2004	2003	2002	
		Total complaints from previous Fiscal Years 704(k)(1)	0	0	1	1	0	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(l)		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
Pending Investigations Over Required Time Frames	0	0	0	0	0	0	0	