MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES
AND CHIEF HUMAN CAPITAL OFFICERS

FROM: LINDA M. SPRINGER  
DIRECTOR

Subject: Request for the Annual Federal Equal Opportunity Recruitment
Program Plan Certifications and Accomplishment Reports

Federal statute (5 U.S.C. 7201) requires Federal agencies to develop Federal Equal
Opportunity Recruitment Program (FEORP) Plans to recruit, hire, and train a diverse
workforce, including minorities and women. Many of you have implemented successful
human capital strategies and programs in your agencies that we would like to showcase in
our annual report to Congress. Please submit your agency’s FEORP Plan Certification
for Fiscal Year 2006 and Accomplishment Report for Fiscal Year 2005 to the Office of
Personnel Management by November 1, 2005.

We are sending a separate memorandum to your Human Resources and Equal
Employment Opportunity Directors to specify the type of information needed in this
report.

Thank you for your support and cooperation.

cc: Human Resources Directors
    Equal Employment Opportunity Directors