



UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
WASHINGTON, DC 20415-0001

OFFICE OF THE DIRECTOR

SEP 01 2005

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

FROM: LINDA M. SPRINGER  
DIRECTOR

A handwritten signature in blue ink, appearing to read "LMS", written over the printed name of Linda M. Springer.

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