

Dan J. Solis
President &
Chief Executive Officer
November 10, 2009

NOMAR SIGNS MOU WITH EEOC

Our organization signed a Memorandum of Understanding (MOU) November 9, 2009 at the headquarters for the U.S. Equal Employment Opportunity Commission (EEOC) in Washington, DC at 11:30 A.M.

The memorandum was proposed and developed by Ms Veronica Villalobos, Director, Office of Equal Employment Opportunity for EEOC. Ms Villalobos represented EEOC as the signatory for this agreement and Mr. Solis signed for NOMAR.

NOMAR & EEOC have been partners for the last three plus years, beginning when EEOC developed Management Directive 715. NOMAR provided input to the plan preliminary to its launch, recommended a stakeholders meeting to further explain the intent of the program, helped monitor implementation through site visits and reports back to EEOC, and provided support by encouraging the plan's implementation while pointing out the benefits to the field offices of the various agencies visited. NOMAR has continued to meet with the Federal Operations Office of EEOC on every trip to Washington to share information and offer suggestions for a more efficient operation. In addition, EEOC has participated in NOMAR conferences every year since our Albuquerque Conference in 2005, providing excellent speakers and information to include information and training on MD-715 and reports on EEOC's Hispanic Working Group.

The superb working relationship between our organization and EEOC, and the value placed on our organization by the agency led to the initiative to establish a formal agreement between our respective organizations. The agreement talks to the commitment to engage in and sustain a partnership with us for the purpose of recruitment, training, retention, advancement and involvement of Hispanic Americans in EEOC's workforce and programs, as well as other areas of mutual interest. The agreement states what EEOC will do and what NOMAR will do to ensure the agreement is meaningful and productive in meeting the stated intent of the MOU.

Ms Villalobos was not available for the initial signing of the agreement but met with the Chair, Mr. Valentin Varela, and I later in the day for her formal signature on the agreement (the deputy Director represented Ms Villalobos at the early morning meeting). The agreement is posted on our website with this report.