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JDG Associates, Inc. has redesigned its website to make it more user-friendly.

Please visit us at www.jdgassociates.com and let us know what you think— We look forward to hearing from you!



From the President

Over the last few years, we have experienced many positive changes in our company, which have allowed us to redefine who we are. The essence of our industry is twofold, equality and opportunity, and I believe that by focusing our philosophy and vision to reflect this, we can provide better service and support to all our customers. Our mission is "Ensuring Opportunity Is Equal" and I hope to work closely with you and your organization to make this a reality.

As most of you know, the first half of 2004 has been very busy for all of us at JDG Associates. We have forged many new relationships this year, so I would like to extend a welcome to all of our new customers and to the many EEO professionals that have joined the JDG family.

This year, we are very excited about attending two premiere EEO conferences. We will be returning to the FDR Conference as exhibitors and attendees, so we look forward to seeing many of you in Phoenix. New this year will be our exhibit at the EXCEL conference in Las Vegas. While we have attended in the past as participants, we are excited over the opportunity to have an exhibit booth there as well.

If you have not had the opportunity to meet our staff, I would like to encourage those of you in attendance to stop by our booth and visit with us. This would be an excellent opportunity to revisit old friends and acquaintances or to get to meet us in person.

Recently, my staff and I spent a few days in Washington, DC meeting with customers. We were very pleased to see how agencies are embracing our EEOTracker and using it as a case management tool. In fact, based on the excellent feedback we received, we are exploring a few changes that will improve the capabilities of this system. Please be sure and inquire about the advantages that the EEOTracker has to offer if this is something that you feel might be useful to you.

Finally, I remind you that it is not too soon to be making plans to attend our EEO Investigator Refresher Training on October 22, 2004 in San Antonio, Texas. We will be offering some new courses this year and hope that you have an opportunity to join us this year.

I wish all of you continued success and I hope to see you in the coming weeks.

John D. Gonzalez
President & CEO

8-Hour EEO Investigator Training

JDG Associates, Inc. will be hosting its fifth annual EEO Refresher Training on Friday, October 22, 2004 at the Sheraton Gunter Hotel in San Antonio, Texas.

Agencies, current contractors, and new investigators are welcome to attend. This is designed to meet the annual training requirement of the EEOC's MD-110.

This year, we will plan on offering participants several tracks to select from, including tips for preparing counseling reports, writing final agency decisions, and investiga-

tive skills and techniques. We also hope to develop a "Special Topics" forum based on the issues and topics that you would be interested in discussing, so please be sure to contact us with your recommendations!

To register, complete the form on page 3 and return it by mail or fax. You may also register at www.jdgassociates.com. If you have any questions, please contact Andrea Garza or Roland Cavazos at 830-981-8980 or visit our website to learn more about the training.

We hope to see you there!

EEOC News

Morgan Stanley settle sex discrimination suit

The EEOC and Morgan Stanley announced a \$54 million settlement of a sex discrimination lawsuit under Title VII of the 1964 Civil Rights Act filed on behalf of a class of female officers and women eligible for officer promotion in the firm's Institutional Equity Division. As part of the settlement, at least \$2 million will be provided for diversity programs designed to enhance the compensation and promotional opportunities for female employees within Morgan Stanley.

EEOC's lawsuit, filed September 10, 2001, alleged that Morgan Stanley discriminated against women in its Institutional Equity Division with respect to promotion, compensation and the terms, conditions and privileges of employment. Morgan Stanley denies the allegations and any liability, and contends that it has, at all times, treated its women employees fairly and equitably. Philip J. Purcell, Chairman & Chief Executive Officer of Morgan Stanley, said: "We are proud of our commitment to diversity, and would like to thank the EEOC staff for working with us to conclude this matter in such a positive way. We look forward to working with the EEOC in accomplishing our common goals."

Under the terms of the settlement, in the form of a Consent Decree, present and former female employees of the IED who believe they were the subject of discrimination will have the opportunity to make claims to a specially established fund of \$40 million.

Pursuant to the Consent Decree, Morgan Stanley will, among other things, appoint an internal ombudsperson and an outside monitor; implement management training on the federal anti-discrimination laws; perform promotion and compensation analyses; maintain a complaint data base; and implement programs to address the promotion and retention of women.

2003 Annual Report on the Federal Work Force

The EEOC's Annual Report on the Federal Work Force for Fiscal Year (FY) 2003 informed the President and Congress on the state of EEO throughout the federal workforce and included tips for improving EEO performance.

In FY03, federal employees and applicants filed 20,226 employment discrimination complaints, a decline of about 8% from FY02. Agencies averaged 267 days to investigate complaints, exceeding the 180-day time frame. The average processing time for resolving complaints was 541 days, an increase from the 418 days in FY02. During FY03, EEOC received 9,918 hearing requests and closed 12,230 complaints. The average processing time was 421 days.

Agencies resolved 19,772 EEO complaints. Approximately 46% resulted in final action on the merits, 28% were settled, and 1.3% resulted in a finding of illegal discrimination.

EEOC's Office of Federal Operations (OFO) received 7,035 appeals of agency final decisions. OFO closed a total of 8,013 appeals, lowering the average processing time to 285 days, a 39% decrease from FY 2002's average of 467 days.

Chair Cari M. Rodriguez commended three agencies that had the best FY 2003 record in three EEO program areas, including the Tennessee Valley Authority (lowest average investigatory processing time of 108 days); the Department of State (lowest processing time for issuing final decisions without a hearing, 211 days); and the U.S. Postal Service (top performing ADR program among reporting agencies, 97% offer rate and 76% participation rate).

For more information, please visit the EEOC's website at www.eeoc.gov.

FedSource

JDG Associates, Inc. is pleased to announce that we now have an additional procurement vehicle for our federal agency customers.

In addition to the GSA Schedule, agencies may now use our FedSource Schedule to purchase the EEO Services they require. FedSource is a simple, efficient, and convenient method for awarding service contracts.

For more information about FedSource, please visit www.fedsource.gov.

Recognitions

JDG Associates thanks the following for their outstanding effort and contribution to our success:

Susan Holmes, Investigator of the Quarter

Roxanne Rose, Employee of the Quarter

JDG Associates would also like to thank **Richard Garza, Student Intern**, for his hard work and dedication. *We wish you luck and continued success!*

2004 EEO Investigator Training Conference Registration Form

Visit Conference/Event Registration at www.jdgassociates.com; Fax completed form to Andrea Garza at 830-755-4743; or Mail completed form to JDG Associates, Inc.; 27 Scenic Loop; Boerne, TX 78006.

JDG Investigator Training Conference	October 22, 2004	Number	Total
Early-Bird Registration by September 15	\$125.00	_____	_____
Register after September 15	\$150.00	_____	_____

Name Phone

Street Address Email

City State Zip

Method of Payment:

- Check
 Visa
 MasterCard
 Deduct from Investigator Fee

Credit Card # Exp. date Case Name and Number

Signature

Government Attendees Only:

- I am interested in participating in the Agency Panel
 I am not interested in participating in the Agency Panel

The training will be held at the Sheraton Gunter Hotel, which is located in the Central Downtown San Antonio Theater District one half block from the Riverwalk. The Sheraton Gunter Hotel is convenient to shopping, museums, the Convention Center, and the Alamodome. A Texas-style blend of historic elegance and warm hospitality, given a fresh glow with a recent \$5 million renovation. Attentive service makes every guest feel right at home.

A special rate of \$91.00 per night is being offered to all conference participants. To make your reservations, please contact the Sheraton Gunter Hotel at 888-999-2089 and mention the JDG Investigator Training.

www.gunterhotel.com

*This summer, the staff of JDG Associates will be attending and exhibiting at the 19th Annual FDR Conference in Phoenix, AZ August 15–18 and the EXCEL Conference in Las Vegas, NV, August 29–September 2.
Please stop by and visit with us!*



JDG Associates, Inc. is the leading national consulting firm specializing in civil rights, human resources, and equal employment opportunity. Our specialties include EEO complaint investigation and resolution; business diversity and inclusion; event management; and related training and education for the public and private sectors.

Our corporate offices are located in San Antonio, Texas.

ENSURING OPPORTUNITY IS EQUAL

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