



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Washington, D.C. 20507

Office of Inspector General

December 30, 2025

TO: Andrea R. Lucas
Chair

FROM: Joyce T. Willoughby
Inspector General

A handwritten signature in black ink that reads "JT Willoughby". The signature is written in a cursive, flowing style.

SUBJECT: U.S. Equal Employment Opportunity Commission Fiscal Year 2025 Compliance with the Federal Managers' Financial Integrity Act (OIG Report No. 2025-001-SOIG)

The Federal Managers' Financial Integrity Act of 1982 (FMFIA), P.L. 97-255, as well as the Office of Management and Budget's (OMB) Circular A-123, Management's Responsibility for Enterprise Risk Management and Internal Control establish specific requirements for management control. Each executive agency must establish controls to reasonably ensure that: (1) obligations and costs are compliant with applicable law; (2) funds, property, and other assets are safeguarded against waste, loss, unauthorized use, or misappropriation; and (3) revenues and expenditures applicable to agency operations are properly recorded and accounted for to permit the preparation of accounts and reliable financial and statistical reports and to maintain accountability over the assets. Furthermore, FMFIA requires the head of each executive agency, on the basis of an evaluation conducted in accordance with applicable guidelines, to prepare and submit a signed statement to the President and the Congress disclosing whether the agency's system of internal accounting and administrative control fully complies with requirements established in FMFIA.

On December 29, 2025, the Office of the Chief Financial Officer (OCFO) submitted EEOC's Fiscal Year 2025 FMFIA Assurance Statement to the Chair and to the Office of Inspector General (OIG) for review.

EEOC Order 195.001, Management Accountability and Controls, requires the OIG to submit a report to the Chair describing whether the Agency's management controls review was conducted in accordance with applicable laws and OMB guidance.

The OIG reviewed: (1) assurance statements submitted by headquarters and district directors attesting that their systems of management accountability and control were effective and that resources under their control were used consistent with the Agency's mission and complied with FMFIA; (2) all functional area summary tables, and functional area reports and (3) OCFO's Fiscal Year 2025 Federal Managers' Financial Integrity Act Assurance Statement and attachments.

Based on the OIG's review, the Agency's management controls review process was conducted in accordance with applicable laws and OMB guidance.

As of this memorandum date, the OIG's independent auditor, Harper, Rains, Knight and Company (HRK) has identified no material weaknesses in its audit of the EEOC's Fiscal Year 2025 financial statements.

If you have any questions or concerns, please contact Ms. Nina Murphy, Assistant Inspector General for Audits, at 202-921-3146 or Nina.Murphy@eeoc.gov.