



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Equal Employment Opportunity Group

- **Equal Employment Opportunity Monthly Activity Report – Supporting the General Manager’s Business Plan (August 2025)**

### Summary

This report summarizes Equal Employment Opportunity (EEO) activities and complaints received during August 2025. The information presented aligns with the General Manager’s business plan and supports Metropolitan’s 2025 VETS-4212 federal reporting requirements.

### Purpose

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Informational

### Attachments

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None

### Detailed Report

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#### Metropolitan’s 2025 VETS-4212 Submission

The U.S. Department of Labor’s Veterans’ Employment and Training Service (VETS) and Office of Federal Contractor Compliance Programs (OFCCP) have supported affirmative actions to employ and advance in employment of covered veterans since 2008. As legislatively mandated under 38 U.S. Code Section 4212, codified at 41 CFR 61-300, contractors and subcontractors who enter into, or modify a contract or subcontract with the federal government, and whose contract meets the criteria set forth in the above legislation/regulations, are required to report annually on their affirmative action efforts in employing veterans. Data reported through form VETS-4212 is used by OFCCP in compliance evaluations. EEO submitted the annual VETS-4212 report for Metropolitan on August 21, 2025. The National Annual Veteran Hiring Benchmark as of July 30, 2025, is 5.1 percent. Metropolitan’s percentage of total hires who are protected veterans for the reporting period is 3.6 percent, while Metropolitan’s employee representation of protected veterans is 5.5 percent.

## Monthly Equal Employment Opportunity Complaint Summary

