



JOBS FOR PROGRESS, Inc.

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March 14, 1975

Internal Revenue Service
District Director
Southwest Region
Austin, Texas

Dear Sir:

In reviewing your Equal Employment Opportunity Program and Action Plan, we find that there is still a lack of Spanish-Surnamed personnel in positions of mid-level management, especially in those positions above group managers level.

Also, we find that in the chart reflecting GS grade levels, the chart indicates that there are no Spanish-Surnamed personnel above GS grade level (13).

The question is - Is the IRS not promoting the Spanish-Surnamed into those management positions, or is the IRS not recruiting qualified Spanish-Surnamed personnel to fill such positions?

We feel that perhaps that within the IRS there could be some qualified Spanish-Surnamed personnel ready to be promoted to those positions.

We encourage and recommend that the IRS start considering promoting Spanish-Surnamed personnel into management positions.

Any questions regarding my evaluation, please feel free to call on me.

Sincerely,

Bernardo Sandoval
National Executive Secretary
American GI Forum
and SER-Jobs for Progress, Inc.
Program Director

cc: Mr. Rudolph Garza
SER-Board Chairman
Dr. Hector P. Garcia
Founder