



U.S. Department
of Transportation
**Federal Transit
Administration**

1200 New Jersey Ave., S.E.
Washington, D.C. 20590

FEB - 2 2012

Mr. Keith T. Parker, AICP
President/CEO
VIA Metropolitan Transit
800 West Myrtle
P.O. Box 12489
San Antonio, TX 78212

Re: EEO Compliance Review of VIA – Final Report

Dear Mr. Parker:

Thank you for your response to the Federal Transit Administration's (FTA) letter and preliminary report of findings of the Equal Employment Opportunity (EEO) Compliance Review conducted from October 11-13, 2011 of VIA Metropolitan Transit (known as VIA). Enclosed is the final report that incorporates VIA's official response, submitted on December 1, 2011.

Thank you for the steps VIA has taken to correct and implement its EEO requirements. We are confident that VIA will take the necessary steps to correct the outstanding deficiencies in the area of *Monitoring and Reporting System*.

All corrective actions must be submitted no later than May 1, 2012. Once we have reviewed your submission, we will request clarification or additional corrective action, or we will close out the finding if VIA's response sufficiently addresses the FTA EEO Circular's requirements. Please submit your responses to Ms. Anita Heard at the address shown below.

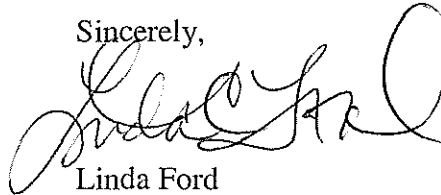
Ms. Anita Heard
Program Analyst
FTA Office of Civil Rights
1200 New Jersey Avenue, SE
Washington, DC 20590

Mr. Parker
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We appreciate the cooperation and assistance that you and your staff have provided us during this review. If you have any questions about this matter, please contact Ms. Anita Heard, Office of Civil Rights at (202) 493-0318 or at her email address, Anita.Heard@dot.gov.

We appreciate your prompt response.

Sincerely,

A handwritten signature in black ink, appearing to read 'Linda Ford', written over the word 'Sincerely,'.

Linda Ford
Acting Director, Office of Civil Rights

Enclosure

Cc: Mr. Robert Patrick, Regional Administrator, Region VI
Ms. Anita Heard, Program Analyst, Office of Civil Rights, Headquarters
Mr. Larry Wallis, Manager of EEO/Business Opportunity, VIA
Ms. Maxine A. Marshall, Lead Reviewer, DMP