



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

MAY 14 2012

THE ADMINISTRATOR

Ms. Sara Kendall
Chairwoman, National Advisory Council for Environmental Policy
and Technology Work-Force Issues Workgroup
Vice President, Corporate Affairs and Sustainability
Weyerhaeuser Company
P.O. Box 9777, MS CH3 J26
Federal Way, Washington 98063-9777

Dear Ms. Kendall:

I offer my sincerest appreciation to you and your colleagues on the National Advisory Council for Environmental Policy and Technology for your substantial time and effort in addressing the U.S. Environmental Protection Agency's charge to assist with work-force planning, leadership development, diversity and talent management. The council developed four advice letters containing more than 30 recommendations on critical issues, including the scientific and technical competencies necessary to meet tomorrow's challenges; strategies to obtain and retain scientific and technical expertise; and recommendations for attracting, retaining and building the superior executive leadership talent needed for One EPA and beyond.

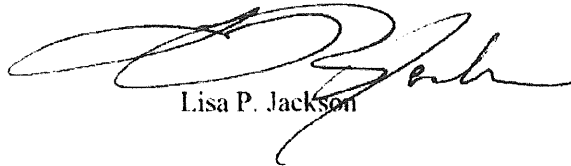
I asked NACEPT to work on this charge because I wanted your external perspective on these challenging and important issues. The products represent thoughtful and well-researched advice by council members who have a key stake in our success.

Indeed, your advice is already having an impact on our work. The EPA has integrated several of your work-force planning recommendations into its work-force planning processes, critical occupations and competencies. The EPA is building the infrastructure and systems necessary to promote collaboration, partnering and knowledge sharing in support of One EPA. In addition, the agency has begun to implement the council's recommendations on diversity and inclusion. On March 16, 2012, the EPA submitted its *Diversity and Inclusion Strategic Plan* to the Office of Personnel Management for approval. I have every confidence that the agency's work in this area will be stronger as a result of this plan and your related recommendations.

The EPA is currently analyzing your other recommendations. Your thoughtful advice is spurring us to re-examine some of our priorities and to reconsider some of our fiscal choices to ensure that our work force will be successful now and in the future. Should you have any questions or need additional information, please contact Craig E. Hooks, assistant administrator for the Office of Administration and Resources Management, at (202) 564-4606 or hooks.craig@epa.gov.

Thank you once again for your hard work and valuable contributions. Ultimately, your efforts will serve to strengthen the EPA's work force, leading to improved human health, environmental protection and sustainability of the agency's efforts. We will keep you apprised of our progress as we continue to work with NACEPT on other charges and challenges.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lisa P. Jackson', with a large, stylized initial 'L'.

Lisa P. Jackson