

ETHICS PROGRAM REVIEW FOLLOW-UP REPORT

Agency: National Mediation Board

Follow-up to OGE Report Number: 24-24I

Report No.: 25-42IF

Date: March 17, 2025

**UNITED STATES OFFICE OF
GOVERNMENT ETHICS**Preventing Conflicts of Interest
in the Executive Branch

As a result of its review of the National Mediation Board (NMB) ethics program, the Office of Government Ethics (OGE) issued three recommendations in its February 2024 review report. OGE conducted a follow-up review to assess whether the NMB has taken sufficient action to resolve the deficiencies underlying these recommendations. The results of the follow-up review are summarized below.

	Recommendation	Agency Action and OGE Finding	Status
1	Ensure that all the public financial disclosure reports are reviewed and certified timely.	OGE reviewed the four reports (three annual and one termination) required to be filed by NMB employees in 2024. All the reports were reviewed and certified timely.	Closed
2	Ensure that all notices to prospective employees contain the contact information for an appropriate agency ethics office or an explanation of how to obtain additional information on applicable ethics requirements.	OGE reviewed a sample of letters sent to NMB prospective employees in 2024. OGE found that the letters contained contact information for the agency ethics office.	Closed
3	As part of annual ethics training, provide employees with either the following written materials or written instruction for accessing them: The summary of the Standards of Conduct distributed by the Office of Government Ethics or an equivalent summary prepared by the agency; provisions of any supplemental agency regulation that the DAEO determines to be relevant or a summary of those provisions; such other written materials as the DAEO determines should be included; instructions for contacting the agency's ethics officials.	OGE reviewed the materials provided by NMB as part of annual ethics training. OGE found that NMB ethics officials provided employees with the required materials to employees via a shared drive. The DAEO's contact information was also provided during the training presentation in 2024.	Closed

Based on the results of OGE's follow-up review, all recommendations are closed.