



THE SILVER FOX ADVISOR

Silver Fox Advisors Monthly Newsletter

“EEOC Issues New National Enforcement Plan, Signaling Shift in Enforcement Priorities”

By Kellen R. Scott

On June 4, 2026, the U.S. Equal Employment Opportunity Commission (EEOC) formally rescinded its Strategic Enforcement Plan (SEP) for Fiscal Years 2024–2028 and replaced it with a new National Enforcement Plan (NEP) for Fiscal Years 2025–2029. The new plan represents a significant shift in the agency’s enforcement priorities and approach to workplace discrimination investigations and litigation.

While the prior SEP focused heavily on systemic discrimination, advancing pay equity, protecting vulnerable workers, addressing emerging workplace issues, and expanding access to the legal system, the new NEP places greater emphasis on allegations of intentional discrimination, referred to as “disparate treatment,” and expressly deprioritizes the use of disparate impact theories “to the maximum degree possible.” The EEOC further states it will not initiate or continue litigation advancing disparate impact claims, marking one of the most notable departures from prior enforcement policy.

[READ MORE](#)

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Leadership Training / Mentoring Corner

In August 2025 Newsletter, the Silver Fox Advisors started a series called “The Leadership/Mentoring Corner” in which we posed a thought-provoking situation for you to think about and put yourself into asking yourself – “What are your next steps”.

July Leadership Situation Responses

Barry has just accepted a position at a 30-year-old technology industry business. The position he accepted is a newly created position that reports to the Board of Directors and is charged with developing a new corporate culture for the business and implementing a management team concept, something the business has never had before.

Barry has an MBA from a major ivy league college and has worked in the people and culture space for a large energy industry leader for 10 years.

[Read the full Situation and What Should Your Next Steps Be?](#)

August Leadership Situation

George works for a service provider business that has been in operation for more than thirty years. The owner of the business knows the service that is the main source of revenue inside and out but he is not good with operations, finance or marketing. The owner has told George he will sell the business at some point, and he hopes that George would consider purchasing it with some potentially favorable terms. On occasion the owner frequently lashes out at employees over small or meaningless issues, which has caused a number of good tenured employees to leave the business over the past thirty years.

[Read the Situation](#)

History Corner

The Silver Fox Advisor organization is celebrating its 40th Anniversary this year, and over the course of the 2026 calendar year we will be sharing with you some of our history and memories in our Monthly Newsletter. Each month we will feature a brief write—up on some of the more historical highpoints of the past 40 years in this “Silver Fox Advisors’ History Corner”. We hope you find this information of interest, as you will probably know or have heard of some of the individual Silver Fox Advisors who made the organization what it is today.

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Business Tips from the Editor

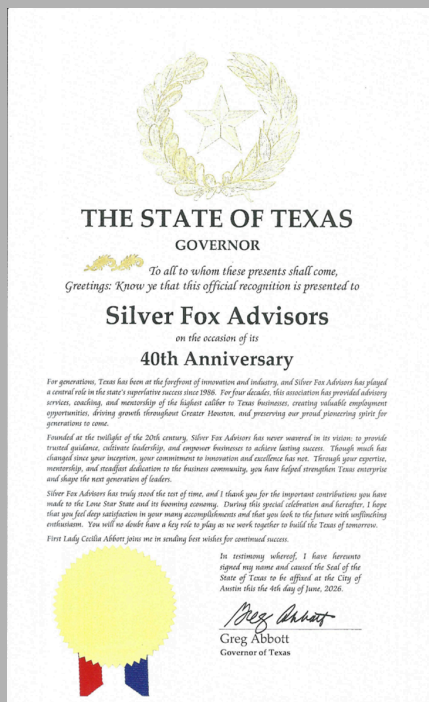
By Dick Hendee, A Silver Fox Advisor

"The Mountain Looks Too High To Reach The Top"

Too often business owners get frustrated with all the issues facing their businesses that they know need to get done, some of which might even save time or generate more bottom-line profits.

I often suggest to business owners a few things they should consider doing to help reduce some of their frustrations and maybe get them into a better place emotionally and hopefully financially.

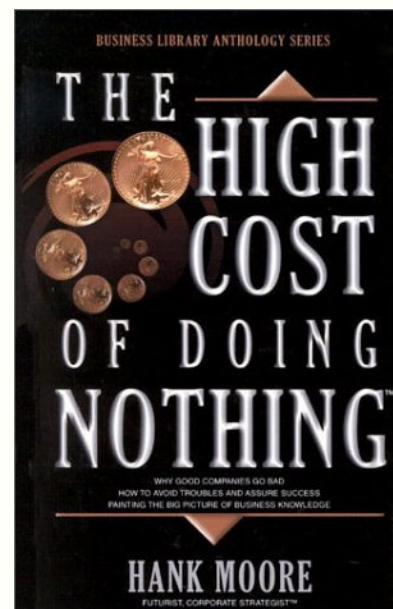
[READ MORE](#)



Governor Greg Abbott Issues Official State of Texas Silver Fox Advisors 40th Anniversary Recognition

SEVERAL SILVER FOX ADVISORS HAVE WRITTEN BOOKS SHARING THEIR BUSINESS EXPERIENCES AND EXPERTISE. THESE BOOKS CONTAIN INFORMATION THAT YOU MAY FIND HELPFUL TO YOU AND YOUR BUSINESS.

[CLICK HERE FOR MORE INFORMATION](#)





The Fox Den is available to business owners that participate in the Silver Fox Advisors CEO Roundtable Program, attend Lunch and Learn Events or are associated with any of the Silver Fox Advisors Outreach Initiatives.

The Fox Den offers a business owner the following services:

- Deep Dive Business Evaluation – presentation for review of the business owner's plan for growth, expansion, financing, acquisition, exit or other pressing issue plan.
- Targeted Specific Business Challenge – focus on one specific business challenge

The business owner presents to a panel of Silver Fox Advisors (who have experience in the presenter's respective business or industry). The Advisors provide feedback, suggestions and recommendations.

There is no fee for business owners to participate in the Fox Den Program

For more information, please contact your Silver Fox Advisors CEO Roundtable Advisor or Fox Den Chairman Richard Hendee at rhendee@silverfox.org.

Silver Fox Advisors 1321 Antoine Dr. Houston, Texas 77055713-467-5900

Register Today for our August Luncheon!

Silver Fox Advisor's Lunch & Learn Featuring Three 2025 BBB Pinnacle Award Winners



Location: Maggiano's
2019 Post Oak Blvd, Houston, TX 77056
Date: Thursday, August 27, 2026
Doors open at 11:00am
Lunch is served at 11:45am
Program starts at 12:00pm
Register: www.silverfox.org



Featured Speakers:



Susan DeShazer Fichaud is a seasoned entrepreneur and co-owner of Olshan Foundation Solutions, a family-owned foundation repair and waterproofing company with a legacy dating back to 1933. With more than 25 years of experience in residential services, franchising, and fitness, Susan has helped lead companies through growth, operational improvement, risk reduction, and the delivery of exceptional customer experiences.

A Baylor University graduate with a Bachelor of Arts in Economics, Susan brings a strategic, people-focused approach to business. Alongside her brothers, she helps lead Olshan with a commitment to the company's values of integrity, improvement, dedication, and family. She is passionate about building strong teams, developing leaders, improving systems, and creating meaningful careers that help families live better.

Susan lives in Houston with her husband, Chris, and is the proud mother of three children: Taylor, Connor, and Payton. Whether in business, leadership, or community involvement, she believes strongly in entrepreneurship, service, and building organizations that create lasting impact.



Brian Greene is President and CEO of the Houston Food Bank, a non-profit organization that uses donated food to better lives through a network of 1600 partnerships in 18 southeast Texas counties.

Houston Food Bank is the largest food bank in the US and distributes more than two hundred and fifty million dollars of food each year to one million recipients.

In 2021, Nonprofit Times named Brian one of the 50 most influential nonprofit leaders in the US.

Brian has thirty seven years of experience leading food banks and is also an adjunct professor for the graduate program in Nonprofit Management at University of Houston Downtown.



A native New Yorker, Naomi moved to Texas in the early 90's and left her education in communications to begin a career in financial services, where she stayed for 20+ years. After a role as Chief Operations Officer of a Texas credit union, Naomi wanted a change and decided to turn a hobby into a career—travel planning. She became a full-time Travel Consultant with AffordableTours.com in 2015 and eventually moved on to become the Director of Customer Service. Her passion for travel, learning about different people and cultures, and exploring new landscapes are what drive her to continue in the industry with all its ups and downs. The youngest of seven children, Naomi's parents instilled in her and her siblings a love for travel and for people, so where she is now makes perfect sense.

Besides travel, Naomi's interests include spending time with family, gardening, dancing, and, in general, having fun!



Register Today for our September Luncheon!

September Lunch & Learn

**Growth by Acquisition:
Is Buying Another Business Right for You?**



ROB FERGUSON
President & CEO
Ferguson Alliance, LLC



RICH HALL
Exit Planning and M&A Advisor
Rich Hall Group



GERALD MERFISH
Merfish Advisors

Thursday, September 24, 2026

COST: \$60.00 PER PERSON

Maggiano's Little Italy
2019 Post Oak Blvd.
Houston, TX 77056



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ANNIVERSARY
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EXCELLENCE AND LEADERSHIP

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