

**EQUAL EMPLOYMENT OPPORTUNITY STATEMENT
TO THE
OHIO COAL DEVELOPMENT OFFICE
OHIO AIR QUALITY DEVELOPMENT AUTHORITY**

_____ is committed to the principle of equal employment opportunity and has established an equal employment program to affirm that commitment. We will make all personnel decisions regarding recruiting, hiring, transferring, promoting and training with the implicit objective of achieving the fullest possible utilization of minorities and females in our workforce.

Equally important to the concept of equal opportunity is the manner in which we approach the process of achieving our minority employment goals. _____ is committed to achieve and maintain an employment environment that will fulfill this commitment.

We will make best, reasonable efforts to hire and promote in accordance with the racial demographics of the (Metropolitan) area. Of the ____ (projected **number** of jobs to be supported by this project) jobs resulting from the Ohio Coal Development Office project, we will make efforts to hire ____ (**percentage number** minorities in the Metropolitan area) percent minorities.

However, in keeping with the intent of equal employment opportunity, we recognize other avenues of supporting minority business enterprises. Therefore, we further make a best effort pledge to use minority vendors for supplies and goods to this project in accordance with the demographics above.

Lastly, it is our intention to provide all employees equal opportunity and all personnel actions will be undertaken without regard to race, color, religion, creed, age, sex, national origin, handicap, or veteran status.

Signature: _____

Printed Name: _____

Title: _____