

STATEMENT OF THE PERSONNEL DIRECTOR

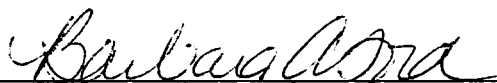
It is the policy of the City of Bowling Green, Ohio to maintain and further the principle of equal employment opportunity. Applicants are recruited, selected, and hired without regard to race, color, religion, age, gender/sex, national origin, marital status, sexual orientation, creed, ancestry, disability, political ideology, Vietnam Era Veteran status, or military status. Furthermore, segregated facilities, single-sex job classifications, and other unlawful and discriminatory practices are not permitted or practiced by the City of Bowling Green. The City of Bowling Green is committed to eliminating discriminatory practices in employment and fostering the recruitment, development, and retention of qualified minorities and females through action-oriented programs.

Personnel practices and employment decisions, including compensation, benefits, training, promotion, transfer, layoff, Company-sponsored education, and other social and recreational programs, are administered based on job performance, experience, qualifications, and merit, and without regard to race, color, religion, age, gender/sex, national origin, marital status, sexual orientation, creed, ancestry, disability, political ideology, Vietnam Era Veteran status, or military status.

In furtherance of the City's affirmative action goals and objectives, we will focus our efforts on recruiting qualified minority and female applicants for all positions that become available within the City of Bowling Green. In addition, we will continue to identify minorities and females who, based on merit and performance, should be given consideration and support for continued development and upward mobility.

The City of Bowling Green will also develop and follow internal procedures to analyze, monitor, and report on the effectiveness of the City's affirmative action efforts, in accordance with the provisions of the AAP. Particular attention will be addressed to identifying areas of inadvertent underutilization and implementing action-oriented programs designed to make a good-faith effort toward eliminating such underutilization.

As Personnel Director, I assume responsibility for the implementation, monitoring, and reporting of the AAP. I will delegate responsibility as necessary with the goal of effectively providing the support and resources necessary to make a good-faith effort toward accomplishing the AAP's goals.

	
Barbara A. Ford, Personnel Director	Date