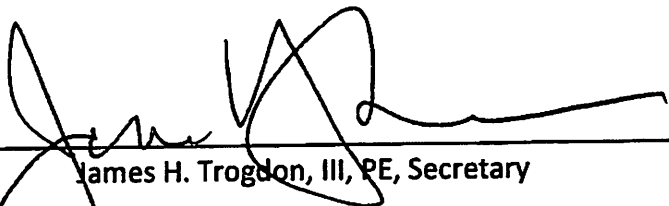


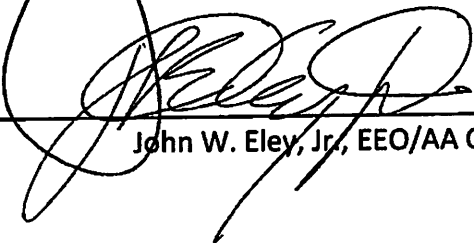
Equal Employment Opportunity/Affirmative Action Plan Certification Statement

This certifies that the attached Equal Employment Opportunity/Affirmative Action Plan represents the NC Department of Transportation's commitment to providing equal employment opportunities to applicants and employees without regard of race, religion, color, national origin, sex, age, political affiliation, genetic information, or disability. I attest that the NC Department of Transportation follows the North Carolina Equal Employment Opportunity Policy effective June 1, 2015 along with all applicable federal and state laws governing equal employment opportunities.



James H. Trogdon, III, PE, Secretary

2-28-2017
Date



John W. Eley, Jr., EEO/AA Officer

2-28-2017
Date