

EXHIBIT B

AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY/ NON-DISCRIMINATION POLICY

Executive Order No. 6, regarding equal employment opportunities, states: "It is the policy of the State of New York that equal opportunity be assured in the State's personnel system and affirmative action provided in its administration, in accordance with the requirements of the State's Human Rights Law and the mandates of Title VII of the Federal Civil Rights Act, as amended. Accordingly, it is the responsibility of the State's Department of Civil Service to enforce the State's policy of ensuring full and equal opportunity for minorities, women, persons with disabilities and Vietnam era veterans at all occupational levels of State government." In keeping with this policy, the Board mandates compliance internally and for all organizations with which we conduct business.

This compliance includes all Federal and State laws, mandates, rules and regulations that seek to ensure full and equal opportunity for minorities, women, persons with disabilities and Vietnam era veterans and applies to all occupational levels of an organization's structure, including any groups hired as subcontractors.

(Under Review) Revision to existing subparagraph (2) to Part 542.1(d) of Article 15-A of the New York State Executive Law, (page 13 of the EEO regulations) states that all contractors doing business with the State of New York must submit an Equal Employment Opportunity Policy Statement which includes at a minimum, but is not necessarily limited to, the following actions identified in Part 542.1c(3) and any regulations adopted pursuant thereto:

"(i) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, national origin, sex, age, disability or marital status, will undertake or continue existing programs of affirmative action to ensure that minority group members and women are afforded equal employment opportunities without discrimination, and shall make and document its conscientious and active efforts to employ and utilize minority group members and women in its work force on State contracts.

"(ii) The contractor shall state in all solicitations or advertisements for employees that, in the performance of the State contract, all qualified applicants will be afforded equal employment opportunities without discrimination because of race, creed, color, national origin, sex, age, disability or marital status.

"(iii) At the request of the contracting agency, the contractor shall request each employment agency, labor union, or authorized representative of workers with which it has a collective bargaining or other agreement or understanding, to furnish a written statement that such employment agency, labor union, or representative will not discriminate on the basis of race, creed, color, national origin, sex, age, disability or marital status and that such union or representative will affirmatively cooperate in the implementation of the contractor's obligations herein."

The determination of contract award will include a review of evidence as supplied by each potential contractor regarding compliance with the aforementioned Affirmative Action/Equal Employment Opportunity/Non-Discrimination policy. Accordingly, bidders' proposals must include compliance with the above policy, and all contractors must agree that all presentations and materials will be free from discrimination based on race, color, religion, sex, national origin, sexual orientation or disability.