

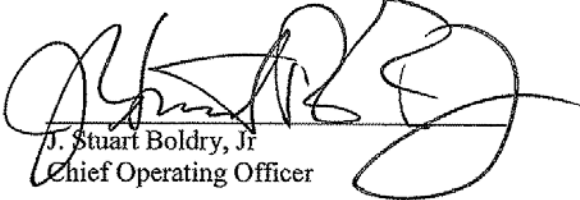


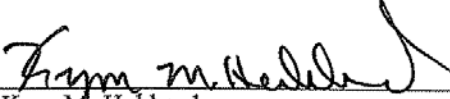
POLICY STATEMENT FOR THE ILLINOIS FINANCE AUTHORITY

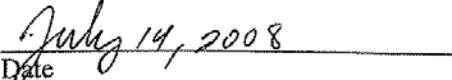
The Illinois Finance Authority is committed to the policy of equal employment opportunity and will implement the spirit as well as the letter of the law that establishes these requirements. This policy governs all conditions, terms and benefits of employment and applications for employment with the Authority. IFA's commitment also extends to equal opportunity for the hiring of disabled workers at all levels of employment and providing reasonable accommodations for those employees. The Authority is further committed to undertaking affirmative action to correct any underutilization of minorities and females at all levels of employment.

The basic philosophy behind the Authority's EEO/AA Plan is clear—discrimination based on, including, but not limited to, race, color, age, sex, sexual orientation, religion, national origin/ancestry status, citizenship status, military status, unfavorable military discharge, arrest record, marital status, or a physical or mental disability is unlawful. All decisions of the associates of the Authority and all activities of the professional and managerial personnel of the Authority shall be free of such discrimination. The support of all executive, managerial and supervisory staff in implementing the Plan is expected. Employees who feel they have a legitimate discrimination complaint may file without fear of retaliation.

The Illinois Finance Authority encourages all entities, institutions, organizations, or political subdivisions receiving financial assistance through the Authority to abide by the principles of equal opportunity employment and affirmative action and the Authority's systematic effort to ensure the absence of any artificial barriers to equal employment and promotion within IFA and equal, non-discriminatory access to participation in the IFA's programs.


J. Stuart Boldry, Jr.
Chief Operating Officer


Kym M. Hubbard
Executive Director


Date