



STATE OF CONNECTICUT
DEPARTMENT OF TRANSPORTATION



2800 BERLIN TURNPIKE, P.O. BOX 317546
NEWINGTON, CONNECTICUT 06131-7546
Phone: (860) 594-2168

January 11, 2018

Maryanne Ottaviano
Select Fence & Guardrail LLC
208 Hoover Street
New Haven, CT 06512

Dear Ms. Ottaviano:

Please be advised your firm's Affirmative Action Plan has been approved effective January 11, 2018.

Your plan will expire on **April 30, 2020**, and your next update will be due by **March 1, 2020**.

When updating your Program, you must include documentation to substantiate your efforts as an equal opportunity employer. As hiring opportunities occur, you must maintain copies of letters to minority and female organizations requesting specific referrals, copies of advertisements placed with minority media, and any other information available to demonstrate that an equal opportunity was provided during the next update period. This information will be requested in your update.

We look forward to your continued effort to provide equal access to employment opportunities in your firm. If you have any questions, please contact me at the number listed above.

Sincerely,

A handwritten signature in cursive script, appearing to read "Sydnie Kremidas".

Sydnie Kremidas
EEO Assistant