



# CERTIFICATE of RECOGNITION

*By virtue of the authority vested by the Constitution in the Governor of the Commonwealth of Virginia, there is hereby officially recognized:*

## **EMPLOYMENT FIRST INITIATIVE**

**WHEREAS**, a “Commonwealth of Opportunity” includes all Virginians regardless of disability; and

**WHEREAS**, Virginians with disabilities have the ability, and desire to seek employment in integrated business settings, to be compensated fairly through competitive wages, and to achieve economic self-sufficiency as equal members of the workforce; and

**WHEREAS**, individuals with disabilities are a largely untapped resource for employers and the hiring of Virginians with disabilities represents a viable business solution to meet the needs of employers while providing opportunities for individuals with disabilities to use their strengths and their skills toward the economic good of the Commonwealth; and

**WHEREAS**, Virginia is dedicated to bolstering the economy through the recruitment and retention of jobs; and creating awareness for employers regarding the benefit of hiring individuals with disabilities will allow Virginia to maintain this commitment; and

**WHEREAS**, implementation of an Employment First Initiative in Virginia will lead to increased employment opportunities for Virginians with disabilities, resulting in immeasurable benefits for individuals, families, employers and communities;

**NOW, THEREFORE**, I, Robert F. McDonnell, do hereby recognize the **EMPLOYMENT FIRST INITIATIVE** in our **COMMONWEALTH OF VIRGINIA**, and I call this observance to the attention of all our citizens; and

**BE IT FURTHER RECOGNIZED**, I call upon government, business and industry to seek and employ Virginians with disabilities and to recognize them as a valuable part of the workforce, and I urge citizens to commit their support to this initiative; and

**IN TESTIMONY WHEREOF**, I have hereunto set my hand and caused to be affixed the Lesser Seal of the Commonwealth of Virginia this 4<sup>th</sup> Day of October 2011.



  
Governor

  
Secretary of the Commonwealth