



January 31, 2017

FLORIDA PUBLIC SERVICE
COMMISSION
2540 SHUMARD OAK BLVD
TALLAHASSEE, FL 32399

RE: Notification of Equal Employment Opportunity/Affirmative Action Obligations

To Whom It May Concern:

As part of PowerSouth Energy Cooperative's compliance with Federal Equal Employment Opportunity and Affirmative Action regulations, we hereby notify your organization that we are an equal opportunity employer that makes employment decisions without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, veteran's status, age or disability status and that we take affirmative steps to employ and advance in employment qualified protected veterans and qualified individuals with disabilities. As an entity supplying goods and/or services to us, your organization may be subject to, and required to take action pursuant to, the following laws and accompanying regulations:

- **Executive Order 11246 (and its implementing regulations at 41 C.F.R. part 60);**
- **The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and**
- **Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 42 C.F.R 60-741); and,**
- **Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).**

When applicable, the equal employment opportunity clauses within each of the above regulations are included in all contracts between our Company and your organization.

Sincerely,

A handwritten signature in blue ink that reads 'Debbie Bracewell'.

Debbie Bracewell
Human Resources Manager

RECEIVED-FPSC
2017 FEB -2 AM 8:24
COMMISSION
CLERK