



June 23, 2014

Greg Gracz, Director
Office of State Employment Relations
101 E Wilson Street, 4th Floor
P.O. Box 7855
Madison, Wisconsin 53707-7855

Re: Commitment letter that adheres to the tenets of the affirmative action planning standards for 2014-2017

Dear Mr. Gracz:

Consistent with Wisconsin's leadership and progress in achieving and assuring diversity in the work place, I am firmly committed to meeting the state laws and policies, as well as federal laws, for affirmative action and equal opportunity. Wisconsin State Fair Park (WSFP) recognizes that equal employment opportunity is a legal, organizational, and economic necessity in order to maximize the quality and diversity of the state's workforce. This commitment is extended to all job applicants and employees in every type of position including unclassified, limited term, volunteers, and interns.

Wisconsin State Fair Park has fewer than 30 permanent classified employees and is not required to submit a full affirmative action plan. Being an integral part of the State of Wisconsin as an employer, we intend to apply affirmative action principles to all employment policies, procedures and programs wherever appropriate to ensure equal opportunity and freedom from discrimination. We are committed through our actions which include addressing all issues regarding affirmative action goals, conducting targeted recruitments for underutilized positions, ensuring managers and supervisors receive EEO/AA training on a biennial basis, having balanced interview panels where appropriate, participating in the W-2 program, creating SAAIP (internship) opportunities, monitoring for discriminatory practices, investigating discrimination complaints, applying an alternative work pattern policy, informing employees of EEO/AA policies and procedures and engaging in EEO/AA best practices.

We look forward to working with the Office of State Employment Relations Division of Affirmative Action to implement our policies and programs in efforts to correct the present effects of past discrimination and to build a motivated and skilled workforce that is reflective of the population we serve.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Rick Frenette', is written over a faint, light blue circular watermark or stamp.

Rick Frenette
Chief Executive Officer

CC: Ryan T. Burns, Affirmative Action Officer