



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:

DISABILITY EMPLOYMENT AWARENESS MONTH

WHEREAS, people with disabilities represent a sizable population of America's workforce; and

WHEREAS, thousands of Virginians with disabilities demonstrate every day the skills and talents that they contribute to our businesses and communities; and

WHEREAS, October's Disability Employment Awareness Month is a time for Virginians to acknowledge the work and dedication of employees with disabilities, as well as, recognize employers who have shown their commitment to hiring and supporting people with disabilities in the workplace; and

WHEREAS, National Disability Employment Awareness Month's theme, "You're Hired! Success Knows No Limitations!" emphasizes the importance of increasing opportunities for persons with disabilities to be fully integrated into the twenty-first century workforce; and

WHEREAS, community leaders, businesses, and vocational rehabilitation partners have organized activities across the Commonwealth to increase public awareness about disability issues and change the barriers that exist in our communities;

NOW, THEREFORE, I, Mark R. Warner, do hereby recognize October 2004, as **DISABILITY EMPLOYMENT AWARENESS MONTH** in the **COMMONWEALTH OF VIRGINIA**, and I call this observance to the attention of all our citizens.



Mark R. Warner

Governor

Anita A. Rinker

Secretary of the Commonwealth