



CERTIFICATE of RECOGNITION

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

DISABILITY EMPLOYMENT AWARENESS MONTH

WHEREAS, employers today face an increasing shortage of skilled and qualified workers; and

WHEREAS, people with disabilities represent a productive, employable workforce equipped with diverse talents, strengths, and abilities; and

WHEREAS, the theme of this year's October observance of Disability Employment Awareness Month, "Ready for the Global Workforce," focuses on the idea that a diverse workplace that includes people with disabilities strengthens the ability of businesses to compete in the increasingly global economy; and

WHEREAS, Disability Employment Awareness Month marks a time to celebrate the employment accomplishments of workers with disabilities, as well as to publicly acknowledge and thank employers across the Commonwealth who have championed the employment of Virginians with disabilities; and

WHEREAS, employers, workforce leaders, and vocational rehabilitation partners have planned events and programs throughout Virginia geared towards creating greater public awareness of the advantages of hiring persons with disabilities as well as the major contributions that people with disabilities make to our economy as capable employees and valued customers;

NOW, THEREFORE, I, Timothy M. Kaine, do hereby recognize October 2008 as **DISABILITY EMPLOYMENT AWARENESS MONTH** in the **COMMONWEALTH OF VIRGINIA**, and I call this observance to the attention of all our citizens.



Handwritten signature of Timothy M. Kaine in black ink.

Governor

Handwritten signature of Katherine F. Hanley in black ink.

Secretary of the Commonwealth