



# 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**, the unemployment rate for people with disabilities continues to rise amid an ailing economy and tight labor market; and

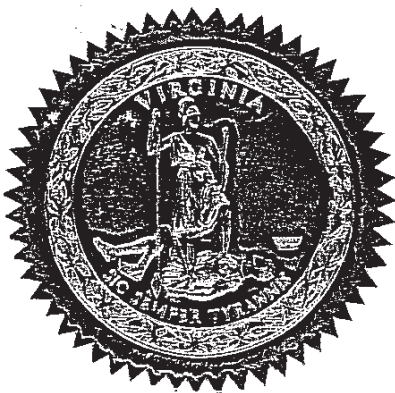
**WHEREAS**, hiring Virginians with disabilities represent a viable business solution to meet the demands of an aging and retiring workforce; and

**WHEREAS**, the theme of this year's October observance of Disability Employment Awareness Month, "Exception + Opportunity = Full Participation," is intended to urge employers, as they seek to fill positions, to embrace the richness of America's diversity by considering the talents of all workers, including workers with disabilities; and

**WHEREAS**, Disability Employment Awareness Month celebrates the accomplishments of workers with disabilities, as well as honors employers across the Commonwealth who champion the employment and advancement of Virginians with disabilities; and

**WHEREAS**, employers, workforce leaders, and vocational rehabilitation partners have planned events and programs throughout Virginia to increase 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 2009 as **DISABILITY EMPLOYMENT AWARENESS MONTH** in the **COMMONWEALTH OF VIRGINIA**, and I call this observance to the attention of all our citizens.



A handwritten signature in black ink, appearing to read "Tim Kaine".

Governor

A handwritten signature in black ink, appearing to read "Katherine K. Hanley".

Secretary of the Commonwealth