

**KANSAS CITY AREA TRANSPORTATION AUTHORITY  
AFFIRMATIVE ACTION  
2009 POLICY STATEMENT**

It is the employment policy and practice of the Kansas City Area Transportation Authority to recruit and hire employees without discrimination because of race, color, religion, national origin, age, gender (even if not sexual in nature), sexual orientation, marital status, family status, disability, military status, and any other characteristic protected by law. The Kansas City Area Transportation further pledges to treat all employees equally with respect to compensation, training, benefits, promotions, transfers, layoffs, suspensions, and discharges, as well as opportunities for advancement and prohibits retaliation or adverse employment action against any employee who exercises his/her rights under this policy under the law.

In furtherance of these policies and practices, the Authority has designed and agreed to implement an Affirmative Action Program in accordance with the provisions of Federal Transit Administration (FTA) Circular 4704.1, "Equal Employment Opportunity Program Guidelines for Grant Recipients," dated July 26, 1988; and Part II, Section 20, "Civil Rights," of the Standard FTA Grant Master Agreement.

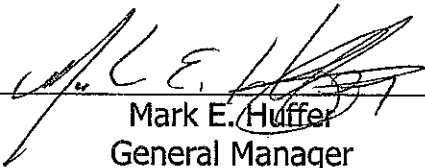
The Authority will annually assess its work force to determine any underutilization of affected groups and will establish goals and timetables to remedy any deficiencies. Directors of the Authority will be evaluated on Equal Employment Opportunity goal attainment just as they are evaluated on other goals of the Authority.

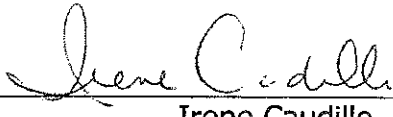
The Kansas City Area Transportation Authority has agreed to assert leadership within the community and to put forth maximum effort to achieve full employment and to utilize and develop the capabilities and productivity of all citizens.

The Authority further recognizes that the effective application of a policy of merit employment involves more than a policy statement and will therefore implement this Affirmative Action Program in a positive and aggressive manner and will make known its commitment to provide equal opportunities within the Authority on the basis of individual merit.

The Board of Commissioner solicits and encourages all persons to seek opportunities within the Kansas City Area Transportation Authority and to take advantage of advancement possibilities.

Signed this 17th day of December 2008.

  
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Mark E. Huffer  
General Manager

  
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Irene Caudillo  
Chairman of the Board