Pursuant to Section 4112.04 (A) (8) of the Revised Code, the Ohio Civil Rights Commission respectfully submits this report of its fourth year's activities ending June 30, 1963. The Commission's Survey of Discrimination in Housing in Ohio, issued January 1963, has been previously submitted.

DR. ARTHUR L. PETERSON
Chairman

This Fourth Annual Report of the activities and program of the Ohio Civil Rights Commission is written during a period of substantial change in the nature of race relations in all parts of the United States, including Ohio. There is no need to belabor the reader with a recitation of the dramatic events which have taken place in numerous communities—highlighted in, but not restricted to, the South. The lack of readily available, reasonably prompt, and equitably administered redress of grievances by means of established legal procedures has given rise to alternative means of redress, such as mass marches, picket lines, "sit-ins," and other demonstrative activities. Hopefully, the crises which have occurred in numerous communities will be followed by a just resolution of the underlying grievances. Nevertheless, a community may consider itself fortunate if its panoply of public services includes effective means of enforcing a public policy of non-discrimination, so that remedial measures may be accomplished with a minimum of tension and community divisiveness.

Realistically, of course, no complete elimination of "direct action" techniques is feasible, nor is it desirable in a free society which cherishes the freedom of expression. Thus, Ohio has been the site of "direct action" protests based upon several factors, including the absence of means of legal redress, in connection with housing discrimination. The hard fact also remains that, despite fair employment legislation, unemployment in the Negro work-force is approximately double that of the white work-force and there is still substantial exclusion of Negroes from many areas of employment. The Ohio Civil Rights Commission believes that it has an increasingly vital role to play and that all segments of government have been confronted with immediate challenges as to whether or not the principles of equality are to be implemented in practice.
The State of Ohio has responded affirmatively in the areas of employment and public accommodations. The Ohio Civil Rights Commission, as the administrative agency charged with the implementation of Ohio's public policy, views its responsibilities as a privilege and respectfully submits this report to the Governor and to the General Assembly in order to illustrate its program, progress and—admittedly—its problems.

REPORT OF COMMISSION ACTIVITIES

Jurisdiction and Procedures

The jurisdiction of the Ohio Civil Rights Commission derives from Ohio Revised Code, Sections 4112.01 through 4112.08 and 4112.32, enacted in 1959 and amended in 1961, as well as from the Executive of Fair Practices, issued by Governor James A. Rhodes, on June 25, 1961.

Unlawful Discriminatory Employment Practices

The Ohio Fair Employment Practices Act declares the following to be "unlawful discriminatory practices" when based upon race, color, religion, national origin or ancestry:

(A) For any employer1 to refuse to hire or otherwise to discriminate against any person with respect to hire, tenure, terms, conditions or privileges of employment, or any matter directly or indirectly related to employment (except in connection with domestic workers);

(B) For an employment agency to refuse or fail to accept, to classify properly or refer for employment, or otherwise to discriminate against any person, or to comply with a request of an employer for referral of applicants if the request is based directly or indirectly that the employer fails to comply with provisions of the Ohio Fair Employment Practices Act;

(C) For any labor organization to limit or classify its membership or to discriminate against any person or limit his employment opportunities, or otherwise adversely affect his status;

(D) For any employers, labor organization, or joint labor-management committee controlling apprentice training programs to discriminate against any person;

(E) For any employer, employment agency or labor organization (prior to employment or admission to membership) to attempt to elicit information relative to the applicant's race, color, religion, national origin or ancestry, directly or indirectly.

Employer "includes the state, or any political or civil subdivision thereof, or person employing four or more persons within the state, and any person in the interest of an employer, directly or indirectly". (Revised Code, Section 4112.01)
Enforcement of Public Accommodations Provisions

Unlawful discriminatory practices by places of public accommodation are specified as follows:

“... Any inn, restaurant, eating house, barbershop, public conveyance by air, land or water, theater, store, or other place for the sale of merchandise, or any other place of public accommodation or amusement where the accommodation, advantages, facilities or privileges thereof are available to the public”. (Revised Code, Section 4112.02)

Places of public accommodation include:

“... Any inn, restaurant, eating house, barbershop, public conveyance by air, land or water, theater, store, or other place for the sale of merchandise, or any other place of public accommodation or amusement where the accommodation, advantages, facilities or privileges thereof are available to the public”. (Revised Code, Section 4112.02)

The enforcement procedures set forth above regarding unlawful employment practices are, by statute, applicable to the enforcement of public accommodations provisions. A major difference, however, is that the Commission may investigate charges regarding public accommodations only upon the receipt of an affidavit and not upon its own motion, as in the case of employment.

Case Intake and Disposition

A total of 688 allegations of discrimination, concerning both employment and public accommodations, were received during the current reporting period of July 1, 1962 through June 30, 1963.

These include 203 new charges, supported by affidavits or in connection with employment, 22 new charges supported by affidavits, in connection with public accommodations. An additional 363 charges in both categories were received which were deemed invalid on their face or which were not supported by affidavits (accounting for the above total of 688).

In addition, 242 charges were carried over from the prior reporting period including 119 in which compliance reviews were being conducted. The overall total (930) exceeded the combined total for the last two years (866) by 64.
**TOTAL INTAKE OF CASES**  
(August 1959-June 1963)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>New Allegations</td>
<td>160</td>
<td>498</td>
<td>755</td>
<td>688</td>
</tr>
<tr>
<td>(Employment &amp; Public Accommodations)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carried over from prior year</td>
<td>57</td>
<td>111</td>
<td>242</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>160</td>
<td>555</td>
<td>866</td>
<td>930</td>
</tr>
</tbody>
</table>

(Note: Figures include public accommodations cases only since October, 1961.)

The following dispositions were made of all charges received during the current reporting period or carried over from the prior reporting period:

<table>
<thead>
<tr>
<th>Basis of Charge</th>
<th>No. of Charges Received in Reporting Period</th>
<th>Percent of Charges Received in Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race and Color</td>
<td>175</td>
<td>86</td>
</tr>
<tr>
<td>Religion, National Origin and Ancestry</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td>Other (Illegal Inquiries about one or more of the above, or failure to post required notice)</td>
<td>17</td>
<td>8</td>
</tr>
<tr>
<td>TOTALS</td>
<td>203</td>
<td>100</td>
</tr>
</tbody>
</table>

**PUBLIC ACCOMMODATION**

<table>
<thead>
<tr>
<th>Basis of Charge</th>
<th>No. of Charges Received in Reporting Period</th>
<th>Percent of Charges Received in Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race and Color</td>
<td>119</td>
<td>98</td>
</tr>
<tr>
<td>Religion, National Origin or Ancestry</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>TOTALS</td>
<td>122</td>
<td>100</td>
</tr>
</tbody>
</table>

All cases in which “probable cause” was found (concluded during the current reporting year) were resolved by means of informal conference, mediation, and persuasion.

Written “conciliation agreements”, stipulating the terms and conditions on which the resolution of a case has been based, as well as the obligations of both parties, are entered into. These agreements, which are enforceable in court, serve as a means of protecting the rights of the parties involved and maintaining a level of trust and cooperation within the community.
of the respondent to the specific complainant and to others of his group, were used extensively and successfully.

No formal hearings relative to employment were required to be held during the current reporting period. Several had been scheduled but were made unnecessary as a result of subsequent negotiations.

Other sections of this Fourth Annual Report include summaries of several illustrative cases as well as an illustrative conciliation agreement. These will, in conjunction with the foregoing statistics and narrative, provide a meaningful cross-section of the Commission's methods and results in the implementation of Ohio's anti-discrimination statutes.

ILLUSTRATIVE CASE SUMMARIES - EMPLOYMENT

I

Responding to a newspaper advertisement, a young Negro woman applied for factory work at a medium-sized manufacturer. She was interviewed and told that she would be notified if needed. The applicant returned a week later because the newspaper advertisement had continued to run and noticed that a number of persons were also applying for work. She was told, again, that the firm would call her if needed. This process continued for several weeks, at which time the applicant learned from some white employees of the company that the company hired only white females for production work and that only two Negro women had been employed, as matrons. The woman, therefore, filed a charge with the Commission.

The Commission's investigation verified that the company employed only two Negro females, as matrons, among hundreds of female employees. The work force of the company fluctuated on a seasonal basis and female employment ranged from 200 to 900. Male employment, however, was predominantly Negro. It was established that the company had not hired Negro females in production jobs because it feared the reaction of the white female employees. The Commission counseled the firm on this matter, and a conciliation agreement was entered into wherein the company agreed to hire all employees on a non-discriminatory basis and to inform all of its supervisors and its bargaining agent of this policy. In addition, the company hired the complainant with back-pay and seniority, as compensation for the wages and seniority which she would have accrued had she not been denied employment because of her race. Some 80 additional Negro women were also hired within a two-month period, as a result of the implementation of non-discriminatory employment policies.

II

A white person received legal redress after filing a charge of discrimination on the basis of race and color against her employer as well as against the real estate board in her city. The complainant alleged that she was to be dismissed from employment by the realtor for whom she worked, because of failure to pay her dues to the real estate board. The realtor, however, also had in his employ a Negro saleswoman, whose application for membership in the local real estate board had been refused, apparently because of her race. The Commission's investigation substantiated allegations and established that the Negro salesperson, because of her involuntary non-membership in the local real estate board, was required to pay dues and was not threatened with dismissal. The white employee, it was determined, was being treated differently with respect to employment than the Negro employee because of her race. Both, however, were put at a disadvantage inasmuch as the white employee faced dismissal and the Negro employee could not share in the benefits of membership in the real estate board.

As a result of ensuing conciliation efforts, the real estate board agreed to admit the Negro salesperson to membership and she subsequently became the first Negro member of this professional trade association in her community. The complainant, in view of the elimination of the prior discriminatory practices, rejoined the real estate board and agreed to pay dues.

III

A Negro employee with more than fifteen years seniority was dismissed by an auto supply company doing business throughout Ohio. She alleged that her dismissal had been based upon race, rather than poor business conditions as the company had contended.

The Commission's investigation, including an examination of relevant records and interviews with managerial personnel, established that other jobs were available which the complainant was qualified to perform in the store from which she had been dismissed. It was also found that the manager who had dismissed the complainant adhered to rigid discriminatory policies in the recruitment, selection, hiring, training, evaluation, assignment, transfer and upgrading of new and incumbent Negro employees and had, therefore, ignored the complainant's substantial seniority.

A finding of probable cause resulted and a conciliation proposal was submitted to the respondent, stipulating that an affirmative statement of non-discrimination be distributed to all of the firm's Ohio stores and supervisory employees, and that all sources of recruitment be similarly advised. The conciliation agreement also specified that the respondent reinstate the complainant and compensate him for the back wages and various company benefits which he had lost as a result of his discriminatory dismissal.

These provisions were accepted and the complainant was reinstated. Reviews will be conducted to verify the firm's continuing compliance with the Ohio Fair Employment Practices Act.
Annexure No. 1.

1. **Accommodation, Civil and Criminal.**
   - The Land of Accommodation is necessary for the civil and criminal jurisdiction of the Court of General Sessions of the Peace in the State of Ohio. The Court is situated in the city of Columbus, in the County of Franklin, in the State of Ohio.

2. **Constitution of Judges.**
   - The Court is composed of three judges, elected by the people of the county, and holds its sessions at such times as may be fixed by the proper authorities.

3. **Jurisdiction.**
   - The jurisdiction of the Court extends over all cases arising within the county, including civil and criminal matters.

4. **Provisions.**
   - The Court is provided with all necessary accommodations for the discharge of its duties, including a suitable building, a liberal supply of money, and other necessary provisions.

5. **Rules.**
   - The Court is governed by a set of rules, which are adopted by the Court and approved by the Governor of the State.

6. **Purposes.**
   - The purposes of the Court are to administer justice and to maintain peace and order in the county.
The Commission in its final report recommends the establishment of a National Council on the Environment, which would oversee the implementation of the recommendations made in the report. The council would be responsible for directing and coordinating efforts to address environmental issues, and would be composed of representatives from various sectors, including government, industry, and civil society. The recommendations also call for the creation of new legislation and regulations to protect the environment, as well as increased funding for environmental research and monitoring. The report emphasizes the importance of public participation in environmental decision-making processes, and recommends the establishment of community-based environmental organizations to promote awareness and action on environmental issues.
The educational program is designed to provide a structured approach to learning. The curriculum includes a variety of subjects and activities to ensure a well-rounded education. The program aims to foster critical thinking, problem-solving skills, and creativity. It is important to note that the educational content is designed to meet the individual needs of each student, ensuring that they receive personalized attention and support. The program also incorporates practical skills training, preparing students for various career paths. In summary, the educational program is comprehensive, diverse, and tailored to meet the unique needs of each student.
eductional Activities during 1962-63


The Commission's third annual report highlights the progress made during the previous academic year. It focuses on various educational initiatives and programs implemented by the Ohio State University and the University of Cincinnati. The report emphasizes the importance of collaboration between educational institutions and local communities. It also discusses the development of new programs and initiatives aimed at improving educational outcomes.

The report includes a detailed overview of the commission's activities during the year, including workshops, conferences, and community outreach efforts. It highlights the commission's commitment to enhancing educational opportunities for all students, regardless of background or economic status.

The report also acknowledges the challenges faced by educational institutions and communities and outlines strategies for addressing these challenges. It concludes with a call to action for stakeholders to continue working together to improve educational outcomes for all.
Dear Mr. President,

I am pleased to report to you that the Commission on School Segregation has been working diligently on the issue of school integration.

The Commission has been formed in response to the growing concern about the segregation of students in our schools. The Commission is composed of educators, parents, community leaders, and representatives from various school districts.

The Commission has been charged with the responsibility of developing recommendations for the equitable distribution of students in our schools. The Commission has met several times and has heard from many stakeholders, including students, parents, and community members.

The Commission has identified several key areas for attention, including:

1. The creation of a school lottery system to ensure that students have an equal opportunity to attend schools in other districts.
2. The establishment of a community-level oversight committee to monitor the implementation of the lottery system.
3. The implementation of a mentorship program for students from underrepresented groups to provide support and guidance.

The Commission has also developed a report that outlines its findings and recommendations. I am附件 the report for your review.

The Commission will continue to work on these issues and will provide updates as progress is made. I appreciate your continued support and encouragement.

Sincerely,

[Your Name]
The Commission is currently reviewing the design and

Future Surveys

The Commission was introduced into the Ohio House of Representatives by the Legislative Council as a bill that would document the problems faced by the Commission in the field of education and provide recommendations for their solution. The Commission was established by statute as a result of the investigation conducted by the Commission and is responsible for recommending necessary actions to the House. The Commission was also established to receive and consider reports of the Secretary of the House, and to make recommendations to the House on the matter of the existence and extent of the problems faced by the Commission in the field of education.

Housing Survey

The Commission is also responsible for conducting a survey of the housing market and identifying any limitations or problems in the current market. The survey will be conducted by a team of experts who will examine the current market and identify any areas that require improvement. The Commission will also make recommendations to the House on how to address these issues.

RESEARCH AND SURVEY
on a non-discriminatory basis, and shall declare any job order possessing
services for public benefit or public welfare shall all job orders
Any State employee employed in employment-related and procurement

STATE EMPLOYMENT SERVICES

Article 1

race, color, religion, national origin or ancestry.

CONTRACTS

Article III

bureaus shall consider, examine, and discriminate on account of

STATE PERSONNEL

Article I

to race, color, religion, national origin or ancestry.

GOVERNORS CODE SUPPLEMENTS

EXECUTIVE CODE OF FAIR PRACTICES

Article 1

employees shall apply for access, and

The provisions of the Ohio FEPA specifically cover "... the state or...
ADMINISTRATION AND BUDGET

The Ohio Civil Rights Commission has made every effort to minimize its expenditures and, at the same time, to perform its statutory responsibilities to the public at an adequate level. The following steps were taken during the current reporting year in order to comply with the budgetary guidelines, inclusive of the 9.1 per cent reduction in expenditures, which had been specified for State agencies.

1. Personnel vacancies brought about by voluntary resignations have not been filled. Included in this category were three Investigators III.

2. Three Central Office positions were eliminated. These include the positions of Administrative Assistant as well as the position of Survey and Research Director and Director of Public Accommodations.

3. No expenditures have been made for new equipment except those which were involved in a move from Central Office headquarters at 22 East Gay Street, Columbus, to a state-owned, rent-free building in June, 1963. The overall impact of the move is expected to result in substantial savings.

4. Expenditures for maintenance (office rent, travel, supplies, postage, etc.) have been curtailed as much as possible.

5. Two state cars have been returned to the motor pool. At the present time, only one state car is assigned to the Commission.

6. Equipment which was released by the aforementioned reductio in staff has been turned back to the Division of Purchasing of the Department of Finance.

Total expenditures during the fiscal year 1962-1963, and projections for 1963-1964 are shown below:

<table>
<thead>
<tr>
<th></th>
<th>ACTUAL 1962/63</th>
<th>PROJECTED 1963/64</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Service (Staff &amp; Commissioners)</td>
<td>$179,742.92</td>
<td>$161,000.00</td>
</tr>
<tr>
<td>Maintenance (office rent, travel, supplies, postage, etc.)</td>
<td>51,661.11</td>
<td>44,000.00</td>
</tr>
<tr>
<td>Equipment</td>
<td>3,073.46</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$234,477.49</strong></td>
<td><strong>$205,000.00</strong></td>
</tr>
</tbody>
</table>
Section 1120.1 through 1120.29 of the Revised Code, provided by Section 2503.07 of the Revised Code, are hereby amended to provide for the appeal of a decision of the Commission and the Commission's final decision of the appeal. Such appeals are governed by the Revised Code, and the decision of the Commission is final. The Commission shall be the body empowered to hear and determine such appeals.

RECOMMENDATIONS

1. Right to Appeal

Section 0000.00(A) of the Ohio Constitution provides:

1. Right to Appeal

The Ohio Constitution provides:

1. Right to Appeal

2. Right to Appeal

3. Right to Appeal

4. Right to Appeal

5. Right to Appeal

6. Right to Appeal

7. Right to Appeal

8. Right to Appeal

9. Right to Appeal

10. Right to Appeal

As of June 30, 1963, the Commission staff consisted of 22 persons.
No. I plan to use the illustrative case summary—public accommodation

I clauses of the Ohio Civil Rights Code, the

2. That a respondent is in bad faith and


A COMPLAINT AND NOTICE OF HEARING

RESPONDENT

BEFORE THE OHIO CIVIL RIGHTS COMMISSION

ILLUSTRATIVE COMPLAINT AND NOTICE OF HEARING

APPENDIX I

II. ADMINISTRATION OF OATHS

provided by and sections of the Revised Code.

I. ADMINISTRATION OF OATHS

II. ADMINISTRATION OF OATHS
This is a legal document. It contains a legal proceeding and legal language. The document is likely related to a legal case involving the Office of Equal Rights and possibly involves medical or health issues. The text is quite technical and uses legal terms and phrases.
ILLUSTRATIVE CONCILIATION AGREEMENT - EMPLOYER

APPENDIX III

EXECUTIVE DIRECTOR

FILE I. ROBB

CERTIFICATION

ARThUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.

CERTIFICATION

ARTHUR J. PEtERSOn, CHAmRMAN

FILE I. ROBB

CERTIFIED COPY

Issued pursuant . . . and filed with the Commission at its central office in

Commission . . . hereby certify that the above is a true copy of an original copy

of the Commission's records.

I, FILE I. ROBB, EXECUTIVE DIRECTOR OF THE OHIO CONFLICT RESOLV-

Enforcement.
IN WITNESS WHEREOF, the parties have hereunto set their hands this day of 19,

IN WITNESS WHEREOF, the parties have hereunto set their hands this day of 19,


a. Within 30 days after the approval of this Agreement, the Respondent shall provide the
Commission with a written statement of the steps taken to comply with the
requirements of this Agreement, and shall provide the Commission with any other
information requested by the Commission.

b. Within 30 days after the approval of this Agreement, the Respondent shall provide the
Commission with a written statement of the steps taken to comply with the
requirements of this Agreement, and shall provide the Commission with any other
information requested by the Commission.

2. Upon the signing of this Agreement by both parties and upon the

3. Upon the signing of this Agreement by both parties and upon the

4. Nothing herein contained shall be construed to give any hint or

5. Nothing herein contained shall be construed to give any hint or

6. Nothing herein contained shall be construed to give any hint or

for that purpose.

for that purpose.