

John T. Butler Senior Attorney Regulatory Florida Power & Light Company 700 Universe Boulevard Juno Beach, FL 33408-0420 (561) 304-5639 (561) 691-7135 (Facsimile)

June 18, 2008

VIA HAND DELIVERY

Ms. Ann Cole, Director
Division of the Commission Clerk and
Administrative Services
Florida Public Service Commission
Betty Easley Conference Center, Room 110
2540 Shumard Oak Boulevard
Tallahassee, Florida 32399-0850

Re: Florida Power & Light Company's Request for Confidential Classification of

Certain Material Provided in Connection with the Monthly Fuel Filings

Docket No. 080001-EI

Dear Ms. Cole:

I enclose and hand you herewith for filing in the above-referenced matter, the original and five (5) copies of Florida Power & Light Company's ("FPL") Request for Confidential Classification. The original includes Attachments A, B, and C. The five copies include only Attachments B and C.

Attachment A contains the confidential information that is the subject of FPL's Request for Confidential Classification. Attachment A is submitted for filing in a separate, sealed folder or carton marked "ATTACHMENT A – CONFIDENTIAL. Attachment B is an edited version of Attachment A, in which the information FPL asserts is confidential has been blocked out. Attachment C contains FPL's justification for its request for confidential classification.

In accordance with Rule 25-22.006(3)(d), FPL requests confidential treatment of the information in Attachment A pending disposition of FPL's request for Confidential Classification.

Also included herewith is a computer diskette containing FPL's Request for Confidential Classification and Attachment C, in Word. Please contact me should you or your Staff have any questions regarding this filing.

1+Diskette

JTB/jsb Enclosures

ce: Service List (w/out Attachment A)

Sincerely,

ohn T. Butler

CONTROOMS

Doc/423 Fuel Filing/March 2008

5203 JUN 18 8

BEFORE THE

FLORIDA PUBLIC SERVICE COMMISSION

In re: Fuel and Purchased Power)	DOCKET NO. 080001-EI
Cost Recovery Clause and Generating)	
Performance Incentive Factor)	FILED: June 18, 2008
)	

REQUEST FOR CONFIDENTIAL CLASSIFICATION

NOW, BEFORE THIS COMMISSION, through undersigned counsel, comes Florida Power & Light Company ("FPL") and, pursuant to section 25-22.006 of the Florida Administrative Code and section 366.093 of the Florida Statutes, hereby requests confidential classification of certain information on Florida Public Service Commission ("FPSC" or "Commission") Forms 423-1(a), 423-2, 423-2(a) and 423-2(b) for March 2008 (February 2008 with respect to Plant Scherer data) submitted in Docket No. 080001-EI. In support of its Request, FPL states as follows:

1. Petitioner's principal business address is as follows:

Florida Power & Light Company P.O. Box 029100 Miami, Florida 33102-9100

Orders, notices, or other pleadings related to this request should be served on:

R. Wade Litchfield Vice President and Associate General Counsel Regulatory 215 S. Monroe Street, Suite 810 Tallahassee, FL 32301 (561) 691-7101 (561) 691-7135 Fax John T. Butler Senior Attorney Regulatory Florida Power & Light Company 700 Universe Boulevard Juno Beach, FL 33408-0420 (561) 304-5639 (561) 691-7135 Fax

- 2. The following attachments are included herewith and made a part hereof:
 - a. Attachment A includes the complete and unedited version of FPL's March 2008 Form 423-1(a) and St. Johns River Power Park's (SJRPP) March 2008 Forms 423-2, 423-2(a) and 423-2(b) which contain certain information that FPL asserts should be accorded confidential treatment. The information in Attachment A for which FPL seeks confidential classification has been highlighted. Attachment A is submitted separately in a sealed envelope marked "CONFIDENTIAL."
 - b. Attachment B is the edited version of Attachment A. All information that FPL asserts is entitled to confidential treatment has been blocked out in Attachment B.
 - c. Attachment C identifies information for which confidential treatment is sought and, with regard to each item or type of information, contains a brief statement that explains the need for confidentiality and refers to the specific statutory basis or bases for the request.
- 3. Pursuant to section 366.093, FPL seeks confidential protection for the information highlighted in Attachment A. FPL submits that such information is proprietary confidential business information within the meaning of section 366.093(3). Pursuant to section 366.093, such materials are entitled to confidential treatment and are exempt from the disclosure provisions of the public records law. Thus, once the Commission determines that the information in question is proprietary confidential business information, the Commission is not required to engage in any further analysis or review such as weighing the harm of disclosure against the public interest in access to the information.
- 4. The statutory bases and support for FPL's assertion of confidentiality with regard to specific items or types of information are set forth in Attachment C. The information for which confidential classification is sought is intended to be and is treated by FPL as confidential and, to the best of FPL's knowledge and belief, has not been publicly disclosed.

5. Upon a finding by the Commission that the material in Attachment A for which FPL seeks confidential treatment is proprietary confidential business information within the meaning of section 366.093(3), pursuant to section 366.093(4) such materials should not be declassified for eighteen (18) months, or as otherwise extended by the Commission. Further, the materials should be returned to FPL as soon as the information is no longer necessary for the Commission to conduct its business.

WHEREFORE, for the above and foregoing reasons, including those set forth in the supporting materials included herewith, Florida Power & Light Company respectfully requests that its Request for Confidential Classification be granted.

Respectfully submitted,

JOHN/V. BUTLER

Senior Attorney

Anorney for Florida Power & Light Company

700 Universe Boulevard

Juno Beach, Florida 33408-0420

Tel.: (561) 304-5639 Fax: (561) 691-7135

CERTIFICATE OF SERVICE

I, THE UNDERSIGNED COUNSEL, HEREBY CERTIFY that a copy of Florida Power & Light Company's Request for Confidential Classification, without Attachment A, has been served via first class mail, postage prepaid to the parties listed below, this 18th day of June 2008:

Lisa Bennett, Esq.
Division of Legal Services
Florida Public Service Commission
2540 Shumard Oak Blvd.
Tallahassee, Florida 32399-0850

Lee L. Willis, Esq.

James D. Beasley, Esq.

Ausley & McMullen

Attorneys for Tampa Electric

P.O. Box 391

Tallahassee, Florida 32302

John W. McWhirter, Jr., Esq. McWhirter Reeves Attorneys for FIPUG 400 North Tampa Street, Suite 2450 117 South Gadsden Street Tampa, Florida 33602

Jeffrey A. Stone, Esq. Russell A. Badders, Esq. Beggs & Lane Attorneys for Gulf Power P.O. Box 12950 Pensacola, Florida 32576-2950

Ms. Susan D. Ritenour Gulf Power Company One Energy Place Pensacola, Florida 32520-0780 Charles J. Beck, Esq.
Office of Public Counsel
c/o The Florida Legislature
111 West Madison Street, Room 812
Tallahassee, Florida 32399

John T. Burnett, Esq.
Progress Energy Service
Company, LLC
P.O. Box 14042
St. Petersburg, Florida 33733-4042

Norman H. Horton, Jr., Esq. Floyd R. Self, Esq. Messer, Caparello & Self Attorneys for FPUC P.O. Box 1876 Tallahassee, Florida 32302-1876

Mehrdad Khojasteh Florida Public Utilities Post Office Box 3395 West Palm Beach, Florida 33402-3395

Mr. Paul Lewis, Jr.
Progress Energy Florida, Inc.
106 East College Ave., Suite 800
Tallahassee, GA 32301-7740

Ms. Paula K. Brown Tampa Electric Company Regulatory Affairs P.O. Box 111 Tampa, Florida 33601-0111

James W. Brew Brickfield, Burchette, et al 1025 Thomas Jefferson St., N.W. Eight, West Tower Washington, DC 20007-0800 Michael B. Twomey, Esq. Attorney for AARP P.O. Box 5256 Tallahassee, FL 32314-5256

Karen S. Torain PCS Administration (USA), Inc. Skokie Blvd., Suite 400 Northbrook, IL 60062

John T. Butler

ATTACHMENT "A"

FPL'S FPSC FORM 423-1(a) SJRPP'S FPSC FORMS

423-2

423-2 (a)

423-2 (b)

CONFIDENTIAL FILED UNDER SEPARATE COVER

ATTACHMENT "B"

EDITED VERSION FPL'S FPSC FORM 423-1(a) SJRPP'S FPSC FORMS

423-2

423-2 (a)

423-2 (b)

FPSC FORM NO. 423-1 (a)

1. REPORTING MONTH: MAR YEAR: 2008

2. REPORTING COMPANY: FLORIDA POWER LIGHT COMPANY

MONTHLY REPORT OF COST AND QUALITY OF FUEL OIL FOR ELECTRIC PLANTS DETAIL OF INVOICE AND TRANSPORTATION CHARGES

3. NAME, TITLE TELEPHONE NUMBER OF CONTACT PERSON CONCERNING DATA SUBMITTED ON THIS FORM: KORY DUBIN, REGULATORY AFFAIRS, (305) 552-4910.

4. SIGNATURE OF OFFICIAL SUBMITTING REPORT:

5. DATE COMPLETED: 05/16/2008

EDITED COPY

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(1)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
LINE NO.	PLANT	SUPPLIER	DELIVERY LOCATION	DELIVERY DATE	TYPE OIL	VOLUME (BBLS)			DISCOUNT	(\$)	NET PRICE (\$/BBL)	QUALITY ADJUST. (\$/BBL)	EFFECTIVE PUR PRICE (\$/BBL)	TRANSP TO TERM (\$/BBL)	ADDITIONAL TRANS CHGS (\$/BBL)	OTHER CHGS (\$/BBL)	DELIVERED PRICE (\$/BBL)
1 PRV		CONOCO	RIVIERA	03/24/2008	F06	109295							-	0.0000)		76.9720
2 PMR		SEMPRA	PALM BEACH	03/18/2008	F06	137088								0.0000)		79.4379
3 PPE		SEMPRA	PORT EVERGLADES	03/29/2008	F06	264194								0.0000	1		85.3642
4 PTF		SEMPRA	FISHER ISLAND	03/14/2008	F06	146758								0.0000)		78.1129
5 PMR		SHELL	PALM BEACH	03/25/2008	F06	120338								0.0000)		78.4479
6 PPE		AMERIGAS		03/07/2008	PRO	8	151.1700	1,209	0	1,209	151.1700	0.000	0 151.1700	0.0000	0.000	0.0000	151.1700
7 PPE		AMERIGAS		03/20/2008	PRO	8	121.4100	971	0	971	121.4100	0.000	0 121.4100	0.0000	0.0000	0.0000	121.4100
8 PTF		AMERIGAS		03/10/2008	PRO	6	139.0200	834	0	834	139.0200	0.000	0 139.0200	0.0000	0.0000	0.0000	139.0200
9 PRV		FERRELL		03/07/2008	PRO	4	143.2300	573	O	573	143.2300	0.000	0 143.2300	0.0000	0.000	0.0000	143.2300
10 PRV		FERRELL		03/14/2008	PRO	3	149.1100	447	0	447	149.1100	0.000	0 149.1100	0.0000	0.000	0.0000	149.1100
11 PRV		FERRELL		03/21/2008	PRO	3	154.9000	465	C	465	154.9000	0.000	0 154.9000	0.0000	0.000	0.0000	154.9000
12 PMR		INDIANTOWN		03/19/2008	PRO	13	97.0200	1,261	C	1,261	97.0200	0.000	0 97.0200	0.000	0.000	0.0000	97.0200
13 PMT		SUBURBAN		03/11/2008	PRO	6	86.6400	520	C	520	86.6400	0.000	0 86.6400	0.000	0.000	0.0000	86.6400
14 PCC		SUBURBANE		03/04/2008	PRO	7	86.6900	607	·	607	86.6900	0.000	0 86.6900	0.000	0.000	0.0000	86.6900

FPSC Form No.423-2

MONTHLY REPORT OF COST AND QUALITY OF COAL FOR ELECTRIC PLANTS ORIGIN, TONNAGE, DELIVERED PRICE AND AS RECEIVED QUALITY

1. Report For Month/Yr: March 2008

4. Name, Title & Telephone Number of Contact
Person Concerning Data Submitted on this Form: Korel M. Dubin (305-552-4910)

2. Reporting Company: Florida Power & Light 5. Signature of Official Submitting Report:

3. Plant Name: St. Johns River Power Park (SJRPP) 6. Date Completed: April 21, 2008

						Effective	Total	EOB	As Received Coal Quality			
Line No. Su	applier Name	Mine Location	Purchase Type	Transpor- tation Mode	Tons	Purchase Price (\$/Ton)	Trans Cost (\$/Ton)	FOB Plant Price (\$/Ton)	Sulfur Content (%)	Btu Content (%)	Ash Content (%)	Moisture Content (%)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)
1 Coa	l Marketing Company	45,IM,999	LTC	ос	64,954			50.75	0.57	10,995	9.87	12.97

EDITED COPY

FPSC Form No.423-2(a)

MONTHLY REPORT OF COST AND QUALITY OF COAL FOR ELECTRIC PLANTS **DETAIL OF INVOICE PURCHASE PRICE**

1. Report For Month/Yr:

March 2008

4. Name, Title & Telephone Number of Contact

Person Concerning Data Submitted on this Form: Korel M. Dubin (305-552-4910)

2. Reporting Company:

Florida Power & Light

5, Signature of Official Submitting Report:

3. Plant Name:

St. Johns River Power Park (SJRPP)

6. Date Completed:

April 21, 2008

Line No.	Supplier Name	Mine Location	Purchase Type	Tons	FOB Mine Price (\$/Ton)	Short Haul & Loadin g Charge	Original Invoice Price (\$/Ton)	Retro- active Price Increases (\$/Ton)	Base Price (\$/Ton)	Quality Adjust- ments (\$/Ton)	Effective Purchase Price (\$/Ton)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)
1	Coal Marketing Company	45,IM,999	LTC	64,954		0.00		0.00		0.00	



FPSC Form No.423-2(b)

MONTHLY REPORT OF COST AND QUALITY OF COAL FOR ELECTRIC PLANTS **DETAIL OF TRANSPORTATION CHARGES**

1. Report For Month/Yr: March 2008

4. Name, Title & Telephone Number of Contact

Person Concerning Data Submitted on this Form: Korel M. Dubin (305-552-4910)

2. Reporting Company:

Florida Power & Light

5. Signature of Official Submitting Report:

3. Plant Name:

St. Johns River Power Park (SJRPP)

6. Date Completed:

						ا مدید ا		Rail Charges		Waterborne Charges				1		
Line No.	Supplier Name	Mine Location	Shipping Point	Transpor- tation Mode	Tons	Effective Purchase Price (\$/Ton)		Rail Rate (\$/Ton)	Other Rail Charges (\$/Ton)		Trans- loading Rate (\$/Ton)	Ocean Barge Rate (\$/Ton)	Other Water Charges (\$/Ton)	Related Charges (\$/Ton)	Total Transport Charges (\$/Ton)	FOB Plant Price (\$/Ton)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)
1 (Coal Marketing Company	45,IM,999	EL CERREJON	ос	64,954		0.00		0.00	0.00	0.00	0.00	0.00	0.00	ı	50.75



ATTACHMENT C

Docket No. 080001-EI March 2008

Justification for Confidentiality for Florida Power & Light Company Report of March 2008:

FORM	LINE(S)	<u>COLUMN</u>	<u>RATIONALE</u>
423-1(a)	1 -5	Н	(1)
423-1(a)	1 -5	I	(2)
423-1(a)	1 – 5	J	(2), (3)
423-1(a)	1 – 5	K	(2)
423-1(a)	1 – 5	L	(2)
423-1(a)	1 – 5	M	(2), (4)
423-1(a)	1 – 5	N	(2), (5)
423-1(a)	1 – 5	P	(6), (7), (8)
423-1(a)	1 – 5	Q	(6), (7), (8)

Rationale for confidentiality:

(1) This information is contractual information which, if made public, "would impair the efforts of [FPL] to contract for goods or services on favorable terms." Section 366.093(3)(d), Fla. Stat. The information delineates the price per barrel FPL has paid for fuel oil for specific shipments from specific suppliers. This information would allow suppliers to compare an individual supplier's price with the market quote for that date of delivery and thereby determine the contract pricing formula between FPL and that supplier.

Contract pricing formulas generally contain two components, which are: (1) a markup in the market quoted price for that day; and (2) a transportation charge for delivery at an FPL chosen port of delivery. Discounts and quality adjustment components of fuel price contract formulas are discussed in paragraphs 3 and 4. Disclosure of the invoice price would allow

suppliers to determine the contract price formula of their competitors. The knowledge of others' prices (*i.e.*, contract formulas) among fuel oil suppliers is reasonably likely to cause the suppliers to converge on a target price, or to follow a price leader, effectively eliminating any opportunity for a major buyer like FPL to obtain price concessions from any one supplier. The end result is reasonably likely to be increased fuel oil prices and therefore increased electric rates.

- (2) The contract data found in Columns I through N are an algebraic function of Column H. That is, the publication of these Columns together, or independently, could allow a supplier to derive the invoice price of oil.
- (3) If FPL fuel contracts provide for an early payment incentive in the form of a discount from the invoice price, the existence and amount of such discount is confidential for the reasons stated in paragraph (1) relative to price concessions.
- (4) For fuel that does not meet contract requirements, FPL may reject the shipment, or accept the shipment and apply a quality adjustment. This is, in effect, a pricing term which is as important as the price itself and is therefore confidential for the reasons stated in paragraph (1) relative to price concessions.
- (5) Column N is as important as H from a confidentiality standpoint because of the relatively few times that there are quality or discount adjustments. That is, Column N will equal Column H most of the time. Consequently, Column N needs to be protected for the same reasons as set forth in paragraph (1).
- (6) Column R is used to mask the delivered price of fuel such that the invoice or effective price of fuel cannot be determined. Columns P and Q are algebraic variables of Column R. Consequently, disclosure of Columns P and Q would allow a supplier to calculate the invoice or effective purchase price of oil (Columns H and N) by subtracting these columnar variables from Column R.
- (7) Terminaling and transportation services in Florida tend to have the same, if not more severe, oligopolistic attributes of fuel oil suppliers. Due to the small demand in Florida for both of these services, market entry is difficult. In instances in which FPL has attempted to determine the level of interest in bidding either or both of these services, FPL has found only a very few qualified parties with such an interest. Consequently, disclosure of these contract data is reasonably likely to result in increased prices for terminaling and transportation services.

Petroleum inspection services also have the market characteristics of an oligopoly. Due to the limited number of fuel terminal operations, there are correspondingly few requirements for fuel inspection services. In FPL's last bidding process for petroleum inspection services, only six qualified bidders were found for FPL's bid solicitations. Consequently, disclosure of these contract data is reasonably likely to result in increased prices for petroleum inspection services.

Justification for Confidentiality for St. Johns River Power Park (SJRRP) Report of March 2008:

FORM	LINE(S)	<u>COLUMNS</u>	RATIONALE
423-2	1	G, H	(1)
423-2	1	Н	(2)

Rationale for Confidentiality:

- Obsclosure of the effective purchase price "would impair the efforts of [JEA, acting on its own behalf and as agent for FPL] to contract for goods or services [at the St. Johns River Power Park (SJRPP)] on favorable terms." Section 366.093(3)(d), Fla. Stat. The data informs other potential coal suppliers as to the price SJRPP is paying for coal. Disclosure of this information, which is particularly sensitive given SJRPP's reliance on long term contracts with fixed price provisions or short term spot transactions, could adversely affect FPL's interests in subsequent solicitations for coal and/or in negotiating coal supply agreements. JEA maintains this information as confidential pursuant to section 163.01(15)(m), Fla. Stat. Additionally, providing the purchase price would enable one to ascertain the total transportation charges in Column H by subtracting the effective purchase price from the delivered price at the transfer facility, shown in Column I.
- Disclosure of the total transportation cost "would impair the efforts of [JEA acting on its own behalf and as agent for FPL] to contract for goods or services [at SJRPP] on favorable terms." Section 366.093(3)(d), Fla Stat. Moreover, the service provider itself typically designates the transportation costs in the contract as confidential. JEA maintains this information as confidential pursuant to section 163.01(15)(m), Fla. Stat. Further, disclosure of this information would enable potential coal suppliers to calculate Column G which FPL seeks to protect by subtracting Column H from Column I.

Justification for Confidentiality for St. Johns River Power Park (SJRRP) Report of March 2008:

FORM	LINE(S)	<u>COLUMN</u>	<u>RATIONALE</u>
423-2(a)	1	F	(1)
423-2(a)	1	Н	(1)

423-2(a)	1	J	(1)	
423-2(a)	1	L	(2)	

Rationale for Confidentiality:

- (1) The information presented in these columns are algebraic derivations of the information in column L that FPL seeks to protect.
- Obsclosure of the effective purchase price "would impair the efforts of [JEA, acting on its own behalf and as agent for FPL] to contract for goods or services [at the St. Johns River Power Park (SJRPP)] on favorable terms." Section 366.093(3)(d), Fla. Stat. The data informs other potential coal suppliers as to the price SJRPP is paying for coal. Disclosure of this information could adversely affect FPL's interests in subsequent solicitations for coal and/or in negotiating coal supply agreements. JEA maintains this information as confidential pursuant to section 163.01(15)(m), Fla. Stat. Additionally, providing the purchase price would enable one to ascertain the total transportation charges in Column H on Form 423-2, which FPL seeks to protect, by subtracting the effective purchase price from the delivered price at the transfer facility shown in Column I on Form 423-2.

Justification for Confidentiality for St. Johns River Power Park (SJRRP) Report of March 2008:

FORM	LINE(S)	COLUMN	RATIONALE
423-2(b)	1	G	(1)
423-2(b)	1	I	(2)
423-2(b)	1	P	(2)

Rationale for Confidentiality:

(1) Disclosure of the effective purchase price "would impair the efforts of [JEA, acting on its own behalf and as agent for FPL] to contract for goods or services [at the St. Johns River Power Park (SJRPP)] on favorable terms." Section 366.093(3)(d), Fla. Stat. The data informs other potential coal suppliers as to the price SJRPP is paying for coal. Disclosure of this information, which is particularly sensitive given SJRPP's reliance on long term contracts with fixed price provisions or short term spot transactions, could adversely affect FPL's interests in subsequent solicitations for coal and/or in negotiating coal supply agreements. JEA maintains this information as confidential pursuant to section 163.01(15)(m), Fla. Stat. Additionally, providing the purchase price would enable one to ascertain the total transportation charges in Column P, which FPL seeks to protect, by

Attachment C Docket No. 080001-EI March 2008

subtracting the effective purchase price from the delivered price at the transfer facility shown in Column Q.

Disclosure of the total transportation cost "would impair the efforts of [JEA acting on its own behalf and as agent for FPL] to contract for goods or services [at SJRPP] on favorable terms." Section 366.093(3)(d), Fla Stat. Moreover, the service provider itself typically designates the transportation costs in the contract as confidential. JEA maintains this information as confidential pursuant to section 163.01(15)(m), Fla. Stat. Further, disclosure of this information would enable potential coal suppliers to calculate Column G which FPL seeks to protect, by subtracting Column P from Column Q.

STATE OF FLORIDA

COMMISSIONERS:
MATTHEW M. CARTER II, CHAIRMAN
LISA POLAK EDGAR
KATRINA J. MCMURRIAN
NANCY ARGENZIANO
NATHAN A. SKOP



OFFICE OF COMMISSION CLERK ANN COLE COMMISSION CLERK (850) 413-6770

CONFIDENCIAL mission

Hublic Service Commission

ACKNOWLEDGEMENT

	DATE: June 18, 2008	
TO:	John Butler, Florida Power & Light Company	
FROM:	Ruth Nettles, Office of Commission Clerk	
RE:	Acknowledgement of Receipt of Confidential Filing	

This will acknowledge receipt of a CONFIDENTIAL DOCUMENT filed in Docket Number 080001 or, if filed in an undocketed matter, concerning Forms 423 for 3/08, and filed on behalf of Florida Power & Light Company. The document will be maintained in locked storage.

If you have any questions regarding this document, please contact Marguerite Lockard, Deputy Clerk, at (850) 413-6770.

DOCUMENT NUMBER-DATE

05204 JUN 18 8

CAPITAL CIRCLE OFFICE CENTER • 2540 SHUMARD OAK BOULEVARD • TALLAHASSEE, FL 32399-0850
An Affirmative Action/Equal Opportunity Employer

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