

March 30, 2010

Mayor Mike Bradley  
City of Sarnia  
255 North Christina Street  
Sarnia, ON N7T 7N2

Dear Mayor Bradley:

Re: Challenge to Hire Persons' who have disabilities

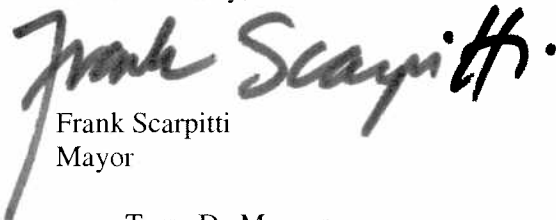
I am very happy to accept your challenge. Markham has a long-time practice of hiring persons with disabilities in our Recreation Department, and have established a budget for such activities. At any time there are between eight to ten individuals with disabilities working in Town facilities. In addition, we have provided employment in our Contact Centre for a disabled individual.

Markham has been involved with Career Edge, Canada's Internship Organization, since 2003. Ability Edge is one of their internship programs, providing graduates with self-declared disabilities the opportunity to gain career-building work experience. We have provided internship opportunities for four individuals, two of whom have gone on to work for the Town on a long-term contract basis. One of these interns, Duncan Broom, won the Ability Edge Intern of the Year Award in 2009 for his work in the Human Resources Department, where he continues to provide support. Warren Rupnarain, formerly an intern, is on contract as our Accessibility Coordinator. We are currently recruiting a fifth intern from the Ability Edge program.

It is Markham's policy and practice to accommodate employees' disabilities, whether they are new or existing staff. In addition, the Human Resources Department actively meets with managers to promote the hiring of persons with disabilities. Currently, hiring practices are being reviewed and job descriptions modified to incorporate a description of the physical demands of the position to make it easier for both the hiring managers and persons with disabilities to identify suitable accommodations.

At the present time, we have 14 self-identified persons with disabilities working for the Town of Markham. Our goal is to provide a welcoming environment for all our staff, including persons with disabilities.

Yours sincerely,

A handwritten signature in black ink that reads 'Frank Scarpitti'.

Frank Scarpitti  
Mayor

c.c. – Terry De Maeyer  
Vocational Rehabilitation Specialist