

AGREEMENT
between
THE LOUISVILLE AND JEFFERSON COUNTY
HUMAN RELATIONS COMMISSION
and
THE OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED
UNFAIR EMPLOYMENT PRACTICES

The Louisville and Jefferson County Human Relations Commission is charged with enforcement of the City of Louisville, Kentucky's Ordinance Number 116, as amended, which prohibits discrimination in employment on the basis of handicap, sex, race, color, religion, ancestry, national origin, or place of birth. The Louisville and Jefferson County Human Relations Commission is also charged with enforcement of Jefferson County Kentucky's Resolution to Implement the State Statute Relative to Equal Employment Opportunities as Amended by Resolution Number 15, Series 1978, which prohibits discrimination in employment on the basis of handicap, sex, race, color, ancestry, national origin or age.

The Office of Special Counsel for Immigration Related Unfair Employment Practices, U.S. Department of Justice, is charged with the enforcement of the provisions of the Immigration Reform and Control Act of 1986 that prohibit discrimination in employment on the basis of citizenship status or national origin. The purpose of this Agreement is to minimize duplication of effort and to ensure that matters within the jurisdiction of an agency are communicated to that agency without delay.

The Louisville and Jefferson County Human Relations Commission and the Office of Special Counsel hereby appoint each other as their respective agents for the sole purpose of satisfying the time limits for filing of charges. To ensure that filing deadlines are satisfied, each agency will accurately record the date of filing of charges and notify the other agency of that date when referring a charge.

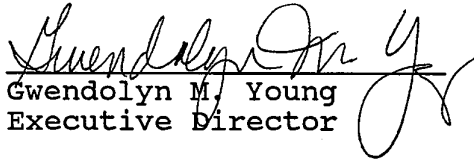
When either agency receives a charge that falls within the jurisdiction of the other agency, the agency receiving the charge will forward a copy of it to the other agency as soon as possible. Copies of all relevant documents will be forwarded upon request. Both agencies agree to act as a designated agents for each other for the purpose of accepting discrimination charges from aggrieved individuals and their representatives.

If both agencies are investigating a charge arising from the same fact situation, the agencies will coordinate their investigations to the greatest extent practical and share information so as to minimize duplication of effort.

Nothing in this Agreement diminishes either agency's authority to investigate and prosecute charges that fall within the coverage of its statute.

THE LOUISVILLE AND JEFFERSON COUNTY HUMAN RELATIONS
COMMISSION

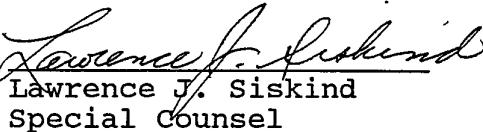
By:


Gwendolyn M. Young
Executive Director

Dated: 4-21-89

THE OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED UNFAIR
EMPLOYMENT PRACTICES

By:


Lawrence J. Siskind
Special Counsel

Dated: 4/25/89