



## State of New Jersey

DEPARTMENT OF TRANSPORTATION  
P.O. Box 600  
Trenton, New Jersey 08625-0600

PHILIP D. MURPHY  
*Governor*

DIANE GUTIERREZ-SCACCETTI  
*Commissioner*

SHEILA Y. OLIVER  
*Lt. Governor*

June 27, 2018

Mr. John DeRosa  
D/ESBE Officer  
Consolidated Steel & Aluminum Fence Co., Inc.  
316 North 12<sup>th</sup> Street  
PO Box 643  
Kenilworth, NJ 07033

Dear Mr. DeRosa:

The annual EEO/Affirmative Action Program, EEO Policy Statement, Sexual Harassment Policy and the annual Disadvantaged (D/ESBE) Affirmative Action Plan (AAP) submitted by your firm have been reviewed and found acceptable to this office.

The approval of these plans will be in effect for a period of one-year beginning June 27, 2018 and will apply to all Department contracts for which your firm is either a prime or subcontractor. If any changes arise which affect your plan, please notify us promptly in writing.

Thank you for your cooperation.

Sincerely,

A handwritten signature in blue ink that reads "Jeffrey R. Overton" with a circled "SM" at the end.

Jeffrey R. Overton, Manager  
Contract Compliance Unit  
Division of Civil Rights and Affirmative Action

JRO/smm  
C: File