

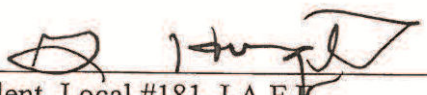
APPENDIX A
LETTER OF UNDERSTANDING
BETWEEN
THE CITY OF REGINA
AND

THE REGINA PROFESSIONAL FIREFIGHTERS ASSOCIATION, LOCAL #181

Re: Employment Equity

The Parties are committed to Employment Equity and the joint development, implementation, monitoring, evaluation and updating of the Employment Equity Plan as approved by the Saskatchewan Human Rights Commission.

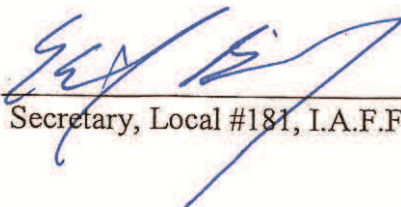
The Parties agree to promote employment equity opportunities and equitable treatment for persons of Aboriginal ancestry, persons with disabilities, visible minority persons, women and such other groups as may be identified and/or agreed to by the Parties.



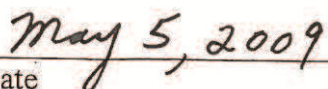
President, Local #181, I.A.F.F.



Director of Human Resources



Secretary, Local #181, I.A.F.F.



Date