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 FAX (860) 757-7743

February 1, 2010

The Honorable M. Jodi Rell
 Governor
 State of Connecticut
 Executive Chambers
 State Capitol
 Hartford, CT 06106

**RE: Connecticut General Statutes, Section 1-123(a) and
Connecticut General Statutes, Section 22a-268e
 Connecticut Resources Recovery Authority - Annual Report Requirements – Fiscal Year 2009**

Dear Governor Rell:

Attached herewith is information submitted to meet the Connecticut Resources Recovery Authority's (the "Authority") fiscal year 2009 Annual Report requirements under Sections 1-123(a) and 22a-268e of the Connecticut General Statutes ("CGS"). Also enclosed is the Authority's Annual Financial Report for the Year Ended June 30, 2009 and Independent Auditor's Report (the "Audit").

Required Submission under CGS Section 1-123(a):	Location:
(1) A list of all bond issues for the preceding fiscal year, including, for each such issue, the financial advisor and underwriters, whether the issue was competitive, negotiated or privately placed, and the issue's face value and net proceeds;	Tab 1
(2) a list of all projects other than those pertaining to owner-occupied housing or student loans receiving financial assistance during the preceding fiscal year, including each project's purpose, location, and the amount of funds provided by the agency;	Tab 2
(3) a list of all outside individuals and firms receiving in excess of five thousand dollars in the form of loans, grants or payments for services, except for individuals receiving loans for owner-occupied housing and education;	Tab 3
(4) a balance sheet showing all revenues and expenditures;	Tab 4
(5) the cumulative value of all bonds issued, the value of outstanding bonds, and the amount of the state's contingent liability;	Tab 5
(6) the affirmative action policy statement, a description of the composition of the agency's work force by race, sex, and occupation and a description of the agency's affirmative action efforts; and	Tab 6
(7) a description of planned activities for the current fiscal year.	Tab 7
Required Submission under CGS Section 22a-268e:	
A description of efforts to mitigate the effects of Authority-Enron-Connecticut Light and Power Company transaction.	Tab 8

The Honorable M. Jodi Rell
February 1, 2010
Page Two

Please contact me if you have any questions or concerns regarding this submission.

Very truly yours,

A handwritten signature in black ink that reads "Michael A. Pace". The signature is written in a cursive style with a large, sweeping initial "M".

Michael A. Pace
Chairman of the Board

Enclosure: Fiscal Year 2009 Annual Financial Report

cc: State Auditors of Public Accounts
Legislative Program Review and Investigations Committee (2 copies)
General Assembly's Joint Standing Committee for Finance, Revenue and Bonding
Thomas Kirk, President (w/o enclosure)
James Bolduc, Chief Financial Officer (w/o enclosure)
Laurie Hunt, Esq., Director of Legal Services (w/o enclosure)
Bettina Ferguson, Assistant Treasurer & Director of Finance (w/o enclosure)

1. BONDS ISSUED DURING FISCAL YEAR 2009

There were no bonds issued by the Authority during Fiscal Year 2009.

2. FINANCIAL ASSISTANCE PROVIDED DURING FISCAL YEAR 2009

The Authority did not provide any financial assistance during Fiscal Year 2009.

3. VENDORS PAID \$5,000 OR MORE DURING FISCAL YEAR 2009

A J BELLIVEAU RAILROAD CONSTRUCTION
AAD ASSOCIATES LLC
ABM JANITORIAL NE INC
ADP INC
AERIAL PHOTOGRAPHY BY DON COUTURE
AFLAC WORLD HEADQUARTERS
AIR COMPRESSOR ENGINEERING, INC.
AIR TEMP MECHANICAL SERVICES INC
ALL STATE BOILER & CONSTRUCTION, INC.
ALL WASTE INC
ALTERNATIVE RESOURCES, INC
AMERICAN EXPRESS TRAVEL REL. SERVICES
AMERICAN ROTOR CO., INC.
AMERITAS LIFE INSURANCE CORP
AON RISK SERVICES INC OF WASHINGTON DC
ASSOCIATED ELECTRO-MECHANICS, INC
AT&T
B G MECHANICAL SERVICE INC
BANK OF AMERICA
BERCHEM, MOSES AND DEVLIN, P.C.
BODE EQUIPMENT COMPANY
BOROUGH OF NAUGATUCK
BOTTICELLO INC
BROWN RUDNICK BERLACK ISRAELS LLP
BUSCH SYSTEMS INTERNATIONAL, INC.
C K ENVIRONMENTAL INC
CALVERT SAFE & LOCK LTD
CAPITOL CLEANING CONTRACTORS INC
CARLIN CHARRON & ROSEN LLP
CAROUSEL INDUSTRIES OF NORTH AMERICA
CARRIER NORTHEAST
CDW GOVERNMENT INC
CENTRAL MECHANICAL SERVICES, LLC
CERIDIAN BENEFIT SERVICES
CHASE GLASS COMPANY INC
CHRONICLE PRINTING COMPANY
CITY CARTING INC
CITY OF BRIDGEPORT
CITY OF HARTFORD
CITY OF HARTFORD - ENV PRGMS DIV
CITY OF MERIDEN
CITY OF NORWALK
CITY OF WATERBURY
CITY SIGN INC
CLARK EQUIPMENT CO.
CME ASSOCIATES, INC.
COHN BIRNBAUM & SHEA
COLONIAL PAVING CO.
COMBE FILL SOUTH
CONN COMMUNITY PROVIDERS ASSOC
CONN CONSTITUTION ASSOCIATES LLC
CONN INTERLOCAL RISK MGMT AGCY
CONN NATURAL GAS CORPORATION
CONN RIVER ESTUARY REGL PLAN. AGENCY
CONNECTICARE, INC.
CONNECTICUT PUBLIC BROADCASTING, INC.
CONSTANTINE SEALING SERVICE
COPE'S RUBBISH REMOVAL
COVANTA MID-CONN INC
COVANTA PROJECTS OF WALLINGFORD LP
COVANTA SOUTHEASTERN CT
CROWLEY FORD LLC
CWPM LLC
D W TRANSPORT AND LEASING INC
DAY PUBLISHING COMPANY
DELL MARKETING LP
DIME OIL COMPANY
DIVERSIFIED TECHNOLOGY CONSULTANTS
DVIRKA & BARTILUCCI CONSULTING
ENGINEERS
E. T. & L. CORPORATION
EAST PBE, INC.
ECO INTERNATIONAL, LLC
ENVIRONMENTAL CAPITAL LLC
ENVIRONMENTAL SERVICES INC
EPICOR SOFTWARE CORPORATION
FCR INC
FEDERAL EXPRESS CORP
FGF CONSTRUCTION NETWORK SERVICES
FIDELITY INVESTMENTS
FINN DIXON & HERLING LLP
FIRST AMERICAN TITLE INSURANCE COMP.
FRANKSON FENCE COMPANY
FUSS AND ONEILL INC
GARDNER CONSTRUCTION & INDUSTR. SRVC
GEORGE E. SANSOUCY, PE, LLC
GRAINGER
H O PENN MACHINERY CO INC
HALLORAN AND SAGE LLP
HARTFORD COURANT ADV LGL NTC
HATCH MOTT MACDONALD
HDR ENGINEERING INC
HEARST CT POST - BRIDGEPORT ADVERTISING
HENEGHAN KENNEDY & DOYLE LLC
HINCKLEY, ALLEN & SNYDER, LLP
HOOKER & HOLCOMBE INVEST. ADVISORS
HRP ASSOCIATES INC
I & C SYSTEMS ENGINEERING
INFINITY CONSTRUCTORS, INC.
ING LIFE INSURANCE AND ANNUITY CO.
INTERNAL REVENUE SERVICE
IRON MOUNTAIN INCORPORATED
ISO NEW ENGLAND INC
JOHN BOYLE COMPANY
JOHN WATTS ASSOCIATES
JOHN'S REFUSE AND RECYCLING, LLC
JOSEPH MERRITT AND CO INC
JOURNAL PUBLISHING CO.

JV III CONSTRUCTION, INC.
KAINEN ESCALERA & MCHALE PC
KINNEY/CENTRAL PARKING SYSTEM OF CT
KLEINSCHMIDT ASSOCIATES
KNAPP ENGINEERING PC
LA VOZ HISPANA
LANDSEN CONSTRUCTION CORP
LAUREN STAFFING SERVICES
LEGGETTE, BRASHEARS & GRAHAM, INC.
LINCOLN NATIONAL LIFE INSURANCE CO
LYDON MILLWRIGHT SERVICES, INC.
M FRANK HIGGINS & CO, INC
MAINTENANCE TECHNOLOGIES
INTERNATIONAL
MALCOLM PIRNIE INC
MARCHESE CONSULTING, LLC
MATRIX POWER SERVICES INC
MCCARTER & ENGLISH LLP
MDC
MERRITT CONTRACTORS INC
METTLER TOLEDO INC
MURPHY ROAD RECYCLING LLC
NEUCO CORPORATION
NEW ENGLAND MASONRY & ROOFING CO.
NEW HAVEN REGISTER
NEWINGTON ELECTRIC COMPANY INC
NEXTEL COMMUNICATIONS INC
NIRO LANDSCAPE CONTRACTORS INC
NORTHEAST GENERATION SERVICES CO
NORTHEAST NEWS TODAY, INC.
NORTHEAST SCALE CO., INC.
NORTHEAST UTILITIES/CL&P
NORWICH BULLETIN
NZYMSYS INC
OFFICEMAX - CONTRACT INC.
PAINTING & DECORATING INC
PATTERSON ENTERPRISES, LLC
PEPE & HAZARD LLP
PERAKOS AND ZITSER PC
PHILIP ANALYTICAL SERVICES
PITA COMMUNICATIONS LLC
PITNEY BOWES
PITNEY BOWES POSTAGE BY MAIL
PLANTSVILLE CARPENTRY
PRIMARY LANDSCAPING, LLC
PRODUCT STEWARDSHIP INSTITUTE INC.
PULLMAN AND COMLEY LLC
QUALITY WELDING, LLC
R BATES AND SONS INC
R L ROGERS AND SONS INC
R W BECK INC
RARITAN VALVE & AUTOMATION, INC.
REGIONAL REFUSE DISPOSAL DISTRICT ONE
REMINDER COMMUNITY NEWSPAPER
REPUBLICAN AMERICAN INC
ROCKWELL COMMUNICATIONS

RRT DESIGN & CONSTRUCTION
RYAN BUSINESS SYSTEMS INC
SCHINDLER ELEVATOR CORPORATION
SCS FIELD SERVICES
SEBBENS LAWN SERVICE
SHELL FLEET PLUS
SIDLEY AUSTIN LLP
SIGN PRO INC
SIMPLICITY ENGINEERING (N.E.), INC.
SIR SPEEDY BLOOMFIELD
SONITROL
SOUND ENVIRONMENTAL SOLUTIONS
SOUTHEAST CT REG RESOURCE RECOV AUTH
SOUTHERN CONNECTICUT GAS CO
SOUTHWEST CONNECTICUT REGIONAL
STAFFING NOW, INC.
STATE OF CONN - COMM REVENUE SERVICES
STATE OF CONN - DEPT OF ENVIRONMENTAL
STRATEGIC PERSUASION GROUP LLC
SUPREME INDUSTRIES
T-BONE
TABACCO AND SON BUILDERS, INC.
THE GUARDIAN
THE STANDARD INSURANCE CO
TILCON CONNECTICUT INC
TOWN OF AVON
TOWN OF BLOOMFIELD
TOWN OF BOLTON
TOWN OF CANTON
TOWN OF CHESHIRE
TOWN OF CLINTON
TOWN OF COVENTRY
TOWN OF CROMWELL
TOWN OF DARIEN
TOWN OF EAST GRANBY
TOWN OF EAST HAMPTON
TOWN OF EAST HARTFORD
TOWN OF EAST WINDSOR
TOWN OF ELLINGTON
TOWN OF ENFIELD
TOWN OF ESSEX
TOWN OF FARMINGTON
TOWN OF GLASTONBURY
TOWN OF GRANBY
TOWN OF GUILFORD
TOWN OF HAMDEN
TOWN OF HEBRON
TOWN OF KILLINGWORTH
TOWN OF LITCHFIELD
TOWN OF MANCHESTER
TOWN OF MIDDLEBURY
TOWN OF NEWINGTON
TOWN OF NORTH BRANFORD
TOWN OF NORTH HAVEN
TOWN OF OLD SAYBROOK
TOWN OF ORANGE

TOWN OF OXFORD
TOWN OF PRESTON
TOWN OF ROCKY HILL
TOWN OF SALISBURY
TOWN OF SHARON
TOWN OF SIMSBURY
TOWN OF SOUTH WINDSOR
TOWN OF SOUTHBURY
TOWN OF SUFFIELD
TOWN OF TORRINGTON
TOWN OF VERNON
TOWN OF WALLINGFORD
TOWN OF WALLINGFORD
TOWN OF WATERTOWN
TOWN OF WEST HARTFORD
TOWN OF WESTON
TOWN OF WETHERSFIELD
TOWN OF WILTON
TOWN OF WINDSOR
TOWN OF WINDSOR LOCKS
TOWN OF WOODBURY

TRC ENVIRONMENTAL CORP
UNITED GASCO, LLC
UNITED ILLUMINATING COMPANY
UNITED INDUSTRIAL SERVICES
UNITED RENTALS (NORTH AMERICA), INC.
URS CORPORATION
US BANK
USDA WILDLIFE SERVICES
VAN HORST GENERAL CONTRACTORS LLC
VERIZON WIRELESS
VIDEO MONITORING SERVICES OF AMERICA
WALKER SYSTEMS SUPPORT
WARNOCK FLEET
WASTE MANAGEMENT OF MASSACHUSETTS
WELDING WORKS INC
WEST GROUP
WHEELABRATOR BRIDGEPORT
WHEELABRATOR PUTNAM INC
WHEELABRATOR TECHNOLOGIES INC
WOODS ENGINEERING & CONSULTING, LLC
WTE RECYCLING INC

4. BALANCE SHEET AS OF JUNE 30, 2009



Connecticut Resources Recovery Authority

BALANCE SHEETS
AS OF JUNE 30, 2009 AND 2008
(Dollars in Thousands)

EXHIBIT I
Page 1 of 2

	<u>2009</u>	<u>2008</u>
ASSETS		
CURRENT ASSETS		
Unrestricted Assets:		
Cash and cash equivalents	\$ 97,949	\$ 106,104
Accounts receivable, net of allowances	19,715	22,202
Inventory	3,628	3,610
Prepaid expenses	1,789	1,128
Total Unrestricted Assets	<u>123,081</u>	<u>133,044</u>
Restricted Assets:		
Cash and cash equivalents	28,406	37,033
Accrued interest receivable	233	376
Total Restricted Assets	<u>28,639</u>	<u>37,409</u>
Total Current Assets	<u>151,720</u>	<u>170,453</u>
NON-CURRENT ASSETS		
Restricted cash and cash equivalents	33,390	36,472
Restricted investments	817	809
Capital Assets:		
Depreciable, net	105,483	118,251
Nondepreciable	39,076	29,965
Development and bond issuance costs, net	3,190	3,978
Total Non-Current Assets	<u>181,956</u>	<u>189,475</u>
TOTAL ASSETS	<u>\$ 333,676</u>	<u>\$ 359,928</u>

Connecticut Resources Recovery Authority



BALANCE SHEETS (Continued)
AS OF JUNE 30, 2009 AND 2008
(Dollars in Thousands)

EXHIBIT I
Page 2 of 2

	<u>2009</u>	<u>2008</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Current portion of:		
Bonds payable, net	\$ 4,039	\$ 2,912
Closure and post-closure care of landfills	11,104	12,216
Accounts payable	4,867	6,938
Accrued expenses and other current liabilities	17,649	18,541
	<u>37,659</u>	<u>40,607</u>
LONG-TERM LIABILITIES		
Bonds payable, net	15,944	19,956
Closure and post-closure care of landfills	52,285	48,602
Other liabilities	1,127	1,291
	<u>69,356</u>	<u>69,849</u>
	<u>107,015</u>	<u>110,456</u>
NET ASSETS		
Invested in capital assets, net of related debt	<u>133,360</u>	<u>135,575</u>
Restricted for:		
Tip fee stabilization	16,154	15,915
Energy generating facility	7,566	9,971
Debt service reserve funds	4,037	5,265
Operating and maintenance	1,764	1,735
Equipment replacement	1,764	1,735
Debt service funds	1,525	886
Select Energy escrow	1,000	1,000
Shelton landfill future use	870	857
DEP trust - landfills	817	809
Montville landfill post-closure	719	478
Recycling education fund	201	514
Rebate fund	178	305
Other restricted net assets	51	97
Revenue fund	-	6,309
	<u>36,646</u>	<u>45,876</u>
Total Restricted		
Unrestricted	<u>56,655</u>	<u>68,021</u>
	<u>226,661</u>	<u>249,472</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 333,676</u>	<u>\$ 359,928</u>



Connecticut Resources Recovery Authority

STATEMENTS OF REVENUES, EXPENSES AND
CHANGES IN NET ASSETS
FOR THE YEARS ENDED JUNE 30, 2009 AND 2008
(Dollars in Thousands)

EXHIBIT II

	2009	2008
Operating Revenues		
Service charges:		
Members	\$ 77,236	\$ 86,455
Others	26,838	33,308
Energy sales	54,568	54,460
Ash disposal reimbursement	2,511	4,704
Other operating revenues	10,550	11,061
Total operating revenues	171,703	189,988
Operating Expenses		
Solid waste operations	134,944	151,887
Depreciation and amortization	17,398	18,184
Maintenance and utilities	1,168	3,862
Closure and post-closure care of landfills	10,507	5,114
Legal services - external	2,920	2,804
Operational & Environmental services	3,307	3,118
General & Administrative services	2,093	2,158
Billing, Accounting & Finance services	1,462	1,527
Education & Communications services	477	484
Distribution to member towns	26,675	-
Total operating expenses	200,951	189,138
Operating (Loss) Income	(29,248)	850
Non-Operating Revenues (Expenses)		
Investment income	2,818	7,208
Litigation-related settlements	4,250	4,745
Other income (expenses), net	653	(239)
Interest expense	(1,284)	(1,863)
Net Non-Operating Revenues	6,437	9,851
Change in Net Assets	(22,811)	10,701
Total Net Assets, beginning of year	249,472	238,771
Total Net Assets, end of year	\$ 226,661	\$ 249,472

Connecticut Resources Recovery Authority



STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED JUNE 30, 2009 AND 2008
(Dollars in Thousands)

EXHIBIT III

	2009	2008
Cash Flows Provided (Used) by Operating Activities		
Payments received from providing services	\$ 177,862	\$ 196,297
Proceeds from settlements	4,675	4,745
Payments to suppliers for goods and services	(146,079)	(153,650)
Payment of litigation-related judgment	-	(35,874)
Payments to employees for services	(4,522)	(4,301)
Distribution to member towns	(26,675)	-
Net Cash Provided by Operating Activities	<u>5,261</u>	<u>7,217</u>
Cash Flows Provided (Used) by Investing Activities		
Interest on investments	2,968	7,457
Purchases of investments	(9)	(29)
Net Cash Provided by Investing Activities	<u>2,959</u>	<u>7,428</u>
Cash Flows Provided (Used) by Capital and Related Financing Activities		
Proceeds from sales of equipment	174	7
Payments for landfill closure and post-closure care liabilities	(7,936)	(5,661)
Acquisition and construction of capital assets	(15,575)	(9,266)
Interest paid on long-term debt	(1,216)	(1,853)
Principal paid on long-term debt	(3,003)	(16,515)
Net Cash Used by Capital and Related Financing Activities	<u>(27,556)</u>	<u>(33,288)</u>
Cash Flows Used by Non-Capital Financing Activities		
Other interest and fees	(528)	(163)
Net Cash Used by Non-Capital Financing Activities	<u>(528)</u>	<u>(163)</u>
Net decrease in cash and cash equivalents	(19,864)	(18,806)
Cash and cash equivalents, beginning of year	<u>179,609</u>	<u>198,415</u>
Cash and cash equivalents, end of year	<u>\$ 159,745</u>	<u>\$ 179,609</u>
Reconciliation of Operating (Loss) Income to Net Cash Provided (Used) by Operating Activities:		
Operating (loss) income	\$ (29,248)	\$ 850
Adjustments to reconcile operating (loss) income to net cash provided (used) by operating activities:		
Depreciation of capital assets	16,611	17,239
Amortization of development and bond issuance costs	787	945
Provision for closure and post-closure care of landfills	10,507	5,114
Other income	3,622	67
Litigation-related settlements	4,250	4,745
(Increase) decrease in:		
Accounts receivable, net	2,487	6,248
Inventory	(18)	(261)
Prepaid expenses and other current assets	(661)	2,745
Increase (decrease) in:		
Accounts payable, accrued expenses and other liabilities	(3,076)	(30,475)
Net Cash Provided by Operating Activities	<u>\$ 5,261</u>	<u>\$ 7,217</u>

5. BOND STATUS AS OF JUNE 30, 2009

The table below highlights the Authority's outstanding bonds as of June 30, 2009.

The State's contingent liability is related only to the SCRF-backed bonds, of which the principal amount of \$60,795,000 was outstanding at the end of fiscal year 2009.

STATUS OF OUTSTANDING BONDS ISSUED AS OF JUNE 30, 2009

PROJECT / Series	Moody's Rating	Moody's Underlying	Standard & Poor's Rating	Standard & Poor's SPUR	Credit Enhancement	X-SCRF-Backed ¹	Dated	Maturity Date	Original Principal (\$000)	Principal Outstanding (\$000)	On Authority's Books (\$000)
MID-CONNECTICUT PROJECT											
1996 Series A - Project Refinancing	A1	A1	AA	AA	MBIA	X	08/20/96	11/15/12	\$209,675	\$15,290	\$15,290
										15,290	15,290
SOUTHEAST PROJECT											
1998 Series A - Project Refinancing	A2	A2	AA	AA	MBIA	X	08/18/98	11/15/15	87,650	45,505	5,064
CORPORATE CREDIT REVENUE BONDS											
1992 Series A - Corporate Credit	Ba1	N/A	BB+	N/A	--	--	09/01/92	11/15/22	30,000	30,000	0
2001 Series A - Covanta Southeastern Connecticut Company-I	Ba1	N/A	NR	NR	--	--	11/15/01	11/15/15	6,750	6,750	0
2001 Series A - Covanta Southeastern Connecticut Company-II	Ba1	N/A	NR	NR	--	--	11/15/01	11/15/15	6,750	6,750	0
										89,005	5,064
TOTAL PRINCIPAL BONDS OUTSTANDING										\$104,295	\$20,354

¹ SCRF = Special Capital Reserve Fund of the State of Connecticut.

NA = Not Applicable

NR = Not Rated

SPUR = Standard & Poor's Underlying Rating. This is the rating of the stand-alone capacity to pay debt service on a credit enhanced issue without giving effect to the credit enhancement.

6. AFFIRMATIVE ACTION POLICY STATEMENT



**EQUAL EMPLOYMENT OPPORTUNITY
AND
AFFIRMATIVE ACTION
STATEMENT AND PLAN**

ADOPTED – NOVEMBER 14, 2003

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATEMENT AND PLAN

The Connecticut Resources Recovery Authority (CRRA) is an equal opportunity and affirmative action employer, dedicated to a policy of nondiscrimination in employment on any basis prohibited by law. It is the CRRA's policy to provide equal employment and advancement opportunities to all individuals without regard to age, sex, race, color, religion, national origin, marital status, veteran status, disability, sexual orientation or any other legally protected status, and to maintain an environment free from discrimination or harassment based upon these grounds.

The CRRA is committed to providing equal opportunities in terms of its recruiting and hiring practices, including without limitation, by notifying its recruitment sources of the CRRA's nondiscrimination policies and by placing "help-wanted" advertisements containing the phrase "An Equal Opportunity Employer." The CRRA is also committed to providing equal opportunities to its employees in all of its employment practices, including but not limited to compensation, training, transfers, promotions and disciplinary procedures, and in the provision of all of its employee benefit programs. Personnel decisions will be made on the basis of the needs of the CRRA and an individual's job-related skills, ability and merit.

The CRRA further pledges its strong commitment to ensure that all contractors and subcontractors who do business with the CRRA provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability and merit. The participation of minority business enterprises meeting qualifications established by applicable regulations shall further be solicited and encouraged.

The CRRA shall include an equal opportunity clause in all of its contracts and shall not enter into any contract with any person, agency or organization if it has knowledge that such person, agency or organization engages in unlawful discriminatory practices.

The CRRA further pledges that all CRRA-sponsored training and social and recreational programs will be administered without regard to any legally protected status.

As part of its commitment to equal opportunities, the CRRA expects all of its employees to adhere to this policy of nondiscrimination. The CRRA will take prompt action upon the receipt of a complaint of unlawful discrimination and will take appropriate corrective action, including disciplinary measures if necessary, to remedy any discriminatory conduct. Complaints should be referred to the Human Resources Manager, who is the CRRA's designated Equal Employment Opportunity (EEO) Officer. Alternatively, employees may submit complaints to the President of the CRRA or to any manager or supervisor.

The day-to-day responsibility for administering and complying with this policy is delegated to the various department heads with respect to the employees within their respective departments. The President and the Board of Directors will provide necessary procedural guidance in the coordination and application of the policy and any changes or modifications to the policy as may be required.

The CRRA's plan for implementing its equal employment and affirmative action policy could include any or all of the following actions:

1. Attempt to hire and promote qualified female and minority candidates through efforts to increase the number of highly qualified female and minority applicants for each vacancy, with the ultimate goal that CRRA's workforce will mirror the diversity of the labor pool.
2. Attempt to reach a greater number and diversity of representative groups to notify them of employment opportunities with CRRA. Wherever possible, target the Hispanic, African-American, Asian Pacific/Islander and Native American communities by contacting organizations and educational institutions that promote the interests of such individuals.
3. Explore the creation of an internship program to create interest among minority students in career opportunities at CRRA.
4. Take the following steps to ensure that all applicants and employees are aware that CRRA is an equal opportunity employer and of CRRA's affirmative action recruitment efforts:
 - a. Publicize the Equal Employment Opportunity Statement and Affirmative Action policy in CRRA's Personnel Policy Manual and post the same on CRRA bulletin boards.
 - b. Publicize the accomplishments and/or promotions of minorities and females internally.
 - c. Assess the equal opportunity and affirmative action efforts and achievements prior to the promotion of employees or the execution of discretionary salary increases.
 - d. Conduct meetings to discuss equal employment opportunity policies and responsibilities with CRRA employees, including during employee orientation and training sessions.
 - e. Advise all recruiting sources of CRRA's Equal Employment Opportunity Statement and Affirmative Action policy.
 - f. Notify all bidders, contractors, and suppliers of CRRA's Equal Employment Opportunity Statement and Affirmative Action policy and ensure that all contracts for services and materials include a statement in which the

contractor agrees to abide by affirmative action and fair employment principles.

- g. Attend job fairs where the potential for exposure to potential female and minority applicants is high.
- h. Continue to encourage participation of minority business enterprises and not to contract with any entity debarred from participation in state or federal contract programs.
- i. Notify minority and women's organizations, community organizations, state and local employment security and vocational rehabilitation agencies, schools and colleges of CRRA's Equal Employment Opportunity Statement and Affirmative Action policy.
- j. Place advertisements for employees containing the phrase "CRRA is an Affirmative Action/Equal Opportunity Employer" within the appropriate classified section of newspapers and/or job posting websites.
- k. Send outreach letters, job postings and job descriptions to various minority organizations throughout the state to increase awareness of employment opportunities at CRRA in the region's minority communities.
- l. Conduct outreach meetings via telephone with minority organizations during the year to maintain and improve the lines of communication between CRRA and these organizations as well as increase the awareness of CRRA's affirmative action efforts throughout the state's minority communities.

Approved By: Board of Directors

P&P No.: BOD 013
Effective Date: November 11, 2003

**Connecticut Resources Recovery Authority
Ethnic Composition of Total Work Force
Summary of EEOC Report
Updated June 30, 2009**

	Males										Females				
	TOTAL	Total Males	White	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Total Females	White	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Executive Managerial	13 22.4%	9 15.5%	9 15.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 6.9%	3 5.2%	0 0.0%	0 0.0%	1 1.7%	0 0.0%	0 0.0%
Technicians	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Sales Workers	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Professionals	25 43.1%	12 20.7%	12 20.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	13 22.4%	11 19.0%	0 0.0%	0 0.0%	2 3.4%	0 0.0%	0 0.0%
Office and Clerical	20 34.5%	12 20.7%	11 19.0%	1 1.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	8 13.8%	4 6.9%	4 6.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
TOTALS	58 100.0%	33 56.9%	32 55.2%	1 1.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	25 43.1%	18 31.0%	4 6.9%	0 0.0%	3 5.2%	0 0.0%	0 0.0%

AFFIRMATIVE ACTION EFFORTS TO DATE

The Authority's efforts to increase diversity in its workforce for 2009 included the following measures for CRRA job openings:

- Print advertising with *Northeast Minority News*, *La Voz Hispánica*, and *The Hartford Courant*.
- Affirmative Action Outreach Letters with job postings to the following agencies:
 1. Latino and Puerto Rican Affairs Commission, Hartford
 2. Urban League of Greater Hartford
 3. Vietnamese Mutual Assistance Association, Hartford
 4. YWCA of the Hartford Region
 5. Urban League of Southwestern Connecticut, Stamford
 6. Connecticut Commission on Human Rights & Opportunities
 7. Connecticut Puerto Rican Forum, Hartford
 8. Institute for Hispanic Families, Hartford
 9. H.A.R.T Job Center, Hartford
- Web postings of CRRA jobs appeared on the following sites:
 1. CRRA Internet Employment Opportunities Page
 2. Connecticut's Job Bank
 3. America's Job Bank
 4. Career Builder.com

7. PLANNED MEETINGS FOR CALENDAR YEAR 2010

Board of Directors

2010 Schedule of Meetings

DATE	TIME	PLACE
January 28, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
February 25, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
March 25, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
April 29, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
May 27, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
June 24, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
July 29, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
	NO MEETING	
September 30, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
October 28, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
November 18, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT
December 16, 2010	9:30 a.m.	100 Constitution Plaza, Hartford, CT

Finance Committee of the Board of Directors

2010 Schedule of Meetings

DATE	TIME	PLACE
January 21, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
February 18, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
March 18, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
April 22, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
May 20, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
June 17, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
July 22, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
	NO MEETING	
September 23, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
October 21, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
November 11, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
December 9, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT

Policies & Procurement Committee of the Board of Directors

2010 Schedule of Meetings

DATE	TIME	PLACE
January 14, 2010	9:30 a.m.	Mayor's Conference Room, Waterbury City Hall, 1st Floor, 231 Grand Street, Waterbury, CT
February 11, 2010	9:30 a.m.	Mayor's Conference Room, Waterbury City Hall, 1st Floor, 231 Grand Street, Waterbury, CT
March 11, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
April 15, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
May 13, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
June 10, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
July 15, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
	NO MEETING	
September 16, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
October 14, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
November 4, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT
December 2, 2010	9:30 a.m.	211 Murphy Road, Hartford, CT

**Organizational Synergy & Human Resources Committee of the Board of
Directors**

2010 Schedule of Meetings

DATE	TIME	PLACE
January 25, 2010	11: 00 a.m.	100 Constitution Plaza, Hartford, CT
February 22, 2010	11: 00 a.m.	100 Constitution Plaza, Hartford, CT
March 22, 2010	11: 00 a.m.	100 Constitution Plaza, Hartford, CT
April 26, 2010	11: 00 a.m.	100 Constitution Plaza, Hartford, CT
May 24, 2010	11: 00 a.m.	100 Constitution Plaza, Hartford, CT
June 21, 2010	11:00 a.m.	100 Constitution Plaza, Hartford, CT
July 26, 2010	11:00 a.m.	100 Constitution Plaza, Hartford, CT
	NO MEETING	
September 27, 2010	11:00 a.m.	100 Constitution Plaza, Hartford, CT
October 25, 2010	11:00 a.m.	100 Constitution Plaza, Hartford, CT
November 15, 2010	11:00 a.m.	100 Constitution Plaza, Hartford, CT
December 13, 2010	11:00 a.m.	100 Constitution Plaza, Hartford, CT
	11:00 a.m.	100 Constitution Plaza, Hartford, CT

Executive Committee

2010 Schedule of Meetings

To be called as needed

8. EFFORTS TO MITIGATE THE EFFECTS OF AUTHORITY-ENRON-CL&P TRANSACTION DURING FISCAL YEAR 2009

The Authority has remediated the negative financial impacts of the effects of the 2001 Authority-Enron-Connecticut Light & Power Company transaction. Specifically, the State Loan was repaid in full in 2008; litigation recoveries and settlements have been successful; and energy revenues were increased as a result of renegotiated energy contracts (with higher rates secured through June 30, 2012 for the former Enron portion of energy sales).

The Authority continues to pursue several Enron-related financial institutions under the aegis of the State's Attorney General.