



100 CONSTITUTION PLAZA 6TH FLOOR • HARTFORD • CONNECTICUT • 06103-1722 • TELEPHONE (860) 757-7700
FAX (860) 727-4141

March 11, 2015

The Honorable Dannel P. Malloy
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
Materials Innovation and Recycling Authority - Annual Report Requirements – Fiscal Year
2014**

Dear Governor Malloy:

Attached herewith is information submitted to meet the Materials Innovation and Recycling Authority's (the "Authority") fiscal year 2014 Annual Report requirements under Sections 1-123(a) and 22a-268e of the Connecticut General Statutes ("CGS"). Also enclosed is the Authority's Comprehensive Annual Financial Report ("CAFR"), which contains our Annual Financial Report for the Year Ended June 30, 2014 and Independent Auditor's Report (the "Audit").

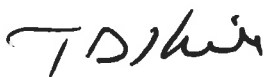
The Authority was created as successor to the Connecticut Resources Recovery Authority (CRRA) by the State of Connecticut (the "State") under Public Act 14-94. Effective June 6, 2014, the Authority assumed control over all of CRRA's assets, rights, duties, and obligations and it now continues CRRA's ongoing business. Considering the nature and scope of the Authority's designation as CRRA's successor, the Authority's Fiscal Year 2014 financial statements reflect all operating and non-operating revenues and expenses for the period ending June 30, 2014, and all assets, liabilities and the net position of the Authority as of June 30, 2014, including all financial and operating activities of CRRA undertaken during this period prior to assumption by the Authority. The Authority's Comprehensive Annual Financial Report includes additional information on its designation as CRRA's successor.

The Authority is comprised of separate and distinct, comprehensive solid waste disposal project systems located throughout the State. Therefore, the Statute requirements are reported separately for each project.

Required Submission under CGS Section 1-123(a):	Item #
(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;	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;	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;	3
(4) A balance sheet showing all revenues and expenditures;	4
(5) the cumulative value of all bonds issued, the value of outstanding bonds, and the amount of the state's contingent liability;	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	6
(7) A description of planned activities for the current fiscal year.	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.	8


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

Best Regards,



Thomas D. Kirk
President

Enclosure: Fiscal Year 2014 CAFR

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
Mark Daley, Chief Financial Officer (w/o enclosure) 
Laurie Hunt, Esq., Director of Legal Services (w/o enclosure)
Deepa Krishna, Manager of Accounting and Financial Reporting (w/o enclosure)

1. **BONDS ISSUED DURING FISCAL YEAR 2014**

No bonds were issued by the Authority during fiscal year 2014.

2. FINANCIAL ASSISTANCE PROVIDED DURING FISCAL YEAR 2014

The Authority did not provide any financial assistance¹ during Fiscal Year 2014.

¹Exclude inter-fund transfers among CRRA projects / divisions.

3. VENDORS PAID \$5,000 OR MORE DURING FISCAL YEAR 2014

GRAINGER
GRANBY TOWN OF
SANTA BUCKLEY ENERGY INC
CITY OF HARTFORD TREASURER
CITY OF HARTFORD - ENV PRGMS DIV
TOWN OF MANCHESTER
HARTFORD SPRINKLER CO INC
URS CORPORATION
HRP ASSOCIATES INC
COHN BIRNBAUM & SHEA
METTLER TOLEDO INC
KAINEN ESCALERA & MCHALE PC
NIRO LANDSCAPE CONTRACTORS INC
CONN COMMUNITY PROVIDERS ASSOC
KNAPP ENGINEERING PC
GERSHMAN BRICKNER BRATTON INC
SIR SPEEDY PRINTING BLOOMFIELD
SALISBURY TOWN OF
ISO NEW ENGLAND INC
MCCARTER & ENGLISH LLP
USDA WILDLIFE SERVICES
ADP INC
FRANKSON FENCE COMPANY
ENVIRONMENTAL CAPITAL LLC
GZA GEOENVIRONMENTAL
OFFICEMAX - CONTRACT INC.
MDC
PITNEY BOWES
SCS FIELD SERVICES
AMERICAN EXPRESS TRAVEL RELATED
SERVICES
PRIMARY LANDSCAPING, LLC
CERIDIAN
PITNEY BOWES POSTAGE BY MAIL
AMERITAS LIFE INSURANCE CORP
CITY CARTING INC
WHEELABRATOR TECHNOLOGIES INC.
AON RISK SERVICES INC OF WASHINGTON DC/
THE WALKER GROUP
C K ENVIRONMENTAL INC
SCHINDLER ELEVATOR CORPORATION
COPE'S RUBBISH REMOVAL
LEGGETTE, BRASHEARS & GRAHAM, INC.
LINIUM STAFFING SERVICES
NEW ENGLAND MASONRY & ROOFING CO.
CONNECTICARE, INC.
TOWN OF AVON
TOWN OF BLOOMFIELD
TOWN OF COVENTRY
TOWN OF HADDAM
TOWN OF MARLBOROUGH
CITY OF HARTFORD
TOWN OF PORTLAND
TOWN OF SUFFIELD

TOWN OF PRESTON
SUMMIT HANDLING SYSTEMS, INC.
DIVERSIFIED TECHNOLOGY CONSULTANTS
E. T. & L. CORPORATION
PULLMAN AND COMLEY LLC
REGIONAL REFUSE DISPOSAL DISTRICT ONE
ING LIFE INSURANCE AND ANNUITY CO.
LINCOLN NATIONAL LIFE INSURANCE CO
DIME OIL COMPANY
SHELL FLEET PLUS
TOWN OF SIMSBURY
SOUTHERN CONNECTICUT GAS CO
SOUTHEASTERN CT REG RESOURCES RECOV
AUTH
PSC ENVIRONMENTAL SERVICES, INC.
BOLLAM, SHEEDY, TORANI AND CO. LLP, CPA
SONITROL SECURITY SYSTEMS HTFD INC
BEEBE LANDSCAPE SERVICE, INC.
AT&T
US BANK
MCELROY, DEUTSCH, MULVANEY &
TOWN OF STRATFORD
FORTISTAR METHANE GROUP LLC
WASTE MANAGEMENT OF MASSACHUSETTS,
INC.
OREILLY TALBOT & OKUN
BLUE RIVER ENGINEERING, LLC
SNI COMPANIES
CRRRA PROPERTY DIVISION
METLIFE - GROUP BENEFITS
TRC LOCKBOX
UNITED ILLUMINATING COMPANY
NAES CORPORATION
PROJECT MANAGEMENT ASSOCIATES, LLC
INTE-STATE FORD TRUCK SALES, INC.
CONNECTICUT LIGHT & POWER COMPANY
PEOPLES UNITED INSURANCE AGENCY
VERIZON BUSINESS
T & T COMPLETE LANDSCAPING
METROPOLITAN LIFE INSURANCE COMPANY
SYSTEMS CONTROL DIVISION
LA CAPRA ASSOCIATES, INC.
WHEELABRATOR BRIDGEPORT LP
MELICK & PORTER, LLP
SOVEREIGN CONSULTING INC.
GROUNDWATER & ENVIRONMENTAL
SERVICES, IN
FACILITY SUPPORT SERVICES, LLC
ARCADIS U.S., INC.
BROWN RUDNICK BERLACK ISRAELS LLP
PHOENIX SOIL LLC
WASTE TECH FAMILY REFUSE LLC
LASKO LANDCAPING, LLC
WAGWORKS, INC.
MARTIN LAVIERO CONTRACTOR, INC.
SAX - BST, LLP

TRADEBE ENVIRONMENTAL SERVICES, LLC
CSIT GROUP
B G MECHANICAL SERVICE INC
DELL MARKETING LP
GRANT THORNTON LLP
VAN HORST GENERAL CONTRACTORS LLC
COVANTA PROJECTS OF WALLINGFORD
SEBBENS LAWN SERVICE
A J BELLIVEAU RAILROAD CONSTRUCTION INC
WATERTOWN TOWN OF
THOMSON REUTERS - WEST GROUP
AQUARION WATER COMPANY
EPICOR SOFTWARE CORPORATION
CDW GOVERNMENT INC
CL&P
RYAN BUSINESS SYSTEMS INC
CANTON TOWN OF
CAPITOL CLEANING CONTRACTORS INC
HALLORAN AND SAGE LLP
HORTON INTERNATIONAL LLC
CENTRAL PARKING SYSTEM
TOWN OF HARWINTON
TOWN OF TORRINGTON
TOWN OF CLINTON
TOWN OF EAST HAMPTON
TOWN OF EAST HARTFORD
TOWN OF ELLINGTON
TOWN OF ENFIELD
TOWN OF ESSEX COLLECTOR
TOWN OF FARMINGTON
TOWN OF GLASTONBURY
TOWN OF KILLINGWORTH
TOWN OF MIDDLEBURY
BOROUGH OF NAUGATUCK
TOWN OF NEWINGTON
TOWN OF OLD SAYBROOK
TOWN OF OXFORD
TOWN OF ROCKY HILL
TOWN OF SOUTHBURY
TOWN OF SOUTH WINDSOR
TOWN OF VERNON
WEST HARTFORD TOWN OF
TOWN OF WETHERSFIELD
TOWN OF WOODBURY
SIGNATURE MARKETING, LLC
AERIAL PHOTOGRAPHY BY DON COUTURE,
LLC
CONN NATURAL GAS CORPORATION
IRON MOUNTAIN INCORPORATED
AMERICAN ARBITRATION ASSOC
STATE OF CONN DEPT OF CONSUMER
NEWINGTON ELECTRIC COMPANY INC
BOTTICELLO INC
VERIZON WIRELESS
CT STATE OF DEPARTMENT OF ENERGY
FIDELITY INVESTMENTS

EAST GRANBY TOWN OF
BANK OF AMERICA
MICHAEL I. HOLZMAN dba
FUSS AND ONEILL INC
CWPM LLC
COVANTA SOUTHEASTERN CT
NEXTERA ENERGY POWER MARKETING, LLC
CHARTIS SPECIALTY INSURANCE COMPANY
FCR INC
COMM REVENUE SERVICES, ST OF CT

4. FINANCIAL STATEMENTS AS OF JUNE 30, 2014

MATERIALS INNOVATION AND RECYCLING AUTHORITY
A Component Unit of the State of Connecticut
STATEMENT OF NET POSITION
AS OF JUNE 30, 2014 AND JUNE 30, 2013
(Dollars in Thousands)

EXHIBIT I
Page 1 of 2

ASSETS	2014	2013 Restated
CURRENT ASSETS		
Unrestricted Assets:		
Cash and cash equivalents	\$ 58,827	\$ 87,559
Accounts receivable, net of allowances	14,058	17,073
Inventory	6,069	6,544
Prepaid expenses	2,328	355
Total Unrestricted Assets	81,282	111,531
Restricted Assets:		
Cash and cash equivalents	2,694	6,705
Total Restricted Assets	2,694	6,705
TOTAL CURRENT ASSETS	83,976	118,236
NON-CURRENT ASSETS		
Restricted Investments	-	8,184
Capital Assets:		
Depreciable, net	79,068	84,517
Nondepreciable	31,407	30,342
Development costs, net	784	1,177
TOTAL NON-CURRENT ASSETS	111,259	124,220
TOTAL ASSETS	\$ 195,235	\$ 242,456

The accompanying notes are an integral part of these financial statements

MATERIALS INNOVATION AND RECYCLING AUTHORITY
A Component Unit of the State of Connecticut
STATEMENT OF NET POSITION (Continued)
AS OF JUNE 30, 2014 AND JUNE 30, 2013
(Dollars in Thousands)

EXHIBIT I
Page 2 of 2

	2014	2013 Restated
LIABILITIES, DEFERRED INFLOW OF RESOURCES AND NET POSITION		
CURRENT LIABILITIES		
Payable from unrestricted assets:		
Closure and post-closure care of landfills	43	14,214
Accounts payable	4,740	4,311
Accrued expenses and other current liabilities	8,498	11,430
Total payable from unrestricted assets	13,281	29,955
Payable from restricted assets:		
Accounts payable	-	33
Accrued expenses and other current liabilities	4,096	2,837
Total payable from restricted assets	4,096	2,870
TOTAL CURRENT LIABILITIES	17,377	32,825
LONG-TERM LIABILITIES		
Payable from unrestricted assets:		
Post-closure care of landfills	-	27,695
Other liabilities	3,500	3,500
Total payable from unrestricted assets	3,500	31,195
Payable from restricted assets:		
Post-closure care of landfills	-	7,367
Other liabilities	-	716
Total payable from restricted assets	-	8,083
TOTAL LONG-TERM LIABILITIES	3,500	39,278
TOTAL LIABILITIES	20,877	72,103
DEFERRED INFLOW OF RESOURCES		
Deferred Inflows	2,592	2,105
TOTAL LIABILITIES AND DEFERRED INFLOW OF RESOURCES	23,469	74,208
NET POSITION		
Invested in capital assets, net of related debt	110,476	114,859
Restricted for:		
Covanta Wallingford escrow	500	500
Other restricted net position	48	225
City of Hartford Recycling education fund	-	143
Energy generating facility	-	1,646
Montville landfill post-closure	-	1,026
DEEP trust - landfills	-	817
Shelton landfill future use	-	701
Total Restricted	548	5,058
Unrestricted	60,742	48,331
TOTAL NET POSITION	171,766	168,248
TOTAL LIABILITIES, DEFERRED INFLOW OF RESOURCES AND NET POSITION	\$ 195,235	\$ 242,456

The accompanying notes are an integral part of these financial statements

MATERIALS INNOVATION AND RECYCLING AUTHORITY
A Component Unit of the State of Connecticut
STATEMENTS OF REVENUES, EXPENSES AND
CHANGES IN NET POSITION
FOR THE YEARS ENDED JUNE 30, 2014 AND 2013
(Dollars in Thousands)

EXHIBIT II

	<u>2014</u>	<u>2013</u> Restated
Operating Revenues		
Service charges:		
Members	\$ 45,588	\$ 49,145
Others	16,513	18,512
Energy sales	56,451	42,261
Other operating revenues	4,810	9,948
Total Operating Revenues	<u>123,362</u>	<u>119,866</u>
Operating Expenses		
Solid waste operations	97,583	99,194
Maintenance and utilities	1,313	1,024
Closure and post-closure care of landfills	(3,392)	1,862
Legal services - external	3,012	1,209
Administrative and Operational services	6,191	7,525
Distribution to SCRRRA	1,375	-
Distribution to member towns	-	810
Distribution to SWEROC	-	489
Total Operating Expenses	<u>106,082</u>	<u>112,113</u>
Operating Income (Loss) before depreciation and amortization	17,280	7,753
Depreciation and amortization	16,101	15,085
Operating Income (Loss)	1,179	(7,332)
Non-Operating Revenues (Expenses)		
Investment income	109	139
Gain on transfer of post closure liabilities	4,751	-
Other income (expenses), net	(2,521)	(973)
Interest expense	-	(87)
Non-Operating Expenses, Net	<u>2,339</u>	<u>(921)</u>
Change in Net Position	3,518	(8,253)
Total Net Position, beginning of period	<u>168,248</u>	<u>176,501</u>
Total Net Position, end of period	<u>\$ 171,766</u>	<u>\$ 168,248</u>

The accompanying notes are an integral part of these financial statements

MATERIALS INNOVATION AND RECYCLING AUTHORITY
A Component Unit of the State of Connecticut
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED JUNE 30, 2014 AND 2013
(Dollars in Thousands)

EXHIBIT III

	2014	2013
Cash Flows Provided (Used) by Operating Activities		
Payments received from providing services	\$ 126,561	\$ 117,354
Payments to suppliers	(103,074)	(104,018)
Payments to employees	(4,106)	(2,841)
Distribution to member towns	-	(810)
Distribution to SWEROC	-	(489)
Distribution to SCRRA	(1,375)	-
Net Cash Provided by Operating Activities	18,006	9,196
Cash Flows Provided (Used) by Capital and Related Financing Activities		
Proceeds from sales of equipment	595	49
Payments for landfill closure and post-closure care liabilities	(14,200)	(1,786)
Cash transfer to State for post-closure liabilities	(31,000)	-
Acquisition and construction of capital assets	(11,786)	(8,287)
Interest paid on long-term debt	-	(113)
Principal paid on long-term debt	-	(4,135)
Net Cash Used by Capital and Related Financing Activities	(56,391)	(14,272)
Cash Flows Used by Non-Capital Financing Activities		
Other interest and fees	(2,651)	(11)
Net Cash Used by Non-Capital Financing Activities	(2,651)	(11)
Cash Flows Provided (Used) by Investing Activities		
Proceeds from Investments	8,184	-
Interest on investments	109	145
Net Cash Provided (Used) by Investing Activities	8,293	145
Net decrease in cash and cash equivalents	(32,743)	(4,942)
Cash and cash equivalents, beginning of year	94,264	99,206
Cash and cash equivalents, end of year	\$ 61,521	\$ 94,264
Reconciliation of Operating income (loss) to Net Cash Provided (Used) by Operating Activities:		
Operating income (loss)	\$ 1,179	\$ (10,248)
Adjustments to reconcile operating loss to net cash provided (used) by operating activities:		
Depreciation of capital assets	15,709	14,685
Amortization of development and bond issuance costs	392	400
Provision for closure and post-closure care of landfills	-	1,862
Other income (expenses)	-	18
Changes in assets and liabilities, net of transfers:		
(Increase) decrease in:		
Accounts receivable, net	3,014	(3,064)
Inventory	475	(174)
Prepaid expenses and other current assets	(1,973)	4,095
Increase (decrease) in:		
Accounts payable, accrued expenses and other liabilities	(790)	1,622
Net Cash Provided by Operating Activities	\$ 18,006	\$ 9,196

The accompanying notes are an integral part of these financial statements

5. BOND STATUS AS OF JUNE 30, 2014

The table below highlights the Authority's outstanding bonds as of June 30, 2014.

The State's contingent liability is related only to the SCRF-backed bonds, of which the principal amount of \$11,295,000 was outstanding at the end of fiscal year 2014.

STATUS OF OUTSTANDING BONDS ISSUED AS OF JUNE 30, 2014

PROJECT / Series	Moody's Rating	Standard & Poor's Rating	X= SCRF- Backed ¹	Dated	Maturity Date	Original Principal (\$000)	Principal Outstanding (\$000)	On Authority's Books (\$000)
SOUTHEAST PROJECT								
2010 Series A - Project Refunding ²	Aa3	AA	X	12/02/10	11/15/15	27,750	11,295	-
CORPORATE CREDIT REVENUE BONDS								
1992 Series A - Corporate Credit	Ba1	NR	--	09/01/92	11/15/22	30,000	30,000	-
2001 Series A - Covanta Southeastern Connecticut Company-I	Ba1	NR	--	11/15/01	11/15/15	6,750	6,750	-
2001 Series A - Covanta Southeastern Connecticut Company-II	Ba1	NR	--	11/15/01	11/15/15	6,750	6,750	-
TOTAL PRINCIPAL BONDS OUTSTANDING							54,795	-

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

² The 2010 Series A Bonds refunded the 1998 Series A Bonds originally issued in the amount of \$87,650,000 on August 18, 1998.

NR = Not Rated

6. AFFIRMATIVE ACTION POLICY STATEMENT



**CONNECTICUT
RESOURCES
RECOVERY
AUTHORITY**

**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

AFFIRMATIVE ACTION EFFORTS TO DATE

The Authority's efforts to increase diversity in its workforce for 2014 included the following measures for Authority job openings:

- Print advertising with Connecticut Post, Journal Inquirer, Hartford Courant, La Voz Hispania, Middletown Press, New Haven Register, New London Day, Northeast Minority News, Norwich Bulletin, Record Journal, Register Citizen, Torrington Register, and Waterbury Republican.
- Web postings of Authority jobs appeared on the following sites:
 1. Authority Internet Employment Opportunities Page

**Connecticut Resources Recovery Authority
Ethnic Composition of Total Work Force
Summary of EEOC Report
Updated June 30, 2014**

	Males										Females				
	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	
TOTAL	7	4	0	0	0	0	0	3	2	0	0	1	0	0	
Executive Managerial	17.1%	9.8%	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	4.9%	0.0%	0.0%	2.4%	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%	
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%	
Professionals	19	7	0	0	0	0	11	9	0	0	0	2	0	0	
Office and Clerical	46.3%	17.1%	0.0%	0.0%	0.0%	0.0%	26.8%	22.0%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	
	16	9	1	0	0	0	6	3	3	0	0	0	0	0	
	39.0%	22.0%	2.4%	0.0%	0.0%	0.0%	14.6%	7.3%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
TOTALS	41	20	1	0	0	0	20	14	3	3	0	3	0	0	
	100.0%	48.8%	2.4%	0.0%	0.0%	0.0%	48.8%	34.1%	7.3%	7.3%	0.0%	7.3%	0.0%	0.0%	

7. PLANNED MEETINGS FOR CALENDAR YEAR 2015

Policies & Procurement

Ph: 860-757-7700

Start time: 11:00 a.m.

Thursday, January 8, 2015
Thursday, February 5, 2015
Thursday, March 12, 2015
Thursday, April 9, 2015

Thursday, May 14, 2015

Thursday, June 11, 2015

Thursday, July 9, 2015

August 2015 - NO MEETING
Thursday, September 10, 2015

Thursday, October 8, 2015
Thursday, November 5, 2015

Thursday, December 3, 2015

Finance Committee

Ph: 860-278-8471

Start time: 10:30 a.m.

Thursday, January 15, 2015
Wednesday, February 11, 2015
Thursday, March 19, 2015
Thursday, April 16, 2015
Thursday, May 21, 2015
Thursday, June 18, 2015
Thursday, July 16, 2015
August 2015 - NO MEETING
Thursday, September 17, 2015
Thursday, October 15, 2015
Thursday, November 12, 2015

Thursday, December 10, 2015

OS & HR Committee

Ph: 860-757-7700

Start time: 11:00 a.m.

Tuesday, January 20, 2015
Tuesday, February 17, 2015
Tuesday, March 24, 2015
Tuesday April 21, 2015

Tuesday, May 26, 2015

Tuesday, June 23, 2015

Tuesday, July 21, 2015

August 2015 - NO MEETING

Tuesday, September 22, 2015

Tuesday, October 20, 2015

Tuesday, November 17, 2015

Tuesday, December 15, 2015

Board of Directors

Ph: 860-757-7700

Start time: 9:30 a.m.

Thursday, January 22, 2015

Thursday, February 19, 2015

Thursday, March 26, 2015

Thursday, April 23, 2015

Thursday, May 28, 2015

Thursday, June 25, 2015

Thursday, July 23, 2015

Thursday, August 20, 2015

Thursday, September 24, 2015

Thursday, October 22, 2015

Thursday, November 19, 2015

Thursday, December 17, 2015

SCRRA

Location: SCRRA Plant, 132 Military Highway, Preston, CT

Start time: 2:00 p.m.

Wednesday, January 14, 2015

Wednesday, February 11, 2015

Wednesday, March 11, 2015

Wednesday, April 8, 2015

Wednesday, May 13, 2015

Wednesday, June 10, 2015

Wednesday, July 8, 2015

Wednesday, August 12, 2015

Wednesday, September 9, 2015

Wednesday, October 14, 2015

Thursday, November 12, 2015

Wednesday, December 9, 2015

**8. EFFORTS TO MITIGATE THE EFFECTS OF AUTHORITY-ENRON-CL&P
TRANSACTION DURING FISCAL YEAR 2014**

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