NOTICE TO EMPLOYEES

This Notice is being posted pursuant to agreement between the University of Arkansas and the Equal Employment Opportunity Commission.

Federal Law requires that there be no discrimination against any employee or applicant for employment because of age with respect to hiring, promotion, firing, compensation, or other terms, conditions or privileges of employment.

The University of Arkansas supports and will comply with such Federal law in all respects.

Specifically, the University of Arkansas will revise the Affirmative Action reporting forms and the Applicant Data forms to omit the references to age.

[Signature]

Date: 1-1-99

Signature of Respondent