

**Section 22 of the IASR
Accessibility for Ontarians with Disabilities Act
2018**

Dear Applicant,

P.J. Daly Contracting Limited welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

P.J. Daly Contracting Limited will notify staff that support is available for those with disabilities. We will put in place a process to develop an individual accommodation plan for employees and new hires. Where needed, we will also provide customized emergency information to help an employee, new hire or applicant, with a disability during an emergency.

Additionally, our performance management and career development will take into account the accessibility needs of all employees. We will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

Sincerely,

Human Resources
P.J. Daly Contracting Limited
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