

# EXHIBIT C



# Oregon

John A. Kitzhaber, M.D., Governor

## Department of Transportation

Office of the Director

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Date: June 25, 2012

To: Phil Ditzler, Administrator Oregon Division Federal Highway Administration; Rick Krochalis, Regional Administrator Federal Transit Administration Region 10; ODOT Executive Management Team

From: Matthew L. Garrett, Director

Subject: CIVIL RIGHTS REPORTING POLICY  
DELEGATED AUTHORITY TO TITLE VI COORDINATOR,  
DISADVANTAGE BUSINESS ENTERPRISE PROGRAM MANAGER, AND  
EMPLOYEE CIVIL RIGHTS MANAGER

As the Director of the Oregon Department of Transportation (ODOT), I want to assure you of my commitment to making sure that ODOT is prepared to address concerns, issues, and complaints related to civil rights. I have established the following reporting policy to ensure that we are best able to respond to any of these needs should they arise in any of ODOT's transportation programs.

If there is a concern/complaint or issue that needs to be brought to my attention whether internal to ODOT or through our external partners, customers or contractors, I have designated the Title VI Coordinator, Disadvantage Business Enterprise Manager, and the Employee Civil Rights Manager to have direct and unfettered access to contact and/or meet with me. This authority means that under this policy these designated officials need not obtain any other organizational or managerial approval and will have the full support of my staff to work directly with me to address civil rights matters.

This declaration of designated authority speaks strongly to the high priority that the Oregon Department of Transportation places on ensuring the rights of those in protected classes, and those that comprise our most vulnerable populations, are not violated in any way. This policy statement is consistent with provisions contained in 23 CFR 200.9(b)(1), 49 CFR 26.25, and 29 CFR 1614.102(b)(4)

Sincerely,

Matthew L. Garrett  
Director

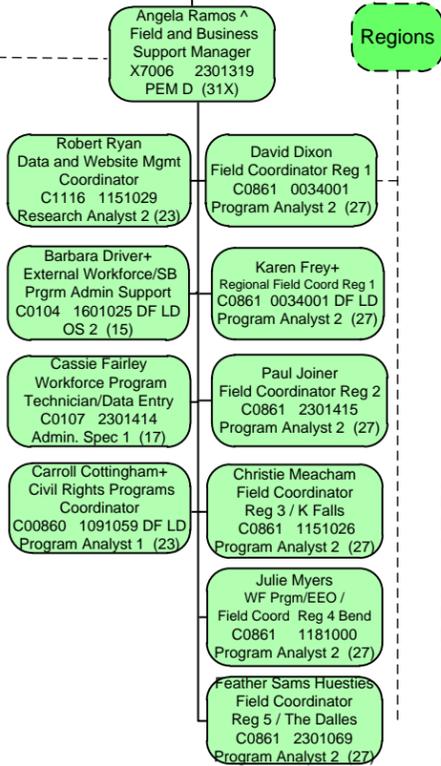
# ODOT HEADQUARTERS

September, 2015

**Matthew Garrett**  
**ODOT Director**  
**Z7016 7314001**  
**PEM I (42X)**

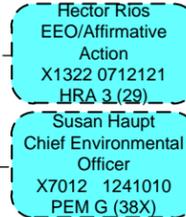
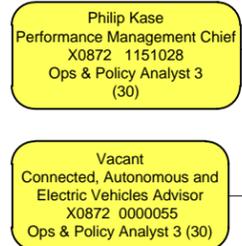
**OFFICE OF CIVIL RIGHTS**

**Angela Ramos, Mgr\***  
**Civil Rights**  
**Z7010 0068001**  
**PEM F (35X)**



**OFFICE OF THE DIRECTOR**

**Travis Brouer**  
**Assistant Director**  
**Z7012 1601024**  
**PEM G (38X)**



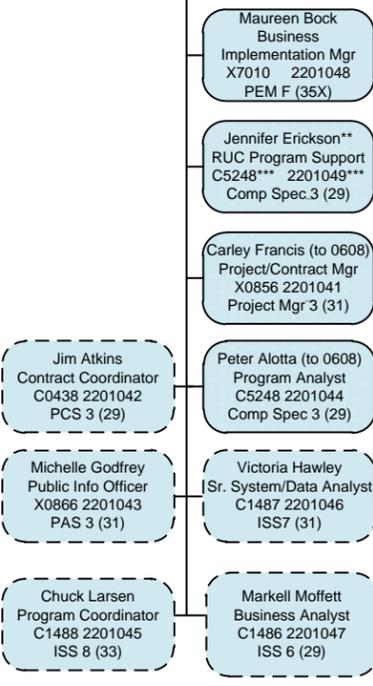
**Karmen Fore**  
**Governor's Sustainable Communities and Transportation Advisor**  
**Z7012 PEM G (38X)**



**Kurtis Danka\***  
**Deputy Director for Central Services**  
**Z7014 0000025**  
**PEM H (40X)**

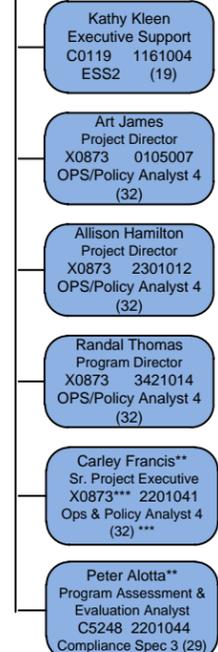
**ROAD USAGE CHARGE PROGRAM**

**Gina Salang**  
**RUC Operations Mgr**  
**X7010 8600199**  
**PEM F (35X)**



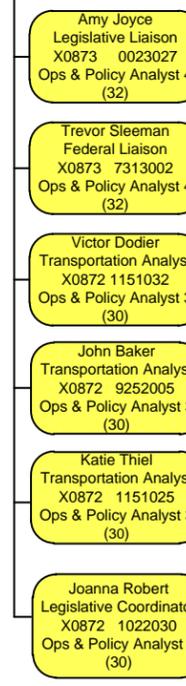
**OFFICE OF INNOVATIVE PARTNERSHIPS PROGRAM**

**James Whitty, Mgr**  
**Office of Innovative Partnerships**  
**Z7012 0105004**  
**PEM G (38X)**



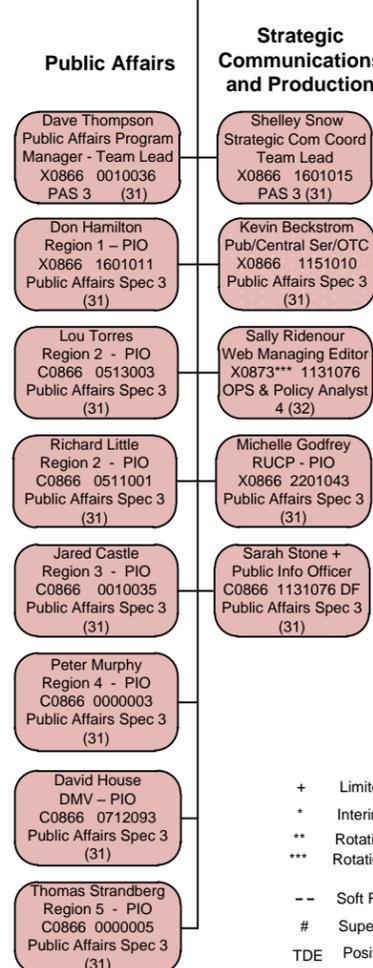
**GOVERNMENT RELATIONS**

**Leah Craft, Mgr**  
**Government Relations**  
**Z7010 0608002**  
**PEM F (35X)**



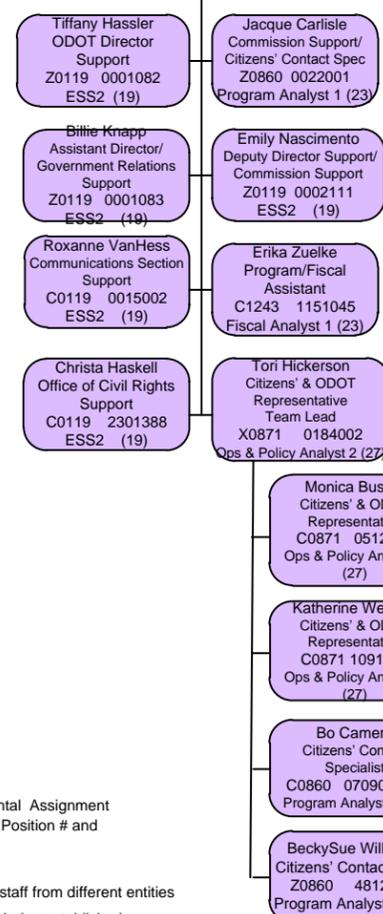
**COMMUNICATIONS**

**Tom Fuller, Mgr**  
**Communications**  
**Z7010 0035004**  
**PEM F (35X)**



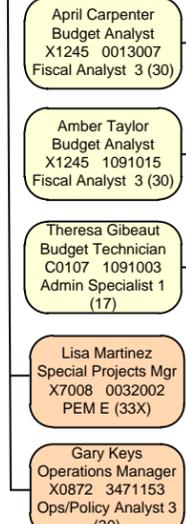
**BUSINESS MANAGEMENT**

**Jeffery Towers, Mgr**  
**Business Management**  
**X7006 1011002**  
**PEM D (31X)**



**BUDGET SERVICES**

**Darryl Ficker, Mgr.**  
**Budget Services**  
**X7010 0057001**  
**PEM F (35X)**



^ Program managers have direct and unfettered access to the director on program matters

+ Limited Duration  
 \* Interim  
 \*\* Rotational/Developmental Assignment  
 \*\*\* Rotational Assignment Position # and Classification  
 -- Soft Reports  
 # Supervises additional staff from different entities  
 TDE Position in process of being established