



- Describe planned opportunities promoting CIE:

- The opportunities:

Offer compensation (including benefits) at a rate of higher than the Federal, State, or local minimum wage applicable to the place of employment, and not less than the customary rate paid by the employer to employees without disabilities performing the same or similar work and who have similar experience, training, and skills.

Are at locations that are typically found in the community, and where the individual with a disability interacts, for the purpose of performing the duties of the job position, with other employees within the work unit and at the entire worksite, and as appropriate for the work performed, with other persons (*e.g.*, customers and vendors) who are not individuals with disabilities (and who are not supervisory personnel or service providers) to the same extent that non-disabled employees interact with these persons.

Present opportunities for advancement for individuals with disabilities that are similar to those available to employees without disabilities in similar positions.

Other factors for requesting lower DLH percentage:

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CRP Signature

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Date