



DELBERT HOSEMANN  
Secretary of State

**ECONOMIC IMPACT STATEMENT**

An Economic Impact Statement is required for this proposed rule by Section 25-43-3.105 of the Administrative Procedures Act. An Economic Impact Statement must be attached to this Form and address the factors below. A PDF document containing this executed Form and the Economic Impact Statement must be filed with any proposed rule, if required by the aforementioned statute.

AGENCY NAME Mississippi Department of Transportation	CONTACT PERSON Ray Goodman	TELEPHONE NUMBER 601-359-7101
ADDRESS P.O. Box 1850	CITY Jackson	STATE MS
EMAIL rgoodman@mdot.ms.gov	DESCRIPTIVE TITLE OF PROPOSED RULE Equal Employment Opportunity	
Specific Legal Authority Authorizing the promulgation of Rule: Miss. Code Ann. § 65-1-8(2) (Rev. 2006)	Reference to Rules repealed, amended or suspended by the Proposed Rule: 37.1.6203.00200	

SIGNATURE <i>Charlene Dear</i>	TITLE Director, Central Services Division
DATE February 12, 2015	PROPOSED EFFECTIVE DATE OF RULE April 13, 2015

1. Describe the need for the proposed action: The proposed rule is needed to meet the Agency's requirement to ensure non-discrimination
2. Describe the benefits which will likely accrue as the result of the proposed action: The proposed rule will notify potential applicants that we do not discriminate and serve as first line of defense in any potential lawsuits filed on such matters.
3. Describe the effect the proposed action will have on the public health, safety, and welfare: n/a
4. Estimate the cost to the agency and to any other state or local government entities, of implementing and enforcing the proposed action, including the estimated amount of paperwork, and any anticipated effect on state or local revenues: \$0
5. Estimate the cost or economic benefit to all persons directly affected by the proposed action: \$0
6. Provide an analysis of the impact of the proposed rule on small business: N/A
  - a. Identify and estimate the number of small businesses subject to the proposed regulation: N/A
  - b. Provide the projected reporting, recordkeeping, and other administrative costs required for compliance with the proposed regulation, including the type of professional skills necessary for preparation of the report or record: N/A
  - c. State the probable effect on impacted small businesses: N/A
  - d. Describe any less intrusive or less costly alternative methods of achieving the purpose of the proposed regulation including the following regulatory flexibility analysis:

- i. The establishment of less stringent compliance or reporting requirements for small businesses;
  - ii. The establishment of less stringent schedules or deadlines for compliance or reporting requirements for small businesses;
  - iii. The consolidation or simplification of compliance or reporting requirements for small businesses;
  - iv. The establishment of performance standards for small businesses to replace design or operational standards required in the proposed regulation; and
  - v. The exemption of some or all small businesses from all or any part of the requirements contained in the proposed regulations: This proposed rule has no effect on small businesses
7. Compare the costs and benefits of the proposed rule to the probable costs and benefits of not adopting the proposed rule or significantly amending an existing rule: Zero costs to adopting proposed rule on clarifies previous version the rule.
8. Determine whether less costly methods or less intrusive methods exist for achieving the purpose of the proposed rule where reasonable alternative methods exist which are not precluded by law: N/A
9. Describe reasonable alternative methods, where applicable, for achieving the purpose of the proposed action which were considered by the agency: Code of regulations require a policy and this rule only method to achieve to achieve compliance with regulations.
10. State reasons for rejecting alternative methods that were described in #9 above: (See reason above)
11. Provide a detailed statement of the data and methodology used in making estimates required by this subsection: The agency took into consideration simplicity of developing a policy to comply with applicable federal regulations versus the potential lawsuits of not having such a policy in place.