



**WILLIAM
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ARNOLD SPEERT - PRESIDENT
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MEMORANDUM

TO: Mr. Jihad Daniel

FROM: Arnold Speert

6/24/05 (92)

DATE: June 24, 2005

On June 15, 2005 I wrote to advise you that, following a thorough investigation by the Office of Employment Equity and Diversity, I had concluded that you violated the *Interim State of*