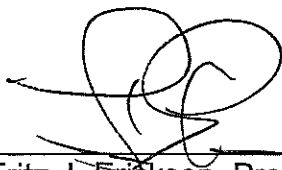


Statement of Intent

The following represents the Affirmative Action Program of Northern Michigan University for the year beginning January 1, 2020. This Statement of Intent affirms that all resources available will be mobilized for a good faith effort toward attaining the indicated goals.



Fritz J. Erickson, President
Northern Michigan University