

NOTICE OF REQUIREMENT FOR AFFIRMATIVE
ACTION TO ENSURE EQUAL EMPLOYMENT
OPPORTUNITY (EXECUTIVE ORDER 11246)

(Applies to contracts and
subcontracts over \$10,000.00)

1. The offeror's or Bidder's attention is called to Part II, Contract Clause FAR 52.222-27, Affirmative Action Compliance Requirements for Construction (April 1984).
2. The goals and timetables for minority and female participation, expressed in percentage terms for the Contractors aggregate workforce in each trade on all construction work in the covered area, are as follows:

<u>Time tables</u>	<u>Goals for minority participation for each trade</u>	<u>Goals for female participation in each trade</u>
<u>Until further Notice</u>	<u>6.1%</u>	<u>4.5%</u>

3. These goals are applicable to all the Contractor's construction work (whether or not it is Federal or federally assisted) performed in the covered area. If the contractor performs construction work in a geographical area located outside of the covered area, it shall apply the goals established for such geographical area where the work is actually performed. With regard to this second area, the contractor also is subject to the goals for both its federally involved and nonfederally involved construction.
4. The Contractor's compliance with the Executive Order and the regulations in 41 CFR Part 60-4 shall be based on its implementation of the Equal Opportunity article; specific affirmative action obligations required by the specifications set forth in 41 CFR 60-4.3 (a), and its efforts to meet the goals. The hours of minority and female employment and training must be substantially uniform throughout the length of the contract, and in each trade, and the Contractor shall make a good faith effort to employ minorities and women evenly on each of its projects. The transfer of minority or female employees or trainees from contractor to contractor or from project to project for the sole purpose of meeting the Contractor's goals shall be a violation of the contract, the Executive Order, and the regulations in 41 CFR Part 60-4. Compliance with the goals will be measured against the total work hours performed.
5. The Contractor shall provide written notification to the Director of the Office of Federal Contract Compliance Programs and to the DOE within 10 working days of award of any construction subcontract in excess of \$10,000 at any tier for construction work under the contract resulting from this solicitation. The notification shall list the name, address, and telephone number of the subcontractor; employer identification number, estimated dollar amount of the subcontract; estimated starting and completion dates of the subcontract; and the geographical area in which the subcontract is to be performed.

6. As used in this Notice, and in the contract resulting from this solicitation, the "covered area" is Benton County, Washington.
7. Construction contractors which are participating in an approved Hometown Plan (see 41 CFR 60-4.5) (including the Southeastern Washington Hometown Plan) are required to comply with the goals of the Hometown Plan with regard to construction work they perform in the area covered by the Hometown Plan. With regard to all their other covered construction work, such contractors are required to comply with the applicable SMSA or EA goal established by the regulations of the Secretary of Labor.