

REQUIRED CONTRACT PROVISION

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

1. The Offeror's or Bidder's attention is called to the "SPECIFIC EQUAL EMPLOYMENT OPPORTUNITY CONTRACTUAL REQUIREMENT" (11-15-96, latest revision) set forth in this Contract, and the following "Equal Opportunity Clause":

"It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, age, sex, disability, color, or national origin. Such action shall include: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, and on-the-job training."

2. The goals and timetables for minority and women participation, expressed in percentage terms for the Contractor's aggregate workforce in each trade on all construction work in the covered areas, are as follows:

COVERED AREAS IN STATE OF KANSAS	TIMETABLE	TRADE	% GOALS MINORITY	% GOALS WOMEN
All Counties	Until Further Notice	Aggregate Work Force		6.9
Johnson and Wyandotte	Until Further Notice	Aggregate Work Force	12.7	
Anderson, Atchison, Brown, Doniphan, Franklin, Leavenworth Linn, and Miami	Until Further Notice	Aggregate Work Force	10.0	
Jefferson, Osage and Shawnee	Until Further Notice	Aggregate Work Force	9.0	
Butler and Sedgwick	Until Further Notice	Aggregate Work Force	7.9	
City of Lawrence in Douglas County	Until Further Notice	Aggregate Work Force	7.2	
Clay, Coffey, Geary, Jackson, Lyon, Marshall, Morris, Nemaha, Pottawatomie, Riley, Wabaunsee and Washington	Until Further Notice	Aggregate Work Force	8.5	
Barber, Barton, Chase, Chautauqua, Clark, Comanche, Cowley, Edwards, Elk, Finney, Ford, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Kearny, Kingman, Kiowa, Lane, McPherson, Marion, Meade, Morton, Ness, Pawnee, Pratt, Reno, Rice, Rush, Scott, Seward, Stafford, Stanton, Stevens, Sumner and Wichita	Until Further Notice	Aggregate Work Force	5.7	
Allen, Bourbon, Cherokee, Crawford, Labette, Montgomery, Neosho, Wilson and Woodson	Until Further Notice	Aggregate Work Force	2.3	
Cheyenne, Cloud, Decatur, Dickinson, Ellis, Ellsworth, Gove, Graham, Jewell, Lincoln, Logan, Mitchell, Norton, Osborne, Ottawa, Phillips, Rawlins, Republic, Rooks, Russell, Saline, Sheridan, Sherman, Smith, Thomas, Trego and Wallace	Until Further Notice	Aggregate Work Force	1.5	

3. These goals are applicable to all the Contractor's construction work (whether or not it is federal or federal 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 non-federally 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 Clause, 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 women 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 hours worked by women and minorities to fulfill "Bid Item Trainee" do not count toward the Contractor's employment goals. The transfer of minority or women 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 in each craft utilized.

5. The Contractor shall provide written notification to the Director of the Office of Federal Contract Compliance Programs, U.S. Department of Labor, Two Pershing Square Building, 2300 Main St, Suite 1030, Kansas City, Missouri 64108, within ten 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. In addition to the estimated dollar amount of the subcontract, the estimated starting and completion dates of the subcontract, and the geographical area (city, county, and state), in which the subcontract is to be performed. The notification shall list the name, identification number, address, and telephone number of the subcontractor.

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