OFFICE OF STATE AID ROAD CONSTRUCTION
AFFIRMATIVE ACTION REQUIREMENT
   As Detailed in Federal Register
   published on April 7, 1978

Project No.______________________________________________________

County: _________________________________________________________

Name of Contractor: _____________________________________________

Address of Contractor: ___________________________________________

Telephone No. of Contractor: _____________________________________

Employer Identification No. _______________________________________

Dollar Amount of Contract: ________________________________________

Estimated Starting Date: __________________________________________

Estimated Completion Date: _________________________________________

Respectfully submitted: ________________________ (Date)

Signature and Title: _______________________________________________

THIS FORM MUST BE COMPLETED AND SIGNED BY THE CONTRACTOR PRIOR TO THE AWARD OF THE CONTRACT.

(8-5-93)
Certification with regard to the Performance of Previous Contracts or Subcontracts subject to the Equal Opportunity Clause and the filing of Required Reports

The bidder ______, proposed subcontractor ______, hereby certified that he has ______, has not ______, participated in a previous contract or subcontract subject to the equal opportunity clause, as required by Executive orders 10925, 11114, or 11246, and that he has ______, has not ______, filed with the Joint Reporting Committee, the Director of the Office of Federal Contract Compliance, A Federal Government contracting or administering agency, or the former President’s Committee on Equal Employment Opportunity, all reports due under the applicable filing requirements.

________________________________________
(Company)

By: ________________________________

_______________________________
(Title)

Date: ______________________________

Note: The above certification is required by the Equal Employment Opportunity regulations of the Secretary of Labor 41 CFR 60-1.7 (b) (1), and must be submitted by the bidders and proposed subcontractors only in connection with contracts and subcontracts which are subject to the equal opportunity clause. Contracts and subcontracts which are exempt from the equal opportunity clause are set forth in 41 CFR 60-1.5. (Generally only contracts or subcontracts fo 10,000 or under are exempt.)

Currently, Standard 100 (EEO-1) is the only report required by the Executive Orders or their implementing regulations.

Proposed prime contractors and subcontractors who have participated in a previous contract or subcontract subject to the Executive orders and have not filed the required reports should note that 41 CFR 60-1.7 (b) (1) prevents the award of contracts and subcontracts unless such contractor submits a report covering the delinquent period or such other period specified by the Federal Highway Administration or by the Director, Office of Federal Contract Compliance, U.S. Department of Labor.

THIS FORM MUST BE COMPLETED AND SIGNED BY THE CONTRACTOR PRIOR TO THE AWARD OF THE CONTRACT.
Notice to Bidders:

The attention of bidders is hereby directed to the specific Equal Employment Opportunity responsibilities set out in this proposal. At the time the contract is executed, the successful bidder will be required to designate an Equal Employment Opportunity Officer who shall be delegated such authority and responsibility so as to effectively administer and promote equal employment opportunities within the contractor’s organization in connection with the construction of this project.

CONTRACTOR DESIGNATION OF EQUAL OPPORTUNITY OFFICER

I (we) __________________________________________________________

(Name) (Title)

of ____________________________________________________________

(Contracting Firm)

do hereby certify that the person named below is designated as the Equal Employment Opportunity Officer for this project in accordance with the responsibilities outlined below.

Name of Equal Employment Opportunity Officer: _______________________________

Title (if an officer of the Contracting Firm): _______________________________

Address: __________________________________________________________________

THIS FORM MUST BE COMPLETED AND SIGNED BY THE CONTRACTOR PRIOR TO THE AWARD OF THE CONTRACT.
NOTICE OF REQUIREMENTS FOR AFFIRMATIVE ACTION TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY (EXECUTIVE ORDER 11246)

1. The Offeror’s or Bidder’s attention is called to the “Equal Opportunity Clause” and the “Standard Federal Equal Employment Opportunity Construction Contract Specifications” set forth herein.

2. The goals and timetables for minority and female participation, expressed in percentage terms for the Contractor’s Aggregate workforce in each trade on all construction work in the covered area, are as follows:

<table>
<thead>
<tr>
<th>Timetables</th>
<th>Goals for female participation in each trade (percent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>From Apr. 1, 1978 until Mar. 31, 1979</td>
<td>3.1</td>
</tr>
<tr>
<td>From Apr. 1, 1979 until Mar. 31, 1980</td>
<td>5.1</td>
</tr>
<tr>
<td>From Apr. 1, 1980 until Mar. 31, 1981</td>
<td>6.9</td>
</tr>
<tr>
<td>Until further notice</td>
<td>Goals for minority participation for each trade (percent)</td>
</tr>
</tbody>
</table>

SMCSA Cities:
- Pascagoula - Moss Point 16.9
- Biloxi - Gulfport 19.2
- Jackson 30.3

SMCSA Counties:
- Desoto 32.3
- Hancock, Harrison, Stone 19.2
- Hinds, Rankin 30.3
- Jackson 16.9

Non-SMCSA Counties:
- George, Greene 26.4
- Alcorn, Benton, Bolivar, Calhoun, Carroll, Chickasaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Marshall, Monroe, Montgomery, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tallahatchie, Tate, Tippah, Tishomingo, Tunica, Union, Washington, Webster, Yalobusha 26.5
- Attala, Choctaw, Claiborne, Clarke, Copiah, Covington, Franklin, Holmes, Humphreys, Issaquena, Jasper, Jefferson, Jefferson Davis, Jones, Kemper, Lauderdale, Lawrence, Leake, Lincoln, Lowndes, Madison, Neshoba, Newton, Noxubee, Oktibbeha, Scott, Sharkey, Simpson, Smith, Warren, Wayne, Winston, Yazoo 32.0

3. The Contractor shall provide written notification to the Director of the Office of Federal Contract Compliance Programs 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 of the subcontractor, 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.

4. As used in this Notice, and in the contract resulting from this solicitation, the “covered area” is to the county and city (if any), stated in the advertisement.

5. The notification required in Paragraph 3 shall be addressed to the following:

   Labor Compliance Coordinator
   Mississippi State Highway Department
   P.O. Box 1850
   Jackson, Mississippi 39205

(9/30/87)