

**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.**

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.

OFFICE OF STATE AID ROAD CONSTRUCTION

Mississippi Department of Transportation

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:

Timetables	Goals for female participation in each trade (percent)
From Apr. 1, 1978 until Mar. 31, 1979	3.1
From Apr. 1, 1979 until Mar. 31, 1980	5.1
From Apr. 1, 1980 until Mar. 31, 1981	6.9
Until further notice	Goals for minority participation for each trade (percent)

SMSA Cities:

Pascagoula - Moss Point	16.9
Biloxi - Gulfport	19.2
Jackson	30.3

SMSA Counties:

Desoto	32.3
Hancock, Harrison, Stone	19.2
Hinds, Rankin	30.3
Jackson	16.9

Non-SMSA Counties:

George, Greene	26.4
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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
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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
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Forrest, Lamar, Marion, Pearl River, Perry, Pike, Walthall	27.7
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Adams, Amite, Wilkinson	30.4
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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 non-federally involved construction.

The Contractor's compliance with the Executive Order and the regulations in 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 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 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.

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