



CERTIFICATE OF COMPLIANCE

Unless otherwise exempt by applicable provisions of the Federal Laws, regulations and Executive Orders referred to herein, the undersigned certifies as follows:

- (a) Non-Segregated Facilities (Applicable to orders of \$10,000 or more). Seller does not and will not maintain segregated facilities as described in Executive order 11246 and in 41 CFR 60-1.8.
- (b) Equal Opportunity Clause (Applicable to orders of \$10,000 or more). Seller will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. Seller will post EEO notices in conspicuous places, available to employees and applicants. Seller shall comply with provisions of Executive Order 11246, Section 204 paragraphs (1) through (7), and 41 CFR 60-1.4 paragraphs (1) through (7).
- (c) Affirmative Action Compliance Program (Applicable to orders of \$50,000 or more if the Seller has 50 or more employees). Seller shall have a written affirmative action compliance program for each of its establishments, as provided in 41 CFR 60-7.7, CFR 60-1.40 and 6, and CFR 60.2 as amended.
- (d) Equal Employment Opportunity Reporting (Applicable to orders of \$10,000 or more if Seller has 50 or more employees). Seller shall annually complete and file Government Standard Form 100, Equal Employment Opportunity Employer Information Report EEO- 1.
- (e) Listing of Employment openings for Veterans (Applicable to orders of \$2,500 or more). Seller agrees that all suitable employment openings which currently exist and those which occur during the performance of this order shall be listed at an appropriate office of the State Employment Service System. Seller shall comply with the provisions of Executive Order 11701, section 401 of the Vietnam Era Readjustment Act of 1974 and 41 CFR 60-250.30.
- (f) Employment of the Handicapped (Applicable to orders of \$2,500 or more). Seller shall not discriminate against any employee or applicant for employment because of physical or mental handicap in regard to any position which the employee or applicant is qualified. Seller agrees to comply with the provisions of Executive Order 11758, Section 503 or the Rehabilitation Act of 1973 and 41 CFR 60-741.
- (g) Utilization of Minority Business Enterprises (Generally applicable to domestic orders of \$5,000 or more). Seller agrees to carry out the provisions of Executive Order 11625 and 41 CFR 1-1, 310-2.
- (h) Minority Business Enterprises Subcontracting Program (Applicable to orders of \$500,000 or more). Seller agrees to establish and conduct a program which will enable minority business enterprises as defined in 41 CFR 1-1.310-2 (a) to be considered fairly as subcontractors and suppliers and shall comply with the provisions of 41 CFR 1-1.310-2

Name of Company

Signature of Authorized Representative

Date Signed

Title of Authorized Representative