



I. EQUAL OPPORTUNITY COMPLIANCE

(For Solicitations and Subcontracts Exceeding \$10,000 or If Annual Sales ≥ \$10,000)

Each offeror/bidder is required as a condition to its Quotation/Proposal/Bid and any resulting Purchase Order to complete, execute and return the following certifications with its bid, proposal, or purchase order.

THE BIDDER OR OFFEROR CERTIFIES AS FOLLOWS:

1. The seller shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, handicap, or national origin. The seller shall take affirmative action to ensure that applicants are employed and that employees are treated during employment, without regard to their race, color, religion, sex, handicap, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer, recruitment advertising; layoff or termination; rates of pay or other forms of compensation, and selection for training, including apprenticeship. The seller agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
2. The seller shall in all solicitations or advertisements for employees placed by or on behalf of the seller, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, handicap, or national origin.
3. The seller shall send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers' representative of the seller's commitments under section 202 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. The seller will comply with all provisions of Executive Order 11246, as amended, and the rules, regulations and relevant orders of the Secretary of Labor.
5. The seller will furnish all information and reports required by Executive Order 11246, as amended, and the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders. The seller will also file Standard Form 100 (EEO-1) or any successor form, as prescribed in 41 CFR part 60-1.
6. In the event of the seller's noncompliance with the nondiscrimination clauses of this order or with any of such rules, regulations, or orders, this order may be cancelled, terminated or suspended in whole or in part and the seller may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246, as amended, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246, as amended, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.
7. The seller will include the provisions of paragraphs 1 through 7 of Executive Order 11246, Sec. 202, in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Sec. 204 of Executive Order 11246, as amended, so that such provisions will be binding upon each subcontractor or vendor. The seller will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided however, that in the event the seller becomes involved in, or is threatened with litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the seller may request the United States to enter into such litigation to protect the interest of the United States.

II. PREVIOUS CONTRACT AND COMPLIANCE REPORTS

The offeror represents that –

- (a) It has, has not participated in a previous contract or subcontract subject either to the Equal Opportunity clause of this solicitation;
- (b) It has, has not, filed all required compliance reports; and
- (c) Representations indicating submission of required compliance reports, signed by subcontractors, will be obtained before subcontract awards.

Company

Signature/Title

Date