

ADDITIONAL TERMS AND CONDITIONS



EQUAL OPPORTUNITY

The following clause is applicable unless this contract is exempt under the rules and regulations of the President's Committee on Equal Employment Opportunity (41 C.F.R. Chapter 60).

During the performance of this contract, the Contractor agrees as follows:

(a) The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The Contractor will take affirmative action to insure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex or national origin. This shall include, but not be limited to, the following: Employment, upgrading, demotion, transfer, recruitment or recruitment advertising, lay-off or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Contracting Officer that explains this clause.

(b) The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

(c) The Contractor will 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 Contracting Officer advising the labor unions or workers' representative of the Contractor's commitments under this clause, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(d) The Contractor will comply with Executive Order 11246, as amended, and the rules, regulations and orders of the Secretary of Labor.

(e) The Contractor will furnish all information required by Executive Order 11246, as amended, and by the rules, regulations and orders of the said committee, or pursuant thereto, and will permit access to its books, records and accounts by the contracting agency and the Committee for purposes of investigation to ascertain the Contractor's compliance with the applicable rules, regulations and orders.

(CONTINUED ON REVERSE SIDE)

(f) In the event of the Contractor's noncompliance with the nondiscrimination clause of this contract or with any of the said rules, regulations or orders, this contract may be cancelled, terminated or suspended in whole or in part and the Contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246, as amended. In addition, sanctions may be imposed and remedies invoked as provided in Executive Order 11246, as amended, the rules, regulations, and orders of the Secretary of Labor, or as otherwise provided by law.

(g) The Contractor will include the provisions of paragraphs (a) through (g) in every subcontract or purchase order that is not exempted by the rules, regulations, or orders of the Secretary of Labor issued under Executive Order 11246, as amended, so that such provisions will be binding upon each subcontractor or vendor. The Contractor 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, that in the event the Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the Contractor may request the United States to enter into such litigation to protect the interest of the United States.

REQUIREMENTS FOR CERTIFICATION OF NONSEGREGATED FACILITIES (APR 1984)

A certification of Nonsegregated Facilities set forth in FAR 52.222-21 must be submitted before the award of a subcontract under which the subcontractor will be subject to the Equal Opportunity Clause, (FAR 52.222-26). The required certification may be required either for each subcontract or for all subcontracts during a period (i.e., quarterly, semiannually, or annually).

*AFFIRMATIVE ACTION PROGRAM

The Subcontractor agrees to develop and maintain a written affirmative action compliance program in accordance with the instructions contained in 41 CFR 60-1 and 60-2 and to provide appropriate government representatives with access to records and reports required to be maintained.

*Required for Purchase Orders with a value of \$50,000 or more and has 50 or more employees.