

**NOTICE OF REQUIREMENT FOR AFFIRMATIVE ACTION TO ENSURE  
EQUAL EMPLOYMENT OPPORTUNITY (EXECUTIVE ORDER 11246)**

- (a) The goals and timetables for minority and female participation, expressed in percentage terms for the Contractor's aggregate work force in each trade on all construction work in the covered area, are as follows, effective from October 3, 1980, until further notice:

	Goals for Minority Participation for Each Trade	Goals for Female Participation for Each Trade
For Kern County, CA	19.1%	6.9%
For Los Angeles County, CA	28.3%	6.9%
For Riverside & San Bernardino Counties, CA	19.0%	6.9%

- (b) 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.
- (c) The Contractor's compliance with the Executive Order and the regulations in 41 CFR 60-4 shall be based on its implementation of the Equal Opportunity Article, specific affirmative action obligations required by the specifications set forth in 41 CFR 60-4.3(a), and its efforts to meet the goals established for the geographical area where the Contract is to be performed. 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 or 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 regulation in 41 CFR 60-4. Compliance with the goals will be measured against the total work hours performed.
- (d) 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. The notification shall list:
- (1) The name, address and telephone number of the subcontractor;
  - (2) Employer identification number;
  - (3) Estimated dollar amount of the subcontract;
  - (4) Estimated starting and completion dates of the subcontract; and
  - (5) The geographical area in which the contract is to be performed.
- (e) As used in this Notice and in the Contract, the "covered area" is the county in which the subject project is located.