

Notice of Requirement for Affirmative Action to Ensure Equal Employment Opportunity

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 minority participation for each trade: 27.5%

Goals for female participation in each trade: 6.9%

These goals are applicable to all of 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 41 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 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 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 (OFCCP) 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 Macon, Bibb County, Georgia.

A. Title VI Assurance

Macon-Bibb County, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 US. C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.

B. Incorporated by Reference:

The following statutory and regulatory requirements are a non-exhaustive list of requirements for airport improvement projects which are funded by Federal grants. These provisions are hereby incorporated by reference

pursuant to the Guidelines for Contract Provisions for Obligated Sponsors and Airport Program Projects issued by the Federal Aviation Administration:

1. Buy American Preference pursuant to 49 USC § 50101.
2. Title VI of the Civil Rights Act (as amended).
3. The Davis-Bacon Act 40 USC §§ 276a to 276a-7.
4. Bidders shall not be suspended, debarred, or excluded by any Federal department or agency from participating in federally assisted projects.
5. Bidder must satisfy the good faith requirements to meet Disadvantaged Business Enterprise standards pursuant to 49 § CFR 26.53.
6. Foreign Trade Restrictions pursuant to 49 USC § 50104; 49 CFR part 30.
7. Byrd Anti-Lobbying Amendment 31 USC § 1352; 2 CFR part 200, Appendix II(J); 49 CFR part 20, Appendix A.
8. Solid Waste Disposal Act 42 USC §§ 6901-6992k; 2 CFR 200.322; 40 CFR part 247.