

**FOLEY COMPANY
7501 FRONT STREET
KANSAS CITY, MISSOURI 64120**

EXHIBIT C

EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE CERTIFICATES

Subcontractor certifies to FOLEY COMPANY (Contractor), that throughout the period covered Subcontractor will comply with all equal opportunity obligations as established by the Civil Rights Act of 1964, as amended by the EEO Act of 1972, the Executive Order No. 11246 and Revised Order Number 4, and according to the regulations of Section 503 of the Rehabilitation Act of 1973 and USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act.

I. NON-DISCRIMINATION IN EMPLOYMENT

- (A) Subcontractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The Subcontractor will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include, but not be limited, to the following: employment, upgrading, demotion or transfer; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Subcontractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provision of this nondiscrimination clause.
- (B) The Subcontractor will, in all solicitation or advertisements, for employees placed by or on behalf of the Subcontractor, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin.
- (C) The Subcontractor 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 said labor union or worker's representative of the Subcontractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
- (D) The Subcontractor will comply with all provisions of the Executive Order No. 11246, as amended, and of the rules, regulations, and relevant orders of the Department of Labor Office of Federal Contract Compliance Program. Subcontractor will comply with all regulations of Section 503 of the Rehabilitation Act of 1973 and USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act.
- (E) The Subcontractor will furnish all information and reports required by Executive Order No. 11246, as amended, requirements of Section 503 of the Rehabilitation Act of 1973 and USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act, and by the rules, regulations, and orders of the said O.F.C.C. or pursuant thereto, and will permit access to his books, records, and accounts by the United States Department of Labor's O.F.C.C. for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
- (F) In the event of the Subcontractor's noncompliance with the nondiscrimination clause of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the Subcontractor may be declared ineligible for further Federal or Federally-assisted contracts in accordance with Executive Order No. 11246, as amended, and such other sanctions may be imposed and remedies invoked as provided in the said Executive Orders or by rule, regulation or order of the O.F.C.C., or as otherwise provided by law.
- (G) The Subcontractor will include the provisions of paragraphs (a) through (g) in every subcontract or purchase order unless exempt by rules, regulations or orders of the O.F.C.C. issued pursuant to Section 303 of the Executive Order No. 11246, as amended, with regulations of Section 503 of the Rehabilitation Act of 1973 and USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act, so that such provisions will be binding upon each subcontractor or vendor. The Subcontractor will take such action with respect to any subcontract or purchase order as the Department of O.F.C.C. may direct as a means of enforcing such provisions including sanctions for noncompliance; provided however, that in the event the Subcontractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Department of Labor's O.F.C.C., the Subcontractor may request the United States to enter into such litigation to protect the interests of the United States.

II. CERTIFICATION OF NONSEGREGATED FACILITIES

The federally assisted construction contractor certifies that he does not maintain or provide for his employees any segregated facilities at any of his establishments, and that he does not permit his employees to perform their services at any location, under his control, where segregated facilities are maintained. The federally assisted construction contractor certifies further that he will not maintain or provide for his employees any segregated facilities at any of his establishments, and that he will not permit his employees to perform their services at any location, under his control, where segregated facilities are maintained. The federally assisted construction contractor agrees that a breach of this certification is a violation of the Equal Opportunity clause in this contract. As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms and wash rooms, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, creed, color, or national origin, because of habit, local custom, or otherwise. The federally assisted construction contractor agrees that (except where he has obtained identical certifications from proposed subcontractors for specific time periods) he will obtain identical certifications from proposed subcontractors prior to the award of subcontracts exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity Clause, and that he will retain such certifications in his files.

NOTE: The penalty for making false statements is prescribed in 18 U.S.C. 1001.

III. FILING CERTIFICATE

Subcontractor has filed or will file the necessary compliance reports, including Standard Form 100 (EEO-1) where and when required by law and applicable regulations, including, without limitation, the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972 and regulations in 41 CFR 60-1.7. Subcontractor has required and will require similar certification and filing from its nonexempt subcontractors and suppliers.

IV. AFFIRMATIVE ACTION CERTIFICATE

Subcontractor has developed, is maintaining, and will continue to maintain the written affirmative action compliance program to guarantee equal employment opportunity to minority groups required by applicable laws and regulations, including, without limitation, those appearing in 41 CFR 60-1.40. Subcontractor has required and will require similar certification from each of its nonexempt subcontractors and suppliers.

V. MINORITY BUSINESS ENTERPRISE SUBCONTRACTING PROGRAM (E.D. 11458)

One or the other of the provisions covering contracting with minority business enterprises, currently set forth in 41 CFR 1-1.13 is, with any modifications necessary to refer to Contractor and Subcontractor, deemed set forth in full in each subcontract between Contractor and Subcontractor wherever and whenever applicable, and, whenever applicable, is, with like modifications, deemed set forth in full in each order by Subcontractor issued to a supplier.

Executed this ____ day of _____, 20__ by

Firm/Company Name

Name of Authorized Representative (Print or Type)

Signature of Authorized Representative

Title of Authorized Representative