



EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE

In contracting with the Bureau of Reclamation for power and energy, the Lincoln Electric System is subject to the Civil Rights Act of 1964 and Executive Order No. 11246. To comply with these laws, subcontractors of the Lincoln Electric System are required to answer the following questions. Failure to answer all questions will preclude you or your company from eligibility for consideration of bids submitted on purchase orders or proposed contracts with the Lincoln Electric System.

Name of Firm	Telephone No.
Address (street address, city, state, zip code)	

1. If you employ 50 or more employees and have a contract with LES or other government contract, subcontract or purchase order of \$50,000 or more, will you or your company file an EEO-1 or EEO-4 Report annually, on or before September 30?

- Yes No Not Applicable

If the answer to the question was either "no" or "Not Applicable", explain why:

2. During the term of all contracts with the Lincoln Electric System, will you employ the following procedures?

a. Your company agrees not to discriminate in hiring, work assignments, promotions, layoffs or recruiting on the basis of race, color, religion, national origin, gender, pregnancy, age, disability, generic disposition, past or present military service or any other classification protected by law.

- Yes No

b. Your company will advertise job openings in those areas, centers and publications specifically designed to reach minority groups.

- Yes No

c. Your company is an EEO employer and will state in all advertisements for employment that discrimination will not be practiced.

- Yes No

d. Your company agrees to comply with all orders, rules and regulations as set forth by city, state and federal legislation, in regard to employment discrimination.

- Yes No

e. In the event of your company's non-compliance with the regulations promulgated under Executive Order 11246, you agree that your subcontract with the Lincoln Electric System may be canceled, terminated or suspended in whole or in part by LES and may be declared ineligible for further government contracts in accordance with procedures authorized in Executive Order 11246 or as otherwise provided by law.

- Yes No

3. Unless exempted by the rules, regulations or orders issued under Executive Order 11246, during the performance of each subcontract received from LES, you certify that your company will not maintain segregated facilities, initiate or continue during the duration of this contract, and that your company's employees will not be allowed to work at any location, under the contractor's control, where segregated facilities are maintained. (A breach of this certification will be considered a violation of EEO guidelines and any subcontract with the Lincoln Electric System may be terminated, suspended or canceled in whole or in part. "Segregated facility" shall mean waiting rooms, work areas, restrooms, and washrooms, restaurants and eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drink fountains, recreation or entertainment areas, transportation and housing facilities provided for employees which are segregated either by directive or are in fact separated on the basis of race, creed, color or national origin due to habit, local custom or otherwise.)

- Yes No

4. Will your company comply with the Civil Rights Act of 1964 and Executive Order No. 11246 ?

- Yes No

Signature	Date Signed
Title	