

SERVICE CONTRACT
GUIDANCE ON LABOR PROVISIONS

In accordance with Executive Order No. 11246 of September 24, 1965 (30 FR 12319), Executive Order No. 11375 of October 13, 1967 (32 F.R. 14303), and the rules and regulations of the Secretary of Labor (41 CFR, Chapter 60), your contract with the Department of the Army contains provisions in which you agree not to discriminate against employees or applicants for employment because of race, religion, color, sex or national origin and requires affirmative action to ensure equality of opportunity in all aspects of employment. This provision is specifically listed in your contract as "Equal Opportunity". Further, you have agreed to insert this provision in appropriate subcontracts.

The McNamara-O'Hara Service Contract Act of 1965 is applicable to this contract. A Poster, WH Publication 1313 "Notice to Employee Working on Government Contracts" and the applicable wage decision are enclosed to assist you in meeting the posting requirements of the Act.

In order to meet these requirements, you are required to post in conspicuous places at the work site, readily available to employees and applicants for employment, notices setting forth the provisions of these clauses. Applicable posters are provided herein. Additional copies of the posters will be furnished if needed for subcontractors who are subject to these requirements.

3 Enclosures

1. EEO Poster #1420 *
2. WH Publication 1313
3. Wage Decision

* NOTE: Equal Opportunity Provisions become effective only if the aggregate value of all contracts (including this award) and subcontracts awarded to your firm in the past 12 months exceed \$10,000