



## Equal Employment Opportunity (EEO) Compliance Requirements For Non-Federally Funded Contracts

	<b>Requirements</b>	<b>Prime Contractor's Obligation</b>	<b>Subcontractor's Obligation</b>	<b>Response Period</b>
1	Contractors and subs with aggregate construction contracts in excess of \$10,000 in one year are subject to EEO requirements as defined under the authority of your contract	<ul style="list-style-type: none"> <li>Follow EEO requirements and bind Subcontractor(s) to same requirements</li> </ul>	<ul style="list-style-type: none"> <li>Follow EEO requirements</li> </ul>	Duration of contract
2	<i>Certification of Non-Segregated Facilities</i>	<ul style="list-style-type: none"> <li>Submit <i>Certification</i> to ISD</li> <li>Submit Subcontractor(s) <i>Certification</i> to ISD</li> </ul>	<ul style="list-style-type: none"> <li>Submit <i>Certification</i> to Prime Contractor</li> </ul>	If not on file, submit before construction start and annually by March 10
3	<i>Contractor Notification of Subcontracts Awarded</i>	<ul style="list-style-type: none"> <li>Submit <i>Notification</i> to ISD</li> <li>Submit Subcontractor(s) <i>Notification</i> to ISD</li> </ul>	<ul style="list-style-type: none"> <li>Submit <i>Notification</i> to Prime Contractor</li> </ul>	Submit within 10-business days of contract award
4	<i>Notice of Equal Employment Opportunity</i>	<ul style="list-style-type: none"> <li>Submit <i>Notice(s)</i> to Unions or Worker's Representative and ISD</li> <li>Submit Subcontractor(s) <i>Notice(s)</i> to ISD</li> </ul>	<ul style="list-style-type: none"> <li>Submit <i>Notice(s)</i> to Unions or Worker's Representative and Prime Contractor</li> </ul>	Submit before start of construction
5	Contractor Good Faith Efforts	<ul style="list-style-type: none"> <li>Submit to ISD</li> <li>Submit Subcontractor(s) to ISD</li> </ul>	<ul style="list-style-type: none"> <li>Submit to Prime Contractor</li> </ul>	If not on file, submit before construction start and annually by March 10
6	EEO Posters	<ul style="list-style-type: none"> <li>Post EEO Posters at construction site in conspicuous location</li> </ul>		Post before start of construction and for duration of contract
7	<i>Employment Utilization Report (EUR)</i>	<ul style="list-style-type: none"> <li>Submit <i>EUR to ISD</i>.</li> <li>Submit Subcontractor(s) <i>EUR to ISD</i></li> </ul>	<ul style="list-style-type: none"> <li>Submit <i>EUR</i> to Prime Contractor</li> </ul>	If not on file, submit before construction start and on March 10 and September 10 of each year. Each report must cover the preceding month. Requirement is in effect for contract duration- no missing reports allowed.
8	<i>Contractor's List of Federal &amp; Non-Federal Work in Bid Condition Area</i>	<ul style="list-style-type: none"> <li>Attach <i>Contractor's List</i> to first EUR and submit to ISD</li> <li>Submit Subcontractor(s) <i>Contractor's List</i> to ISD</li> </ul>	<ul style="list-style-type: none"> <li>Attach Contractor's List to first EUR and submit to Prime Contractor.</li> </ul>	Submit with first EUR and any subsequent reports when changes in construction work occur

Submit all required documents to prime contractor