**STANDARD SPECIAL PROVISION**

## MINORITY AND FEMALE EMPLOYMENT REQUIREMENTS

Z-7

NOTICE OF REQUIREMENTS FOR AFFIRMATIVE ACTION TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY (*EXECUTIVE NUMBER 11246*)

1. 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, see as shown on the attached sheet entitled “Employment Goals for Minority and Female participation”.

These goals are applicable to all 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 nonfederally 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 effort 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 or 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.

2. As used in this Notice and in the contract resulting from this solicitation, the “covered area” is the county or counties shown on the cover sheet of the proposal form and contract.

**EMPLOYMENT GOALS FOR MINORITY**

**AND FEMALE PARTICIPATION**

Economic Areas

|  |  |  |
| --- | --- | --- |
| ***Area 023 29.7%*** | ***Area 026 33.5%*** | ***Area 029 15.7%*** |
| Bertie County | Bladen County | Alexander County |
| Camden County | Hoke County | Anson County |
| Chowan County | Richmond County | Burke County |
| Gates County | Robeson County | Cabarrus County |
| Hertford County | Sampson County | Caldwell County |
| Pasquotank County | Scotland County | Catawba County |
| Perquimans County |  | Cleveland County |
|  | ***Area 027 24.7%*** | Iredell County |
| ***Area 024 31.7%*** | Chatham County | Lincoln County |
| Beaufort County | Franklin County | Polk County |
| Carteret County | Granville County | Rowan County |
| Craven County | Harnett County | Rutherford County |
| Dare County | Johnston County | Stanly County |
| Edgecombe County | Lee County |  |
| Green County | Person County | ***Area 0480 8.5%*** |
| Halifax County | Vance County | Buncombe County |
| Hyde County | Warren County | Madison County |
| Jones County |  |  |
| Lenoir County | ***Area 028 15.5%*** | ***Area 030 6.3%*** |
| Martin County | Alleghany County | Avery County |
| Nash County | Ashe County | Cherokee County |
| Northampton County | Caswell County | Clay County |
| Pamlico County | Davie County | Graham County |
| Pitt County | Montgomery County | Haywood County |
| Tyrrell County | Moore County | Henderson County |
| Washington County | Rockingham County | Jackson County |
| Wayne County | Surry County | McDowell County |
| Wilson County | Watauga County | Macon County |
|  | Wilkes County | Mitchell County |
| ***Area 025 23.5%*** |  | Swain County |
| Columbus County |  | Transylvania County |
| Duplin County |  | Yancey County |
| Onslow County |  |  |
| Pender County |  |  |
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**SMSA Areas**

|  |  |  |
| --- | --- | --- |
| ***Area 5720 26.6%*** | ***Area 6640 22.8%*** | ***Area 3120 16.4%*** |
| Currituck County | Durham County | Davidson County |
|  | Orange County | Forsyth County |
| ***Area 9200 20.7%*** | Wake County | Guilford County |
| Brunswick County |  | Randolph County |
| New Hanover County | ***Area 1300 16.2%*** | Stokes County |
|  | Alamance County | Yadkin County |
| ***Area 2560 24.2%*** |  |  |
| Cumberland County |  | ***Area 1520 18.3%*** |
|  |  | Gaston County |
|  |  | Mecklenburg County |
|  |  | Union County |
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Goals for Female

Participation in Each Trade

(Statewide) 6.9%