

ATTACHMENT 5

CONTRACT EQUITY PROGRAM & EQUAL EMPLOYMENT OPPORTUNITY

The District's Board of Directors adopted the Contract Equity (CE) Program to enhance equal opportunities for business owners of all races, ethnicity and gender who are interested in doing business with the District. The program has contracting objectives, serving as the minimum level of expected contract participation for the three availability groups: white-men owned businesses, white-women owned businesses, and ethnic minority owned businesses. The contracting objectives apply to all contracts that are determined to have subcontracting opportunities, and to all contractors regardless of their race, gender or ethnicity. A copy of the Contract Equity Program and Equal Employment Opportunity Guidelines can be found on EBMUD's website at <http://www.ebmud.com/business-center/contract-equity-program>. Please refer to Section I.A. for the applicable Contracting Objectives.

All business enterprises and their subcontractors performing work for the District must be Equal Employment Opportunity (EEO) employers; shall assure that there is no discrimination against any person based on race, color, religion, creed, national origin, ancestry, gender, age, marital status, disability, or sexual orientation; and shall be bound by all laws prohibiting such discrimination in employment.

Please include the required completed forms with your proposal. Non-compliance with the Guidelines may deem a proposal non-responsive, and therefore, ineligible for contract award.

If you have questions regarding the Contract Equity Program please call (510) 287-0114.

