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**EQUAL EMPLOYMENT OPPORTUNITY PROGRAM
QUESTIONNAIRE**

**THIS QUESTIONNAIRE MUST BE COMPLETED IN FULL BY AN OFFICIAL OF THE
COMPANY AND SUBMITTED WITH THE BID**

Project: 795 Skyway Road Building Replacement Project
795 Skyway Road, San Carlos, CA 94070
Project Number: AS033

Company Name: _____

Name of Company Official: _____

Phone: _____ Date: _____

1. Yes No Have you read and are you acquainted with the Equal Employment Opportunity Requirement of Executive Order 11246, Title VII of the Civil Rights Act of 1964, Section 503 of the Rehabilitation Act of 1973, the California Fair Employment Practices Act and Title 2, Chapter 2.50 of the San Mateo County Ordinance Code?

2. Yes No Is it the policy of your company to recruit, hire, train, upgrade, transfer, compensate, and discharge without regard to race, religion, color, national origin, age, ancestry, physical or mental disability, sexual orientation, or sex?

3. Yes No Have you appointed an Equal Employment Opportunity Officer? Give his name, position in the company, office address, and phone number.

4. Yes No Does your employment advertising state that you are an Equal Opportunity Employer?

5. Yes No Have all recruitment sources been advised that all qualified applicants will be considered for employment without regard to race, religion, color, national origin, age, ancestry, physical or mental disability, sexual orientation, or sex?

6. Yes No Were any employees hired by means other than the

union hiring hall in the past year?

How many? _____

What positions? _____

1. If non-union personnel are employed by the company, or if a position cannot be filled by the union hall, specify the advertisement and recruitment sources that are used. (For example, State HRD, newspapers, high schools, vocational schools, referral agencies/organizations, community groups).

8. How many apprentices do you employ? _____

How many of these are minorities? _____

9. Yes No Do you have a program for upgrading and counseling present employees?

Describe: _____

10. Yes No Do you have a collective bargaining agreement with a labor union or other organization?

Please list these groups: _____

11. What percentage of your work force is covered by union agreement? _____

12. Yes No Have you advised the labor union and/or worker organization of your company's responsibility under the Equal Employment Opportunity Program?

13. Yes No Does your company's collective bargaining agreement include a provision for non-discrimination in employment?

14. Yes No Have you notified all subcontractors submitting bids to

you that they will be subject to the same minority employment requirements should you be the successful bidder?

15. Describe any previous experience with Equal Employment Opportunity Programs:

16. State what Equal Employment Opportunity Program you plan to take in connection with this project:

If your company has a written Equal Employment Opportunity Program now in effect, please attach a copy of it.

END OF DOCUMENT