



Invitation to Developers: SEED RFP for Real Estate Development Projects

The Supporting Equitable Economic Development (SEED) Program, a crucial initiative, is an incentive program that will proactively deploy up to approximately \$1.7 million in American Rescue Plan funding to address the COVID-19 impacts in Detroit neighborhoods through the rehabilitation of vacant, underutilized, blighted, and historic structures. Administered by the Detroit Economic Growth Association (“DEGA”) through the Detroit Economic Growth Corporation (“DEGC”), this tool will provide eligible beneficiaries access to real estate gap financing through grants for real estate rehabilitation and development.

DEGC is seeking qualified developers' Requests For Proposals (“RFP”). DEGC expects to select up to 4 projects to receive SEED grants. To ensure your proposal is competitive, it's crucial that your construction contracts are executed by November 30, 2024, after receiving an award notification from DEGC and meet the specific criteria outlined in the RFP. All SEED grants must be fully expended on eligible costs by June 30, 2025.

To enhance the competitiveness of your project, please consider the following criteria:

- Commitment to Affordable Housing
- Minority and Women-Owned Business Participation
- Catalytic Long-Term Impact

Key Dates:

- Release of RFP: June 4, 2024
- Submission Deadline: July 7, 2024
- Submission Email: degcrapplication@degc.org

We invite developers with visionary projects aimed at revitalizing and supporting our community to apply. This is a unique opportunity for you to play a significant role in Detroit's recovery and growth.

For more information and to submit your proposal, please email us at degcrapplication@degc.org



SEED Request for Proposals

PROGRAM OVERVIEW

The Supporting Equitable Economic Development (SEED) Program, a crucial initiative, is an incentive program that will proactively deploy up to \$1.7 million over four projects in American Rescue Plan funding to address the COVID-19 impacts in Detroit neighborhoods through the rehabilitation of vacant, underutilized, blighted, and historic structures. Administered by the Detroit Economic Growth Association (“DEGA”) through the Detroit Economic Growth Corporation (“DEGC”), this tool will provide eligible beneficiaries access to real estate gap financing through grants for real estate rehabilitation and development. Using the criteria herein, the DEGC will evaluate applications from interested developers and select projects for SEED funding. These will then be distributed as grant monies governed by beneficiary agreements. The chosen beneficiaries must work with the DEGC’s Legal Department to structure these agreements, and all awards are subject to approval by DEGA’s Executive Committee.

BACKGROUND

The City of Detroit has received a significant financial boost from the United States Department of the Treasury (the “Treasury”) under the Coronavirus State and Local Fiscal Recovery Fund under CFDA 21.027 (“ARPA Funds”), under Sections 602 and 603 of Title VI, the Social Security Act, as amended by Section 9901 of the American Rescue Plan Act of 2021 (“ARPA”) (Subtitle M of Title IX of Public Law 117-2). The City has wisely allocated ARPA Funds to provide funding for appropriate and qualifying expenditures as allowed under the Treasury Guidance Interim Final Rule “Coronavirus State and Local Fiscal Recovery Funds” (86 Fed. Reg. 267878). The SEED program, a direct result of this allocation, is funded using ARPA Funds, and all awards are subject to ARPA and all rules and regulations governing the use of ARPA Funds.

PROPOSALS

This Request for Proposals (“RFP”) seeks proposals from developers to demonstrate how they will successfully deploy SEED program funding to support catalytic growth and development by facilitating transformational commercial and mixed-use projects. The proposer’s efforts will not only support commercial corridor revitalization but also have a significant impact on Detroit’s entrepreneurial ecosystem. This includes rehabilitating real estate and vacant land within recognized commercial districts, developing residential units that meet the housing needs of the local area, and enhancing opportunities for underrepresented developers and minority and women-owned businesses, considering historical disadvantages, to participate in Detroit’s growing entrepreneurial ecosystem.

The DEGC reserves the right to reject any proposals or negotiate with any sources whatsoever, in any manner the DEGC deems proper and necessary, to serve the City’s and the DEGC’s best interests. The DEGC reserves the right, as a precondition for any proposer to be considered for selection, to request that the proposer provide any additional information as the DEGC may require related to the proposal and the proposer and the proposer’s directors, officers, shareholders/owners, and any other individual associated with a proposal. The DEGC further reserves the right to verify any information received from third parties concerning the proposal.



Any information received by the proposer or any party receiving such information on behalf of the proposer related to a proposal gained through the RFP process or otherwise is to be treated in strict confidence. A proposer must not disclose any details about its proposal and the selection process in whole or in part to anyone not explicitly involved in its proposal unless written consent is secured from the DEGC before such disclosure, provided that the proposer shall identify all parties working with the proposer who will receive such confidential information.

In particular, proposers shall not issue a news release or other public announcement about the details of their proposal or the selection process without the prior written approval of the DEGC. The issuance of any news release or release of information may result in the DEGC immediately disqualifying that proposer and rejecting their proposal.

PROPOSERS' COST

Each proposer agrees and understands that submitting a proposal is a voluntary action. The DEGC will not reimburse any costs incurred by a proposer or any of the proposer's associated team members sub-proposers when preparing any proposal.

REQUIRED INFORMATION:

Proposers wishing to submit a proposal must submit one (1) electronic copy of the Development Proposal to David Howell, DEGC, Senior Director of Development Services, at degcrapapplication@degc.org

by July 7, 2024. The Proposal must contain the following elements. Please be sure to mark each section clearly for ease of reference. Only complete proposals or proposals that adhere to the following format will be accepted and not considered.

1. **Introduction:**

A letter of introduction stating the name of the proposed development team and designating one (1) authorized representative as the official point of contact for the team, along with the contact's address, telephone number, and email address.

2. **Background:**

Please describe the development team and its organizational structure, including all member organizations and designated lead personnel in each team member organization, with the resume of each team member attached.

3. **Project:**

Provide a complete description of the proposed development, including but not limited to:

- Description of the property's status, including site control, size, number of floors, special designations, current condition, and occupancy.
- Description of the proposed new construction uses or adaptive reuse of structures.

- Level of commitment to affordable housing in mixed-use or residential developments.
 - Description of the development team's third-party consultants, design firms, construction managers or general contractors, engineers, and other professional service firms.
 - Most recent environmental report(s) and appraisal.
 - Site plan renderings of the proposed development.
 - Renderings of the relevant elevations of the proposed development.
 - Copy of construction drawings and specifications.
 - Evidence of preliminary site plan approval.
 - Project schedule with significant milestones.
 - Methods for maintenance and creative programming of the public spaces within the development plan.
4. **Financing:**
- Please provide documentation of the development team's equity capacity and other evidence of the financing capacity required to complete the project, including the following:
 - Letters of Intent or financing commitments from all sources of capital equal to the amounts illustrated in the sources and uses issued within the last six months.
 - Inclusion of any expected government contributions or support toward the project (e.g., anticipated tax abatements, brownfield plans, etc.).
 - Proposed purchase price and conditions of land or building(s) or evidence of site control.
 - Copies of the proposer's financial statements for the previous three years. If a new entity has been created for this project, all entity partners must submit their financial statements for the last three years.
 - Financial sources and uses of capital statement for the proposed development that shows all sources of funds to be used for the project and a line-item budget that shows their disbursement.
 - Detailed description of the amount and the project's required equity source.
5. **Construction Budget:**
- Budgets on the general contractor or construction manager letterhead within the last four months equal the Hard Costs Budget illustrated in the project's sources.
6. **Property Operating Pro Forma:**
- Must show the operations, revenue, and expenses of the projects. It must match other numbers submitted throughout the RFP.
7. **Statement of Qualifications:**
- Include proposer's background, resume(s) and portfolio of similar projects.



8. **Public Infrastructure:**

- Applicant's plan for addressing public infrastructure or utility needs.

SELECTION PROCESS AND PROPOSAL EVALUATION (86 Possible Points)

DEGA will establish a proposal review committee to review the proposals and recommend qualified developer(s) for the properties. Several finalist candidates may be selected. Finalists will likely be required to interview with the review committee. The DEGA reserves the right to reject any or all proposals or waive any informalities or conditions for any or all proposals. Specifically, the DEGA will consider the following attributes when evaluating a development proposal:

Background Information (9 Possible Points)

1. Describe the current status of the subject property. Please include the following: total acreage of property, number of buildings, square footage, number of floors, historic designation (state, local, national), condition of property (vacant, blighted, dilapidated, etc.), and describe any necessary demolition. **3 points for a complete answer, 0 points otherwise**
2. Describe the proposed project, the amount of the grant you seek from this program, and the total cost of your proposed project. Please include the number of buildings. For residential uses, including the number of floors and proposed use(s); for non-residential uses, elaborate on whether or not any tenants are lined up and what types of businesses or non-profits are anticipated as occupants. **3 points for a complete answer, 0 points otherwise**
3. Required attachments checklist: financial proforma, preliminary or final design documents, before photos, aerial photo, construction cost estimates, evidence of any available funding commitments, project map, and if the project has a housing element, provide a plan for income verification and monitoring of any affordable or attainable units. **Three points for all documents, 2 points for proforma/cost estimates/evidence of available funding commitments, and 0 points otherwise.**

Project Readiness and Programmatic Considerations (77 Possible Points)

- 1) State whether or not the applicant owns the property. If not, please state whether or not there is a signed purchase agreement or another form of land control in place. **4 points if they own the property, 2 points for a purchase agreement/other site control, and 0 points otherwise.**
- 2) State the status of local approvals and the type and amount of local financial support received for this project. If local financial support has yet to be committed but is anticipated, please state the expected type, amount, and timing of the award. Local support comes in many forms, such as tax abatement, local tax increment financing, discounted sale price if the community currently owns the property, etc. In-kind support can be counted if the application can quantify the financial value of that support. In the Attachments, please provide documentation of your approval or request for local support and describe the local support below in 100 words or less. **7 points for achieving any necessary local zoning and site plan approvals and a binding commitment for local financial support, 3 points for complete local approvals or local financial support, and 0 points for neither.**
- 3) Describe the project's financing as it currently stands, including equity. Please identify all forms of funding related to the project. Attach any commitments, term sheets, or other

evidence related to the financing sources. If equity is the only current source of financing, please provide a bank statement or letter from your bank confirming that you have adequate financing to cover the amount listed in the proforma. **10 points for debt financing and equity fully committed, 5 points for term sheets or LOIs for capital, and 0 points if financing sources are unclear or not documented.**

- 4) Provide information on infrastructure readiness, including any public infrastructure or utility needs associated with the site. Describe your plan for addressing those needs. **6 points if the infrastructure is ready. Three points for a plan to provide infrastructure upgrades aligned with the project schedule, 0 points if the project site significantly lacks public infrastructure.**
- 5) Describe your current engagement with architects or engineers and attach any completed design documents, renderings, and floor plans. **5 points if engaged in A&E and provided renderings and floor plans, 2 points if either floor plans or renderings are provided but not both, and 0 points otherwise.**
- 6) Explain the current engagement with a general contractor. Please attach any cost estimates. **4 points if a contractor has been engaged and cost estimates dated within four months from the contractor are provided, 2 points if any estimates from contractors or architects/engineers are provided to support costs, and 0 points otherwise.**
- 7) Please explain the project schedule. Construction contracts must be executed by November 30, 2024, and all SEED grants must be fully expended on eligible costs by June 30, 2025. **3 points for a well-articulated and realistic schedule, 2 points if the schedule is missing steps, and 0 points if the schedule is incomplete or unrealistic and does not demonstrate that it cannot meet the aforementioned deadlines.**
- 8) Explain the development team's level of similar project-specific experience, including the resume of the project manager(s), any previous projects undertaken, and the status of those projects. **6 points for expertise represented on the team related to 3 similar projects, 3 points for 2 projects, 1 point for one project, and 0 points otherwise.**
- 9) Explain how this proposal will have a catalytic, long-term impact on the community. Please address how it will grow the tax base, activate vacant or underutilized space, expand the population, and contribute to community resiliency. **10 points possible – 3 points for projects activating vacant space, 3 points if the investment is increasing density and attracting new residents, 2 points if the project will contribute to the success of businesses within ¼ miles, 1 point if the project includes third-party green building certification, and 1 point if the project is renovating a historic building in compliance with the Secretary of the Interior's preservation standards.**
- 10) Describe how your project contributes to the community's vision and priorities as laid out in the local master plan, capital improvements plan, economic development strategy, or other locally adopted plan that addresses COVID response and community resiliency. **6 points possible: 2 points for each plan that references a need being addressed through this project up to 6 points, or 6 points for a locally adopted plan (i.e., Framework Plan) that includes multiple opportunities for public input and explicitly identifies this project as a priority.**
- 11) Describe how the site is served by non-motorized infrastructure. **3 points for a well-connected non-motorized network that connects to services and employment opportunities, 2 points if sidewalks and paths serve the site without complete connections to services and employment opportunities, and 0 points otherwise.**



- 12) Articulate why the project will not be successful without this grant—**4 points for clearly articulated financial need, 0 points otherwise.**
- 13) Preference will be given to development projects that support emerging developers, defined as individuals or entities who have limited commercial and/or mixed-use redevelopment/development experience (maximum 2-3 commercial projects); support and foster programming and/or support equity-based entrepreneurship.**3 points for development projects that meet this list of criteria and 0 points otherwise.**
- 14) Preference will be given to projects located in federally qualified census tracts (QCT) with the City of Detroit or projects on corridors that serve QCTs. **3 points for projects that meet these criteria, 0 points otherwise.**
- 15) Developers must address how the project is responsive to the adverse public health and economic impacts of the COVID-19 pandemic, specifically how it meets the goal of strong, healthy communities through the demolition or rehabilitation of properties. **3 points for complete responses and 0 points otherwise.**

NOTIFICATION OF AWARD AND GRANT AGREEMENT

Subject to DEGA Executive Committee approval, Notification of Award letters will be sent to selected developers, after which DEGA and each developer will execute a copy of a beneficiary agreement. Before agreement execution, DEGA staff and the selected developers will review the terms and conditions of the grant, the proposed project or initiative, and any milestones or benchmarks that must be met to receive disbursements.

ELIGIBLE COSTS

The SEED award will provide eligible beneficiaries access to real estate gap financing through a rehabilitation and development grant. Eligible costs are at least one or any combination of the following expenditures:

- Acquisition fees or costs for real property;
- Fees or costs for alteration, new construction, improvement, demolition, or rehabilitation of buildings of an approved project, including utility tap fees and fees and expenses paid to a governmental entity for permits, zoning, and inspections;
- Costs associated with site improvements such as access (including ADA improvements) and streetscaping elements such as lighting, fencing, street furniture, etc.;
- Fees or costs for site improvements, including a surface parking lot, parking garage, parking ramp, utilities, and public infrastructure, such as roads, curbs, gutters, sidewalks, landscaping, lighting, grading, and land balancing;
- Fees or costs for the addition of machinery, equipment, or fixtures for an approved project; Professional fees or costs for an approved project for the



following services: architectural, engineering, environmental, surveying, insurance, accounting, and legal;

- Developer fees not to exceed 4% of total project costs;
- Other costs associated with real estate or place-based infrastructure development may be considered case-by-case.

DISBURSEMENT

Grant disbursements will be made on a draw basis, with no more than one disbursement per calendar month. Disbursements must relate to eligible costs previously incurred, with all required supporting documentation submitted before disbursement. Unless otherwise agreed by DEGA, grant disbursement will commence after all equity sources have been fully expended on project costs.

WITHDRAWAL

Proposals may only be withdrawn by written notice before the submission deadline, which is set at the time of the proposal. No proposal may be withdrawn after the submission deadline.

REJECTION OF PROPOSALS

Proposals will be rejected without consideration for the following reasons:

- The proposer failed to submit all the required information for this RFP.
- Proposer, or any affiliate of the proposer or any of its equity partners, is in arrears or default to the City, any instrumentality of the City, DEGC, or DEGA on any contract, debt, or other obligation.
- The proposer has a contract or other relationship with a client that the DEGC determines as a legal or business conflict that is unwaivable or that the DEGC, at its sole discretion, is unwilling to waive.
- If a proposer, including its subsidiaries, affiliated companies, and franchises, submits more than one (1) proposal, the DEGC, at its sole option, will have the right to determine which proposal will be considered or reject all such multiple proposals.
- If the proposal is rejected without consideration, it will not be considered further.

ANTICIPATED TIMELINE

Below is the DEGC’s expected schedule for proposal submission, evaluation, and selection, which is subject to change at the DEGC’s sole discretion.

TASK	DATE
Issuance of RFP	June 4, 2024
Response Due Date	July 7, 2024
DEGC Review & Scoring	July 8, 2024 - August 1, 2024
Selection & Award	August 5, 2024



FEDERAL GRANT FUNDING

1. Federal funds will be used to finance grants awarded under the SEED program. If awarded, the Applicant agrees to comply with the provisions of this Section and those contained in the Beneficiary Agreement.
2. The Applicant shall comply with and require all employees, subcontractors, and consultants to comply with all applicable federal, state, or local laws, regulations, rules, codes, or ordinances, including but not limited to assurances and regulations pursuant to Public Law No. 117.2, American Rescue Plan Act of 2021.
3. Notwithstanding the provisions herein:
 - a. Costs to be paid shall be allowable only if such costs are consistent with the Federal cost principles outlined in the Federal regulations at 2CFR 400 and
 - b. Payments are contingent upon the DEGA's receipt of grant funds from the City; accordingly, the DEGA reserves the right to delay payment until adequate funds are received from the City, without penalty or interest.
4. Records.
 - a. Pursuant to 2 CFR 200.333, the Applicant shall maintain complete books, ledgers, journals, accounts, documents, and records, and any other supporting data (collectively, "Records") in the auditable form in accordance with generally accepted accounting practices, wherein are kept all entries reflecting all the Applicant's operations. The Records shall document all services in connection with the Program and include all financial records associated.
 - b. Said Records should be kept in sufficient detail by the Applicant and its contractors, and the Applicant shall provide to the DEGA all data and information requested by the DEGA to enable (1) the City to meet all of its Federal reporting and monitoring obligations, and (2) the DEGA to meet all of its reporting and monitoring obligations under any related agreement between the City and the DEGA, including for the DEGA's obligations for project close-out submissions to the City of Detroit or the U.S. Department of Treasury.
 - c. The Applicant shall make available, and shall require any contractor to make available, at all reasonable times, all Records directly pertinent to this Agreement for monitoring, audits, inspections, and examinations, the making of excerpts and transcriptions, and for the evaluation of costs and pricing of services by the DEGA, HRD, the U. S. Department of Treasury, the Comptroller General of the United States, and any other City, State, or Federal agencies.
 - d. All such required Records shall be maintained for five (5) years: (1) after the Applicant completes the project to be completed, (2) after final payment for the eligible costs contemplated herein, or (3) after all pending matters pursuant to or relating to the Applicant's obligations with respect to the Program are closed, whichever comes later.
5. Restrictions on Lobbying. The Applicant shall comply with all applicable requirements of the rule entitled "New Restrictions on Lobbying" found at 2 CFR 200.450 (the "Lobbying Rule"), 24 CFR Part 87, and the Byrd Anti-Lobbying Amendment (31 U.S.C. §§ 1352, as amended). The Lobbying Rule requires, but is not limited to, requiring that the Applicant, and any contractor, not use any Federal appropriated funds



to pay for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, including sub-awards at all tiers, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement, including sub-awards at all tiers. Suppose compensation to be paid to the Applicant, as provided in 2 CFR Part 418.10, exceeds \$100,000. In that case, the Applicant shall submit to the DEGA a Certification Regarding Lobbying and, if applicable, Disclosure of Lobbying Activities, each on a form provided by the DEGA. The Applicant shall require any subcontractors to comply with all requirements of the Lobbying Rule applicable to subcontractors and shall include the language of the certification in the award documents for any subcontracts.

6. Suspension and debarment. Non-federal entities and contractors are subject to the non-procurement debarment and suspension regulations under 2 CFR, part 200. These regulations restrict awards, sub-awards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs or activities. The Applicant shall not, directly or indirectly, employ, award contracts to, or otherwise engage the services of, or fund any contractor, subcontractor, or principal as defined in the Federal regulations during any period of debarment, suspension, or placement in ineligibility status, or during any period during which the contractor or subcontractor or principal is proposed for debarment under 2 CFR 200.212. If the Applicant is placed on the a federal debarred list, or is placed in ineligibility status, or is suspended, under the regulations at 2 CFR 200.212, the Applicant shall immediately notify the DEGA.
 - a. Upon executing the Beneficiary Agreement, and as a condition to DEGA authorizing any payment for services performed by the Applicant, the Applicant shall submit a certification regarding debarment, suspension, ineligibility, and voluntary exclusion to the DEGA.
 - b. The Applicant shall require all parties who occupy a position with the Applicant defined in 2 CFR 200.330(b) as a principal to submit said certification to the Applicant, who, in turn, shall submit said certification to the DEGA. The Applicant shall require all parties who stand in a lower-tier relationship to the Applicant to submit a said certification to the Applicant, and the Applicant shall submit a said certification to the DEGA if such lower-tier relationship is a covered transaction defined in 2 CFR 180.200.
7. Conflicts of Interest. Federal grant rules require that the DEGA and recipients of SEED awards be free of any actual, potential, or perceived conflicts of interest in making SEED awards. Federal grant rules require that SEED awardees establish conflict of interest policies that comply with federal grant rules. See 2 CFR Part 200 and 24 CFR § 570.611 for more information.
 - a. Consistent with 2 CFR § 570.611, the general rule is that no employee, agent, consultant, officer, board member, or elected official or appointed official of the DEGA, the DEGC, or the City of Detroit who is in a position to participate in a decision-making process or gain inside information about the SEED program, may



obtain a financial interest or benefit from the SEED program, or have a financial interest in any contract, subcontract, or agreement concerning the SEED program, either for themselves or those with whom they have business or immediate family ties.

- b.* By the foregoing, SEED applicants are required to disclose as part of their applications whether the applicant, the applicant’s immediate family members, or any person with whom the applicant has business ties is an employee, agent, consultant, officer, board member, or elected official or appointed official of the DEGA, the DEGC or the City of Detroit. Upon receipt of an applicant’s disclosure, the DEGA will determine whether a conflict of interest exists and if the conflict can be mitigated and granted an exemption by DEGA policies and federal regulations. **Unless a written disclosure is provided with the response to this RFP, upon submitting a response to this RFP, the applicant represents warrants and covenants that neither the applicant, any of the applicant's principals, nor any immediate family members of the applicant’s principals, or any person with whom the applicant or any principal of the applicant has a business, ties is an employee, agent, consultant, officer, board member, or elected official or appointed official of the DEGA, the DEGC or the City of Detroit.** *NOTE: Failure to disclose an actual, potential or perceived conflict of interest may result in the rejection of a SEED application, termination of a SEED award, and/or the required repayment of any disbursed award funds, whether disbursed directly to the applicant or to a contractor on behalf of the applicant.*
8. Nondiscrimination. Recipients of Federal financial assistance from the Treasury must meet legal requirements relating to nondiscrimination and nondiscriminatory use of Federal funds. Those requirements include ensuring that entities receiving Federal financial assistance from the Treasury do not deny benefits or services, or otherwise discriminate based on race, color, national origin (including limited English proficiency), disability, age, or sex (including sexual orientation and gender identity), by the following authorities: Title VI of the Civil Rights Act of 1964 (Title VI) Public Law 88-352, 42 U.S.C. 2000d-1 et seq., and the Department's implementing regulations, 31 CFR part 22; Section 504 of the Rehabilitation Act of 1973 (Section 504), Public Law 93-112, as amended by Public Law 93-516, 29 U.S.C. 794; Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. 1681 et seq., and the Department's implementing regulations, 31 CFR part 28; Age Discrimination Act of 1975, Public Law 94-135, 42 U.S.C. 6101 et seq., and the Department implementing regulations at 31 CFR part 23. TA Providers will also be required to comply with the City of Detroit Executive Order No. 2014-5 and with Chapter 27 of the Detroit City Code, as amended, being Ordinance No. 303-H and those rules and procedures adopted by the Civil Rights and Inclusion Office of the City of Detroit pursuant thereto. Without limiting the foregoing, except as otherwise provided under 41 C.F.R. Part 60, all contracts funded in part by ARPA funds that meet the definition of “federally assisted construction contract” in 41 C.F.R. Part 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. 60-1.4(b), in accordance with Executive Order 11246, “Equal Employment Opportunity” (30 FR 12319, 12935, 3 C.F.R. Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, “Amending Executive Order 11246



Relating to Equal Employment Opportunity,” and implementing regulations at 41 C.F.R. part 60, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor”.

THIS PAGE IS INTENTIONALLY LEFT BLANK

