



- A. The work to be performed under this contract is on a project assisted under a program providing direct Federal financial assistance from the Department of Housing and Urban Development and is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u. Section 3 required that to the greatest extent feasible opportunities for training and employment be given lower income residents of the City of Spring Hill and contracts for work in connection with the project be awarded to business concerns which are located in, or owned in substantial part by persons residing in the \_\_\_\_\_ City Limits.
- B. The parties to this contract will comply with the provisions of said Section 3 and the regulations issued pursuant thereto by the Secretary of Housing and Urban Development set forth in 24 CFR Part 135 and all applicable rules and orders of the Department issued thereunder prior to the execution of this contract. The parties to this contract certify and agree that they are under no contractual or other disability which would prevent them from complying with these requirements.
- C. The contractor will send to each labor organization or representative of workers with which he has a collective bargaining agreement or other contract or understanding, if any, a notice advising the said labor organization or workers' representative of his commitments under this Section 3 clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment or training.
- D. The contractor will include this Section 3 clause in every subcontract for work in connection with the project and will, at the direction of the applicant for or recipient of Federal financial assistance, take appropriate action pursuant to the subcontract upon a finding that the subcontractor is in violation of regulations issued by the Secretary of Housing and Urban Development, 24 CFR Part 135. The contractor will not subcontract with any sub-contractor where it has notice or knowledge that the latter has been found in violation of regulations under 24 CFR Part 135, and will not let any subcontract unless the subcontractor has first provided it with the requirements of these regulations.
- E. Compliance with the provisions of Section 3, the regulations set forth in 24 CFR Part 135, and all applicable rules and orders of the Department, issued thereunder prior to the execution of the contract, shall be a condition of the Federal financial assistance provided to the project, binding upon the applicant or recipient for such assistance, its successors, and assigns. Failure to fulfill these requirements shall subject the applicant or recipient, its contractors and subcontractors, its successors, and assigns to those sanctions specified by the grant or loan agreement or contract through which Federal assistance is provided, and to such sanctions as are specified by 24 CFR Part 135.

The City of Spring Hill will use the HUD Business Registry as far as possible to fill subcontracting needs. The City shall also seek out businesses within the City limits and inform them of their need to be on the HUD Business Registry.

- A. The City shall inform each contractor of the affirmative action requirements and insure compliance. All Affirmative Actions Plans shall be reviewed and approved by the City of Spring Hill prior to awarding any contract involving Federal funds.
- B. The City of Spring Hill will submit all required reports on time and will insure that all contractors and subcontractors submit required reports as needed.
- C. The prime contractor will assume responsibility for submission of both the prime contract and sub-contract Affirmative Action Plans.
- The subcontractors' Affirmative Action Plan should be reviewed for adequacy by the prime contractor and evidenced in writing prior to submitting for approval.

- The prime contractor and subcontractor shall set forth a method for the review of workforce needs, goals and recruitment methods.
- Workforce recruitment methods shall be in compliance with the goals of the Section 3 clause regarding Equal Opportunity and notice of this policy will be placed in plain view on the job location for the benefit of all interested parties.
- The prime contractor will specify all subcontracts indicating anticipated dollar amounts and set forth goals and objectives, and where feasible award subcontracts to small and disadvantaged businesses from the City of Spring Hill; the prime contractor and subcontractor will to the maximum extent feasible notify qualified businesses of Spring Hill of all pending contracts and/or subcontracts.
- The prime contractor and subcontractors shall determine the approximate manpower needs on the basis of crafts needed for the completion of various projects and through special outreach efforts make these needs known to public and private recruitment services and to the maximum extent feasible use lower income residents as trainees and workers (if qualified) to complete various projects.
- All personnel actions on the part of the prime contractor and subcontractor shall be made on a nondiscriminatory basis without regard to race, color, religion, sex or national origina. Racial mix of the total workforce will, to the extent possible, reflect the racial mix of the City of Spring Hill.

#### LOWER INCOME CIARIFICATION

A family who resides in Spring Hill and whose income does not exceed 80% of the median family income for the State of Tennessee is considered to be a lower income family. The median family income for the State of Tennessee is \$19,100; therefore a family whose income does not exceed \$15,280 (80% of \$19,100) will be considered as a lower income family. Information on the attached Exhibit # \_\_\_\_\_ reflects the status of the City employees regarding lower income considerations based on their salary paid by the City.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Executive Officer