



***AMENDED, RESTATED AND REVISED LEADER
REPLACEMENT SYSTEM AGREEMENT***

Exhibit N (CONTRACTOR's EEO Certification)

**CalSAWS Consortium,
A California Joint Powers Authority**

CONTRACTOR'S EEO CERTIFICATION

CONTRACTOR's Name

Address

Internal Revenue Service Employer Identification Number

GENERAL

In accordance with Subchapter VII of the *Civil Rights Act of 1964, 42 U.S.C. Sections 2000e through 2000e-17*, and the *Americans with Disabilities Act of 1990*, contractor, supplier, or vendor certifies and agrees that all persons employed by such firm, its affiliates, subsidiaries, or holding companies are and will be treated equally by the firm without regard to or because of race, color, religion, ancestry, national origin, sex, age, physical or mental disability, marital status, sexual orientation, or political affiliation, and in compliance with all antidiscrimination laws of the United States of America and the State of California.

CONTRACTOR'S CERTIFICATION

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- | | | | |
|----|---|---------------------------------|--------------------------------|
| 1. | <i>The Contractor has a written policy statement prohibiting discrimination in all phases of employment.</i> | YES
<input type="checkbox"/> | NO
<input type="checkbox"/> |
| 2. | <i>The Contractor periodically conducts a self-analysis or utilization analysis of its work force.</i> | YES
<input type="checkbox"/> | NO
<input type="checkbox"/> |
| 3. | <i>The Contractor has a system for determining if its employment practices are discriminatory against protected groups.</i> | YES
<input type="checkbox"/> | NO
<input type="checkbox"/> |
| 4. | <i>Where problem areas are identified in employment practices, the Contractor has a system for taking reasonable corrective action to include establishment of goals or timetables.</i> | YES
<input type="checkbox"/> | NO
<input type="checkbox"/> |

Name and Title of Signer

Signature

Date