

AFFIRMATIVE ACTION REQUIREMENTS (9-93)

(a) Definition. For the purposes of this clause, "minorities" means Blacks, American Indians (including Alaskan Natives), Asians (including Pacific Islanders), and Hispanic (including persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish origin or culture regardless of race).

(b) Proposal Instructions. The offeror must include in its proposal (i) a statement, by job classification, of the percentage of minorities and the percentage of women in its pool of candidate employees that might be proposed to the Company, and (ii) an explanation of the manner in which its pool was defined and those percentages were determined.