

## **REQUIRED CONTRACT PROVISION**

### **EMPLOYMENT PREFERENCE**

Consistent with Section 703 (i) of the Civil Rights Act of 1964, Section 1026 of the Intermodal Surface Transportation Act of 1991 and Title 23 Section 140(d), this project has an Indian employment preference.

Indians eligible for employment preference are those living on or near a reservation. In the State of Kansas, this refers to the Kickapoo Reservation in Brown County, the Pottawatomie Reservation in Jackson County, and the Iowa Sac and Fox Reservation in Brown County will be given the first opportunity for hire when a job vacancy exists. When there is a job opening, the contractor or subcontractor is required to take affirmative action to hire eligible Indians. The tribal offices will be a source of information about available employees. No contractor or subcontractor is required to lay off or terminate a core crew employee to hire an Indian.

05-01-07 C&M

