

SACRAMENTO METROPOLITAN

Cable
Cablevision
Commission

SUITE 2500, 700 'H' ST., SACRAMENTO, CA 95814 • (916) 440-6661

ROBERT E. SMITH
EXECUTIVE DIRECTOR

March 26, 1984

For Commission Meeting of
April 5, 1984

To: Sacramento Metropolitan Cable Television Commission

From: Bob Smith, Executive Director

Subject: APPROVAL OF AFFIRMATIVE ACTION MONITORING FORMS AND PROCEDURES
AGENDA ITEM 4

Attached for your approval are the monitoring forms and procedures developed by staff after lengthy discussions with the City and County Affirmative Action Officers and the Executive Director of the Human Rights Commission.

The forms that are attached will provide data on the employment statistics and the minority/female business participation and will be submitted by Cablevision thirty days after the end of each quarter. Staff will compile and analyze this data into quarterly Affirmative Action reports which will be submitted to the Commission for your review and discussion. These reports will also be distributed to interested community organizations prior to the regularly scheduled Commission meeting. At the end of the year, staff will compile an annual summary report which will include an analysis of Cablevision's efforts during that year in meeting their stated affirmative action goals. This annual report will be presented at a noticed public hearing before the Commission. At that time, Cablevision as well as the public may comment on the report. The quarterly and annual reports will analyze how well Cablevision has achieved the following commitments to:

1. Achieve population parity goals in employment for minorities, women, and the disabled for Cablevision and its subcontractors.
2. Give preference to local persons for employment and local firms for contracting opportunities.
3. Achieve the goal of awarding 23% of all construction contract dollars to minority and female contractors.
4. Achieve the goals of awarding 23% of goods and services purchased locally to minority and female vendors.
5. Provide barrier-free access in all facilities.
6. Implement the training and scholarship program outlined in their application.

March 26, 1984

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These monitoring forms and procedures have been distributed to 21 organizations that expressed an interest in commenting on them. We received a positive response from the NAACP which is attached. No other comments were received from the community organizations.

We did, however, receive correspondence from an attorney representing one of the companies wishing to receive a contract award from Cablevision. (See attached letter from Carlos Bea.) This attorney was concerned regarding the MBE definitions and certification that would be used here in Sacramento. We responded by sending him our forms and procedures and noting that our MBE certification and verification process is based on the State of California Small and Minority Business Procurement Assistance Division. Cablevision will be submitting certification of their minority and women-owned businesses to the Commission. If an audit determines that any of these businesses are not legitimate minority or female businesses, the Commission will reduce the percentage amount it granted to Cablevision, and Cablevision will have the option of legal recourse for a breach of contract.

Cablevision has reviewed the forms and procedures and has indicated that they will complete the forms and submit them to the Commission on a quarterly basis. Staff and Cablevision are resolving a minor issue regarding the types of categories that will be used to monitor procurement activity. However, we anticipate that this will be resolved within the next two weeks.

In response to concerns raised last year regarding the responsibility of monitoring affirmative action, I am recommending that your staff have primary responsibility for monitoring and evaluating the affirmative action efforts of Cablevision. We will be assisted by the City and County Affirmative Action staff, the Executive Director of the Human Rights Commission, and interested community organizations

Therefore, I recommend that your Commission approve:

1. the attached monitoring forms and procedures for use by Cablevision to report their affirmative action and MBE activity.
2. that the staff of the Cable Commission staff have primary responsibility for monitoring and evaluating the affirmative action efforts of Cablevision.



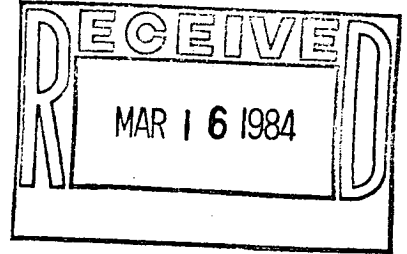
BOB SMITH, Executive Director
Sacramento Metropolitan Cable
Television Commission

RES:kl

Attachments: NAACP Letter
Carlos Bea Letter
Forms and Procedures

National Association for the Advancement of Colored People

Sacramento Branch
2620 - 21st Street, P.O. Box 8231
Sacramento, CA 95818



March 14, 1984

Mr. Bob Smith, Executive Director
Sacramento Cable Television Commission
Suite 2500, 700 H Street
Sacramento, California 95814

Dear Mr. Smith:

Thank you for sending the Cable Television E.E.O. Monitoring Forms to the NAACP. This information has been reviewed, with much interest, by the Executive Committee. On behalf of the NAACP Board and its membership, I am pleased with the action plan submitted. The implementation of your proposed program will be of great concern to us. We appreciate the opportunity to monitor the success of the affirmative actions.

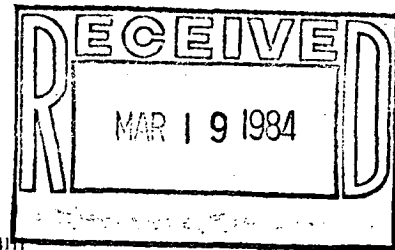
Sincerely,

Esther B. Nelson

Esther B. Nelson, President

CARLOS BEA
RICHARD J. IDELL
ROBERT W. RICHARDSON

CARLOS BEA
A LAW CORPORATION
611 FRONT STREET
SAN FRANCISCO, CALIFORNIA 94111
(415) 788-5700



CABLE: TAXES
TELEX: 278627

March 13, 1984

Ms. Speranza Avram
Coordinator
Sacramento Metropolitan Cable
Television Commission
700 H Street, Suite 2500
Sacramento, CA 95814

Re: Tex-Com Installations, Inc.
Our File No. T118 001

Dear Ms. Avram:

Thanks to your reference to Mr. Nosler of the State of California Department of General Services, Small and Minority Business Procurement Assistance Division (Sacramento) and some telephone calls I have made to Cablevision Company in New York, I think I am in a position to summarize the status of the Minority Business Enterprise Program for the cable installation contract.

As you know, this firm, and associate counsel Willie L. Brown, Jr., represent Tex-Com Installations, Inc., a bidder on the installation's contract. Tex-Com Installations, Inc. is a minority business enterprise, and has so been certified by among others, the City of Minneapolis and the U.S. Department of Commerce Minority Business Development Agency.

1. The only Minority Business Enterprise program which seems to have been developed for this project is that contained in the letter of Mr. Kofalt to Mr. Smith of SMCTC of January 31, 1984. There (paragraph 3) the definition of "minority owned" and "female owned" depends solely on ownership of more than one half by the respective group.

There appears to be:

A. No consideration given whether the owners are actually controlling the business. That is, a minority may be nominally a owner of a business, but have vested control by means of an agreement, voting trust, or other device, in a non minority controlling group.

B. There seems to be no procedure for application for certification as a MBE.

C. There is no procedure for challenge and determination of MBE status.

Ms. Speranza Avram
March 13, 1984
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2. On February 16, 1984, I spoke to Mr. Robert E. Smith, Executive Director regarding an MBE program for Cablevision Company, about the extent to which supervision would be exercised by Sacramento Cable Television Commission. If I understood him correctly, he informed me that there was no procedure "in place" either to certify MBEs, nor to challenge doubtful MBEs. Mr. Smith mentioned that SCTC would follow the "O.E.O." program. Maybe, "O.E.O." would administer it.

3. On February 17, 1984, I wrote to the "O.E.O." (Office of Economic Opportunity, Room 340, 1600 9th St., Sacramento) for a copy of their regulations. It took until Monday, March 12, 1984 for me to find that they indeed had no such MBE certification program.

4. On Friday, March 9, 1984, I spoke to Mr. Frank Roselle of Cablevision Company and asked him to forward to me what forms, regulations, and challenge procedures Cablevision Company was putting into place to administer the MBE program. Mr. Roselle assured me he would call me on Monday, March 12, 1984. He did not. I called him and left a message both Monday and today, Tuesday, March 13, 1984. I was similarly unable to contact either Mr. Kofalt or Mr. Crusan at the Cable Vision Commission Headquarters in New York. I left a request that they call me.

5. On Monday, March 12, 1984, I spoke at some length to you, Ms. Avram. You indicated that the Commission would follow an audit procedure to certify according to the standards of the State of California, Department of General Services, Small and Minority Business Procurement Assistance Division. You indicated that you had spoken with a Mr. John Nosler.

This afternoon I spoke to Mr. Nosler.

If I understood him correctly, he indicated to me that the Small Minority Business Procurement Assistance Division does not have a certification procedure, nor a challenge to certification process in place. Indeed, anyone who fills out the Division's questionnaire and claims minority status is listed as a minority firm.

Mr. Nosler pointed out that the State Department of Transportation (Cal Trans) does have a procedure for certification, protest, challenge and determination as part of its acceptance of 1982 STAA federal road funds. I am acquainted

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March 13, 1984
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with that procedure, and an enclosing for your perusal, 49 C.F.R. 23, the pertinent regulations.

I also called SCTC attorney Mr. McMurtree today, but he was in depositions being taken out of his office, and all I could do was leave a message to call.

Summary and Conclusion

I am sending a copy of this letter to Mr. Kofalt, in New York, in the hopes that someone will be able to return my telephone calls and tell me what the certification, challenge, hearing and determination procedure will be on the issue of MBE bona fides.

If you have any further information, I would certainly appreciate it. As it is now, I believe the SCTC is operating on the assumption that the list of minority businesses sent you by the State of California Department of General Services, Small and Minority Business Procurement Assistance Division is somehow an audited, rather than a mere self certification list.

I hope that a more substantial MBE verification program does come into effect by the time that contracts are awarded.

Very truly yours,


Carlos Bea

CB:eg

cc: Willie Brown, Jr., Esq.
Mr. David Perry
Mr. Kofalt

AFFIRMATIVE ACTION/MBE/FBE MONITORING PROCEDURES

The staff of the Sacramento Metropolitan Cable TV Commission will have primary responsibility for monitoring and evaluating the affirmative action performance of Cablevision of Sacramento. They will be assisted by the City and County Affirmative Action staff, the Executive Director of the Human Rights Commission, and any interested community organization.

Data on employment statistics and minority/female business participation will be provided by Cablevision 30 days after the end of each quarter. Information submitted by Cablevision's Implementation Task Force will also be submitted to the Commission staff. This data will be compiled into quarterly reports analyzed by staff and submitted to the Cable Commission for their review and discussion. These reports will also be distributed to interested community organizations prior to the regularly scheduled Commission meeting.

At the end of the year, staff will compile an annual summary report including an analysis of Cablevisions performance during that year in meeting their stated goals. This annual report will be presented at a noticed public hearing before the Commission. At that time, Cablevision as well as the public may comment on the report.

The quarterly and annual reports will analyze how well Cablevision has achieved the following commitments:

1. Goals of achieving population parity in employment for minorities, women and the disabled community for Cablevision and sub-contractor employees,
2. Goals of giving preference to local persons for employment and local firms for contracting opportunities,
3. Goals of awarding 23% of all construction contract dollars to minority and female vendors,
4. Goals of awarding 23% of goods and services purchased locally to minority and female vendors,
5. Providing barrier-free access in all facilities, and
6. Implementing the training and scholarship programs outlined in their application.

(OVER)

CABLE TELEVISION EEO MONITORING FORMS

Cablevision has committed to a variety of EEO and Affirmative Action goals in their contract with the Cable Commission. The attached forms are designed to monitor the progress Cablevision is making toward achieving these stated goals.

Thirty days after each quarter Cablevision will submit the following reports:

1. Employment Data. The goal of Cablevision's employment practices is to hire minorities, women, and the disabled to achieve parity with their representation in the population and to give local persons a preference in hiring. Cablevision will keep monthly data records on new hires, part-time, and full-time employees and report this data to the Commission quarterly using the Quarterly Employee Report. This report summarizes employee data by sex, ethnicity, residency and disability. In addition, Cablevision will submit recruitment logs that indicate the resolution of employment applications they have received.

It has been suggested to Cablevision that all of their sub-contractors become signatories of the Greater Sacramento Area Plan (GSAP). By doing so, the contractors will be fulfilling their obligations to provide affirmative action plans that reflect population parity. GSAP will then provide employment data reports to the Commission similar to the Quarterly Employee Reports. The Weekly Utilization Report will be the document that each prime and subcontractor will submit to GSAP to verify employee information.

2. Minority/Female Contractors. Cablevision has agreed to a goal of 23% of all locally subcontracted dollars to minority and female business during the construction phase. The purpose of the Quarterly Construction Report is to monitor Cablevision's progress in meeting this 23% goal. This report will be filled out by Cablevision for each general contractor and his or her subcontractors. If a contractor claims to be a certified MBE/FBE, a Verification Form must be on file with Cablevision and submitted to the Commission. The first page of the Construction Report should be the Quarterly Construction Summary, which totals the information provided on the subsequent pages.
3. Minority/Female Vendors. Cablevision will target 23% of all goods and services purchased in Sacramento to be purchased from minority and female business. The Quarterly Procurement Report will monitor progress toward this goal by procurement categories. This report will be filled out by Cablevision which details its procurement activity for the quarter. As with contractors, Cablevision is responsible for certifying that vendors are minority or female-owned, using the Verification Report. The first page of the Procurement Report should be the Quarterly Procurement Summary, which totals the information provided on the subsequent pages.
4. MBE/FBE Verification. In order to be counted toward fulfilling the 23% MBE/FBE goal, each construction contractor or vendor must submit this form to Cablevision, who will submit it to the Commission on a quarterly basis.
5. Training Activity. Cablevision will implement the training programs outlined in their application. The Quarterly Training Activity Summary will monitor the progress of these training programs as well as their conformance to Cablevision's EEO programs. Reports of scholarship expenditures will be provided by the Implementation Task Force, a group of local Cablevision investors.

Date: _____

CABLEVISION OF SACRAMENTO

Page ____ of ____

Reporting Period: _____

QUARTERLY EMPLOYEE REPORT

Prepared By: _____

FULL-TIME EMPLOYEES

Job Categories	All Employees					Male						Female					
	Total	Local	Male	Female	Disabled	White Non-Hispanic	Black Non-Hispanic	Hispanic (all races)	Asian Pacific Islanders	Native American	Other	White Non-Hispanic	Black Non-Hispanic	Hispanic (all races)	Asian Pacific Islanders	Native American	Other
Officials & Managers																	
Professionals																	
Technicians																	
Sales Workers																	
Office & Clerical																	
Laborers																	
Total																	

Date: _____

CABLEVISION OF SACRAMENTO

Page ____ of ____

Reporting Period: _____

QUARTERLY EMPLOYEE REPORT

Prepared By: _____

PART-TIME EMPLOYEES

Job Categories	All Employees					Male						Female					
	Total	Local	Male	Female	Disabled	White Non-Hispanic	Black Non-Hispanic	Hispanic (all races)	Asian Pacific Islanders	Native American	Other	White Non-Hispanic	Black Non-Hispanic	Hispanic (all races)	Asian Pacific Islanders	Native American	Other
Officials & Managers																	
Professionals																	
Technicians																	
Sales Workers																	
Office & Clerical																	
Laborers																	
Total																	

Date: _____

CABLEVISION OF SACRAMENTO

Page ____ of ____

Reporting Period: _____

QUARTERLY EMPLOYEE REPORT

Prepared By: _____

NEW HIRES

Job Categories	All Employees					Male						Female					
	Total	Local	Male	Female	Disabled	White Non-Hispanic	Black Non-Hispanic	Hispanic (all races)	Asian Pacific Islanders	Native American	Other	White Non-Hispanic	Black Non-Hispanic	Hispanic (all races)	Asian Pacific Islanders	Native American	Other
Officials & Managers																	
Professionals																	
Technicians																	
Sales Workers																	
Office & Clerical																	
Laborers																	
Total																	

Date: _____

CABLEVISION OF SACRAMENTO

Page _____ of _____

Reporting Period: _____

QUARTERLY CONSTRUCTION SUMMARY SHEET

Prepared By: _____

Total Number of Contractors	Number of Local Contractors	Estimated Total Contract Amount	Total Expended to Date	Total Expended This Qtr.	Total MBE/FBE Contract Award	Total MBE/FBE Expended to Date	Total MBE/FBE Expended This Qtr.	% Awarded to MBE/FBE to Date	Total Number of MBE	Total Number of FBE

Date: _____

Reporting Period: _____

QUARTERLY CONSTRUCTION REPORT

Prepared by: _____

Name/Address of Contractor	Local	Gen. or Sub.	Project Name	Bid		Award Date		Amount Total Contract	Estimated Total Contract Amount	MBE/FBE Amount Expended to Date	% Award to MBE/FBE	Certified Contractor	
				Comp.	Low Bid	Month	Year					Minority	Female

Date: _____

CABLEVISION OF SACRAMENTO

Page ____ of ____

Reporting Period: _____

QUARTERLY PROCUREMENT SUMMARY SHEET

Prepared By: _____

Total Number of Vendors	Number of Local Vendors	Total Expended to Date	Total Expended This Qtr.	Total MBE/FBE Expended to Date	Total MBE/FBE Expended This Qtr.	% Awarded to MBE/FBE to Date	Total Number of MBE Vendors	Total Number of FBE Vendors

Date: _____

CABLEVISION OF SACRAMENTO

Page _____ of _____

Reporting Period: _____

QUARTERLY PROCUREMENT REPORT

Prepared by: _____

Business Name/Address	Local	Procurement Category	Bid		Award Date		Amount Expended to Date	MBE/FBE Amount Expended to Date	% Award to MBE/FBE	Certified Contractor	
			Competitive	Low Bid	Month	Year				Minority	Female

Date: _____

Page _____ of _____

CABLEVISION OF SACRAMENTO

Reporting Period: _____

QUARTERLY TRAINING ACTIVITY SUMMARY

Prepared by: _____

Type of Training	Name/Address of Participant	Race/ Ethnicity	Sex	Disabled	Duration of Training	Date Completed	Job Before Training	Job 90 days after Training (if same, so indicate)	Location of Training

CABLEVISION OF SACRAMENTO

MINORITY/FEMALE OWNED

BUSINESS VERIFICATION

NAME OF FIRM				TELEPHONE NUMBER (AREA CODE)	
MAILING ADDRESS	(NUMBER	STREET	CITY	STATE	ZIP CODE)

TYPE OF BUSINESS (CHECK ONE)

SUPPLIER/COMMODITIES (COMPLETE SECTIONS C, D, E, & F) SERVICE FIRM (COMPLETE SECTIONS A, C, E & F) CONSTRUCTION FIRM (COMPLETE SECTIONS B, C, E & F)

SECTION A SERVICE FIRMS (ATTACH BROCHURE IF AVAILABLE)

SECTION B—CONSTRUCTION FIRM

CONTRACTOR'S LICENSE NUMBER	CLASSIFICATION OF LICENSE(S)	SUPPLEMENTAL LICENSE NUMBER	BONDING CAPABILITY (AMOUNT) \$
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SECTION C—TYPE OF OWNERSHIP

SOLE PROPRIETOR PARTNERSHIP JOINT VENTURES, ETC.

CORPORATION, IN WHAT STATE ARE YOU INCORPORATED? → _____

SUBSIDIARY, ENTER NAME AND LOCATION OF PARENT COMPANY → _____

PARENT COMPANY, ENTER NAMES OF SUBSIDIARIES → _____

SECTION D—PRIMARY TYPE OF BUSINESS

1. BROKER RETAILER WHOLESALER MANUFACTURING AGENT DISTRIBUTOR

CHECK ONE AND LIST PRODUCTS

MANUFACTURER _____

NON-MANUFACTURER _____

2. DOES YOUR FIRM ACT AS AN AGENT? IF YES, CHECK ONE AND PROVIDE PROOF FOR ALL AGENT AGREEMENTS THAT EXIST WITH YOUR FIRM

NO YES FULL TIME PART TIME

3. DOES YOUR FIRM ACCEPT TITLE TO ALL GOODS?

YES NO

SECTION E—OWNERSHIP

	IS YOUR FIRM AFFILIATED WITH ANOTHER ORGANIZATION? <input type="checkbox"/> YES <input type="checkbox"/> NO
--	--

3. NAME OWNERS, DIRECTORS AND OFFICERS OF YOUR FIRM AND THEIR PERCENT OF OWNERSHIP IN THE FIRM. IF A CORPORATION, LIST TOTAL OUTSTANDING STOCK AND A PERCENT BREAKDOWN OF OWNERSHIP.

OWNERS, OFFICERS, DIRECTORS	STOCK OWNERSHIP (%)	ADDRESS

SECTION E—CONTINUED

4. ARE ANY OWNERS NAMED IN ITEM E-3 OFFICERS OR DIRECTORS OF ANY OTHER BUSINESS ENTITY?

NO YES. IF YES PROVIDE NAMES, PERCENT OF STOCK OWNERSHIP AND NAME OF FIRMS

OWNERS/OFFICERS	STOCK OWNERSHIP (%)	NAME OF FIRM(S)/ADDRESS(ES)

If any one or combination of owner(s) and/or officer(s) identified in question E-3, also maintain either a sole or combined controlling interest in any above identified firms, please provide proof of annual receipts for their three most recently completed fiscal years.

PROVIDE FIRM'S FISCAL YEAR: FROM: MONTH DAY TO: MONTH DAY

5. IF IN BUSINESS LESS THAN THREE YEARS, GIVE DATE BUSINESS WAS ESTABLISHED: MO. DAY YR.

SECTION F—ETHNIC IDENTIFICATION

ETHNIC GROUP	MALE (INDICATE PERCENT OF OWNERSHIP)		FEMALE (INDICATE PERCENT OF OWNERSHIP)	
WHITE	(1)	Z	(A)	Z
BLACK	(2)	Z	(B)	Z
HISPANIC	(3)	Z	(C)	Z
ASIAN OR PACIFIC ISLANDER	(4)	Z	(D)	Z
NATIVE AMERICAN	(5)	Z	(E)	Z
OTHER (SPECIFY)	(6)	Z	(F)	Z

DEFINITION OF MINORITY AND WOMEN-OWNED BUSINESS

"Minority business enterprise" (MBE) means a business concern (a) which is at least 51% owned by one or more minorities or women or, in the case of a publicly owned business, at least 51% of the stock of which is owned by one or more minorities or women; and (b) whose management and daily business operations are controlled by one or more such individuals.

ETHNIC GROUP KEY

1. White (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, Northern Africa or the Middle East.
2. Black (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.
3. Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
4. Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.
5. Native American: All persons having origins in any of the original peoples of Northern America, and who maintain cultural identification through tribal affiliation or community recognition.
6. Other: When a person(s) identifies (or is identified) as a member of an ethnic group not covered by the above categories, please specify the group.

SIGNATURE	PRINTED NAME
TITLE	DATE

CABLEVISION OF SACRAMENTO

WEEKLY UTILIZATION REPORT

AWARD DEPT. _____

PERCENT COMPLETED _____

PROJECT DATE OF COMPLETION _____

WEEK OF: _____ TO: _____

Name of Contractor () or subcontractor () _____

Address _____

Project & Location _____

Project or Contract No. _____

- CODES: 1. White (not Hispanic)
 2. Black (not Hispanic)
 3. Hispanic (all Races)
 4. Asian and Pacific Islanders
 5. Native American
 6. Other
 7. Disabled

Certified MBE _____ FBE _____

Name/Address/Social Security #	SEX M/F	Work Classification	(See Codes)	OT	S	M	T	W	TH	F	S	Total Hours	Rate of Pay	Gross Amount Earned	FICA	With- holding Tax	State w/h	Union	Total	Net Wages Paid For Week	
				ST	Hours Worked Each Day																
			/	O																	
				S																	
			/	O																	
				S																	
			/	O																	
				S																	
			/	O																	
				S																	
			/	O																	
				S																	

Name & Title _____

Signature _____

Date _____

I, _____ (Name of signatory party) _____ (Title)

do hereby state:

(1) That I pay or supervise the payment of the persons employed by _____

_____ on the _____
(Contractor or subcontractor) (Building or work)

_____; that during the payroll period commencing on the _____

day of _____, 19____, and ending the _____ day of _____, 19____,

all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

_____ from the full
(Contractor or subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the wages earned by any person, other than permissible deductions as described below:

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classification set forth therein for each laborer or mechanic conform with the work he performed.

(3) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

- In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed benefit of such employees, except as noted in Section 3(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

- Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 3(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS

NAME AND TITLE	SIGNATURE
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