

New Jersey Department of Transportation

1035 Parkway Avenue, PO Box 600, Trenton, New Jersey 08625-0600

Baseline Document Change Announcement



ANNOUNCEMENT: BDC17S-04

DATE: February 14, 2017

**SUBJECT: Federal and State Attachments
- Revisions to Civil Rights Special Provision Attachments (FHWA Attachment #5, State Attachment #4) in the Standard Input (SI2007)**

The FHWA Attachment NO.5 – ESBE Utilization, FHWA Attachment NO. 5 - DBE Utilization, and the State Attachment No. 4 – SBE Utilization have been revised to comply with the DBE Code Program – 49 CFR Part 26.53 which requires the bidders to submit their DBE, ESBE or SBE Utilization Plan (Form CR-266) at time of bid, or within five days of receipt of bids to the Department's Civil Right Office.

The three above-mentioned revised Attachments are attached herewith.

The following revisions have been incorporated into the Standard Input, SI2007 as of February 14, 2017.

Implementation Code U (URGENT)

Changes must be implemented in all applicable Department projects scheduled for receipt of bids at least one week after the date of the BDC Announcements. All necessary addenda and/or addenda to postpone the receipt of bids must be issued to ensure compliance.

Recommended By:


Paul F. Schneider
Director
Capital Program Support

Approved By:


Eli D. Lambert III, P.E.
Assistant Commissioner
Capital Program Management

Attachments: Revised FHWA ATTACHMENT NO.5 - EMERGING SMALL BUSINESS ENTERPRISE UTILIZATION ATTACHMENT FHWA FUNDED CONTRACTS (Page 1 thru 4)
FHWA ATTACHMENT NO.5 - DISADVANTAGED BUSINESS ENTERPRISE UTILIZATION ATTACHMENT FHWA FUNDED CONTRACTS (Page 1 thru 5)
STATE ATTACHMENT NO.4 - SMALL BUSINESS ENTERPRISE UTILIZATION ATTACHMENT 100% STATE-FUNDED CONTRACTS (Page 1 thru 5)

UPON RECEIVING THE INFORMATION, FILL IN THE BLANK (GOALS FOR THIS PROJECT) ON THE
APPROPRIATE FHWA ATTACHMENT.
(FHWA ATTACHMENT NO. 5 FOR ESBE OR FHWA ATTACHMENT NO. 5 FOR DBE)
DELETE THE INAPPROPRIATE FHWA ATTACHMENT

FHWA ATTACHMENT NO. 5

EMERGING SMALL BUSINESS ENTERPRISE UTILIZATION ATTACHMENT FHWA FUNDED CONTRACTS

I UTILIZATION OF EMERGING SMALL BUSINESS ENTERPRISE (ESBE) AS CONTRACTORS, MATERIALS SUPPLIERS AND EQUIPMENT LESSORS.

The New Jersey Department of Transportation (NJDOT) advises each contractor or subcontractor that failure to carry out the requirements set forth in this attachment shall constitute a breach of contract and, after the notification of the applicable federal agency, may result in termination of the agreement or contract by the Department or such remedy as the Department deems appropriate. Requirements set forth in this section shall also be physically included in all subcontracts in accordance with USDOT requirements.

II POLICY.

It is the policy of the NJDOT that Emerging Small Business Enterprises (ESBE), as defined in Section IV, Part B below, shall have an opportunity to participate in the performance of contracts financed in whole or in part with federal funds. In furtherance of this policy the NJDOT has established an Emerging Small Business Enterprise Program. This program is designed to promote participation and shared economic opportunity by smaller firms who qualify as ESBE's in NJDOT construction contracts and is undertaken pursuant to the authority contained in 23 CFR Part 26.

III. CONTRACTOR'S ESBE OBLIGATION.

The contractor agrees to ensure that ESBE's, as defined in Section IV, Part B below, have an equal opportunity to participate in the performance of contracts and subcontracts financed in whole or in part with federal funds. In performing work under this agreement with the NJDOT, the contractor shall take all necessary and reasonable steps in accordance with the provisions of this attachment to ensure that ESBE's have the maximum opportunity to compete for and perform contracts. The contractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of any contract obligation including, but not limited to, its performance of its obligations under this ESBE attachment.

IV. GOALS FOR THIS PROJECT.

A. This project includes a goal of awarding ___percent of the total contract value to subcontractors, equipment lessors and/or material suppliers, which qualify as ESBE's.

1. Failure to meet the minimum goal placed on this project, or to provide a good faith effort to meet the minimum goal, may be grounds for rejection of the bid as being non-responsive.
2. As a source of information only, an ESBE Directory is available from the Division of Civil Rights/Affirmative Action. Use of this listing does not relieve the contractor of its responsibility to seek out ESBE's not listed, prior to bid. If a contractor proposes to use an ESBE contractor not listed in the ESBE Directory, the proposed ESBE firm must submit a completed certification application to the Division of Civil Rights/Affirmative Action, fifteen (15) days prior to bid date.

B. DEFINITIONS.

1. Emerging Small Business Enterprise is defined as: a for-profit business concern classified as a small business pursuant to the appropriate Small Business Administration regulations, and

which is owned and controlled by individuals who do not exceed the personal net worth criteria (\$1.32 Million) established in 49 CFR Part 26.

2. Owned and Controlled is defined as: that at least 51% of the ownership interests as well as the management and daily business operations of the firm reside in individuals whose personal net worth does not exceed the requirements established in 49 CFR, Part 26.

V. COUNTING ESBE PARTICIPATION.

- A. Each ESBE is subject to a certification procedure to ensure its ESBE eligibility status prior to the award of contract. In order to facilitate this process it is advisable for the bidder to furnish names of proposed ESBE's to the Department 15 days before bid opening. Once a firm is determined to be a bona fide ESBE by the Division of Civil Rights/Affirmative Action, the total dollar value of the contract awarded to the ESBE is counted toward the applicable goal.
- B. The contractor may count toward its ESBE goal only expenditures to ESBE's that perform a commercially useful function in the work of a contract. An ESBE is considered to perform a commercially useful function when it is responsible for execution of a distinct element of the work of a contract and carrying out its responsibility by actually performing, managing and supervising the work involved. To determine whether an ESBE is performing a commercially useful function, the contractor shall evaluate the amount of work contracted, industry practice and other relevant factors.
- C. If a ESBE does not perform or exercise responsibility for at least 30 percent of the total cost of its contract with its own work force, or the ESBE subcontracts a greater portion of the work of a contract than would be expected on the basis of normal industry practice for the type of work involved, you must presume that it is not performing a commercially useful function.
- D. If the prime contractor is a certified ESBE, payments made to the contractor for work performed by the contractor will be applied toward the ESBE goal. Payments made to the prime contractor for work performed by non-ESBE's will not be applied toward the ESBE goal.
- E. The prime contractor may count 60 percent of its expenditures to ESBE suppliers that are not manufacturers, provided that the ESBE supplier performs a commercially useful function in the supply process. The contractor may count 100% of its expenditure to ESBE suppliers who are also manufacturers. Manufacturers receive 100% credit toward the ESBE goal.

VI. GOOD FAITH EFFORT.

To demonstrate sufficient reasonable efforts to meet the ESBE contract goals, a bidder shall document the steps it has taken to obtain ESBE participation, including but not limited to the following:

- A. Attendance at a pre-bid meeting, if any, scheduled by the Department to inform ESBE's of prime contracting and subcontracting opportunities under a given solicitation.
- B. Advertisement in general circulation media, trade association publications, and small business publications for at least 20 days before bids are due. If 20 days are not available, publication for a shorter reasonable time is acceptable.
- C. Written notification to ESBE's that their interest in the contract is solicited;
- D. Efforts made to select portions of the work proposed to be performed by ESBE's in order to increase the likelihood of achieving the stated goal;
- E. Efforts made to negotiate with ESBE's for specific bids including at a minimum:
 1. The names, addresses and telephone numbers of ESBE's that were contacted;
 2. A description of the information provided to ESBE's regarding the plans and specifications for the work to be performed; and
 3. A statement of why additional agreements with ESBE's were not reached;

- F. Information regarding each ESBE the bidder contacted and rejected as unqualified and the reasons for the bidder's conclusion;
- G. Efforts made to assist the ESBE in obtaining bonding or insurance required by the bidder or the department.

NOTE: If the Division of Civil Rights/Affirmative Action determines that the apparent successful low bidder has failed to meet the requirements of this section, the bidder will be afforded the opportunity for an administrative reconsideration of that determination prior to the award or rejection of the contract. As part of the administrative reconsideration process, the bidder will have the opportunity to provide written documentation or argument concerning the issue of whether it met the goal or made adequate good faith efforts to do so. NJDOT will send the bidder a written decision on reconsideration, explaining the basis for finding that the bidder did or did not meet the goal or make adequate good faith efforts to do so. The result of the reconsideration process is not administratively appealable to the USDOT.

VII SUBMISSION OF REQUIRED DOCUMENTS.

The following shall be submitted either with the bid or to the Division of Civil Rights and Affirmative Action no later than five (5) days after the date of receipt of bids.

1. ESBE Form CR-266 - Schedule of ESBE Participation. List all ESBE's participating in the contract; listing the scope of work, dollar value and percent of total contract to be performed.
2. Supplement to ESBE Form CR-266 - A list of all subcontractors who submitted bids or quotes on this project.
3. Request for Exemption - In the event that the bidder fails to meet the specified goal, they must submit within five days of the bid, a written request for exemption to the goal. This request must include a written statement addressing Items A through G in Article VI of this attachment in addition to an accounting of the reason(s) why each item in the bid proposal was not subcontracted. Submittal of such request does not imply departmental approval. An assessment of the material will be conducted by the Department's Division of Civil Rights/Affirmative Action.
4. The name of the person who is serving as its ESBE Liaison Officer

VIII ESBE LIAISON OFFICER.

- A. The contractor shall designate an ESBE Liaison Officer who shall be responsible for the administration of its ESBE program in accordance with the requirements of this attachment.

IX OBLIGATIONS AFTER AWARD OF THE CONTRACT.

If at any time following the award of contract, the contractor intends to sublet any portion(s) of the work under said contract, or intends to purchase material or lease equipment not contemplated during preparation of bids, said contractor shall take the following actions:

1. Notify the RE, in writing, of the type and approximate value of the work the contractor intends to accomplish by such subcontract, purchase order or lease.
2. Attempt to obtain a qualified ESBE to perform the work.
3. Submit the Post-Award ESBE Certification Form to the Regional Supervising Engineer with his application to sublet or prior to purchasing material or leasing equipment. Post Award ESBE forms may be obtained from the RE.

X CONSENT BY DEPARTMENT TO SUBLETTING.

The Department will not approve any subcontract proposed by the Contractor unless and until said contractor has complied with the terms of this attachment.

XI SELECTION AND RETENTION OF SUBCONTRACTORS.

- A. The contractor is further obligated to provide the RE with a listing of firms, organizations or enterprises solicited and those utilized as subcontractors on the proposed project. Such listing shall clearly delineate which firms are classified as an ESBE.
- B. The contractor shall identify all efforts it made to identify and retain an ESBE as a substitution subcontractor when the arrangements with the original ESBE proved unsuccessful shall be submitted in writing to the Department's ESBE Coordinator for approval. Work in the category concerned shall not begin until such approval is granted in writing.
- C. Notification of a subcontractor's termination will be sent to the Department by the contractor through the RE. Said termination notice will state whether the subcontractor is an ESBE and the reason for termination.

XII CONCILIATION.

Allegations of breach of any obligation contained in these ESBE provisions will be investigated by the Federal Office of Contract Compliance in conjunction with the Division of Civil Rights/Affirmative Action of the New Jersey Department of Transportation and the Federal Highway Administration.

XIII DOCUMENTATION.

- A. The Department or the federal funding agencies may at any time require such information as is deemed necessary in the judgment of the Department to ascertain the compliance of any bidder or contractor with the terms of these provisions.

- B. Record and Reports.

The Contractor shall keep such records as are necessary to determine compliance with its Emerging Small Business Enterprise Utilization obligations. The records kept by the contractor will be designed to indicate:

- 1. The names of ESBE contractors, equipment lessors and material suppliers contacted for work on this project.
 - 2. Work, services and materials which are not performed or supplied by the prime contractor.
 - 3. The actual dollar value of work subcontracted and awarded to ESBE's.
 - 4. Efforts taken in seeking out and utilizing ESBE's. This would include solicitations, quotes and bids regarding project work items, supplies, leases, or other contract items.
 - 5. Documentation of all correspondence, contacts, telephone calls, or other actions taken to obtain the services of ESBE's on this project.
 - 6. Records of all ESBE's who have submitted quotes/bids to the contractor on the project.
- C. Submit reports, as required by the Department, on those contracts and other business transactions executed with ESBE's in such form and manner as may be prescribed by the Department.
- D. All such records must be maintained for a period of three (3) years following acceptance of final payment and will be available for inspection by the Department.

XIV PAYMENT TO SUBCONTRACTORS.

The Contractor agrees to pay its subcontractors in accordance with the Specifications

XV NON-COMPLIANCE.

Failure by the bidder to comply with these provisions may result in rejection of the bid. The contractor may further be declared ineligible for future Department contracts.

FHWA ATTACHMENT NO. 5

DISADVANTAGED BUSINESS ENTERPRISE UTILIZATION ATTACHMENT FHWA FUNDED CONTRACTS

I UTILIZATION OF DISADVANTAGED BUSINESSES AS CONTRACTORS, MATERIAL SUPPLIERS AND EQUIPMENT LESSORS.

The New Jersey Department of Transportation (NJDOT) advises each contractor or subcontractor that failure to carry out the requirements set forth in this attachment shall constitute a breach of contract and, after the notification of the applicable federal agency, may result in termination of the agreement or contract by the Department or such remedy as the Department deems appropriate. Requirements set forth in this section shall also be physically included in all subcontracts in accordance with USDOT requirements.

II POLICY

It is the policy of NJDOT that Disadvantaged Business Enterprises, as defined in 49 CFR, Part 26; Titles I & V of the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA); the Transportation Equity Act for the 21st Century (TEA-21); and Section V, Part B below, shall have equal opportunity to participate in the performance of contracts financed in whole or in part with federal funds under this agreement. Consequently, the DBE requirements of 49 CFR, Part 26, Subsections A, C and F apply to this agreement.

III CONTRACTOR'S DBE OBLIGATION

The NJDOT and its Contractor agree that Disadvantaged Business Enterprises, as defined in 49 CFR Part 26, Subpart A; and in the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA) and the Transportation Equity Act for the 21st Century (TEA-21), and Section V, Part B below, have equal opportunity to participate in the performance of contracts and subcontracts financed in whole or in part with federal funds provided under this agreement. In this regard, the NJDOT and all Contractors shall take all necessary and reasonable steps in accordance with 49 CFR, Part 26 to ensure that Disadvantaged Businesses are given equal opportunity to compete for and to perform on NJDOT federally funded contracts. The NJDOT and its Contractors shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of USDOT assisted contracts.

IV COMPLIANCE

To signify and affirm compliance with the provisions of this attachment, the bidder shall complete the Schedule of DBE Participation (Form CR-266F) included in the bid package and all forms and documents required in Sections VII and VIII of these provisions which will be made a part of the resulting contract.

V GOALS FOR THIS PROJECT

- A. This Project includes a goal of awarding ___percent of the total contract value to subcontractors, equipment lessors and/or material suppliers that qualify as Disadvantaged Business Enterprises (DBEs).
1. Failure to meet the minimum goal placed on this project, or to provide a "good faith effort" to meet the minimum goal, may be grounds for rejection of the bid as being non-responsive.
 2. As a source of information only, a Disadvantaged Business Enterprise Directory is available from the Division of Civil Rights and Affirmative Action. Use of this listing does not relieve the Contractor of their responsibility to seek out other DBE's not listed, prior to bid. If a contractor proposes to use a DBE contractor not listed in the DBE Directory, the proposed DBE firm must

submit a completed certification application to the Division of Civil Rights and Affirmative Action, fifteen (15) days prior to bid date.

B. DEFINITIONS

1. Disadvantaged Business Enterprise is a firm, "Owned and controlled" by socially and economically disadvantaged individuals that is also a small business concern, as defined pursuant to Section 3 of the Small Business Act and Small Business Administration Regulations (13 CFR, Part 121) which also does not exceed the revenue cap on averaged annual gross receipts applicable to the firm's particular Standard Industrial Classification (SIC Code).
2. Owned and Controlled is defined as a firm which is at least fifty-one (51%) percent owned by one or more disadvantaged individuals, or in the case of a publicly owned business, at least fifty-one (51%) percent of the stock is owned by one or more disadvantaged individuals, and whose management and daily business operations are controlled by one or more such individuals.
3. Any individual in one of the following groups who is also a U.S. Citizen or lawfully admitted permanent resident presumed to be socially and economically disadvantaged under the DBE Program.
 - (a) Black Americans – includes any persons having origins in any of the black racial groups of Africa;
 - (b) Hispanic Americans - includes persons of Mexican, Puerto Rican, Cuban, Dominican, Central or South American, or other Spanish or Portuguese culture; or origin, regardless of race;
 - (c) Native American - includes persons who are American Indians, Eskimos, Aleuts or Native Hawaiians;
 - (d) Asian-Pacific Americans - includes persons whose origins are from Japan, China, Taiwan, Korea, Burma (Myanmar), Vietnam, Laos, Cambodia (Kampuchea), Thailand, Malaysia, Indonesia, the Philippines, Brunei, Samoa, Guam, the U.S. Trust Territories of the Pacific Islands (Republic of Palau) the Commonwealth of the Northern Mariana Islands, Macao, Fiji, Tonga, Kiribati, Juvalu, Nauru, Federated States of Micronesia or Hong Kong;
 - (e) Subcontinent Asian Americans - includes persons whose origins are from India, Pakistan, Bangladesh, Bhutan, the Maldives Islands, Nepal or Sri Lanka;
 - (f) Women - regardless of race;
 - (g) Other - Any additional groups whose members are designated as socially and economically disadvantaged by the Small Business Administration, at such time as the SBA designation becomes effective; or a determination made by the NJDOT's Division of Civil Rights and Affirmative Action, on a case-by-case basis;

VI COUNTING DBE PARTICIPATION

- A. Each DBE is subject to a certification procedure to ensure its DBE eligibility status prior to award of contract. In order to facilitate this process it is advisable for the bidder to furnish the names of proposed DBE's to the Department fifteen (15) days before bid opening. Once a firm is determined to be a bona fide DBE by the Division of Civil Rights and Affirmative Action, the total dollar value of the contract awarded to the DBE is counted toward the applicable DBE goal.
- B. The Contractor may count toward its DBE goal only expenditures to DBE's that perform a commercially useful function in the work of a contract. A DBE is considered to perform a commercially useful function when it is responsible for execution of a distinct element of the work of a contract and carrying out its responsibility by actually performing, managing and supervising the work involved. To determine whether a DBE is performing a commercially useful function, the Contractor shall evaluate the amount of work subcontracted, industry practice and other relevant factors.
- C. If a DBE does not perform or exercise responsibility for at least 30 percent of the total cost of its contract with its own workforce, or the DBE subcontracts a greater portion of the work of a contract than would be expected on the basis of normal industry practice for the type of work involved, you must presume that it is not performing a commercially useful function.

- D. If the prime Contractor is a certified DBE, payments made to the Contractor for work performed by the Contractor will be applied toward the DBE goal. Payments made to the Contractor for work performed by non-DBE's will not be applied toward the goal.
- E. The prime Contractor may count 60 percent of its expenditures to DBE suppliers who are not Manufacturers, provided that the DBE supplier performs a commercially useful function in the supply process. The contractor may count 100% of its expenditure to DBE suppliers who are also manufacturers. Manufacturers receive 100% credit toward the DBE goal.
- F. When a DBE subcontractor sublets part of the work of its contract to another firm, the value of the subcontract work may be counted towards the DBE goals only if the subcontractor itself is a DBE. Work that a DBE subcontractor subcontracts to a non-DBE firm, does not count toward DBE goals.

VII GOOD FAITH EFFORT

To demonstrate sufficient reasonable efforts to meet the DBE contract goals, a bidder shall document the steps it has taken to obtain DBE participation, including but not limited to the following:

- A. Attendance at a pre-bid meeting, if any, scheduled by the Department to inform DBE's of subcontracting opportunities under a given solicitation.
- B. Advertisement in general circulation media, trade association publications, as well as minority-focus media for at least 20 days before bids are due. If 20 days are not available, publication for a shorter reasonable time is acceptable.
- C. Written notification to DBE's that their interest in the contract is solicited;
- D. Efforts made to select portions of the work proposed to be performed by DBEs in order to increase the likelihood of achieving the stated goal;
- E. Efforts made to negotiate with DBE's for specific sub-bids including at a minimum:
 - 1. The names, addresses and telephone numbers of DBE's that were contacted;
 - 2. A description of the information provided to DBE's regarding the plans and Specifications for portions of the work to be performed; and
 - 3. A statement of why additional agreements with DBE's were not reached;
- F. Information regarding each DBE the bidder contacted and rejected as unqualified and the reasons for the bidder's conclusion;
- G. Efforts made to assist the DBE in obtaining bonding or insurance required by the Bidder or the Department.

NOTE: If the Division of Civil Rights and Affirmative Action determines that the apparent successful low bidder has failed to meet the requirements of this section, the bidder will be afforded the opportunity for administrative consideration prior to the award or rejection of the contract. As part of the administrative reconsideration process, the bidder will have the opportunity to provide written documentation or argument concerning the issue of whether it met the goal or made adequate good faith efforts to do so. NJDOT will send the bidder a written decision on reconsideration, explaining the basis for finding that the bidder did or did not meet the goal or make adequate good faith efforts to do so. The result of the reconsideration process is not administratively appealable to the USDOT.

VIII AFFIRMATIVE ACTION PLANS

- A. General contractors are required to submit their firm's Affirmative Action Program annually to the Division of Civil Rights and Affirmative Action. Until such time as these programs are submitted and approved, Contractors must have their programs in the Division of Civil Rights and Affirmative Action no later than seven (7) State business days after the date of receipt of bids.
- B. This program will include, but is not limited to the following:
 - 1. The name of the Contractor's D/ESBE Liaison Officer to administer the firm's Disadvantaged Business Program.

2. An explanation of the affirmative action methods used in seeking out and considering Disadvantaged Business Enterprises as subcontractors, material suppliers or equipment lessors.
 3. An explanation of affirmative action methods intended to be used in seeking out and considering Disadvantaged Business Enterprises as subcontractors, material suppliers or equipment lessors. This refers to the Contractor's ongoing responsibility, i.e., Disadvantaged Business Enterprise/Affirmative Action activities after the award of the contract and for the duration of said project.
- C. The following shall be submitted either with the bid or to the Division of Civil Rights and Affirmative Action no later than five (5) days after the date of receipt of bids.
1. DBE Form CR-266- Schedule of DBE Participation. List all DBE's participating in the contract listing the scope of work, dollar value and percent of total contract to be performed.
 2. Supplement to DBE Form CR-266 - A list of all subcontractors who submitted bids or quotes on this project.
 3. Request for Exemption - In the event that the bidder fails to meet the specified goal, they must submit within five days of the bid, a written request for exemption to the goal. This request must include a written statement addressing Items A through G in Article VII of this attachment in addition to an accounting of the reason(s) why each item in the bid proposal was not subcontracted. Submittal of such request does not imply Departmental approval. An assessment of the material will be conducted by the Department's Division of Civil Rights and Affirmative Action.

IX AFFIRMATIVE ACTION AFTER AWARD OF THE CONTRACT

If at any time following the award of contract, the Contractor intends to sublet any portion(s) of the work under said contract, or intends to purchase material or lease equipment not contemplated during preparation of bids, said Contractor shall take affirmative action:

1. To notify the RE, in writing, of the type and approximate value of the work which the Contractor intends to accomplish by such subcontract, purchase order or lease.
2. To signify and affirm compliance with the provisions of this Section, the Contractor shall submit the Post-Award DBE Certification Form to the Regional Supervising Engineer with his application to sublet or prior to purchasing material or leasing equipment. Post Award DBE forms may be obtained from the RE.
3. To give disadvantaged firms equal consideration with non-minority firms in negotiation for any subcontracts, purchase orders or leases.
4. If a prime contractor fails to meet its original DBE obligation, they must request an exemption to the goal following criteria in Section VIII (C)(4) and provide a good faith effort thereof. This request must include a written statement addressing each of the Good Faith Efforts outlined in Section VII, A-G.

X CONSENT BY DEPARTMENT TO SUBLETTING

The Department will not approve any subcontract proposed by the Contractor unless and until said Contractor has complied with the terms of this attachment.

XI SELECTION AND RETENTION OF SUBCONTRACTORS

- A. The Contractor is further obligated to provide the RE with a listing of firms, organizations or enterprises solicited and those utilized as subcontractors on the proposed project. Such listing shall clearly delineate which firms are classified as disadvantaged.
- B. Efforts made to identify and retain a Disadvantaged Business Enterprise as a substitution subcontractor when the arrangements with the original DBE proved unsuccessful, shall be submitted in writing to the Department's D/ESBE Liaison Officer for approval. Work in the category concerned shall not begin until such approval is granted in writing.
- C. Notification of a subcontractor's termination will be sent to the Department by the Contractor through the RE. Said termination notice will include the subcontractor's ethnic classification and reason for termination.

XII CONCILIATION

In cases of alleged discrimination regarding these DBE provisions and guidelines, an investigation will be undertaken by the Federal Office of Contract Compliance in conjunction with the Division of Civil Rights and Affirmative Action of the New Jersey Department of Transportation and the Federal Highway Administration.

XIII DOCUMENTATION

- A. The Department or the federal funding agencies may at any time require such information as is deemed necessary in the judgment of the Department to ascertain the compliance of any bidder or contractor with the terms of these provisions.

- B. Record and Reports.

The Contractor shall keep such records as are necessary to determine compliance with its Disadvantaged Business Enterprise Utilization obligations. The records kept by the Contractor will be designed to indicate:

1. The names of disadvantaged subcontractors, equipment lessors and material suppliers contacted for work on this project.
2. The type of work to be done, materials to be utilized or services to be performed other than the work of the prime contractor on the project.
3. The actual dollar value of work subcontracted and awarded to DBE's.
4. The progress being made and efforts taken in seeking out and utilizing Disadvantaged Business Enterprises. This would include solicitations, quotes and bids regarding project work items, supplies, leases, etc.
5. Documentation of all correspondence, contacts, telephone calls, etc., to obtain the services of Disadvantaged Business Enterprises on this project.
6. Records of all DBE's and non-DBE's who have submitted quotes/bids to the Contractor on the project.

- C. Submit reports, as required by the Department, on those contracts and other business transactions executed with Disadvantaged Business Enterprises in such form and manner as may be prescribed by the Department.

- D. All such records must be maintained for a period of three (3) years following acceptance of final payment and will be available for inspection by the Department.

XIV PAYMENT TO SUBCONTRACTORS

The Contractor agrees to pay its subcontractors in accordance with the Specifications.

XV NON-COMPLIANCE

Failure by the bidder to comply with the Specifications may result in rejection of the bid. The Contractor may further be declared ineligible for future Department contracts.

STATE ATTACHMENT NO. 4

SMALL BUSINESS ENTERPRISE UTILIZATION ATTACHMENT 100% STATE-FUNDED CONTRACTS

I. UTILIZATION OF SMALL BUSINESS ENTERPRISE (SBE) BUSINESSES AS CONTRACTORS, MATERIAL SUPPLIERS AND EQUIPMENT LESSORS.

The New Jersey Department of Transportation advises each contractor or subcontractor that failure to carry out the requirements set forth in this attachment shall constitute a breach of contract and, after notification to the applicable State agency, may result in termination of the agreement or contract by the Department or such remedy as the Department deems appropriate. Requirements set forth in this section shall also be included in all subcontract agreements in accordance with State of New Jersey requirements.

II. POLICY

It is the policy of the New Jersey Department of Transportation that Small Business Enterprises, as defined in N.J.A.C. 12A: 10A-1.2 et seq., and N.J.A.C. 17:14-1.2 et seq., shall have the maximum opportunity to participate in the performance of contracts financed wholly with 100% state funds.

III. CONTRACTOR'S SMALL BUSINESS OBLIGATION

The New Jersey Department of Transportation and its Contractor agree to ensure that Small Business Enterprises (SBE), as defined in N.J.A.C. 12A: 10A-1.2 et seq., and N.J.A.C. 17:14-1.2 et seq., have maximum opportunity to participate in the performance of contracts and subcontracts financed wholly with 100% state funds. In this regard, the New Jersey Department of Transportation and all Contractors shall take all necessary and reasonable steps to ensure that Small Business Enterprises are utilized on, compete for, and perform on NJDOT construction contracts. The New Jersey Department of Transportation and its Contractors shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of State-funded contracts.

IV. COMPLIANCE

To signify and affirm compliance with the provisions of this attachment, the bidder shall complete the Schedule of Small Business Participation "Form CR-266S" included in the Proposal and all forms and documents required in Sections VII and VIII of these provisions which will be made a part of the resulting contract.

V. SMALL BUSINESS GOALS FOR THIS PROJECT

NOTE: SUBCONTRACTING GOALS ARE NOT APPLICABLE IF THE PRIME CONTRACTOR IS A REGISTERED SMALL BUSINESS ENTERPRISE (SBE) FIRM.

- A. This project includes a goal of awarding ____ % percent of the total contract value to subcontractors qualifying as **SMALL BUSINESSES**.
- B. Only Small Business Enterprises registered prior to the date of bid, or prospective Small Business Enterprises that have submitted to the New Jersey Commerce and Economic Growth Commission on or before the day of bid, a completed "State of New Jersey Small Business Vendor Registration Form" and all the required support documentation, will be considered in determining whether the contractor has met the established goals for the project. Early submission of required documentation is encouraged.
- C. If a prospective Small Business Enterprise fails to meet the eligibility standards for participation the department's Small Business Program, the contractor shall, prior to the award, make reasonable outreach efforts to replace that ineligible subcontractor with a registered Small Business whose participation is sufficient to meet the goal for the contract.

- D. Prospective Small Businesses whose registration applications are denied or rejected by the New Jersey Commerce and Growth Commission are ineligible for participation on the project to meet Small Business goals, regardless of any pending appeal action in progress.
- E. A directory of registered Small Businesses Enterprise firms is available upon request to the New Jersey Commerce and Growth Commission or the New Jersey Department of Transportation, Division of Civil Rights/Affirmative Action. The directory is to be used as a source of information only and does not relieve the Contractor of their responsibility to seek out Small Businesses Enterprises not listed.

VI. COUNTING SMALL BUSINESS ENTERPRISE PARTICIPATION

- A. Each Small Business Enterprise (SBE) is subject to a registration procedure to ensure their SBE eligibility prior to the award of contract. In order to facilitate this process, it is advisable for the bidder to furnish the names of proposed SBEs to the Department before bid opening. Once a firm is determined to be a bona fide SBE by the New Jersey Commerce and Growth Commission, the total dollar value of the contract awarded to the SBE is counted toward the applicable goal.
- B. The Contractor may count toward its SBE goal only expenditures to SBEs that perform a commercially useful function in the work of a contract. A SBE is considered to perform a commercially useful function when it is responsible for execution of a distinct element of the work of a contract and carrying out its responsibility by actually performing, managing and supervising the work involved. To determine whether a SBE is performing a commercially useful function, the Contractor shall evaluate the amount of work subcontracted, industry practice and other relevant factors.
- C. If an SBE does not perform or exercise responsibility for at least 30 percent of the total cost of its contract with its own work force, or the SBE subcontracts a greater portion of the work of a contract than would be expected on the basis of normal industry practice for the type of work involved, you must presume that it is not performing a commercially useful function.
- D. If a Contractor is part of a Joint Venture and one or more of the Sole Proprietorships, Partnerships, Limited Liability companies or Corporations comprising the Joint Venture is a registered SBE, the actual payments made to the Joint Venture for work performed by the SBE member, will be applied toward the goal. Payments made to the Joint Venture for work performed by a non-small business firm will not be applied toward the applicable goal.
- E. If the Contractor is a registered SBE, payments made to the Contractor for work performed by the Contractor will be applied toward the SBE goal. Payments made to the Contractor for work performed by non-SBE's will not be applied toward the goal.
- F. When a SBE subcontracts part of the work of its contract to another firm, the value of the subcontracted work may be counted towards the SBE goals only if the SBE's subcontractor is also a SBE. Work that a SBE subcontracts to a non-SBE firm does not count toward the assigned goal.

VII. SUBMISSION OF CONTRACTOR'S AFFIRMATIVE ACTION PLANS

- A. Contractors are required to submit annually on their due date, their firm's Affirmative Action Program to the Division of Civil Rights/Affirmative Action. Contractors must have an **approved** Affirmative Action Program in the Division of Civil Rights/Affirmative Action no later than seven (7) State business days after receipt of bids. No recommendations to award will be made without an approved Affirmative Action Program on file in the Division of Civil Rights/Affirmative Action.
- B. The Annual Affirmative Action Program will include, but is not limited to the following:
 - 1. The name of the company's Liaison Officer who will administer the Small Business Enterprise Program.
 - 2. An explanation of the affirmative action methods used in seeking out and considering Small Business Enterprises as subcontractors, material suppliers or equipment lessors.

3. An explanation of affirmative action methods which will be used in seeking out future Small Business Enterprises as subcontractors, material suppliers or equipment lessors after the award of the contract and for the duration of said project.
- C. The following shall be submitted either with the bid or to the Division of Civil Rights/Affirmative Action no later than five (5) days after the receipt of bids.
 1. FORM CR-266 Schedule of SBE Participation. The Contractor shall list all SBEs that will participate in the contract including scope of work, actual dollar amount and percent of total contract to be performed. This form should be submitted only if the goal level established for the contract has been met or exceeded;
Note: If a change occurs to the Contractor's original CR-266 submission which was previously approved by the Division of Civil Rights/Affirmative Action, a Revised Form CR-266 must be submitted naming the replacement Small Business Enterprise subcontractors. A written explanation should be included with the submission of the revised Form CR-266.
 2. Request for Exemption - In the event the Contractor is unable to meet the specified goal level, that Contractor must submit a written request for a partial or full exemption from the SBE goal. This request shall include the names of all SBE firms that the contractor will utilize on the contract and shall describe the specific work to be performed by each SBE together with the actual dollar amount of that work. Additionally, this request must address the Contractor's efforts to make Reasonable Outreach Efforts as enumerated in Section VIII.
 3. Additional Information - The Department in its sole discretion may request additional information from the Contractor prior to award of the contract in order to evaluate the Contractor's compliance with the SBE requirements of the bid proposal. Such information must be provided within the time limits established by the department. The Contractor shall, prior to the award of the contract, submit a completed SBE "Form CR-266", even if it has been granted an exemption from the SBE goal.

VIII. REASONABLE OUTREACH EFFORTS

If a Contractor fails to meet the goal for Small Business Enterprise participation, the Contractor shall document its reasonable outreach efforts to meet the SBE goal. Reasonable outreach shall include, but not be limited to the following:

- A. Attendance at a pre-bid meeting, if any, scheduled by the Department to inform SBE's of subcontracting opportunities under a given solicitation.
- B. Advertisement in general circulation media, trade association publications, and small business enterprise-focus media for at least 20 days before bids are due. If 20 days are not available, publication for a shorter reasonable time is acceptable.
- C. Written notification to SBE's that their interest in the contract is solicited;
- D. Efforts made to select portions of the work proposed to be performed by SBEs in order to increase the likelihood of achieving the stated goal;
- E. Efforts made to negotiate with SBE's for specific sub-bids including at a minimum
 1. The names, addresses and telephone numbers of SBE's that were contacted;
 2. A description of the information provided to SBE's regarding the plans and specifications for portions of the work to be performed; and
 3. A statement of why additional agreements with SBE's were not reached;
- F. Information regarding each SBE the bidder contacted and rejected as unqualified and the reasons for the bidder's conclusion;
- G. Efforts made to assist the SBE in obtaining bonding or insurance required by the Bidder or the Department.

IX. ADMINISTRATIVE RECONSIDERATION

- A. If the Division of Civil Rights/Affirmative Action determines that the apparent successful bidder has failed to make reasonable outreach efforts to meet the requirements of this section, the Department must, before awarding the contract, provide the bidder an opportunity for administrative reconsideration.
- B. As part of this reconsideration, the bidder will have the opportunity to provide written documentation or argument concerning the issue of whether it met the goal or made adequate good faith efforts to do so. NJDOT will send the bidder a written decision on reconsideration, explaining the basis for finding that the bidder did or did not meet the SBE goal or make an adequate good faith effort to do so.
- C. Within seven (7) State business days of being informed by the Division of Civil Rights/Affirmative Action that it is not a responsible bidder because it has not made or documented sufficient outreach efforts to SBEs, a bidder may make a request in writing to the Director, Division of Procurement, PO Box 605, Trenton, New Jersey, 08625-0605; Telephone (609) 530-6355. The Director, Division of Procurement, does not participate in the initial determination of whether reasonable outreach was performed by the Contractor.

X. RESPONSIBILITY AFTER AWARD OF THE CONTRACT

If at any time following the award of contract, the Contractor intends to sublet any portion(s) of the work under said contract, or intends to purchase material or lease equipment not contemplated during preparation of bids, said Contractor shall take affirmative action:

- A. To notify the RE, in writing, of the type and approximate value of the Contractor intends to accomplish by such subcontract, purchase order or lease.
- B. To signify and affirm compliance with the provisions of this Section, the Contractor shall submit the Post-Award SBE Certification Form to the Regional Supervising Engineer with his application to sublet or prior to purchasing material or leasing equipment. Post Award SBE forms may be obtained from the RE.
- C. To give small business enterprise firms equal consideration with non-small business firms in negotiation for any subcontracts, purchase orders or leases.

XI. CONSENT BY DEPARTMENT TO SUBLETTING

- A. The Department will not approve any subcontracts proposed by the Contractor unless and until said contractor has complied with the terms of this SBE Utilization Attachment.
- B. The Contractor shall provide the RE with a listing of firms, organizations or enterprises to be used as subcontractors on the proposed project. Such listing shall clearly delineate which firms are classified as SBEs.
- C. Notification of a subcontractor's termination shall be sent to the Department by the Contractor through the RE.

XII. CONCILIATION

In cases of alleged discrimination regarding these and all equal employment opportunity provisions and guidelines, investigations and conciliation will be undertaken by the Division of Civil Rights/Affirmative Action, New Jersey Department of Transportation.

XIII. DOCUMENTATION

- A. Records and Reports

The Contractor shall keep such records as are necessary to determine compliance with its Small Business Enterprise Utilization obligations. The records kept by the Contractor will be designed to indicate:

1. The names of the small business enterprise subcontractors, equipment lessors and material suppliers contacted for work on this project.
 2. The type of work to be done, materials to be utilized or services to be performed other than by the prime contractor on the project.
 3. The actual dollar amount of work awarded to SBE's.
 4. The progress and efforts being made in seeking out and utilizing Small Business Enterprise firms. This would include solicitations, quotes and bids regarding project work items, supplies, leases, etc.
 5. Documentation of all correspondence, contacts, telephone calls, etc, to obtain the services of Small Business Enterprise firms on this project.
- B. The contractor shall submit reports, as required by the Department, on those contracts and other business transactions executed with Small Business Enterprise firms in such form and manner as may be prescribed by the Department.
- C. All such records must be maintained for a period of three (3) years following acceptance of final payment and will be available for inspection by the Department.

XIV. PAYMENT TO SUBCONTRACTORS

The Contractor agrees to pay its subcontractors in accordance with the Specifications.

XV. SANCTIONS

Failure of a Contractor to comply with these provisions may result in bid rejection, reduced classification, suspension, debarment, or the institution of other appropriate action by the New Jersey Department of Transportation.