

**AGREEMENT & CERTIFICATION OF COMPLIANCE  
WITH FEDERAL LAWS & REGULATIONS**

Foss Maritime Company is a federal contractor, and is under obligation to comply with the following provisions as required under the authority of the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs. The undersigned understands that upon entering into a contract, subcontract, agreement, and/or purchase order with a federal contractor, it will be placed under the same obligation and must agree and certify, in writing, to the federal contractor that it will comply with the following provisions of this agreement and certification, that it shall form a part of and be deemed attached to every contract, subcontract, agreement, and/or purchase order entered into with Foss Maritime Company and, when applicable, with all appropriate subcontractors and/or suppliers for a period of one year from the date of this agreement and certification:

\_\_\_\_\_ certifies:  
(Entity Contracting with Foss Maritime Company)

I. Equal Employment Opportunity Clause  
(if this contract is for \$10,000 or more)

Contractor agrees to include the Equal Employment Opportunity Clause by reference in every contract, subcontract, agreement, and purchase order entered into with subcontractors or suppliers as required by 41 CFR 60-1.4 and 41 CFR 60-1.4(a).

II. Certification of Non-segregated Facilities  
(if this contract is \$10,000 or more)

Contractor certifies that it does not maintain or provide for its employees any segregated facilities at any of its establishments, and that it does not permit its employees to perform their services at any location under its control, where segregated facilities are maintained. Contractor agrees to abide by and comply with the provisions as required by 41 CFR 60-1.8(a)(b).

III. Employer Information Report EEO-1  
(if this contract is \$50,000 and contractor has 50 or more employees)

Contractor agrees that, if the value of any contract or purchase order is \$50,000 or more and it continues to employ 50 or more employees, Contractor will file a complete and accurate report on Standard Form 100 (EEO-1) with the Joint Reporting Committee at the appropriate address per the current instructions within thirty (30) days of the contract award, unless such a report has been submitted within 12 months preceding the date of the award of this contract. Contractor further agrees to otherwise comply with the file such other compliance reports as may be required under 41 CFR 60-1.7.

IV. Written Affirmative Action Program  
(if this contract is \$50,000 and the contractor has 50 or more employees)

Contractor agrees that, if the value of any contract, subcontract, or purchase order is \$50,000 or more and it continues to employ 50 or more employees, Contractor will develop a written affirmative action compliance program for each

of its establishments as required by 41 CFR 60.1.40, 41 CFR 60-2, 41 CFR 60-741 and, 41 CFR 60-250, as amended.

V. Veterans Employment Clause  
(if this contract is \$25,000 or more)

Contractor agrees to abide by and comply with the provisions of the Affirmative action Clause, unless exempted as therein provided, and which provisions are incorporated herein by reference to the same extent as though set forth herein in full as required by 41 CFR 60-250.4.

VI. Employment of Qualified Individuals with Disabilities  
(if this contract is \$10,000 or more)

Contractor agrees that it will abide by and comply with the provisions of the Affirmative Action Clause, and which provisions are incorporated herein by reference to the same extent as though set forth herein in full, as required by 41 CFR 741.2 and under the amended terms and definitions as specified by the Americans with Disabilities Act of 1990.

### Small & Disadvantaged Business Survey

FOSS MARITIME and our affiliated companies closely track our use of small and disadvantaged suppliers. Please indicate which category your company falls under. If you are classified as a Small, Women Owned, or Disadvantaged business, please indicate the agency which certified your business..

<b>Are you (Check All that Apply):</b>
<input type="checkbox"/> Large Business Enterprise
<input type="checkbox"/> Women-Owned Business Enterprise
<input type="checkbox"/> Small Business (Including ANC's and Indian Tribes)
<input type="checkbox"/> Veteran-Owned Small Business
<input type="checkbox"/> Service-Disabled Veteran-Owned Small Business
<input type="checkbox"/> HUB Zone Small Business
<input type="checkbox"/> Small Disadvantaged Business (Including ANC's and Indian Tribes)
<input type="checkbox"/> Women-Owned Small Business
___ Affiliate of ___ Division of ___ Subsidiary of _____ Parent Company
Parent address, City/State/ZIP: _____
_____

**CERTIFICATION AGENCY**

- NMSDC (National Minority Supplier Development Council)
- WBENC (Women's Business Enterprise National Council)
- SBA (Small Business Administration)
- State/Local Certification
- Other (Please specify)

\_\_\_\_\_  
Name of Entity Contracting with Foss Maritime Company

By: \_\_\_\_\_  
Signature of Contractor's Authorized Representative

\_\_\_\_\_  
Title of Contractor's Authorized Representative

\_\_\_\_\_  
Address of Contractor

\_\_\_\_\_  
Date of Execution