

Part B
GOALS AND TIMETABLES
MINORITY/SECTION 4*

1. The total number of all employees presently on the payroll is _____.
2. The total number of minority employees presently on our payroll is _____ or _____ percent.
3. The total number of handicapped employees presently on our payroll is _____ or _____ percent.
4. The total number of low-income employees presently on our payroll is _____ or _____ percent. **(For HUD funded projects only).**
5. The approximate employee turnover for our firm is _____ employees per year. (number)

Goals:

Based on our yearly employee turnover, we hereby commit our firm for the year to attain a minority group representation of _____ percent and (for HUD funded projects only) and a Sect. 4* representation of _____ percent. We have read footnote number 1 and fully understand the difference between a Goal and a Quota.

- 1 A Goal is a realistic objective that a firm tries to meet on a timely basis by exerting every good faith effort to hire minority persons. If a goal is not attained or attainable, the firm must present the reasons to the Contract Compliance Officer and, if justified, the goal could be waived. A Quota restricts the options a firm has by establishing a required proportionate representation of minority employees which must be attained regardless of the circumstances and, if not attained, represents ground for termination of the contract.
- 2 Minority employees include Black, American Indian or Alaskan Native, Hispanic , Asian or Pacific Islander only.

(*Low-Income area residents)

Signature

Title

Date

RETURN TO THE CITY OF FLINT
Fax 810 766-7240