



Compliance - Supplier Certificate

As a federal contractor, Siemens is subject to the requirements of: Executive Order 11246, as amended (Equal Employment Opportunity); Section 2012 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 503 of the Rehabilitation Act of 1973 and the Veterans Employment Opportunity Act of 1998.

The following Compliance Certificate, executed by the undersigned Supplier, represents Supplier's certification that it has completed its responsibilities under the foregoing executive orders.

- A. **EQUAL OPPORTUNITY CLAUSE** (applicable to federal contractors and sub-contractors, with orders amounting to \$10,000 or more). Supplier is aware and fully informed of its responsibilities under Executive Order 11246 and agrees to be bound by its provisions. (Reference to Executive Order 11246 includes all amendments.)
- B. **AFFIRMATIVE ACTION COMPLIANCE PROGRAM** (applicable to federal contractors and subcontractors, with orders amounting to \$50,000 or more, provided contractor/supplier has 50 or more employees). Supplier certifies to Siemens and to the United States government that since Siemens is a federal contractor, Supplier will, if appropriate: (a) file with the appropriate federal agency a complete and accurate report on Standard Form 100 (EEO-1) within 30 days after the signing of this certificate (unless such a report has been filed in the last 12 months), and continue to file such reports annually, on or September 30, or as otherwise provided by law or regulation; and (b) develop and maintain a written affirmative action compliance program in accordance with the regulations of the Office of Federal Contract Compliance Programs promulgated under Executive Order 11246, as amended.
- C. **EMPLOYMENT OF THE DISABLED** (EXECUTIVE ORDER 11758, applicable to federal contractors and sub-contractors, with orders amounting to \$10,000 or more). Supplier acknowledges that if applicable, it is bound by the Affirmative Action for Disabled Workers Clause set forth in Section 60-741.4 of Title 41 C.F.R., promulgated under Section 503 of the Rehabilitation Act of 1973 and that the clause is incorporated by reference into this Certificate of Compliance.
- D. **EMPLOYMENT OF DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA AND VETERANS SERVING ACTIVE DUTY DURING A WAR OR IN A CAMPAIGN OR EXPEDITION FOR WHICH A CAMPAIGN BADGE HAS BEEN AUTHORIZED** (applicable to federal contractors and subcontractors, with orders amounting to \$25,000 or more). Supplier acknowledges that if applicable, it is bound by the Affirmative Action for Disabled Veterans of the Vietnam Era Clause, as set forth in Section 60-250.4 of Title 41 C.F.R., promulgated under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 and the Veterans Employment Opportunity Act of 1998 and that the clause is incorporated by reference into this Certificate of Compliance.
- E. **GENERAL** – Supplier understands and agrees that this Certification does not create any enforceable rights hereunder for any firm, organization, or individual. The undersigned agrees that the provisions of this Certificate of Compliance are hereby incorporated in every non-exempt contract or purchase order between Siemens and Supplier currently in force, or that may be issued during a one-year period from the date of execution of this Certificate.

Supplier's Name

Signature of Authorized Representative

Supplier's Address

Print Name of Authorized Representative

Supplier's Address

Title of Authorized Representative

Date of Execution

Federal Tax ID number