

EXHIBIT F

COMPLIANCE WITH FEDERAL LAWS

This Purchase Order includes and incorporates this **Exhibit F – Compliance with Federal Laws**, which applies to all work performed at the Albuquerque International Sunport. Exhibit F contains the mandatory federal contract clauses required under the City’s FAA grant assurances, including, but not limited to civil rights, nondiscrimination, access to records, federal regulatory compliance, and other federally required terms. **Exhibit F supersedes and controls over any conflicting terms in the vendor’s quote, proposal, or other documents.** The vendor shall comply with all applicable federal requirements as set forth in this Exhibit F.

1. Federal Compliance

The following terms are non-negotiable. In the event the Federal Government or FAA issues a change to the mandatory contract clauses required under the City’s FAA grant assurances, the City will amend this Federal Compliance section accordingly by notifying the Operator of said change: (a) in writing using registered or certified mail; (b) personally delivered; or (c) email transmission to the e-mail address provided by the Operator, provided that the completed transmission is electronically verified. Amendments affecting this Section will not require signatures of either Party.

2. General Civil Rights Provisions

A. In all its activities within the scope of its airport program, the Operator agrees to comply with pertinent statutes, Executive Orders, and such rules as identified in the *Title VI List of Pertinent Nondiscrimination Acts and Authorities* to ensure that no person shall, on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability be excluded from participating in any activity conducted with or benefiting from Federal assistance. This provision is in addition to that required by Title VI of the Civil Rights Act of 1964.

B. The above provision binds the Operator and subcontractors from the bid solicitation period through the completion of the contract.

3. Civil Rights – Title VI Assurances

A. Solicitation Clause

The City, in accordance with Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 USC §§ 2000d–2000d-4) and the regulations, hereby notifies all bidders or offerors that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, [select businesses, or disadvantaged business enterprises, or airport concession disadvantaged business enterprises] will be afforded full and fair opportunity to submit bids in response to this invitation and that no business will be discriminated against on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability in consideration for an award.

B. Mandatory Contract Clauses — Title VI List of Pertinent Nondiscrimination Acts and Authorities

During the performance of this contract, the Operator, for itself, its assignees, and successors in interest (hereinafter referred to as the “Operator”), agrees to comply with the following nondiscrimination statutes and authorities, including but not limited to:

1. Title VI of the Civil Rights Act of 1964 (42 USC § 2000d et seq.)
2. 49 CFR part 21
3. Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (42 USC § 4601)
4. Section 504 of the Rehabilitation Act of 1973 (29 USC § 794); 49 CFR part 27
5. Age Discrimination Act of 1975 (42 USC § 6101 et seq.)
6. Airport and Airway Improvement Act of 1982 (49 USC § 47123)
7. Civil Rights Restoration Act of 1987 (PL 100-259)
8. Americans with Disabilities Act of 1990 (42 USC § 12101 et seq.); 49 CFR parts 37 and 38
9. FAA Nondiscrimination Statute (49 USC § 47123)
10. Executive Order 12898 (Environmental Justice)
11. Executive Order 13166 (LEP access)
12. Title IX of the Education Amendments of 1972 (20 USC § 1681 et seq.)

4. Compliance with Nondiscrimination Requirements

A. Compliance with Regulations:

The Operator will comply with the *Title VI List of Pertinent Nondiscrimination Acts and Authorities*, as amended.

B. Nondiscrimination:

The Operator, with regard to the work performed during the contract, will not discriminate on the grounds of race, color, national origin (including LEP), creed, sex (including sexual orientation and gender identity), age, or disability in the selection and retention of subcontractors, in procurement of materials, or in leases of equipment.

C. Solicitations for Subcontracts:

All solicitations issued by the Operator must notify potential subcontractors or suppliers of the Operator’s obligations under the Nondiscrimination Acts and Authorities.

D. Information and Reports:

The Operator will provide all information and reports required by the Acts, Regulations, and directives, and will permit access to books, records, accounts, and facilities as required by the City or the FAA to determine compliance.

E. Sanctions for Noncompliance:

In the event of the Operator's noncompliance with these provisions, the City or the FAA may impose sanctions, including but not limited to:

1. Withholding payments until compliance is achieved; and/or
2. Cancelling, terminating, or suspending the contract, in whole or in part.

F. Incorporation of Provisions:

The Operator will include the provisions of this Section in every subcontract, including procurements of materials and leases of equipment, unless exempt. The Operator will take appropriate action to enforce such provisions, including sanctions for noncompliance. The Operator may request that the City or the United States enter into litigation to protect their respective interests.