

FINAL (6-07-13)
EXHIBIT A

SUBCONTRACTOR CODE OF CONDUCT – DAVIS BACON COMPLIANCE

- I understand that this Subcontractor Code of Conduct contains a partial list of some of my responsibilities under Federal Prevailing Wage Laws, and in the event of a conflict between this Code of Conduct and Federal Prevailing Wage laws, the Federal Prevailing Wage Laws take precedence, and the Code of Conduct does not limit my obligation to comply with applicable Federal Prevailing Wage Laws.
- I understand that the project I am bidding on is covered by Federal Prevailing Wage Laws and that if my bid is selected I will have to comply with all applicable Federal Prevailing Wage Laws as specified in the bid documents and as will be specified in any written contract I receive.
- I have been provided the applicable wage determination(s) and will take these wage rates into account when preparing my bid.
- Among other things, as required by the applicable Federal Prevailing Wage Laws, if my bid is accepted:
 - I understand that I will have to pay each worker on the project on a weekly basis at least the amounts specified for their particular classification in the applicable wage determination. I further understand that I must provide the Prime Contractor with a certified payroll on a weekly basis.
 - I understand that if I have workers performing work not covered by any of the classifications listed on the applicable wage determination, I will provide the appropriate form to the Prime Contractor to seek a conformance to have the classification added.
 - I understand that if I am using apprentices, I must have an approved apprenticeship program and that each apprentice must be individually registered in such a bona fide program. I further understand that the ratio of journeymen to apprentices that I use on this project cannot exceed the ratio in my approved apprenticeship agreement.
 - I understand that certain classifications require holiday and/or vacation pay in addition to the applicable wages and fringes. I understand that any workers performing work in any such classification must receive vacation/or holiday pay in addition to the applicable wages and fringes.
 - I understand that if I am bringing in employees from another area and my employees will require lodging and per diem on this project, lodging and per diem is a cost that I must bear if bringing the employee from another area is primarily for my benefit.

- I understand that I am responsible for making certain that any subcontractors that I use on this project complies with all applicable Federal Prevailing Wage Laws.
- I understand that when the wage determination does not have an SU identifier I will exercise reasonable commercial efforts to understand applicable area practice of the trade, and will follow these requirements in developing my price.
- I will provide to Clark on the earlier to occur of (1) within thirty (30) days after signing my Subcontract or (2) sixty (60) days prior to starting my work the hourly rates and fringe benefits, if any, and their corresponding classifications I used to bid this project.

Company Name: _____

Phone Number: _____

Email: _____

Date: _____

Signature: _____

Name: _____
(Printed)