15. Diversity:

Minority and Women Business Enterprises:
The vast majority of the M/WBE hiring will be done through the construction of the project. That being said TMH Associates; the project architect is a certified MBE.

Conifer will develop, monitor and maintain an M/WBE Subcontracting Plan for the GALA project. This plan will include such objectives and procedures as follows:

Minority and Women Business Participation
As a company, Conifer has adopted a policy of awarding a minimum of 18% of the total value of the contract to certified MBE, 7% to WBE and 2% to DBE in order to meet OHCD and PHA's goals under this contract. M/WBEs will have the maximum opportunity to participate in all components of the construction and material being supplied for the project. Further, the Team will:

- Create challenging, but achievable, contracting opportunities.
- Facilitate joint venture relationships in which participating firms bear significant responsibility for identified portions of the work, and where each partner has an appropriate allocation of risk and reward.
- Place qualified M/WBEs and small business on solicitation lists.
- Divide the total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation of M/WBEs and small businesses.
- Establish delivery schedules, where possible, in a manner that encourages participation by M/WBEs and small businesses.
- Facilitate or provide assistance to enhance the administrative, technical or financial capabilities of participating firms.
- Set strategic goals which establish higher goals on a trade-by-trade basis in certain construction contracts where there is substantial M/WBE capacity and competition and the potential exists for targeting areas of higher participation.

Conifer will also emphasize subcontracts for M/WBE firms through three (3) specific techniques:

- Committed trade packages, which are awarded to pre-identified M/WBE contractors on a negotiated basis.
- Targeted trade packages, which are bid solely to M/WBE firms.
- Specifically structured trade packages, which accommodate the limited bonding capacity of certain qualified M/WBE firms.

Minority Participation Workforce
Conifer, as the lead developer, will establish trade-by-trade goals to encourage a higher level of employment of minorities in trades where they comprise a significant portion of the workforce.

Records
The affirmative action program will be monitored daily and monthly. Reports will be prepared on the progress and current status of the business participation and equal employment initiatives. Reports generally include a description of all contracts awarded, contracts remaining to be awarded, trade category and dollar value of each contract, contracts awarded to M/WBE firms, M/WBE earnings to date, monthly employment utilization reports from each contractor and cumulative and monthly statistics on employment for women and minority men. Specific reporting requirements will be dictated by the Housing Authority.

Program Operation
Aside from its internal policies, Conifer is committed to maximizing opportunities for the meaningful participation of minority and women-owned business enterprises at the development of GALA. The purpose of this program is to generate interest and participation from the M/WBE community, encourage certification and financial responsibility, introduce minority to majority firms, and assist in the development of bid packages that respond to actual market conditions. All of which will result in legitimately achieving or exceeding the minimum 10% combined M/WBE participation.

Conifer has an established history of successfully reached out to qualified M/WBE contractors. Conifer has implemented various outreach initiatives, including job fairs, located in community centers, as well as dinners catered by local catering companies.

Potential Subcontractors are indexed on SIC Code, Name, Location, Size, M/WBE Status and Previous Experience. Conifer will utilize this master list as a resource during the bidding process and will ensure M/WBE participation all phases of this project.

A comprehensive follow-up procedure will be administered, which will include telephone calls to all certified M/WBE's to assess their interest in the project. If necessary, additional letters, media advertisements, phone calls, etc., will be implemented to ensure that maximum interest is generated among the M/WBE community.

In addition to the invitations to M/WBE meetings, it is Conifer's plan to post advertisements in as many locations as possible and in all appropriate media inviting M/WBE's to provide proposals to participate in the project. Advertisements will be offered for placement in local community groups' offices and will run during the bidding phase of the project in the local papers. We will solicit local church and community groups and provide for the posting of bid opportunities at each. In addition, we will work diligently with the OHCD's Office of Minority and Women Business Enterprise to determine other avenues for advertisement for the incorporation of M/WBE entities into this redevelopment.

Conifer will identify scopes of work that will meet the capacities of various M/WBE subcontractors. Some of the scopes will be sub-packages of major scopes to meet with the content and resource levels of certified MBE subcontractors.

Administration
The management of the program will be the responsibility of Conifer and Domus; these members of the Team will be authorized to take all usual and legal administrative actions necessary to implement and oversee the M/WBE Program.

Section 3:
It is the policy of Conifer to develop and maintain programs through which residents of the local community can participate in and benefit from local investment. Through the development of GALA, Conifer will aim to help residents of Philadelphia County develop careers that will help to sustain household economic independence over the long term. It is Conifer and Domus' intention to seek out and train additional construction personnel form the minority community so as to enhance the overall construction capacity. Additionally, each of the subcontractors associated with the project shall be required to make a good faith effort to enter into sub-subcontract or material supplier agreements with businesses located within the Section 3 project area or business concerns owned in substantial part by persons residing in the Section 3 covered area.

Goal Statement
While there is no formal Federal or State Statute governing community involvement in private projects, Federal Statute: 24 CFR 85.36 (c) (2), Section 3 expressly encourages, to the maximum extent feasible, a geographic preference in the evaluation of bids or proposals. To this end, Conifer and Domus have adopted the following goal for providing economic opportunities to residents of Philadelphia County in the procurement and awarding of construction contracts for the development of GALA:

- To the greatest extent feasible, opportunities for training and employment will be given to lower-income residents of Philadelphia County and that contracts for work in connection the work at GALA be awarded to business concerns which are located in or owned in substantial part by persons residing in Philadelphia County. businesses.

As noted above, Conifer and Domus believe in the value of local, minority, and women-based employment initiatives and our experience is demonstrative of these principles.

Conifer has always complied with all applicable Federal and State anti-discrimination and affirmative action provisions which it has committed to abide by in the past and shall maintain this commitment for all future projects as well.

Team Efforts
Conifer shall institute the procedures detailed above in its effort to meet or exceed the goals, which have been established. It will also assist subcontractors in meeting the efforts defined earlier in this statement. Conifer has always complied with all applicable Federal and State anti-discrimination and affirmative action provisions which it has committed to abide by in the past and shall maintain this commitment for all future projects as well.

EXHIBIT E
Contractor's Certification of Compliance with
Chapter 17-1600 of The Philadelphia Code

Economic Opportunity Plans
Affordable Rental Housing Development 2015
Request For Proposals (RFP)

Chapter 17-1600 of The Philadelphia Code provides for the development and implementation of "Economic Opportunity Plans" in connection with certain City contracts and projects. It is recommended that, as a prospective respondent, you read the Ordinance, which is located at www.legistar.com.

For this Affordable Rental Housing Development RFP, respondents are required, as a matter of responsibility and proposal responsiveness, to memorialize through an Economic Opportunity Plan, its Best and Good Faith Efforts to:

1. Provide meaningful and representative opportunities for Minority ("MBE"), Woman ("WBE"), Disadvantaged ("DBE") and Disabled Owned Business Enterprises ("DSBE") (collectively "M/W/DSBEs") and

2. Provide an appropriately diverse workforce in all phases of the contract with regard to the employment of minority and female persons.

The form of Economic Opportunity Plan, as set forth hereto and incorporated herein, is part of this RFP and establishes numeric ranges for the participation of M/W/DSBEs in this RFP and goals that serve as a benchmark for the employment of minority and female persons in the performance of the contract.

Please sign and date below, your agreement to comply with these Economic Opportunity Plan requirements.

I, the undersigned Respondent, as a matter of responsibility and proposal responsiveness, agree to comply with the Economic Opportunity Plan requirements that are contained in City of Philadelphia Affordable Rental Housing Development RFP. I represent and acknowledge that I understand these requirements and that my proposal includes a completed Economic Opportunity Plan that identifies M/W/DSBEs that I commit to use as contract participants in this proposal for specific work and/or supply effort; my commitment to employ an appropriately diverse workforce in connection with the Project; and, if applicable, my further documentation of Best and Good Faith Efforts. I represent that any M/W/DSBE that I have a commitment with will perform a Commercially Acceptable Function by performing the services or supply effort identified in this Economic Opportunity Plan. I represent that all information submitted to the City including without limitation, the Economic Opportunity Plan and all forms and attachments thereto, are true and correct and I understand and acknowledge that my submission of false information is subject to the penalties of 18 Pa.C.S. Section 4904 relating to unsworn falsification to authorities. I also acknowledge that if awarded a contract resulting from this Affordable Rental Housing Development RFP, I understand that it is a felony in the third degree under 18 Pa.C.S. Section 4107.2 (a)(4) if, in the course of the contract, I fraudulently obtain public moneys reserved for or allocated or available to minority business enterprises or women's business enterprises.

James P. Wyatt Principal 11/10/2014
SIGNATURE AND TITLE DATE

Domus, Inc.
NAME OF FIRM

City of Philadelphia

Domus
BUILDS CONFIDENCE

As an LBE certified Philadelphia based contracting firm in business since 1976, Domus has had a commitment and has operated under a philosophy of maximizing the opportunities for MBE/WBE subcontractors, suppliers and workforce employment from the community in which the project site is located.

The majority of Domus' construction activity is funded totally or in part by public sources which mandate the achievement of MBE/WBE subcontracting and purchasing goals as well as neighborhood hiring requirements. Regardless of funding sources, Domus has consistently met or exceeded these goals at all levels allowing Domus to be recognized as a leader regarding success with Affirmative Action and Section 3 compliance.

Domus, as a signatory contractor with the Philadelphia Building Trades works diligently with our various union subcontractors, their associated union business agents, and respective database of available workers to maximize employment opportunities for the community workforce.

Domus has repeatedly demonstrated its commitment and achievement of meeting the project goals for the hiring of MBE/WBE firms as well as the hiring of local trades people.

Section 3 Participation Solicitation Procedures

The following briefly describes Domus' commitment to employ and/or train Section 3 residents for the purpose of completing the project as well as providing growth and income to the neighborhood. as well as the utilization of Minority Business Enterprises (MBE) and Women Business Enterprises (WBE). We also include good-faith documentation during bid solicitation, employment referral procedures, subcontractor assistance policies and our specific goals for the project.

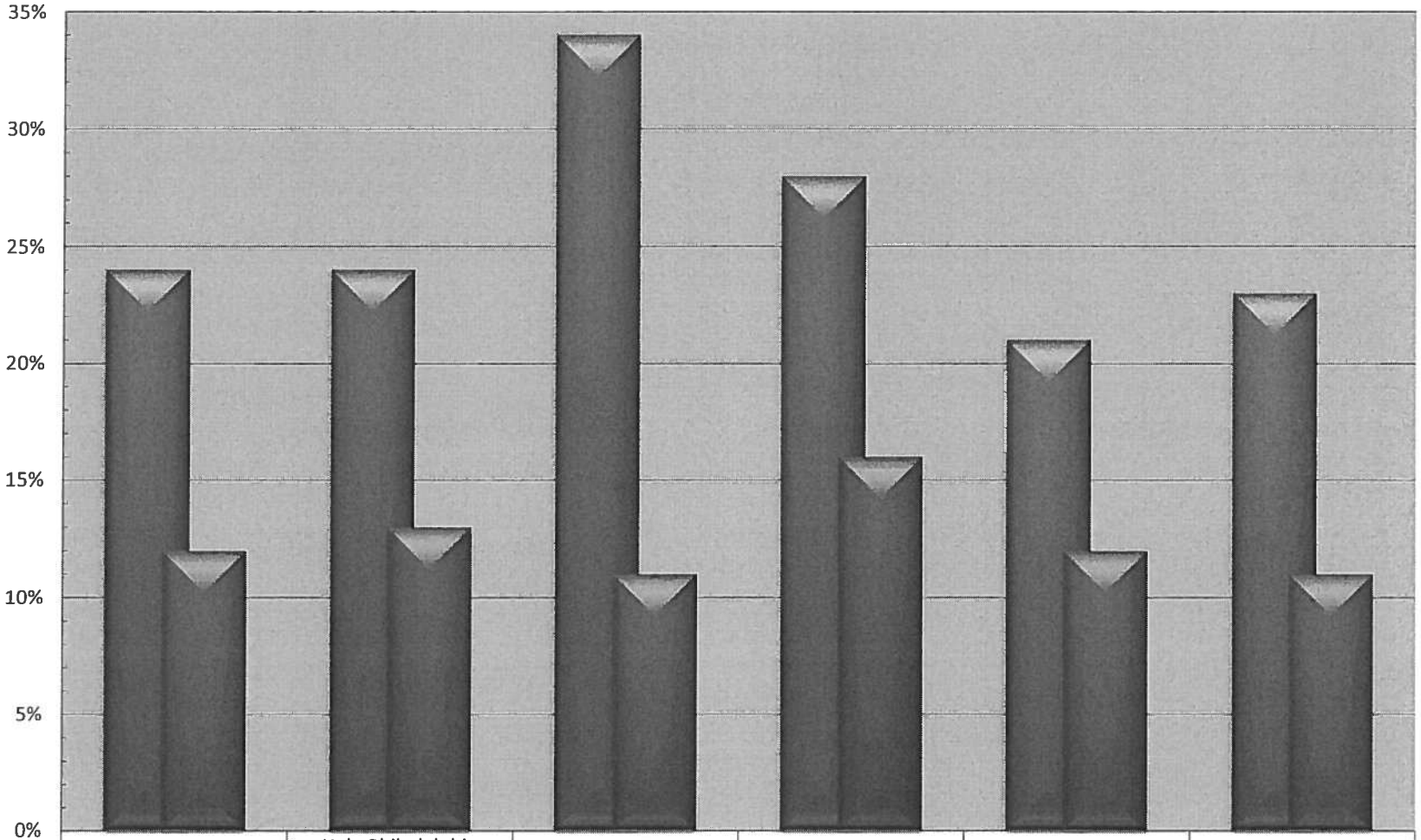
As bid solicitations are prepared, Minority Business Enterprises (MBE) and Women Business Enterprises (WBE) are selected from our extensive database to bid on the project. Subcontractors are also contacted through published listings by MBE/WBE Councils, State listings, and referrals from the owner/community association (CDC). We also publish requests for bid proposals in the Philadelphia newspapers and trade publications.

Our strongest means of compliance is the joint effort referral program that we use with the local community organizations and those most familiar with the immediate project area. Public postings are circulated and a Job Fair will be conducted to accept applications for employment opportunities.

We will also contact all unions with a list of zip codes that are adjacent to the project zip code and request a list of their members in those zip codes along with current employment status. Our subcontractor agreement binds our sub contractors to take the same affirmative action measures as Domus, ensuring maximum utilization of the local workforce. We will require all our subcontractors to provide opportunities for training and employment of residents in the project area.

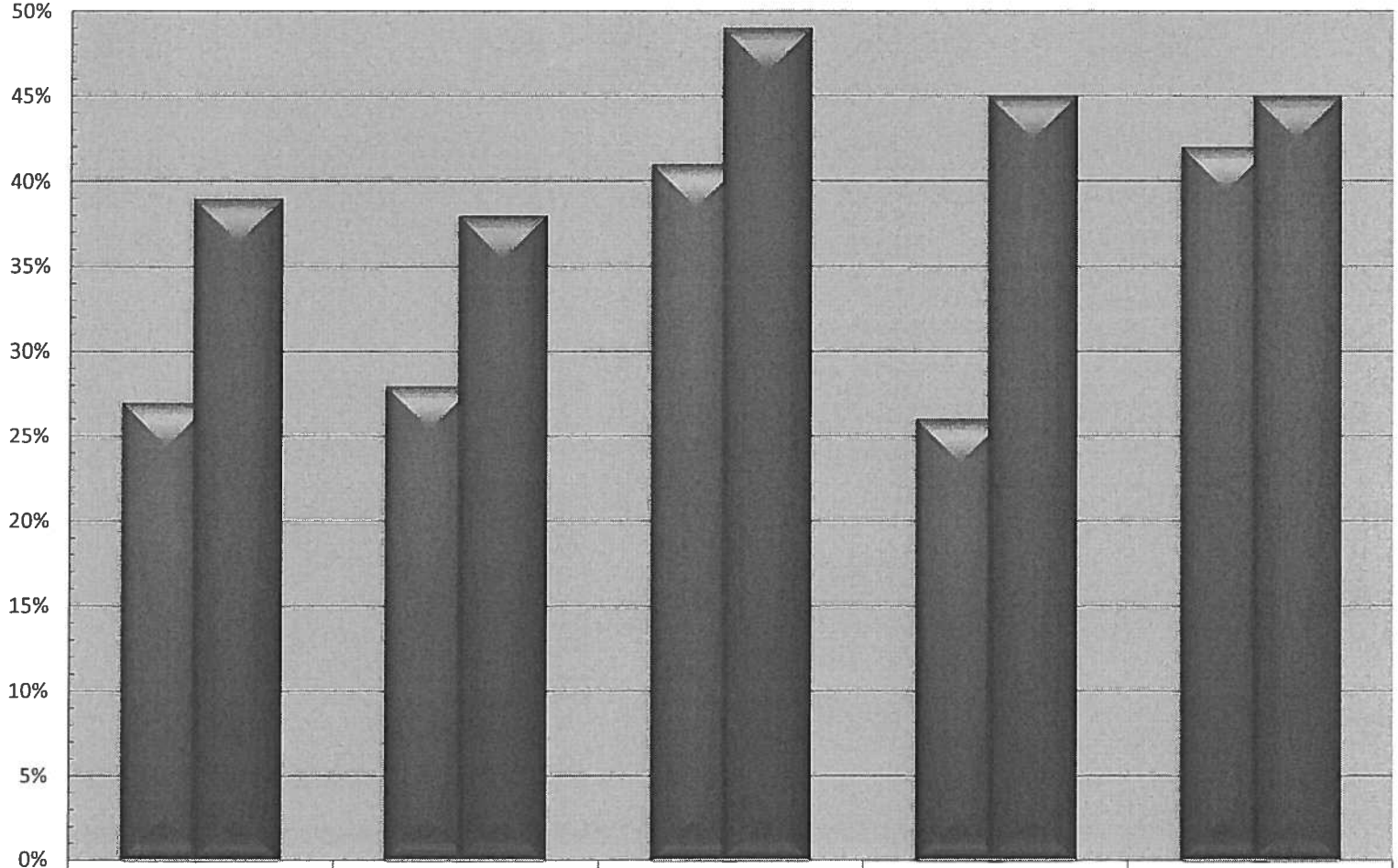
We will use the labor pools as developed by the Philadelphia Urban Coalition, the Philadelphia Opportunities Industrialization Center as well as local community groups to supplement the labor pools provided by the unions.

MBE / WBE Participation Goals
% Based on Subcontract Dollars



	Paseo Verde	Help Philadelphia Homes	Nicetown Court	Mt. Vernon Apartments	Nugent Senior Housing	Villaneuva
MBE	24%	24%	34%	28%	21%	23%
WBE	12%	13%	11%	16%	12%	11%

Section 3 Participation
% Based on Total Workforce



	Help Philadelphia Homes	Nicetown Court	Mt. Vernon Apartments	Nugent Senior Housing	Villaneuva
Minority	27%	28%	41%	26%	42%
Philadelphia Residents	39%	38%	49%	45%	45%

City of Philadelphia
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Office of Housing & Community Development

Certificate of Appreciation

presented to

Domus, Inc.

from the

Office of Housing & Community Development
Compliance Unit

for

Exceeding the Minority & Women Participation Goals

for

Ogden Gardens

Deborah McColloch 10-22-12
Deborah McColloch, *Director*, OHCD Date

Lynn T. Newsome 10/22/2012
Lynn T. Newsome, *Compliance Director*, OHCD Date

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Certificate of Appreciation

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Compliance Unit

for

Exceeding the Minority & Women Participation Goals

for

Osun Village Senior Residence

Deborah McColloch 10-22-12
Deborah McColloch, *Director*, OHCD Date

Lynn T. Newsome 10/22/2012
Lynn T. Newsome, *Compliance Director*, OHCD Date