



As a Philadelphia based contracting firm, a long time commitment and philosophy of Domus has been to maximize the opportunities for M/W/BE subcontractors and suppliers, including workforce employment from the community in which the project site is located extending to the City of Philadelphia boundaries.

Additionally, the majority of Domus' construction activity is funded totally or in part by public sources which mandate the achievement of prescribed M/W/BE subcontracting and purchasing goals as well as neighborhood hiring requirements. Domus consistently meets or exceeds these goals at all levels, causing 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 and through our various union subcontractors and 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 and doesn't foresee any problems meeting the following goals, 20% MBE, 10% WBE, and 10% of the dollar amount of the contract to be committed to Section 3 Business Concerns.

Section 3 Participation Solicitation Procedures

The following shall briefly describe our commitment to employ and/or train lower income resident for the purpose of completing this project and providing jobs, 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 invited to participate in the bid. Subcontractors are contacted through our database, listings published by MBE/WBE Councils, State listings, and referrals from the owner/community association. 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 will be 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 which are adjacent to the project zip code and request a list of their members in those zip codes along with current employment status. We will also require all our subcontractors 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.