### DISADVANTAGED BUSINESS ENTERPRISE PROGRAM REQUIREMENTS

### **CALTRANS EXHIBIT 10-I**

May 5, 2006

### NOTICE TO BIDDERS/PROPOSERS DISADVANTAGED BUSINESS ENTERPRISE INFORMATION

The Transbay Joint Powers Authority (the "Authority") has not established a DBE Availability Advisory Percentage for this Agreement. However, bidders/proposers are encouraged to obtain DBE participation for this Agreement.

### 1. TERMS AS USED IN THIS DOCUMENT

- The term "Disadvantaged Business Enterprise" or "DBE" means a for-profit small business concern as defined in Title 49, Part 26.5, Code of Federal Regulations (CFR).
- The term "bidder" also means "proposer" or "offerer."
- The term "Agreement" also means "Contract."
- Authority also means the local entity entering into this contract with the Contractor or Consultant.
- The term "Small Business" or "SB" is as defined in 49 CFR 26.65.

### 2. AUTHORITY AND RESPONSIBILITY

A. DBEs and other small businesses are strongly encouraged to participate in the performance of Agreements financed in whole or in part with federal funds. (See 49 CFR 26, "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs.") The Contractor should ensure that DBEs and other SBs have the opportunity to participate in the performance of the work that is the subject of this solicitation and should take all necessary and reasonable steps for this assurance. The bidder/proposer shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of subcontracts.

- B. Bidders/Proposers are encouraged to use services offered by financial institutions owned and controlled by DBEs.
- C. Meeting the DBE Availability Advisory Percentage is not a condition for being eligible for award of the Agreement.

### 3. SUBMISSION OF DBE INFORMATION

The Authority's "Bidders/Proposers Information Request Form" will be included in the Agreement documents to be executed by the successful bidder. The purpose of the form is to collect data required under 49 CFR 26. Even if no DBE participation will be reported, the successful bidder must execute and return the form.

### 4. DBE PARTICIPATION GENERAL INFORMATION

It is the bidder's responsibility to be fully informed regarding the requirements of 49 CFR 26, and the Authority's DBE program developed, pursuant to the regulations. Particular attention is directed to the following:

- A. A DBE must be a small business firm defined pursuant to 13 CFR 121 and be certified through the California Unified Certification Program (CUCP).
- B. A certified DBE may participate as a prime contractor, subcontractor, joint venture partner, as a vendor of material or supplies, or as a trucking company.
- C. A DBE joint-venture partner must be responsible for specific contract items of work or clearly defined portions thereof. Responsibility means actually performing, managing and supervising the work with its own forces. The DBE joint venture partner must share in the capital contribution, control, management, risks and profits of the joint-venture commensurate with its ownership interest.
- D. A DBE must perform a commercially useful function, pursuant to 49 CFR 26.55, that is, must be responsible for the execution of a distinct element of the work and must carry out its responsibility by actually performing, managing and supervising the work.
- E. The bidder (prime contractor) shall list only one subcontractor for each portion of work as defined in their bid/proposal and all DBE subcontractors should be listed in the bid/cost proposal list of subcontractors.
- F. A prime contractor who is a certified DBE is eligible to claim all of the work in the Agreement toward the DBE participation except that portion of the work to be performed by non-DBE subcontractors.

### 5. RESOURCES

A. The CUCP database includes the certified DBEs from all certifying agencies participating in the CUCP. If you believe a firm is certified that cannot be located on the database, please contact the Caltrans Office of Certification toll free number 1-866-810-6346 for assistance. Bidders/Proposers may call (916) 440-0539 for web or download assistance.

- B. Access the CUCP database from the Department of Transportation, Civil Rights, Business Enterprise Program website at: <a href="http://www.dot.ca.gov/hq/bep/">http://www.dot.ca.gov/hq/bep/</a>.
- Click on the link in the left menu titled Find a Certified Firm.
- Click on Query Form link, located in the first sentence.
- Click on CUCP Database (Certified DBEs) located in the center of the page.
- Click on Click To Access DBE Query Form.
- Searches can be performed by one or more criteria.
- Follow instructions on the screen.
- "START SEARCH," "CLEAR FORM," "Civil Rights Home," and "Caltrans Home" links are located at the bottom of the query form.
- C. How to Obtain a List of Certified DBEs without Internet Access

**DBE Directory**: If you do not have Internet access, Caltrans also publishes a directory of certified DBE firms extracted from the on-line database. A copy of the directory of certified DBEs may be ordered from the Caltrans Division of Procurement and Contracts/Material and Distribution Branch/Publication Unit, 1900 Royal Oaks Drive, Sacramento, CA 95815, Telephone: (916) 445-3520.

### 6. WHEN REPORTING DBE PARTICIPATION, MATERIAL OR SUPPLIES PURCHASED FROM DBEs MAY COUNT AS FOLLOWS:

A. If the materials or supplies are obtained from a DBE manufacturer, one hundred percent of the cost of the materials or supplies will count toward the DBE participation. A DBE manufacturer is a firm that operates or maintains a factory, or establishment that produces on the premises, the materials, supplies, articles, or equipment required under the Agreement and of the general character described by the specifications.

- B. If the materials or supplies purchased from a DBE regular dealer, count sixty percent of the cost of the materials or supplies toward DBE participation. A DBE regular dealer is a firm that owns, operates or maintains a store, warehouse, or other establishment in which the materials, supplies, articles or equipment of the general character described by the specifications and required under the Agreement are bought, kept in stock, and regularly sold or leased to the public in the usual course of business. To be a DBE regular dealer, the firm must be an established, regular business that engages, as its principal business and under its own name, in the purchase and sale or lease of the products in question. A person may be a DBE regular dealer in such bulk items as petroleum products, steel, cement, gravel, stone or asphalt without owning, operating or maintaining a place of business provided in this section.
- C. If the person both owns and operates distribution equipment for the products, any supplementing of regular dealers' own distribution equipment shall be by a long-term lease agreement and not an ad hoc or Agreement-by-Agreement basis. Packagers, brokers, manufacturers' representatives, or other persons who arrange or expedite transactions are not DBE regular dealers within the meaning of this section.
- D. Materials or supplies purchased from a DBE, which is neither a manufacturer nor a regular dealer, will be limited to the entire amount of fees or commissions charged for assistance in the procurement of the materials and supplies, or fees or transportation charges for the delivery of materials or supplies required on the job site, provided the fees are reasonable and not excessive as compared with fees charged for similar services.

### 7. WHEN REPORTING DBE PARTICIPATION, PARTICIPATION OF DBE TRUCKING COMPANIES MAY COUNT AS FOLLOWS:

A. The DBE must be responsible for the management and supervision of the entire trucking operation for which it is responsible.

- B. The DBE must itself own and operate at least one fully licensed, insured and operational truck used on the Agreement.
- C. The DBE receives credit for the total value of the transportation services it provides on the Agreement using trucks it owns, insures, and operates using drivers it employs.

- D. The DBE may lease trucks from another DBE firm, including an owner-operator who is certified as a DBE. The DBE who leases trucks from another DBE receives credit for the total value of the transportation services the lessee DBE provides on the Agreement.
- E. The DBE may also lease trucks from a non-DBE firm, including an owner-operator. The DBE who leases trucks from a non-DBE is entitled to credit only for the fee or commission it receives as a result of the lease arrangement. The DBE does not receive credit for the total value of the transportation services provided by the lessee, since these services are not provided by the DBE.
- F. For the purposes of this Section D, a lease must indicate that the DBE has exclusive use and control over the truck. This does not preclude the leased truck from working for others during the term of the lease with the consent of the DBE, as long as the lease gives the DBE absolute priority for use of the leased truck. Leased trucks must display the name and identification number of the DBE.

### DISADVANTAGED BUSINESS ENTERPRISE PROGRAM REQUIREMENTS

### **CALTRANS EXHIBIT 10-J**

### STANDARD AGREEMENT FOR SUBCONTRACTOR/DBE PARTICIPATION

### 1. Subcontractors

A. Nothing contained in this Agreement or otherwise, shall create any contractual relation between the Authority and any subcontractors, and no subcontract shall relieve the Contractor of his/her responsibilities and obligations hereunder. The Contractor agrees to be as fully responsible to the Authority for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the Contractor. The Contractor's obligation to pay its subcontractors is an independent obligation from the Authority's obligation to make payments to the Contractor.

- B. Any subcontract in excess of \$25,000, entered into as a result of this Agreement, shall contain all the provisions stipulated in this Agreement to be applicable to subcontractors.
- C. Contractor shall pay its subcontractors within ten (10) calendar days from receipt of each payment made to the Contractor by the Authority.
- D. Any substitution of subcontractors must be approved in writing by the Authority's Contract Manager in advance of assigning work to a substitute subcontractor.

### 2. Disadvantaged Business Enterprise (DBE) Participation (Without Availability Advisory Percentage)

A. The Authority has not established a DBE Availability Advisory Percentage for this Agreement. This Agreement is subject to Title 49, Part 26 of the Code of Federal Regulations entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs." Bidders who obtain DBE participation on this contract will assist Caltrans in meeting its federally mandated statewide overall DBE goal.

- B. DBE and other small businesses (SB), as defined in Title 49 CFR, Part 26 are encouraged to participate in the performance of agreements financed in whole or in part with federal funds. The contractor, subrecipient or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this Agreement. The contractor shall carry out applicable requirements of 49 CFR, Part 26 in the award and administration of US DOT-assisted agreements. Failure by the contractor to carry out these requirements is a material breach of this Agreement, which may result in the termination of this Agreement or such other remedy as the recipient deems appropriate.
- C. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this section.

### 3. Performance of DBE Contractors, and other DBE Subcontractors/Suppliers

A. A DBE performs a commercially useful function when it is responsible for execution of the work of the Agreement and is carrying out its responsibilities by actually performing, managing, and supervising the work involved. To perform a commercially useful function, the DBE must also be responsible with respect to materials and supplies used on the Agreement, for

negotiating price, determining quality and quantity, ordering the material, and installing (where applicable) and paying for the material itself. To determine whether a DBE is performing a commercially useful function, evaluate the amount of work subcontracted, industry practices; whether the amount the firm is to be paid under the Agreement is commensurate with the work it is actually performing, and other relevant factors.

- B. A DBE does not perform a commercially useful function if its role is limited to that of an extra participant in a transaction, Agreement, or project through which funds are passed in order to obtain the appearance of DBE participation. In determining whether a DBE is such an extra participant, examine similar transactions, particularly those in which DBEs do not participate.
- C. If a DBE does not perform or exercise responsibility for at least thirty percent of the total cost of its Agreement with its own work force, or the DBE subcontracts a greater portion of the work of the Agreement than would be expected on the basis of normal industry practice for the type of work involved, it will be presumed that it is not performing a commercially useful function.

### 4. Prompt Payment of Funds Withheld to Subcontractors

If the Authority requires retainage from the prime contractor and prompt and regular incremental acceptances of portions, as determined by the Authority of the contract work and retainage is paid to the prime contractor based on these acceptances, then the prime contractor or subcontractor shall return all monies withheld in retention from all subcontractors within 30 days after receiving payment for work satisfactorily completed and accepted including incremental acceptances of portions of the contract work by the Authority. Federal law (49CFR26.29) requires that any delay or postponement of payment over the 30 days may take place only for good cause and with the Authority's prior written approval. Any violation of this provision shall subject the violating prime contractor or subcontractor to the penalties, sanctions and other remedies specified in Section 7108.5 of the Business and Professions Code. These requirements shall not be construed to limit or impair any contractual, administrative, or judicial remedies otherwise, available to the prime Contractor or subcontractor in the event of a dispute involving late payment or nonpayment by the prime contractor, deficient subcontract performance, or noncompliance by a subcontractor. This provision applies to both DBE and non-DBE prime contractors and subcontractors.

Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this section.

### 5. DBE Records

A. The Contractor shall maintain records of materials purchased and/or supplied from all subcontracts entered into with certified DBEs. The records shall show the name and business address of each DBE or vendor and the total dollar amount actually paid each DBE or vendor, regardless of tier. The records shall show the date of payment and the total dollar figure paid to all firms. DBE prime contractors shall also show the date of work performed by their own forces along with the corresponding dollar value of the work. The Authority will require the Contractor to submit a "Summary of Payment Form" with every invoice, summarizing the records as described above.

B. Upon completion of the Agreement, a summary of these records shall be prepared and submitted on the form "Final Expenditure Report," certified correct by the Contractor or the Contractor's authorized representative and shall be furnished to the Contract Manager with the final invoice. Failure to provide the summary of DBE payments with the final invoice will result in twenty-five percent (25%) of the dollar value of the invoice being withheld from payment until the

form is submitted. The amount will be returned to the Contractor when a satisfactory "Final Expenditure Report" is submitted to the Contract Manager.

- a. Prior to the fifteenth of each month, the Contractor shall submit documentation to the Authority's Contract Manager showing the amount paid to DBE trucking companies. The Contractor shall also obtain and submit documentation to the Authority's Contract Manager showing the amount paid by DBE trucking companies to all firms, including owner-operators, for the leasing of trucks. If the DBE leases trucks from a non-DBE, the Contractor may count only the fee or commission the DBE receives as a result of the lease arrangement.
- b. The Contractor shall also submit to the Authority's Contract Manager documentation showing the truck number, name of owner, California Highway Patrol CA number, and if applicable, the DBE certification number of the truck owner for all trucks used during that month. This documentation shall be submitted on the Caltrans "Monthly DBE Trucking Verification," CEM-2404(F) form provided to the Contractor by the Authority's Contract Manager.

### 6. DBE Certification and De-Certification Status

If a DBE subcontractor is decertified during the life of the Agreement, the decertified subcontractor shall notify the Contractor in writing with the date of de-certification. If a subcontractor becomes a certified DBE during the life of the Agreement, the subcontractor shall notify the Contractor in writing with the date of certification. Any changes should be reported to the Authority's Contract Manager within 30 days.

### When Reporting DBE Participation, Material or Supplies purchased from DBEs may count as follows:

A. If the materials or supplies are obtained from a DBE manufacturer, 100% of the cost of the materials or supplies will count toward the DBE participation. A DBE manufacturer is a firm that operates or maintains a factory or establishment that produces on the premises, the materials, supplies, articles, or equipment required under the Agreement and of the general character described by the specifications.

B. If the materials or supplies are purchased from a DBE regular dealer, count 60% of the cost of the materials or supplies toward DBE goals. A DBE regular dealer is a firm that owns, operates or maintains a store, warehouse, or other establishment in which the materials, supplies, articles or equipment of the general character described by the specifications and required under the Agreement, are bought, kept in stock, and regularly sold or leased to the public in the usual course of business. To be a DBE regular dealer, the firm must be an established, regular business that engages, as its principal business and under its own name, in the purchase and sale or lease of the products in question. A person may be a DBE regular dealer in such bulk items as petroleum products, steel, cement, gravel, stone or asphalt without owning, operating or maintaining a place of business provided in this section.

C. If the person both owns and operates distribution equipment for the products, any supplementing of regular dealers' own distribution equipment shall be by a long-term lease agreement and not an ad hoc or Agreement-by-Agreement basis. Packagers, brokers, manufacturers' representatives, or other persons who arrange or expedite transactions are not DBE regular dealers within the meaning of this section.

D. Materials or supplies purchased from a DBE, which is neither a manufacturer nor a regular dealer, will be limited to the entire amount of fees or commissions charged for assistance in the procurement of the materials and supplies, or fees or transportation charges for the delivery of materials or supplies required on the job site, provided the fees are reasonable and not excessive as compared with fees charged for similar services.

### When Reporting DBE Participation, Participation of DBE Trucking Companies may count as follows:

- A. The DBE must be responsible for the management and supervision of the entire trucking operation for which it is responsible.
- B. The DBE must itself own and operate at least one fully licensed, insured, and operational truck used on the Agreement.
- C. The DBE receives credit for the total value of the transportation services it provides on the Agreement using trucks it owns, insures, and operates using drivers it employs.
- D. The DBE may lease trucks from another DBE firm including an owner-operator who is certified as a DBE. The DBE who leases trucks from another DBE receives credit for the total value of the transportation services the lessee DBE provides on the Agreement.
- E. The DBE may also lease trucks from a non-DBE firm, including an owner-operator. The DBE who leases trucks from a non-DBE is entitled to credit only for the fee or commission it receives as a result of the lease arrangement. The DBE does not receive credit for the total value of the transportation services provided by the lessee, since these services are not provided by the DBE.
- F. For the purposes of this section, a lease must indicate that the DBE has exclusive use and control over the truck. This does not preclude the leased truck from working for others during the term of the lease with the consent of the DBE, as long as the lease gives the DBE absolute priority for use of the leased truck. Leased trucks must display the name and identification number of the DBE.

### DISADVANTAGED BUSINESS ENTERPRISE PROGRAM REQUIREMENTS

### **FORMS**

- a) Bidders/Proposers Information Request Form
- b) Progress Payment Reportc) Subcontractor Payment Declaration
- d) Final Expenditure Report

### Approved, Rev. 0, 07FEB07

### BIDDERS/PROPOSERS INFORMATION REQUEST FORM TRANSBAY JOINT POWERS AUTHORITY

To be completed by Prime Contractor and submitted as part of bid/proposal.

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							Fercentage of Contract Participation						;	%00:0
			DATE		n. 4) Attach		Award Amount							80
	AL NUMBER				or listed on this forn		Type of DBE **							
	PROJECT/PROPOSAL NUMBER			CONTACT EMAIL	ich DBE subcontract	DBE Participation								
	<b>d.</b>				E certification for ea		Certified DBE (Y/N)							
					py of the proof of DB		Annual Gross Receipts of Firm							
			OPOSER	NUMBER	work. 3) Attach a co	11	NAICS Code (if known) *							
			SIGNATURE OF PROPOSER	CONTACT PHONE NUMBER	subcontractors and their respective items of work. 3) Attach a copy of the proof of DBE certification for each DBE subcontractor listed on this form. 4) Attach		Item of Work, Service or Materials Supplied							
					contractors and thei		Age of Firm							
					names of all DBE sub		Email Address							
					ed for credit. 2) List		Phone Number							
	SAL	AND ADDRESS	TNG BID		APORTANT: 1) Identify all DBE firms being claimed for credit. 2) List names of all DBE inpart to Perform" letter cloned by the subcontractor.	מי מיי מיים מיים מיים מיים מיים מיים מי	TRM(s) Contact Person above)		Venture					
	AME OF PROJECT/PROPOSAL	ROPOSER BUSINESS NAME AND ADDRESS	AME OF PERSON SUBMITTING BID	ONTACT PERSON NAME	NT: 1) Identify all Di	angle laws militaria	LIST BUSINESS FIRM(s) List Name, Address, and Contact Person (if not the same as above)	. PRIME Contractor	Subcontractor Vendor Joint Venture					
	ME OF	COPOSE	NME OF	ONTACT	IPORTA!	מונבווו וס	List N	PRIME	Subcontr					OT 1

<sup>•</sup> NAICS Code; North American Industry Classification System Code. Codes can be found a <a href="http://www.zensus.gov/spcdnaics02/haics0202him">http://www.zensus.gov/spcdnaics02/haics0202him</a>.
• Type of DBE: (1) African-American (2) Hispanic (3) Native American (4) Asian-Pacific (5) Asian-Indian (6) Fernale-Woman (7) Other (designated by the Small Business Administration)
- DBEs must be certified by Calitrans or an agency participating in the California Unified Certification Program. Visit the California vehsite aftity/idut.ca.gov/ha/bep/sap.him for a list of participating agencies.
- Important: Attach the proof of certification for each DBE firm used toward meeting the DBE goal.
- This information will be used to create and maintain a Bidders List, regardless of DBE participation.

# TRANSBAY JOINT POWERS AUTHORITY PROGRESS PAYMENT REPORT

To be completed by Prime Contractor and submitted to Project Manager with every monthly invoice.

Prime Contractor Name: Contact Person: Contact Phone No.: Contact Email:	Date: Contract No.:		Contract No.:	Contact Title:  Contact Phone No.:  For the Period:	ontact Email:
Signature:	Contact Person:  Signature:  Signature:  Invoice No.:  For the Period:	Contract No.:  Contact Person:  Contact Phone No.:  Signature:  Invoice No.:  Invoice No.:  For the Period:			
	Contact Person: Contact Phone No.:	Contract No.:  Contact Person:  Contact Phone No.:			

1. Award amount of Prime Contract	-
2. Amount of Change Orders, Amendments and Modifications to Date	-
3. Total Contract Amount to Date including Change Orders, Amendments and Modifications (Line 1 + Line 2)	\$
4. Total Amount for this Invoice	\$
5. Total Amount Paid to Date (not including Line 4)	-
6. Total Invoice Amount Requested to Date (Line 4 + Line 5)	\$
7. Percent Complete (Line 6/Line 3)	%0

## TRANSBAY JOINT POWERS AUTHORITY PROGRESS PAYMENT REPORT

PART 2: CONSULTANT/SUBCONSULTANT PAYMENT DETAIL SUMMARY
Attach copies of all invoices and other supporting documentation for this request. Use additional sheets if necessary.

I	Percent Complete to Date ([G+H] / F) (%)						0
Н	Amount Paid to Date (\$)						0
g	Amount nvoiced This Period (\$)						0
Ā	Total = Contract Amount + Change Orders (D+E)						0
Æ	Total =  Contract  Amount of Amount +  Change Orders Change Orders to Date  (\$\$)						0
Q	Contract Amount (\$)			:			0
C	Portion of Work (%)						0
B	DBE (Y/N)						
V	Name of Firm (Including Prime, Subs, Vendors, and Joint Ventures)						TOTAL

### TRANSBAY JOINT POWERS AUTHORITY SUBCONTRACTOR PAYMENT DECLARATION

venture partners w subconsultant. Pay	ith ever ments to A. Use	eted and submitted by the Prime y invoice submitted to TJPA we o subconsultant shall be made re additional sheets if necessary. If gress payment.	ithin working da no later than wo	ays following actual rking days following	payment to g receipt of progress
Date:	· · · · · · · · · · · · · · · · · · ·		Contract No.:		
Contract Title:					
Prime Contractor:					
Invoice Date:			Invoice No.:		
For the Period:					
Total Amount of I	nvoice:		TJPA Check No.:		
Subcontractor/	DBE	Business Address			1
Vendor/JV	(Y/N)		Amount Paid	Payment Date	Check Number
					!
Total Amount Pai	d to Sub	oconsultants (this Pay Period)	\$0.00		
	_	ry of perjury under the laws of t ulated amounts paid to date are			ormation is
Signature of Conta	act Pers	on		Date	
Print Name			-	Phone	

### Approved, Rev. 0, 07FEB07

# TRANSBAY JOINT POWERS AUTHORITY FINAL EXPENDITURE REPORT

To be completed by Prime Contractor at the end of the contract.

CONTRACT TITLENO.				TOTAL CONTRAC	TOTAL CONTRACT AWARD AMOUNT	T		DATE OF AWARD			1	
PRIME CONTRACTOR/CONSULTANT NAME AND ADDRESS	AND ADDRESS			TOTAL EXPENDIT	TOTAL EXPENDITURES AT END OF CONTRACT	CONTRACT		DATE OF CONTRACT COMPLETION	CT COMPLETIO	Z		
PROJECT MANAGER NAME				PROJECT MANAGER SIGNATURE	ER SIGNATURE					БАТЕ		
CONTACT PERSON NAME RE: FINAL EXP. REPORT	PORT			CONTACT PHONE NUMBER	NUMBER			CONTACT EMAIL				
[MPORTANT: 1) Identify all DBE firms being claimed for credit. 2) List names of all DBE subcontractors and their respective items of work.	med for credit. 2) List	names of all DBE su	bcontractors and the	ir respective items of	í work.							
						DBE Participation						
LIST BUSINESS FIRM(s) List Name, Address, and Contact Person (if not the same as above)	Phone Number	Email Address	Item of Work, Service or Materials Supplied	NAICS Code (if known) *	Certified DBE (Y/N)	DBE Certifying Agency	Type of DBE **	Date of Work Completed	Date of Final Payment	Total Amount Paid	% of Total Expenditures	
A. PRIME Contractor												
8. Subcontractor/Vendor-Joint Venture												
TOTAL											%00.0	
Comments/Notes: (Explain cost overruns or discrepancies; DBE firm substitutions, etc)	ies; DBE firm substitu	tions, etc)										

<sup>•</sup> NAICS CORE; North American Industry Classification System Code. Codes can be found at http://www.census.gov/spcd/naics02/hai