STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION

CONTRACTOR'S RECRUITMENT REPORT

275-021-21
EQUAL OPPORTUNITY OFFICE
01/10
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SECTION 1: IDENTIFICATION OF CONTRACTOR

1. Contractor's Name	2. FEID No.	3. Mark (x) Month(s) included in this Report
Straight Up Fence Inc.	1113-4253109	Year(s) 2010 & 2011

J	F	M	A	M	J	JL	A	S	O	N	D
☐	☐	☐	☐	☐	☐	☐	☒	☐	☐	☐	☐

4. Person supplying this report (first/last)	5. Reporter's Job Title	6. Reporter's Phone No.	7. Reporter's Email address
Ruth Smith	President	407-207-4481	straightupfence@aol.com

8. Company EEO Officer (first/last)	9. EEO Officer's Signature & date	10. Is a letter from the EEO Officer containing additional information attached?
Ruth Smith	Ruth Smith 8-18-11	☒ No ☐ Yes

11. List each Florida location where applications are accepted & hiring occure for construction craft & laborer positions (street/city/state/zip)

Loc. 1	5749 Young Pine Rd Orlando,Fl 32829
Loc. 2	N/A
Loc. 3	N/A
Loc. 4	N/A

SECTION 2: COMPLIANCE WITH FHWA 1273 RECRUITMENT REQUIRMENTS

12. Does each hiring location comply with the following recruitment requirements?	Loc. 1	Loc. 2	Loc. 3	Loc. 4
The EEO information is displayed where applicants can see it.	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
All persons involved in hiring have received EEO training	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Responsibility has been assigned for recruitment record keeping	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
An applicant log is maintained	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Employees are requested to refer minority/female candidates	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Positions are listed with the Agency for Workforce Innovation	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Private referral sources for minority/female applicants are identified & updated	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Private referral sources are informed of how to refer candidates	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Private referral sources are analyzed for effective minority/female referrals	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Positions are advertised in newspapers having a large minority circulation	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
'Equal Opportunity Employer' is included in all job opening communications	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Applicants are advised of training opportunities	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes
Hiring decisions & practices are reviewed for EEO & lack of discrimination.	☐ No ☒ Yes	☐ No ☐ Yes	☐ No ☐ Yes	☐ No ☐ Yes

13. Are records available to support each 'Yes' answer in #12? ☐ No ☒ Yes

SECTION 3: HIRING SUMMARY All new hires and re-hires for all locations listed in Box 11 & for the period shown in Box 3

JOB CATEGORIES	TOTAL HIRES		TOTAL MINORITIES		WHITE		BLACK		HISPANIC		AMERICAN INDIAN or AL NATIVE		ASIAN		NATIVE HI. OTHER PAC IS.		TWO OR MORE RACES	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
EQUIPMENT OPERATORS																		
MECHANICS																		
TRUCK DRIVERS																		
IRONWORKERS																		
CARPENTERS																		
CEMENT MASONS																		
ELECTRICIANS																		
PIPEFITTERS, PLUMBERS																		
PAINTERS																		
LABORERS, SEMI-SKILLED																		
LABORERS, UNSKILLED																		
TOTALS																		