

4.9 RFP Section 4.2.7 Equal Pay for Women Certificate of Compliance [RFP Attachment C]

REQUIREMENT: RFP Section Attachment C

Offerors must complete, sign and upload in Buyers Attachments in eMACS to receive the points.

Conduent State Healthcare, LLC is committed to promoting equal pay for Montana women working on this contract, as directed by the Department of Administration and Executive Order No. 12-2016. Per RFP requirement 4.2.7, we completed, signed, and uploaded the Equal Pay for Women Certificate of Compliance in Buyers Attachments in eMACS.

We submit our completed and signed certificate on the following page.

4.9 RFP Section 4.2.7 Equal Pay for Women Certificate of Compliance

Executive Order No. 12-2016 promoting equal pay for Montana women directs the Department of Administration to include incentives in the RFP process for contractors who engage in best practices to promote wage transparency. These best practices include the following:

- (a) posting salary ranges in employment listings;
- (b) certifying that the contractor will not ask about wage history in employee interviews; and
- (c) certifying that the contractor will not retaliate or discriminate against employees who discuss or disclose their wages in the workplace.

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- (b) certifying that the contractor will not ask about wage history in employee interviews; and
- (c) certifying that the contractor will not retaliate or discriminate against employees who discuss or disclose their wages in the workplace.

☐ No, I do not agree.

Company Name (Clearly Printed):

Authorized Signature:

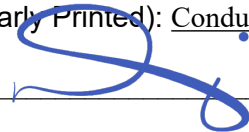
Date:

Statement of Compliance with Equal Pay for Montana Women. Offeror indicating it will comply with Executive Order No. 12-2016 will receive 5% of the total points available. Offerors who do not comply will not receive the available points. Offerors are required to sign and upload a PDF copy of this certification with their proposal to certify compliance.

☒ Yes, I agree and will comply with the best practices to promote wage transparency outlined in Executive Order No. 12-2016.

Conduent State Healthcare, LLC welcomes the opportunity to comply with the State of Montana's law regarding equal pay and follow the guidelines for all posted positions in Montana. Conduent State Healthcare, LLC will fully comply with the clause as it relates to seeking and hiring employees in Montana."

Company Name (Clearly Printed): Conduent State Healthcare, LLC

Authorized Signature 

Date: February 10, 2020