
EXHIBIT 4.36
EQUAL EMPLOYMENT OPPORTUNITY CERTIFICATION

The undersigned understands and agrees that it is the "applicant" within the meaning of 200.410 of the HUD Regulations and Agrees that there shall be no discrimination against any employee who is carrying out work receiving HUD assistance, or against any applicant for such employment, because of race, creed, color, or national origin, including but not limited to employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The applicant further agrees to the following:

- (1) It will incorporate or cause to be incorporated into any contract for construction work, or modification thereof, as defined in the Regulations of the President's Committee on Equal Opportunity, which is paid for in whole or in part with funds obtained pursuant to a HUD program, the equal opportunity clause set forth in HUD Regulations 200.420;
- (2) It will be bound by said equal opportunity clause in HUD assisted construction work which it performs itself other than through the permanent work force directly employed by an agency of Government;
- (3) It will cooperate actively with HUD and the President's Committee on Equal Employment Opportunity in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the regulations and relevant orders of the Committee;
- (4) It will furnish HUD and the Committee such information as they may require for the supervision of such compliance and will otherwise assist HUD in the discharge of its primary responsibility for securing compliance;
- (5) It will refrain from entering into any contract of contract modification subject to Executive Order 11114 with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and Federally assisted construction contracts pursuant to Part III, subpart D of Executive Order 10925;
- (6) It will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by HUD or the Committee pursuant to Part III, subpart D of Executive Order 10925; and
- (7) In the event that it fails and refuses to comply with its undertakings, the applicant agrees that HUD agency may cancel, terminate, or suspend in whole or in part any contractual Arrangements it may have with the applicant, may refrain from extending any further assistance under any of its programs subject to Executive Order 11114 until satisfactory assurance of future compliance has been received from such applicant, or may refer the case to the Department of Justice for appropriate legal proceedings.

Applicant Name _____

Name of Authorized Official

Title

Signature of Authorized Official

Date