



BEAD APPLICATION UPLOAD TEMPLATE: **Past Labor Practices**

Total Points Available: Up to 8 points

Criteria	Points
<p>Past labor practices that demonstrate the applicants record of past compliance with Federal labor and employment laws for the past 5 years, including the compliance record of contracted and subcontracted workforce will receive up to 8 points. Applicants that demonstrate no compliance issues or only resolved compliance issues that impact less than 0.5% of the total workforce will receive 8 points. Applicants with additional compliance issues will receive a lower number of points.</p>	up to 8

1. Provide a summary of the Applicant’s history of and commitment to compliance with all Federal labor and employment laws for the last five years using the period January 13, 2020 – January 13, 2025? This may include a narrative explanation of the applicants past experience complying with such requirements, and documentation of any policies, procedures, processes, systems, or internal controls that currently exist to ensure compliance with such requirements. [5000 character limit]

2. In the past five years has the U.S. Department of Labor taken any enforcement action, issued any warnings, found any violations or required the applicant to take corrective action or pay any fines related to federal labor and employment law including but not limited to Fair Labor Standards Act, Workplace Safety and Health, and the Labor-Management Reporting and Disclosure Act using the period January 13, 2020 – January 13, 2025 [Yes / No]

Yes No



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3. In the past five years has the U.S. Department of Labor taken any enforcement action, issued any warnings, found any violations or required the applicant’s contractors or subcontractors to take corrective action or pay any fines related to federal labor and employment law including but not limited to Fair Labor Standards Act, Workplace Safety and Health, and the Labor-Management Reporting and Disclosure Act using the period January 13, 2020 – January 13, 2025 [Yes / No]
- Yes No

4. If the applicant answered yes to either question above please explain. [5000 character limit]

5. What is the total number of full time equivalent (FTE) people that were employed by the applicant or working for the applicant on August 1, 2024? [number]

