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ASPI Additional Terms / Conditions

(For services, subcontracts, purchase orders in relation to government contracts.)

Alabama Specialty Products, Inc. (ASPI) is a federal government sub/contractor subject to the nondiscrimination and affirmative action compliance requirements of Executive Order 11246, as amended, Executive Order 13672, the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Act of 1974, as amended. To the extent not exempt, ASPI is committed to compliance with these nondiscrimination and affirmative action requirements. As part of our effort to comply with these laws and their implementation, we maintain a continuing policy of non-discrimination in employment to ensure that all qualified applicants and employees are treated without regard to such factors as race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or status as a disabled veteran or other protected veteran.

In accordance with the implementation of these regulations, ASPI serves notification to "seller" about our nondiscrimination and affirmative action policies and also requests appropriate action of "seller" to ensure full compliance throughout the subcontracting chain under related federal contract(s).

To the extent not exempt, Alabama Specialty Products, Inc. (ASPI) shall abide by the requirements of **41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.** In addition, this contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or other employee or applicant.

To the extent applicable, if identified as a "DPAS rated order", this contract is certified for national defense, emergency preparedness, and/or energy program use and the "seller" is required to follow all provisions of the Defense Priorities and Allocations System regulation (15 CFR 700.) "(FAR 52.211-15)".