

Equal Opportunity
Employment
Certification – Form L

FORM L

EQUAL EMPLOYMENT OPPORTUNITY CERTIFICATION

THE FOLLOWING CERTIFICATION WITH REGARD TO THE PERFORMANCE OF PREVIOUS CONTRACTS OR SUBCONTRACTS SUBJECT TO THE EQUAL OPPORTUNITY CLAUSE AND THE FILING OF REQUIRED REPORTS SHALL BE EXECUTED BY THE PROPOSER AND EACH NON-EXEMPT SUBCONTRACTOR.

The undersigned proposer X proposed subcontractor _____ certifies that it has _____ has not X participated in a previous contract or subcontract subject to the equal opportunity clause, as required by Executive Orders 10925, 11114, or 11246, and that, where required, it has filed with the Joint Reporting Committee, the Director of the Office of Federal Contract Compliance, a Federal Government contracting or administering agency, or the former President's Committee on Equal Employment Opportunity, all reports due under the applicable filing requirements.

By: _____

DIEGO MARIN
PROJECT MANAGER

CINTRA CONCESIONES DE
INFRAESTRUCTURAS DE
TRANSPORTE, S.A.

Date: August 13, 2004

Note: The above certification is required by the Equal Employment Opportunity Regulations of the Secretary of Labor (41 CFR 60-1.7(b)(1)), and must be submitted by proposers and proposed subcontractors only in connection with contracts and subcontracts which are subject to the equal opportunity clause. Contracts and subcontracts which are exempt from the equal opportunity clause are set forth in 41 CFR 60-1.5. (Generally only contracts or subcontracts of \$10,000 or under are exempt.) Currently, Standard Form 100 (EEO-1) is the only report required by the Executive Orders or their implementing regulations.


Proposed prime contractors and subcontractors who have participated in a previous contract or subcontract subject to the Executive Orders and have not filed the required reports should note that 41 CFR 60-1.7(b)(1) prevents the award of contracts and subcontracts unless such contractor submits a report covering the delinquent period or such other period specified by the Federal Highway Administration or by the Director, Office of Federal Contract Compliance, U.S. Department of Labor.

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The undersigned proposer Zachry Construction Corporation proposed subcontractor _____ certifies that it has X has not _____ participated in a previous contract or subcontract subject to the equal opportunity clause, as required by Executive Orders 10925, 11114, or 11246, and that, where required, it has filed with the Joint Reporting Committee, the Director of the Office of Federal Contract Compliance, a Federal Government contracting or administering agency, or the former President's Committee on Equal Employment Opportunity, all reports due under the applicable filing requirements.



(Company)

By: Fred Lueck, Vice President, Heavy Construction
(Title)

Date: August 16, 2004

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Proposed prime contractors and subcontractors who have participated in a previous contract or subcontract subject to the Executive Orders and have not filed the required reports should note that 41 CFR 60-1.7(b)(1) prevents the award of contracts and subcontracts unless such contractor submits a report covering the delinquent period or such other period specified by the Federal Highway Administration or by the Director, Office of Federal Contract Compliance, U.S. Department of Labor.

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Ferrovial Agroman s.a.
(Company)

Juan Miguel Iglesias del Alamo


Ferrovia-Agromán, S.A.
p.p.
By: Deputy Director International Contracting
(Title)

Date: 12th August, 2004

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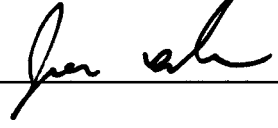
Ferrovial Agroman s.a. certified that because it has not participated in a contract in the USA service contractor it is not required to develop and have on file at each establishment affirmative action programs pursuant to 41 CFR Part 60-2.

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Earth Tech, Inc. 
(Company)

By: Jon Engelke, P.E., Section Manager
(Title)

Date: August 9, 2004

Note: The above certification is required by the Equal Employment Opportunity Regulations of the Secretary of Labor (41 CFR 60-1.7(b)(1)), and must be submitted by proposers and proposed subcontractors only in connection with contracts and subcontracts which are subject to the equal opportunity clause. Contracts and subcontracts which are exempt from the equal opportunity clause are set forth in 41 CFR 60-1.5. (Generally only contracts or subcontracts of \$10,000 or under are exempt.) Currently, Standard Form 100 (EEO-1) is the only report required by the Executive Orders or their implementing regulations.

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This document is Not Applicable to JP Morgan Securities Inc.



(JP Morgan Securities Inc.)

By: Paul Jack
(Vice President)

Date: August 20, 2004

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