

The following excerpts provide illustrate the type of language included in some of Auburn University's contracts.

#### EMPLOYEE RELATIONS

- Contractor shall be solely responsible for the satisfactory work performance of all employees. All personnel associated with the administration, operation and maintenance of the system shall be employed by the Contractor.
- The Contractor shall be solely responsible for establishment and payment of employee wages, benefits, work rules and/or subcontractors' wages and benefits. Employees of the Contractor shall not be considered employees of Auburn University.
- Contractor shall pay all employees, utilized for the fulfillment of the terms of this contract, time and a half when the employee works in excess of 40 hours within a seven day period of time. Additional stipulations with regard to holiday pay and personal days are outlined in Section XXI.
- Contractor shall comply with the requirements of employee liability, workers' compensation, unemployment insurance, social security, the Americans with Disabilities Act, and any other required local, state and federal laws.

#### SUSTAINABILITY PRACTICES

AU is committed to sustainable practices and will seek to procure sustainable products whenever possible. The Contractor must provide an overview of its organization's environmental and/or sustainability policies, and specifically identify information relating to:

- Recycling Programs
- Reuse of Products
- "Green" Products
- Waste Minimization
- Waste Disposal

The Contractor will comply with all environmental legislation and policies relating to the products and services offered.

Every effort will be made to perform the negotiated services in a manner that reduces environmental impact whenever possible, while minimizing conflicting objectives such as low cost and sustainability.

The Supplier must provide detailed information regarding product end-of-life programs for applicable items purchased.