



**HIS MANAGEMENT  
CORPORATION**



## **DIVERSITY & INCLUSION**

### **MINORITY CONTRACTOR UTILIZATION POLICY**

April 3, 2023

It is the policy of HIS Management Corp to provide at a minimum equal opportunity in vendor and subcontracting activities. HIS encourages its personnel and management to utilize Small Business Concerns, Small Disadvantaged Business Concerns, Woman-Owned Business Concerns, Labor Surplus Area Concerns, or Minority Business Enterprise whenever feasible.

Government contracting or subcontracting activities which (1) may exceed \$10,000, (2) offer substantial subcontracting opportunities, or (3) are under a prime contract exceeding \$50,000 are subject to Executive Order 11625 and the clause(s) concerning Utilization of Small Business Concerns (41 CFR 1-1.710), Utilization of Labor Surplus Area Concerns (41 CFR 1-1.805), and Utilization of Minority Business Enterprise (41 CFR 1-1.1310).

Compliance with this policy is the responsibility of all personnel whose duties are related to subcontracting activities or vendor selection. Further, to ensure compliance with all applicable laws and executive orders, TJ Morgan is the company's EEO Officer and the company's Small Business Liaison Officer. Please direct all your concerns or questions regarding these to Mr Morgan.

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Terry L. Morgan  
Chairman/CEO

***Equal Opportunity Employer***

9295 N Frontage Road  
Fairland, Indiana 46126

☎ 317.284.1195  
F 317.284.1185

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