

# **Addendum #1-F**

# **ACDBE Participation, First Source, & Fair Chance**

Presented By:

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## ACDBE Participation

- 49 CFR 23/26
- Race-Neutral ACDBE program
- Overall 3-year Goal: 12.22%
- Non-rental car concession: food, beverage, retail, parking and shuttle, provider's supplies, goods, etc.
- Must be ACDBE certified at proposal due date to be counted towards goal
- Seek local variety and diversity reflective of Oakland

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## First Source Hiring

- Good faith effort
- Hire Local Impact Area (LIA) residents
- LIA: Oakland, Alameda, San Leandro and Emeryville
- Five (5) business days **exclusive** referral
- Local Workforce Development Partner  
West Oakland Job Resource Center  
1801 Adeline Street, 2<sup>nd</sup> Floor. Oakland, CA 94607  
(510) 419-0509



## Fair Chance Hiring

- Non-discrimination in hiring
- Includes California AB 1008
- Requirements:
  - If 2+ employees, NO inquires until a conditional offer of employment
  - ONLY consider convictions **directly related to job requirements**
  - MAY NOT disqualify an applicant who:
    - has received a conditional offer of employment and
    - meets the Port's policy requirements and
    - meets the badging requirements of the Transportation Security Administration and Customs and Border Patrol

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