

Exhibit A

NOTICE TO POTENTIAL SECTION 3 WORKERS AND TARGETED SECTION 3 WORKERS

The County of Kern is seeking qualified workers who qualify as Section 3 Workers in connection with the HUD-funded Hart Park Nature Center project to be located in the County of Kern.

Interested persons may request an application from S & B Sons, Inc.

The general contractor is seeking qualified individuals in compliance with Section 3 of the HUD Act of 1968. Section 3 objectives are to ensure that employment and other economic opportunities generated by this project, shall, to the greatest extent feasible, and consistent with existing Federal, State and local laws and regulations, be directed to Section 3 Workers.

A Section 3 Worker is:

- (1) Is a low- or very low-income worker that fell below HUD income limits for the previous or annualized calendar year. Low- and very-low-household income limits may be obtained from: <http://www.huduser.org/portal/datasets/il.html>; or
- (2) The worker employed by a Section 3 business concern. (see Section 3 Business Concern)
- (3) The worker is a YouthBuild participant. (YouthBuild is a community-based pre-apprenticeship program administered by the U.S. Department of Labor that provides job training and educational opportunities for at-risk youth ages 16-24 who have previously dropped out of high school.)

Targeted Section 3 Worker – This is a worker who:

- (1) A worker employed by a Section 3 business concern (defined below), or
- (2) Currently fits or when hired fit at least one of the following categories, as documented within the past five years:
 - a. Living within the service area or the neighborhood of the project (defined below).
 - b. A YouthBuild participant. (YouthBuild is a community-based pre-apprenticeship program administered by the U.S. Department of Labor that provides job training and educational opportunities for at-risk youth ages 16-24 who have previously dropped out of high school.)

Hiring is anticipated for the following trades:

General Laborer, Fencing, Concrete, Demolition, Grading, Landscaping & Irrigation

NOTICE TO SUBCONTRACTORS & MATERIAL SUPPLIERS

The County of Kern is actively soliciting bids from prospective subcontractors or materials suppliers whose businesses that qualify as Section 3 Business Concerns. Bids from prospective subcontractors or material suppliers are sought in connection with the Hart Park Nature Center project to be located in the County of Kern and funded by HUD.

Interested Section 3 Business Concerns may leave their firm's names and addresses with

Samantha Posatiere with S & B Sons, Inc. at projects@sbsonsus.com
or (661) 392-9100

until 08/19/2025 (Date) 5:00pm (Time).

A Section 3 Business Concern is a business:

- (1) that is 51% or more owned and controlled by low- or very low-income persons; or
- (2) The business is at least 51% owned and controlled by residents who currently live in public housing or Section 8-assisted housing; or
- (3) Over 75% of the labor hours performed for the business over the prior three-month period were performed by Section 3 workers.

Subcontracts may be let for the following categories of work on this project:

Surveying, Demo, Grading, Landscape & Irrigation, Electrical, Signage