



**State Financial Services Division**

Greg Gianforte, Governor  
Misty Ann Giles, Director

### Certificate of Compliance

**Equal Pay for Montana Women.** Executive Order No. 12-2016 promoting equal pay for Montana women directs the Department of Administration to include incentives in the RFP process for contractors who engage in best practices to promote wage transparency.

These best practices include the following:

- a. posting salary ranges in employment listings;
- b. certifying that the contractor will not ask about wage history in employee interviews; and
- c. certifying that the contractor will not retaliate or discriminate against employees who discuss or disclose their wages in the workplace.

No, I do not agree.

Company Name (Clearly Printed): \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Statement of Compliance with Equal Pay for Montana Women.** Offerors indicating it will comply with Executive Order No. 12-2016 will receive 5% of total points available. Offerors who do not comply will not receive available points. Offerors are required to sign and upload a PDF copy of this certification with their proposal to certify compliance.

Yes, I agree and will comply with the best practices to promote wage transparency outlined in Executive Order No. 12-2016.

Company Name (Clearly Printed): \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

Date: \_\_\_\_\_