

CALTRANS DIVISION OF LOCAL ASSISTANCE

INSTRUCTIONS FOR COMPLETING FORM FHWA-1391

FEDERAL FISCAL YEAR 2025

AUTHORITY

- Code of Federal Regulations, Title 23, Subpart A, Section 230.121
- FHWA-1273, "Required Contract Provisions Federal-Aid Contracts"
- Caltrans Local Assistance Procedures Manual

WHO IS REQUIRED TO REPORT?

- All prime contractors on FHWA-assisted construction contracts, and all related subcontractors with subcontracts of \$10,000 or more
- A separate FHWA-1391 must be completed by each prime contractor and each related subcontractor that meets the reporting threshold

REPORTING PERIOD

- Contractors must identify all employees who perform work during all or any part of the last payroll period of July 2025.
 - **Note:** If no work was performed, contractors must complete an FHWA-1391 form with "No Work Performed" written. See "Sample – No Work Performed."
- Capture data for employees who worked during the last payroll period in July as shown below:
 - July 20 through July 26

DUE DATES

- FHWA-1391s are due to local public agencies by **August 1, 2025**.
- Local public agency reports are due to [Caltrans' District Local Assistance Engineers](#) by **August 8, 2025**.

CONTACT

- [Loi Tran](#), Caltrans, Division of Local Assistance

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JOB CATEGORIES LISTED IN TABLE A OF FORM FHWA-1391

The job categories shown in Table A of the FHWA-1391 can often be different than the specific job category or work classification that is printed on the certified payroll report. Use the following examples to place employees in the appropriate job classification:

Example #1: List flaggers as Laborers-Unskilled

Example #2: List operators of paint striping trucks as Truck Drivers or Equipment Operators

Example #3: List form builders and helper as Carpenters

Example #4: List form setters as Laborers-Semi-Skilled

Example #5: List survey crews as Laborers-Semi-Skilled

INSTRUCTIONS FOR FILLING OUT FIELDS

1. Mark Appropriate Block	Check only one box.
2. Company Name, City, State	Enter the complete company name, city, and state in which the company is based.
3. Project Number	Local public agency contracts: Enter the local public agency's contract number and the federal-aid contract number. If you are a subcontractor and do not know the contract number or federal-aid project number, contact the prime contractor.
4. Dollar Amount of Contract	Enter the dollar amount of the contract, including amendments.
5. Project Location	Enter the county/counties and state(s) in which the work is taking place.
6. Pay Period Ending	Enter the "25" for "2025".
7. Employment Data: Table A, Table B, and Table C	Enter the number of employees, apprentices, and on-the-job trainees by race, gender, and job category. If no work was performed, write "No Work Performed." Note: Totals for tables B and C for the FHWA-1391 should match. Table C must include a breakdown, by ethnicity, of all apprentices/trainees shown in Table B.
8. Prepared by	Signature and title of the contractor's representative.
9. Date	Date the form was signed.
10. Reviewed by	For local public agency use only.
11. Date	For local public agency use only.

Note: Fields 1-9 are required to be completed by contractors. Fields 10 and 11 are required to be completed by local public agency staff.

FEDERAL-AID HIGHWAY CONSTRUCTION CONTRACTORS ANNUAL EEO REPORT

1. MARK APPROPRIATE BLOCK <input checked="" type="checkbox"/> Contractor <input type="checkbox"/> Subcontractor	2. COMPANY NAME, CITY, STATE: ABC Construction 123 First St., City, CA 90000	3. PROJECT NUMBER: C84857C1287 HIPL-1234(250)	4. DOLLAR AMOUNT OF CONTRACT: \$10,000,000	5. PROJECT LOCATION: (County and State) County, State
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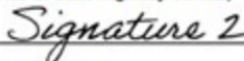
This collection of information is required by law and regulation 23 U.S.C. 140a and 23 CFR Part 230. The OMB control number for this collection is 2125-0019 expiring in March 2025.

6. WORKFORCE ON FEDERAL-AID AND CONSTRUCTION SITE(S) DURING LAST FULL PAY PERIOD ENDING IN JULY 2025 (INSERT YEAR)

JOB CATEGORIES	TABLE A																		TABLE B			
	TOTAL EMPLOYED		TOTAL RACIAL/ ETHNIC MINORITY		BLACK or AFRICAN AMERICAN		WHITE/HISPANIC OR LATINO		AMERICAN INDIAN OR ALASKA NATIVE		ASIAN		NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER		TWO OR MORE RACES		WHITE/NON-HISPANIC OR LATINO		APPRENTICES		ON THE JOB TRAINEES	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS	0	0	0	0																		
SUPERVISORS	1	0	1	0			1															
FOREMEN/WOMEN	0	0	0	0																		
CLERICAL	0	1	0	1		1																
EQUIPMENT OPERATORS	4	0	4	0			4												1			
MECHANICS	0	0	0	0																		
TRUCK DRIVERS	0	0	0	0																		
IRONWORKERS	0	0	0	0																		
CARPENTERS	8	0	8	0			7						1						2			
CEMENT MASONS	7	0	7	0			7												1			
ELECTRICIANS	0	0	0	0																		
PIPEFITTER/PLUMBERS	0	0	0	0																		
PAINTERS	0	0	0	0																		
LABORERS-SEMI SKILLED	0	0	0	0																		
LABORERS-UNSKILLED	12	0	12	0			12												3			
TOTAL	32	1	32	1	0	1	31	0	0	0	0	0	1	0	0	0	0	0	7	0	0	0

TABLE C (Table B data by racial status)

APPRENTICES	7	0	7	0			7															
OJT TRAINEES	0	0	0	0																		

8. PREPARED BY: (Signature and Title of Contractors Representative) 	9. DATE 8/1/25	10. REVIEWED BY: (Signature and Title of State Highway Official) 	11. DATE 8/1/25
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Sample - No Work Performed

CLEAR FORM

FEDERAL-AID HIGHWAY CONSTRUCTION CONTRACTORS ANNUAL EEO REPORT																					
1. MARK APPROPRIATE BLOCK <input checked="" type="checkbox"/> Contractor <input type="checkbox"/> Subcontractor		2. COMPANY NAME, CITY, STATE: ABC Construction 123 First St., City, CA 90000				3. PROJECT NUMBER: C84857C1287 HIPL-1234(250)				4. DOLLAR AMOUNT OF CONTRACT: \$10,000,000				5. PROJECT LOCATION: (County and State) County, State							
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6. WORKFORCE ON FEDERAL-AID AND CONSTRUCTION SITE(S) DURING LAST FULL PAY PERIOD ENDING IN JULY 20 25 (INSERT YEAR)																					
JOB CATEGORIES	TABLE A																		TABLE B		
	TOTAL EMPLOYED		TOTAL RACIAL/ ETHNIC MINORITY		BLACK or AFRICAN AMERICAN		WHITE/HISPANIC OR LATINO		AMERICAN INDIAN OR ALASKA NATIVE		ASIAN		NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER		TWO OR MORE RACES		WHITE/NON-HISPANIC OR LATINO		APPRENTICES		ON THE JOB TRAINEES
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
OFFICIALS	0	0	0	0																	
SUPERVISORS	0	0	0	0																	
FOREMEN/WOMEN	0	0	0	0																	
CLERICAL	0	0	0	0																	
EQUIPMENT OPERATORS	0	0	0	0																	
MECHANICS	0	0	0	0																	
TRUCK DRIVERS	0	0	0	0																	
IRONWORKERS	0	0	0	0																	
CARPENTERS	0	0	0	0																	
CEMENT MASONS	0	0	0	0																	
ELECTRICIANS	0	0	0	0																	
PIPEFITTER/PLUMBERS	0	0	0	0																	
PAINTERS	0	0	0	0																	
LABORERS-SEMI SKILLED	0	0	0	0																	
LABORERS-UNSKILLED	0	0	0	0																	
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TABLE C (Table B data by racial status)																					
APPRENTICES	0	0	0	0																	
OJT TRAINEES	0	0	0	0																	
8. PREPARED BY: (Signature and Title of Contractors Representative) 								9. DATE 8/1/25				10. REVIEWED BY: (Signature and Title of State Highway Official) 								11. DATE 8/1/25	

No Work Performed