

1 validity or invalidity of any law of the State wherein said unitized
2 lands are located, or of the United States, or regulations issued
3 thereunder in any way affecting such party, or as a waiver by any
4 such party of any right beyond his or its authority to waive.

5 25. UNAVOIDABLE DELAY. All obligations under this agreement
6 requiring the Unit Operator to commence or continue drilling or to
7 operate on or produce unitized substances from any of the lands covered
8 by this agreement shall be suspended while, but only so long as, the
9 Unit Operator despite the exercise of due care and diligence is prevent-
10 ed from complying with such obligations, in whole or in part, by
11 strikes, acts of God, Federal, State, or municipal law or agencies,
12 unavoidable accidents, uncontrollable delays in transportation, inabil-
13 ity to obtain necessary materials in open market, or other matters
14 beyond the reasonable control of the Unit Operator whether similar to
15 matters herein enumerated or not.

16 26. FAIR EMPLOYMENT. In connection with the performance of work
17 under this agreement, the operator agrees not to discriminate against
18 any employee or applicant for employment because of race, religion,
19 color, or national origin. The aforesaid provision shall include, but
20 not be limited to, the following: employment, upgrading, demotion, or
21 transfer; recruitment or recruitment advertising, layoff or termina-
22 tion; rates of pay or other forms of compensation; and selection for
23 training, including apprenticeship. The operator agrees to post
24 hereafter in conspicuous places, available for employees and applicants
25 for employment, notices to be provided by the contracting officer
26 setting forth the provisions of the nondiscrimination clause.

27 The operator agrees to insert the foregoing provision in all
28 subcontracts hereunder, except subcontracts for standard commercial
29 supplies or raw materials.

30 27. LOSS OF TITLE. In the event title to any tract of unitized
31 land shall fail and the true owner cannot be induced to join in this
32 unit agreement, such tract shall be automatically regarded as not