# Town of Schroon, New York

### **Request for Engineering Services Qualifications:**

#### **Water and Sewer District Evaluations**

PROJECT NUMBER: P-1021-2020-B

**DATE ISSUED:** November 9th, 2020

**UPDATED: TBA** 

#### **Program Requirements:**

o NYS Environmental Facilities Corporation SRF Bid Packet, OCT 2020

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# REQUEST FOR QUALIFICATIONS – ENGINEERING SERVICES

NOTICE IS HEREBY GIVEN, that the Undersigned, on behalf of the Town of Schroon, will accept Qualifications Submittals **until 2:00 P.M. on** <u>December 2nd 2020</u> for <u>Municipal Civil Engineering Services</u> for the <u>Town of Schroon Water and Sewer System Evaluations</u> projects.

PLEASE TAKE FURTHER NOTICE that the Town affirmatively states that in regard to any contract entered into pursuant to this notice, without regard to race, color, sex, religion, age, national origin, disability, sexual preference or veteran status, disadvantaged and minority or women-owned business enterprises will be afforded equal opportunity to submit bids in response hereto.

Disadvantaged and Minority/Women-Owned Business Enterprises (M/WBE) businesses, Service-Disabled Veteran Owned Businesses (SDVOB) and Section 3 businesses are strongly encouraged to participate in this project. The Town is an equal opportunity employer.

In addition to the proposal, Respondents shall submit executed non-collusion certificates signed by the proposer or one of its officers as required by the General Municipal Law Sec. 103d. The Respondents shall also submit an executed certificate of compliance with the Iran Divestment Act signed by the proposer or one of its officers as required by the General Municipal Law Sec. 103g. The Town reserves the right to accept any and all proposal(s), reject any and all proposals not considered to be in the best interest of the Town, and to waive any technical or formal defect in the proposals which is considered by the Town to be merely irregular, immaterial, or unsubstantial.

Please contact the Essex County Planning Office (518) 873-3426 or <a href="mailto:CommunityResources@essexcountyny.gov">CommunityResources@essexcountyny.gov</a> for additional information concerning the Proposals. Specifications may be obtained at the NYS Contract Reporter account:

"Essex County Department of Community Development & Planning"

RFQ Title: "WATER AND SEWER SYSTEM EVALS"

Specifications may also be obtained at the **Essex County Bids/RFPs website**: https://www.co.essex.ny.us/bidders/publicbids.aspx

All proposals submitted in response to this notice shall be marked "WATER AND SEWER SYSTEM EVALS" clearly on email traffic and/or the outside of the envelope containing your electronic/digital response files.

Published: November 9th, 2020

Essex County Office of Community Resources Elizabethtown, New York 12932 Community.Resources@essexcountyny.gov (518) 873-3426

#### INTRODUCTION

#### A. Overview

This Request for Qualifications ("RFQ") is being issued by the TOWN OF SCHROON ("the Town") for ENGINEERING SERVICES for a municipal project. The project will be funded by the NYS Environmental Facilities Corporation (EFC).

Companies with demonstrated experience in <u>Municipal Civil Engineering Projects</u> and public funding agency administration interested in making their services available to the Town are invited to respond to this RFP. "Respondents" means the companies or individuals that submit proposals in response to this RFP. It is understood that the selected Respondent acting as an individual, partnership, corporation or other legal entity, is licensed to provide such services in New York State. The Respondent shall be financially solvent and each of its members if a joint venture, its employees, agents or sub-consultants of any tier shall be competent to perform the services required under this RFP document.

The Town is seeking to encourage participation by respondents who are DBE/MBE/WBE, Section 3 and/or Service –Disabled Veterans' business enterprises.

Nothing in this RFP shall be construed to create any legal obligation on the part of the Town or any respondents. The Town reserves the right, in its sole discretion, to amend, suspend, terminate, or reissue this RFP in whole or in part, at any stage. In no event shall the Town be liable to respondents for any cost or damages incurred in connection with the RFP process, including but not limited to, any and all costs of preparing a response to this RFP or any other costs incurred in reliance on this RFP. No respondent shall be entitled to repayment from the Town for any costs, expenses or fees related to this RFP. All supporting documentation submitted in response to this RFP will become the property of the Town. Respondents may also withdraw their interest in the RFP, in writing, at any point in time as more information becomes known.

#### **B.** Time of Response

Respondents will have approximately four (4) weeks to provide a response to this RFQ. The Town and resources from Essex County will review the proposals and respond within two (2) weeks of RFQ closure, after Town Board Meetings are held

1. RFQ Posted: November 9th, 2020

2. Statements Due: December 2nd, by 2:00 pm.

Town Board Proposal Review: December 3 – 7th
 Contract Awarded estimated: December 7<sup>th</sup> 2020

#### C. Contract Negotiations

After review and interviews are complete, the Town will approve the successful Proposal via Board Resolution and then provide a Notice of Award to the Respondent

#### D. Term of Contract

Any contract awarded pursuant to this RFQ solicitation shall be for a contract period of approximately (12) months. Actual schedule for individual scopes of work may vary, based upon the Town's prioritization of need.

#### PROFESSIONAL SERVICE REQUIREMENTS

#### A. Scope of Work

The Town of Schroon is seeking a qualified pool of civil engineering firms to conduct water and sewer infrastructure investigations, draft preliminary engineering reports, develop Maps, Plans and Reports for potential district expansion for both the water and sewer systems, as well as conduct design and construction administration for minor improvement projects.

The general scope will consist of the following projects, that are intended to be funded by NYS EFC:

#### 1. Contract #1: Sewer District Improvements

- a. Investigations & Preliminary Engineering Report of the Sewer District(s)
- b. Map, Plan & Report for the Sewer District Expansion
- c. Asset Management Plan

#### 2. Contract #2: Water District Improvements

- a. Investigations & Preliminary Engineering Report of the Water District(s)
- b. Map, Plan & Report for the Water District Expansions
- c. Asset Management Plan

#### 3. Contract #3: Storm System Improvements

a. Design, Bid & Construction Administration for the Storm Water Improvements

#### 4. Contract #4: Water Tank Improvements

a. Design, Bid & Construction Administration for the Water Tank Improvements

This RFQ will determine the most qualified engineering firm to negotiate specific scope, schedule and costs for each of the above contracts. The Town may elect to award contracts to more than (1) firm for any number of the above-mentioned contracts.

The Scope of Work for awarded contracts must include the following tasks, at a minimum, and other tasks may be added or removed from this scope once contract scope is refined:

- ➤ General Requirements The consultant(s) shall participate in public meetings, and distribution of meeting minutes to the Town and Essex County. Monthly progress meetings with the Town, County are anticipated during the planning portion of this project and may also include the appropriate regulatory agencies. The consultant(s) shall maintain and produce a project schedule in Gantt Format. The consultant(s) will be responsible for any technical information required for project development and permitting purposes. The consultant(s) shall additionally coordinate with regulatory & funding program representatives as requested for review and approval of the design documents.
- ➤ **Preliminary Report** The consultant(s) shall conduct such field work they deem necessary to obtain the required information to complete the deliverables for each contract specified. This work may include, but not be limited to surveying, geotechnical/hydrogeological studies, and evaluation of all system components. All data collected during this Task shall be a separate deliverable to the Town in a hard copy format (3 hard copies of full-size plans) and digital format (.shp file, .pdf, etc.). The Report shall provide recommendations and alternatives for the district improvements, with a

consideration for financial feasibility and the Towns strategic infrastructure needs. The format of the Report shall be in the current required format for submission to NYS EFC.

- ➤ Map, Plan & Reports (MPR) The consultant(s) shall produce (1) MPR for the water district and (1) MPR for the sewer district that are completed in accordance with NYS Article 12-A General Municipal Law 209-c. The MPRs shall be compiled to address the intentions to expand the water and sewer districts with the recommendations from the Preliminary Report.
- ➤ Basis of Design Report & Permits The consultant(s) shall prepare schematic designs & plans for the Water Tank / Storm System repairs, and develop a draft Basis of Design Report, in accordance with 10-State Standards and approved by the NYS Department of Health and/or Department of Environmental Conservation. Once the Basis of Design Report is finalized and approved by the Town and County, it will be submitted to the regulatory agencies for review and approval.

The consultant(s) shall be responsible for coordinating all aspects of this project and addressing any questions or concerns of the NYS DOH, NYS DEC and any other regulatory agencies as required. Additionally, the consultant(s) shall work to meet all DBE, MBE, WBE, SDVOB, and Section 3 participation requirements and goals, as required for funding compliance.

- ➤ Preliminary Design The consultant shall provide recommendations for Water Tank / Storm System design, prepare preliminary plans for the system upgrade and develop a Basis of Design Report, in accordance with 10-State Standards and approved by the NYS Department of Health and/or Department of Environmental Conservation. Once the Basis of Design Report is approved by the Town and County, it will be submitted to the regulatory agencies for review and approval.
- ➤ **Final Design** The consultant will provide Finalized Plans & Specifications for review by the Town and state regulatory/funding agencies. Upon approval by these agencies, the consultant shall prepare all construction documents for the purposes of Bidding.
- ➤ **Bidding Assistance** The consultant shall provide bidding assistance for this project including advertisements, providing copies and plans and specifications to be distributed to contractors, attending a pre-bid meeting, issuing minutes for the pre-bid meeting, answering contractor questions, issuing addenda, as necessary, reviewing the bids, and making recommendations to the Town.
- ➤ Construction Administration & Management The consultant shall provide construction administration and management services including, but not limited to, the following:
  - Assessing all contract and compliance requirements prior to contract execution.
  - ➤ Issuing a Notice to Proceed (NTP).
  - Reviewing and approving all Submittals, shop drawings and substitutions, as necessary.
  - Reviewing and making recommendations to the Town for any requested Change Orders
  - > Reviewing and certify contractor invoices and making recommendations to the Town for payment.
  - > Review and certify contractor Certified Payrolls.

- ➤ Providing adequate construction observations services to ensure proper construction of the project (Please provide estimate construction period and number of hours. construction inspector will be on-site)
- > Duration of Resident Project Representative (RPR) Services unknown at this time.
- > Review of the final work and development of and punch list
- > Provide a letter of construction compliance at the end of the project.
- ➤ Provide compliant Operations and Maintenance Manuals for the project, as required for new or modified equipment and facilities.
- Acquire Final Payment/Release of Lien from contractor for contract closeout.

#### **B.** Quality of Work

All work shall follow recognized professional practices and standards and meet the specifications required by local, state and federal approval of the project's plans and specification prior to advertising the project for construction bidding.

#### C. Records

The design professional(s) are to maintain all books, documents, papers, account records and other evidence pertaining to this work and to make such materials available at their respective offices at all reasonable times during the agreement and for a period up to seven (7) years from the date of final payment under the agreement. Throughout the project, the respondent will be required to coordinate with the Town and the Essex County Planning Office via regular project meetings and other electronic project management software.

All reports, documents, information, presentations, finalized drawings, and other materials prepared by the award recipient(s) are deliverables to be provided to the Town as a result of the project. Copies of all reports, designs, project documents, supporting information and any materials or equipment furnished to the award recipient by the Owner shall remain the property of the Owner and award recipient's limited possession of the purpose of carrying out the Work, shall be returned to the Owner at the conclusion of the Agreement. Nothing written in this paragraph, however, will be interpreted to forbid the award recipient(s) from retaining intellectual properties and a single copy of the project construction documents for their files.

#### **D.** Additional Requirements

Professional services shall comply with all codes, standards, regulations, and workers' safety rules that are administered by federal agencies (EPA, OSHA, and DOT), state agencies (State OSHA, DNR, and DCH), and any other local regulations and standards (i.e. local ordinance and building codes) that may apply. *Further requirements are identified in the accompanying Appendix of this solicitation*.

#### SUBMITTAL REQUIREMENTS

#### A. Preliminary Requirements

- **1.** \*Certificate of Authority (Corporation) or Certificate of Existence (ex: Professional Limited Liability Company or "PLLC") issued by the NY Secretary of State.
- **2.** \*Evidence of Insurance: Commercial General Liability with limits not less than \$2,000,000; Workers Compensation and Employers Liability with limits not less than \$500,000; and, Automobile Liability with limits not less than \$1,000,000 per occurrence.
- 3. \*References: At least three (3) references of *related projects*, including date of project, contact person and phone number, and a brief description of the project.
- **\*Conflict of Interest Statement & Supporting Documentation:** Respondent shall disclose any professional or personal financial interests that may be a conflict of interest in representing the Town. In addition, all Respondents shall further disclose arrangement to derive additional compensation from various investment and reinvestment products, including financial contracts.
- 5. \*Non-Collusion Biding Affidavit: Provide completed, signed & notarized form back with Response.
- **6.** \*Iran Divestment Act Compliance Form: Provide completed & signed form back with Response.
- 7. \* NYS Sexual Harassment Policy & Training Certificate

\*RFP RESPONSE WILL BE CONSIDERED INCOMPLETE AND NOT SCORED IF THESE ITEMS ARE NOT PROVIDED\*

#### **B.** Letter of Interest

Submit a Cover Letter of Interest signed by a duly authorized officer or representative of the Respondent, not to exceed two pages in length. The Letter of Interest must also include the following information:

- The principal place of business and the contact person, title, telephone/fax numbers and email address.
- A summary of the qualifications of the Respondent and team.
- Description of organization (i.e. Professional Corporation, or Professional Limited Liability Company).
- The names and business addresses of all Principals of the Respondent. For purposes of this solicitation "Principals" shall mean persons possessing an ownership interest in the Respondent.
- If the Respondent is a partially owned or fully-owned subsidiary of another organization, identify the parent organization and describe the nature and extent of the parent organization's approval rights, if any, over the activities of the Respondent.

#### C. Main Proposal

The purpose of the proposal is to demonstrate the qualifications, competence and capacity of the Respondents in conformity with the requirements of this solicitation. As such, the substance of proposals will carry more weight than their form or manner of presentation. The proposal should demonstrate the qualifications of the firm and of the particular staff to be assigned to this project. It should also specify an approach that will meet the request for proposals requirements.

The proposal should address all the points outlined in the request for proposals. The proposal should be prepared simply and economically, providing a straightforward, concise description of the proposer's capabilities to satisfy the requirements of the request for proposals. While additional data may be presented, the following items must be included; this represents the criteria against which the proposal will be evaluated.

1. Qualifications Proposal: Provide a synopsis of the years of experience and detailed qualifications for the frim and the project team in performing the specified range of civil engineering on various project types in compliance with applicable standards, including team's resumes. Respondents should provide narrative examples of a minimum of three (3) projects in detail that are similar in nature to projects described in the solicitation (see "References"). References for similar projects and portfolio vignettes will be reviewed to evaluate the level of experience. Respondents should also provide any value-added capabilities related to the service requested in the solicitation.

#### **SELECTION PROCESS**

The Selection Committee comprised of the Town and resources from Essex County staff will review qualifications in accordance with the evaluation criteria set forth herein. Proposals that are submitted timely and comply with the mandatory requirements of the solicitation will be evaluated in accordance with the terms of the solicitation. Proposals that take exception to any scopes of work and criteria established herein will be considered an incomplete proposal; incomplete proposals will receive a substantially low score. If proposals do not effectively meet the intended scope of this solicitation, then those proposals may not be scored due to insufficient comparative scoring criteria. Any professional services contracts resulting from this solicitation shall be awarded to vendor whose proposal received the most points in accordance with criteria set forth in solicitation.

The Town reserves the right to reject any and all Submittals either in whole or in part. The Town reserves the right to:

- 1. Amend, modify, or withdraw this solicitation;
- 2. Revise any requirement of this solicitation;
- 3. Require supplemental statements or information from any responsible party;
- 4. Extend the deadline for submission of responses hereto;
- 5. Negotiate or hold discussions with any firm and to correct deficient responses which do not conform to the instructions contained herein;
- 6. Cancel, or reissue in whole or in part, this solicitation, if Essex County determines in its sole discretion that it is its best interest to do so; and
- 7. Extend the term of any agreement on terms consistent with this procurement.

The Town makes no representations or warranties regarding the accuracy of any information provided in this solicitation and will have no liability or obligation with regard to its contents. Respondents will not be reimbursed for costs incurred in the preparation of the submittal.

#### **EVALUATION CRITERIA AND SCORING**

In evaluating responses to this Request for Proposal, the Town will take into consideration the experience, capacity, and costs that are being proposed by the Respondent. The following Evaluation Criteria will be considered in reviewing submittals:

The point system is to evaluate the experience and capacity of the Respondent. Maximum is 100 Points:

- Respondents will be awarded up to 10 Points for Completeness of Response.
- Respondents will be awarded up to <u>90 Points</u> for Qualifications Proposal.

0	Technical Experience of the Firm:	15 Points
0	Technical Experience of the Project Team:	15 Points
0	Firm is a DBE:	15 Points
0	Project / Program Management Approach:	15 Points
0	Quality of Related Project Vignettes:	10 Points
0	Administrative Capacity & Experience on Publicly funded projects:	10 Points
0	Other Unique Qualifying Attributes:	10 Points

#### **QUESTIONS**

Questions regarding this solicitation should be submitted in writing via email to Essex County Community Resources at (CommunityResources@essexcountyny.gov) between the hours of 0900 – 1500 only. Any bidder question responses will in turn be made available to all Respondents as they are received by means of direct emails.

#### SUBMITTAL DUE DATE

<u>Responses to this solicitation are due by 2:00pm on December 2nd, 2020</u>. Responses must be submitted via electronic PDF sent to the following web address:

https://app.smartsheet.com/sheets/fWJ9mmh2GRq8M578CP72cWRrhChFcfMw22cW3qf1

If you run into technical difficulties providing your response by the web link above, it is also acceptable to submit your proposals in writing via email, OR mail-in digital files (.PDF format) on flash-drive to the solicitation point of contact:

Essex County Office of Community Resources 7533 Court Street – PO Box 217 Elizabethtown, NY 12932 Community.Resources@essexcountyny.gov (518) 873-3426

Each respondent shall receive a confirmation of their submission via email; respondents are advised to adhere to the submittal requirements. Failure to comply with the instructions of this solicitation will be cause for rejection of submittals. **NO HARD COPIES WILL BE ACCEPTED**.

#### SUBMITTAL REQUIREMENTS CHECKLIST

#### **FORMS FROM RFQ PACKAGE TO RETURN:**

Subm	ittal Requirements Checklist (Provide Checklist with Response)
*Appe	endix C: References (Minimum 4 related projects)
*Appe	endix D: Conflict of Interest Statement & Supporting Documentation
	*Appendix E: Certification of Authority
	Aka, Certificate of Good Standing (Corporation) or Certificate of Existence (Limited Liability Company) issued by the Secretary of State (If Respondent is a joint venture, a Certificate of Good Standing or Certificate of Existence, as applicable, must be submitted for each entity comprising the joint venture.)
	endix F: Vendor Responsibility Questionnaire (if over \$100K in proposed contract lue)
*App	endix G: W-9 Form
*App	endix H: Non-Collusive Bidding Certification
*Appe	endix I: Iran Divestment Act Compliance Form
*Appe	endix K: Deliverables Table with proposed costs
* App	endix J: NYS Sexual Harassment Policy Requirements
<u>FO</u>	R THE RESPONDENT TO PROVIDE:
	Letter of Interest
	Qualifications Proposal:
	<ul> <li>Description of Company</li> </ul>
	<ul> <li>Capacity of Company</li> </ul>
	<ul> <li>Resumes of specific staff identified to work on project</li> </ul>
	<ul> <li>State License and or Certification</li> </ul>
₩	— <del>Technical Proposal:</del>
	- Project Management Plan (Describe your approach in detail)
	- Schedule Proposal (Provide in a Gantt Chart format)
	<ul> <li>Experience with DBE/MBE/WBE, Local Hiring, HUD Section 3, if applicable</li> </ul>
₽_	Pricing Proposal Description (Also include figures in "Deliverables Table")
	*Evidence of Insurance

<sup>\*</sup>These documents must be submitted and complete before the Town will review the remainder of the proposal.

# **APPENDIX A: FUNDING PROGRAM REQUIREMENTS**

Revision Date: 10/1/2020



# Program Requirements and Bid Packet for Contracts Funded with the NYS Clean Water State Revolving Fund or Drinking Water State Revolving Fund

Recipient to Identify Contract Type:					
☐ Construction					
☐ Treatment Works					
□ Non-Treatment Works					
☐ Non-Construction					

Effective October 1, 2020

New York State Environmental Facilities Corporation 625 Broadway, Albany, NY 12207-2997 P: (518) 402-6924 F: (518) 402-7456 www.efc.ny.gov

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#### PART 1: HOW TO USE THIS DOCUMENT

The New York State Environmental Facilities Corporation ("EFC") implements the New York State Revolving Fund ("SRF") for both Clean Water and Drinking Water projects.

This Program Requirements and Bid Packet for Contracts document contains (1) a brief description of New York State and federal program requirements for Contracts and Subcontracts funded in whole or part by the New York State Clean Water and Drinking Water SRFs, (2) required language for such Contracts and Subcontracts to satisfy the SRF program requirements, including required forms, and (3) guidance materials to assist entities in complying with these requirements.

#### PROGRAM REQUIREMENTS

The following requirements apply projects funded with the NYS Clean Water State Revolving Fund or Drinking Water State Revolving Fund:

- Participation of Minority- and Women-Owned Business Enterprises ("MWBE") and Equal Employment Opportunities ("EEO") pursuant to New York State Executive Law, Article 15-A and New York Code of Rules and Regulations, Title 5 (5 NYCRR) Parts 140-145 (Regulations of the Commissioner of Economic Development);
- Equal Employment Opportunities pursuant to Titles VI and VII of the Civil Rights Act of 1964, 40 CFR Part 7, and 41 CFR Part 60-1 Subpart A:
- Affirmative Action requirements pursuant to 41 CFR Part 60-4;
- Non-discrimination requirements pursuant to Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Section 13 of the Federal Water Pollution Control Act Amendments of 1972;
- Encouragement of participation of Service-Disabled Veteran-Owned Business Enterprises ("SDVOB") in accordance with New York State Executive Law, Article 17-B and 9 NYCRR Part 252;
- American Iron and Steel ("AIS") pursuant to P.L. 113-76, Consolidated Appropriates Act, 2014;
   WRRDA Section 608 of the Federal Water Pollution Control Act, as revised;
- Davis Bacon Related Acts ("DBRA") consisting of the following: The Davis Bacon Act; Copeland Act (40 U.S.C. § 3145); Reorganization Plan No. 14; Department of Labor 29 CFR Parts 1, 3, and 5; Contract Work Hours and Safety Standards Act;
- Applicable State and/or local prevailing wage requirements;
- Requirements regarding suspension and debarment pursuant to 2 CFR Part 180, 2 CFR Part 1532, 29 CFR § 5.12, Executive Order 11246, State Labor Law § 220-b, and State Executive Law § 316; and,
- Restrictions on Lobbying pursuant to 40 CFR Part 34.

EFC or its authorized representatives, and other governmental entities as applicable, reserve the right to conduct occasional site inspections to monitor compliance with SRF program requirements.

This document is not intended to be inclusive of all applicable legal requirements and there may be other legal requirements that need to be included in a particular Contract or Subcontract that are not set forth here. Accordingly, EFC recommends that Recipients, Contractors, Subcontractors, and any other involved entities consult their legal counsel for advice on compliance will all applicable laws, including but not limited to local laws. This document is not intended to be legal advice.

Refer to the EFC website at www.efc.ny.gov for the latest version of the bid packet to ensure that the most recent forms and contract language are being used.

#### REQUIRED CONTRACT LANGUAGE

Part 2 of this document is the Required Contract Language. All of the language in Part 2 must be inserted into all Contracts and Subcontracts funded in whole or in part with SRF funds, in order for SRF Recipients, Contractors, and Subcontractors to comply with the above-listed SRF program requirements.

#### **GUIDANCE MATERIALS**

Part 3 of this document sets forth Guidance Materials intended to assist SRF Recipients, Contractors, and Subcontractors in complying with the foregoing SRF program requirements, as applicable.

The Guidance Materials are for informational purposes only and are not intended to be used as contractual language. Please do not incorporate the Guidance Materials into any Contracts or Subcontracts.

#### **COMMONLY USED TERMS**

The following commonly used terms are defined herein as follows:

- "Contract" means an agreement between a Recipient and a Contractor.
- "Contractor" means all bidders, prime contractors, Service Providers, and consultants as hereinafter defined, unless specifically referred to otherwise.
- "Service Provider" means any individual or business enterprise that provides one or more of the following: legal, engineering, financial advisory, technical, or other professional services, supplies, commodities, equipment, materials, or travel.
- "Subcontract" means an agreement between a Contractor and a Subcontractor.
- "Subcontractor" means any individual or business enterprise that has an agreement, purchase order, or any other contractual arrangement with a Contractor.
- "Recipient" means the party, other than EFC, to a grant agreement or a project finance agreement with EFC through which funds for the payment of amounts due thereunder are being paid in whole or in part.
- "State" means the State of New York.
- "Treatment Works" is defined in Clean Water Act (CWA) Section 212.
- "Nonpoint Source Projects" and "Green Infrastructure Projects" are defined in CWA Section 319.
- "Estuary Management Program Project" is defined in CWA Section 320.

#### PART 2: REQUIRED CONTRACT LANGUAGE

Recipient to Identify Contract Type:						
□ Construction						
☐ Treatment Works						
□ Non-Treatment Works						
☐ Non-Construction						

#### SECTION 1

REQUIREMENTS AND PROCEDURES FOR BUSINESS PARTICIPATION OPPORTUNITIES FOR NEW YORK STATE CERTIFIED MINORITY- AND WOMEN-OWNED BUSINESS ENTERPRISES AND EQUAL EMPLOYMENT OPPORTUNITIES FOR MINORITY GROUP MEMBERS AND WOMEN

For purposes of this section:

"Non-Construction" shall mean Contracts for labor, services (including, but not limited to, legal, financial, and other professional services), supplies, equipment, materials, or any combination of the foregoing.

- "Contracts Meeting Article 15-A Thresholds" shall mean Contracts or Subcontracts meeting the thresholds under New York State Executive Law Article 15-A as follows:
- (a) Non-Construction Contracts greater than \$25,000:
- (b) Non-Construction Contracts, that are initially under \$25,000 but subsequent change orders or contract amendments increase the Contract value to above \$25,000;
- (c) Construction Contracts greater than \$100,000; and,
- (d) Construction Contracts that are initially under \$100,000 but subsequent change orders or contract amendments increase the Contract value to above \$100,000.

The Equal Employment Opportunities requirements of this section apply to all Contracts and Subcontracts, with the exception of:

- (1) the requirements under Title VII of the Civil Rights Act of 1964 and 41 CFR Part 60-1 Subpart A which apply only to construction Contracts and Subcontracts;
- (2) the Federal Affirmative Action Regulations requirements which apply only to construction Contracts and Subcontracts greater than \$10,000.

The Minority- and Women- Owned Business Enterprises ("MWBE") participation requirements of this section apply to the Contracts Meeting Article 15-A Thresholds.

Disregard this section if it does not apply to this Contract or Subcontract.

#### I. General Provisions

- A. Contractors and Subcontractors are required to comply with the following provisions:
  - 1. New York State Executive Law Article 15-A and 5 NYCRR Parts 140-145 ("MWBE Regulations") for all State Contracts as defined therein, with a value (1) in excess of \$25,000 for labor, services (including, but not limited to, legal, financial, and other professional services), supplies, equipment, materials, or any combination of the foregoing, or (2) in excess of \$100,000 for the acquisition, construction, demolition, replacement, major repair or renovation of real property and improvements thereon.
  - 2. Title VI of the Civil Rights Act of 1964 and 40 CFR Part 7 ("Title VI") for any program or activity receiving federal financial assistance, as those terms are defined therein.
  - 3. Title VII of the Civil Rights Act of 1964 and 41 CFR Part 60-1 Subpart A ("Title VII") for construction Contracts related to any government programs providing federal financial assistance, as those terms are defined therein.
  - 4. 41 CFR Part 60-4 ("Federal Affirmative Action Regulations") for federal or federally assisted construction Contracts in excess of \$10,000, as those terms are defined therein.
  - 5. Section 504 of the Rehabilitation Act of 1973 ("Section 504") for any program or activity receiving federal financial assistance, as those terms are defined therein.
  - 6. The Age Discrimination Act of 1975 ("Age Discrimination Act") for any program or activity receiving federal financial assistance, as those terms are defined therein.
  - 7. Section 13 of the Federal Water Pollution Control Act ("Clean Water Act") Amendments of 1972 ("Section 13") for any program or activity receiving federal financial assistance under the Clean Water Act, as those terms are defined therein.
- B. Failure to comply with all of the requirements herein may result in a finding by the Recipient that the Contractor is non-responsive, non-responsible, and/or has breached the Contract, leading to the withholding of funds or such other actions, liquidated damages pursuant to subsection III(F) of this section, or enforcement proceedings as allowed by the Contract.
- C. If any terms or provisions herein conflict with Executive Law Article 15-A, the MWBE Regulations, Title VI, Title VII, or Federal Affirmative Action Regulations, such law and regulations shall supersede these requirements.
- D. Upon request from the Recipient's Minority Business Officer ("MBO") and/or EFC, Contractor will provide complete responses to inquiries and all MWBE and EEO records available within a reasonable time. For purposes of this section, MBO means the duly authorized representative of the SRF Recipient for MWBE and EEO purposes.

#### II. Equal Employment Opportunities (EEO)

Applicable to all Contracts and Subcontracts unless otherwise noted

- A. Each Contractor and Subcontractor performing work on the Contract shall undertake or continue existing EEO programs to ensure that minority group members and women are afforded equal employment opportunities without discrimination because of race, creed, color, national origin, sex, age, disability or marital status. For these purposes, EEO shall apply in the areas of recruitment, employment, job assignment, promotion, upgrading, demotion, transfer, layoff, or termination and rates of pay or other forms of compensation.
- B. The Contractor shall comply with the provisions of the Human Rights Law (Executive Law Article 15), Title VI, Title VII, the Federal Affirmative Action Regulations, Section 504, Age Discrimination Act, Section 13, and all other State and Federal statutory and constitutional non-discrimination provisions. The Contractor and Subcontractors shall not discriminate against any employee or applicant for employment because of race, creed (religion), color, sex, national origin, sexual orientation, military status, age, disability, predisposing genetic characteristic, marital status or domestic violence victim status, and shall also follow the requirements of the Human Rights Law with regard to non-discrimination on the basis of prior criminal conviction and prior arrest.

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- Contractors and Subcontractors shall have instituted grievance procedures to assure the prompt and fair resolution of complaints when a violation of Title VI of the Civil Rights Act of 1964 or Title 40 CFR Part 7 is alleged.
- D. Pursuant to 40 CFR § 7.95, the Contractor shall display a copy of the EEO notice at the project site in a visible location. The notice shall accommodate individuals with impaired vision or hearing and should be provided in languages other than English where appropriate. The notice must also identify the employee responsible for its EEO compliance. A copy of the EEO notice ("EEO Poster") can be found at: https://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf.

The Contractor will include the provisions of Subdivisions II(A) and II(C) in every Subcontract in such a manner that the requirements of these subdivisions will be binding upon each Subcontractor as to work in connection with the Contract.

#### Applicable to all construction Contracts

E. The Contractor and Subcontractor will comply with the requirements of 41 CFR § 60-1.4(b) and (c), and such provisions are hereby incorporated by reference. These provisions require, in part, that the Contractor and Subcontractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The Contractor and Subcontractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

#### Applicable to construction Contracts greater than \$10,000

F. The Contractor and Subcontractor will comply with the Affirmative Action Regulations and such provisions are hereby incorporated by reference. These provisions require, in part, that the Contractor and Subcontractor place affirmative action goals on Contracts and Subcontracts, as established by the United States Department of Labor. Affirmative action goals for minorities and women by geographic region can be found here: <a href="https://www.dol.gov/sites/dolgov/files/ofccp/ParticipationGoals.pdf">https://www.dol.gov/sites/dolgov/files/ofccp/ParticipationGoals.pdf</a>.

#### G. Required EEO Forms

Pursuant to 41 CFR Section 60-1.7 for federally assisted construction Contracts, Contractor and Subcontractor will annually file an EEO-1 Report with the Joint Reporting Committee for the Office of Federal Contract Compliance Programs (OFCCP) and the Equal Employment Opportunity Commission (EEOC) according to the instructions provided at <a href="https://www.eeoc.gov/employers/eeo-1-survey/eeo-1-instruction-booklet">https://www.eeoc.gov/employers/eeo-1-survey/eeo-1-instruction-booklet</a>, if Contractor or Subcontractor:

- 1. Is not exempt from compliance pursuant to 41 CFR § 60-1.5;
- 2. Has 50 or more employees;
- 3. Is a prime Contractor or first tier Subcontractor; or Subcontractor below the first tier which performs construction work at the site of construction; and
- 4. Has a Contract, Subcontract, or purchase order amounting to \$50,000 or more.

#### III. Business Participation Opportunities for MWBEs

Applicable to Contracts Meeting Article 15-A Thresholds

#### A. Contract Goals

 For purposes of this Contract, EFC establishes the following goals for New York State certified MWBE participation based on the current availability of qualified MBEs and WBEs.

Program	MWBE Contract Goal*
CWSRF, DWSRF, & Green Innovation Grant Program	20%
NYS Water Infrastructure Improvement Act Grants (also receiving EFC loan)	Clean Water project 23% Drinking Water project 26%
NYS Intermunicipal Grants (also receiving EFC loan)	Clean Water project 24% Drinking Water project 24%

<sup>\*</sup>May be any combination of MBE and/or WBE participation

- 2. For purposes of providing meaningful participation by MWBEs on the Contract and achieving the MWBE Contract Goals established in Section III-A hereof, the Contractor should reference the directory of New York State Certified MWBEs found at the following internet address: <a href="https://ny.newnycontracts.com">https://ny.newnycontracts.com</a>.
- 3. The Contractor understands that only sums paid to MWBEs for the performance of a commercially useful function, as that term is defined in 5 NYCRR § 140.1, may be applied towards achievement of applicable MWBE participation goals.
  - a. For construction and construction-related services Contracts or Subcontracts, the portion of the Contract or Subcontract with an MWBE serving as a supplier, and so designated in ESD's Directory, that shall be deemed to represent the commercially useful function performed by the MWBE shall be 60% of the total value of the Contract or Subcontract. The portion of a Contract or Subcontract with an MWBE serving as a broker, as denoted by NAICS code 425120, that shall be deemed to represent the commercially useful function performed by the MWBE shall be the monetary value for fees, or the markup percentage, charged by the MWBE.
  - b. For non-construction Contracts or Subcontracts, the portion of a Contract or Subcontract with an MWBE serving as a broker that shall be deemed to represent the commercially useful function performed by the MWBE shall be 25% of the total value of the contract
- 4. Where MWBE Contract Goals have been established herein, pursuant to 5 NYCRR § 142.8, the Contractor must document "good faith efforts" to provide meaningful participation by MWBEs as Subcontractors or suppliers in the performance of the Contract.
- 5. In accordance with Section 316-a of Article 15-A and 5 NYCRR § 142.13, the Contractor acknowledges that if it is found to have willfully and intentionally failed to comply with the MWBE participation goals set forth in the Contract, such a finding constitutes a breach of Contract and the Contractor shall be liable to the Recipient for liquidated or other appropriate damages, as set forth herein.

#### B. MWBE Utilization Plan

- 1. The Contractor represents and warrants that Contractor has submitted an MWBE Utilization Plan to the Recipient prior to the execution of this Contract.
- The Contractor agrees to use such MWBE Utilization Plan for the performance of MWBEs on the Contract pursuant to the prescribed MWBE goals set forth in Section III-A of this section.

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- 3. The Contractor further agrees that a failure to submit and/or use such MWBE Utilization Plan shall constitute a material breach of the terms of the Contract. Upon the occurrence of such a material breach, the Recipient shall be entitled to any remedy provided herein, including but not limited to, a finding that the Contractor is not responsive.
- 4. Contractor must report any changes to the Utilization Plan after Contract award and during the term of the Contract to the Recipient's MBO. Contractor shall indicate the changes to the MBO in the next Monthly MWBE Contractor Compliance Report after the changes occurred. At EFC's discretion, an updated MWBE Utilization Plan form and good faith effort documentation may be required to be submitted. When a Utilization Plan is revised due to execution of a change order, the change order should be submitted to the MBO with the Monthly MWBE Contractor Compliance Report or revised Utilization Plan.
- 5. The Contractor shall submit copies of all fully executed Subcontracts, agreements, and purchase orders that are referred to in the MWBE Utilization Plan to the MBO within 30 days of their execution.

#### C. Requests for Waiver

- If the Contractor, after making good faith efforts, is unable to comply with MWBE goals, the Contractor may submit a Request for Waiver to the Recipient documenting good faith efforts by the Contractor to meet such goals. If the documentation included with the waiver request is complete, the Recipient shall forward the request to EFC for evaluation, and EFC will issue a written notice of acceptance or denial within twenty (20) days of receipt.
- 2. If the Recipient, upon review of the MWBE Utilization Plan and updated Quarterly MWBE Contractor Compliance Reports determines that the Contractor is failing or refusing to comply with the MWBE Contract Goals and no waiver has been issued in regards to such non-compliance, the Recipient may issue a notice of deficiency to the Contractor. The Contractor must respond to the notice of deficiency within seven (7) business days of receipt. Such response may include a request for partial or total waiver of MWBE Contract Goals.

#### D. Monthly MWBE Contractor Compliance Report ("Monthly MWBE Report")

The Contractor agrees to submit a report to the Recipient by the third business day following the end of each month over the term of this Contract documenting the payments made and the progress towards achievement of the MWBE goals of the Contract. The Monthly MWBE Report must be supplemented with proof of payment by the Contractor to its Subcontractors (e.g., copies of both sides of a cancelled check) and proof that Subcontractors have been paid within 30 days of receipt of payment from the Recipient. The final Monthly MWBE Report must reflect all Utilization Plan revisions and change orders.

#### E. Liquidated Damages - MWBE Participation

In accordance with Section 316-a of Article 15-A and 5 NYCRR §142.13, if it has been determined by the Recipient or EFC that the Contractor has willfully and intentionally failed to comply with the MWBE participation goals, the Contractor shall be obligated to pay to Recipient liquidated damages or other appropriate damages, as specified herein and as determined by the Recipient or EFC.

Liquidated damages shall be calculated as an amount not to exceed the difference between:

- 1. All sums identified for payment to MWBEs had the Contractor achieved the approved MWBE participation goals; and,
- 2. All sums actually paid to MWBEs for work performed or materials supplied under this Contract.

The Recipient and EFC reserve the right to impose a lesser amount of liquidated damages than the amount calculated above based on the circumstances surrounding the Contractor's non-compliance.

In the event a determination has been made by the Recipient or EFC which requires the payment of damages identified herein and such identified sums have not been withheld, Contractor shall pay such damages to the Recipient within sixty (60) days after they are assessed unless prior to the expiration of such sixtieth day, the Contractor has filed a complaint with the Empire State Development Corporation – Division of Minority and Women's Business Development ("ESD") pursuant to Subdivision 8 of Section 313 of the Executive Law in which event the damages shall be payable if the Director of ESD renders a decision in favor of the Recipient.

# SECTION 2 PARTICIPATION OPPORTUNITIES FOR NEW YORK STATE CERTIFIED SERVICE-DISABLED VETERAN-OWNED BUSINESSES

New York State Executive Law Article 17-B and 9 NYCRR Part 252 provide for more meaningful participation in public procurement by certified Service-Disabled Veteran-Owned Businesses ("SDVOBs"), thereby further integrating such businesses into New York State's economy. EFC recognizes the need to promote the employment of service-disabled veterans and to ensure that certified service-disabled veteran-owned businesses have opportunities for maximum feasible participation in the performance of EFC Contracts.

In recognition of the service and sacrifices made by service-disabled veterans and in recognition of their economic activity in doing business in New York State, Contractors are strongly encouraged and expected to consider SDVOBs in the fulfillment of the requirements of the Contract. Such participation may be as Subcontractors or suppliers, as protégés, or in other partnering or supporting roles.

Contractor is encouraged to make good faith efforts to promote and assist in the participation of SDVOBs on the Contract for the provision of services and materials. The directory of New York State Certified SDVOBs can be viewed at: <a href="http://ogs.ny.gov/Core/SDVOBA.asp">http://ogs.ny.gov/Core/SDVOBA.asp</a>.

Contractor is encouraged to contact the Office of General Services' Division of Service-Disabled Veteran's Business Development at 518-474-2015 or VeteransDevelopment@ogs.ny.gov to discuss methods of maximizing participation by SDVOBs on the Contract.

#### SECTION 3 AMERICAN IRON AND STEEL (AIS) REQUIREMENT

The requirements of this section apply to (1) all construction Contracts and Subcontracts for DWSRF projects and CWSRF treatment works projects and (2) all Contracts for the purchase of iron and steel products for a DWSRF project or CWSRF treatment works project. Disregard this section if it does not apply to this Contract or Subcontract.

The Contractor acknowledges to and for the benefit of the Recipient of the Clean Water State Revolving Fund ("CWSRF") or the Drinking Water State Revolving Fund ("DWSRF") financial assistance that the Contractor understands the goods and services under this Agreement are being funded with monies made available by the New York State Environmental Facilities Corporation ("EFC") through the CWSRF or the DWSRF and that such funding is subject to certain statutory restrictions requiring that certain iron and steel products used in the project be produced in the United States ("American Iron and Steel Requirement") including iron and steel products provided by the Contractor pursuant to this Agreement.

The Contractor hereby represents and warrants that:

- (a) the Contractor has reviewed and understands the American Iron and Steel Requirement,
- (b) all of the iron and steel products covered by the American Iron and Steel Requirement used in the project will be and/or have been produced in the United States in a manner that complies with the American Iron and Steel Requirement, unless a waiver of the requirement is approved, and
- (c) the Contractor will provide any further verified information, certification or assurance of compliance with this paragraph, or information necessary to support a waiver of the American Iron and Steel Requirement, as may be requested by the Recipient.

Notwithstanding any other provision of this Agreement, any failure to comply with this paragraph by the Contractor shall permit the Recipient to recover as damages against the Contractor any loss, expense, or cost (including without limitation attorney's fees) incurred by the Recipient resulting from any such failure (including without limitation any impairment or loss of funding, whether in whole or in part, from the EFC or any damages owed to the EFC by the Recipient). While the Contractor has no direct contractual privity with the EFC, as a lender to the Recipient for the funding of this project, the Recipient and the Contractor agree that the EFC is a third-party beneficiary and neither this paragraph, nor any other provision of this Agreement necessary to give this paragraph force or effect, shall be amended or waived without the prior written consent of the EFC.

# SECTION 4 DAVIS-BACON (DB) PREVAILING WAGE REQUIREMENTS

The requirements of this section apply to all construction Contracts and Subcontracts greater than \$2,000 for either DWSRF projects or CWSRF treatment works projects. Disregard this section if it does not apply to this Contract or Subcontract.

#### For Contracts in Excess of \$2,000:

#### 1. Minimum Wages

(i) All laborers and mechanics employed or working upon the site of the work will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3)), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the Contractor and such laborers and mechanics.

Contributions made or costs reasonably anticipated for bona fide fringe benefits under section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph (1)(iv) of this section; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR § 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein provided that the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph (1)(ii) of this section) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the Contractor and its Subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers. The Davis-Bacon poster (WH-1321) can be found at https://www.dol.gov/whd/regs/compliance/posters/davis.htm . Wage determinations may be obtained from the US Department of Labor's website, http://www.beta.sam.gov.

(ii)(A) The contracting officer shall require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the Contract shall be classified in conformance with the wage determination. The contracting officer shall approve a request for an additional classification and wage rate and fringe benefits therefore only when the following criteria have been met:

- 1. The work to be performed by the classification requested is not performed by a classification in the wage determination;
- 2. The classification is utilized in the area by the construction industry; and,
- 3. The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

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- (B) If the Contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the contracting officer agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), documentation of the action taken and the request, including the local wage determination shall be sent by the contracting officer to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210 and to the EPA DB Regional Coordinator concurrently. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification request within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30–day period that additional time is necessary.
- (C) In the event the Contractor, the laborers or mechanics to be employed in the classification or their representatives, and the contracting officer do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), the contracting officer shall refer the request and the local wage determination, including the views of all interested parties and the recommendation of the contracting officer, to the Administrator for determination. The request shall be sent to the EPA DB Regional Coordinator concurrently. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt of the request and so advise the contracting officer or will notify the contracting officer within the 30–day period that additional time is necessary.
- (D) The wage rate (including fringe benefits where appropriate) determined pursuant to paragraphs (1) (ii)(B) or (C) of this section, shall be paid to all workers performing work in the classification under this Contract from the first day on which work is performed in the classification.
- (iii) Whenever the minimum wage rate prescribed in the Contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the Contractor shall either pay the benefit as stated in the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.
- (iv) If the Contractor does not make payments to a trustee or other third person, the Contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program *provided* that the Secretary of Labor has found, upon the written request of the Contractor, that the applicable standards of the Davis–Bacon Act have been met. The Secretary of Labor may require the Contractor to set aside in a separate account assets for the meeting of obligations under the plan or program.
- 2. Withholding. The Recipient shall upon its own action or upon written request of the EPA Award Official or an authorized representative of the Department of Labor withhold or cause to be withheld from the Contractor under this Contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to Davis—Bacon prevailing wage requirements, which is held by the same prime contractor, so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees, and helpers, employed by the Contractor or any Subcontractor the full amount of wages required by the Contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or working on the site of the work, all or part of the wages required by the Contract, the Recipient may, after written notice to the Contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased.
- 3. Payrolls and basic records.
  - (i) Payrolls and basic records relating thereto shall be maintained by the Contractor during the course of the work and preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in section 1(b)(2)(B) of the Davis—Bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR § 5.5(a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in section 1(b)(2)(B)

of the Davis—Bacon Act, the Contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs.

- (ii)(A) The Contractor shall submit weekly for each week in which any Contract work is performed a copy of all payrolls to the Recipient. Such documentation shall be available on request of EFC or EPA. As to each payroll copy received, the Recipient shall provide written confirmation in a form satisfactory to EFC indicating whether or not the project is in compliance with the requirements of 29 CFR § 5.5(a)(1) based on the most recent payroll copies for the specified week. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR § 5.5(a)(3)(i), except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead the payrolls shall only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at https://www.dol.gov/agencies/whd/government-contracts/construction/forms or its successor site. The prime Contractor is responsible for the submission of copies of payrolls by all Subcontractors. Contractors and Subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to the Recipient, for transmission to EFC, EPA if requested by EPA, or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this section for a prime Contractor to require a Subcontractor to provide addresses and social security numbers to the prime Contractor for its own records, without weekly submission to the Recipient (or the applicant, sponsor, or owner).
- (B) Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the Contractor or Subcontractor or his or her agent who pays or supervises the payment of the persons employed under the Contract and shall certify the following:
  - (1) That the payroll for the payroll period contains the information required to be provided under 29 CFR § 5.5(a)(3)(ii), the appropriate information is being maintained under 29 CFR § 5.5 (a)(3)(i), and that such information is correct and complete;
  - (2) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the Contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in Regulations, 29 CFR part 3:
  - (3) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the Contract.
- (C) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH–347 shall satisfy the requirement for submission of the "Statement of Compliance" required by paragraph (3)(ii)(B) of this section.
- (D) The falsification of any of the above certifications may subject the Contractor or Subcontractor to civil or criminal prosecution under section 1001 of title 18 and section 231 of title 31 of the United States Code.
- (iii) The Contractor or Subcontractor shall make the records required under paragraph (3)(i) of this section available for inspection, copying, or transcription by authorized representatives of the Recipient, EFC, EPA, or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the Contractor or Subcontractor fails to submit the

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required records or to make them available, the Recipient, EFC, or EPA may, after written notice to the Contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR § 5.12.

#### 4. Apprentices and trainees.

- (i) Apprentices. Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the Contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a Contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the Contractor's or Subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the Contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.
- (ii) Trainees. Except as provided in 29 CFR § 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the Contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

- (iii) Equal employment opportunity. The utilization of apprentices, trainees and journeymen under this part shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30.
- 5. Compliance with Copeland Act Requirements. The Contractor shall comply with the requirements of 29 CFR part 3, which are incorporated by reference in this Contract.
- 6. Subcontracts. The Contractor or Subcontractor shall insert in any Subcontracts the clauses contained in 29 CFR § 5.5(a)(1) through (10) and such other clauses as the Recipient may by appropriate instructions require, and also a clause requiring the Subcontractors to include these clauses in any lower tier Subcontracts. The prime Contractor shall be responsible for the compliance by any Subcontractor or lower tier subcontractor with all the Contract clauses in 29 CFR § 5.5.
- 7. Contract Termination: Debarment. A breach of the contract clauses in 29 CFR § 5.5 may be grounds for termination of the Contract, and for debarment as a Contractor and a Subcontractor as provided in 29 CFR § 5.12.
- 8. Compliance with Davis–Bacon and Related Act requirements. All rulings and interpretations of the Davis–Bacon and Related Acts contained in 29 CFR parts 1, 3, and 5 are herein incorporated by reference in this Contract.
- 9. Disputes Concerning Labor Standards. Disputes arising out of the labor standards provisions of this Contract shall not be subject to the general disputes clause of this Contract. Such disputes shall be resolved in accordance with the procedures of the Department of Labor set forth in 29 CFR parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the Contractor (or any of its Subcontractors) and the Recipient, the U.S. Department of Labor, or the employees or their representatives.
- 10. Certification of eligibility.
  - (i) By entering into this Contract, the Contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the Contractor's firm is a person or firm ineligible to be awarded Government Contracts by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).
  - (ii) No part of this Contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).
  - (iii) The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. § 1001.

#### For Contracts in Excess of \$100,000:

- 1. Overtime requirements. No Contractor or Subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.
- 2. Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (1) of this section the Contractor and any Subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such Contractor and Subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (1) of this section, in the sum of \$25 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (1) of this section.

- 3. Withholding for unpaid wages and liquidated damages. The Recipient shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any monies payable on account of work performed by the Contractor or Subcontractor under any such Contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such Contractor or Subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (2) of this section.
- 4. Subcontracts. The Contractor or Subcontractor shall insert in any Subcontracts the clauses set forth in paragraphs (1) through (4) of this section and also a clause requiring the Subcontractors to include these clauses in any lower tier Subcontracts. The prime Contractor shall be responsible for compliance by any Subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (1) through (4) of this section.
- 5. In any Contract subject only to the Contract Work Hours and Safety Standards Act and not to any of the other statutes cited in 29 CFR § 5.1, the Contractor or Subcontractor shall maintain payrolls and basic payroll records during the course of the work and shall preserve them for a period of three years from the completion of the Contract for all laborers and mechanics, including guards and watchmen, working on the contract. Such records shall contain the name and address of each such employee, social security number, correct classifications, hourly rates of wages paid, daily and weekly number of hours worked, deductions made, and actual wages paid. Further, the records to be maintained under this paragraph shall be made available by the Contractor or Subcontractor for inspection, copying, or transcription by authorized representatives of the Recipient and the Department of Labor, and the Contractor or Subcontractor will permit such representatives to interview employees during working hours on the job.

# SECTION 5 REQUIREMENTS REGARDING SUSPENSION AND DEBARMENT

The requirements of this section apply to all Contracts and Subcontracts.

Contractor and any Subcontractors shall comply with, Subpart C of 2 CFR Part 180 as implemented and supplemented by 2 CFR Part 1532. The Contractor is not a debarred or suspended party under 2 CFR Part 180 or 2 CFR Part 1532, or 29 CFR § 5.12. Neither the Contractor nor any of its Subcontractors have contracted with, or will contract with, any debarred or suspended party under the foregoing regulations.

The Contractor and any Subcontractor have not been debarred from or deemed ineligible for Government Contracts or federally assisted construction Contracts pursuant to Executive Order 11246.

The Contractor and any Subcontractors have not been deemed ineligible to submit a bid on or be awarded a public contract or subcontract pursuant to Article 8 of the State Labor Law, specifically Labor Law § 220-b. In addition, neither the Contractor nor any Subcontractors have contracted with, or will contract with, any party that has been deemed ineligible to submit a bid on or be awarded a public contract or subcontract under Labor Law § 220-b.

In addition, the Contractor and any Subcontractors have not been deemed ineligible to submit a bid and have not contracted with and will not contract with any party that has been deemed ineligible to submit a bid under Executive Law § 316.

#### SECTION 6 RESTRICTIONS ON LOBBYING

The requirements of this section apply to all Contracts and Subcontracts greater than \$100,000. Disregard this section if it does not apply to this Contract or Subcontract.

The Contractor and any Subcontractor executing a Contract or Subcontract in excess of \$100,000 agree to provide to the Recipient an executed Certification Regarding Lobbying pursuant to 40 CFR Part 34 ("Lobbying Certification") in the form attached hereto as Attachment 9, consistent with the prescribed form provided in Appendix A to 40 CFR Part 34.

#### **PART 3: GUIDANCE MATERIALS**

#### APPLICABILITY OF PROGRAM REQUIREMENTS

This table contains a breakdown of the applicable program requirements based on contract type and its value. For further details pertaining to each requirement, refer to the section identified in the heading. The relevant section number is the same in both Part 2 and Part 3 of this document.

Type of Contract	MWBE Section 1	EEO¹ Section 1	Title VII Section 1	AIS Section 3	Davis Bacon Section 4	FAAR <sup>2</sup> Section 1	Suspension & Debarment Section 6	Restrictions on Lobbying Section 7
Construction: Treatment Works								
All		X	X	Х			X	
If greater than:								
\$2,000		X	X	X	X		X	
\$10,000		X	X	X	X	X	X	
\$100,000	X	X	Х	Х	X	Х	X	X
Construction: Non-Treatment Works								
All		Х	Х				Х	
If greater than:								
\$10,000		Х	Х			Х	Х	
\$100,000	Х	Х	Х			Х	Х	Х
Non-Construction								
All		Х		Х				
If greater than:								
\$25,000	Х	X		Х				
\$100,000	Х	Х		Х				Х

<sup>&</sup>lt;sup>1</sup> For purposes of this table, "EEO" includes the following: EEO requirements under 40 CFR Part 33, Title VI, Section 504, Age Discrimination Act, and Section 13.

<sup>&</sup>lt;sup>2</sup> For purposes of this table, "FAAR" means the Federal Affirmative Action Regulations.

#### **SECTION 1**

GUIDANCE FOR THE REQUIREMENTS AND PROCEDURES FOR BUSINESS PARTICIPATION OPPORTUNITIES FOR FEDERAL DISADVANTAGED BUSINESS ENTERPRISES AND NEW YORK STATE CERTIFIED MINORITY- AND WOMEN-OWNED BUSINESS ENTERPRISES AND EQUAL EMPLOYMENT OPPORTUNITIES FOR MINORITY GROUP MEMBERS AND WOMEN

#### I. Summary of EEO and MWBE forms

A. Forms to be Submitted Prior to Contract Execution
Applicable to Contracts Meeting Article 15-A Thresholds

#### 1. MWBE Utilization Plan

To be submitted by the Contractor to the MBO after the bid opening, but in no case more than ten (10) business days after the Contractor receives notice from the Recipient that the Contractor has submitted a low bid. For Contracts that are not bid, it is to be submitted prior to the Contract execution date. This form is attached hereto as Attachment 4. See Required Contract Language, Section 1(III)(B).

#### B. Forms to be Submitted During the Term of the Contract Applicable to Contracts Meeting Article 15-A Thresholds

#### 1. Request for Partial or Total MWBE Waiver

If applicable, to be submitted by the Contractor to the MBO at any time during the term of the Contract, but prior to the submission of a request for final payment on the Contract. This form is attached hereto as Attachment 5. See Required Contract Language, Section 1(III)(C).

#### 2. Monthly MWBE Contractor Compliance Report ("Monthly MWBE Report")

To be submitted by the Contractor to the MBO by the third business day following the end of each month over the term of the Contract. This form is attached hereto as Attachment 3. See Required Contract Language, Section 1(III)(D).

Applicable to all construction Contracts

#### 3. EEO-1 Report

To be submitted by the Contractor and Subcontractor, as applicable, annually during the term of the Contract or Subcontract. A sample EEO-1 Report can be found here: <a href="https://www.eeoc.gov/sites/default/files/migrated\_files/employers/eeo1survey/eeo1-2-2.pdf">https://www.eeoc.gov/sites/default/files/migrated\_files/employers/eeo1survey/eeo1-2-2.pdf</a> Instructions for how to submit the EEO-1 Report online can be found here: <a href="https://www.eeoc.gov/employers/eeo-1-survey/eeo-1-instruction-booklet">https://www.eeoc.gov/employers/eeo-1-survey/eeo-1-instruction-booklet</a> . See Section 1(II)(D), Required Contract Language.

#### II. Equal Employment Opportunities (EEO)

#### A. EEO Poster

Applicable to all construction Contracts

Attachment 1, *EEO Poster*, is the notice provided by the United States Department of Labor, with a place added to identify the employee responsible for EEO compliance, as required by 40 CFR § 7.95.

#### B. EEO Goals

Applicable to construction Contracts greater than \$10,000

Pursuant to 41 CFR Part 60-4, the United States Department of Labor has established EEO goals for the employment of minorities and women. For federal and federally assisted construction Contractors, goals for minorities and females are established as a percentage participation rate. These goals are applicable to all of a Contractor's construction work sites (whether or not these sites are also the result of a federal Contract or are federally assisted). The goals are applicable

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to each nonexempt Contractor's total onsite construction workforce, regardless of whether or not part of that workforce is performing work on a federal, federally assisted or non-federally related project Contract or Subcontract. Contractors should apply to each work site the goal for the geographical area that each particular work site is located in. These goals, and further information, are available at: https://www.dol.gov/sites/dolgov/files/ofccp/ParticipationGoals.pdf.

#### III. Business Participation Opportunities for MWBEs

Applicable to Contracts Meeting Article 15-A Thresholds

#### A. Contract Goals

The goals provided herein (Required Contract Language, Section 1(III)(A)) are effective as of October 1, 2020. MWBE participation goals for a contract will be based on the goals in place at the time of the execution date of each respective contract, unless otherwise specified. Please contact EFC if you have any questions about the applicable MWBE participation goals for your contract.

#### B. Good Faith Efforts

The Contractor must make good faith efforts to develop an adequate MWBE Utilization Plan and must continue such good faith efforts to meet applicable MWBE participation goals. The Contractor shall maintain documentation of good faith efforts to solicit participation of MWBE firms for SRF-funded projects. If a Contractor is unable to meet contract MWBE participation goals, and submits a Request for Waiver, documentation of such good faith efforts must accompany the request. See Required Contract Language, Section 1(III)(C).

Contractor should also continue good faith efforts to seek opportunities for MWBE participation during the life of the contract even if proposed goals have been achieved.

Examples of documentation of good faith efforts are set forth below:

- Information on the scope of work related to the contract, such as a copy of the schedule of values from the bid submission, and specific steps taken to reasonably structure the scope of work to break out tasks or equipment needs for the purpose of providing opportunities for subcontracting with, or obtaining supplies or services from, MBEs or WBEs.
- Printed screenshots of the directory of Certified Minority- and Women- Owned Business Enterprises ("MWBE directory") on ESD's website for certified MWBEs that provide the services or equipment necessary for the contract. Contact the MBO for assistance in performing a proper search including identifying a sufficient number of solicitations to show that good faith effort was made.
- Copies of timely solicitations and documentation (e.g., faxes and emails) that the Contractor offered relevant plans, specifications, or other related materials to MBE and WBE firms on ESD's MWBE directory to participate in the work, with the responses.
- A log prepared by the Contractor in a sortable spreadsheet documenting the Contractor's solicitation of MBEs and WBEs for participation as Subcontractors or suppliers pursuant to a contract. The log should consist of the list of MBE and WBE firms solicited, their contact information, the type of work they were solicited to perform (or equipment to provide), how the solicitation was made (fax, phone, email) and the contact information, the contacts name and the outcome. If a bid was received, the bid price should also be included in the log. See a sample log format below:

Date	M/WBE Type	Company	Scope of work	Contact Name	Phone/ Email	Solicitation Format	MWBE Response	Negotiation Required?	Selected? If not, Explain

If no response was received to an initial solicitation, at least one follow-up solicitation should be made in a different format than the first, e.g. fax followed by phone call. Any winning bids received from non-MWBE firms for the same areas MWBEs were solicited should also be tracked on the log.

- Copies of any advertisements of sufficient duration to effectively seek participation of certified MBE and WBEs timely published in appropriate general circulation, trade and MWBE oriented publications, together with listing and dates of publication of such advertisements. EFC recommends the use of the NYS Contract Reporter that is free to all Contractors - <a href="https://www.nyscr.ny.gov">https://www.nyscr.ny.gov</a>.
- Documents demonstrating that insufficient MBEs or WBEs are reasonably available to perform the work.
- A written demonstration that the Contractor offered to make up any inability to meet the project MWBE participation goals in other Contracts and/or agreements performed by the Contractor on another SRF funded project.
- The date of pre-bid, pre-award, or other meetings scheduled by the Recipient, if any, and the contact information of any MBEs and WBEs who attended and are capable of performing work on the project.
- Any other information or documentation that demonstrates the Contractor conducted good faith efforts to provide opportunities for MWBE participation in their work. For instance, Prime Contractors and MBOs should develop a list of MWBE firms that have expressed interest in working on SRF-funded projects.

EFC reserves the right to request additional information and/or documentation to support the adequacy of the MWBE Utilization Plan and/or waiver request.

#### C. Review of the MWBE Utilization Plan

The MBO will evaluate a completed MWBE Utilization Plan. If the MBO finds the Utilization Plan sufficient, it will be forwarded to EFC for review. If the MBO finds the Utilization Plan insufficient, the MBO will work with the Contractor to address deficiencies before submitting to EFC for review. A written notice of acceptance or deficiency will be issued by EFC within 20 business days of receipt of the Utilization Plan. Upon receipt of a notice of deficiency from either the MBO or EFC, the Contractor shall respond with a written remedy to such notice within seven (7) business days of receipt.

#### D. Eligibility for MWBE Participation Credit

- To receive MWBE participation credit, Contractors or Subcontractors performing work that have been identified in an approved MWBE Utilization Plan must be certified as an MBE or WBE by ESD.
  - A Contractor, who is a certified MBE or WBE, will be credited for up to 100% of the category of their certification. However, good faith efforts to seek participation in the other category are also required.
- 2. Prime Contractors may also include second or lower tier Subcontractors (Subcontractors hired by Subcontractors) on their MWBE Utilization Plan.
- 3. Credit for MWBE participation shall be granted only for MWBE firms performing a commercially useful business function according to custom and practice in the industry. An MWBE does not perform a commercially useful function if its role adds no substantive value and is limited to that of an extra participant in a transaction, contract, or project through which funds are passed in order to obtain the appearance of participation.
  - a. "Commercially useful functions" normally include:

- i. Providing technical assistance to a purchaser prior to a purchase, during installation, and after the supplies or equipment are placed in service;
- ii. Manufacturing or being the first tier below the manufacturer of supplies or equipment;
- iii. Providing functions other than merely accepting and referring requests for supplies or equipment to another party for direct shipment to a Contractor; or,
- iv. Being responsible for ordering, negotiating price, and determining quality and quantity of materials and supplies.
- b. For construction Contracts or Subcontracts, the following rules apply when calculating MWBE utilization:
  - The portion of a Contract or Subcontract with an MWBE serving as a manufacturer that shall be deemed to represent the commercially useful function performed by the MWBE shall be 100% of the total value of the Contract or Subcontract.
  - ii. the portion of a Contract or Subcontract with an MWBE serving as a supplier (as denoted by a NAICS code beginning with 423 or 424, or a NIGP code that does not begin with the number 9), and so designated in ESD's Directory, that shall be deemed to represent the commercially useful function performed by the MWBE shall be 60% of the total value of the Contract or Subcontract.
  - iii. the portion of a Contract or Subcontract with an MWBE serving as a broker (as denoted by NAICS code 425120) that shall be deemed to represent the commercially useful function performed by the MWBE shall be the monetary value for fees, or the markup percentage, charged by the MWBE.
- c. For non-construction Contracts or Subcontracts, the following rules apply when calculating MWBE utilization:
  - i. the portion of a Contract or Subcontract with an MWBE serving as a broker that shall be deemed to represent the commercially useful function performed by the MWBE shall be 25% of the total value of the contract. Any firms that are listed as brokers or manufacturers' representatives (NAICS code 425120) and not specifically as suppliers fall in this category.
- d. No credit will be granted for MWBEs that do not perform a commercially useful function.

#### E. Requests for Waiver

- 1. If the Contractor's application of good faith efforts does not result in the utilization of MWBE firms to achieve the aforementioned goals or a specialty equipment/service waiver is requested, the Contractor may request a full or partial waiver of MWBE participation goals by completing a Request for Waiver form, attaching appropriate documentation of good faith efforts, and submitting same to the MBO. See also Required Contract Language, Section 1(III)(C). Even if an MWBE waiver is granted, EEO information must still be submitted.
- 2. The MBO and EFC will review each waiver request based on the good faith effort criteria presented above and the documentation submitted with the waiver request. EFC will not issue any automatic waivers from MWBE responsibilities.
- 3. Specialty Equipment/Service Exclusion: A specialty equipment/service exclusion may be granted in cases where:
  - a. equipment is made by only one non-MWBE manufacturer,
  - b. the technical specifications call for equipment that is not available through an MWBE supplier;
  - c. the equipment is constructed on site by specially trained non-MWBE labor;
  - d. the service is not available through an MWBE (such as work done by National Grid);
  - e. the service is proprietary in nature (such as use of certain computer software necessary for control systems); or,

f. the service cannot be subcontracted (such as litigation services).

If the contract includes specialty equipment or services, and documentation is submitted demonstrating that there are no MWBE firms capable of completing this portion of the contract, the specialty amount of the contract may be deducted from the total contract amount to determine the MWBE Eligible Amount and the goals will be applied to the MWBE Eligible Amount. This determination is made at the discretion of the MBO and EFC.

Example:

\$200,000 - \$50,000 = \$150,000

(Contract) (Specialty equipment/service) (MWBE Eligible Amount)

The MWBE goal is applied to the MWBE Eligible Amount.

A request for this specialty equipment/service deduction can be completed by filling out a Request for Waiver form and submitting it to the MBO. The request must include a copy of the page from the contract where the equipment/ service is described, an ESD search result for the manufacturer or manufacturer's representative, and documentation of the cost of each item. For construction Contracts, the schedule of values or bid tabulation sheet should also be submitted. Additional documentation may be requested by the MBO or EFC.

#### IV. Subcontractor's Responsibilities

Subcontractors should:

- Maintain their MWBE certifications and notify the Contractor and MBO of any change in their certification status.
- 2. Notify the Contractor of any MWBE Subcontractors they hire so they may be included on the Contractor's Utilization Plan.
- 3. Respond promptly to solicitation requests by completing and submitting bid information in a timely manner.
- 4. Maintain business records that should include, but not be limited to, Contracts/agreements, records of receipts, correspondence, purchase orders, and canceled checks.
- 5. Ensure that a required EEO Policy Statement and applicable MWBE requirements are included in each subcontract.
- 6. Notify the MBO and EFC when contract problems arise, such as non-payment for services or when the Subcontractor is not employed as described in the MWBE Utilization Plan.

#### V. Protests/Complaints

Contractors or Subcontractors who have any concerns, issues, or complaints regarding the implementation of the SRF MWBE & EEO Program or wish to protest should do so in writing to the MBO and EFC. The MBO, in consultation with EFC, will review the circumstances described in the submission, investigate to develop additional information, if warranted, and determine whether action is required. If the Contractor or Subcontractor believes the issue has not been resolved to their satisfaction, they may appeal in writing to EFC for consideration.

#### VI. Waste, Fraud and Abuse

Subcontractors, Contractors, or Recipients who know of or suspect any instances of waste, fraud, or abuse within the MWBE & EEO Program should notify the project MBO and EFC immediately. Additionally, suspected fraud activity should be reported to the USEPA – Office of Inspector General Hotline at (888) 546-8740, the New York State Office of Inspector General at (800) 367-4448, or the ESD Compliance Office at (212) 803-3266.

# SECTION 2 GUIDANCE FOR NEW YORK STATE CERTIFIED SERVICE-DISABLED VETERAN-OWNED BUSINESS ENTERPRISES ("SDVOB") PARTICIPATION OPPORTUNITIES

Contractor may contact the Office of General Services' Division of Service-Disabled Veteran's Business Development at 518-474-2015 or VeteransDevelopment@ogs.ny.gov to discuss methods of maximizing participation by SDVOBs on the Contract. The directory of New York State Certified SDVOBs can be viewed at: <a href="http://ogs.ny.gov/Core/SDVOBA.asp">http://ogs.ny.gov/Core/SDVOBA.asp</a>.

Please contact EFC if you have any questions about utilizing SDVOBs on the Contract.

# SECTION 3 GUIDANCE FOR AMERICAN IRON AND STEEL ("AIS") REQUIREMENT

Since 2014, if a Recipient uses CWSRF or DWSRF financial assistance to fund all or a part of the construction, alteration, maintenance or repair a public water system or treatment works, the Recipient must use iron and steel products that are produced in the United States for the whole project.

The AIS requirement does not apply to:

- 1. a project for which engineering plans and specifications were submitted for review by the responsible State agency before January 17, 2014 and approved by that agency before April 15, 2014: or
- 2. a project funded by a financial assistance agreement with EFC that was signed before January 17, 2014.

The term "iron and steel products" means the following products made primarily of iron or steel: lined or unlined pipes and fittings, manhole covers and other municipal castings, hydrants, tanks, flanges, pipe clamps and restraints, valves, structural steel, reinforced precast concrete, construction materials. For one of the listed products to be considered subject to the AIS requirement, it must be made of greater than 50% iron and steel, measured by material cost (with the exception of reinforced precast concrete products).

The term "produced in the United States" means that all manufacturing processes of the iron or steel, including application of coatings, take place in the United States, with the exception of metallurgical processes involving refinement of steel additives. All manufacturing processes includes processes such as melting, refining, forming, rolling, drawing, finishing, fabricating and coating. Further, if a domestic iron and steel product is taken out of the US for any part of the manufacturing process, it becomes foreign source material. However, raw materials such as iron ore, limestone and iron and steel scrap are not covered by the AIS requirement and the material(s), if any, being applied as a coating are similarly not covered. Non-iron or steel components of an iron and steel product may come from non-US sources. For example, for products such as valves and hydrants, the individual non-iron and steel components do not have to be of domestic origin.

The EPA may waive the AIS requirement for a treatment works project if:

- 1. applying the requirement would be inconsistent with the public interest;
- iron and steel products are not produced in the United States in sufficient and reasonably available quantities and of a satisfactory quality; or
- 3. inclusion of iron and steel products produced in the United States will increase the cost of the overall project by more than 25 percent.

A request for a waiver to use foreign iron or steel products must include adequate information for EPA's evaluation of the request, including:

- 1. A description of the foreign and domestic iron, steel, and/or manufactured goods;
- 2. Unit of measure;
- 3. Quantity;

- 4. Cost;
- 5. Time of delivery or availability;
- 6. Location of the project;
- 7. Name and address of the proposed supplier; and,
- 8. A detailed justification for use of foreign iron or steel products.

Requests for AIS waivers are to be submitted to EFC. Upon review, EFC will submit AIS waiver requests to EPA. When EPA receives a request for a waiver, EPA will publish the request and any accompanying material on EPA's official public Internet site, allowing informal public input on the request for at least 15 days before granting or denying the waiver request.

Additionally, EPA has the authority to issue waivers that are national in scope. National waivers may be for specific products or in the public's interest. These waivers can be found at EPA's website at: <a href="https://www.epa.gov/cwsrf/american-iron-and-steel-requirement-approved-national-waivers-0">https://www.epa.gov/cwsrf/american-iron-and-steel-requirement-approved-national-waivers-0</a>. The "De Minimis Waiver" is noteworthy. The waiver permits the use of iron and steel products when they occur in de minimis incidental components of DWSRF or CWSRF projects, as long as:

- 1. the funds used for the de minimis incidental components cumulatively comprise no more than 5% of the total cost of the materials used in a project; and,
- 2. the cost of an individual item does not exceed 1% of the total cost of the materials used in the project.

Items covered by the de minimis waiver are:

- 1. essential, but incidental to the construction;
- 2. incorporated into the physical structure of the project; and,
- 3. often low-cost and bought in bulk.

Examples of "de minimis" items include: washers, screws, nuts, bolts, fasteners, miscellaneous wire, corner bead, ancillary tubing, etc.

Examples of items that are NOT incidental and therefore are not considered "de minimis" include: process fittings, tees, elbows, flanges, brackets, valves, sewer or water pipes for distribution, treatment or storage tanks, large structural support systems, etc.

To use the de minimis waiver, Contractors should prepare a record in spreadsheet form that tracks the cost of all materials incorporated into the project. This spreadsheet can be either project specific or contract specific. If it is contract specific, a material tracking record for each construction contract should be prepared and items that are subject to the AIS de minimis waiver should be highlighted. There should be a clear calculation available to indicate that the cost of the de minimis iron and steel items is 5% or less of the total cost of all materials.

Additional information, guidance and Questions and Answers about the State Revolving Fund American Iron and Steel (AIS) requirement can be found at EPA's website: <a href="https://www.epa.gov/cwsrf/state-revolving-fund-american-iron-and-steel-ais-requirement">https://www.epa.gov/cwsrf/state-revolving-fund-american-iron-and-steel-ais-requirement</a>.

# SECTION 4 GUIDANCE FOR APPLICABLE LABOR STANDARDS

### I. Davis-Bacon Act

The Davis-Bacon Act requires Contractors and Subcontractors performing construction, alteration and repair work under Contracts in excess of \$2,000 funded from SRF monies, to pay their laborers and mechanics not less than the prevailing wage and fringe benefits for the geographic location.

For purposes of this section, "State Recipient" means EFC.

A. Requirements for Recipients.

This guidance describes how Recipients assist EPA in meeting its Davis-Bacon (DB) responsibilities when DB applies to EPA awards of financial assistance under the Water Resources Reform and Development Act of 2014 (WRRDA) with respect to State Recipients and Recipients. Recipients with questions about when DB applies, obtaining the correct DB wage determinations, DB provisions, or compliance monitoring should contact the State Recipient. Recipients can also obtain guidance from DOL's web site at <a href="http://www.dol.gov/whd">http://www.dol.gov/whd</a>.

- 1. Applicability of the Davis- Bacon (DB) prevailing wage requirements. Under the Water Resources Reform and Development Act of 2014 (WRRDA), DB prevailing wage requirements apply to the construction, alteration, and repair of treatment works carried out in whole or in part with assistance made available by a State water pollution control revolving fund. If a Recipient encounters a unique situation at a site that presents uncertainties regarding DB applicability, the Recipient must discuss the situation with the State Recipient before authorizing work on that site.
- 2. Obtaining Wage Determinations.
- (a) Recipients must obtain the wage determination for the locality in which a covered activity subject to DB will take place prior to issuing requests for bids, proposals, quotes or other methods for soliciting Contracts (solicitation) for activities subject to DB. These wage determinations must be incorporated into solicitations and any subsequent Contracts. Prime Contracts must contain a provision requiring that Subcontractors follow the wage determination incorporated into the prime Contract.
- (i) While the solicitation remains open, the Recipient must monitor <a href="https://beta.sam.gov">https://beta.sam.gov</a> weekly to ensure that the wage determination contained in the solicitation remains current. Recipients must amend the solicitation if DOL issues a modification more than 10 days prior to the closing date (i.e. bid opening) for the solicitation. If DOL modifies or supersedes the applicable wage determination less than 10 days prior to the closing date, the Recipient may request a finding from the State Recipient that there is not a reasonable time to notify interested Contractors of the modification of the wage determination. The State Recipient will provide a report of its findings to the Recipient.
- (ii) If the Recipient does not award the contract within 90 days of the closure of the solicitation, any modifications or supersessions DOL makes to the wage determination contained in the solicitation shall be effective unless the State Recipient, at the request of the Recipient, obtains an extension of the 90 day period from DOL pursuant to 29 CFR 1.6(c)(3)(iv). The Recipient shall monitor <a href="https://beta.sam.gov">https://beta.sam.gov</a> on a weekly basis if it does not award the Contract within 90 days of closure of the solicitation to ensure that wage determinations contained in the solicitation remain current.
- (b) If the Recipient carries out activity subject to DB by issuing a task order, work assignment or similar instrument to an existing Contractor (ordering instrument) rather than by publishing a solicitation, the Recipient must insert the appropriate DOL wage determination from <a href="https://beta.sam.gov">https://beta.sam.gov</a> into the ordering instrument.
- (c) Recipients must review all Subcontracts subject to DB entered into by prime Contractors to verify that the prime Contractor has required its Subcontractors to include the applicable wage determinations.
- (d) As provided in 29 CFR 1.6(f), DOL may issue a revised wage determination applicable to a Recipient's Contract after the award of a Contract or the issuance of an ordering instrument if DOL determines that the Recipient has failed to incorporate a wage determination or has used a wage determination that clearly does not apply to the Contract or ordering instrument. If this occurs, the Recipient must either terminate the Contract or ordering instrument and issue a revised solicitation or ordering instrument or incorporate DOL's wage determination retroactive to the beginning of the Contract or ordering instrument by change order. The Recipient's Contractor must be compensated for any increases in wages resulting from the use of DOL's revised wage determination.

### Additional requirements for Recipients that are not governmental entities

Recipients that are not governmental entities must submit their proposed DB wage determinations to the State Recipient for approval prior to including the wage determinations in any solicitation, Contract or issuing task orders, work assignments, or similar instruments to existing Contractors, as well as ordering instruments unless subsequently directed otherwise by the State Recipient award official as identified below.

Recipients must obtain proposed wage determinations for specific localities at <a href="https://beta.sam.gov">https://beta.sam.gov</a>. After the Recipient obtains its proposed wage determination, it must submit the wage determination to the State Recipient award official at: Timothy Burns, P.E., Director, Engineering and Program Management, New York State Environmental Facilities Corporation, at 518-402-7396 or at the following email address: Timothy.Burns@efc.ny.gov.

# C. Compliance Verification

- (a) The Recipient must periodically interview a sufficient number of employees entitled to DB prevailing wages (covered employees) to verify that Contractors or Subcontractors are paying the appropriate wage rates. As provided in 29 CFR 5.6(a)(6), all interviews must be conducted in confidence. The Recipient must use Standard Form 1445 or equivalent documentation to memorialize the interviews. Copies of the SF 1445 are available from EPA on request.
- (b) The Recipient must establish and follow an interview schedule based on its assessment of the risks of noncompliance with DB posed by Contractors or Subcontractors and the duration of the Contract or Subcontract. Recipients must increase the frequency of the interviews if the initial interviews or other information indicates that there is a risk that the Contractor or Subcontractor is not complying with DB. Recipients must immediately conduct necessary interviews in response to an alleged violation of the prevailing wage requirements. All interviews must be conducted in confidence.
- (c) The Recipient must periodically conduct spot checks of a representative sample of weekly payroll data to verify that Contractors or Subcontractors are paying the appropriate wage rates. The Recipient must establish and follow a spot check schedule based on its assessment of the risks of noncompliance with DB posed by Contractors or Subcontractors and the duration of the Contract or Subcontract. At a minimum, the Recipient must spot check payroll data within two weeks of each Contractor or Subcontractor's submission of its initial payroll data and two weeks prior to the completion date the Contract or Subcontract. Recipients must conduct more frequent spot checks if the initial spot check or other information indicates that there is a risk that the Contractor or Subcontractor is not complying with DB. In addition, during the examinations the Recipient must verify evidence of fringe benefit plans and payments thereunder by Contractors and Subcontractors who claim credit for fringe benefit contributions.
- (d) The Recipient must periodically review Contractors' and Subcontractors' use of apprentices and trainees to verify registration and certification with respect to apprenticeship and training programs approved by either the U.S Department of Labor or a state, as appropriate, and that Contractors and Subcontractors are not using disproportionate numbers of laborers, trainees and apprentices. These reviews must be conducted in accordance with the schedules for spot checks and interviews described in Item (b) and (c) immediately above.
- (e) Upon the request of EFC, the Recipient must provide EFC with a written certification indicating whether or not the project is in compliance with the requirements of 29 CFR 5.5(a)(1) based on the most recent payroll copies from Contractors/Subcontractors for the specified week.
- (f) Recipients must immediately report potential violations of the DB prevailing wage requirements to the EPA DB contact listed above and to the appropriate DOL Wage and Hour District Office listed at <a href="https://beta.sam.gov">https://beta.sam.gov</a>.

# II. Responsibilities of Contractors and Subcontractors

After execution of any SRF eligible Contracts, the Contractor and Subcontractor have the following responsibilities:

- 1. Post Davis Bacon Wage Poster and applicable federal, state, and local wages in a visible area at the construction site. This poster may be found on the EFC website under the Resource Library. (Refer to the attached required forms)
- 2. Make your employees available for wage interviews if necessary. Wage interviews must be conducted confidentially and using Labor Standard Interview Form (SF-1445). (Refer to the attached required forms)
- 3. Use federal payroll form WH-347 and complete the certifications on the back. If another form is being used, inform the Recipient and obtain a determination that the form is equivalent to the federal form. (Refer to the attached required forms)
- 4. Pay the higher of applicable prevailing federal, state, or local wages, including benefits (fringe & holidays), to each trade and overtime not less than one and one-half times the basic rate of pay for hours in excess of forty hours on Contracts in excess of \$100,000. The wage rates apply to Subcontractor trades as well.
- 5. Maintain proof of apprentice and trainee ratios for both Contractor and Subcontractor and certifications onsite.
- 6. Pay wages to your employees and your Subcontractors on a weekly basis. Ensure that your Subcontractors are paying their employees weekly.
- 7. Ensure that the Subcontracts contain the Davis Bacon contract language, the applicable federal, state, or local wage determinations and equal employment opportunity language. This language is provided in the Part 2: Required Contract Language. Federal wage determinations are available at <a href="https://beta.sam.gov">https://beta.sam.gov</a>.
- 8. Provide payroll forms and apprentice and trainee certifications to the Recipient for their records
- 9. Report potential waste, fraud and abuse violations to the EPA Davis Bacon Contact and DOL Wages and Hours District Office found on their website. <a href="https://beta.sam.gov">https://beta.sam.gov</a>. Any violations in payroll reporting or unpaid wages are subject to a daily monetary penalty.

# SECTION 5 GUIDANCE FOR STATE AND/OR LOCAL PREVAILING WAGE REQUIREMENTS

Contractors and Subcontractors working under a public works contract are subject to labor standards under State Labor Law, including but not limited to prevailing wage requirements, and may be subject to additional labor requirements under applicable local laws. When preparing the bid for an SRF project, the Contractor, and any Subcontractors, must use the higher of the applicable prevailing federal, State, or local wage rates paid to each trade.

# SECTION 6 GUIDANCE FOR REQUIREMENTS REGARDING SUSPENSION AND DEBARMENT

A list of debarred and suspended contractors, pursuant to 2 CFR Parts 180 and 1532,29 CFR § 5.12, and Executive Order 11246 is available on the US Department of Labor's website at <a href="https://www.sam.gov/portal/public/SAM">https://www.sam.gov/portal/public/SAM</a>.

A list of contractors and subcontractors deemed ineligible to submit a bid on or be awarded a public contract or subcontract, pursuant to Article 8 of the State Labor Law, is available on the New York State Department of Labor's website at http://labor.ny.gov/workerprotection/publicwork/PDFs/debarred.pdf

A list of contractors deemed ineligible to submit a bid is maintained by Empire State Development's Division of Minority and Women's Business Development.

# SECTION 7 GUIDANCE FOR RESTRICTIONS ON LOBBYING

Each Contractor and any Subcontractor that has a Contract or Subcontract exceeding \$100,000 shall provide to the Recipient a completed Certification Regarding Lobbying pursuant to 40 CFR Part 34 ("Lobbying Certification") in the form attached hereto as Attachment 9 consistent with the prescribed form provided in Appendix A to 40 CFR Part 34. The form provides a certification that the Contractor or Subcontractor will not expend appropriated federal funds to pay any person for influencing or attempting to influence an officer or employee of any agency, Member of Congress, officer or employee of Congress or any employee of any Member of Congress in accordance with the provisions of 40 CFR Part 34, and to maintain such certification for their own records.

# SECTION 8 SUMMARY OF CONTRACTOR REQUIREMENTS FOR SRF-FUNDED PROJECTS

Forms can be found as attachments to this document or online at www.efc.ny.gov

Forms should be submitted electronically via email or through EFC's dropbox

To be submitted with the bid:  ☐ Lobbying Certification ☐ AIS Contractor's Certification	Guidance Section Section 7 Section 3
To be submitted prior to or upon Contract award:  ☐ Executed Subcontracts, agreements, and purchase orders ☐ MWBE Utilization Plan and/or Waiver Request	Section 1
Tasks for construction start:  ☐ Ensure that all Subcontracts contain Part 2: Required Contract Language	
□ Post EEO Poster	Section 1
□ Pay the higher of prevailing federal, state, or local wages including benefits	Section 4
☐ Post Davis Bacon Wage Poster AND Wage Rates	Section 4
☐ Use Federal Payroll Form (WH-347)	Section 4
☐ Obtain apprentice and trainee certifications	Section 4
☐ Obtain AIS Manufacturer's Certifications for all iron & steel products	Section 3
Ongoing documentation & tasks:	
☐ Submit EEO-1 Report, online	Section 1
☐ Submit Monthly MWBE Reports to MBO	Section 1
☐ Maintain weekly certified payrolls for all Prime & Subcontractors	Section 4
☐ Maintain proof of payments for MWBE Subcontractors	Section 1
☐ Maintain AIS Manufacturer's Certifications	Section 3

Revision Date: 10/1/2020

Refer to Part 3

# **ATTACHMENTS (Required Forms)**



# Instructions:

- Contractors are to complete the report in Word version and email to the Recipient's Minority Business Officer ("MBO") on a monthly basis.
- If you require additional pages, you may find them on EFC's website at www.efc.ny.gov.
- All MWBE Subcontractors for this contract **MUST** be listed on the form regardless of whether they were paid this month.
- Please save Report as "MReport (Project No). (Municipality) (Firm Name) (Date)" and send the Word version of this document.
- Proofs of payment in the amounts shown below must be transmitted to the MBO with the report.

Municipality:	County:				Contract ID:				Mai	oth:		Year:	
Project No.:	GI	GIGP/EPG No:			Registration No. (NYC only):				Month:			rear.	
Prime Contractor/Service F	Provider:				Award	Date:		Start Date	<b>)</b> :		Date all Moin full:	NBE /	SDVOB subs paid
Signature of Contractor:	☐ I certify that the ir	nformation subr	mitted here	ein is true, a	ccurate	and cor	mplete to the be	st of my kno	owledge a	and b	elief.		Date:
Last Month's Contract Amt: \$ Revised Contract Amt:  MWBE Eligible Amt: \$ (Goals are applied to this amount an includes eligible change orders, amendments & waivers)							Total Paid to Prime			Prime			
Change Order Amt: SDVOB Eligible A		mount \$		SDVOB 6 %			OB Goals  B Amt: \$				al Paid this Month: \$ al Paid to Date: \$		
NYS Certified MWBE / SDVOB Contractor & Subcontractor			Please Specify Any Revisions this Month.		Subcontracto Original		r Total Amount Revised		nts this nth		Previous Payments	Tot	tal Payments Made to Date
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD C MWBE Only - Select Only Broker% Supp		Subcontra NEW Subc Subcontra INCREASED Subcontra DECREASED	ocontractor act Amt. ) act Amt.										
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD C MWBE Only - Select Only Broker % Supp		Subcontra NEW Subcontra Subcontra INCREASED Subcontra DECREASED	ocontractor act Amt. ) act Amt.	_									

NIVO O - 4'F - 1 MAMPE / ODVOD		Subcontra	ctor Contract			
NYS Certified M/WBE / SDVOB Contractor & Subcontractor	Please Specify Any		nount	Payments this	Previous	Total Payments Made to
Contractor & Capcontractor	Revisions this Month.	Original	Revised	Month	Payments	Date
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MA	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MC	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MCA	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MC Supplier N/A	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker% Supplier N/A	☐ Subcontractor is REMOVED☐ NEW Subcontractor☐ Subcontract Amt. INCREASED☐ Subcontract Amt. DECREASED					

NYS Certified M/WBE / SDVOB	Please Specify Any		Subcontractor Total Amount		Previous	Total Payments Made to
Contractor & Subcontractor	Revisions this Month.	Original	Revised	Month	Payments	Date
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MC	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MC Supplier N/A	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MCA	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker MC	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker% Supplier N/A	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED					

NYS Certified M/WBE / SDVOB	Please Specify Any	Subcontracto	or Total Amount	Payments this	Previous	Total Payments Made to	
Contractor & Subcontractor	Revisions this Month.	Original	Revised	Month	Payments	Date	
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker% Supplier N/A	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED						
Name: Fed. Employer ID#: Choose all that apply: MBE  WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker% Supplier N/A	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED						
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker% Supplier N/A	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED						
Name: Fed. Employer ID#: Choose all that apply: MBE WBE SDVOB DSDVBD Control #: MWBE Only - Select Only One: Broker% Supplier N/A	☐ Subcontractor is REMOVED ☐ NEW Subcontractor ☐ Subcontract Amt. INCREASED ☐ Subcontract Amt. DECREASED						
Additional Pages can be for TOTA							
	Please explain any revisions and note the scope of work that new subcontractors will be providing. Please note that change orders over \$25K may require that good						
faith efforts be made to obtain additional	•	<b></b>				,	



### **Instructions for Contractors & Service Providers:**

Contractors and Service Providers must complete Sections 2 and 3. **Submit the completed, signed (electronic signature box checked and dated) form in Microsoft Word format to the Recipient's designated Minority Business Officer (MBO) no later than the date of contract execution.** Incomplete forms will be found deficient. If more than 10 subcontractors are used, additional pages for Section 3 can be found on EFC's website.

If the prime contract is being performed by the parties to a Joint Venture, Teaming Agreement, or Mentor-Protégé Agreement that includes a certified MWBE, please contact EFC for assistance.

MWBE firms must be certified by the NYS Empire State Development Corporation (ESD) in order to be counted towards satisfaction of MWBE participation goals. The utilization of certified MWBEs for non-commercially useful functions may not be counted towards utilization of certified MWBEs in the Utilization Plan. Please note whether a firm is serving as a broker or supplier on the contract. A broker is denoted by NAICS code 425120 and is designated as a broker in ESD's MWBE Directory. A supplier is denoted by a NAICS code beginning with 423 or 424, or a NIGP code that does not begin with the number 9, and is designated as a supplier in ESD's MWBE Directory. If a firm is serving as a broker, please additionally provide the percentage of the broker's commission on the contract.

See the Bid Packet at www.efc.ny.gov or consult your designated MBO for further guidance.

# **Instructions for Minority Business Officers (MBO):**

The MBO must complete Section 1. The MBO may designate an Authorized Representative to complete and submit quarterly payment reports on its behalf, and, if so designated, the MBO's Authorized Representative must also complete Section 1. The Authorized Representative may only submit quarterly payment reports on behalf of the MBO and may not submit any other required forms or reports for the MBO. The MBO must complete Section 1 even if designating an Authorized Representative. Submit the completed, signed (electronic signature box checked and dated) form in Microsoft Word format via e-mail to your EFC MWBE Representative.

The subject heading of the e-mail to the EFC MWBE Representative should follow the format "UP, Project Number, Contractor." EFC will review the Utilization Plan and notify the MBO via e-mail of its acceptance or denial.

MWBE Utilization Plan Revision Date: 10/1/2020 1

SECTION 1: MUNICIPAL INFORMATION						
Recipient/Municipality:			County:			
Project No.:	GIGP/EPG No.:	Contract ID:	•	Registration No. (NYC only):		
Minority Business Officer:		Email:			Phone #:	
Address of MBO:						
Electronic Signature of MBO:  I certify that the information submitted herein is true, accurate and complete to the best of my knowledge and belief.						
Complete if applicable:						
Authorized Representative:		Titl	e:			
Authorized Rep. Company:	Authorized Rep. Company: Email: Phone #:					
Electronic Signature of Authorized Rep.:  ☐ I certify that the information submitted herein is true, accurate and complete to the best of my knowledge and belief.  Date:						
	SECTION 2: PRIME CON	NTRACTOR / S	ERVICE PROVIDER I	NFORMATION		
Firm Name:			C	ontract Type:	Construction C	Other Services
Prime Firm is Certified as:   Note: Please repeat information in the U	IBE ☐ WBE ☐ N/A ☐ Other Itilization Plan below (Section 3). It		you must select either	MBE <u>or</u> WBE.		
Address: Phon			#: Fed. Employer ID #:			
Description of Work:						
Award Date: Start	Date: Completion I	Date:	MWBE GO	AL Total	PROPOSED MW	/BE Participation
Total Contract Amount: \$	MBE: % \$		MBE: % \$			
` ' '	រេះ	ders,	<b>WBE</b> : % \$	<b>)</b>	<b>WBE</b> : % \$	
amendments, & waivers)			Total: % \$	3	Total: % \$	

MWBE Utilization Plan Revision Date: 10/1/2020 2

SECTION 3:	MWBE SUBCONTRACTOR INFORMATIO	N		
This Submittal is:	Revised Utilization Plan #:			
NIVE Contified MANDE Culpson	tunatau lufa	Contract Amo	ount:	For EFC
NYS Certified M/WBE Subcon	tractor into	MBE (\$)	WBE (\$)	Use:
Name:	Fed. Employer ID#:			
Address:	Phone #:			
Scope of Work:	Email:			
Select Only One: MBE WBE Other:	Start Date:			
Select Only One:  Broker% Supplier N/A	Completion Date:			
Full Contract Amount: \$				
Name:	Fed. Employer ID#:			
Address:	Phone #:			
Scope of Work:	Email:			
Select Only One: MBE WBE Other:	Start Date:			
Select Only One:  Broker  Supplier  N/A	Completion Date:			
Full Contract Amount: \$				
Name:	Fed. Employer ID#:			
Address:	Phone #:			
Scope of Work:	Email:			
Select Only One: MBE WBE Other:	Start Date:			
Select Only One: Broker% Supplier N/A	Completion Date:			
Full Contract Amount: \$				
Name:	Fed. Employer ID#:			
Address:	Phone #:			
Scope of Work:	Email:			
Select Only One: MBE WBE Other:	Start Date:			
Select Only One:  Broker% Supplier N/A	Completion Date:			
Full Contract Amount: \$				

SECTION 3: M/W	BE SUBCONTRACTOR INFORMATION continued		
Name:	Fed. Employer ID#:		
Address:	Phone #:		
Scope of Work:	Email:		
Select Only One: MBE WBE Other:	Start Date:		
Select Only One:  Broker% Supplier  N/A	Completion Date:		
Full Contract Amount: \$			
Name:	Fed. Employer ID#:		
Address:	Phone #:		
Scope of Work:	Email:		
Select Only One: MBE WBE Other:	Start Date:		
Select Only One:  Broker% Supplier  N/A	Completion Date:		
Full Contract Amount: \$			
Name:	Fed. Employer ID#:		
Address:	Phone #:		
Scope of Work:	Email:		
Select Only One: MBE WBE Other:	Start Date:		
Select Only One:  Broker% Supplier  N/A	Completion Date:		
Full Contract Amount: \$			
Name:	Fed. Employer ID#:		
Address:	Phone #:		
Scope of Work:	Email:		
Select Only One: MBE WBE Other:	Start Date:		
Select Only One:  Broker% Supplier  N/A	Completion Date:		
Full Contract Amount: \$			
	SIGNATURE		
knowledge and that all MWBE subcontractors will perform a cor	nation submitted herein is true, accurate and complete to the best of m nmercially useful function.	ny <b>Da</b>	te:
Name (Please Type):			

MWBE Utilization Plan Revision Date: 10/1/2020 4



# New York State Environmental Facilities Corporation Minority & Women Owned Business Enterprise (MWBE) Waiver Request Form

### **Instructions for Contractors & Service Providers:**

Contractors and Service Providers must complete Sections 2, 3, and 4. Submit the completed, signed (electronic signature box checked and dated) form in Microsoft Word format to the Recipient's designated Minority Business Officer (MBO). Incomplete forms will be found deficient.

See the Bid Packet at www.efc.ny.gov or consult your designated MBO for further guidance.

# **Instructions for Minority Business Officers (MBO):**

The MBO must complete Section 1. Submit the completed, signed (electronic signature box checked and dated) form in Microsoft Word format via e-mail to your EFC MWBE Representative. The subject heading of the e-mail to the EFC MWBE Representative should follow the format "Waiver Request, Project Number, Contractor." EFC will review and notify the MBO via e-mail of its acceptance or denial.

If a partial MWBE waiver is requested, an MWBE Utilization Plan must also be submitted for the amount of proposed MWBE participation.

		SECTION 1: MUN	NICIPAL INFORMA	ATION		
Recipient/Municipality:			County:			
Project No.:	GIGP/EPG No.:	Contract II	D:			
Minority Business Officer (MBO)	•	Email:			Phone #:	
Address of MBO:						
Signature of MBO:  I certify that the information sub-	omitted herein is true, acc	urate and comple	te to the best of my	/ knowledge a	nd belief.	Date:
	SECTION 2: PRIM	ME CONTRACTO	R / SERVICE PRO	VIDER INFO	RMATION	
Firm Name:				Contract Ty	<b>pe:</b> Construction	Other Services
Prime Firm is Certified as:   MI	BE WBE N/A	Other:				
Address:		Phon	e #:	Fe	ed. Employer ID #:	
Contact Information of Firm Rep Name:	resentative Authorized t Title:		er Request: Phone #:	E-m	ail:	
<b>Description of Work:</b>					EFC MWBE GOAI	_ Total
Award Date:	Start Date:	Completion Date	e:		MBE: % \$	
Total Contract Amount: \$ MWBE Eligible Contract Amount: \$					<b>WBE</b> : % \$	
(MWBE Goals are applied to this amount and includes all change orders, amendments, & waivers)			endments,		Total: % \$	

MWBE Waiver Request Form Revision Date: 10/1/2020 1

# New York State Environmental Facilities Corporation Minority & Women Owned Business Enterprise (MWBE) Waiver Request Form

	SECTION 3: TYPE OF MWBE WAIVER REQUESTED						
1	. 🗌 Fu	II Waiver (N	No MW	/BE participation)			
2	. 🗌 Pa	rtial Waiver	(Les	s than the MWBE goals; indicate below the proposed MWBE participation)			
		PROPOS	ED M\	WBE Participation			
		MBE:	%	\$			
		WBE:	%	\$			
		Total:	%	\$			
3	-	ecialty Equ ocumentation	-	<b>nt/Services Exclusion</b> (Must be of SIGNIFICANT cost - list of equipment and cost must be attached in addition to the supporting ned below)			

### **SECTION 4: SUPPORTING DOCUMENTATION**

To be considered, the Request for Waiver Form must be accompanied by the documentation requested in items 1 – 9, as listed below. If a Specialty Equipment Exclusion is requested, it must be accompanied by the documentation requested in items 1 - 13. If a Specialty Services Exclusion is requested, it must be accompanied by the items requested in items 1 – 9 and item 14. Copies of the following information and all relevant supporting documentation must be submitted along with the request. Please contact EFC for assistance, including sample documentation.

- 1. A letter of explanation setting forth your basis for requesting a partial or total waiver and detailing the good faith efforts that were made.
- 2. Copies of advertisements in any general circulation, trade association, and minority- and women-oriented publications in which you solicited MWBEs for the purposes of complying with your participation goals, with the dates of publication.
- 3. Screenshots of search results (by business description or commodity code) from Empire State Development Corporation's (ESD) MWBE Directory of all certified MWBEs that were solicited for purposes of complying with your MWBE participation goals.
- 4. Copies of faxes, letters, or e-mails sent to MWBE firms to solicit participation and their responses.
- 5. A log of solicitation results, consisting of the list of MWBE firms solicited for the contract and the outcome of the solicitations. The log should be broken out into separate areas for each task that is solicited (e.g., trucking, materials, electricians) and clearly provide a rationale for firms included on the completed Utilization Plan as well as for those not chosen. The log should show: that each MWBE firm was contacted twice by two different methods (e.g., fax and phone); who was spoken to; what was said; and the final outcome of the solicitation.
- 6. A description of any contract documents, plans, or specifications made available to MWBEs for purposes of soliciting their bids and the date and manner in which these documents were made available. Specifically, include information on the scope of work in the contract and a breakout of tasks or equipment, such as

MWBE Waiver Request Form Revision Date: 10/1/2020 2

# New York State Environmental Facilities Corporation Minority & Women Owned Business Enterprise (MWBE) Waiver Request Form

a schedule of values for a construction contract or a proposal or excerpt from a professional services agreement.

- 7. Documentation of any negotiations between you, the Contractor, and the MWBEs undertaken for purposes of complying with your MWBE participation goals.
- 8. Any other information you deem relevant which may help us in evaluating your request for a waiver. Examples may include sign-in sheets from any pre-bid meetings where MWBE firms were invited, attendance at MWBE forums, etc.
- 9. EFC and the MBO reserve the right to request additional information and/or documentation.

# Additional Documentation for Requests for Specialty Equipment Exclusions:

- 10. Copies of the appropriate pages of the technical specification related to the equipment showing the choices for manufacturers or other information that limits the choice of vendor.
- 11. Letter, e-mail or screenshot of website from the manufacturer listing their distributors in NYS and the locations.
- 12. Screenshots of ESD's MWBE Directory searches for the manufacturer and distributor showing that they are not found in the Directory.
- 13. An invoice or executed purchase order showing the value of the equipment.

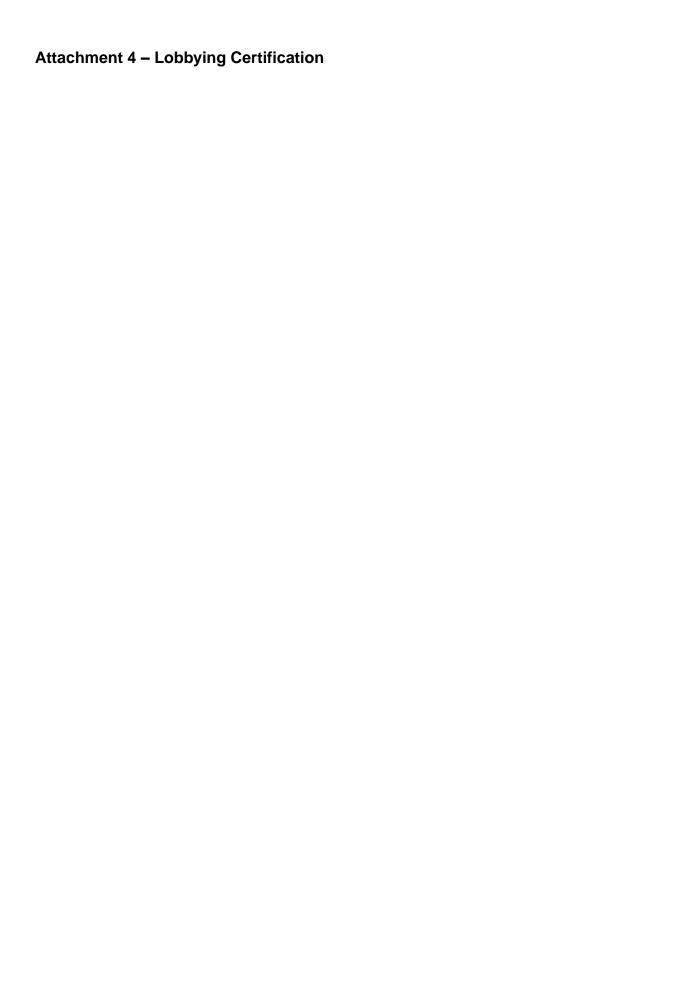
# Additional Documentation for Requests for Specialty Service Exclusions:

14. A letter of explanation containing information about the scope of work and why no MWBE firms could be subcontracted to provide that service.

**Note:** Unless a Total Waiver has been granted, Firms will be required to submit all reports and documents pursuant to the provisions set forth in the procurement and/or contract, as deemed appropriate by EFC, to determine MWBE compliance. In cases where EFC accepts a full or partial waiver of MWBE participation goals, the waiver request will be posted to EFC's website.

SIGNATURE						
Electronic Signature of Contractor:						
☐ I certify that the information submitted herein is true, accurate and complete to the best of my knowledge.	Date:					
Name: (Please Type):						

MWBE Waiver Request Form Revision Date: 10/1/2020 3





# New York State Environmental Facilities Corporation CERTIFICATION REGARDING LOBBYING FOR

# CONTRACTS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS 40 CFR Part 34

The undersigned certifies, to the best of his or her knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- (2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- (3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Signature:	
Name:	
Title:	
Company Name:	
Date:	
Contract ID:	





# AIS CONTRACTOR CERTIFICATION FOR CONSTRUCTION CONTRACTS PAID FOR WITH FUNDS FROM THE NYS CLEAN WATER STATE REVOLVING FUND OR THE NYS DRINKING WATER STATE REVOLVING FUND VIA THE NYS ENVIRONMENTAL FACILITIES CORPORATION

Project Title:			
Contractor's Name:		_	
Contract ID:			
SRF Project #:		-	
SRF Recipient Name:		_	
or wastewater treatment United States, in accorda also develop and mainta iron and steel products in	steel products that will be per works project under this cons ance with the requirements of in at the project location the n ncorporated into the project we to The NYS Environmental Fa quest.	truction contract will ha the US Environmental ecessary documentatio ere produced in the Uni	ve been produced in the Protection Agency. I will in to demonstrate that the ited States, and make such
Signature:			
Name (print):			
Title:			
Date:			



compliance. Documentation must be provided on company letterhead.			
Date			
Company Name			
Company Address			
City, State Zip			
Subject: American Iron and Steel Step Certification for Project (XXXXXXXXXX)			
I, (company representative), certify that the (melting, bending, coating, galvanizing, cutting, etc.) process for (manufacturing or fabricating) the following products and/or materials shipped or provided for the subject project is in full compliance with the American Iron and Steel requirement as mandated in EPA's State Revolving Fund Programs.			
Item, Products and/or Materials:			
1. Xxxx			
2. Xxxx			
3. Xxxx			
Such process took place at the following location:			
If any of the above compliance statements change while providing material to this project we will immediately notify the prime contractor and the engineer.			
[Signed by company representative]			

1. The following information is provided as a manufacturer's sample letter of **step** certification for AIS

compl	liance. Documentation must be provided on company letterhead.
D	ate
С	ompany Name
С	ompany Address
С	ity, State Zip
S	ubject: American Iron and Steel Certification for Project (XXXXXXXXXX)
sl	(company representative), certify that the following products and/or materials hipped/provided to the subject project are in full compliance with the American Iron and teel requirement as mandated in EPA's State Revolving Fund Programs.
Ite	em, Products and/or Materials:
1.	Xxxx
2.	Xxxx
3.	Xxxx
S	uch process took place at the following location:
	any of the above compliance statements change while providing material to this project e will immediately notify the prime contractor and the engineer.
[S	Signed by company representative]

2. The following information is provided as a manufacturer's sample letter of certification for AIS



# **U.S. Department of Labor**

Wage and Hour Division

# **PAYROLL**



(For Contractor's Optional Use; See Instructions at www.dol.gov/whd/forms/wh347instr.htm)

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. Rev. Dec. 2008 NAME OF CONTRACTOR OR SUBCONTRACTOR **ADDRESS** OMB No.: 1235-0008 Expires: 02/28/2018 PROJECT OR CONTRACT NO. PROJECT AND LOCATION PAYROLL NO. FOR WEEK ENDING (4) DAY AND DATE (1) (3) (9) (5) (6) (7) NO. OF WITHHOLDING EXEMPTIONS **DEDUCTIONS** NET NAME AND INDIVIDUAL IDENTIFYING NUMBER **GROSS** WITH-WAGES (e.g., LAST FOUR DIGITS OF SOCIAL SECURITY WORK TOTAL RATE AMOUNT HOLDING TOTAL PAID NUMBER) OF WORKER CLASSIFICATION HOURS WORKED EACH DAY HOURS OF PAY EARNED **FICA** TAX OTHER DEDUCTIONS FOR WEEK

While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained in 29 C.F.R. §§ 3.3, 5.5(a). The Copeland Act (40 U.S.C. § 3145) contractors and subcontractors performing work on Federally financed or assisted construction contracts to "furnish weekly a statement with respect to the wages paid each employee during the preceding week." U.S.O. performed in East September 1.5.5(a)(3)(ii) require contractors to submit weekly a copy of all payrolls to the Federal agency contracting for or financing the construction project, accompanied by a signed "Statement of Compliance" indicating that the payroll payrolls to the project Davis-Bacon prevailing wage rate for the work performed. DOL and federal contracting agencies receiving this information review the information to determine that employees have received legally required wages and fringe benefits.

### **Public Burden Statement**

We estimate that is will take an average of 55 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S3502, 200 Constitution Avenue, N.W. Washington, D.C. 20210

Date			
I			
(Name of S	Signatory Party)	(Title	<del>)</del>
do hereby state:			
(1) That I pay or sup	pervise the payment of the persons emp	loyed by	
			on the
	(Contractor or Subcontractor)		
(D. 11.1)	; that do	uring the payroll period	commencing on the
(Building	•		
	,, and ending the		
	said project have been paid the full wee er directly or indirectly to or on behalf of		t no repates nave
			from the full
	(Contractor or Subcontractor)		
	ssued by the Secretary of Labor under t		
correct and complete; that applicable wage rates cor	s otherwise under this contract required at the wage rates for laborers or mechan ntained in any wage determination incorp laborer or mechanic conform with the w	nics contained therein a porated into the contrac	are not less than the
program registered with a	ces employed in the above period are d a State apprenticeship agency recognize epartment of Labor, or if no such recogn	ed by the Bureau of App	prenticeship and

### (4) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

with the Bureau of Apprenticeship and Training, United States Department of Labor.

 in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.

### (b) WHERE FRINGE BENEFITS ARE PAID IN CASH

 Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

# (c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION		
REMARKS:			
NAME AND TITLE	SIGNATURE		
THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STA	ATEMENTS MAY SUBJECT THE CONTRACTOR OR		

SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 31 OF THE UNITED STATES CODE.

# Attachment 8 - EEO Poster

**Employee Contact For EEO Compliance:** 

# Equal Employment Opportunity is

# Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

# RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

### **DISABILITY**

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

### **AGE**

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

### **SEX (WAGES)**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

### **GENETICS**

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

### **RETALIATION**

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

### WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

# **Employers Holding Federal Contracts or Subcontracts**

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

### RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

### **INDIVIDUALS WITH DISABILITIES**

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

# DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within

three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

### **RETALIATION**

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

# **Programs or Activities Receiving Federal Financial Assistance**

### RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

### INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

# APPENDIX B: PROJECT REFERENCE DATA

PAGE INTENTIONALLY LEFT BLANK

## **APPENDIX C: REFERENCES**

## **CERTIFICATION OF EXPERIENCE**

I,HEREBY CF	ERTIFY THAT (COMPANY
HAS PERFC	RMED THE FOLLOWING WORK WITHING THE LAST
THREE YEARS <u>UNLESS SPECIFIED DIFFER</u>	ENTLY IN THE SPECIFICATION:
NAMES OF BUSINESS:ADDRESS:	CONTACT NAME:
	TELEPHONE NO.:
	FAX NO.:
NAMES OF BUSINESS:ADDRESS:	CONTACT NAME:
	TELEPHONE NO.:
TYPE OF WORK:EMAIL ADDRESS:	FAX NO.:
NAMES OF BUSINESS:ADDRESS:	CONTACT NAME:
	TELEPHONE NO.:
TYPE OF WORK:EMAIL ADDRESS:	FAX NO.:
NAMES OF BUSINESS:ADDRESS:	CONTACT NAME:
	TELEPHONE NO.:
	FAX NO.:
NAMES OF BUSINESS:ADDRESS:	CONTACT NAME:
	TELEPHONE NO.:
TYPE OF WORK:	FAX NO.:
	CONTACT NAME:
	TELEPHONE NO.:
	FAX NO.:

## APPENDIX D: CONFLICT OF INTEREST STATEMENT

## APPENDIX D: CONFLICT OF INTEREST STATEMENT

("Respondent")	
Conflict of Interest Statement	
The owner(s), corporate members or employees of [Respondent], shall derive any personal profit or gain, directly indirectly, by reason of his or her participation with the [the Town of Lewis]. Each individual shall disclose to the [the Town of Lewis] any personal interest or direct relationship which he or she may have and shall refrain from participation in any decision making in related manners.	
Any owner, corporate member or employee of [Respondent] who is an officer, board member, a committee memor staff member of a related organization shall identify his or her affiliation with such agency or agencies; further connection with any policy committee or board action specifically associated with [the Town of Lewis], he/she sl not participate in the decision affecting that entity and the decision must be made and/or ratified by the full board At this time, I am a Board member, a committee member, or an employee of the following organizations/company	, in hall l.
Now this is to certify that I, except as described below, am not now nor at any time during the past year have bee 1) A participant, directly or indirectly, in any arrangement, agreement, investment, or other activity with any vene supplier, or other party; doing business with the [the Town of Lewis] which has resulted or could result in person benefit to me.  2) A recipient, directly or indirectly, of any salary payments or loans or gifts of any kind or any free service or discounts or other fees from or on behalf of any person or organization engaged in any transaction with the [the Town].  Any exceptions to 1 or 2 above are stated below with a full description of the transactions and of the interest, whether direct or indirect, which I have (or have had during the past year) in the persons or organizations having transactions with the [the Town of Lewis].	dor,
Respondent:	
Date:	
Signature:	
Printed name:	
Address:	
Telephone:	

## **APPENDIX E: CERTIFICATE OF AUTHORITY**

## **CERTIFICATE OF AUTHORITY**

I,				
(	(Officer other that	an officer execu	ting proposal documents)	
certify that I am the		of the		
	(Title)		(Name of Contractor)	
		_ a corporation,	duly organized and in good standing under	the
(Law und	er which organiz	ed, e.g., the Nev	w York Business Corporation Law)	***************************************
named in the foregoing agree	eement; that		executing proposal documents)	****
		(Person	executing proposal documents)	
who signed said agreement	on behalf of the	Contractor was,	at the time of execution,	
		of the Contrac	tor; that said agreement was duly signed fo	r
(Title of such person	1)			
and in behalf of said Contra	ctor by authority	of its Board of	Directors, thereunto duly authorized, and t	hat
such authority is in full force	e and effect at the	e date hereof.		
Signa	ature		Corporate Seal	
STATE OF NEW YORK COUNTY OF ESSEX	) SS.: )			
On this day	of	, 20	_, before me personally came	
			ne to be the	
(Title) of			the corporation desc	cribed in
			duly sworn did depose and say that he, the	
			, and that he	
			s the corporate seal of the said corporation;	
			ad that it was so affixed by order of the Boa	
Directors of said corporatio		_	·	
2 11 voice of said corporation	and while the olig	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	terest of mine order.	
Notary Public			County	

## APPENDIX F: VENDOR RESPONSIBILITY QUESTIONNAIRE

## NEW YORK STATE VENDOR RESPONSIBILITY QUESTIONNAIRE FOR-PROFIT BUSINESS ENTITY

You have selected the For-Profit Non-Construction questionnaire which may be printed and completed in this format or, for your convenience, may be completed online using the New York State VendRep System.

#### **COMPLETION & CERTIFICATION**

The person(s) completing the questionnaire must be knowledgeable about the vendor's business and operations. An owner or officer must certify the questionnaire and the signature must be notarized.

#### NEW YORK STATE VENDOR IDENTIFICATION NUMBER (VENDOR ID)

The <u>Vendor ID</u> is a ten-digit identifier issued by New York State when the vendor is registered on the Statewide Vendor File. This number must now be included on the questionnaire. If the business entity has not obtained a <u>Vendor ID</u>, contact the IT Service Desk at <u>ITServiceDesk@osc.state.ny.us</u> or call 866-370-4672.

#### **DEFINITIONS**

All underlined terms are defined in the "New York State Vendor Responsibility Definitions List," found at <a href="https://www.osc.state.ny.us/vendrep/documents/questionnaire/definitions.pdf">www.osc.state.ny.us/vendrep/documents/questionnaire/definitions.pdf</a>. These terms may not have their ordinary, common or traditional meanings. Each vendor is strongly encouraged to read the respective definitions for any and all underlined terms. By submitting this questionnaire, the vendor agrees to be bound by the terms as defined in the "New York State Vendor Responsibility Definitions List" existing at the time of certification.

#### RESPONSES

Every question must be answered. Each response must provide all relevant information which can be obtained within the limits of the law. However, information regarding a determination or finding made in error which was subsequently corrected is not required. Individuals and Sole Proprietors may use a Social Security Number but are encouraged to obtain and use a federal Employer Identification Number (EIN).

#### REPORTING ENTITY

Each vendor must indicate if the questionnaire is filed on behalf of the entire <u>Legal Business Entity</u> or an <u>Organizational Unit</u> within or operating under the authority of the <u>Legal Business Entity</u> and having the same <u>EIN</u>. Generally, the <u>Organizational Unit</u> option may be appropriate for a vendor that meets the definition of "<u>Reporting Entity</u>" but due to the size and complexity of the <u>Legal Business Entity</u>, is best able to provide the required information for the <u>Organizational Unit</u>, while providing more limited information for other parts of the <u>Legal Business Entity</u> and Associated Entities.

#### ASSOCIATED ENTITY

An <u>Associated Entity</u> is one that owns or controls the <u>Reporting Entity</u> or any entity owned or controlled by the <u>Reporting Entity</u>. However, the term <u>Associated Entity</u> does not include "sibling organizations" (i.e., entities owned or controlled by a parent company that owns or controls the <u>Reporting Entity</u>), unless such sibling entity has a direct relationship with or impact on the <u>Reporting Entity</u>.

#### STRUCTURE OF THE QUESTIONNAIRE

The questionnaire is organized into eleven sections. Section I is to be completed for the <u>Legal Business Entity</u>. Section II requires the vendor to specify the <u>Reporting Entity</u> for the questionnaire. Section III refers to the individuals of the <u>Reporting Entity</u>, while Sections IV-VIII require information about the <u>Reporting Entity</u>. Section IX pertains to any Associated Entities, with one question about their <u>Officials</u>/Owners. Section X relates to disclosure under the Freedom of Information Law (FOIL). Section XI requires an authorized contact for the questionnaire information.

I. LEGAL BUSI	NESS ENTITY INFORMATION						
Legal Business Er	ntity Name*				EIN		
Address of the Principal Place of Business (street, city, s		ate, zip c	ode)		New York S	State Vendor Iden	ntification Number
		,	ĺ				
					Telephone	ext.	Fax
Email				Website			
	Business Entity Identities: If applicable ve (5) years and the status (active or ina		other !	DBA, Trade	e Name, Form	<u>ier Name</u> , Other I	Identity, or EIN
Туре	Name		EIN			Status	
	· · · · · · · · · · · · · · · · · · ·						
1.0 Legal Busine	ss Entity Type – Check appropriate box	and prov	vide ad	ditional info	ormation:		
Corporation (including PC)  Date of Incorporation							
Limited Liability Company (LLC or PLLC)			Date of Organization				
Partnership (including LLP, LP or General)			Regist	ration or Es	tablishment		
Sole Proprietor How many years in business?							
Other		Date Es	tablish	ed			
If Other, expl	ain:						
1.1 Was the Lega	al Business Entity formed or incorporate	ed in Nev	v York	State?			☐ Yes ☐ No
	ate jurisdiction where <u>Legal Business E</u> licable jurisdiction or provide an explan						of Good Standing
United St	ates State						
Other	Country						
Explain, if no	ot available:						
1.2 Is the Legal I	Business Entity publicly traded?						☐ Yes ☐ No
If "Yes," pro	vide <u>CIK Code</u> or Ticker Symbol						
1.3 Does the Leg	al Business Entity have a DUNS Numb	er?					☐ Yes ☐ No
If "Yes," Ent	er <u>DUNS</u> Number						

<sup>\*</sup>All underlined terms are defined in the "New York State Vendor Responsibility Definitions List," which can be found at <a href="https://www.osc.state.ny.us/vendrep/documents/questionnaire/definitions.pdf">www.osc.state.ny.us/vendrep/documents/questionnaire/definitions.pdf</a>.

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I. LEGAL BUSINESS ENTITY INFO	DRMATION				
1.4 If the <u>Legal Business Entity</u> 's <u>Princ Entity</u> maintain an office in New Yo (Select "N/A," if <u>Principal Place of</u>	Legal Business Yes No N/A				
If "Yes," provide the address and te	lephone number for one office located in New York State				
1.5 Is the Legal Business Entity a New York State certified Minority-Owned Business Enterprise (MBE), Women-Owned Business Enterprise (WBE), New York State Small Business (SB) or a federally certified Disadvantaged Business Enterprise (DBE)?  If "Yes," check all that apply:  New York State certified Minority-Owned Business Enterprise (MBE)  New York State certified Women-Owned Business Enterprise (WBE)  New York State Small Business (SB)  Federally certified Disadvantaged Business Enterprise (DBE)					
1.6 Identify Officials and Principal Owners, if applicable. For each person, include name, title and percentage of ownership. Attach additional pages if necessary. If applicable, reference to relevant SEC filing(s) containing the required information is optional.					
Name	Title	Percentage Ownership (Enter 0% if not applicable)			

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II. REPORTING ENTITY INFORMATION					
2.0 The Reporting Entity for this questionnaire is:					
Note: Select only one.					
Legal Business Entity					
Note: If selecting this option, " <u>Reporting Entity</u> " refers to the entire <u>Legal Business Entity</u> fo questionnaire. (SKIP THE REMAINDER OF SECTION II AND PROCEED WITH SECTION	Note: If selecting this option, "Reporting Entity" refers to the entire Legal Business Entity for the remainder of the				
Organizational Unit within and operating under the authority of the Legal Business Entity					
SEE DEFINITIONS OF "REPORTING ENTITY" AND "ORGANIZATIONAL UNIT" FOR ADDITIONAL IN QUALIFY FOR THIS SELECTION.	FORMATION (	ON CRITERIA TO			
Note: If selecting this option, " <u>Reporting Entity</u> " refers to the <u>Organizational Unit</u> within the remainder of the questionnaire. (COMPLETE THE REMAINDER OF SECTION II AND ALL THIS QUESTIONNAIRE.)					
IDENTIFYING INFORMATION					
a) Reporting Entity Name					
Address of the Primary Place of Business (street, city, state, zip code)  Telephone					
		ext.			
b) Describe the relationship of the <u>Reporting Entity</u> to the <u>Legal Business Entity</u>					
c) Attach an <u>organizational chart</u>					
d) Does the Reporting Entity have a <u>DUNS</u> Number?	\\	Yes No			
If "Yes," enter <u>DUNS</u> Number					
e) Identify the designated manager(s) responsible for the business of the <u>Reporting Entity</u> . For each person, include name and title. Attach additional pages if necessary.					
Name Title					

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## NEW YORK STATE VENDOR RESPONSIBILITY QUESTIONNAIRE FOR-PROFIT BUSINESS ENTITY

#### INSTRUCTIONS FOR SECTIONS III THROUGH VII

For each "Yes," provide an explanation of the issue(s), relevant dates, the government entity involved, any remedial or corrective action(s) taken and the current status of the issue(s). For each "Other," provide an explanation which provides the basis for not definitively responding "Yes" or "No." Provide the explanation at the end of the section or attach additional sheets with numbered responses, including the Reporting Entity name at the top of any attached pages.

III. LEADERSHIP INTEGRITY  Within the past five (5) years, has any current or former reporting entity official or any individual curauthority to sign, execute or approve bids, proposals, contracts or supporting documentation on behavior government entity been:			
3.0 <u>Sanctioned</u> relative to any business or professional permit and/or license?	☐ Yes	□ No	Other
3.1 <u>Suspended</u> , <u>debarred</u> , or <u>disqualified</u> from any government contracting process?	☐ Yes	☐ No	Other
3.2 The subject of an <u>investigation</u> , whether open or closed, by any <u>government entity</u> for a civil or <u>criminal violation</u> for any business-related conduct?	☐ Yes	□ No	Other
<ul> <li>3.3 Charged with a misdemeanor or felony, indicted, granted immunity, convicted of a crime or subject to a judgment for:</li> <li>a) Any business-related activity; or</li> <li>b) Any crime, whether or not business-related, the underlying conduct of which was related to truthfulness?</li> </ul>	Yes	□ No	Other
For each "Yes" or "Other" explain:			
IV. INTEGRITY – CONTRACT BIDDING  Within the past five (5) years, has the reporting entity:			
4.0 Been <u>suspended</u> or <u>debarred</u> from any <u>government contracting process</u> or been <u>disqualified</u> on any government procurement, permit, license, concession, franchise or lease, including, but not limited to <u>debarment</u> for a violation of New York State Workers' Compensation or Prevailing Wage laws or N York State Procurement Lobbying Law?		☐ Yes	□ No
4.1 Been subject to a denial or revocation of a government prequalification?	]	Yes	☐ No
4.2 Been denied a contract award or had a bid rejected based upon a <u>non-responsibility finding</u> by a <u>government entity</u> ?	1	Yes	☐ No
4.3 Had a low bid rejected on a government contract for failure to make good faith efforts on any Minor Owned Business Enterprise, Women-Owned Business Enterprise or Disadvantaged Business Enterprise goal or statutory affirmative action requirements on a previously held contract?	<del>/-</del>   -	Yes	□ No
4.4 Agreed to a voluntary exclusion from bidding/contracting with a government entity?		Yes	☐ No
4.5 Initiated a request to withdraw a bid submitted to a government entity in lieu of responding to an information request or subsequent to a formal request to appear before the government entity?	[	Yes	□ No
For each "Yes," explain:			

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V. INTEGRITY - CONTRACT AWARD	
Within the past five (5) years, has the reporting entity:	
5.0 Been <u>suspended</u> , cancelled or <u>terminated for cause</u> on any <u>government contract</u> including, but not limited to, a <u>non-responsibility finding</u> ?	Yes No
5.1 Been subject to an <u>administrative proceeding</u> or civil action seeking specific performance or restitution in connection with any <u>government contract</u> ?	Yes No
5.2 Entered into a formal monitoring agreement as a condition of a contract award from a government entity?	☐ Yes ☐ No
For each "Yes," explain:	
VI. CERTIFICATIONS/LICENSES	
Within the past five (5) years, has the reporting entity:	
6.0 Had a revocation, suspension or disbarment of any business or professional permit and/or license?	☐ Yes ☐ No
6.1 Had a denial, decertification, revocation or forfeiture of New York State certification of Minority-Owned  Business Enterprise, Women-Owned Business Enterprise or federal certification of Disadvantaged Business  Enterprise status for other than a change of ownership?	☐ Yes ☐ No
For each "Yes," explain:	
VII. LEGAL PROCEEDINGS  Within the past five (5) years, has the reporting entity:	
7.0 Been the subject of an <u>investigation</u> , whether open or closed, by any <u>government entity</u> for a civil or criminal violation?	Yes No
7.1 Been the subject of an indictment, grant of immunity, <u>judgment</u> or conviction (including entering into a plea bargain) for conduct constituting a crime?	Yes No
7.2 Received any OSHA citation and Notification of Penalty containing a violation classified as <u>serious or willful</u> ?	Yes No
7.3 Had a government entity find a willful prevailing wage or supplemental payment violation or any other willful violation of New York State Labor Law?	Yes No
7.4 Entered into a consent order with the New York State Department of Environmental Conservation, or received an enforcement determination by any government entity involving a violation of federal, state or local environmental laws?	Yes No
<ul> <li>7.5 Other than previously disclosed:</li> <li>a) Been subject to fines or penalties imposed by government entities which in the aggregate total \$25,000 or more; or</li> </ul>	Yes No
b) Been convicted of a criminal offense pursuant to any administrative and/or regulatory action taken by any government entity?	
	1

## NEW YORK STATE VENDOR RESPONSIBILITY QUESTIONNAIRE

# VENDOR RESPONSIBILITY QUESTIONNAIRE FOR-PROFIT BUSINESS ENTITY VIII. FINANCIAL AND ORGANIZATIONAL CAPACITY

THE PRIVATE AND ORGANIZATIONAL CALACITY			
8.0 Within the past five (5) years, has the Reporting Entity received assessment(s) from any government entity on any contract?	any formal unsatisfactory performance	Yes	□ No
If "Yes," provide an explanation of the issue(s), relevant dates, action(s) taken and the current status of the issue(s). Provide ar			
8.1 Within the past five (5) years, has the Reporting Entity had any	liquidated damages assessed over \$25,000?	☐ Yes	□ No
If "Yes," provide an explanation of the issue(s), relevant dates, status of the issue(s). Provide answer below or attach additiona		d and the o	current
8.2 Within the past five (5) years, have any <u>liens</u> or <u>judgments</u> (not filed against the <u>Reporting Entity</u> which remain undischarged?	including UCC filings) over \$25,000 been	Yes	□ No
If "Yes," provide an explanation of the issue(s), relevant dates, and the current status of the issue(s). Provide answer below or a			lien(s)
8.3 In the last seven (7) years, has the Reporting Entity initiated or I proceedings, whether or not closed, or is any bankruptcy proceed		Yes	☐ No
If "Yes," provide the bankruptcy chapter number, the court nam proceedings as "Initiated," "Pending" or "Closed." Provide answer			
8.4 During the past three (3) years, has the Reporting Entity failed to federal, state or local tax laws?	o file or pay any tax returns required by	Yes	□ No
If "Yes," provide the taxing jurisdiction, the type of tax, the liab file/pay and the current status of the tax liability. Provide answer			
8.5 During the past three (3) years, has the <u>Reporting Entity</u> failed to unemployment insurance returns?	o file or pay any New York State	Yes	☐ No
If "Yes," provide the years the <u>Reporting Entity</u> failed to file/pay corrective action(s) taken and the current status of the issue(s). It responses.			
8.6 During the past three (3) years, has the Reporting Entity had any	government audit(s) completed?	Yes	☐ No
a) If "Yes," did any audit of the <u>Reporting Entity</u> identify any control, fraud, illegal acts, significant violations of provision significant abuse or any <u>material disallowance</u> ?		Yes	□ No
If "Yes" to 8.6 a), provide an explanation of the issue(s), relevan corrective action(s) taken and the current status of the issue(s). Fresponses.			mbered

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		SOCIATED ENTITIES		
		tion pertains to any entity(ies) that either controls or is controlled by the reporting entity.		
		finition of "associated entity" for additional information to complete this section.)		
		s the Reporting Entity have any Associated Entities?	☐ Yes	☐ No
	Not	e: All questions in this section must be answered if the <u>Reporting Entity</u> is either:		
	-	An Organizational Unit; or		
	-	The entire <u>Legal Business Entity</u> which controls, or is controlled by, any other entity(ies).		
	11 -	No," SKIP THE REMAINDER OF SECTION IX AND PROCEED WITH SECTION X.		
	mis a)	hin the past five (5) years, has any <u>Associated Entity Official</u> or <u>Principal Owner</u> been charged with a demeanor or felony, indicted, granted immunity, convicted of a crime or subject to a <u>judgment</u> for: Any business-related activity; or Any crime, whether or not business-related, the underlying conduct of which was related to truthfulness?	☐ Yes	☐ No
	T 0			
	rela	Yes," provide an explanation of the issue(s), the individual involved, his/her title and role in the Associate tionship to the Reporting Entity, relevant dates, the government entity involved, any remedial or corrective current status of the issue(s).		
		es any <u>Associated Entity</u> have any currently undischarged <u>federal</u> , New York State, New York City or w York local government <u>liens</u> or <u>judgments</u> (not including UCC filings) over \$50,000?	Yes	□No
	rela	Yes," provide an explanation of the issue(s), identify the <u>Associated Entity</u> 's name(s), <u>EIN(s)</u> , primary bustionship to the <u>Reporting Entity</u> , relevant dates, the Lien holder or Claimant's name(s), the amount of the rent status of the issue(s). Provide answer below or attach additional sheets with numbered responses.		
9.3	Wit	hin the past five (5) years, has any Associated Entity:		
	a)	Been <u>disqualified</u> , <u>suspended</u> or <u>debarred</u> from any <u>federal</u> , New York State, New York City or other New York local <u>government contracting process</u> ?	☐ Yes	□No
	b)	Been denied a contract award or had a bid rejected based upon a <u>non-responsibility finding</u> by any <u>federal</u> , New York State, New York City, or New York local <u>government entity</u> ?	☐ Yes	□ No
	c)	Been <u>suspended</u> , <u>cancelled</u> or <u>terminated for cause</u> (including for <u>non-responsibility</u> ) on any <u>federal</u> , New York State, New York City or New York local <u>government contract</u> ?	☐ Yes	☐ No
	d)	Been the subject of an <u>investigation</u> , whether open or closed, by any <u>federal</u> , New York State, New York City, or New York local <u>government entity</u> for a civil or criminal violation with a penalty in excess of \$500,000?	Yes	□No
	e)	Been the subject of an indictment, grant of immunity, <u>judgment</u> , or conviction (including entering into a plea bargain) for conduct constituting a crime?	Yes	☐ No
	f)	Been convicted of a criminal offense pursuant to any administrative and/or regulatory action taken by any <u>federal</u> , New York State, New York City, or New York local <u>government entity</u> ?	Yes	☐ No
	g)	Initiated or been the subject of any bankruptcy proceedings, whether or not closed, or is any bankruptcy proceeding pending?	Yes	□ No
	acti	each "Yes," provide an explanation of the issue(s), identify the <u>Associated Entity</u> 's name(s), <u>EIN(s)</u> , primility, relationship to the <u>Reporting Entity</u> , relevant dates, the <u>government entity</u> involved, any remedial or an and the current status of the issue(s). Provide answer below or attach additional sheets with numbered responses to the issue(s).	corrective	

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X. FREEDOM OF INFORMATION LAW (FOIL)		
10. Indicate whether any information supplied herein is believed to be exempt from Freedom of Information Law (FOIL).	Yes No	
Note: A determination of whether such information is exempt from FOIL will request for disclosure under FOIL.	be made at the time of any	
If "Yes," indicate the question number(s) and explain the basis for the claim.		
XI. AUTHORIZED CONTACT FOR THIS QUESTIONNAIRE		
Name	Telephone	Fax
	ext.	
Title	Email	

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## NEW YORK STATE VENDOR RESPONSIBILITY QUESTIONNAIRE FOR-PROFIT BUSINESS ENTITY

#### Certification

The undersigned: (1) recognizes that this questionnaire is submitted for the express purpose of assisting New York State government entities (including the Office of the State Comptroller (OSC)) in making responsibility determinations regarding award or approval of a contract or subcontract and that such government entities will rely on information disclosed in the questionnaire in making responsibility determinations; (2) acknowledges that the New York State government entities and OSC may, in their discretion, by means which they may choose, verify the truth and accuracy of all statements made herein; and (3) acknowledges that intentional submission of false or misleading information may result in criminal penalties under State and/or Federal Law, as well as a finding of non-responsibility, contract suspension or contract termination.

#### The undersigned certifies that he/she:

- is knowledgeable about the submitting Business Entity's business and operations;
- has read and understands all of the questions contained in the questionnaire;
- has not altered the content of the questionnaire in any manner;
- has reviewed and/or supplied full and complete responses to each question;
- to the best of his/her knowledge, information and belief, confirms that the Business Entity's responses are true, accurate and complete, including all attachments, if applicable;
- understands that New York State government entities will rely on the information disclosed in the questionnaire when entering into a contract with the Business Entity; and
- is under an obligation to update the information provided herein to include any material changes to the Business Entity's responses at the time of bid/proposal submission through the contract award notification, and may be required to update the information at the request of the New York State government entities or OSC prior to the award and/or approval of a contract, or during the term of the contract.

Γitle				
Name of Business			 	
Address				
City, State, Zip			 	
Sworn to before me this	day of			
		Notary Public		

#### **CERTIFICATION OF COMPLIANCE WITH THE IRAN DIVESTMENT ACT**

As a result of the Iran Divestment Act of 2012 (the "Act"), Chapter 1 of the 2012 Laws of New York, a new provision has been added to State Finance Law (SFL) § 165-a and New York General Municipal Law § 103-g, both effective April 12, 2012. Under the Act, the Commissioner of the Office of General Services (OGS) will be developing a list of "persons" who are engaged in "investment activities in Iran" (both are defined terms in the law) (the "Prohibited Entities List"). Pursuant to SFL § 165-a(3)(b), the initial list is expected to be issued no later than 120 days after the Act's effective date at which time it will be posted on the OGS website.

By submitting a bid in response to this solicitation or by assuming the responsibility of a Contract awarded hereunder, each Bidder/Contractor, any person signing on behalf of any Bidder/Contractor and any assignee or subcontractor and, in the case of a joint bid, each party thereto, certifies, under penalty of perjury, that once the Prohibited Entities List is posted on the OGS website, that to the best of its knowledge and belief, that each Bidder/Contractor and any subcontractor or assignee is not identified on the Prohibited Entities List created pursuant to SFL § 165-a(3)(b).

Additionally, Bidder/Contractor is advised that once the Prohibited Entities List is posted on the OGS Website, any Bidder/Contractor seeking to renew or extend a Contract or assume the responsibility of a Contract awarded in response to this solicitation must certify at the time the Contract is renewed, extended or assigned that it is not included on the Prohibited Entities List.

During the term of the Contract, should the County receive information that a Bidder/Contractor is in violation of the above-referenced certification, the County will offer the person or entity an opportunity to respond. If the person or entity fails to demonstrate that he/she/it has ceased engagement in the investment which is in violation of the Act within 90 days after the determination of such violation, then the County shall take such action as may be appropriate including, but not limited to, imposing sanctions, seeking compliance, recovering damages or declaring the Bidder/Contractor in default.

The County reserves the right to reject any bid or request for assignment for a Bidder/Contractor that appears on the Prohibited Entities List prior to the award of a contract and to pursue a responsibility review with respect to any Bidder/Contractor that is awarded a contract and subsequently appears on the Prohibited Entities List.

I,		, being duly sworn, deposes and says that he/she is the
	of the	Corporation and
that neither the Bidder/Contra	actor nor any prop	posed subcontractor is identified on the Prohibited Entities List.
		SIGNED
SWORN to before me this		
day of	, 20	
Notary Public	<del></del> -	

#### **NON-COLLUSIVE BIDDING CERTIFICATION**

- 1. By submission of this bid, the undersigned bidder and each person signing on behalf of such bidder certifies and in the case of a joint bid each party thereto certifies as to its own organization UNDER PENALTY OF PERJURY, that to the best of the undersigned's knowledge and belief:
  - (a) The prices in this bid have been arrived at independently without collusion, consultation, communication, or agreement, for the purpose of restricting competition, as to any matter relating to such prices with any other bidder or with any competitor;
  - (b) Unless otherwise required by law, the prices which have been quoted in this bid have not been knowingly disclosed by the bidder and will not knowingly be disclosed by the bidder prior to opening, directly or indirectly, to any other bidder or to any competitor; and
  - (c) No attempt has been made or will be made by the bidder to induce any other person, partnership or corporation to submit or not to submit a bid for the purpose of restricting competition.
- 2. The undersigned acknowledges and agrees that a bid shall not be considered for award nor shall any award be made where any of the above have not been complied with; provided however, that if in any case the bidder cannot make the foregoing certification, the bidder shall so state and shall furnish with the bid a signed statement which sets forth in detail the reasons therefor. Where one or more of the above has/have not been complied with, the bid shall not be considered for award nor shall any award be made unless the political subdivision, public department, agency or official thereof to which the bid is made, or his designee, determines that such disclosure was not made for the purpose of restricting competition.
- 3. The undersigned also acknowledges and agrees that the fact that a bidder (a) has published price lists, rates, or tariffs covering items being procured, (b) has informed prospective customers of proposed or pending publication of new or revised price lists for such items, or (c) has sold the same items to other customers at the same prices being bid, does not constitute, without more, a disclosure within the meaning of paragraph 1 above.
- 4. The undersigned further acknowledges and agrees that any bid hereafter made to any political subdivision of the state or any public department, agency or official thereof by a bidder which is a corporation or a limited liability company for work or services performed or to be performed or goods sold or to be sold, where competitive bidding is required by statute, rule, regulation, or local law, and where such bid contains the certification referred to in paragraph 1 of this certificate, shall be deemed to have been authorized by the board of directors of the bidder, and such authorization shall be deemed to include the signing and submission of the bid and the inclusion therein of the certificate as to non-collusion as the act and deed of the corporation or limited liability company.

	Name of Bidder:	
	(print full legal name)	
Date Signed:	Signature:	
	Name of Person Signing Certificate:	
	(print full legal name of signer)	
Bidder is (check one)	□ an individual, □ a limited liability partnership, □ a limited liability compa □ other entity (specify):	ny,

## **APPENDIX G: W-9 FORM**

Form W-9
(Rev. December 2014)
Department of the Treasury

## Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

II ICOI I IOI	Never the Gervice		
	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.		
le 2.	2 Business name/disregarded entity name, if different from above		
Print or type See Specific Instructions on page	3 Check appropriate box for federal tax classification; check only <b>one</b> of the following seven boxes:  Individual/sole proprietor or ☐ C Corporation ☐ S Corporation ☐ Partnership single-member LLC  Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partners  Note. For a single-member LLC that is disregarded, do not check LLC; check the appropriate box is the tax classification of the single-member owner.  Other (see instructions) ▶	n the line above for	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):  Exempt payee code (if any)  Exemption from FATCA reporting code (if any)  (Applies to accounts maintained outside the U.S.)
ecifi	5 Address (number, street, and apt. or suite no.)	Requester's name	and address (optional)
See Sp	6 City, state, and ZIP code		
	7 List account number(s) here (optional)		
Par	Taxpayer Identification Number (TIN)		
reside entitie TIN o	your TIN in the appropriate box. The TIN provided must match the name given on line 1 to all p withholding. For individuals, this is generally your social security number (SSN). However, that alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For others, it is your employer identification number (EIN). If you do not have a number, see How to get a page 3.  If the account is in more than one name, see the instructions for line 1 and the chart on page ines on whose number to enter.	or a or	r identification number
guido	The sit wilder hamber to shere		
Par			
	penalties of perjury, I certify that:		
	e number shown on this form is my correct taxpayer identification number (or I am waiting for		
Se	n not subject to backup withholding because: (a) I am exempt from backup withholding, or (I rvice (IRS) that I am subject to backup withholding as a result of a failure to report all interest longer subject to backup withholding; and	o) I have not been r or dividends, or (c	notified by the Internal Revenue ) the IRS has notified me that I am
3. I a	n a U.S. citizen or other U.S. person (defined below); and		
	FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting	•	
becau intere gener	ication instructions. You must cross out item 2 above if you have been notified by the IRS to se you have failed to report all interest and dividends on your tax return. For real estate transfer paid, acquisition or abandonment of secured property, cancellation of debt, contributions ally, payments other than interest and dividends, you are not required to sign the certification on page 3.	actions, item 2 do to an individual reti	es not apply. For mortgage irement arrangement (IRA), and
Sigr Here		ate ▶	

#### **General Instructions**

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. Information about developments affecting Form W-9 (such as legislation enacted after we release it) is at www.irs.gov/fw9.

#### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (E!N), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)

- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding? on page 2.

By signing the filled-out form, you:

- 1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
  - 2. Certify that you are not subject to backup withholding, or
- 3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
- 4. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct. See What is FATCA reporting? on page 2 for further information.

Note. If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

**Definition of a U.S.** person. For federal tax purposes, you are considered a U.S. person if you are:

- · An individual who is a U.S. citizen or U.S. resident alien;
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States;
- . An estate (other than a foreign estate); or
- · A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax under section 1446 on any foreign partners' share of effectively connected taxable income from such business. Further, in certain cases where a Form W-9 has not been received, the rules under section 1446 require a partnership to presume that a partner is a foreign person, and pay the section 1446 withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid section 1446 withholding on your share of partnership income.

In the cases below, the following person must give Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States:

- In the case of a disregarded entity with a U.S. owner, the U.S. owner of the disregarded entity and not the entity;
- In the case of a grantor trust with a U.S. grantor or other U.S. owner, generally, the U.S. grantor or other U.S. owner of the grantor trust and not the trust; and
- In the case of a U.S. trust (other than a grantor trust), the U.S. trust (other than a grantor trust) and not the beneficiaries of the trust.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person, do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities).

Nonresident alien who becomes a resident alien. Generally, only a nonresident alien individual may use the terms of a tax treaty to reduce or eliminate U.S. tax on certain types of income. However, most tax treaties contain a provision known as a "saving clause." Exceptions specified in the saving clause may permit an exemption from tax to continue for certain types of income even after the payee has otherwise become a U.S. resident alien for tax purposes.

If you are a U.S. resident alien who is relying on an exception contained in the saving clause of a tax treaty to claim an exemption from U.S. tax on certain types of income, you must attach a statement to Form W-9 that specifies the following five items:

- 1. The treaty country. Generally, this must be the same treaty under which you claimed exemption from tax as a nonresident alien.
  - 2. The treaty article addressing the income.
- The article number (or location) in the tax treaty that contains the saving clause and its exceptions.
- 4. The type and amount of income that qualifies for the exemption from tax.
- Sufficient facts to justify the exemption from tax under the terms of the treaty article.

Example. Article 20 of the U.S.-China income tax treaty allows an exemption from tax for scholarship income received by a Chinese student temporarily present in the United States. Under U.S. law, this student will become a resident alien for tax purposes if his or her stay in the United States exceeds 5 calendar years. However, paragraph 2 of the first Protocol to the U.S.-China treaty (dated April 30, 1984) allows the provisions of Article 20 to continue to apply even after the Chinese student becomes a resident allen of the United States. A Chinese student who qualifies for this exception (under paragraph 2 of the first protocol) and is relying on this exception to claim an exemption from tax on his or her scholarship or fellowship income would attach to Form W-9 a statement that includes the information described above to support that exemption.

If you are a nonresident alien or a foreign entity, give the requester the appropriate completed Form W-8 or Form 8233.

#### **Backup Withholding**

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 28% of such payments. This is called "backup withholding." Payments that may be subject to backup withholding include interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

You will not be subject to backup withholding on payments you receive if you give the requester your correct TIN, make the proper certifications, and report all your taxable interest and dividends on your tax return.

Payments you receive will be subject to backup withholding if:

- 1. You do not furnish your TIN to the requester,
- 2. You do not certify your TIN when required (see the Part II instructions on page 3 for details),

- 3. The IRS tells the requester that you furnished an incorrect TIN.
- 4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only), or
- You do not certify to the requester that you are not subject to backup withholding under 4 above (for reportable interest and dividend accounts opened after 1983 only).

Certain payees and payments are exempt from backup withholding. See Exempt payee code on page 3 and the separate Instructions for the Requester of Form W-9 for more information.

Also see Special rules for partnerships above.

#### What is FATCA reporting?

The Foreign Account Tax Compliance Act (FATCA) requires a participating foreign financial institution to report all United States account holders that are specified United States persons. Certain payees are exempt from FATCA reporting. See Exemption from FATCA reporting code on page 3 and the Instructions for the Requester of Form W-9 for more information.

#### **Updating Your Information**

You must provide updated information to any person to whom you claimed to be an exempt payee if you are no longer an exempt payee and anticipate receiving reportable payments in the future from this person. For example, you may need to provide updated information if you are a C corporation that elects to be an S corporation, or if you no longer are tax exempt. In addition, you must furnish a new Form W-9 if the name or TIN changes for the account; for example, if the grantor of a grantor trust dies.

#### **Penalties**

Failure to furnish TIN. If you fail to furnish your correct TIN to a requester, you are subject to a penalty of \$50 for each such failure unless your failure is due to reasonable cause and not to willful neglect.

Civil penalty for false Information with respect to withholding. If you make a false statement with no reasonable basis that results in no backup withholding, you are subject to a \$500 penalty.

Criminal penalty for falsifying information. Willfully falsifying certifications or affirmations may subject you to criminal penalties including fines and/or imprisonment.

Misuse of TINs. If the requester discloses or uses TINs in violation of federal law, the requester may be subject to civil and criminal penalties.

#### Specific Instructions

#### Line

You must enter one of the following on this line; do not leave this line blank. The name should match the name on your tax return.

If this Form W-9 is for a joint account, list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9.

a. Individual. Generally, enter the name shown on your tax return. If you have changed your last name without informing the Social Security Administration (SSA) of the name change, enter your first name, the last name as shown on your social security card, and your new last name.

Note. ITIN applicant: Enter your individual name as it was entered on your Form W-7 application, line 1a. This should also be the same as the name you entered on the Form 1040/1040A/1040EZ you filed with your application.

- b. Sole proprietor or single-member LLC. Enter your individual name as shown on your 1040/1040A/1040EZ on line 1. You may enter your business, trade, or "doing business as" (DBA) name on line 2.
- c. Partnership, LLC that is not a single-member LLC, C Corporation, or S Corporation. Enter the entity's name as shown on the entity's tax return on line 1 and any business, trade, or DBA name on line 2.
- d. Other entitles. Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. You may enter any business, trade, or DBA name on line 2.
- e. Disregarded entity. For U.S. federal tax purposes, an entity that is disregarded as an entity separate from its owner is treated as a "disregarded entity." See Regulations section 301.7701-2(c)(2)(iii). Enter the owner's name on line 1. The name of the entity entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner's name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity's name on line 2, "Business name/disregarded entity name." If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

#### Line 2

If you have a business name, trade name, DBA name, or disregarded entity name, you may enter it on line 2.

#### Line 3

Check the appropriate box in line 3 for the U.S. federal tax classification of the person whose name is entered on line 1. Check only one box in line 3.

Limited Liability Company (LLC). If the name on line 1 is an LLC treated as a partnership for U.S. federal tax purposes, check the "Limited Liability Company" box and enter "P" in the space provided. If the LLC has filed Form 8832 or 2553 to be taxed as a corporation, check the "Limited Liability Company" box and in the space provided enter "C" for C corporation or "S" for S corporation. If it is a single-member LLC that is a disregarded entity, do not check the "Limited Liability Company" box; instead check the first box in line 3 "Individual/sole proprietor or single-member LLC."

#### Line 4, Exemptions

If you are exempt from backup withholding and/or FATCA reporting, enter in the appropriate space in line 4 any code(s) that may apply to you.

#### Exempt payee code.

- Generally, individuals (including sole proprietors) are not exempt from backup withholding
- Except as provided below, corporations are exempt from backup withholding for certain payments, including interest and dividends.
- Corporations are not exempt from backup withholding for payments made in settlement of payment card or third party network transactions.
- Corporations are not exempt from backup withholding with respect to attorneys' fees or gross proceeds paid to attorneys, and corporations that provide medical or health care services are not exempt with respect to payments reportable on Form 1099-MISC.

The following codes identify payees that are exempt from backup withholding. Enter the appropriate code in the space in line 4.

- 1—An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2)
  - 2-The United States or any of its agencies or instrumentalities
- 3—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities
- 4—A foreign government or any of its political subdivisions, agencies, or instrumentalities
  - 5-A corporation
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or possession
- 7---A futures commission merchant registered with the Commodity Futures Trading Commission
  - 8-A real estate investment trust
- 9—An entity registered at all times during the tax year under the Investment Company Act of 1940  $\,$ 
  - 10-A common trust fund operated by a bank under section 584(a)
  - 11—A financial institution
- 12—A middleman known in the investment community as a nominee or custodian
- 13-A trust exempt from tax under section 664 or described in section 4947

The following chart shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 13.

IF the payment is for	THEN the payment is exempt for
Interest and dividend payments	All exempt payees except for 7
Broker transactions	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
Barter exchange transactions and patronage dividends	Exempt payees 1 through 4
Payments over \$600 required to be reported and direct sales over \$5,000 <sup>1</sup>	Generally, exempt payees 1 through 5 <sup>2</sup>
Payments made in settlement of payment card or third party network transactions	Exempt payees 1 through 4

<sup>&</sup>lt;sup>1</sup> See Form 1099-MISC, Miscellaneous Income, and its instructions.

<sup>2</sup> However, the following payments made to a corporation and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, gross proceeds paid to an attorney reportable under section 6045(f), and payments for services paid by a federal executive agency.

Exemption from FATCA reporting code. The following codes identify payees that are exempt from reporting under FATCA. These codes apply to persons submitting this form for accounts maintained outside of the United States by certain foreign financial institutions. Therefore, if you are only submitting this form for an account you hold in the United States, you may leave this field blank. Consult with the person requesting this form if you are uncertain if the financial institution is subject to these requirements. A requester may indicate that a code is not required by providing you with a Form W-9 with "Not Applicable" (or any similar indication) written or printed on the line for a FATCA exemption code.

- A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37)
- B-The United States or any of its agencies or instrumentalities
- C—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities
- D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i)
- E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i)
- F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state
  - G---A real estate investment trust
- H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of 1940
- I-A common trust fund as defined in section 584(a)
- J-A bank as defined in section 581
- K-A broker
- L-A trust exempt from tax under section 664 or described in section 4947(a)(1)
- M-A tax exempt trust under a section 403(b) plan or section 457(g) plan

Note. You may wish to consult with the financial institution requesting this form to determine whether the FATCA code and/or exempt payee code should be completed.

#### Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns.

#### Line 6

Enter your city, state, and ZIP code.

#### Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have and are not eligible to get an SSN, your TIN is your IRS individual taxpayer identification number (ITIN). Enter it in the social security number box. If you do not have an ITIN, see How to get a TIN below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN. However, the IRS prefers that you use your SSN.

If you are a single-member LLC that is disregarded as an entity separate from its owner (see Limited Liability Company (LLC) on this page), enter the owner's SSN (or EIN, if the owner has one). Do not enter the disregarded entity's EIN. If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note. See the chart on page 4 for further clarification of name and TIN combinations.

How to get a TiN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at <a href="https://www.ssa.gov">www.ssa.gov</a>. You may also get this form by calling 1-800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at <a href="https://www.irs.gov/businesses">www.irs.gov/businesses</a> and clicking on Employer Identification Number (EIN) under Starting a Business. You can get Forms W-7 and SS-4 from the IRS by visiting IRS.gov or by calling 1-800-TAX-FORM (1-800-829-3676).

If you are asked to complete Form W-9 but do not have a TIN, apply for a TIN and write "Applied For" in the space for the TiN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, generally you will have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note. Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon.

Caution: A disregarded U.S. entity that has a foreign owner must use the appropriate Form W-8.

#### Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if items 1, 4, or 5 below indicate otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). In the case of a disregarded entity, the person identified on line 1 must sign. Exempt payees, see Exempt payee code earlier.

Signature requirements. Complete the certification as indicated in items 1 through 5 below.

- Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983. You must give your correct TIN, but you do not have to sign the certification.
- 2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.
- 3. Real estate transactions. You must sign the certification. You may cross out item 2 of the certification.
- 4. Other payments. You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).
- 5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions. You must give your correct TIN, but you do not have to sign the certification.

#### What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
Individual     Two or more individuals (joint account)	The individual The actual owner of the account or, if combined funds, the first individual on the account'
<ol><li>Custodian account of a minor (Uniform Gift to Minors Act)</li></ol>	The minor <sup>2</sup>
a. The usual revocable savings trust (grantor is also trustee)     b. So-called trust account that is not a legal or valid trust under state law	The grantor-trustee' The actual owner'
<ol><li>Sole proprietorship or disregarded entity owned by an individual</li></ol>	The owner <sup>3</sup>
6. Grantor trust filing under Optional Form 1099 Filing Method 1 (see Regulations section 1.671-4(b)(2)(i) (A))	The grantor*
For this type of account:	Give name and EIN of:
Disregarded entity not owned by an individual	The owner
8. A valid trust, estate, or pension trust	Legal entity
Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
Association, club, religious, charitable, educational, or other tax- exempt organization	The organization
11. Partnership or multi-member LLC	The partnership
12. A broker or registered nominee	The broker or nominee
Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
14. Grantor trust filing under the Form 1041 Filing Method or the Optional Form 1099 Filing Method 2 (see Regulations section 1.671-4(b)(2)(i) (B))	The trust

List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

- <sup>3</sup> You must show your individual name and you may also enter your business or DBA name on the "Business name/disregarded entity" name line. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.
- List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.) Also see Special rules for partnerships on page 2.
- \*Note. Grantor also must provide a Form W-9 to trustee of trust.

Note. If no name is circled when more than one name is listed, the number will be considered to be that of the first name listed.

#### Secure Your Tax Records from Identity Theft

Identity theft occurs when someone uses your personal information such as your name, SSN, or other identifying information, without your permission, to commit fraud or other crimes. An identity thief may use your SSN to get a job or may file a tax return using your SSN to receive a refund.

To reduce your risk:

- · Protect your SSN,
- . Ensure your employer is protecting your SSN, and
- . Be careful when choosing a tax preparer.

If your tax records are affected by identity theft and you receive a notice from the IRS, respond right away to the name and phone number printed on the IRS notice or letter.

If your tax records are not currently affected by identity theft but you think you are at risk due to a lost or stolen purse or wallet, questionable credit card activity or credit report, contact the IRS Identity Theft Hotline at 1-800-908-4490 or submit Form 14039

For more information, see Publication 4535, Identity Theft Prevention and Victim Assistance.

Victims of identity theft who are experiencing economic harm or a system problem, or are seeking help in resolving tax problems that have not been resolved through normal channels, may be eligible for Taxpayer Advocate Service (TAS) assistance. You can reach TAS by calling the TAS toll-free case intake line at 1-877-777-4778 or TTY/TDD 1-800-829-4059.

Protect yourself from suspicious emails or phishing schemes. Phishing is the creation and use of email and websites designed to mimic legitimate business emails and websites. The most common act is sending an email to a user falsely claiming to be an established legitimate enterprise in an attempt to scam the user into surrendering private information that will be used for identity theft.

The IRS does not initiate contacts with taxpayers via emails. Also, the IRS does not request personal detailed information through email or ask taxpayers for the PIN numbers, passwords, or similar secret access information for their credit card, bank, or other financial accounts.

If you receive an unsolicited email claiming to be from the IRS, forward this message to *phishing@irs.gov*. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 1-800-366-4484. You can forward suspicious emails to the Federal Trade Commission at: spam@uce.gov or contact them at www.ftc.gov/idtheft or 1-877-IDTHEFT (1-877-438-4338).

Visit IRS.gov to learn more about identity theft and how to reduce your risk

#### **Privacy Act Notice**

Section 6109 of the Internal Revenue Code requires you to provide your correct TIN to persons (including federal agencies) who are required to file information returns with the IRS to report interest, dividends, or certain other income paid to you; mortgage interest you paid; the acquisition or abandonment of secured property; the cancellation of debt; or contributions you made to an IRA, Archer MSA, or HSA. The person collecting this form uses the information on the form to file information returns with the IRS, reporting the above information. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their laws. The information also may be disclosed to other countries under a treaty, to federal and state agencies to enforce civil and criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism. You must provide your TIN whether or not you are required to file a tax return. Under section 3406, payers must generally withhold a percentage of taxable interest, dividend, and certain other payments to a payee who does not give a TIN to the payer. Certain penalties may also apply for providing false or fraudulent information.

<sup>&</sup>lt;sup>2</sup>Circle the minor's name and furnish the minor's SSN.

## **APPENDIX H: NON-COLLUSION AFFIDAVIT**

#### NON-COLLUSION AFFIDAVIT

The undersigned bidder or agent, being duly sworn on oath, says that he/she has not, nor has any other member, representative, or agent of the firm, company, corporation or partnership represented by him, entered into any combination, collusion or agreement with any person relative to the price to be bid by anyone at such letting nor to prevent any person from bidding nor to include anyone to refrain from bidding, and that this bid is made without reference to any other bid and without any agreement, understanding or combination with any other person in reference to such bidding.

He/She further says that no person or persons, firms, or corporation has, have or will receive directly or indirectly, any rebate, fee gift, commission or thing of value on account of such sale.

#### OATH AND AFFIRMATION

I HEREBY AFFIRM UNDER THE PENALTIES FOR PERJURY THAT THE FACTS AND INFORMATION CONTAINED IN THE FOREGOING BID FOR PUBLIC WORKS ARE TRUE AND CORRECT.

Dated this day of,
(Name of Organization)
(Tide of Demon Girein)
(Title of Person Signing)
(Signature)
ACKNOWLEDGEMENT
STATE OF) ss
COUNTY OF)
Before me, a Notary Public, personally appeared the above named and swore that the statements contained in the foregoing document are true and correct.
Subscribed and sworn to me this,
Notary Public Signature
My Commission Expires:

## APPENDIX I: IRAN DIVESTMENT ACT COMPLIANCE

#### IRAN DIVESTMENT ACT CERTIFICATION

As a result of the Iran Divestment Act of 2012 (Act), Chapter 1 of the 2012 Laws of New York, a new provision has been added to the State Finance Law (SFL), § 165-a, effective April 12, 2012. Under the Act, the Commissioner of the Office of General Services (OGS) will be developing a list (prohibited entities list) of "persons" who are engaged in "investment activities in Iran" (both are defined terms in the law). Pursuant to SFL § 165-a(3)(b), the initial list is expected to be issued no later than 120 days after the Act's effective date, at which time it will be posted on the OGS website.

By submitting a bid in response to this solicitation or by assuming the responsibility of a Contract awarded hereunder, Bidder/Contractor (or any assignee) certifies that once the prohibited entities list is posted on the OGS website, it will not utilize on such Contract any subcontractor that is identified on the prohibited entities list.

Additionally, Bidder/Contractor is advised that once the list is posted on the OGS website, any Contractor seeking to renew or extend a Contract or assume the responsibility of a Contract awarded in response to the solicitation, must certify at the time the Contract is renewed, extended or assigned that it is not included on the prohibited entities list.

During the term of the Contract, should the New York State Education Department (AGENCY) receive information that a person is in violation of the above-referenced certification, AGENCY will offer the person an opportunity to respond. If the person fails to demonstrate that it has ceased its engagement in the investment which is in violation of the Act within 90 days after the determination of such violation, then AGENCY shall take such action as may be appropriate including, but not limited to, imposing sanctions, seeking compliance, recovering damages, or declaring the Contractor in default.

AGENCY reserves the right to reject any bid or request for assignment for an entity that appears on the prohibited entities list prior to the award of a contract, and to pursue a responsibility review with respect to any entity that is awarded a contract and appears on the prohibited entities list after contract award.

Signature:Print Name:	
Print Name:	
Title:	
Company Name:	
Date: :	

## APPENDIX J: NYS SEXUAL HARASSMENT REQUIREMENTS

## **Sexual Harassment Prevention EMPLOYER TOOLKIT**



### **Introduction**

New York State is a national leader in the fight against sexual harassment and is partnering with employers across the state to further our commitment to ending sexual harassment in the workplace.

This toolkit will provide you step-by-step guidance to implementing the required training and sexual harassment policy, directing you to resources available through New York State and the relevant state agencies.

These resources are all available on the State's Combating Sexual Harassment in the Workplace website: www.ny.gov/programs/combating-sexual-harassment-workplace.

### What are the New Requirements?

The 2019 New York State Budget includes the nation's strongest and most comprehensive sexual harassment package, including new resources and requirements for employers. There are two key components under this law:

### **Policy** (see pages 2-4)

Under the new law, every employer in New York State is **required to establish a sexual harassment prevention policy**. The Department of Labor in consultation with the Division of Human Rights has established a model sexual harassment prevention policy for employers to adopt, available at www.ny.gov/programs/combating-sexual-harassment-workplace. Or, employers may adopt a similar policy that meets or exceeds the minimum standards of the model policy (www.ny.gov/combating-sexual-harassment-workplace/employers#model-sexual-harassment-policy).

### **Training** (see pages 5-6)

In addition, every employer in New York State is **required to provide employees with sexual harassment prevention training**. The Department of Labor in consultation with the Division of Human Rights has established this model training for employers to use. Or, employers may use a training program that meets or exceeds the minimum standards of the model training (www.ny.gov/combating-sexual-harassment-workplace/employers#training-requirements).

### **Policy: Implementation**

All employers must adopt and provide a sexual harassment prevention policy to all employees by **October 9, 2018**.

#### If you want to adopt the State Model Policy:

- The State Model Policy contains fields for you to list your business name and the name/contact
  information for the individual(s) you have designated to receive sexual harassment complaints.
  Fill in those fields and apply whatever branding (e.g., logos, etc.) you like. You may choose to
  modify the policy to reflect the work of your organization and industry specific scenarios or best
  practices.
- Distribute the policy to all employees in writing or electronically. Employers are also
  encouraged to have employees acknowledge receipt of the policy, and to post a copy of the
  policy where employees can easily access it.

#### If you already have a policy and do NOT want to adopt the State Model Policy:

- Use the checklist on the next page to ensure your policy meets or exceeds the required minimum standards.
- If it already meets those standards, ensure it already has been or will be distributed to employees by October 9, 2018. All future new employees should receive the policy before commencing work.
- Ensure your complaint form and process are up to date and that employees are made aware
  of it as part of the policy.
- If you do not have a complaint form, a model is available online: <a href="www.ny.gov/combating-sexual-harassment-workplace/employers#model-complaint-form">www.ny.gov/combating-sexual-harassment-workplace/employers#model-complaint-form</a>
- Review the online FAQs, which outline numerous common questions that may arise: <u>www.ny.gov/combating-sexual-harassment-workplace/combating-sexual-harassment-frequently-asked-questions</u>
- Distribute a copy of your finalized policy to all employees in writing. This may be done
  electronically, for example, by email. Employers are also encouraged to have employees
  acknowledge receipt of the policy, and to post a copy of the policy where employees can easily
  access it.
- You are also encouraged to provide the policy and training to anyone providing services in the workplace.

#### If you do NOT yet have a policy:

- Download the model policy, available online: <a href="www.ny.gov/combating-sexual-harassment-workplace/employers#model-sexual-harassment-policy">www.ny.gov/combating-sexual-harassment-policy</a>
- Customize the document by filling in the employer name, person or office designated to receive complaints and appropriate contact information, as highlighted throughout.
- You may choose to modify the policy to reflect the work of your organization and industry specific scenarios or best practices.
- Review the online FAQs, which outline numerous common questions that may arise: <u>www.ny.gov/combating-sexual-harassment-workplace/combating-sexual-harassment-frequently-asked-questions</u>
- Distribute a copy of your finalized policy to all employees in writing. This may be done
  electronically, for example, by email. Employers are also encouraged to have employees
  acknowledge receipt of the policy, and to post a copy of the policy where employees can easily
  access it.
- You are also encouraged to provide the policy and training to anyone providing services in the workplace.

## **Policy: Minimum Standards Checklist**

An employer that does not use the State model policy -- developed by the State Department of Labor and State Division of Human Rights -- must ensure their policy meets or exceeds the following minimum standards.

The	policy must:
	Prohibit sexual harassment consistent with guidance issued by the Department of Labor in consultation with the Division of Human Rights;
	Provide examples of prohibited conduct;
	Include information concerning the federal and state statutory provisions concerning sexual harassment, remedies available to victims of sexual harassment, and a statement that there may be applicable local laws;
	Include a complaint form;
	Include a procedure for the timely and confidential investigation of complaints that ensures due process for all parties;
	Inform employees of their rights of redress and all available forums for adjudicating sexual harassment complaints administratively and judicially;
	Clearly state that sexual harassment is considered a form of employee misconduct and that sanctions will be enforced against individuals engaging in sexual harassment and against supervisory and managerial personnel who knowingly allow such behavior to continue; and
	Clearly state that retaliation against individuals who complain of sexual harassment or who testify or assist in any investigation or proceeding involving sexual harassment is unlawful.

### **Training: Instructions for Employers**

All employers are required to train current employees by October 9, 2019. New employees should be trained as quickly as possible. In addition, all employees must complete sexual harassment prevention training at least once per year. This may be based on calendar year, anniversary of each employee's start date or any other date the employer chooses.

#### If you already have a training:

- Use the checklist on the next page to ensure your training meets or exceeds the required minimum standards.
- If your existing training does not, it should be updated to include all the listed elements. You may also provide supplemental training to employers who have already completed the training to ensure they have received training that meets or exceeds the minimum standards.
- Review the online FAQs, which outline numerous common questions that may arise: <u>www.ny.gov/combating-sexual-harassment-workplace/combating-sexual-harassment-frequently-asked-questions</u>

#### If you do NOT yet have a training:

- Download the model training, available online: <a href="www.ny.gov/combating-sexual-harassment-workplace/employers#training-requirements">workplace/employers#training-requirements</a>.
  - You may execute this training in a variety of ways, including live in person, via webinar or on an individual basis, with feedback as outlined in the training guidance document.
  - Depending on how you choose to present your training, you may utilize different available resources. For example, if you do a live presentation, you should download the PowerPoint and read the script that appears in the "Notes" of each slide.
  - If you choose to train employees with the video, you may direct them to watch it online or download it and show to a group, after which you would provide them a mechanism for feedback, as outlined in the training guidance document.
- Customize the training document(s) and modify them to reflect the work of your organization, including industry specific scenarios or best practices.
- The training should detail any internal process employees are encouraged to use to complain and include the contact information for the specific name(s) and office(s) with which employees alleging harassment should file their complaints.
- You may wish to include additional interactive activities as part of the training, including an opening activity, role playing or group discussion(s).
- Review the online FAQs, which outline numerous common questions that may arise: <u>www.ny.gov/combating-sexual-harassment-workplace/combating-sexual-harassment-frequently-asked-questions</u>

## **Training: Minimum Standards Checklist**

An employer that does not use this model training -- developed by the State Department of Labor and State Division of Human Rights -- must ensure their training meets or exceeds the following minimum standards.

The	training <b>must</b> :
	☐ Be interactive (see the model training guidance document for specific recommendations);
	Include an explanation of sexual harassment consistent with guidance issued by the Department of Labor in consultation with the Division of Human Rights;
	Include examples of unlawful sexual harassment;
	Include information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to targets of sexual harassment;
	☐ Include information concerning employees' rights of redress and all available forums for adjudicating complaints; and
	☐ Include information addressing conduct by supervisors and additional responsibilities for supervisors.

## **BIDDER'S CERTIFICATION**

Name of Bid:
<ul> <li>In submitting this Bid, BIDDER represents, as more fully set forth in this Bid, that:</li> <li>a) BIDDER acknowledges that they have read, understand, and agree to all aspects of the terms and specifications as presented without reservation or alteration.</li> <li>b) When awarded, the bid package becomes the "Contract Document".</li> <li>c) That the organization, its principals, and sub-recipients are not currently suspended or debarred from doing business with the Federal Government.</li> <li>d) The BIDDER has implemented a written policy addressing sexual harassment prevention in the workplace and provides annual sexual harassment prevention training to all of its employees in accordance with New York State Labor Law §201-g.</li> </ul>
Date:
Vendor:
Authorized Signature:
Print Name:
Subscribed to and sworn to before me
this day of, 20
Notary Public

### APPENDIX K: DELIVERABLES TABLE

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CONTRACT SCOPE TO BE NEGOTIATED WITH CONSULTANT UPON AWARD

## APPENDIX L: DRAFT FORM OF CONTRACT (EJCDC)

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CONTRACT SCOPE TO BE NEGOTIATED WITH CONSULTANT UPON AWARD