



8570 EXECUTIVE PARK AVENUE
FAIRFAX, VIRGINIA 22031

Request for Proposals

Number:	RFP 20-15
Title:	Provide Human Resources Training and Organizational Development Programs and Services
Date Issued:	March 13, 2020
Deadline for Submitting Proposals:	Ongoing
Proposals to Be Delivered to:	Procurement Department Fairfax Water 8570 Executive Park Avenue Fairfax, Virginia 22031
Procurement Contact:	Donald R. Legg, CPPO Procurement Manager Telephone: 703-289-6261 Facsimile: 703-289-6262 E-Mail: ProcDL@fairfaxwater.org

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SECTION 1

1. SUMMARY INFORMATION

1.1 Introduction and Objective

The Fairfax County Water Authority, doing business as Fairfax Water (FW) was created under the Virginia Water and Waste Authorities Act pursuant to resolutions adopted by Fairfax County on September 26, 1957.

The purpose of this RFP is to solicit proposals from qualified Training and Organizational Development providers/vendors who have the capacity, skills and experience to develop and deliver both face-to-face and e-learning training and consulting programs designed to support the skills and knowledge of Fairfax Water workforce and the development of Fairfax Water professionals. Fairfax Water's training program approach includes, customized curriculum development, classroom instructor led training, partnering with regional water utilities to secure outside vendors for technical and leadership training, succession planning programs, executive coaching and e-learning programs.

Contractors may be requested to develop programs different from their off the shelf version or to develop programs that are customized and tailored to meet the needs of Fairfax Water. Additional contractors may be requested to develop a hybrid course to be co-delivered by Fairfax Water staff and contractor. A contractor may be asked to provide blended learning approach that includes online components as well as instructor led training.

It is FW's intent to select a pool of providers to provide such training on an as needed basis. FW does not guarantee and amount of work to any provider under these contracts.

Note: Fairfax Water intends to accept proposals on an ongoing basis throughout the year after the initial submission date which shall be 2:00, PM, Friday April 10, 2020. All proposals submitted will be evaluated by a FW evaluation committee made up of representatives of the FW Human Resources Department and will be evaluated based on the evaluation committee contained in Section 3.10 herein.

1.2 Contract Award

Contracts will be awarded to the Offerors whose proposals are determined to be the most advantageous to FW. An offeror may propose on any and all of the outlined services for which they believe they are qualified. It is anticipated that there may be multiple awards for various services depending on the quality of the proposals received and how well they meet Fairfax Water's needs.

Public notice of award will be posted on the official FW web site:

(http://www.fairfaxwater.org/procurement/notice_of_award.htm).

1.3 Definitions

Whenever used in this RFP or in the other Contract Documents, the following terms have the following meanings, which are applicable to both the singular and plural and the male and female gender thereof:

Acceptance – FW’s acceptance of the project from the Consultant upon confirmation from the Project Manager and the Consultant that the project is totally complete in accordance with the contract requirements and that all defects have been eliminated. Final acceptance is confirmed by the making of final payment of the Contract Sum, as adjusted by any change orders or amendments.

Award – means the decision by FW to award a Contract after all necessary approvals have been obtained.

Contract – means the written agreement which, following conclusion of negotiations and any Award hereunder, will be executed by FW and the successful Offeror. Upon execution, the Contract will memorialize the terms and conditions pursuant to which the services described herein will be performed (including the negotiated fees and any modifications to the Standard Terms and Conditions, among other matters) and will incorporate by reference the remaining Contract Documents.

Consultant – The person, firm, partnership, corporation, or other legal entity with whom FW enters into a Contract to perform the services contemplated by this RFP and includes the plural number and the feminine gender when such are named in the contract as the Consultant.

Contract Documents – means the documents referred to in Subsection 4.11 of this RFP. The Contract Documents are deemed to constitute an Agreement.

Default – means that the Consultant has failed to fulfill one or more of its obligations in accordance with the Contract Documents.

Evaluation Committee – Means the group of individuals appointed by FW to review, evaluate, and rank each Proposal and to make a recommendation for award.

Notice – The term “Notice” or the requirement to notify means all communications, notices, demands, instructions, claims, approvals, and disapprovals required or permitted under the Contract Documents. To be effective, Notices must be in writing and will be effective if delivered by U.S. Mail, hand delivery, or facsimile transmission to the business address or fax number of the Consultant as stated on its Proposal; or if delivered in person to the Consultant, or any officer or principal of the Consultant. Unless otherwise specified herein, Notices will be deemed to have been duly served on FW if delivered by U.S. Mail, hand delivery, or facsimile transmission to both: (i) the Director of Planning & Engineering, Fairfax Water, 8560 Arlington Blvd, Fairfax, Virginia 22031, fax number (703) 289-6382; and (ii) the Procurement Contact whose name, address and fax number are set forth on the cover page of this RFP. Any Notice that is sent by fax to a party hereunder will be effective, and will be deemed to have been received, only upon delivery of a duplicate copy by another means of delivery authorized herein.

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Either party may, by written notice delivered in the manner prescribed herein, change its address for receipt of Notices hereunder.

Offeror – means any person, firm, corporation, or other legal entity who submits a proposal in response to this RFP.

Project Manager – means the FW employee assigned to this Project for purposes of oversight of the project. The Project Manager will be responsible for all aspects of the Contract (excluding contract modifications) after contract award, including but not limited to approving design changes, and authorizing payment for completed work, etc.

Proposal – means the response by an Offeror to this Request for Proposals issued by FW. The response may include but is not limited to a description of technical expertise, work experience, and other information requested in the solicitation.

RFP – means this Request for Proposals and includes any document, whether attached or incorporated by reference, and any Addenda.

Specifications – The term “Specifications” refers to the written technical description of materials, equipment, construction systems, standards, and workmanship to be applied to the Work and certain administrative details applicable thereto.

Task Order – means the written order issued to the Consultant by FW from time to time during the Contract Term, as described in Section 2.0 of this RFP.

1.4 Term of Contract and Contract Renewal

The Contract shall cover the period from August 1, 2020 through July 31, 2021 or an equivalent period depending upon date of Contract award. Initial prices or rates and subsequent renewal prices or rates are guaranteed for a minimum of twelve (12) months. This Contract may be renewed at the expiration of the initial term at the request of the FW. The renewal may be for up to four (4) additional one-year year periods. Unless otherwise agreed to by the parties or as may be required by law, any renewal shall be based on the same prices, terms and conditions as the initial term. Any price adjustment shall be mutually agreed on.

1.5 Qualifications

Offerors shall demonstrate a depth of knowledge, expertise and experience in training and organizational development and a proven track record in the development and delivery of training, organizational development and/or coaching programs. Offerors shall also be able to understand and provide multiple options to address the needs of Fairfax Water and the knowledge to address the needs of public sector organizations and changing workforce demographics.

End Section 1

SECTION 2

2. SCOPE OF WORK

2.1 General Description of Summary and Requirements

Fairfax Water vision is to aspire to remain a respected industry leader, upholding its customers' trust by providing water of exceptional quality and reliability, at a reasonable price, while supporting the high quality of life and economic vitality of the region." In addition, the mission of the organization is to provide its customers with reliable and abundant water of exceptional quality at a reasonable price."

Fairfax Water has approximately 440 full time active employees. The workforce is made up of 26 Managers and Directors and about 50 Supervisory Positions. The Human Resources Department provides services and support to all managers and employees in the delivery of training and development, employment, recruitment, employee relations, coaching, benefits, compensation, policy development, communication and other workforce programs as needed.

Fairfax Water training programs are designed in support of the organization's vision, mission and values. The core values of Fairfax Water are:

Provide Quality Water Services
Remain Customer Focused
Act with Integrity
Pursue Efficiency
Provide Value
Maintain Reliability
Perform with Accountability and Transparency
Promote Communication
Encourage Innovation and Forward Thinking
Inspire Teamwork and Respect
Foster Employee Engagement

2.2 Deliverables

The successful provider/vendor may offer training services delivered in any of the following formats: internet-based or traditional classroom style format. Training delivery may accommodate a wide variance in software/hardware available within Fairfax Water.

Qualified providers/vendors shall have the ability to provide services in at least one of following areas and meet the requirements outlined.

1. The delivery of classroom training that includes the subject technical content and the delivery and presentation of complete training courses on specified topics. The training will include participant training materials, facilitator guides and any other materials required to deliver and complete the training. All training materials developed and designed for Fairfax Water

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including but not limited to facilitator guides, presentations and participant materials, will be provided to the Human Resources Department and become the property of Fairfax Water . Training may also include web-based delivery for follow up, group discussions and course work. Work authorized under this contract may range from one-on-one to a training class size of 15 to 30 participants, depending on the level of individual attention required by the nature of the course or the size of the workgroup involved. Most classes do not exceed 25 participants in the majority of cases.

2. The development and delivery of training curriculum on specified topics and subjects either off the shelf or customized for Fairfax Water. This training shall include class description, training objectives, learning goals, participant learning materials, facilitators guide and case studies, individual and group activity materials as needed, and all other materials relevant to the training.
3. The ability to provide the development and delivery of collective training courses that will cover a wide array of topics for various target audiences such as new supervisors, managers, leaders, executives, and non-supervisory employees.
4. The experience, knowledge and training to coach teams and individuals for leadership development and strategic organizational development.
5. The experience, knowledge and the ability to assist in the development and implementation of employee competencies and a succession planning strategy and program.
6. Format of training courses shall include the learning objectives, course outline, course description, identification of target audience, participant training materials, facilitator's guides, reading materials, case studies and scenarios and interactive activities.
7. Training providers shall supply training supplies and materials that will be used including but not limited to flip charts, power point presentations, markers, copies of participant materials and reading materials.
8. Examples of training programs shall include but are not limited to: leadership management topics i.e. critical thinking, building trust, negotiating, change management, facilitation, effective meetings, listening, communication, resilience, presentation and public speaking skills, performance management, coaching and team development. Examples of non-supervisory training topics include listening and communication skills, time management, accepting and giving feedback, and respectful workplace. Examples of training on legal topics i.e. employment laws, harassment in the workplace, disabilities and employment. Examples of e-learning programs i.e. computer software training.
9. Organizational Development (OD)
OD consulting services, including facilitation, assessments for individuals and groups (e.g., 360 degree, Myer-Briggs Type Indicator (MBTI), Gallup Assessment, DISC etc. will be contracted on a case-by-case basis and will include a separate statement of work to be developed by Fairfax Water. Training may be provided by the same firm that provides the OD work, provided the contractor is approved as a vendor for that particular subject matter. . Experience and certifications in the management and administration of Employee Assessments and Surveys will be evaluated.

10. Executive Coaching

Coaching services are sought to help Fairfax Water leaders improve their learning and performance. The results sought from coaching shall be observable, measurable and meaningful both to the individual and the organization. Coaching will be contracted on a case-by-case basis and will include a separate statement of work to be developed by Fairfax Water Management and Human Resources Department, and the vendor. Vendors may be asked to provide an example of how they have used Coaching to implement a Career Development/Planning or Individual Development Plan.

2.3 Coursework and Instructional Design Courses may include:

1. A mix of instructional formats to enhance the adult learner's instruction (e.g., case studies, lectures, group exercises, role plays, simulations, online learning, blended learning, etc.).
2. Adequate opportunities for the participants to practice skills, receive feedback and coaching, and reflect on the learning.
3. Techniques to draw on the participants' prior knowledge and experiences, challenge their assumptions, and link the concepts in the classroom to real work solutions,
4. A customized strategy, environment and culture.
5. An emphasis on the importance of continuous learning and suggestions for ongoing learning (e.g., follow-on readings, finding a mentor, seeking feedback, etc.).
6. Suggestions for short assignments that participants may use after course completion to practice what was learned and to transfer to on-the-job application.

2.4 Instructors

Vendors/Providers shall furnish qualified instructors capable of delivering instruction. Instructors shall be able to:

1. Create a safe learning environment where participants are able to ask questions, experiment with new behaviors and make mistakes.
2. Address concerns, issues and relevant ideas generated by participants in the classroom and adjust the agenda as necessary.
3. Surface the thoughts that drive behavior and recognize and take advantage of coachable moments.
4. Present models and techniques in a straightforward and clear manner so that they are easy to remember and utilize.
5. Possess a good understanding of Fairfax Water's strategy, business environment and culture.
6. Reflect the diversity of the workforce and design training accordingly.

2.5 Course Delivery

- A. Hours – Official business hours are from 8:00 a.m. to 4:30 p.m. Monday through Friday, but to accommodate shift workers, some services will be required at alternative times at the same

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rate. When alternative scheduling is necessary, it will be determined by the needs of the workgroup and time negotiated with the contractor. Offeror(s) shall make every attempt to ensure that training over a period of consecutive days, avoids breaks in the service delivery to the extent reasonably possible.

- B. Substitutions – Any necessary staff changes shall be reported along with the substitute’s bio and resume. Further Fairfax Water expects the proposed substitute worker to be of comparable professional background and experience. Fairfax Water may elect to interview the substitute and retains the right to approve or reject any substitutions.
- C. Facility, Materials and Administrative Procedures –Fairfax Water will provide a site suitable to the work design and training delivery. The contractor shall identify site and equipment needs in order to ensure their availability for the time scheduled and such equipment may be provided as agreed upon. It is also the contractor’s responsibility to provide sufficient sets of copies of materials for each participant and any other aids, including audio-visual aids. The contractor shall supply all technology requirements for training classes at least two weeks prior to the class offering date.
- D. Audio/Video, Streaming Content –Fairfax Water retains the right to record a class session for review at a later day, by a defined audience. In addition Fairfax Water may request a blended training course that combines some online/eLearning and instructor-led components to a training class. Streaming content may be broadcast over Fairfax Water’s infrastructure as needed to deliver class material to larger audiences and the contractor is responsible for ensuring all copyright laws and requirements are adhered to during this time. Distribution may occur or be prepared for distribution at an open enrollment Lunch and Learn or similar gathering.
- E. Pilot Classes – The contractor agrees to pilot and offer the first class at a minimal cost to a defined group of participants which may include high level managers and decision-makers. Changes to pilot classes will be made prior to regular schedule implementation and prior to the next scheduled offering of the class.
- F. Participant Roster and Pre-Work – Prior to course delivery dates, Human Resources Department will send copies of the participant roster to the contractor. The Human Resources Department will coordinate with the contractor for required pre-course materials or contractor requested participant samples (e.g., writing samples). The contracted instructor is responsible for ensuring a signed roster accompanies class completion materials and any name not listed on the original roster must be documented by the instructor. From roster sign-ins employees are awarded credit or completions of training classes and the instructor ensures this business process can be followed.
- G. Attendance and Evaluations – The Human Resources Department will provide the contractor

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with an updated participant roster and attendance sheet. The contractor shall be responsible for making sure that participants sign the attendance sheet by the end of the class. The contractor shall also note who comes late, leaves early, or fails to show up for a class. Evaluation forms will be provided by the Human Resources Department and completed by each participant upon the conclusion of the class. The contractor shall collect all evaluations and deliver them to Human Resources Department. In addition a higher level of class evaluation may be conducted by the Human Resources Department following class completion. An example of such additional evaluation may include an evaluation that confirms whether a learner actually made changes to their work and on the job performance resulted as a result of attending this training. .

- H. Contractor Performance –Evaluations will be used to evaluate the performance of each instructor. In order to remain on the approved list of training vendors, contractors shall maintain on overall consistent satisfactory rating on evaluations. If however, subsequent training does not reflect increased satisfaction by participants, the vendor will be removed from the list of vendors for that training. In addition through the comments submitted by participant evaluations a class redesign or adjustment may be made. Offeror(s) agree to meet Fairfax Water Human Resources Department staff upon provided notice and make required changes or updates to course materials in a timely manner and period not to exceed 30 days.
- I. Course Closeout – Once a project training program has been completed, the Contractor shall provide any and all of the following at FW’s request:
1. A brief (one or two page) summary.
 2. Completed course rosters, evaluations or other class materials as provided.
 3. The provider may be required to meet with the Human Resources Department staff and provide a briefing on the training.
 4. All changes to the vendor information including: corporate address, addresses for payment remittances, W-9 changes, etc., must be made in writing to the Finance Department and provided to the Human Resources Department.

END SECTION 2

SECTION 3

3. SUBMISSION OF PROPOSALS AND METHOD OF EVALUATION

3.1 General

The following general information is provided and shall be carefully followed by all Offerors to ensure that proposals are properly prepared.

- A. A transmittal letter prepared on the Offeror's business stationery must accompany the proposal.
- B. Each Offeror must furnish all information required by the RFP. The person signing the proposal must initial erasures or other changes. Proposals signed by an agent of the corporation must be accompanied by evidence of his or her authority to bind the corporation to the terms and conditions of this solicitation.
- C. FW reserves the right to conduct discussions with qualified Offerors in any manner necessary to serve the best interest of FW.

3.2 Proprietary Information

- A. Except as provided herein or as otherwise set forth in §2.2-4342 of the Virginia Public Procurement Act (Va. Code Ann. §2.2-4300 et seq., the "Act"), all proceedings, records, contracts and other public records relating to procurement transactions shall be open to inspection in accordance with the Virginia Freedom of Information Act (Va. Code Ann. §2.2-3700 et seq., the "Virginia FOIA").
- B. Offeror or Contractor shall have the right to identify data or other materials submitted in connection with this procurement as trade secrets or proprietary information, which shall not be subject to inspection pursuant to either §2.2-4342 of the Act or the Virginia FOIA, by submitting to FW prior to or at the time of submission of its proposal a separate, written notice on its letterhead stationery setting forth the following: (i) a statement indicating that the Offeror, or Contractor wishes to invoke the protections of this section; (ii) an identification of the data or other materials for which protection is sought; and (iii) a statement with regard to why protection is necessary.

3.3 Questions and Communications

- A. All contact between prospective Offerors and FW with respect to this solicitation will be formally held at scheduled meetings or in writing through the Issuing Office. Questions and comments regarding the meaning or interpretation of any aspect of this solicitation must be submitted in writing to the Procurement Contact identified on the cover page to this solicitation and must be received by the Procurement Contact on or before the deadline for submitting questions that is specified on such cover page. Only written questions will be accepted. Questions and/or comments which are submitted after the deadline set forth on the cover page to this solicitation will not be answered.

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- B. FW shall respond to all timely questions and comments that are properly submitted hereunder and are deemed to address a matter that is relevant and substantive in nature within a reasonable period of time, in the form of a written Addendum that will be transmitted to all prospective Offerors at the addresses furnished to FW for such purpose. Oral communications between FW and any Offeror regarding the interpretation or meaning of any aspect of this RFP are not authorized and may not be relied upon for any purpose.

3.4 Addenda to the RFP

- A. FW reserves the right to amend this solicitation at any time prior to the deadline for submitting Bids or Proposals. If it becomes necessary to revise any part of this RFP, notice of the revision will be given in the form of an Addendum that will be provided to all prospective Offerors who are on record with FW as having received this solicitation. If, in the opinion of FW, the deadline for the submission of proposals does not provide sufficient time for consideration of any Addendum, then such deadline may be extended at the discretion of FW.
- B. It shall be the responsibility of each Offeror to contact the Purchasing Contact identified on the cover page to this solicitation prior to submission of a proposal hereunder in order to determine whether any Addenda have been issued in connection with this procurement. Notwithstanding any provision to the contrary, the failure of any Offeror to receive any Addenda shall neither constitute grounds for withdrawal of its proposal nor relieve such Offeror from any responsibility for incorporating the provisions of any Addenda in its proposal.

3.5 Duration of Proposals

Proposals shall be valid for a minimum of 120 days following the deadline for submitting offers. If an award is not made during that period, all offers shall be automatically extended for another 120 days. Offers will be automatically renewed until such time as either an award is made or proper notice is given to FW of Offeror's intent to withdraw its offer. Offers may only be withdrawn by submitting Notice at least 15 days before the expiration of the then current 120-day period.

3.6 Instructions for Submitting Proposals

- A. Fairfax Water intends to accept proposals on an ongoing basis throughout the year after the initial submission date which shall be 2:00, PM, Friday April 10, 2020. All proposals submitted will be evaluated by a FW evaluation committee made up of representatives of the FW Human Resources Department and will be evaluated based on the evaluation committee contained in Section 3.10 herein. Offerors mailing proposals should allow sufficient mail delivery time to ensure timely receipt by the Purchasing Department. Proposals will be opened in accordance with the provisions of the Virginia Public Procurement Act. There will be no public proposal opening. The list of prospective Offerors shall be available for public inspection only after Contract award or upon cancellation of the solicitation.
- B. The attached Transmittal Form (Attachment "B") must accompany the proposal. The purpose of this form is to formally submit the proposal and bind the Offeror to the terms, conditions and specifications contained in the solicitation. The Form must be signed by an individual

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who is authorized to bind the Offeror's firm to all items in the proposal including products, services, etc., and prices, contained in the proposal. A transmittal letter may be substituted for the attached form. If used, the transmittal letter must include an affirmative statement that binds the firm to the terms, conditions and specifications contained in the RFP; and also state that the person signing the transmittal letter is authorized to bind his/her firm. The letter must also provide all of the information contained on the Transmittal Form.

- C. Submit one (1) original and two (4) copies of your Proposal in two separate, sealed volumes. Volume 1 shall contain the technical portion of your proposal. Volume 2 shall contain the cost portion of your proposal. Offerors shall ensure that technical and price information is not commingled. The set of original signed documents must be uniquely identified on the cover of each volume. Costs are not to be included in the Technical Proposal (Volume 1).
- D. All proposals must be submitted in a sealed package(s). No other form of submission will be accepted (i.e., E-mail, Facsimile, etc.). Proposal packages must be identified on the outside as follows:

From: _____	_____
<i>Name of Offeror</i>	<i>Due Date</i>
_____	_____
<i>Street</i>	<i>RFP No.</i>
_____	_____
<i>City, State, Zip Code</i>	<i>RFP Title</i>

3.7 Contractor Identification

All Offerors must include the following in their transmittal letters:

- A. Individual contractors must provide their social security numbers, and
- B. Proprietorships, partnerships, and corporations must provide their federal employer identification numbers.

3.8 Late Proposals

Proposals or unsolicited amendments to proposals arriving after the closing date and time will not be considered. Proposals received after the proposal submission deadline will be returned to the Offeror unopened providing that sufficient proposal identification information is shown on the outside of the proposal envelope.

3.9 Proposal Organization

- A. Technical Proposal (Volume I): All proposal elements except price shall be included in the Technical Proposal and shall include at a minimum the following:

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1. Transmittal Form,
 2. Company History: The Offeror will briefly describe its company history, sales history, and history of performing work as described herein.
 3. A description of the offeror's education, experience and capability in the field of organizational development, adult learning and executive coaching specifically as applied to the work environment, including local government experience. Please include information regarding offeror's unique qualifications.
 4. Complete list of capabilities.
 5. Resumes of proposed instructors, coaches or OD practitioners proposed to perform under any resulting contract. Resumes should indicate education, background and recent relevant experience with the subject matter of this RFP. Current telephone numbers should be included. Each resume shall include the type of certification (e.g., ICF, Master Coach, Covey, etc.) and fluency in a language other than English if applicable. If not certified, please state "no certifications".
 6. A summary and brief description (2-page maximum) of classes currently provided by offeror's organization.
 7. Client reference list. List 5 clients for whom the offeror has delivered training, executive coaching or organizational development services. List the name of the organization, contact name and telephone number, and size of the organization. Please specify the type of work done for each of these clients including the category (Training, Organization Development or Coaching) and the specific content area.
 8. Confirmation of Compliance with the Specification(s)/Scope of Work: The Offeror shall describe how the proposal meets FW's Specification and/or Scope of Work.
 9. References (Attachment "A")
- B. Cost Proposal (Volume II): The cost of the proposal shall be described in sufficient detail to allow the Committee to understand all cost elements (materials, labor, design fees, etc.). Any related costs such as travel, housing, food, etc. must be included. Include as part of the cost proposal a list of all employees by position/title, hourly pay rate and number of hours the person will be working on this project. This information is for informational purposes and for budget planning in the event that additional services are required. FW reserves the right to expand or contract the scope of the project and project costs may increase or decrease accordingly. The FW Project Manager must approve changes proposed by the Contractor in writing prior to implementation. The Contractor will be given reasonable advance notice of any changes in the scope of the contract by FW.

3.10 Evaluation Process

- A. Evaluation Committee: FW will establish an Evaluation Committee (the "Committee") to review and rank each proposal. The Committee will be composed of the Purchasing Contact identified on the cover page and other individuals designated by FW. The Committee may request additional technical assistance from other sources.
- B. Qualifying and Evaluating Proposals: Each proposal will first be reviewed for compliance with the requirements of this RFP. The Offeror assumes responsibility for addressing all necessary technical and operational issues in order to meet the objectives of the RFP. Each proposal will be evaluated according to the criteria listed below:

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- a. Responsiveness and completeness of the proposal,
- b. Company history and qualifications,
- c. Past performance,
- d. Project understanding and approach,
- e. Project team,
- f. References, and
- g. Price

3.11 Oral Presentations

Finalists may be required to make individual presentations to the Committee as part of the technical evaluation process. Failure to provide a satisfactory presentation will be grounds for a declaration that the offer is non-responsive. Presentations shall be conducted only at FW.

3.12 Final Rating, Negotiations and Recommendation

After review of each proposal and oral presentations, if required, the Evaluation Committee will recommend if the proposal(s) meets the requirements and should be considered further. If so, subsequent negotiations may take place and if successful a contract will be awarded.

End Section 3

SECTION 4

4. STANDARD TERMS AND CONDITIONS

The Agreement for Service (“Contract” or “Agreement”) with the successful offeror will contain the following Terms and Conditions. Offerors taking exception to these terms and conditions or intending to propose additional or alternative language must (a) identify with specificity the FW Terms and Conditions to which they take exception or seek to amend or replace; and (b) include any additional or different language with their proposal. Failure to both identify with specificity those terms and conditions the offeror takes exception to or seeks to amend or replace as well as to provide offeror’s additional or alternate Contract terms may result in rejection of the proposal. **While FW may accept additional or different language if so provided with the proposal, the Terms and Conditions marked with an asterisk (*) are mandatory and nonnegotiable.**

4.1 Authorization to Do Business in Virginia*

Each Offeror that is organized or authorized to transact business in the Commonwealth of Virginia pursuant to Title 13.1 or Title 50 of the Virginia Code shall include with its bid the identification number issued to it by the Virginia State Corporation Commission. Any Offeror that is not authorized to transact business in Virginia as a foreign entity under Title 13.1 or title 50 of the Virginia Code or as otherwise required by law shall include in its bid a statement describing why the Offeror is not required to be so authorized.

4.2 Antitrust

By entering into a contract, the contractor conveys, sells, assigns, and transfers to FW all rights, title and interest in and to all causes of action it may now have or hereafter acquire under the antitrust laws of the United States and the Commonwealth of Virginia, relating to the particular goods or services purchased or acquired by FW.

4.3 Arrearage

By submitting an offer in response to this solicitation, the individual or firm submitting the offer shall be deemed to represent that it is not in arrears in the payment of any obligation due and owing FW, the Commonwealth of Virginia, or any public organization within Virginia. Said representation shall include the payment of taxes and employee benefits. Offeror further agrees that it shall make diligent effort to avoid becoming in arrears during the term of the contract.

4.4 Assignment of Interest

The Contractor shall not assign any interest in any resulting Contract and shall not transfer any interest in the same without prior written consent of FW, which FW shall be under no obligation to grant.

4.5 Availability of Funds

It is understood and agreed between the parties herein that FW shall be bound hereunder only to the extent of the funds available or which may hereafter become available for the purpose of this agreement.

4.6 Cancellation

FW may cancel this solicitation at any time and for any reason prior to award.

4.7 Compliance with Laws

The Offeror hereby represents and warrants that:

- A. It is qualified to do business in the Commonwealth of Virginia and that it will take such action as, from time to time hereafter, may be necessary to remain so qualified;
- B. It is not in arrears with respect to the payment of any monies due and owing FW, the Commonwealth of Virginia, or any department or unit thereof, including but not limited to the payment of taxes and employee benefits, and that it shall not become so in arrears during the term of this Contract;
- C. It shall comply with all federal, State and local laws, regulations, and ordinances applicable to its activities and obligations under this Contract; and
- D. It shall obtain at its expense, all licenses, permits, insurance, and governmental approval, if any, necessary to the performance of its obligations under this Contract.

4.8 Contract Changes / Change Orders

- A. No verbal agreement or conversation with any officer, agent or employee of FW either before or after the execution of any Contract resulting from this solicitation or follow-on negotiations, shall affect or modify any of the terms, conditions, specifications, or obligations contained in the solicitation, or resulting Contract. No alterations to the terms and conditions of the Contract shall be valid or binding upon FW unless made in writing and signed by the FW General Manager or purchasing / designee contact identified on the cover page. In any event and in all circumstances, the Contractor shall be solely liable and responsible for any Contract changes, deviations, etc., made without first receiving written authorization to deviate from the Contract.
- B. Changes can be made to the contract in any of the following ways:
 - 1. The parties may agree in writing to modify the scope of the contract. An increase or decrease in the price of the contract resulting from such modification shall be agreed to by the parties as a part of their written agreement to modify the scope of the contract.

2. FW may order changes within the general scope of the contract at any time by Notice to the Contractor. Changes within the scope of the contract include, but are not limited to, things such as services to be performed, the method of packing or shipment, and the place of delivery or installation. The Contractor shall comply with the notice upon receipt. The Contractor shall be compensated for any additional costs incurred as the result of such order and shall give FW a credit for any savings. Said compensation shall be determined by one of the following methods:
 - a. By mutual agreement between the parties in writing; or
 - b. By agreeing upon a unit price or using a unit price set forth in the contract, if the work to be done can be expressed in units, and the Contractor accounts for the number of units of work performed, subject to FW's right to audit the Contractor's records and/or to determine the correct number of units independently; or
 - c. By ordering the Contractor to proceed with the work and keep a record of all costs incurred and savings realized. A markup for overhead and profit may be allowed if provided by the contract. The same markup shall be used for determining a decrease in price as the result of savings realized. The Contractor shall present FW with all vouchers and records of expenses incurred and savings realized. FW shall have the right to audit the records of the Contractor, as it deems necessary to determine costs or savings. Any claim for an adjustment in price under this provision must be asserted by Notice to the Purchasing Department. Neither the existence of a claim nor a dispute resolution process, litigation or any other provision of this contract shall excuse the Contractor from promptly complying with the changes ordered by FW or with the performance of the contract generally.

4.9 Debarment Status

By submitting their proposals, Offerors certify that they are not currently debarred by the Commonwealth of Virginia from submitting offers or proposals on contracts for the type of goods and/or services covered by this solicitation, nor are they an agent of any person or entity that is currently so debarred.

4.10 Drug-free workplace to be maintained by contractor*

During the performance of this contract, the contractor agrees to (i) provide a drug-free workplace for the contractor's employees; (ii) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the contractor's workplace and specifying the actions that will be taken against employees for violations of such prohibition; (iii) state in all solicitations or advertisements for employees placed by or on behalf of the contractor that the contractor maintains a drug-free workplace; and (iv) include the provisions of the foregoing clauses in every subcontract or purchase order of over \$10,000, so that the provisions will be binding upon each subcontractor or vendor.

4.11 Employment Discrimination by Contractor Prohibited; Required Contract Provisions*

The following provision is required to be in every contract of more than \$10,000 (Virginia Public Procurement Act, § 2.2-4311)

A. During the performance of any ensuing contract, the Contractor agrees as follows:

1. The contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, or other basis prohibited by state law relating to discrimination in employment, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of the contractor. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.
2. The contractor, in all solicitations or advertisements for employees placed by or on behalf of the contractor, will state that such contractor is an equal opportunity employer.
3. Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation shall be deemed sufficient for the purpose of meeting the requirements of this section.

B. The contractor will include the provisions of the foregoing paragraphs 1, 2 and 3 in every subcontract or purchase order of over \$10,000, so that the provisions will be binding upon each subcontractor or vendor.

4.12 Ethics in Public Contracting*

Offeror hereby certifies that it has familiarized itself with Article 4 of Title 11 of the Virginia Public Procurement Act, Section 11-72 through 80, Virginia Code Annotated, and that all amounts received by it, pursuant to a contract resulting from this solicitation, are proper and in accordance therewith.

4.13 Examination of Records

The Contractor agrees that in any resulting contract, either FW or its duly authorized representative shall have access to and the right to examine and copy any directly pertinent books, documents, papers, and records of the Contractor involving transactions related to any resulting contract. This obligation shall expire five years after the final payment for the final service performed as a result of any and all contract(s) awarded pursuant to this solicitation, or until audited by FW, whichever is sooner. Contractor will provide reasonable access to any and all necessary documents and upon demand provide copies of documents if so required by FW or its representative(s). FW will reimburse the Contractor for any reasonable expenses it incurs as a result of such a request.

4.14 Familiarity with Specifications

Each Offeror shall bear responsibility for thoroughly examining this solicitation in its entirety. In the event that an Offeror has any questions or comments regarding the proper meaning or intent of any aspect of this solicitation, then such Offeror shall submit all such questions and comments in writing to the Procurement Contact identified on the cover sheet of this solicitation in accordance with the provisions of Paragraph 3.3 (Questions and Communications) hereof..

The submission by an Offeror of a Proposal in response to this solicitation shall be deemed to constitute a representation on the part of such Offeror that it has thoroughly examined this solicitation and has submitted any and all questions and comments it may have regarding the meaning or interpretation of this solicitation to FW in the manner prescribed herein.

4.15 Formation of Contract with Successful Offeror

- A. Any contract entered into as a result of this RFP shall be by and between the Offeror as Contractor and FW. It shall include the following items, which are listed in order of precedence:
 - 1. The fully executed contract between the parties, or FW Purchase Order,
 - 2. The RFP and any Addenda to the RFP,
 - 3. The Offeror's response to the RFP (including any drawings and submittals), and
 - 4. All correspondence between the parties regarding this RFP.
- B. Anything called for by one of the contract documents and not called for by the others shall be of like effect as if required or called for by all, except that a provision clearly designed to negate or alter a provision contained in one or more of the other contract documents shall have the intended effect.
- C. By submitting an offer in response to this solicitation, the Offeror agrees to all Terms, Conditions and to the Specification section contained herein, unless and except as otherwise noted as an exception in the Offeror's proposal. Any terms and conditions that the Offeror proposes to use must be submitted as part of the proposal. Terms and conditions submitted by an Offeror after the solicitation closing date shall not be accepted and will not be considered for incorporation into the terms of the awarded contract.
- D. All time limits stated in the contract documents, including but not limited to the time for completion of the work, are of the essence.

4.16 Governing Law; Venue; Waiver of Jury Trial*

Notwithstanding any provision to the contrary, this solicitation and any resulting contract shall be governed in all respects by the laws of the Commonwealth of Virginia. Any dispute arising hereunder which is not otherwise resolved by the parties shall be resolved by a court of competent

jurisdiction in the Commonwealth of Virginia. The Contractor and FW hereby waive any right such party may have to a trial by jury in connection with any such litigation.

4.17 Incorporation by Reference

- A. This solicitation is issued in accordance with, and controlled by, the Virginia Public Procurement Act (VPPA), which is incorporated into and made part of the solicitation. By submitting a proposal in response to this solicitation, all Offerors acknowledge the VPPA and agree to be bound by it. The VPPA may be accessed via the Virginia Department of General Services, Department of Purchases and Supply Website:
(<http://www.eva.virginia.gov/buyers/pages/vppa.htm>).
- B. The terms, conditions and specifications contained herein including any attachments or addenda are incorporated into any contract issued as a result of this solicitation.

4.18 Indemnification and Responsibility for Claims and Liability

With respect to any contract that results from this solicitation, Offeror is bound by the following:

- A. The Contractor shall indemnify, save harmless and defend FW, or any employee of FW, against liability for any suits, actions, or claims of any character whatsoever arising from or relating to the performance of the Contractor or its subcontractors under this contract.
- B. FW has no obligation to provide legal counsel or defense, or pay attorney's fees to the Contractor or its subcontractors in the event that a suit or action of any character is brought by any person not party to the contract, against the Contractor or its subcontractors as a result of or relating to the Contractor's obligations under this contract.
- C. FW has no obligation for the payment of any judgments or the settlement of any claims against the Contractor or its subcontractors as a result of or relating to the Contractor's obligations under this contract.
- D. The Contractor shall immediately notify FW of any claim or suit made or filed against the Contractor or its subcontractors regarding any matter resulting from or related to the Contractor's obligations under the contract. If such a claim or suit is brought, the Contractor will cooperate, assist, and consult with FW in the defense or investigation of any suit or action made or filed against FW as a result of or relating to the Contractor's performance under this contract.
- E. The Contractor shall pay all royalties and license fees necessary for performance of the contract. The Contractor shall defend all suits or claims for infringement of any patent rights or other proprietary rights arising from or related to performance of the resulting contract and shall save FW harmless from any and all loss, including Attorneys' fees arising out of any such claim.

4.19 Insurance

- A. In addition to the mandatory insurance requirements listed in this Section and, at the request of FW, any Offeror may be required to provide a list of all insurance claims made against it within the past 36 months. FW reserves the right to reject any bid if in FW's opinion the amount or number of claims is deemed to be excessive. An Offeror's failure to comply with this requirement may result in rejection of its bid. If no claims have been made, then the Offeror shall so state in its bid. Fairfax Water may require such information from the Contractor as it deems necessary to assess the Contractor's financial ability to pay any deductibles with respect to the insurance policies required hereunder.
- B. Before commencing the work, the Contractor shall procure and maintain at its own expense, minimum insurance in forms and with insurance companies acceptable to FW to cover loss or liability arising out of the Work. All insurance policies must be underwritten by insurers authorized to conduct business within the Commonwealth of Virginia and must have a Best's rating of at least A- and a financial size of class VIII or better in the latest edition of Best's Insurance Reports.
- C. The Contractor shall immediately notify FW of any claim or suit made or filed against the Contractor or its subcontractors regarding any matter resulting from or related to the Contractor's obligations under the contract. If such a claim or suit is brought, the Contractor will cooperate, assist, and consult with FW in the defense or investigation of any suit or action made or filed against FW as a result of or relating to the Contractor's performance under this contract.
- D. With the exception of Workers' Compensation and Employers' Liability Insurance, all additional insurance policies specified herein shall name FW as an additional insured with regard to work performed under any subsequent Contract
- E. The Contractor will provide FW with copies of certificates of insurance coverage and proof of payment of all premiums. Each certificate of insurance must include: (a) an endorsement from the insurer that certifies that the Contractor maintains the referenced policy in full force and effect; (b) where applicable, a statement indicating that FW is included as an additional insured; and (c) a provision requiring that not less than 30 days written notice will be given to FW before any policy or coverage is canceled or modified in any material respect. Without limiting the requirements set forth above, the insurance coverages will include a minimum of:
 1. Workers' Compensation and Employers' Liability Insurance: Statutory requirements and benefits as required by the Commonwealth of Virginia; and
 2. Required Commercial General Liability Insurance: This insurance must be written on an "occurrence" basis and shall be endorsed to include FW as an additional insured and shall provide at a minimum the following:

◆ General Aggregate Limit (Other than Products-Completed Operations)	\$1,000,000
◆ Products-Completed Operations Aggregate Limit	\$ 500,000
◆ Personal & Advertising Injury Limit	\$ 500,000
◆ Each Occurrence Limit	\$ 500,000

- F. **Business Automobile Liability Insurance:** This insurance coverage must extend to any motor vehicles or other motorized equipment regardless of whether it is owned, hired, or non-owned and must cover Bodily Injury and Property Damage with a combined single limit of at least \$1,000,000 each accident. This insurance must be written in comprehensive form and must protect the Contractor and FW against claims for injuries to members of the public and/or damage to the property of others arising from the Contractor's use of motor vehicles or other equipment and must cover both on-site and off-site operations.
- G. Nothing contained herein will be deemed to operate as a waiver of FW's sovereign immunity under the law.

4.20 Partial Invalidity

Neither any payment for, nor acceptance of, the whole or any part of the services by FW, nor any extension of time, shall operate as a waiver of any provision of any Contract resulting from this RFP, nor of any power herein reserved to FW, or any right to damages herein provided, nor shall any waiver of any breach of any Contract be held to be a waiver of any other or subsequent breach. Failure of FW to require compliance with any term or condition of any Contract shall not be deemed a waiver of such term or condition or a waiver of the subsequent enforcement thereof.

4.21 Payment

- A. **Invoices:** All invoices are to be sent directly to FW Accounts Payable department by mail, fax, or E-mail. Invoices shall include the FW Purchase Order / Contract number and the contractor's FEIN. Invoices are not to be sent to the contract Project Manager, or other departmental reps. Failure to comply may result in late payments for which FW will not be liable.
- B. **Terms:** All payments will be Net 30 from the date of receipt of a valid invoice at the FW Finance Department. Payment terms requiring payment in less than 30 days will be regarded as requiring payment 30 days after invoice or delivery, whichever occurs last. This shall not affect offers of discounts for payment in less than 30 days, however.
- C. **Invoices:** Invoices for items ordered, delivered and accepted shall be submitted by the Contractor directly to the payment address shown on the purchase order/contract. Invoices shall show the FW Purchase Order or contract number and either the social security (for individual Contractors) number or the federal employer identification number (for proprietorships, partnerships, and corporations) and are subject to review and approval by the FW Project Manager.
- D. **Partial Payments:** Requests for partial payments or advanced payments must be submitted as part of the Price Offer along with a justification. FW reserves the right to accept, reject or negotiate requests for partial payments. If the request is rejected, the Offeror must waive the requirement in order to remain in consideration.
- E. **Unreasonable Charges:** Under certain emergency procurements and for most time and material purchases, final job costs cannot be accurately determined at the time orders are placed. In such cases, final payment is contingent on a determination of reasonableness with respect to all

invoiced charges. Charges that appear to be unreasonable will be researched and challenged, and that portion of the invoice held in abeyance until a settlement can be reached. Upon determining that invoiced charges are not reasonable, FW shall promptly notify the Contractor, in writing, as to those charges that it considers unreasonable and the basis for the determination.

4.22 Payment Clauses Required in All Contracts*

Section § 2.2-4352 of the Virginia Public Procurement Act requires the following:

A. That any contract awarded by FW include the following clauses:

1. The Contractor shall take one of the two following actions within seven days after receipt of amounts paid to the contractor by FW for work performed by any subcontractor(s) under the contract:
 - a. The Contractor shall pay its subcontractor(s) for the proportionate share of the total payment received from FW attributable to the work performed by the subcontractor under that contract; or
 - b. Notify FW and any subcontractor(s), in writing, of his intention to withhold all or a part of the subcontractor's payment with the reason for nonpayment.
2. Offerors shall include in their offer submissions either: (i) if an individual contractor, their social security numbers; and (ii) proprietorships, partnerships, and corporations to provide their federal employer identification numbers.
3. The contractor shall pay interest to the subcontractor(s) on all amounts owed by the Contractor that remain unpaid after seven days following receipt by the Contractor of payment from FW for work performed by the subcontractor under the contract, except for amounts withheld as allowed in subdivision 1.
4. Unless otherwise provided under the terms of this contract, interest shall accrue at the rate of one percent per month.

B. The contractor shall include in each of its subcontracts a provision requiring each subcontractor to include or otherwise be subject to the same payment and interest requirements with respect to each lower-tier subcontractor.

C. A contractor's obligation to pay an interest charge to a subcontractor pursuant to the payment clause in this section shall not be construed to be an obligation of FW. A contract modification shall not be made for the purpose of providing reimbursement for the interest charge. A cost reimbursement claim shall not include any amount for reimbursement for the interest charge.

4.23 Precedence of Terms

By submitting a proposal in response to this solicitation, the Offeror agrees that the terms and conditions contained in this solicitation shall control any contract arising from this solicitation. Any proposed terms and conditions, including any for a contract that the Offeror proposes to use, shall be submitted as part of the Offeror's proposal. Terms and conditions submitted by an Offeror after the deadline for submitting proposals will be rejected and the Offeror will be held to the terms and conditions contained herein. Contract award is contingent on the Offeror and FW agreeing on

mutually acceptable terms and conditions. Failure to do so will automatically disqualify the Offeror from contract award. To the extent that a conflict arises or is found to exist between the Offeror's proposal and this solicitation, including any addenda thereto, the terms, conditions and specifications contained in this solicitation and any addenda thereto shall in all cases prevail.

4.24 Price Firm Period

Proposal Prices: Pricing shall be firm and fixed as originally offered and accepted for the first 12 months of the contract.

4.25 Rider Clause

Subject to the mutual agreement between the parties, any contract awarded on the basis of this solicitation may be used by any public entity (to include jurisdictions comprising the Metropolitan Washington Council of Governments), to enter into a contract for the services described and defined herein. For single purchases, the contract may be used for up to 12 months from the actual date of contract award. For multi-year contracts, the contract may be used throughout the effective period of the contract. Contracts awarded as a result of this solicitation will be subject to these terms and conditions, and/or such terms and conditions as may be required by the controlling body for the public agency using the contract. Pricing shall be as offered by the successful Offeror and subsequently accepted by FW.

4.26 Tax Exemption

FW is exempt from Federal Excise Taxes, Virginia State Sales and Use Taxes, and the District of Columbia Sales Taxes and Transportation Taxes. FW's tax exempt number is 54-6025290.

4.27 Termination of Contract

- A. For Cause. In the event that the Contractor: (1) fails to deliver any Commodity or Service in accordance with the time period established therefore in the Contract; or (2) fails to furnish any Commodity or Service which conforms in all respects to the requirements of the Contract; then FW, without prejudice to any other rights or remedies it may have at law or in equity (including its right to seek damages from the Contractor), shall have the right to terminate the Contract and any outstanding Purchase Orders by issuing a written notice of termination to the Contractor. Such notice of termination shall describe in reasonable detail the grounds for the termination and shall take effect immediately upon receipt by the Contractor.
- B. If, after issuance of a notice of termination under this Section it is determined for any reason that cause for such termination did not exist, then the rights and obligations of the parties shall be the same as if the notice of termination had been delivered under the provisions of subsection B (termination for convenience) hereof; provided, however, that the Contractor in such event shall be deemed to have received seven days prior written notice of such termination. Any compensation due the Contractor pursuant to subsection B shall be offset by the cost to FW of remedying the default by the Contractor. The Contractor shall in no event be entitled to receive any consequential damages or any anticipated profits with respect to Commodities not yet furnished to, and accepted by, FW as of the effective date of any such termination.

C. For Convenience. FW shall have the right to terminate the Contract and/or any outstanding Purchase Orders issued hereunder at its own convenience for any reason by giving seven business days prior written notice of termination to the Contractor. In such event, the Contractor shall be paid an amount equal to the actual cost of any Commodity delivered to, and accepted by, FW and the actual cost of any equipment, goods or materials ordered by the Contractor hereunder in good faith which could not be canceled, less the salvage value thereof, provided sufficient substantiation is furnished to FW. Any subcontract entered into by the Contractor in connection with the transactions contemplated hereby shall contain a similar termination provision for the benefit of the Contractor and FW. The Contractor shall in no event be entitled to receive anticipated profits on any Commodities not yet furnished to and accepted by FW as of the effective date of any such termination.

4.28 Unit Prices Prevail

The Price Proposal shall include a complete listing of all prices (e.g., annual maintenance, labor, materials, training, etc.). Any work performed beyond the scope of the contract and within the first 12 months after contract award shall be at the prices specified in Volume II. In the event of a conflict between unit prices and extended prices, the unit price shall prevail. All proposals shall be complete and accurate as submitted.

4.29 Virginia Freedom of Information Act

Except as provided herein, all proceedings, records, contracts and other public records relating to procurement transactions shall be open to the inspection of any citizen, any interested person, firm, or corporation, in accordance with the Virginia Freedom of Information Act.

4.30 Contractual Disputes *

Contractual claims, whether for money or for other relief, will be submitted in writing not later than 60 days after final payment; provided however, that written notice of the Consultant's intention to file such claim must:

Be delivered to the attention of FW's Procurement Representative assigned to this contract at the address shown on the cover sheet of this RFP, not later than five days after the occurrence or of the beginning of the Work upon which the claim is based; and

Contain a reasonably detailed description of the basis of the claim otherwise the claim will be deemed to have been waived. FW will make a written decision upon any such claim within 60 days after submittal of the claim. The Consultant will not institute legal action prior to receipt of FW's decision on the claim unless FW fails to render such decision within 90 days after submittal of the claim. The decision of FW will be final, unless the Consultant initiates legal action as provided in Section 2.2-4364 of the Virginia Code. Failure of FW to render a decision within 90 days will not result in the Consultant being awarded the relief claimed, nor will it result in any other relief or penalty. The sole result of FW's failure to render a decision within the time allotted will be the Consultant's right to immediately institute legal action. No administrative appeals procedure pursuant to Section 2.2-4365 of the Virginia Code has been established for contractual claims under this Agreement.

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No claim of any nature will be made against FW by or on behalf of a subcontractor unless the Consultant has first: (a) evaluated such claim thoroughly and determined it to be meritorious; (b) issued a written notice to the subcontractor finding the subcontractor's claim to be meritorious and setting forth any additional compensation or additional days to be paid or granted to the subcontractor on account of such claim; and (c) paid the subcontractor in full for such claim. In presenting such a claim, the Consultant will provide FW with a copy of the written notice to the subcontractor and with evidence of payment in full of the subcontractor's claim. No such claim will exceed the amount actually paid to the subcontractor.

4.31 No Employment of Unauthorized Aliens *

The Consultant hereby covenants and agrees that it does not, and will not during the term of the Contract, knowingly employ an unauthorized alien (as such term is defined in the federal Immigration Reform and Control Act of 1986).

4.32 Faith Based Organizations *

FW does not discriminate against faith-based organizations.

End Section 4

ATTACHMENT A

REFERENCES

OFFERORS' NAME: _____

1. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: (_____) - _____ - _____

FAX: (_____) - _____ - _____

E-MAIL: _____

2. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: (_____) - _____ - _____

FAX: (_____) - _____ - _____

E-MAIL: _____

3. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: (_____) - _____ - _____

FAX: (_____) - _____ - _____

E-MAIL: _____

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OFFERORS' NAME: _____

4. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: (_____) - _____ - _____

FAX: (_____) - _____ - _____

E-MAIL: _____

5. COMPANY NAME: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE: (_____) - _____ - _____

FAX: (_____) - _____ - _____

E-MAIL: _____

**ATTACHMENT B
TRANSMITTAL FORM**

In compliance with this Request for Proposal and to all the conditions imposed therein and hereby incorporated by reference, the undersigned offers and agrees to furnish the goods and/or services described herein in accordance with the attached proposal and as may be mutually agreed upon by subsequent negotiation.

In compliance with this Request for Proposal and to all the conditions imposed therein and hereby incorporated by reference, the undersigned offers and agrees to furnish the goods and/or services described herein in accordance with the attached proposal and as may be mutually agreed upon by subsequent negotiation.

Company Name (printed)		Federal ID Number	
Street (printed)		Telephone:	
City, State, Zip (printed)		Facsimile:	
Printed	Title	E-mail:	
Signed	Dated	F.O.B.: (Shipments are FOB Destination unless otherwise specified)	
Pursuant to Title 13.1 or Title 50 of the Virginia Code provide the identification number issued to your firm by the Virginia State Corporation Commission (VSCC) in the space provided below, If your firm is not required to be authorized to transact business under Title 12.1 or Title 50, or any other law; provide a statement why your firm is not required to be so authorized. VSSC ID Number: _____			
If you do not have a VSCC identification number, explain why it is not required in the space below: _____ _____ _____			

ATTACHMENT C

FREEDOM OF INFORMATION EXCLUSIONS

Offerors claiming exclusion from access granted by the Commonwealth of Virginia's Freedom of Information Act (VAFOIA) for trade secrets or proprietary information must provide the following information:

_____ herein claims protection under the VAFOIA of trade and/or proprietary
(Company Name)
secrets contained in the following sections of the proposal submitted in response to the RFP identified above.

SECTION:	TITLE OF SECTION
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

NOTE: Failure to specify areas of your proposal that are to be protected from public access either on this page or on the sections of your proposal for which protection is intended; will result in your firm's proposal being subject to public inspection. Requests for protection after the deadline for submission of proposals will not be considered.