



Contract number: CT-CS-15-213
Effective Date: 1-6-15
Term Date: 12-31-15
Cost: \$66,371.00
Revenue: _____
Total: _____ NTE: _____
Action: _____
Renewal By: 10-1-15
Term: 12-31-15
Reviewed by: _____

BOARD OF SUPERVISORS AGENDA ITEM SUMMARY

Requested Board Meeting Date: January 6, 2015

ITEM SUMMARY, JUSTIFICATION &/or SPECIAL CONSIDERATIONS:

Background

Goodwill Industries of Southern Arizona, Inc., "Contractor" assists in the economic development of Pima County by helping to develop a trained and productive labor force that meets employer needs. Contractor primarily works with youth ages 16-21.

Contractor and County in entering into this Contract have relied upon information provided in the Pima County Solicitation RFP No. CSET-WF-2012/2013 including the Instructions to Bidders, Standard Terms and Conditions, Specific Terms and Conditions, Solicitation Addenda, Contractor's Proposal and on other information and documents submitted by the Contractor in its' response to said Solicitation.

Effective Date: Upon Execution by the Chair of the Pima County Board of Supervisors

Termination Date: 12/31/15

Contract Amount: \$66,371.00

Contract Officer: Risé Hart, 724-5723

Payment System: AMS

CONTRACT NUMBER (If applicable): CT-CS-15-213

STAFF RECOMMENDATION(S):

To be approved by Board of Supervisors.

CORPORATE HEADQUARTERS: _____

Page 1 of 2

Ver. -
Vendor - 1
Pgs. - 23

To: COB - 12-24-14
Agenda 1-6-15
(1)

Procure Dept 12/17/14 AM1009

CLERK OF BOARD USE ONLY: BOX M.G.

ITEM NO.

PIMA COUNTY COST: \$66,371.00

and/or REVENUE TO PIMA COUNTY: \$ N/A

FUNDING SOURCE(S): U.S. Department of Labor, Arizona Dept. of Economic Security Workforce Investment Act (WIA) grant funds (80%) and other workforce fund sources obtained by the county (20%).

Advertised Public Hearing:

		YES	X	NO
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Board of Supervisors District:

1		2		3		4		5		All	XX
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IMPACT:

IF APPROVED:

With the assistance of the Contractor, Pima County will be able to provide workforce development services to local Pima County residents.

IF DENIED:

Without the assistance of the Contractor, workforce development services provided in Pima County may be jeopardized.

DEPARTMENT NAME: Community Services

CONTACT PERSON: Rise Hart

TELEPHONE NO.: 724-5723

**PIMA COUNTY COMMUNITY SERVICES,
EMPLOYMENT AND TRAINING DEPARTMENT
PROFESSIONAL SERVICES CONTRACT**

Program Name: Youth Case Management One Stop Staff

Contractor: Goodwill Industries of Southern Arizona, Inc.
1940 E. Silverlake Rd., Suite 405
Tucson, AZ 85713
(520) 623-5174 Fax 623-8528

Amount: \$66,371.00

Funding: U.S. Department of Labor, Arizona Department of Economic Security, and other workforce fund source(s) obtained by County

Term: Upon Execution by the Chair of the Pima County Board of Supervisors through December 31, 2015

RECITALS

This Contract is made by and between Pima County, a body politic and corporate of the State of Arizona, ("County") and Goodwill Industries of Southern Arizona, Inc., an Arizona non-profit corporation ("Contractor").

WHEREAS, County receives funds from federal, state and local sources to operate the One Stop Career Center System local workforce program; and

WHEREAS, pursuant to A.R.S. § 11-254.04, County may appropriate and spend public monies for and in connection with activities that the County Board of Supervisors finds and determines will assist in the creation or retention of jobs or will otherwise improve or enhance the economic welfare of the County inhabitants, and

WHEREAS, County finds that the provision of workforce development services is in the best interests of the residents of the County and, therefore, requires the services of a Contractor qualified to provide such services to local residents; and

WHEREAS, County's Workforce Investment Board ("WIB"), issued Request for Proposals No. CSET-WF-2012/2013 (RFP) for workforce development services; and

WHEREAS, Contractor has submitted a response to the RFP that is beneficial to residents of the County; and

WHEREAS, the Pima County Board of Supervisors finds that has specialized training and expertise in providing workforce development services; and

WHEREAS, the Pima County Board of Supervisors finds that entering into this Contract is in the best interests of the residents of Pima County.

NOW, THEREFORE, the parties agree as follows:

ARTICLE I – TERM AND EXTENSIONS

A. This Contract, as awarded by County, shall commence upon execution by the Chair of the Pima County Board of Supervisors, and shall terminate on December 31, 2015, unless sooner

terminated or further extended pursuant to the provisions of this Contract. The County shall have the option to renew this Contract for up to three (3) additional 12-month periods or any portion thereof.

- B. Any modification or extension of the contract termination date shall be by formal written amendment executed by the parties hereto.
- C. Any amendments to the Contract must be approved by the County, as required by the Pima County Procurement Code, before any services under the amendment commence.

ARTICLE II – SCOPE OF SERVICES

- A. The Contractor shall provide the County with those services as described in the attached **Exhibit A** in accordance with the terms and conditions of this Contract.
- B. Contractor shall employ suitably trained and skilled personnel to perform all services under this Contract.
- C. Contractor shall perform its duties under this Contract in a humane and respectful manner and in accordance with any applicable professional standards. Contractor shall obtain and maintain all applicable licenses, permits and authority required for its performance under this Contract.
- D. Unless otherwise provided for herein, the personnel delivering Contract services shall be employees or volunteers of the Contractor and shall satisfy any qualifications and carry out any duties set forth in this Contract and shall be covered by personnel policies and practices of Contractor. Contractor's employees shall not be considered officers, employees or agents of the County.
- E. Contractor certifies that no individual or agent has been employed or retained to solicit or secure this Contract for commission, percentage, brokerage or contingent fee except a bona fide employee maintained by the Contractor to secure business.
- F. No program funded under this Contract shall impair existing contracts for services or collective bargaining agreements or be inconsistent with the terms of a collective bargaining agreement without the written concurrence of the labor organization and employer concerned.

ARTICLE III – COMPENSATION AND PAYMENT

- A. In consideration for the services specified in **Exhibit A** of this Contract, County agrees to pay Contractor in an amount not-to-exceed **\$66,371.00**.
- B. Funding is from United States Department of Labor (DOL), Arizona (AZ) Department of Economic Security (DES), and other workforce fund source(s) obtained by County.
- C. Requests for payment must be submitted to the County by the 15th working day of each month for the previous month of service. Invoices must reference this contract number and be:
 1. Approved and signed by an authorized representative of the Contractor.
 2. For services and costs as identified in **Exhibit A**.
 3. Supported by documentation which Contractor shall provide to County upon request. Such information may include, but is not limited to:
 - a. A summary report of monthly expenditures by expense categories as shown in approved budget in **Exhibit A** of this Contract.

- b. Copies of invoices, receipts and/or checks (front and back) to support all purchases of goods or services.
 - c. Detailed travel reports to support all travel expenses.
 - d. Time Sheets to support all labor charges or evidence of hours worked on the grant with an allocation of total hours worked in the pay period.
- 4. Verifiable by County representative.
- 5. In compliance with Office of Management and Budget (OMB) Cost Principles Circular for personnel costs.
- 6. Only for properly enrolled, eligible, and documented One Stop participant(s). (County shall determine the eligibility of each program participant.)
- 7. Only for authorized expenses which are not paid or reimbursed by another Federal or grant revenue source.

D. **REQUEST FOR FINAL PAYMENT** for compensation earned and eligible costs incurred shall be submitted to the County within fifteen (15) working days **after the end of the contract** on invoices that meet the requirements set forth in Paragraph C above.

E. Payment by County will generally occur thirty (30) days from the date of invoice. Contractor should budget their cash needs accordingly.

F. Contractor shall report to the County: accrued expenditures, any program income as defined in 29 CFR Part 97.25, and all other fiscal resources applied to expenses incurred in providing services under this Contract.

G. Changes between budget line items may only be made as follows:

- 1. Changes of LESS than 15% of the total budget amount may be granted by and at the sole discretion of the Director of Community Services, Employment and Training (CSET) or his designee. Contractor must submit a written request and show that any proposed increase is offset by a decrease of equal value to the remaining line items. No increase to the total operating budget will be allowed. **The change will not be effective, nor will compensation under the change be provided, until the date set forth in the written approval of the Director or his designee.**
- 2. Changes of MORE than 15% of the total budget will require a contract amendment. **The change will not be effective, nor will compensation under the change be provided, until the contract amendment is fully executed by both parties.**

H. No payments will be made to Contractor, until all of the following conditions are met:

- 1. Contractor has completed and submitted a W-9 Taxpayer Identification Number form (<http://www.irs.gov/pub/irs-pdf/fw9.pdf>);
- 2. Contractor has registered as a Pima County Vendor at the following web address -- <https://secure.pima.gov/procurement/vramp/login.aspx>; and
- 3. This Contract is fully executed.

I. **Advances:** County may advance funds allocated under this Contract only if the Director of CSET finds that the advance is justified by extraordinary circumstances. Contractor's report of cumulative and projected expenditures and earnings in performance of this Contract, verified by County staff, shall accompany and support Contractor's written request for an advance. Advance payments are a debt of Contractor to County. County shall not pay for activities and expenditures billed by Contractor under this Contract until the total amount payable by County exceeds the amount of outstanding advance payments. Unless, within

thirty (30) days after an advance payment, activities and expenditures billed by Contractor and payable by County under this Contract equal or exceed the amount of the advance payment, Contractor shall immediately repay the difference to County.

J. Within thirty (30) days of a request from County, Contractor shall submit to the County the portion of any payment, which exceeds the amount owed under this Contract, except as provided in paragraph I above.

K. Interest Income: Any Interest income in excess of \$250 earned on funds advanced pursuant to Paragraph I above and deposited in interest bearing accounts shall be remitted annually. Interest income earned in excess of \$250.00 annually must be returned in accordance with requirements at 29 CFR Part 95.22(l) for non-profit organizations and institutions of higher education. For state, local governments, and tribal governments, interest income earned in excess of \$100.00 annually must be remitted at least quarterly in accordance with 29 CFR Part 97.21(l).

L. Program Income: Contractor shall comply with all provisions, as set forth in **Exhibit B**, regarding Program Income.

M. Disallowed Charges or Cost principles shall be as follows:

1. The cost principle set forth in the Code of Federal Regulations (CFR), Title 48, Chapter 1, Part 31.201-6(e), (October 1, 1991), as modified by amendments and additions, on file with the Secretary of State and incorporated herein by reference, shall be used to determine the allowability of incurred costs for the purpose of reimbursing costs under Contract provisions which provide for the reimbursements of costs. Those costs which are specifically defined as unallowable therein will not be submitted for reimbursement by the Contractor and may not be reimbursed with Department funds.
2. Contractor shall reimburse County for improper, unallowable or unsubstantiated costs discovered as a result of audit or otherwise within thirty (30) days following demand for reimbursement by County.

N. Funding and services of grant-funded programs are limited to the amount of funds allocated to and made available to County for this program. The maximum funding under this Contract is subject to availability and continuation of grant funding. This amount may be decreased at any time due to reduction, termination, or any other change in funding.

O. For the period of record retention required under Article XXI – Books and Records, County reserves the right to question any payment made under this Article and to require reimbursement therefore by setoff or otherwise for payments determined to be improper or contrary to the Contract or law.

ARTICLE IV – INSURANCE

A. Pima County in no way warrants that the minimum limits contained herein are sufficient to protect the Contractor from liabilities that might arise out of the performance of the work under this Contract by the Contractor, its agents, representatives, employees or subcontractors, and Contractor is free to purchase additional insurance.

B. Minimum Scope and Limits of Insurance: Contractor shall provide coverage with limits of liability not less than those stated below.

1. Commercial General Liability – Occurrence Form
 - a. Policy shall include bodily injury, property damage, personal injury and broad form contractual liability.
 - i. General Aggregate \$2,000,000.00

- ii. Products – Completed Operations Aggregate \$1,000,000.00
- iii. Personal and Advertising Injury \$1,000,000.00
- iv. Blanket Contractual Liability – Written and Oral \$1,000,000.00
- v. Fire Legal Liability \$ 50,000.00
- vi. Each Occurrence \$1,000,000.00
- b. The policy shall be endorsed to include **coverage for sexual abuse and molestation**.
- c. The policy shall be endorsed to include the following additional insured language: "**Pima County is named an additional insured with respect to liability arising out of the activities performed by or on behalf of the Contractor**".
- d. Policy shall contain a waiver of subrogation against Pima County, its departments, agencies, boards, commissions, and its officers, officials, agents, and employees for losses arising from work performed by or on behalf of the Contractor.

2. Automobile Liability

Bodily Injury and Property Damage for any owned, hired, and/or non-owned vehicles used in the performance of this Contract.

- a. Combined Single Limit (CSL)
\$1,000,000.00
- b. The policy shall be endorsed to include the following additional insured language: "**Pima County is named an additional insured with respect to liability arising out of the activities performed by or on behalf of the Contractor, involving automobiles owned, leased, hired or borrowed by the Contractor**".
- c. Policy shall contain a waiver of subrogation against Pima County, its departments, agencies, boards, commissions and its officers, officials, agents, and employees for losses arising from work performed by or on behalf of the Contractor.

3. Worker's Compensation and Employers' Liability

a. Workers' Compensation	Statutory amount
b. Employers' Liability:	
i. Each Accident	\$ 500,000.00
ii. Disease – Each Employee	\$ 500,000.00
iii. Disease – Policy Limit	\$1,000,000.00
c. Policy shall contain a waiver of subrogation against Pima County, its departments, agencies, boards, commissions and its officers, officials, agents, and employees for losses arising from work performed by or on behalf of the Contractor.	
d. This requirement shall not apply to: Separately, EACH contractor or subcontractor exempt under A.R.S. 23-901, AND when such contractor or subcontractor executes the appropriate waiver (Sole Proprietor/Independent Contractor) form.	

C. Additional Insurance Requirements: The policies shall contain, or be endorsed to contain, the following provisions:

1. Pima County, wherever additional insured status is required, shall be covered to the full limits of liability purchased by the Contractor, even if those limits of liability are in excess of those required by this Contract.
2. The Contractor's insurance coverage shall be primary insurance and non-contributory with respect to all other available sources.
3. Coverage provided by the Contractor shall not be limited to the liability assumed under the indemnification provisions of this Contract.

D. Notice of Cancellation: Each insurance policy required by the insurance provisions of this Contract shall provide the required coverage and shall not be suspended, voided, canceled, or reduced in coverage or in limits except after thirty (30) days prior written notice has been given to Pima County. Such notice shall be sent directly to the **Department Director, Arthur Eckstrom, 2797 E. Ajo Way, Tucson, AZ 85713** and shall be sent by certified mail, return receipt requested. The Project Name/Contract Number and project description shall be noted on the Certificate of Insurance.

E. Acceptability of Insurers: Insurance is to be placed with duly licensed or approved non-admitted insurers in the state of Arizona with an "A.M. Best" rating of not less than A-VII. The State of Arizona in no way warrants that the above-required minimum insurer rating is sufficient to protect the Contractor from potential insurer insolvency. All Certificates of Insurance are to be received and approved by Pima County before work commences.

ARTICLE V – INDEMNIFICATION

- A. Contractor shall indemnify, defend, and hold harmless County, its officers, employees and agents from and against any and all suits, actions, legal administrative proceedings, claims or demands and costs attendant thereto, arising out of any act, omission, fault or negligence by the Contractor, its agents, employees or anyone under its direction or control or on its behalf in connection with performance of this Contract.
- B. Contractor warrants that all products and services provided under this Contract are non-infringing. Contractor will indemnify, defend and hold County harmless from any claim of infringement arising from services provided under this Contract or from the provision, license, transfer or use for their intended purpose of any products provided under this Contract.

ARTICLE VI – COMPLIANCE WITH LAWS

- A. Contractor shall comply with all federal, state, and local laws, rules, regulations, standards and Executive Orders, without limitation to those designated within this Contract. The laws and regulations of the State of Arizona shall govern the rights of the parties, the performance of this Contract, and any disputes hereunder. Any action relating to this Contract shall be brought in a court of the State of Arizona in Pima County. Any changes in the governing laws, rules, and regulations during the terms of this Contract shall apply, but do not require an amendment.
- B. In addition, Contractor, as Subcontractor, warrants compliance with all applicable laws, regulations, requirements and special provisions, in carrying out its obligations pursuant to this Contract, as set forth in **Exhibit C**, Subcontractor's Warranties.

ARTICLE VII – INDEPENDENT CONTRACTOR

The status of Contractor shall be that of an independent contractor. Neither Contractor nor Contractor's officers, agents, or employees shall be considered an employee of Pima County or be entitled to receive any employment-related fringe benefits under the Pima County Merit System. Contractor shall be responsible for payment of all federal, state and local taxes associated with the compensation received pursuant to this Contract and shall indemnify and hold County harmless from any and all liability which County may incur because of Contractor's failure to pay such taxes. Contractor shall be solely responsible for its program development, operation, and performance.

ARTICLE VIII – SUBCONTRACTOR

Contractor will be fully responsible for all acts and omissions of any subcontractor and of persons directly or indirectly employed by any subcontractor and of persons for whose acts any of them may be liable to the same extent that the Contractor is responsible for the acts and omissions of persons directly employed by it. Nothing in this contract shall create any obligation on the part of County to pay or see to the payment of any money due any subcontractor, except as may be required by law.

ARTICLE IX – ASSIGNMENT

Contractor shall not assign its rights to this Contract in whole or in part, without prior written approval of the County. Approval may be withheld at the sole discretion of the County, provided that such approval shall not be unreasonably withheld.

ARTICLE X – NON-DISCRIMINATION

Contractor agrees to comply with all provisions and requirements of Arizona Executive Order 2009-09 **including flow down of all provisions and requirements to any subcontractors**. Executive Order 2009-09 supersedes Executive order 99-4 and amends Executive order 75-5 and may be viewed and downloaded at the Governor of the State of Arizona's website:

http://www.azgovernor.gov/dms/upload/EO_2009_09.pdf

These provisions are hereby incorporated into this Contract as if set forth in full herein. During the performance of this contract, Contractor shall not discriminate against any employee, client or any other individual in any way because of that person's age, race, creed, color, religion, sex, disability or national origin.

ARTICLE XI – AMERICANS WITH DISABILITIES ACT

Contractor shall comply with all applicable provisions of the Americans with Disabilities Act (Public Law 101-336, 42 U.S.C. 12101-12213) and all applicable federal regulations under the Act, including 28 CFR Parts 35 and 36. If Contractor is carrying out a government program or services on behalf of County, then Contractor shall maintain accessibility to the program to the same extent and degree that would be required by the County under 28 CFR Sections 35.130, 35.133, 35.149 through 35.151, 35.160, 35.161 and 35.163. Failure to do so could result in the termination of this Contract.

ARTICLE XII – AUTHORITY TO CONTRACT

Contractor warrants its right and power to enter into this Contract. If any court or administrative agency determines that County does not have authority to enter into this Contract, County shall not be liable to Contractor or any third party by reason of such determination or by reason of this Contract.

ARTICLE XIII – FULL AND COMPLETE PERFORMANCE

The failure of either party to insist on one or more instances upon the full and complete performance of any of the terms or conditions of this Contract to be performed on the part of the other, or to take any action permitted as a result thereof, shall not be construed as a waiver or relinquishment of the right to insist upon full and complete performance of the same, or any other covenant or condition, either in the past or in the future. The acceptance by either party of sums less than may be due and owing it at any time shall not be construed as an accord and satisfaction.

ARTICLE XIV – CANCELLATION FOR CONFLICT OF INTEREST

This Contract is subject to cancellation for conflict of interest pursuant to ARS § 38-511, the pertinent provisions of which are incorporated into this Contract by reference. In addition, Contractor agrees to comply with all applicable conflict of interest provisions contained in Federal and State laws and regulations that govern specific funding sources identified in the contract, including, but not limited to, those governing nepotism.

ARTICLE XV – TERMINATION/SUSPENSION

- A. Termination for Convenience: County reserves the right to terminate this Contract at any time and without cause by serving upon Contractor thirty (30) days advance written notice of such intent to terminate. In the event of such termination, the County's only obligation to Contractor shall be payment for services rendered prior to the date of termination.
- B. Insufficient Funds: Notwithstanding Paragraph A above, if any state or federal grant monies used to pay for performance under this Contract are either reduced or withdrawn, County shall have the right to either reduce the services to be provided and the total dollar amount payable under this Contract or terminate the Contract. To the extent possible, County will endeavor to provide fifteen (15) days written notice of such reduction or termination. In the event of a reduction in the amount payable, County shall not be liable to Contractor for more than the reduced amount. In the event of a termination under this paragraph, County's only obligation to Contractor shall be payment for services rendered prior to the date of termination to the extent that grant funds are available.
- C. Termination for Cause: This Contract may be terminated at any time without advance notice and without further obligation by the County when the Contractor is found by County to be in default of any provision of this Contract.
- D. Non-Appropriation: Notwithstanding any other provision in this Contract, this Contract may be terminated if for any reason, there are not sufficient appropriated and available monies for the purpose of maintaining County or other public entity obligations under this Contract. In the event of such termination, County shall have no further obligation to Contractor, other than for services rendered prior to termination.
- E. Suspension: County reserves the right to suspend Contractor's performance and payments under this Contract immediately upon notice delivered to contractor's designated agent in

order to investigate Contractor's activities and compliance with this Contract. In the event of an investigation by County, Contractor shall cooperate fully and provide all requested information and documentation. At the conclusion of the investigation, or within forty-five (45) days, whichever is sooner, Contractor will be notified in writing that the contract will be immediately terminated or that performance may be resumed.

ARTICLE XVI – NOTICE

- A. Contractor shall give written notice of any change of corporate or entity status as promptly as possible and, in any event, within fifteen (15) days after the change is effective. A change in corporate or entity status includes, but is not limited to, change from unincorporated to incorporated status and vice versa and any suspension or termination of corporate status based on failure to comply with all applicable federal, state, and local reporting requirements.
- B. Any notice required or permitted to be given under this Contract shall be in writing and shall be served by delivery or by certified mail upon the other party as follows:

County:

Arthur Eckstrom, Director
Pima County Community Services
2797 E. Ajo Way
Tucson, AZ 85713

Contractor:

Goodwill Industries of Southern Arizona, Inc.
1940 E. Silverlake Rd., Suite 405
Tucson, AZ 85713

ARTICLE XVII – NON-EXCLUSIVE CONTRACT

Contractor understands that this Contract is nonexclusive and is for the sole convenience of County. County reserves the right to obtain like services from other sources for any reason.

ARTICLE XVIII – OTHER DOCUMENTS

Contractor and County in entering into this Contract have relied upon information provided in the Pima County Solicitation RFP No. CSET-WF-2012/2013 including the Instructions to Bidders, Standard Terms and Conditions, Specific Terms and Conditions, Solicitation Addenda, Contractor's Proposal and on other information and documents submitted by the Contractor in its' response to said Solicitation. These documents are hereby incorporated into and made a part of this Contract as if set forth in full herein, to the extent not inconsistent with the provisions of this contract.

ARTICLE XIX – REMEDIES

Either party may pursue any remedies provided by law for the breach of this Contract. No right or remedy is intended to be exclusive of any other right or remedy and each shall be cumulative and in addition to any other right or remedy existing at law or at equity or by virtue of this Contract.

ARTICLE XX – SEVERABILITY

Each provision of this Contract stands alone, and any provision of this Contract found to be prohibited by law shall be ineffective to the extent of such prohibition without invalidating the remainder of this Contract.

ARTICLE XXI – BOOKS AND RECORDS

- A. Contractor shall keep and maintain proper and complete books, records and accounts, which shall be open at all reasonable times for inspection and audit by duly authorized representatives of County.
- B. In addition, Contractor shall retain all records relating to this contract at least five (5) years after Contractor submits its single or last expenditure report or until completion of any action and resolution of all issues which arise from any related litigation, claim, negotiations, audit or other action involving the records that was started before the expiration of the 5-year period, whichever is later.

ARTICLE XXII – AUDIT REQUIREMENTS

A. Contractor shall:

1. Establish and maintain a separate, identifiable accounting of all funds provided by County pursuant to this Contract. Such records shall record all expenditures which are used to support invoices and requests for payment from the County under this Contract.
2. Establish and maintain accounting records which identify the source and application of any funds not provided under this Contract used to support these Contract activities.
3. All accounting records must meet the requirements of the Federal, State, County, and generally accepted accounting principles laws and regulations.
4. Upon written notice from County, provide a program-specific or financial audit. Such notice from County will specify the period to be covered by the audit, the type of audit and the deadline for completion and submission of the audit.
5. Assure that any audit conducted pursuant to this Contract is performed by a qualified, independent accounting firm and submitted to County within six (6) months of completion of the audit required pursuant to this Article, unless a different time is specified by County. The audit submitted must include Contractor responses, if any, concerning any audit findings.
6. Pay all costs for any audit required or requested pursuant to this Article, unless the cost is allowable for payment with the grant funds provided pursuant to this Contract under the appropriate federal or state grant law and the cost was specifically included in the Contractor grant budget approved by County.
7. Timely submit the required or requested audit(s) to:

Arthur Eckstrom, Director
Community Services, Employment & Training Dept.
2797 E. Ajo Way, 3rd Floor
Tucson, AZ 85713

B. Contractor status:

1. If Contractor is a "nonprofit corporation" that meets the definition of "corporation" in A.R.S. §10-3140, Contractor shall comply with the applicable audit requirements set forth in A.R.S. § 11-624, "Audit of Non-Profit Corporations Receiving County Monies."

2. If Contractor is a government entity, Contractor shall comply with federal single audit requirements and, upon request from County, provide County with a copy of the required audit document within ninety (90) days following the end of Contractor's fiscal year.
3. If Contractor is receiving federal funds under this Contract, and Contractor is a state or local government or non-profit organization, Contractor shall provide an annual audit which complies with the requirements of the most recent version of OMB Circular A-133 "Audits of State and Local Governments and Non-Profit Organizations."

ARTICLE XXIII – CONFIDENTIALITY

Contractor shall maintain all client and applicant files confidential and shall provide access to these files only to persons properly authorized. Contractor shall observe and abide by all applicable State and Federal statutes and regulations regarding use or disclosure of information including, but not limited to, information concerning applicants for and recipients of contract services.

ARTICLE XXIV – COPYRIGHT

Neither Contractor nor its officers, agents or employees shall copyright any materials or products developed through contract services provided or contract expenditures made under this Contract without prior written approval by the County. Upon approval, the County shall have a non-exclusive and irrevocable license to reproduce, publish or otherwise use or authorize the use of any copyrighted material.

ARTICLE XXV – PROPERTY OF THE COUNTY

- A. Contractor is not the agent of County for any purpose and shall not purchase any materials, equipment or supplies on the credit of the County. Contractor shall comply with OMB Circular No. A-122, "Cost Principles for Non-Profit Organizations" (if Contractor is a non-profit corporation), OMB Circular No. A-110, "Uniform Administrative Requirements for Grants and Other Agreements with Institutions of Higher Education, Hospitals and Other Non-Profit Organizations," and any other applicable regulations.
- B. Any materials, including reports, computer programs and other deliverables, created under this Contract are the sole property of the County. The Contractor is not entitled to a patent or copyright on those materials and may not transfer the patent or copyright to anyone else, nor shall the Contractor use or release these materials without the prior written consent of the County.

ARTICLE XXVI – DISPOSAL OF PROPERTY

Termination shall not relieve any party from liabilities or costs already incurred under this Contract, nor affect any ownership of property pursuant to this Contract.

ARTICLE XXVII – COORDINATION

On matters relating to the administration of this Contract, County shall be Contractor's contact with all Federal, State and local agencies that provide funding for this Contract.

ARTICLE XXVIII – ACCOUNTABILITY

To the greatest extent permissible by law, County, and any authorized federal, state or local agency, including, but not limited to, the State of Arizona, the U.S. Department of Labor, and the Comptroller of the United States shall at all reasonable times have the right of access to Contractor's facility, books, documents, papers, or other records which are pertinent to this Contract, in order to make audits, examinations, excerpts and transcripts for the purpose of evaluating Contractor's performance and Contractor's compliance with this Contract. This provision shall be included in all contracts between Contractor and its subcontractors providing goods or services pursuant to this Contract. Contractor shall be responsible for subcontractors' compliance with this provision and for any disallowances or withholding of reimbursements resulting from noncompliance of said subcontractors with this provision.

ARTICLE XXIX – PUBLIC INFORMATION

- A. Pursuant to A.R.S. § 39-121 et seq., all information submitted in response to this solicitation, including, but not limited to, pricing, product specifications, work plans, and any supporting data becomes public information and, upon request, is subject to release and/or review by the general public including competitors.
- B. Any records submitted in response to this solicitation that respondent believes constitute proprietary, trade secret or otherwise confidential information must be appropriately and prominently marked as CONFIDENTIAL by respondent prior to the close of the solicitation.
- C. Notwithstanding the above provisions, in the event records marked "CONFIDENTIAL" are requested for public release pursuant to A.R.S. § 39-121 et seq., County shall release records marked CONFIDENTIAL ten (10) business days after the date of notice to the respondent of the request for release, unless respondent has, within the ten-day period, secured a protective order, injunctive relief or other appropriate order from a court of competent jurisdiction, enjoining the release of the records. For the purposes of this paragraph, the day of the request for release shall not be counted in the time calculation. Respondent shall be notified of any request for such release on the same day of the request for public release or as soon thereafter as practicable.
- D. County shall not, under any circumstances, be responsible for securing a protective order or other relief enjoining the release of records marked CONFIDENTIAL, nor shall County be in any way financially responsible for any costs associated with securing such an order.

ARTICLE XXX – ELIGIBILITY FOR PUBLIC BENEFITS

AGENCY shall comply with applicable provisions of A.R.S. §§1-501 and 1-502 regarding public benefits, which are hereby incorporated as provisions of this Contract to the extent such provisions are applicable.

ARTICLE XXXI – LEGAL ARIZONA WORKERS ACT COMPLIANCE

- A. Contractor hereby warrants that it will at all times during the term of this Contract comply with all federal immigration laws applicable to Contractor's employment of its employees, and with the requirements of A.R.S. § 23-214 (A) (together the "State and Federal Immigration Laws"). Contractor shall further ensure that each subcontractor who performs any work for Contractor under this contract likewise complies with the State and Federal Immigration Laws.

- B. County shall have the right at any time to inspect the books and records of Contractor and any subcontractor in order to verify such party's compliance with the State and Federal Immigration Laws.
- C. Any breach of Contractor's or any subcontractor's warranty of compliance with the State and Federal Immigration Laws, or of any other provision of this section, shall be deemed to be a material breach of this Contract subjecting Contractor to penalties up to and including suspension or termination of this Contract. If the breach is by a subcontractor, and the subcontract is suspended or terminated as a result, Contractor shall be required to take such steps as may be necessary to either self-perform the services that would have been provided under the subcontract or retain a replacement subcontractor, (subject to County approval if MWBE preferences apply) as soon as possible so as not to delay project completion.
- D. Contractor shall advise each subcontractor of County's rights, and the Subcontractor's obligations, under this Article by including a provision in each subcontract substantially in the following form:

"Subcontractor hereby warrants that it will at all times during the term of this contract comply with all federal immigration laws applicable to Subcontractor's employees, and with the requirements of A.R.S. § 23-214 (A). Subcontractor further agrees that County may inspect the Subcontractor's books and records to insure that Subcontractor is in compliance with these requirements. Any breach of this paragraph by Subcontractor will be deemed to be a material breach of this contract subjecting Subcontractor to penalties up to and including suspension or termination of this contract."

- E. Any additional costs attributable directly or indirectly to remedial action under this Article shall be the responsibility of Contractor. In the event that remedial action under this Article results in delay to one or more tasks on the critical path of Contractor's approved construction or critical milestones schedule, such period of delay shall be deemed excusable delay for which Contractor shall be entitled to an extension of time, but not costs.

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ARTICLE XXXII – ENTIRE AGREEMENT

This document constitutes the entire agreement between the parties pertaining to the subject matter hereof, and all prior or contemporaneous agreements and understandings, oral or written, are hereby superseded and merged herein. This Contract may be modified, amended, altered or extended only by a written amendment signed by the parties.

IN WITNESS THEREOF, the parties have affixed their signatures to this Contract on the date written below.

PIMA COUNTY

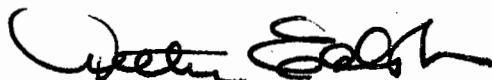
Chair, Board of Supervisors

Date

ATTEST

Clerk, Board of Supervisors

APPROVED AS TO CONTENT



Community Services, Employment
& Training Director

APPROVED AS TO FORM



Karen S. Priar, Deputy County Attorney

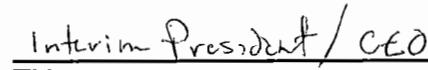
CONTRACTOR



Authorized Officer Signature



Please print name



Title



Date

EXHIBIT A
SCOPE OF WORK

CONTRACTOR: Goodwill Industries of Southern Arizona, Inc.

PROGRAM: One Stop Staff

I. PROGRAM OVERVIEW

Contractor shall provide qualified staff for the position(s) set forth in Article III, Paragraph B(2) below. Staff will be housed at the County One Stop Center locations determined by County. Staff will work primarily with youth ages 16 to 21.

Unless otherwise specified herein, participation in programs and activities financially assisted in whole or in part by this Contract shall be open to citizens of the United States, lawfully admitted permanent resident aliens, lawfully admitted refugees and parolees, and other individuals authorized by the U.S. Attorney General to work in the United States.

II. PROGRAM GOALS

- A. Prepare participants for current and projected demand occupations that offer wages at a level that allows self-sufficiency or that have a clear career path leading to self-sufficiency.
- B. Assist in the economic development of Pima County by helping to develop a trained and productive labor force that meets employer needs.
- C. Coordinate workforce efforts through the One Stop Career Center System by providing employment and training services authorized under the Workforce Investment Act (WIA) by working with County, mandated partners, and other contractors.

III. PROGRAM ACTIVITIES

A. General Provisions:

1. No activities performed under this Contract may displace a currently employed worker. Displacement includes not only firing or layoff, but also partial displacement such as a reduction in hours of non-overtime work or a reduction of employment benefits. **Contract shall prohibit displacement in all subcontracts.**
2. Contractor shall ensure that staff involved in One Stop participant job placement do not place a participant for employment:
 - a. On the construction, operation, or maintenance of any facility used or to be used for sectarian instruction or as a place for religious worship; or
 - b. In activities that are not covered under the Occupational Safety and Health Act of 1970 are not required or permitted to work, be trained, or receive services in buildings or surroundings under which working conditions are unsanitary, hazardous or dangerous to the participants' health or safety.
3. Contractor shall ensure that staff involved in One Stop participant assignments exercise care to be sure that any One Stop participant employed or trained for inherently dangerous occupations (e.g. fire or law enforcement) is assigned to entities that consistently follow reasonable safety practices.
4. Grievances: Contractor shall:
 - a. Have and follow a written grievance process to provide all applicants and participants with the opportunity for a fair hearing to redress grievances arising from the delivery of contracted services, including, but not limited to:
 - a. Ineligibility determination;

- b. Reduction in services;
- c. Suspension or termination from program participation; or
- d. Quality of service.

b. Ensure that all applicants and participants are advised of their right to present any grievances to County or to the State.

B. Staff assigned to One Stop – General Requirements. Contractor shall:

1. Assure County participation in the interview process for selecting staff to provide services at the One Stop.
2. Provide **one (1) FTE Workforce Development Specialist (WDS).** The WDS assigned must be qualified to evaluate, counsel and place One Stop clients into appropriate job skills training and activities and make referrals to job opportunities appropriate for each client.
3. Not replace an assigned staff member, without prior written approval from the Director of Community Services Employment and Training Department or his designee.
4. In relation to each staff member described in Paragraph 2 above:
 - a. Work with the assigned One Stop supervisor to evaluate staff performance.
 - b. Provide a job description that is compatible with the County's job description for the position being filled. This job description must be acknowledged and signed by staff and be kept in the person's personnel file.
 - c. Review education, experience and career goals and develop a career plan that defines training needs to achieve the established goals.
5. Provide One Stop supervisor(s) with a schedule of all Contractor's meetings that staff must attend.
6. Ensure that staff is aware of, and adheres to, the general expectations of working at One Stop, including, but not limited to:
 - a. Attending relevant meetings scheduled by County, so long as County provides reasonable notice.
 - b. Working scheduled hours.
 - c. Following County holiday schedule.
 - d. Submitting vacation requests to, and obtaining approval from, both Contractor and assigned One Stop supervisor.
 - e. Calling both the Contractor and assigned One Stop supervisor prior to being absent due to illness or necessary appointments.
 - f. Participating in One Stop program training and other activities as determined appropriate by County.
 - g. Refusing remuneration of any kind from participants or participating employers.
 - h. Becoming familiar with One Stop policies, procedures and programs.

C. WDS duties. The WDS shall:

1. Maintain a list of all applicants with the reason for selection or non-selection into a One Stop program.

2. Unless directed otherwise by County, maintain a monthly average caseload of 60 active participants. (An "active participant" is one who is officially enrolled in and not exited from a One Stop program.)
3. For each applicant referred to the WDS:
 - a. Review intake and supporting documentation;
 - b. Determine the individual's basis for eligibility;
 - c. Analyze the suitability of the referral for the One Stop program; and
 - d. Notify One Stop Supervisor of the participant's suitability.
4. Within ten (10) days after the referral to the WDS, meet with the individual and develop an Individual Employment Plan ("IEP") for each client. The IEP must:
 - a. Be based on all assessments made of the client;
 - b. Set out short-term and long-term employment goals, education needs, barriers to reaching the established goals and means of removing the barriers;
 - c. Be specific, measurable, attainable, relevant, and time-limited; and
 - d. Be signed by both the client and the WDS.
5. Notify the One Stop, as follows:
 - a. If the applicant is not suitable for the One Stop program, notify the team within five (5) business days of meeting with the applicant; or
 - b. If the applicant has not enrolled in a recommended activity within thirty (30) calendar days after the initial interview.
6. As appropriate, provide assistance to participants needing to obtain a high school diploma or equivalent, and/or in entering post-secondary training: Assistance may include, but is not limited to, any of the following:
 - a. Behavioral counseling;
 - b. Basic skills training;
 - c. Literacy services;
 - d. Combination work experience and basic skills programs;
 - e. Tutoring;
 - f. Mentoring;
 - g. Basic skills assessments, including administering TABE; and
 - h. Referrals to financial aid counseling.
7. Provide each participant with an orientation covering:
 - a. Timekeeping procedures;
 - b. Work schedules;
 - c. Payroll schedules; and
 - d. Completion of employment paperwork.
8. Provide individual and group instruction in résumé writing, entrepreneurial skills, and job search and interviewing techniques, both individually and through workshops.

9. Counsel clients on labor market status, availability of jobs, and skill and educational requirements for employment in various positions.
10. Review job orders and match each One Stop client with job requirements using manual and computerized file searches. Refer appropriate participants to job openings, particularly in the demand industries defined by the Workforce Investment Board Planning Committee.
11. Coordinate referrals with agencies and schools that will meet the goals set for the One Stop participant.
12. Assess job referral success within 24 hours of the referral.
13. Follow the "no displacement" policy described in Article III, Paragraph B above when placing One Stop participants for employment.
14. Follow the placement restriction policies described in Article III, Paragraphs C and D above when placing One Stop participants for employment or training.
15. Conduct monthly reviews of each client's IEP. The review must:
 - a. Evaluate progress in meeting the objectives set forth in the IEP;
 - b. Determine whether and how barriers have been reduced or eliminated; and
 - c. Review progress toward the employment and training goals.
16. Within 24 hours of the occurrence of a client activity, enter all appropriate information into the County database. Client activities include, but are not limited to:
 - a. Enrollment in a workshop or classes;
 - b. Attendance and completion of training or coursework;
 - c. Receipt of support services;
 - d. Job placement;
 - e. Award of diploma or GED, vocation or other certificates;
 - f. Exit from program; and
 - g. WDS' follow-up contacts with client.
17. Maintain a case file for each client. The file shall include:
 - a. Documentation of services provided;
 - b. Outcomes of services and activities;
 - c. The IEP;
 - d. Education deficiencies and needs;
 - e. Education scores;
 - f. Copies of diploma or GED, vocation or other certificates earned;
 - g. On-the-job training experiences;
 - h. Contracts between participant and employer; and
 - i. Any other appropriate notes to track participation in One Stop programs.

18. Prepare a monthly "summary report". The report must include:
 - a. Number of clients served;
 - b. Number of clients completed;
 - c. Number of clients exited;
 - d. Number of clients placed into jobs;
 - e. Number of clients placed into WIB target industries; and
 - f. Average wage paid at placement.
19. Follow-up with all participants that enter the program, regardless of successful completion, at least quarterly, for one (1) year after the participant leaves the program.

D. County shall:

1. Determine program eligibility of individuals referred to the One Stop and assign to the staff provided pursuant to this Contract as appropriate.
2. Establish schedules, guidelines and expectations for Contractor's staff.
3. Assign other tasks to the Contractor's staff, as appropriate and needed, in coordination with the Contractor.
4. When Contractor's staff will be required to attend meetings or events outside of normal business hours and/or at other than the assigned location, provide Contractor with a notice of such events and the times and locations.
5. Refer eligible program participants to the WDS providing services pursuant to this Contract.
6. Provide workspace, phone, computer, and office supplies for Contractor's staff.

IV. **LOCATION.** County One Stop Career Center location(s) determined by County.

V. **PROGRAM FOCUS.** High demand industries specified by the Workforce Investment Board.

VI. **OUTCOMES**

A. Contractor shall meet the following annual service levels that may be modified to meet One Stop needs by a letter of instruction from County to Contractor:

Services Levels	No.
Enrolled (includes activities carried over into new year)	120
Active at anytime	60
Job placement	48
Job or Entered Employment Rate (EER) (Job placements/Case Exits)	80%
Average Wage at Placement	\$12.00

B. Positive Outcomes expected:

1. Younger Youth – Will obtain a high school diploma or GED certificate.
2. Older Youth – Will be placed in a job, enrolled in post-secondary education, or, if not placed in a job or post-secondary education, obtain a high school diploma/GED certificate.
3. Out-of-School Youth with a Basic Skills Deficiency – Will exhibit an increase of at least one educational functioning level (EFL) on one or more subject areas in which a participant had a

pre-test score below 9.0. The increase must be measured using a TABE post-test to be administered within one (1) year of the date of first youth service, and the scores must be recorded in the "Out of School Youth Testing" section in azjobconnection.gov.

VII. BUDGET

A. Contractor shall be paid on a cost reimbursement basis for services provided during January 1, 2015 through December 31, 2015, as follows:

Budget Line Item	Amount
Salary and Fringe	\$59,372.00
Staff Development	\$649.00
Travel-local	\$1,298.00
Travel-out of County	\$324.00
Communication	\$649.00
Other Operating	\$4,079.00
Total	\$66,371.00

B. Total payment to Contractor under this Work Statement shall not exceed **\$66,371.00**.

C. End of year budget modifications must be submitted forty-five (45) days prior the termination date of the contract and approved by County, in writing, to be effective.

VII. REPORTS. Contractor shall submit the following reports to County:

A. Prepare a monthly "summary report" which must include the numbers of persons served, completed, exited, placed, placed into WIB target industries, and the average wage at placement. The summary report must be submitted to CSET Administration no later than the fifth (5th) working day of the month for the preceding month's activities.

B. Payment Requests. Monthly invoices for compensation earned and costs incurred by the fifteenth (15th) working day of each month.

C. A **preliminary financial closeout report** is due within two (2) weeks of the June 30 of the end of fiscal year (or sooner if notified by County).

D. A **final financial closeout report**, on forms provided by County, within thirty (30) days after the end of the term of this Contract, unless County notifies Contractor of a different time period.

E. A **final program report** of client activities, including a list of clients to be carried over beyond the Contract term, within ten (10) days after the end of the term of this Contract, unless County notifies Contractor of a different time period.

F. Other reasonable records and reports as required by the Director or designee of the CSET Dept.

END OF EXHIBIT A

EXHIBIT B
PROGRAM INCOME

1. General. Contractor is encouraged to earn income to defray program costs. Program income includes income from fees for services performed, from the use or rental of real or personal property acquired with grant funds, from the sale of commodities or items fabricated under a grant agreement, and from payments of principal and interest on loans made with grant funds. Except as provided by regulations of the Federal agency, program income does not include interest on grant funds, rebates, credits, discounts, refunds, etc. and interest earned on any of them.
2. Definition of program income. Program income means gross income received by the Contractor directly generated by activity supported under this contract, or earned only as a result of this contract during the contract term.
3. Cost of generating program income. If authorized by the U.S. Department of Labor Employment and Training Administration and the County Director of Community Services, Employment and Training Department, costs incident to the generation of program income may be deducted from gross income to determine program income.
4. Governmental revenues. Taxes, special assessments, levies, fines, and other such revenues raised by Contractor are not program income unless the revenues are specifically identified in the grant agreement or Federal agency regulations as program income.
5. Royalties. Income from royalties and license fees for copyrighted material, patents, and inventions developed by Contractor is program income only if the revenues are specifically identified in the grant agreement or Federal agency regulations as program income. (See CFR Sec. 97.34.)
6. Property. Proceeds from the sale of real property or equipment will be handled in accordance with the requirements of 29 CFR §§ 97.31 and 97.32.
7. Use of program income. Program income shall be deducted from outlays made by the Contractor under this contract, unless one of the following alternatives is authorized by the U.S. Department of Labor Employment and Training Administration and the County Community Services, Employment and Training Director:
 - a. Deduction. Ordinarily program income shall be deducted from total allowable costs to determine the net allowable costs. Program income shall be used for current costs unless the County Director of Community Services, Employment and Training Department authorizes otherwise. Program income which the Contractor did not anticipate at the time of the award shall be used to reduce the County contributions rather than to increase the funds committed to the project.
 - b. Addition. When authorized, program income may be added to the funds committed to the contract amount by the US Department of Labor Employment and Training Administration and the County Director of Community Services, Employment and Training Department. Program income in excess of any limits stipulated by such authorization shall be deducted from outlays. The program income shall be used for the purposes and under the conditions of the grant agreement.
8. There are no Federal requirements governing the disposition of program income earned after the end of the final financial report.

END OF EXHIBIT B

EXHIBIT C
SUBCONTRACTOR'S WARRANTIES

Contractor certifies, as evidenced by the signature (initials), that in carrying out its obligations pursuant to this Contract, it shall comply with applicable laws, regulations, requirements and special provisions, as follows:

1. OMB Circular A-122, Cost Principles for Non-Profit Organizations
2. 29 CFR Part 96 and 99, Single Audit Act
3. 29 CFR Part 95, Uniform Administrative Requirements for Institutions of Higher Education, Hospitals, and other Non-Profit Organizations
4. Arizona Department of Economic Security Special Terms and Conditions
5. Workforce Investment Act, P.L. 105-220, and regulations adopted pursuant to that Act, including 20 CFR Part 652, et al, and
6. Wagner-Peyser Act
7. Child labor laws, including, but not limited to A.R.S. § 23-230 *et seq*, to the extent that such provisions are applicable due to statute, case law, County contract or other legal authority.
8. Fingerprinting, including but not limited to A.R.S. § 46-141, to the extent that such provisions are applicable due to statute, case law, County contract or other legal authority.
9. Background Checks for Employment including but not limited to A.R.S. § 8-804, to the extent that such provisions are applicable due to statute, case law, County contract or other legal authority.
10. Debarment and Suspension; Drug Free Workplace, pursuant to 29 CFR Part 98: Contractor certifies that neither it nor its principals are presently debarred, suspended, proposed for Debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
11. Lobbying Certification pursuant to 29 CFR Part 93: Contractor certifies that no federal funds have been paid or will be paid, by or on behalf of the contractor to any person 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.
12. Nondiscrimination and Equal Opportunity Requirements pursuant to 29 CFR Parts 30, 31, 32, 33, 34, 36 and 37.
13. Contractor certifies that no funds provided pursuant to this Contract shall be used for any partisan or non-partisan political activity or to further the election or defeat of any candidate for public office. No funds provided pursuant to this Contract shall be used to transport voters or prospective voters to and from the polls or render similar assistance in connection with any such election or any voter registration activity.

14. Executive Order 11738, and Environmental Protection Agency regulations (40 CFR part 15).
15. CLEAN AIR ACT & CLEAN WATER ACT: Contractor shall comply with all applicable standards, orders, or requirements issued under section 306 of the Clean Air Act (42 U.S.C. 1857(h)), section 508 of the Clean Water Act (33 U.S.C. 1368).
16. ENERGY POLICY AND CONSERVATION ACT: Contractor shall adhere to the standards and policies relating to energy efficiency; which are contained in the State energy conservation plan issued in compliance with the Energy Policy and Conservation Act (Pub. L. 94-163, 89 Stat.871).
17. COPELAND "ANTI-KICKBACK" ACT: Contractor shall comply with the Copeland "Anti-Kickback" Act (18 U.S.C.874) as supplemented in the Department of Labor regulations (29 CFR part 3). In as such this regulation applies to all contracts and sub grants for construction or repair.
18. DAVIS-BACON ACT: Contractor shall comply with the Davis-Bacon Act (40 U.S.C. 276a to 276a-7) as supplemented by Department of Labor regulations (29 CFR Part 5) when required by Federal grant program legislation.

END OF EXHIBIT C