



REQUEST FOR PROPOSAL

TITLE: OCCUPATIONAL HEALTH SERVICES

RFP-FY26-101-02

June 16, 2026

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EXHIBIT "A"
GENERAL INFORMATION AND REQUIREMENTS

RFP TITLE PAGE	
RFP TITLE	OCCUPATIONAL HEALTH SERVICES
RFP ID#	RFP-FY26-101-02
ISSUE DATE	June 16, 2026
SEND INQUIRIES TO	solicitations@norfolkairport.com
PRE-PROPOSAL MEETING DETAILS	N/A
QUESTIONS DUE DATE	June 26, 2026
PROPOSALS DUE DATE	July 16, 2026 @ 2:00pm

AUTHORIZED SIGNATURE OF RESPONDENT:

Signature

Name & Title

A. Purpose of the Request for Proposal (“RFP”)

The Norfolk Airport Authority (“Authority”) seeks proposals from interested, qualified and experienced firms (“Offerors”, “Offerors”, “Contractors”) to provide Occupational Health Services at Norfolk International Airport (“Airport”, “ORF”). Qualified firms must demonstrate considerable experience directly related to the services to be provided.

B. Statement of Needs

The Norfolk Airport Authority seeks to establish one or more contracts with qualified firms to provide Occupational Health Services for Authority employees. Services may include, but are not limited to, Drug and Alcohol Testing, Employee Physical Examinations, Fitness Testing, and other related occupational health services.

The Authority's objective is to obtain reliable, professional, and accessible occupational health services that support employee safety, regulatory compliance, and operational efficiency. The Authority anticipates awarding contracts to one or more qualified Offerors based on the needs of the Authority and the results of the evaluation process.

C. Proposal Submission Instructions

To be considered for selection, Offerors must submit a complete proposal in response to this RFP for receipt by the Authority not later than the due date listed in Exhibit “B”. The proposal must follow the following formats:

1. Failure to submit all information requested may result in: (1) the Authority requiring prompt submission of missing information. The Norfolk Airport Authority will not be responsible for delays in the delivery of responses. It is the sole responsibility of the Respondent to ensure that its response reaches the Authority by the designated date and time.
2. Proposals shall be signed by an authorized representative of the Respondent. All information requested in this RFP should be submitted. Failure to submit all the information requested may result in rejection of the Proposal.
3. Responses MUST provide full firm name and address of Respondent and must be manually or electronically signed. Failure to do so will disqualify the Respondent's proposal. The person signing the proposal must show title or authority to bind his/her firm in a contract. Firm name and authorized signature must appear on each page that calls for this information.
4. The legal status of the Respondent, whether corporation, partnership, or individual, must also be stated in the Proposal. A corporation must execute the Proposal by its duly authorized officers in accordance with its corporate by-laws and shall also list the state in which it is incorporated. A partnership Respondent shall give the full names and addresses of all partners. All partners shall execute the Proposal. Partnership and Individual Offerors shall state in the Proposal the names and addresses of all persons with a vested interest therein. The place of residence of each Respondent, or the

- office address in the case of a firm or company, with city and state and telephone number, shall be given after the signature.
5. Proposals should be prepared simply and economically, providing a straight- forward, concise description of capabilities to satisfy the requirements of the RFP. Emphasis should be on completeness and clarity and brevity of content. Offerors are not expected to expend resources developing story boards, creative copy, and similar materials. The total number of pages shall be limited to 25, not including the required exhibit pages included in the RFP.
 6. Proposals should be organized in the order in which the requirements are presented in this RFP. All pages of the Proposal should be numbered. Information which the Respondent desires to present that does not fall within any of the requirements of the RFP should be attached at the end of the Proposal and designated as additional material.
 7. Proposals cannot be altered or amended after the submittal deadline. No proposal submitted in response to this solicitation may be withdrawn after submittal deadline without acceptable reason in writing and only after approval by the Authority.

D. Proposal Submission Requirements

To be considered for selection, Offerors must submit a complete response to this RFP. One (1) original must be submitted to the issuing agency through [eVA](#), the Commonwealth's electronic procurement website. Proposals should be of all attachments, proof of certification(s), if applicable, and acknowledged addenda. Include all information requested and any other information thought to be relevant to completely address the Request for Proposals. All distribution of documents, questions and answers will be posted to [eVA](#). RFP responses must be received by July 16, 2026, 2:00 PM ET. Responses shall be submitted in eVA only. Faxed, mailed, emailed, or hand delivered bids **WILL NOT** be accepted.

The Authority will not be responsible for delays in the delivery of responses. It is the sole responsibility of the Bidder to ensure that its response reaches [eVA](#) by the designated date and hour.

To learn how to submit an online bid in eVA please refer to the online supplier training page at: <https://eva.virginia.gov/supplier-training-materials.html>

If you need technical assistance with eVA please contract eVA support: <https://eva.virginia.gov/get-help-customer-care.html>

The submitted proposal must be contained in a single PDF. If there is proprietary or trade secret material in the proposal, a second Public Copy PDF must be submitted in eVA. The Proposal must include all required forms and information as follows:

1. Required Exhibits:
 - Exhibit "A" (Header Sheet- signed)
 - Exhibit "E" (Vendor Data Sheet)
 - Exhibit "F" (Proposal Form)
 - Exhibit "H" (Exceptions Page)

Exhibit "L" (Authorization to Transact Business in Virginia)
Exhibit "M" (Proprietary / Confidential Information Identification)
Exhibit "N" (IRS Form W-9)
Exhibit "O" (Vendor Response Questionnaire)
Exhibit "P" (Reference Form)

2. Response to the Scope of Work and Specifications (Exhibit "C")
3. Signed copies of the Addendums (*if applicable*)
4. A Statement of Qualification that includes a comprehensive identification of the Respondent's qualifications and capacity to perform all requirements under the Scope of Services. The Respondent must support its ability to be responsible for all facets of the RFP, including professional background and experience of key personnel in the Scope of Services.
5. Disclose any potential conflicts that may arise due to the Respondent's representation of other entities.
6. Resumes of key individuals who will perform work covered under this RFP

E. General Information

1. This solicitation and any resulting contract are subject to and shall incorporate the General Terms and Conditions attached hereto as listed in the Exhibit list above.
2. It is the responsibility of each Respondent to clarify any requirements of this RFP that are not understood. All inquiries pertaining to this RFP shall be submitted as directed in the Schedule above. Answers will be posted in the form of an addendum on eVA and the Airport website as necessary. No inquiries should be made to any other appointed or elected officials associated with the Authority.
3. If it becomes necessary to revise any part of this RFP, or if additional data or information is necessary to clarify any provision, an addendum will be posted to eVA and the Airport website.
4. Expenses for developing and submitting a Proposal are entirely the responsibility of the responding firms and shall not be chargeable to the Authority.
5. The Norfolk Airport Authority, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 USC §§ 2000d to 2000d-4) and the Regulations, hereby state that Offerors will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.
6. If you need any reasonable accommodation for any type of disability to participate in this procurement, please contact the Authority as soon as possible.

**EXHIBIT “B”
SCHEDULE OF RFP & REQUIRED COMMUNICATION**

The Norfolk Airport Authority (“Authority”) has established the following schedule for the Request for Proposal. The Authority reserves the right to change the deadlines if it is in the best interest and beneficial to its operations. Any changes will be communicated as Amendments in the same method as the original posting. Times are stated as local to the Authority (EST).

All communication including questions must be directed to solicitations@norfolkairport.com. Please include the RFP Number in the subject line. Emails sent to any other address may not receive a response. Proposals must be submitted in eVA.

Authority’s Request for Proposal Number: **RFP-FY26-101-02**

June 16, 2026	Request for Proposal Submission
June 26, 2026 (2:00 PM)	Deadline to Submit Questions
July 1, 2026	Authority’s Responses to Questions
July 16, 2026 (2:00 PM)	Deadline to Submit Proposal
August 17, 2026	Expected Intent to Award Issuance

Services will begin immediately upon execution of the Authority’s standard contract

EXHIBIT "C"

SCOPE OF WORK

1. GENERAL

The Norfolk Airport Authority ("Authority") seeks qualified occupational health service providers to furnish comprehensive occupational health services for Authority employees. The selected Contractor(s) shall provide professional medical services that support workplace safety, regulatory compliance, employee wellness, and operational efficiency.

Services may be provided at the Contractor's facilities and, where applicable, at locations designated by the Authority.

The Authority reserves the right to award contracts to one or more qualified Offerors.

2. DRUG AND ALCOHOL TESTING SERVICES

The Contractor shall provide drug and alcohol testing services in accordance with applicable federal, state, and local regulations, including U.S. Department of Transportation (DOT) requirements when applicable.

Services may include:

- Pre-employment drug testing
- Random drug and alcohol testing
- Reasonable suspicion testing
- Post-accident testing
- Return-to-duty testing
- Follow-up testing
- Non-DOT drug and alcohol testing
- Breath alcohol testing
- Urine specimen collection
- Chain-of-custody management

The Contractor shall maintain procedures that ensure specimen integrity, confidentiality, and compliance with applicable regulations.

3. EMPLOYEE PHYSICAL EXAMINATIONS

The Contractor shall provide employee physical examinations as requested by the Authority, including but not limited to:

- Pre-employment physical examinations
- Return-to-work examinations
- Fitness-for-duty evaluations
- Periodic employee physical examinations
- DOT physical examinations (if applicable)
- Other occupational health examinations as required by the Authority

4. FITNESS TESTING AND MEDICAL SCREENINGS

The Contractor shall provide fitness testing and medical screening services as requested by the Authority.

Services may include:

- Vision testing
- Hearing testing (audiometric testing)
- Respirator clearance evaluations
- Pulmonary function testing
- Blood pressure screening
- Other occupational health assessments necessary to determine employee fitness for duty

5. LOCATION REQUIREMENTS

To ensure accessibility and minimize employee downtime, Offerors shall maintain:

- A minimum of three (3) occupational health service locations within the Hampton Roads region; and
- At least one (1) testing and examination facility located within ten (10) miles of Norfolk International Airport (ORF).

Offerors shall provide a complete list of available locations, addresses, business hours, and services available at each location.

6. FACILITY AND STAFF REQUIREMENTS

All facilities utilized under this contract shall:

- Provide adequate privacy for employees undergoing testing or examinations;
- Maintain professional medical standards;
- Be properly licensed and accredited as required by law; and
- Comply with all applicable federal, state, and local regulations.

All services shall be performed by qualified, certified, and licensed medical personnel.

7. REPORTING REQUIREMENTS

The Contractor shall provide timely and accurate reporting of testing and examination results. Results shall be transmitted securely to individuals designated by the Authority.

At a minimum, the Contractor shall:

- Maintain confidentiality of all medical information;
- Comply with HIPAA requirements;
- Provide electronic reporting capabilities;
- Notify the Authority promptly of any positive test results or issues requiring immediate attention; and
- Maintain records in accordance with applicable regulations.

8. SCHEDULING AND CUSTOMER SERVICE

The Contractor shall provide efficient scheduling services designed to minimize employee wait times and operational disruptions.

Offerors shall identify:

- Normal business hours;

- After-hours availability;
- Emergency testing capabilities;
- Average appointment availability; and
- Customer service contacts.

9. EXPERIENCE AND QUALIFICATIONS

Offerors shall demonstrate experience providing occupational health services similar in size and scope to those requested by the Authority.

Offerors shall provide a minimum of three (3) client references for comparable services.

10. ADDITIONAL SERVICES

Offerors are encouraged to identify any additional occupational health services, technologies, reporting tools, or value-added services available to the Authority under the proposed contract.

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**EXHIBIT “D”
SELECTION, EVALUATION, & AWARD PROCESS**

Selection Process

The Authority intends to select multiple offerors but reserves the right to accept none of the Proposals, to negotiate for modification of the Proposal with the Selected Offeror, or to waive/modify any of the requirements for the Proposal at any time prior to execution of a contract, if deemed to be in the Authority’s best interests. If the Offeror is selected for contract negotiations, the Selected Offeror may be required to prepare and submit additional information prior to final contract execution.

The Authority may elect to conduct interviews as part of this RFP. Offerors should be prepared to respond to questions related specifically to their Proposals and other pertinent matters contained within the RFP. Upon completion of the interview process (if interviews are deemed necessary), the Authority will evaluate all information, complete the selection process, and notify the Selected Respondent, as well as the non-selected firms. The Authority may make such investigations as deemed proper and necessary to determine the ability of the offeror to perform the services, and the offeror must furnish to the Authority all such information and data for this purpose as may be requested.

The Authority reserves the right to reject any Proposal, in the Authority’s sole discretion.

Evaluation Process

Evaluation of Proposals:

Each Proposal will be evaluated for full compliance with the RFP instructions to the Offeror and the mandatory terms and conditions set forth herein. The specifications within this RFP represent the minimum performance necessary for response. An award will be given to the Offeror who is determined by the Authority, in its sole discretion, to be fully qualified and best suited among those submitting proposals. This determination will be based on the following evaluation factors and associated scoring on the next page.

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Norfolk Airport Authority | Occupational Health Services RFP

Evaluation Factor	Description	Weight
Experience and Qualifications	Demonstrated experience providing drug and alcohol testing, employee physical examination and fitness test services for comparable organizations. Include years in business, scope of services performed, relevant contracts, and professional certifications or licenses.	25%
Staffing and Professional Credentials	Qualifications, certifications, and licenses of personnel performing services. Adequacy of staffing plan and management approach to meet Authority requirements.	15%
Facilities and Accessibility	Number, location, and accessibility of facilities within Hampton Roads, Virginia. Offeror must have locations within thirty (30) miles of Norfolk International Airport. Evaluation will include facility accessibility, and compliance with professional standards.	15%
Ability to Meet Scheduling Requirements	Ability to meet scheduling requirements, including after-hours and emergency response within two (2) hours	20%
Reporting and Recordkeeping	Quality, accuracy, and security of proposed reporting systems, including compliance with HIPAA. Evaluation will include proposed methods for reporting, secure data transmission, and ability to submit monthly and quarterly reports.	10%
Pricing	Competitiveness and reasonableness of proposed pricing structure for all required services, including all testing types, physicals, and fitness assessments.	10%
References	Evaluation of performance history based on three (3) client references of similar size and scope. Consideration will include responsiveness, professionalism, and overall client satisfaction	5%
Total Points		100%

Award Process

Following the submission of Proposals and any subsequent interviews the Authority may wish to conduct; the Authority will consider all available information and select multiple offerors with whom it will make a good faith effort to negotiate an agreement. The Authority will select offerors determined by the Authority in its sole discretion, to be best qualified, responsible, and best suited to meet its needs and objectives among those submitting Proposals.

In the event an agreement cannot be reached with selected offerors, the Authority reserves the right to terminate negotiations with no obligation to the first selected offerors. Further, the Authority reserves the right to negotiate for modification of any Proposal and may enter into an agreement with any Offeror of its choosing.

The award document will be a written contract in a form which will be provided by the Authority and will incorporate by reference all the requirements, terms and conditions of the solicitation and the Selected Offeror's Proposal as negotiated. The term will be for three (3) years with the option for the Authority to extend annually for a maximum of two (2) additional years. The Authority's standard contract and standard terms and conditions are attached to the RFP as Exhibit "1".

The Authority may cancel this RFP or reject any or all Proposals at any time prior to an award and will not be required to furnish a statement of the reasons why a particular Proposal was not selected.

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**Exhibit "E" VENDOR
DATA SHEET
(Submit with Proposal)**

Note: The following information is required as part of your response to this solicitation.

1. **Qualification:** The Offeror must have the capability and capacity in all respects to fully satisfy the contractual requirements.

2. **Vendor's Primary Contact:**

Name: _____ Phone: _____ Email: _____

3. **Years in Business:** Indicate the length of time you have been in business providing this type of good

or service: _____ Years _____ Months

4. **Vendor Information:**

FIN or FEI Number: _____ If Company, Corporation, or Partnership
eVA Vendor ID or DUNS Number: _____

5. **References:** Offeror shall include a minimum of three (3) references for which similar services have been performed. The list shall include the company name, contact information, address, telephone number, and length of service. Please complete one (1) reference form, Exhibit "P" for each. Offerors are only required to complete the top portion of the Reference Form. The Norfolk Airport Authority will distribute the form directly to the listed references for completion and return.

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EXHIBIT "F"
PROPOSAL FORM
#RFP-FY26-101-02
(Submit with RFP)

TO: NORFOLK AIRPORT AUTHORITY

A. The undersigned hereby offers to enter a contract with the Norfolk Airport Authority ("Authority") to provide services in connection with the Authority's REQUEST FOR PROPOSAL dated June 16, 2026, for Occupational Health Services. Offeror's Proposal attached hereto describes in full the specific Services which Offeror wishes to provide the Authority and Offeror's qualifications and experience.

B. Full legal name of Offeror: _____

C. Name(s) and title(s) of individuals authorized to make representations and agreements on behalf of Offeror with regard to this Proposal:

D. Principal business address of Offeror:

E. Address of office from which majority of work will be performed:

F. This Proposal shall be irrevocable for a period of ninety (90) days after the Due Date.

G. The Offeror hereby makes each and every representation and agreement required by the REQUEST FOR PROPOSAL.

H. Offeror agrees that none of the information provided to the Authority with the Proposal has been given in confidence. All or any part of the information may be used or disclosed by or on behalf of the Authority without liability of any kind.

I. Offeror hereby certifies that no officer, director, employee, or agent of Offeror who will be directly involved in the supervision, direction, or provision of Service to the Authority, has ever been convicted of, and does not have pending criminal charges of, the disqualifying criminal offenses listed in 49 CFR §1542.209(d) or any comparable regulations. Offeror further certifies that no individual who has been convicted of or has pending criminal charges of the disqualifying criminal offenses listed above will perform any work pursuant to the Proposal on the property of the Authority unless the Offeror has obtained the express prior approval of the Authority for that individual.

J. Offeror certifies that it has full authority to conduct business in the Commonwealth of Virginia and has determined all requirements for permits, licenses, and certificates required by any regulatory agency (federal, state, and local) for Offeror to provide the Service, and that Offeror has obtained or will be able to obtain any required permits, licenses, and certificates prior to execution of the Contract.

K. The entire Proposal, any documents required by it and all exhibits and other papers made a part thereof by its terms are incorporated herein and made a part of this Proposal.

L. Any notices to be provided by Authority to Offeror pursuant to this Proposal or the REQUEST FOR PROPOSAL shall be given to the following individual:

Name & Title

Email Address

(_____)
Phone Number

Mailing Address

AUTHORIZED SIGNATURE OF OFFEROR

Signature

Name & Title

EXHIBIT “G”
NORFOLK AIRPORT AUTHORITY
GENERAL TERMS AND CONDITIONS

APPLICABLE TO PROCUREMENT OF EQUIPMENT, PRODUCTS AND/OR SERVICES

- 1. Qualifications of Offerors:** The Authority may make such reasonable investigations as deemed proper and necessary to determine the ability of the Offeror to provide the equipment, products or services, and the Offeror agrees to furnish to the Authority all such information and data for this purpose as may be requested. The Authority reserves the right to reject any Proposal if the evidence submitted by, or investigations of, such Offeror fail to satisfy the Authority that such Offeror is properly qualified to carry out the obligations of the contract and to provide the equipment, products or services contemplated herein.
- 2. Cooperative Procurement:** As authorized by Virginia law, § 2.2-4304, Va. Code, the Authority may participate in a cooperative procurement agreement in conjunction with one or more other public bodies, or public agencies or institutions or localities of the several states, or of the United States, for the purpose of combining requirements to increase efficiency or reduce administrative expenses in any acquisition of goods, services, or construction.
- 3. Liability of Authority:** No Offeror will have any cause of action against the Authority arising out of a failure by the Authority to consider a Proposal, or the methods by which the Authority evaluated proposals received. The selection of the prospective Offeror will be at the sole discretion of the Authority.
- 4. Costs:** The Authority assumes no obligation for any costs associated with preparation or submission of a Proposal.
- 5. Unauthorized Contact:** Communication with any Authority Commissioner in connection with any procurement is prohibited and will be cause for disqualification of the Offeror.
- 6. Applicable Laws and Courts:** This solicitation and any resulting contract will be governed in all respects by the laws of the Commonwealth of Virginia and any litigation with respect thereto will be brought in the state or federal courts located in the City of Norfolk. The Selected Offeror will comply with all applicable federal, state, and local laws, rules, and regulations.
- 7. Ethics in Public Contracting:** By submitting a Proposal, Offeror certifies that its Proposal is made without collusion or fraud and that it has not offered or received any kickbacks or inducements from any other Offeror, Offeror, manufacturer or subcontractor in connection with their Proposal, and that Offeror has not conferred on any public employee having official responsibility for this procurement transaction any payment, loan, subscription, advance, deposit of money, services or anything of more than nominal value,

present or promised, unless consideration of substantially equal or greater value was exchanged.

8. Conflict of Interest: The Offeror represents to the Authority that entering into any contract with the Authority will not constitute a violation of the Virginia Conflict of Interest Act.

9. Subcontracts: No portion of the work will be subcontracted without prior written consent of the Authority. If the Offeror desires to subcontract some part of the work specified herein, the Offeror will furnish the Authority the names, qualifications and experience of the proposed subcontractors. The Selected Offeror will remain fully liable and responsible for the work to be done by its sub-contractor(s) and will ensure compliance with all requirements of the Contract.

10. Taxpayer Identification Number: The Selected Offeror will furnish to the Authority at the time of Contract award and as a condition precedent to receiving payment from the Authority its federal Employer Identification Number (EIN) if a corporation or a partnership, or its Social Security Number (SSN) if a sole proprietor.

11. Insurance Required of the Offeror: Prior to the start of any work under the Contract, the Offeror agrees to provide the Authority Certificates of Insurance with coverages outlined in the Contract or as modified by the Authority and will maintain such insurance throughout the term of this Contract.

12. Payments to the Offeror: The following procedures are established in conformance with the Virginia Public Procurement Act (VPPA), §§ 2.2-4300 through 2.2-4377, Va. Code, as amended, and, to the extent applicable, § 2.2-4347 et seq., which is referred to as the Prompt Payment Act.

(a) The Offeror will submit its invoice with the documentation required by the Authority. The invoice will itemize or show a breakdown of the total Contract amount, the value of the various phases or parts, the previously invoiced and approved amounts for payment, and the amount of the current invoice.

(b) Unless there is a dispute about the compensation due the Offeror then within thirty (30) days after receipt by the Authority of the Offeror's invoice, which will be considered the invoice receipt date, the Authority will pay to the Offeror the amount approved. The date on which payment is due will be referred to as the Payment Date.

13. Payments by the Offeror to Subcontractors:

(a) The Offeror is required to pay interest to any of its subcontracts or subcontractors on all amounts owed by the Offeror that remain unpaid after seven (7) days following receipt by the Offeror from the Authority for work performed by the subcontractor under that contract, except for amounts withheld as allowed. Unless otherwise provided under the terms of the contract, interest will accrue at the rate of one percent per month.

(b) The Offeror will include in each of its subcontracts a provision requiring each Offeror or other subcontractor to include or otherwise be subject to the same payment and interest requirements with respect to each lower-tier Offeror or subcontractor.

(c) Any obligation of the Offeror to pay an interest charge to a Offeror or subcontractor pursuant to the payment clause in this section will not be construed to be an obligation of the Authority. A contract modification will not be made for the purpose of providing reimbursement for the interest charge. A cost reimbursement claim will not include any amount for reimbursement for the interest charge.

14. Audit: The Offeror, by signing any Contract with the Authority, will agree to retain all books, records, and other documents relative to the contract for five (5) years after final payment, or until audited by the Authority, whichever is sooner. The Authority and its authorized agents will have full access to and the right to examine any of the materials during said period.

15. Default: In case of the Offeror's failure to deliver the reports, documents, or services in accordance with the Contract terms and conditions, the Authority, after due written notice, may procure same from other sources, and the Offeror will be responsible for any resulting additional procurement and administrative costs. This remedy will be in addition to any other remedies which the Authority may have.

16. Termination of Contract:

(a) *General:* The Authority may terminate the Contract for convenience, with or without cause, after giving thirty (30) days written notice to the Offeror. The written notice need not include a statement of reasons for the termination.

(b) *Termination for Cause:* If the Contract is terminated by the Authority for cause, the Offeror will be responsible for all damages incurred by the Authority as a result of the Offeror's breach of contract or failure to perform, including but not limited to, all costs and expenses incurred in securing a replacement Offeror to fulfill the obligations of the Contract. Any termination by the Authority for default, if determined by a court of competent jurisdiction not to have been justified as a termination for default will be deemed a termination for the convenience of the Authority.

(c) *Termination for Convenience:* The Authority may terminate the Contract in whole or in part for convenience by delivering to the Offeror a written notice of termination as set forth above, specifying the extent to which performance under the Contract is terminated and the effective date of the termination. Upon receipt of such notice, the Offeror must stop work, including but not limited to work performed by subcontractors and Offerors, at such time and to the extent specified in the notice. If the Contract is terminated for convenience, the Offeror will be entitled to those fees earned for work performed in accordance with the Contract prior to the notice of termination. Thereafter, the Offeror will be entitled to any fees earned for work not terminated but will not be entitled to lost profits for the portions of the Contract which were terminated.

17. Assignment of Contract: The Offeror will not assign the Contract between the Authority and the Offeror, in whole or in part, without the written consent of the Authority.

18. Indemnification and Hold Harmless: To the fullest extent permitted by law, Offeror will defend, indemnify and hold the Authority and its Commissioners, officers, employees (collectively "Indemnitees") harmless from and against any and all claims, actions, damages,

expenses (including reasonable attorneys' fees), losses or liabilities incurred by or asserted against the Authority or any of its Indemnitees arising from the performance of Offeror's obligations under the Contract and any and all fees, costs or penalties incurred by the Authority or any of its Indemnitees, to the extent that such claims, actions, damages, expenses, losses, liabilities, fees, costs or penalties are caused by or arise out of Offeror's performance; provided that Offeror shall not be required to indemnify the Authority or any of its Indemnitees for any loss or claim to the extent such loss or claim is due to the negligence or willful misconduct of the Authority or any of its Indemnitees.

19. Force Majeure: Neither party will be held responsible for delay or default caused by acts of God or other conditions that are beyond that party's reasonable control. A party defaulting under this provision must provide the other party prompt written notice of the default.

20. Waiver: Failure by either party to act or assert any right under this Contract will not be deemed a waiver of such right in the event of the continuation or repetition of the circumstances giving rise to such right. Any such waiver must be in writing and signed by the Parties.

21. Relationship of the Parties: The relationship of the Parties is one of independent Offerors, each free to exercise judgment and discretion regarding the conduct of their respective businesses. This Contract does not create a partnership, joint venture, or any other relationship such as master-servant, or principal-agent.

22. Anti-Discrimination:

(a) By submitting its Proposal, Offeror certifies to the Authority that it will conform to the provisions of the Federal Civil Rights Act of 1964, as amended, as well as the Virginia Fair Employment Contracting Act of 1975, as amended, where applicable, the Virginians With Disabilities Act, the Americans With Disabilities Act and Code of Virginia § 2.2-4311.

(b) During the performance of the Contract, the Offeror agrees as follows:

(1) The Offeror will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, or any 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 Offeror. The Offeror agrees to post in conspicuous places available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.

(2) The Offeror, in all solicitations or advertisements for employees, will state that Offeror is an equal opportunity employer.

(3) Notices, advertisements, and solicitations placed in accordance with federal law, rule or regulation will be deemed sufficient for the purpose of meeting the requirements of this section.

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

(d) Norfolk Airport Authority does not discriminate in the solicitation or awarding of contracts based on race, religion, faith-based organizations, color, national origin, age, disability, or any other basis prohibited by state or federal law.

23. Laws and Regulations: In performing services under the Contract, the Offeror will comply with applicable federal, state, and local laws and regulations. The Offeror will give all notices and comply with all laws, ordinances, regulations, and lawful orders of any public authority bearing on the performance of the Contract. Offeror must maintain a valid and current status on all required federal, state, and local licenses, bonds, and permits required for the operation of its business.

24. Compliance with State Law; Foreign and Domestic Businesses Authorized to Transact Business in Virginia:

(a) If organized as a stock or non-stock corporation, limited liability company, business trust, or limited partnership or registered as a registered limited liability partnership, Offeror will be authorized to transact business in the Commonwealth as a domestic or foreign business entity if so required by Title 13.1 or Title 50 of the Code of Virginia, or as otherwise required by law.

(b) If organized or authorized to transact business in the Commonwealth pursuant to Title 13.1 or Title 50 of the Code of Virginia, Offeror must provide Authority the identification number issued to it by the State Corporation Commission. If not required to be authorized to transact business in the Commonwealth as a foreign business entity under Title 13.1 or Title 50 of the Code of Virginia, or as otherwise required by law, Offeror will provide Authority a statement describing why Offeror is not required to be so authorized.

(c) Any business entity described in subsection (a) will not allow its existence to lapse or its certificate of authority or registration to transact business in the Commonwealth, if so required under Title 13.1 or Title 50 of the Code of Virginia, to be revoked or cancelled at any time during the term of the Contract.

25. Airport Security Requirements: Offeror acknowledges that the Authority is subject to strict federal security regulations limiting access to secure areas of the Airport and prohibiting violations of the adopted Airport Security Program. Offeror may need access to these secure areas to complete the work required by this Agreement.

Offeror therefore agrees, in addition to the other indemnification and assumption of liability provisions set out above, to indemnify and hold harmless the Authority and its commissioners, officers and employees, from any duty to pay any fine or assessment or to satisfy any punitive measure imposed on the Authority by the FAA or any other governmental agency for breaches of security rules and regulations by Offeror, its agents, employees, subcontractors, or invitees.

Offeror further acknowledges that its employees and agents may be required to undergo background checks and take Airport Security and Access Procedures ("S.I.D.A.") training before receiving an Airport Security Identification Badge.

Immediately upon the completion of any work requiring airport security access under this Agreement, or upon the resignation or dismissal or conclusion of any work justifying airport security access to any agent, employee, subcontractor, or invitee of the Offeror, Offeror will notify the Airport's Police Department that the Offeror's access authorization or that of any of Offeror's agents, employees, subcontractor or invitees has changed. Offeror will confirm that notice, by written confirmation on company letterhead, within twenty-four (24) hours of providing initial notice to the Airport's Police Department. Upon termination of this Agreement, or the resignation or dismissal of any employee or agent, or conclusion of any work justifying airport security access to any agent, employee, subcontractor, or invitee of the Offeror, Offeror will surrender any Airport Security Identification Badge held by the Offeror or by Offeror's agents, employees, subcontractors, or invitees. If Offeror fails to surrender these items within five (5) days, the Offeror may be assessed a fee of per identification badge not returned. This fee will be billed to the Offeror or deducted from outstanding invoices.

26. Debarment Status: By entering the Contract, Offeror certifies that it is not currently debarred from doing business with or in the Commonwealth of Virginia, nor is it an agent of any person or entity that is currently debarred from doing business in the Commonwealth of Virginia.

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**EXHIBIT “H”
EXCEPTIONS
(Submit with RFP)**

Exceptions:

Offeror must sign the appropriate statement below, as applicable:

- Offeror understands and agrees to all terms, conditions, requirements, and specifications stated herein in Exhibit “G” and the Service Provider Agreement attached as Exhibit “I”.

OR

- Offeror takes exception to terms, conditions, requirements, or specifications stated herein.

Itemized list of all exceptions:

Offeror should note that any exceptions taken from the stated terms and/or specifications may be used in evaluation scoring by the Authority.

Offeror

Printed Name & Title

Signature

EXHIBIT "I"
NORFOLK AIRPORT AUTHORITY
SERVICE PROVIDER AGREEMENT (SAMPLE)

Contract # 00000-FYYY-00

This SERVICE PROVIDER AGREEMENT ("Agreement") is entered this [date] day of [month], 2025 between NORFOLK AIRPORT AUTHORITY, a political subdivision of the Commonwealth of Virginia ("Authority" or "Airport"), located at 2200 Norview Avenue, Norfolk, Virginia 23518, and [vendor name], a [insert type of business], authorized to transact and conduct business in the Commonwealth of Virginia and having a business address of [address] ("Vendor") (the Authority and Vendor are referred to throughout this Agreement as the "Parties").

WITNESSETH:

WHEREAS, the Authority is seeking certain products and/or services to serve the Norfolk International Airport more fully described in this Agreement; and

WHEREAS, the Authority has conducted a competitive selection process under the Virginia Public Procurement Act, Ch. 43, Virginia Code, to obtain the products and/or services described hereinafter, and has selected Vendor to provide those services; and

WHEREAS, Vendor has submitted a proposal in response to the Authority's request seeking to provide those products and/or services and represents that it has expertise in the type of products and/or services required.

NOW, THEREFORE, in consideration of the above, the terms and provisions contained herein, and the mutual consideration described below, the Parties agree as follows:

ARTICLE 1- RECITALS

1.1 The recitals as set forth above are true and correct and are incorporated into the terms of this Agreement as if set out herein at length.

ARTICLE 2- SCOPE OF SERVICES

2.1 Vendor will provide all services necessary to meet the requirements of the Authority for the Project, as described in Exhibit "A" attached to this Agreement and incorporated herein, and as assigned by the Authority during the term of this Agreement. To the extent of any conflict between this Agreement and any exhibits, this Agreement will govern and control.

2.2 Vendor has represented to the Authority that it has expertise in the type of services that will be required by the Scope of Services listed in Exhibit "A". Vendor agrees that all services provided by Vendor under this Agreement are subject to the Authority's review and approval and will be performed according to the normal and customary standards of

practice for firms with special expertise in the type of services required by this Agreement, and in compliance with all laws, statutes, ordinances, codes, rules, regulations and requirements of any governmental agencies which regulate or have jurisdiction over those services. If Vendor becomes aware of any conflicts in these requirements, Vendor will notify the Authority of such conflict in writing and utilize its best judgment to resolve the conflict.

ARTICLE 3- TERM OF AGREEMENT

- 3.1 The term of this Agreement commences on the date first written above and continues for a term of one (1) year from that date (the "Expiration Date"), or the date Vendor completes, and the Authority accepts, any work assigned by a Contract Amendment issued before the Expiration Date, whichever occurs last. If a Contract Amendment is issued that will require work to continue beyond the Expiration Date, it may not extend the term of this Agreement for more than six (6) months from the Expiration Date.
- 3.2 The Authority will have the option to extend the initial term of this Agreement for up to five (5) additional years in one (1) year increments from the Expiration Date of the initial term or any extended term. Each extension is subject to successful negotiation by the Parties of a scope of work and compensation schedule for the extended term.
- 3.3 To exercise its option to extend the initial term, or any extended term of this Agreement, the Authority must give Vendor written notice of its intent to exercise its option to extend at least ninety (90) days before the then current term expires. Any extended term will be agreed to in writing and executed by the Parties in the manner described in Article 23.

ARTICLE 4- VENDOR'S RESPONSIBILITIES

Vendor will:

- 4.1 If necessary, obtain and maintain throughout the term of this Agreement all licenses required to do business in the Commonwealth of Virginia and in the City of Norfolk, including, but not limited to, all business and other licenses required by any governmental agency responsible for regulating and licensing the services provided by Vendor under this Agreement.
- 4.2 Agree that when services provided under this Agreement relate to services which, under Virginia law, require a license, certificate of authorization or other form of legal entitlement to practice such services, Vendor will employ and/or retain only qualified personnel to provide those services.
- 4.3 Employ qualified personnel to perform the services described in Exhibit "A", including one or more supervisory employees with full authority to bind and obligate Vendor on all matters arising out of or relating to this Agreement.
- 4.4 Agree to promptly remove and replace any personnel employed or retained by Vendor (or any subcontractor or any personnel of any such subcontractor engaged by Vendor to

provide services under this Agreement, if permitted by this Agreement) upon the request from the Authority, which may make such requests in its sole discretion, with or without cause.

ARTICLE 5- ADDITIONAL SERVICES OF VENDOR

- 5.1 Additional Services refer to services requested by the Authority that are not specifically set out in the Scope of Services as listed in Exhibit "A".
- 5.2 Any additional services agreed to by the Parties will constitute a continuation of the services requested under this Agreement and must be provided and performed according to the terms of this Agreement and any amendment to this Agreement. Any amendment will describe: (1) the scope of the additional services requested; (2) the basis of compensation; and (3) the period for performance schedule for completion of the additional services.

ARTICLE 6- AUTHORITY'S RESPONSIBILITIES

The Authority will:

- 6.1 Designate one or more employees to act as the Authority's representative with respect to the services rendered under this Agreement. The Authority's representative(s) will have authority to transmit instructions, receive information, and interpret and define the Authority's policies and decisions with respect to Vendor's services under this Agreement.
- 6.2 Notify Vendor of any deficiencies in services rendered by Vendor.

ARTICLE 7- NOTICE TO PROCEED, CONTRACT AMENDMENTS, AND TIME FOR COMPLETION OF SERVICES

- 7.1 Vendor will not commence work under this Agreement until it receives a fully executed copy of this Agreement and a written notice to proceed or the equivalent from the Authority. Following the issuance of a notice to proceed and during the term of this Agreement, the Authority may assign specific tasks by Contract Amendment or similar document, to be signed by both Parties. Each Contract Amendment or similar document will include a lump sum or other compensation amount, and a schedule of services required or a delivery date for all services.
- 7.2 Time is of the essence for all services provided under this Agreement. The Authority may suffer damage if Vendor does not complete the required services in a timely manner. Vendor therefore agrees to employ or retain adequate personnel throughout the term of this Agreement to complete all services in a timely and diligent manner.
- 7.3 If Vendor is obstructed or delayed in the prosecution or completion of its services as a result of unforeseeable causes beyond the control of Vendor, and not due to its own fault or neglect, including but not restricted to: acts of God or of public enemies, acts of

- government or of the Authority, fires, floods, epidemics, quarantine regulations, strikes or lock-outs, then Vendor must notify the Authority in writing within seventy-two (72) hours after commencement of such delay, stating the cause or causes thereof, or be deemed to have waived any right which Vendor may have had to request a time extension.
- 7.4 No interruption, interference, inefficiency, suspension or delay in the commencement or progress of Vendor's services from any cause whatsoever, including those for which the Authority may be responsible in whole or in part, will relieve Vendor of its duty to perform services or give rise to any right to damages or additional compensation from the Authority. Vendor's sole remedy against the Authority will be the right to seek an extension of time to its schedule. This paragraph will expressly apply to claims for early completion, as well as claims based on late completion. Provided, however, if through no fault or neglect of Vendor, the services relating to a specific Contract Amendment or Task Authorization hereunder have not been completed within twenty-four (24) months of the date that Contract Amendment or Task Authorization was signed by both Parties, Vendor's compensation for that Contract Amendment or Task Authorization will be equitably adjusted, with respect to those services that have not yet been performed, to reflect the incremental increase in costs experienced by Vendor after expiration of said twenty-four (24) month period.
- 7.5 If Vendor fails to commence, provide, perform or complete any of the services to be provided hereunder in a timely and diligent manner, in addition to any other rights or remedies available to the Authority hereunder, the Authority at its sole discretion and option may withhold any and all payments due and owing to Vendor until such time as Vendor resumes performance of its obligations in such a manner so as to establish to the Authority's satisfaction that Vendor's performance is or will shortly be back on schedule.

ARTICLE 8- COMPENSATION AND METHOD OF PAYMENT

- 8.1 The Authority will pay Vendor for all authorized services provided by Vendor under this Agreement as prescribed in Exhibit "A", which is attached hereto and incorporated by reference.
- 8.2 All Tasks outlined in the Agreement are contingent upon the execution of a Contract Amendment. The Authority's approval and execution of this Agreement does not commit the Authority to the expenditure of any federal, state, local or other funds for any service listed in this Agreement. Only by execution of a Contract Amendment is the expenditure of funds authorized and committed. Vendor and the Authority understand, recognize and agree that there is no presumption of funding availability, authorization to work or commitment for future work until an appropriate Contract Amendment is executed by both Parties. Tasks may be authorized in whole or in part.
- 8.3 The Authority will issue payment to Vendor within thirty (30) calendar days after receipt of an invoice in an acceptable form and containing the requested breakdown and detailed description and documentation. If the Authority objects or takes exception to the amount of any Vendor invoice, the Authority will notify Vendor in writing of such objection or

exception within the thirty (30) day period. If such objection or exception remains unresolved at the end of the thirty (30) day period, the Authority will withhold the disputed amount and make payment to Vendor of all amounts not in dispute. Payment of any disputed amount will be resolved by the mutual agreement of the Parties.

- 8.4 Failure by Vendor to follow the instructions set out above will result in an unavoidable delay in payment by the Authority.
- 8.5 If this Agreement is terminated for the convenience of the Authority, or if the Authority suspends Vendor's services or work on all or part of the services required by this Agreement, the Authority agrees to compensate Vendor for such services performed in a satisfactory manner prior to the effective date of termination.
- 8.6 If services required under this Agreement are terminated, canceled, or decreased due to: (a) termination; (b) suspension in whole or in part; and/or (c) are modified by the subsequent issuance of Contract Amendment(s), Vendor will not be entitled to receive compensation for anticipated fees; profit, general and administrative overhead expenses or any other anticipated income or expense which may be associated with the services which are terminated, suspended, eliminated, canceled or decreased.

ARTICLE 9- NON-APPROPRIATION CLAUSE

- 9.1 All funds for payment by the Authority under this Agreement are subject to the availability of annual appropriation for this purpose by the Authority. In the event of non-appropriation of funds by the Authority for the services provided under this Agreement, the Authority will terminate the Agreement, without termination charge or other liability, on the last day of the then current fiscal year or when the appropriation made for the then-current year for the services covered by this Agreement is spent, whichever event occurs first. If at any time funds are not appropriated for the continuance of this Agreement, cancellation will be accepted by Vendor on thirty (30) days prior written notice, but failure to give such notice will be of no effect and the Authority will not be obligated under this Agreement beyond the date of termination.

ARTICLE 10- FAILURE TO PERFORM

- 10.1 If Vendor fails to commence, perform and/or complete any of the services and work required under this Agreement in a timely and diligent manner, the Authority may consider such failure as cause to terminate this Agreement. As an alternative to termination, the Authority may, at its option, withhold any or all payments due and owing to Vendor, not to exceed the amount of the compensation for the work in dispute, until such time as Vendor resumes performance of its obligations in accordance with the time and schedule of performance requirements set forth in this Agreement.

ARTICLE 11- VENDOR'S PUBLIC RECORDS OBLIGATIONS

- 11.1 Vendor specifically acknowledges that, as a Vendor performing services at a public commercial service airport, the Virginia Freedom of Information Act (FOIA) applies to its activities. Accordingly, or as otherwise provided by law, Vendor will;
- 11.2 Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed, except as authorized by law; and
- 11.3 Meet all requirements for retaining public records and transfer, at no cost to the Authority, all public records in possession of Vendor upon termination of this Agreement and destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. All records stored electronically must be provided to the Authority in a format that is compatible with the information technology system of the Authority.

ARTICLE 12- OWNERSHIP OF DOCUMENTS

- 12.1 Upon completion or termination of this Agreement, all records, documents, tracings, plans, specifications, maps, evaluations, reports and other technical data, other than working papers, prepared or developed by Vendor under this Agreement must be delivered to and become the property of the Authority. Vendor may retain copies thereof for files and internal use.

ARTICLE 13- MAINTENANCE OF RECORDS

- 13.1 Vendor will keep adequate records and supporting documentation that concern or reflect its services hereunder. The records and documentation will be retained by Vendor for a minimum of five (5) years from the date of expiration or termination of this Agreement or the date all work under this Agreement is complete, whichever is later. The Authority, Federal Aviation Administration (“FAA”), the Comptroller General of the United States, the Virginia Department of Aviation, or any duly authorized agent or representative of any of them will have the right to audit, inspect and copy all such records and documentation as often as they deem necessary during the period of this Agreement and during the five (5) year period thereafter; provided, however, such activity will be conducted only during normal business hours.

ARTICLE 14- INDEMNIFICATION

- 14.1 To the fullest extent permitted by law, Vendor, its successors, assigns and guarantors, will indemnify, defend, and hold harmless the Authority and its officials, employees, volunteers, and agents, from and against all third-party allegations, demands, proceedings, suits, actions, claims (including but not limited to claims of patent, trademark, or copyright infringement), liability, damages, losses, expenses (including but not limited to attorney fees and court costs, including the cost of appellate proceedings, and all claim-adjusting and handling expenses) or disbursements of any kind or nature, that may be asserted against, imposed on, or incurred by any of them, in any way relating to or to the extent arising from any actions, errors, mistakes or omissions of Vendor or any subcontractor or anyone directly or indirectly employed by any of them or anyone for

whose acts any of them may be liable relating to work, services and/or products provided under this Agreement.

ARTICLE 15- SOVEREIGN IMMUNITY

- 15.1 Vendor acknowledges and agrees that the Authority does not waive its sovereign immunity by entering into this Agreement and that nothing herein will be interpreted as a waiver of the Authority's rights, including the limitation of waiver of immunity under Virginia law, and the Authority expressly reserves those rights to the fullest extent allowed by law.

ARTICLE 16- INSURANCE

- 16.1 During the term of this Agreement, Vendor will provide, pay for, and maintain, with companies satisfactory to the Authority, the types of insurance described herein. Promptly after execution of this Agreement by both Parties, Vendor must obtain the insurance coverages and limits as set out in Exhibit "B". All insurance will be from responsible companies duly authorized to do business in the Commonwealth of Virginia and/or responsible risk retention group insurance companies registered with the Commonwealth of Virginia.

ARTICLE 17- SERVICES BY VENDOR'S OWN STAFF

- 17.1 Services performed hereunder will be performed by Vendor's own staff, unless otherwise authorized in writing by the Authority. The employment of, contract with, or use of the services of any other person or firm by Vendor, as independent Vendor or otherwise, will be subject to the prior written approval of the Authority. No provision of this Agreement will, however, be construed as constituting an agreement between the Authority and any such other person or firm. Nor will anything contained herein be deemed to give any such party or any third party any claim or right of action against the Authority beyond such as may otherwise exist without regard to this Agreement.
- 17.2 With the Authority's prior written approval, Vendor may be authorized to subcontract for certain services, subject to the Authority's rights under Article 5 above.

ARTICLE 18- WAIVER OF CLAIMS

- 18.1 Vendor's acceptance of final payment will constitute a full waiver of all claims, except for insurance company subrogation claims, by it against the Authority for services rendered under this Agreement, except those previously made in writing and identified by Vendor as unsettled at the time of the final payment. Neither the acceptance of Vendor's services nor payment by the Authority will be deemed to be a waiver of any of the Authority's rights against Vendor.

ARTICLE 19- AIRPORT SECURITY REQUIREMENTS

- 19.1 Vendor acknowledges that the Authority is subject to strict federal security regulations limiting access to secure areas of the Airport and prohibiting violations of the adopted Airport Security Program. Vendor may need access to these secure areas to complete the work required by this Agreement.
- 19.2 Vendor therefore agrees, in addition to the other indemnification and assumption of liability provisions set out above, to indemnify and hold harmless the Authority and its commissioners, officers and employees, from any duty to pay any fine or assessment or to satisfy any punitive measure imposed on the Authority by the FAA or any other governmental agency for breaches of security rules and regulations by Vendor, its agents, employees, subcontractor, or invitees.
- 19.3 Vendor further acknowledges that its employees and agents may be required to undergo background checks and take Airport Security and Access Procedures ("S.I.D.A.") training before receiving an Airport Security Identification Badge.
- 19.4 Immediately upon the completion of any work requiring airport security access under this Agreement, or upon the resignation or dismissal or conclusion of any work justifying airport security access to any agent, employee, subcontractor, or invitee of the Vendor, Vendor will notify the Airport Police Department that the Vendor's access authorization or that of any of Vendor's agents, employees, subcontractor, or invitees has changed. Vendor will confirm that notice, by written confirmation on company letterhead, within twenty-four (24) hours of providing initial notice to the Airport Police Department.
- 19.5 Upon termination of this Agreement, or the resignation or dismissal of any employee or agent, or conclusion of any work justifying airport security access to any agent, employee, subcontractor, or invitee of Vendor, Vendor will surrender any Airport Security Identification Badge held by Vendor or by Vendor's agents, employees, subcontractor, or invitees. If Vendor fails to surrender these items within five (5) days, Vendor may be assessed a fee per identification badge not returned. This fee will be billed to the Vendor or deducted from any money owing to Vendor, at the Authority's discretion.

ARTICLE 20- ASSIGNMENT, TRANSFER AND SUBCONTRACTS

- 20.1 Vendor will not assign or transfer any of its rights, benefits or obligations hereunder, without the prior written consent of the Authority. Vendor will have the right, subject to the Authority's prior written approval, to employ other persons and/or firms to serve as subcontractor in connection with Vendor's performance of services under the requirements of this Agreement.

ARTICLE 21- VENDOR AN INDEPENDENT CONTRACTOR

- 21.1 Vendor is an independent contractor and is not an employee or agent of the Authority. Nothing in this Agreement will be interpreted to establish any relationship other than that of an independent contractor between the Authority and Vendor, its employees, agents, subcontractor or assigns, during or after the performance of this Agreement.

ARTICLE 22- TERMINATION OR SUSPENSION

- 22.1 Vendor will be considered in material default of this Agreement and such default will be considered cause for the Authority to terminate this Agreement, in whole or in part, as further set forth in this section, for any of the following reasons: (a) failure to begin work under the Agreement within the times specified or under any Contract Amendment, or (b) failure to properly and timely perform the services as directed by the Authority as provided for in the Agreement, or (c) the bankruptcy or insolvency or a general assignment for the benefit of creditors by Vendor, or (d) failure to obey laws, ordinances, regulations or other codes of conduct, or (e) failure to perform or abide by the terms or spirit of this Agreement, or (f) for any other just cause. The Authority may so terminate this Agreement, in whole or in part, by giving Vendor seven (7) calendar days written notice.
- 22.2 If, after notice of termination of this Agreement, it is determined for any reason that Vendor was not in default, or that its default was excusable, or that the Authority was not entitled to the remedies against Vendor provided herein, then Vendor's remedies against the Authority will be the same as and limited to those afforded Vendor under paragraph 22.3. below.
- 22.3 The Authority will have the right to terminate this Agreement, in whole or in part, for convenience, and without cause upon thirty (30) calendar days written notice to Vendor. In the event of such termination for convenience, Vendor's recovery against the Authority will be limited to that portion of the fee earned through the date of termination, together with any retainage withheld and any costs reasonably incurred by Vendor that are directly attributable to the termination, but Vendor will not be entitled to any other or further recovery against the Authority, including, but not limited to, anticipated fees or profits on work not required to be performed.
- 22.4 Upon termination, Vendor will deliver to the Authority all original papers, records, documents, drawings, models, and other material set forth and described in this Agreement.
- 22.5 The Authority will have the power to suspend all or any portions of the services to be provided by Vendor hereunder upon giving Vendor two (2) calendar days prior written notice of such suspension. If all or any portion of the services to be rendered hereunder are so suspended, Vendor's sole and exclusive remedy will be an extension of time to its schedule.

ARTICLE 23- NOTICES AND ADDRESS OF RECORD

- 23.1 All notices required or made under this Agreement to be given by either party to the other will be in writing and will be delivered by hand, by United States Postal Service, or sent via email. to procurement@norfolkairport.com.

NORFOLK AIRPORT AUTHORITY

Representative(s): [name of dept POC]

Email Address: Procurement@norfolkairport.com

Physical Address: 2200 Norview Avenue, Norfolk, VA 23518

[VENDOR NAME]

Representative(s):

Email Address:

Physical Address:

- 23.2 Either party may change its address of record by written notice to the other party given in accordance with requirements of this Article.

ARTICLE 24- NO THIRD-PARTY RIGHTS

- 24.1 Nothing contained in this Agreement will create a contractual relationship with a third party, or any duty, obligation or cause of action in favor of any third party, against either the Authority or Vendor.
- 24.2 Services performed by Vendor under the Agreement are solely for the benefit of the Authority. This Agreement will not be construed to create any contractual relationship between Vendor and any third party. It is the intent of the Parties that there be no third-party beneficiaries to this Agreement. The fact that the Authority may enter into other agreements with third Parties that give Vendor and the Authority the right to observe work being performed by those third Parties, will not give rise to any duty or responsibility on the part of Vendor in favor of such third Parties.

ARTICLE 25- MISCELLANEOUS

- 25.1 Vendor, in representing the Authority, will promote the best interests of the Authority and assume towards the Authority a relationship of the highest trust, confidence, and fair dealing. Services provided under this Agreement must be performed in a workmanlike manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing under similar circumstances in the same geographic location.
- 25.2 No modification, waiver, suspension or termination of the Agreement or of any terms thereof will impair the rights or liabilities of either party.

- 25.3 Waiver by either party or a breach of any provision of this Agreement will not be deemed to be a waiver of any other breach and will not be construed to be a modification of the terms of this Agreement.
- 25.4 The headings of the Articles, Sections, Schedules and Attachments as contained in this Agreement are for the purpose of convenience only and will not be deemed to expand, limit or change the provisions in such Articles, Sections, Exhibits and Attachments.
- 25.5 This Agreement, including any Addenda and referenced Exhibits and Attachments, constitutes the entire agreement between the Parties and will supersede, replace and nullify any and all prior agreements or understandings, written or oral, relating to the matters outlined in this Agreement, and any such prior agreements or understanding will have no force or effect whatsoever on this Agreement.
- 25.6 In all contracts for goods or services that exceed \$10,000, as required by § 2.2-4311.3, Va. Code, the use of forced or indentured child labor in the performance of the contract is strictly prohibited and the contractor is required to include such prohibition in every subcontract or purchase order that exceeds \$10,000, so that the prohibition will be binding upon each subcontractor or vendor.

ARTICLE 26- APPLICABLE LAW

- 26.1 This Agreement is governed by the laws of the Commonwealth of Virginia. Any suit or action brought by either party to this Agreement against the other party relating to or arising out of this Agreement may only be brought in the state or federal courts located in the City of Norfolk, Virginia. The prevailing party in any such suit or action will be entitled to recover from the other party their reasonable attorneys' fees and court costs, including any appeals.

ARTICLE 27- E-VERIFY

- 27.1 To the extent required by § 2.2-4308.2, Va. Code, Vendor certifies that it has enrolled and is using in the U.S. Department of Homeland Security's E-Verify Program for Employment Verification in accordance with the terms governing use of the Program and is eligible to enter this Agreement. Vendor further agrees (if required by law) to provide the Authority with proof of such enrollment within thirty (30) days of the date of this Agreement, and to use the E-Verify Program to confirm the employment eligibility of:
 - 27.1.1 All persons employed by Vendor during the term of this Agreement; and
 - 27.1.2 All persons, including subcontractor, assigned by the Vendor to perform work or provide services under the Agreement.
- 27.2 To the extent required by Virginia law, Vendor further agrees:
 - 27.2.2 It will require each subcontractor performing work or providing services under this Agreement to enroll in and use the U.S. Department of Homeland Security's E-Verify

Program for Employment Verification to verify the employment eligibility of all persons employed by the subconsultant or subcontractor during the term of this Agreement; and

27.2.3 To maintain records of its participation and compliance with the provisions of the E-Verify Program, including participation by its subconsultants and subcontractors as provided above, and to make such records available to the Authority or other authorized state or federal agency consistent with the terms of this Agreement.

27.3 Compliance with the terms of this Article is made an express condition of this Agreement, and the Authority may treat failure to comply as a material breach of the Agreement and grounds for immediate termination. However, this will only apply if Vendor is subject to the E-Verify program § 2.2-4308.2, Va. Code but fails to comply with the applicable statutory requirements.

ARTICLE 28- REQUIRED FEDERAL CONTRACT PROVISIONS

28.1 During the performance of this Agreement, Vendor, for itself, its assignees and successors in interest agrees to comply with all federally required contract provisions attached to and incorporated as part of this Agreement as Exhibit "C".

ARTICLE 29- AMENDMENTS OR MODIFICATIONS

29.1 No amendment or modification to this Agreement will be valid or binding upon the Parties unless in writing as an Amendment to this Agreement and executed by both Parties intended to be bound by it.

ARTICLE 30- COUNTERPARTS

30.1 This Agreement may be executed in one or more counterparts, each of which will be deemed an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same agreement. The exchange of copies of this Agreement and of signature pages by attachment of an Adobe Portable Document Format ("PDF") file to e-mail shall constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes. Signatures of the parties transmitted by attachment of a PDF file to e-mail shall be deemed their original signatures for all purposes.

IN WITNESS WHEREOF, the Parties have executed this Agreement effective the day and year first written above.

NORFOLK AIRPORT AUTHORITY

Signature: _____

Printed Name: _____

Title: _____

Date: _____

[VENDOR NAME]

Signature: _____

Printed Name: _____

Title: _____

Date: _____

EXHIBIT "J"
FAA REQUIRED CONTRACT PROVISIONS FOR NON-AIP PROJECTS
(effective 03/17/2026)

1. Civil Rights- General

- In all its activities within the scope of the contract, the Contractor agrees to comply with pertinent statutes, executive orders, and such rules as identified in Title VI List of Pertinent Nondiscrimination Acts and Authorities to ensure that no person will, on the grounds of race, color, national origin, creed, sex, age, or disability be excluded from participating in any activity conducted with or benefitting from Federal assistance. This provision is in addition to that required by Title VI of the Civil Rights Act of 1964.
- This provision obligates the Contractor from the bid/proposal solicitation period through the completion of all services under the contract. If the Contractor transfers its obligations under the contract to another, the transferee is obligated in the same manner as the Contractor.

2. Title VI Solicitation Notice

The Norfolk Airport Authority, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4), 28 CFR § 50.3, and 49 CFR Part 21, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to a solicitation, all contractors will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of the owner's race, color, national origin, sex, creed, age, or disability in consideration for an award.

The, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 USC §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders or proposers that it will affirmatively ensure that, for any contract entered into pursuant to this procurement, all contractors will be afforded full and fair opportunity to submit bids in response to this invitation and no businesses will be discriminated against on the grounds of race, color, national origin, creed, sex , age, or disability in consideration for an award.

3. Title VI List of Pertinent Nondiscrimination Acts and Authorities

During the performance of this contract, the Contractor, for itself, its assignees, and successors in interest, agrees to comply with the following nondiscrimination statutes and authorities, including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 USC § 2000d et seq., 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);
- 49 CFR Part 21 (Non-discrimination in Federally-Assisted programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964);
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (42 USC § 4601) (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);

- Section 504 of the Rehabilitation Act of 1973 (29 USC § 794 et seq.), as amended (prohibits discrimination on the basis of disability); and 49 CFR part 27 (Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance);
- The Age Discrimination Act of 1975, as amended (42 USC § 6101 et seq.) (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982 (49 USC § 47123), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987 (PL 100-259) (broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and Contractors, whether such programs or activities are Federally funded or not); and
- Titles II and III of the Americans with Disabilities Act of 1990 (42 USC § 12101, et seq) (prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities) as implemented by U.S. Department of Transportation regulations at 49 CFR parts 37 and 38; and
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. § 1681, et seq).

4. Compliance with Nondiscrimination Requirements

During the performance of this contract, the Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “Contractor”), agrees as follows:

- **Compliance with Regulations:** The Contractor (hereinafter includes consultants) will comply with the Title VI List of Pertinent Nondiscrimination Acts and Authorities, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
- **Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin, creed, sex, age, or disability in the selection and retention of subcontractors, including procurements of materials and contracts of equipment. The Contractor will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.
- **Solicitations for Subcontracts, including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding or negotiation made by the Contractor for work to be performed under a subcontract, including procurements of materials, or contracts of equipment, each potential subcontractor or supplier will be notified by the Contractor of the Contractor’s obligations under this contract and the Nondiscrimination Acts and Authorities on the grounds of race, color, or national origin.

- **Information and Reports:** The Contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Authority or the FAA to be pertinent to ascertain compliance with such Nondiscrimination Acts and Authorities and instructions. Where any information required of a Contractor is in the exclusive possession of another who fails or refuses to furnish the information, the Contractor will so certify to the Authority or the FAA, as appropriate, and will set forth what efforts it has made to obtain the information.

- **Sanctions for Noncompliance:** In the event of a Contractor's noncompliance with the non-discrimination provisions of this contract, the Authority will impose such contract sanctions as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to: (i) withholding payments to the Contractor under the contract until the Contractor complies; or (ii) cancelling, terminating, or suspending the contract, in whole or in part.

- **Incorporation of Provisions:** The Contractor will include the provisions of Sections 4(A)-(E) above in every subcontract, including procurements of materials or equipment, unless exempt by the Acts, the Regulations, and directives issued pursuant thereto. The Contractor will take action with respect to any subcontract or procurement as the Authority or the FAA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the Contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the Contractor may request the Authority to enter into any litigation to protect the interests of the Authority. In addition, the Contractor may request the United States to enter into the litigation to protect the interests of the United States.

5. Leases and Other Uses of Airport Property

- The Contractor, for itself, its personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the Contractor will use the premises in compliance with all other requirements imposed by or pursuant to the Title VI List of Pertinent Nondiscrimination Acts and Authorities.

- In the event of breach of any of the above nondiscrimination covenants, the Authority will have the right to terminate the contract and to enter or re-enter and repossess the facilities thereon, and hold the same as if said contract had never been made or issued.

6. Disadvantaged Business Enterprise:

The requirements of 49 CFR Part 26 including any amendments thereto apply to this contract. It is the policy of the Norfolk Airport Authority to practice nondiscrimination based on race, color, sex, or national origin in the award or performance of this contract. The Authority encourages participation by all firms qualifying under this solicitation regardless of business size or ownership.

A. Contract Assurance:

For contracts covered by the Authority's DBE Program, the Contractor, subrecipient or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The Contractor shall carry out applicable requirements of 49 CFR Part 26, including any amendments thereto, in the award and administration of DOT-assisted contracts. Failure by the Contractor to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as the recipient deems appropriate, which may include, but is not limited to:

- a. Withholding monthly progress payments;
- b. Assessing sanctions;
- c. Liquidated damages; and/or
- d. Disqualifying the Contractor from future bidding as non-responsible.

B. Prompt Payment (49 CFR § 26.29):

The prime contractor agrees to pay each subcontractor under this contract for satisfactory performance of its contract no later than fifteen (15) days from the receipt of each payment Contractor receives from the Authority. Contractor agrees further to return any retainage payments to each subcontractor within thirty (30) days after the subcontractor's work is satisfactorily completed. Any delay or postponement of payment beyond these time limits may occur only for good cause following written approval of the delay by the Authority. This clause applies to both DBE and non-DBE subcontractors.

C. Termination of DBE Subcontracts (49 CFR § 26.53(f)):

The prime contractor must not terminate a DBE subcontractor listed in response to the Solicitation (or an approved substitute DBE firm) without prior written consent of the Authority. This includes, but is not limited to, instances in which the prime contractor seeks to perform work originally designated for a DBE subcontractor with its own forces or those of an affiliate, a non-DBE firm, or with another DBE firm.

The prime contractor shall utilize the specific DBEs listed to perform the work and supply the materials for which each is listed unless the contractor obtains written consent from the Authority. Unless the Authority consent is obtained, the prime contractor shall not be entitled to any payment for work or material unless it is performed or supplied by the listed DBE.

The Authority may provide such written consent only if it agrees, for reasons stated in the concurrence document, that the prime contractor has good cause to terminate the DBE firm. For purposes of this paragraph, good cause includes the circumstances listed in 49 CFR § 26.53.

Before transmitting to the Authority its request to terminate and/or substitute a DBE subcontractor, the prime contractor must give notice in writing to the DBE subcontractor, with a copy to the Authority, of its intent to request to terminate and/or substitute, and the reason for the request.

The prime contractor must give the DBE five days to respond to the prime contractor's notice and advise the Authority and the contractor of the reasons, if any, why it objects to the proposed termination of its subcontract and why the Authority should not approve the prime contractor's action. If required in a particular case as a matter of public necessity (e.g., safety), the Authority may provide a response period shorter than five days.

In addition to post-award terminations, the provisions of this section apply to pre-award deletions of or substitutions for DBE firms put forward by offerors in negotiated procurements.

7. Federal Fair Labor Standards Act:

All contracts and subcontracts that result from this solicitation incorporate by reference the provisions of 29 CFR Part 201, et seq, the Federal Fair Labor Standards Act (FLSA), with the same force and effect as if given in full text. The FLSA sets minimum wage, overtime pay, recordkeeping, and child labor standards for full and part-time workers.

The Contractor has full responsibility to monitor compliance to the referenced statute or regulation. The Contractor must address any claims or disputes that arise from this requirement directly with the U.S. Department of Labor – Wage and Hour Division.

**EXHIBIT “K”
INSURANCE REQUIREMENTS
PRODUCTS AND SERVICES - OFF THE AIRFIELD**

1. Insurer Requirements

All insurance must be placed with insurers who are duly licensed or authorized to do business within the Commonwealth of Virginia, and with an A.M. Best Rating of not less than A-VII. Regardless of this requirement, the Authority in no way warrants that the required minimum insurer rating is sufficient to protect Vendor from potential insurer insolvency. The Authority reserves the right to reject insurance written by an insurer it deems unacceptable because of poor financial condition or other operational deficiency.

2. Policy Conditions

All policies of insurance will contain provisions that advance written notice will be given to the Authority of any cancellation, intent not to renew, material change or alteration, or reduction in the policies' coverages, except in the application of the Aggregate Limits provision of any policy. If there is a reduction in the Aggregate Limit of any policy, Vendor will immediately take steps to have the Aggregate Limit reinstated to the full extent permitted under such policy. If there is a cancellation, Vendor agrees to obtain replacement coverage as soon as possible.

All liability insurance policies obtained by Vendor to meet the requirements of this Agreement, other than Worker's Compensation and Employer's Liability and Professional Liability policies, will name the Authority as an additional insured as to the services of Vendor under this Agreement and will contain the severability of interests provisions.

All of Vendor's insurance coverages will be primary and non-contributory to any insurance or self-insurance program carried by the Authority and applicable to work under this Agreement and will include a waiver of subrogation in favor of the Authority.

All insurance coverages will remain in force for at least one (1) year after the Authority has accepted the work or has made the final payment, whichever is later, and Certificates of Insurance will continue to be sent to the Authority to confirm the coverages are in place and are valid.

3. Authority Acceptance

The acceptance by the Authority of any Certificate of Insurance evidencing the insurance coverages and limits required in this Agreement does not constitute approval or agreement by the Authority that the insurance requirements have been met or that the insurance policies shown in the Certificates of Insurance are in compliance with the requirements of this Agreement.

Upon acceptance, the Certificates must be signed by an Authorized Representative of the insurance company/companies shown on the Certificates with proof that s/he is an authorized representative thereof.

No work may commence on any task assigned under this Agreement unless and until the required Certificates of Insurance are received and approved by the Authority. During the term of this Agreement, Vendor will provide, pay for, and maintain, with companies satisfactory to the Authority, the types of insurance described herein.

In addition, copies of all insurance policies will be provided to the Authority, on a timely basis, if requested by the Authority. If any insurance provided under this Agreement will expire prior to the completion of the services provided under this Agreement, renewal Certificates of Insurance on an

acceptable form and copies of the renewal policies, if requested, must be furnished to the Authority at least thirty (30) days prior to the date of expiration.

4. Noncompliance

If Vendor does not maintain the insurance coverages required by this Agreement, the Authority may cancel the Agreement or at its sole discretion is authorized to purchase such coverages and charge Vendor for such coverages purchased. The Authority will be under no obligation to purchase such insurance, nor will it be responsible for the coverages purchased or the insurance company/companies used. The decision of the Authority to purchase such insurance coverages will in no way be construed to be a waiver of its rights under this Agreement.

5. Required Coverages

Commercial General Liability (CGL) Insurance, Business Automobile Insurance (BAP), Pollution Liability Insurance if specified, Workers’ Compensation, and Employers Liability Insurance (WC) to protect the Vendor, Subcontractors, and the Authority from third-party, employee and volunteer liability claims for bodily injury, personal injury, property damage, products liability, completed operations, the use, loading and unloading of any licensed vehicles and the bodily injury, on site and off site pollution occurrences, occupational sickness or disease including death and disability benefits of the Virginia Workers’ Compensation Act arising out of the Vendor’s or Subcontractors completed work or work in progress for at least those limits illustrated below.

The amounts and types of insurance described below are the minimum requirements and are not intended to limit the Authority’s access to additional coverage if more coverage is available. All amounts and types of insurance will conform to the following minimum requirements where applicable:

Commercial General Liability

General Aggregate Limit	\$2,000,000
Products-Completed Operations Aggregate	\$2,000,000
Personal and Advertising Injury	\$1,000,000
Each Occurrence Limit	\$1,000,000
Fire Damage Limit (Any One Fire)	\$100,000
Medical Expense Limit (Any One Person)	\$10,000
Retention or Deductible	None
Hold Harmless Agreement	Existence Stated in CGL Contract

Business Automobile

Liability	\$1,000,000
Medical Payments	\$5,000
Uninsured Motorist	\$1,000,000
Hired, Rented and Leased Autos	\$1,000,000
Non-Owned Autos	\$1,000,000
Retention or Deductible	None Comprehensive
Deductible	Vendors Choice Collision
Deductible	Vendors Choice

Workers' Compensation and Employers Liability

Workers' Compensation	Statutory Benefits
Employers Liability	\$500/\$500/\$500,000 or Amount Necessary for Excess Liability Underwriters
Retention or Deductible	None

Excess Third-Party Liability As Specified

General Aggregate	\$1,000,000
Products-Completed Operations	\$1,000,000
Each Incident Limit	\$1,000,000
Retention	None or \$10,000
Over and Above these Primary Placements:	Maximum
Commercial General Liability	
Business Auto Liability Including Hired and Non-Owned Auto Liability Employers Liability	
Professional Liability	\$1,000,000
Cyber Liability	\$1,000,000

Vendors' Pollution Liability If Specified

Each Occurrence	\$5,000,000	General Aggregate	\$5,000,000
Retention or Deductible			\$10,000 or Less
Including Coverage for On-Site and Off-Site Cleanup and Damages to the Authority's Property, Property of Others On-Site and Property of Others Off-Site.			

EXHIBIT "L"
PROOF OF AUTHORITY TO TRANSACT BUSINESS IN VIRGINIA
(Submit with RFP)

Pursuant to Virginia Code §2.2-4311.2 an Offeror/Bidder organized or authorized to transact business in the Commonwealth pursuant to Title 13.1 or Title 50 of the Code of Virginia shall include in its proposal/bid the identification number issued to it by the State Corporation Commission ("SCC"). Any Offeror/Bidder that is not required to be authorized to transact business in the Commonwealth as a foreign business entity under Title 13.1 or Title 50 of the Code of Virginia or as otherwise required by law shall include in its proposal a statement describing why the Offeror/Bidder is not required to be so authorized.

If this proposal for goods or services is accepted by the Norfolk Airport Authority ("Authority") the undersigned agrees that the requirements of the Code of Virginia Section §2.2-4311.2 have been met.

Please complete the following by checking the appropriate line that applies and providing the requested information:

- Offeror/Bidder is a Virginia business entity organized and authorized to transact business in Virginia by the SCC.

Vendor's Identification Number issued to it by the SCC: _____

- Offeror/Bidder is an out-of-state (foreign) business entity that is authorized to transact business in Virginia by the SCC.

Vendor's Identification Number issued to it by the SCC: _____

- Offeror/Bidder does not have an Identification Number issued to it by the SCC. Such vendor is not required to be authorized to transact business in Virginia by the SCC. (Attach additional sheets to explain why such Offeror/Bidder is not required to be authorized to transact business in Virginia.)

- Bidder/offeror currently has a pending application before the SCC for authority to transact business in the Commonwealth of Virginia and wish to be considered for a waiver to allow you to submit the SCC identification number after the due date for bids/proposals (the Authority reserves the right to determine in its sole discretion whether to allow such waiver).

Offeror/Bidder Company

Printed Name & Title

Signature

EXHIBIT "N"

Form **W-9**
(Rev. March 2024)
Department of the Treasury
Internal Revenue Service

**Request for Taxpayer
Identification Number and Certification**

Go to www.irs.gov/FormW9 for instructions and the latest information.

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

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)

2 Business name/disregarded entity name, if different from above.

3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only **one** of the following seven boxes.

Individual/sole proprietor C corporation S corporation Partnership Trust/estate

LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) _____

Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.

Other (see instructions) _____

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____

3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions

(Applies to accounts maintained outside the United States.)

5 Address (number, street, and apt. or suite no.). See instructions. Requester's name and address (optional)

6 City, state, and ZIP code

7 List account number(s) here (optional)

Print or type.
See Specific Instructions on page 3.

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

				-						
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or

Employer identification number

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Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person	Date
	_____	_____

General Instructions

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

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

must obtain your correct taxpayer identification number (TIN), which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid).
- Form 1099-DIV (dividends, including those from stocks or mutual funds).
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds).
- Form 1099-NEC (nonemployee compensation).
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers).
- Form 1099-S (proceeds from real estate transactions).
- Form 1099-K (merchant card and third-party network transactions).
- Form 1098 (home mortgage interest), 1098-E (student loan interest), and 1098-T (tuition).
- Form 1099-C (canceled debt).
- Form 1099-A (acquisition or abandonment of secured property).

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

Caution: If you don't return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See *What is backup withholding*, later.

By signing the filled-out form, you:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued);
2. Certify that you are not subject to backup withholding; or
3. Claim exemption from backup withholding if you are a U.S. exempt payee; and
4. Certify to your non-foreign status for purposes of withholding under chapter 3 or 4 of the Code (if applicable); and
5. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting is correct. See *What Is FATCA Reporting*, later, for further information.

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

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

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

Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding. Payments made to foreign persons, including certain distributions, allocations of income, or transfers of sales proceeds, may be subject to withholding under chapter 3 or chapter 4 of the Code (sections 1441–1474). Under those rules, if a Form W-9 or other certification of non-foreign status has not been received, a withholding agent, transferee, or partnership (payor) generally applies presumption rules that may require the payor to withhold applicable tax from the recipient, owner, transferor, or partner (payee). See Pub. 515, *Withholding of Tax on Nonresident Aliens and Foreign Entities*.

The following persons must provide Form W-9 to the payor for purposes of establishing its non-foreign status.

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

See Pub. 515 for more information on providing a Form W-9 or a certification of non-foreign status to avoid withholding.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person (under Regulations section 1.1441-1(b)(2)(iv) or other applicable section for chapter 3 or 4 purposes), do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Pub. 515). If you are a qualified foreign pension fund under Regulations section 1.897(l)-1(d), or a partnership that is wholly owned by qualified foreign pension funds, that is treated as a non-foreign person for purposes of section 1445 withholding, do not use Form W-9. Instead, use Form W-8EXP (or other certification of non-foreign status).

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

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

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

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

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

Backup Withholding

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 24% of such payments. This is called "backup withholding." Payments that may be subject to backup withholding include, but are not limited to, interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third-party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

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

Payments you receive will be subject to backup withholding if:

1. You do not furnish your TIN to the requester;
2. You do not certify your TIN when required (see the instructions for Part II for details);
3. The IRS tells the requester that you furnished an incorrect TIN;
4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only); or
5. You do not certify to the requester that you are not subject to backup withholding, as described in item 4 under "By signing the filled-out form" above (for reportable interest and dividend accounts opened after 1983 only).

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

See also *Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding*, earlier.

What Is FATCA Reporting?

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

Updating Your Information

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

Penalties

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

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

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

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

Specific Instructions

Line 1

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

If this Form W-9 is for a joint account (other than an account maintained by a foreign financial institution (FFI)), list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9. If you are providing Form W-9 to an FFI to document a joint account, each holder of the account that is a U.S. person must provide a Form W-9.

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

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

- **Sole proprietor.** Enter your individual name as shown on your Form 1040 on line 1. Enter your business, trade, or "doing business as" (DBA) name on line 2.

- **Partnership, C corporation, S corporation, or LLC, other than a disregarded entity.** Enter the entity's name as shown on the entity's tax return on line 1 and any business, trade, or DBA name on line 2.

- **Other entities.** Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. Enter any business, trade, or DBA name on line 2.

- **Disregarded entity.** In general, a business entity that has a single owner, including an LLC, and is not a corporation, is disregarded as an entity separate from its owner (a disregarded entity). See Regulations section 301.7701-2(c)(2). A disregarded entity should check the appropriate box for the tax classification of its owner. Enter the owner's name on line 1. The name of the owner entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For

example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner's name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity's name on line 2. If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

Line 2

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

Line 3a

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

IF the entity/individual on line 1 is a(n) . . .	THEN check the box for . . .
• Corporation	Corporation.
• Individual or • Sole proprietorship	Individual/sole proprietor.
• LLC classified as a partnership for U.S. federal tax purposes or • LLC that has filed Form 8832 or 2553 electing to be taxed as a corporation	Limited liability company and enter the appropriate tax classification: P = Partnership, C = C corporation, or S = S corporation.
• Partnership	Partnership.
• Trust/estate	Trust/estate.

Line 3b

Check this box if you are a partnership (including an LLC classified as a partnership for U.S. federal tax purposes), trust, or estate that has any foreign partners, owners, or beneficiaries, and you are providing this form to a partnership, trust, or estate, in which you have an ownership interest. You must check the box on line 3b if you receive a Form W-8 (or documentary evidence) from any partner, owner, or beneficiary establishing foreign status or if you receive a Form W-9 from any partner, owner, or beneficiary that has checked the box on line 3b.

Note: A partnership that provides a Form W-9 and checks box 3b may be required to complete Schedules K-2 and K-3 (Form 1065). For more information, see the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

If you are required to complete line 3b but fail to do so, you may not receive the information necessary to file a correct information return with the IRS or furnish a correct payee statement to your partners or beneficiaries. See, for example, sections 6698, 6722, and 6724 for penalties that may apply.

Line 4 Exemptions

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

Exempt payee code.

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

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

1—An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2).

- 2—The United States or any of its agencies or instrumentalities.
- 3—A state, the District of Columbia, a U.S. commonwealth or territory, or any of their political subdivisions or instrumentalities.
- 4—A foreign government or any of its political subdivisions, agencies, or instrumentalities.
- 5—A corporation.
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or territory.
- 7—A futures commission merchant registered with the Commodity Futures Trading Commission.
- 8—A real estate investment trust.
- 9—An entity registered at all times during the tax year under the Investment Company Act of 1940.
- 10—A common trust fund operated by a bank under section 584(a).
- 11—A financial institution as defined under section 581.
- 12—A middleman known in the investment community as a nominee or custodian.
- 13—A trust exempt from tax under section 664 or described in section 4947.

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

IF the payment is for . . .	THEN the payment is exempt for . . .
<ul style="list-style-type: none"> • Interest and dividend payments 	All exempt payees except for 7.
<ul style="list-style-type: none"> • Broker transactions 	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
<ul style="list-style-type: none"> • Barter exchange transactions and patronage dividends 	Exempt payees 1 through 4.
<ul style="list-style-type: none"> • Payments over \$600 required to be reported and direct sales over \$5,000¹ 	Generally, exempt payees 1 through 5. ²
<ul style="list-style-type: none"> • Payments made in settlement of payment card or third-party network transactions 	Exempt payees 1 through 4.

¹ See Form 1099-MISC, Miscellaneous Information, and its instructions.

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

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

A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37).

B—The United States or any of its agencies or instrumentalities.

C—A state, the District of Columbia, a U.S. commonwealth or territory, or any of their political subdivisions or instrumentalities.

D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i).

E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i).

F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state.

G—A real estate investment trust.

H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of 1940.

I—A common trust fund as defined in section 584(a).

J—A bank as defined in section 581.

K—A broker.

L—A trust exempt from tax under section 664 or described in section 4947(a)(1).

M—A tax-exempt trust under a section 403(b) plan or section 457(g) plan.

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

Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns. If this address differs from the one the requester already has on file, enter "NEW" at the top. If a new address is provided, there is still a chance the old address will be used until the payor changes your address in their records.

Line 6

Enter your city, state, and ZIP code.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have, and are not eligible to get, an SSN, your TIN is your IRS ITIN. Enter it in the entry space for the Social security number. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN.

If you are a single-member LLC that is disregarded as an entity separate from its owner, enter the owner's SSN (or EIN, if the owner has one). If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note: See *What Name and Number To Give the Requester*, later, for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at www.SSA.gov. You may also get this form by calling 800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/EIN. Go to www.irs.gov/Forms to view, download, or print Form W-7 and/or Form SS-4. Or, you can go to www.irs.gov/OrderForms to place an order and have Form W-7 and/or Form SS-4 mailed to you within 15 business days.

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

Note: Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon. See also *Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding*, earlier, for when you may instead be subject to withholding under chapter 3 or 4 of the Code.

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

Part II. Certification

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

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

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

1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983. You must give your correct TIN, but you do not have to sign the certification.

2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.

3. Real estate transactions. You must sign the certification. You may cross out item 2 of the certification.

4. Other payments. You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third-party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).

5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), ABLÉ accounts (under section 529A), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions. You must give your correct TIN, but you do not have to sign the certification.

What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
1. Individual	The individual
2. Two or more individuals (joint account) other than an account maintained by an FFI	The actual owner of the account or, if combined funds, the first individual on the account ¹
3. Two or more U.S. persons (joint account maintained by an FFI)	Each holder of the account
4. Custodial account of a minor (Uniform Gift to Minors Act)	The minor ²
5. a. The usual revocable savings trust (grantor is also trustee)	The grantor-trustee ¹
b. So-called trust account that is not a legal or valid trust under state law	The actual owner ¹
6. Sole proprietorship or disregarded entity owned by an individual	The owner ³
7. Grantor trust filing under Optional Filing Method 1 (see Regulations section 1.671-4(b)(2)(i)(A))**	The grantor*

For this type of account:	Give name and EIN of:
8. Disregarded entity not owned by an individual	The owner
9. A valid trust, estate, or pension trust	Legal entity ⁴
10. Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
11. Association, club, religious, charitable, educational, or other tax-exempt organization	The organization
12. Partnership or multi-member LLC	The partnership
13. A broker or registered nominee	The broker or nominee
14. Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
15. Grantor trust filing Form 1041 or under the Optional Filing Method 2, requiring Form 1099 (see Regulations section 1.671-4(b)(2)(i)(B))**	The trust

¹ List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

² Circle the minor's name and furnish the minor's SSN.

³ You must show your individual name on line 1, and enter your business or DBA name, if any, on line 2. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.

⁴ List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.)

* **Note:** The grantor must also provide a Form W-9 to the trustee of the trust.

** For more information on optional filing methods for grantor trusts, see the Instructions for Form 1041.

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

Secure Your Tax Records From Identity Theft

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

To reduce your risk:

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

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

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

For more information, see Pub. 5027, Identity Theft Information for Taxpayers.

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

Protect yourself from suspicious emails or phishing schemes.

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

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

If you receive an unsolicited email claiming to be from the IRS, forward this message to phishing@irs.gov. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 800-366-4484. You can forward suspicious emails to the Federal Trade Commission at spam@uce.gov or report them at www.ftc.gov/complaint. You can contact the FTC at www.ftc.gov/idtheft or 877-IDTHEFT (877-438-4338). If you have been the victim of identity theft, see www.IdentityTheft.gov and Pub. 5027.

Go to www.irs.gov/IdentityTheft to learn more about identity theft and how to reduce your risk.

Privacy Act Notice

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

EXHIBIT "O"

RFP-FY26-101-02 Response Questionnaire

Experience & Qualifications

- How long has your company provided occupational health services?
- List similar contracts or clients (include name, dates, services provided)
- List any licenses, certifications, or accreditations your company holds

Staffing

- Provide the names, titles, and qualifications of key staff who will perform services
- Describe how you ensure staff are trained and certified
- Explain how you will cover absences or emergencies

Scheduling

- Describe your process for scheduling appointments
- Can you provide after-hours or emergency service within two (2) hours?
- Explain how you handle urgent requests or last-minute changes

Reporting

- Can you provide monthly and quarterly reports?

- Describe how you report results and ensure HIPAA compliance.

Pricing

- Provide your pricing for requested services.
- List any additional or optional fees?
- Will pricing remain consistent during the contract term?

References

- Please provide references on “Exhibit P”

Vendor Reference Evaluation Form

Financial Services Consulting RFP

Vendor Being Referenced:

Reference Organization:

Reference Contact Name & Title:

Phone Number:

Email Address:

Project Name:

Contract/Project Amount:

Dates Services Were Provided:

Rating Scale: 1 = Poor 2 = Fair 3 = Satisfactory 4 = Good 5 = Excellent

Overall Quality of Services

 / 5

Responsiveness & Communication

 / 5

Ability to Meet Deadlines

 / 5

Professionalism of Staff

 / 5

Problem Resolution

 / 5

Reliability & Consistency

 / 5

Would You Recommend This Vendor?

 / 5

Additional Comments

Overall Recommendation

Highly Recommend

Recommend

Recommend with Reservations

Do Not Recommend

Thank you for taking the time to complete this questionnaire.