REQUEST FOR INFORMATION NUMBER B0004055

Department of Purchasing
3221 McKelvey Road
Bridgeton, MO 63044

SPECIFICATIONS FOR COMPENSATION CONSULTING SERVICES

FOR ADDITIONAL INFORMATION, CONTACT:
Cynthia Green, Purchasing Supervisor
Phone: 314 539-5227 or email: cgreen2@stlcc.edu

All questions regarding this RFI should be submitted in writing to cgreen2@stlcc.edu. Please do not contact anyone other than Cynthia Green for information regarding this solicitation.

IFB CLOSING DATE: Friday, March 12, 2021
IFB CLOSING TIME: 2:00 p.m., local time

Date Issued: February 17, 2021
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M/WBE Participation Clause:

St. Louis Community College is committed to providing equal opportunities for business growth and development to Minority and Women-Owned Business Enterprises (M/WBEs). St. Louis Community College will ensure that M/WBEs are given the opportunity to do business with the college by increasing the amount of business placed with such enterprises when possible. The goal is to ensure supplier diversity is part of both the pool of suppliers and part of the supply chain in all areas of the College’s sourcing activities in our Procurement and Engineering and Design Departments.
**INSTRUCTIONS TO ALL BIDDERS**

St. Louis Community College ("College") welcomes all interested parties to participate in its competitive bid process. Respondents will be expected to submit proposals that are in compliance with the terms and conditions as outlined below:

1. All awards are subject to final approval by St. Louis Community College’s Board of Trustees, or their designated representative(s).
2. Proposals must be sealed and delivered to the Department of Purchasing, 3221 Mckelvey Road, Bridgeton, MO 63044 on or before the time and date stipulated in the Invitation for Bid document. **All late bids will be rejected.**
3. The successful bidder(s) must comply with the State of Missouri’s Revised Statute RSMO 285.530 which states: No business entity or employer shall knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the state of Missouri. **The affidavit included in Attachment A must be completed and notarized to meet this provision. (This may be submitted after the notice of award is given.)**
4. All proposals must be signed by a duly authorized representative of the person, partnership or corporation offering the bid. Failure to sign the College Invitation for Bid document will result in automatic disqualification of that bid. The College reserves the right to request written confirmation of persons authorized to sign all bids on behalf of a company.
5. Vendors may submit more than one bid proposal. No penalty or credit will be given for submitting multiple proposals.
6. Bidders are responsible for reviewing their proposals prior to submission to be certain they can honor all prices, terms and conditions offered in bid. Bidders may submit written amendments or withdraw their bid proposals up until the date and time of the scheduled bid opening. Once bids have been opened, all bidders will be expected to honor all prices and terms offered in total. Unit price will prevail in cases of extension errors. Bid defaults will result in either temporary or permanent removal from the College’s list of vendors in good standing.
7. If this proposal is accepted by the College, in whole or in part, it becomes a binding contract for the item(s) or section(s) designated when signed by an authorized representative of the College and returned to the Proposer. By signing and submitting this bid, you are offering to sell the goods and/or services to the College on the terms and conditions contained in this Invitation for Bid. All purchases are subject to the terms and conditions contained in and attached to this Invitation for Bid. By submitting a proposal, bidder agrees to these terms and conditions. Any additional or different terms proposed by bidder are hereby objected to. The College may issue one or more “Purchase Orders” in connection with the contract formed by acceptance of this bid. Any such Purchase Order shall be governed by this contract and shall not be deemed a proposal for change or amendment, unless specifically so designated by the College.
8. Requests for clarification on RFP specifications should be addressed to the buyer identified in the bid document. Any changes in specifications will be sent to all bidders in the form of a written addendum. All addenda become a part of the Request for Information. Proposers are to sign and include all addendums with each bid being submitted.
9. Proposers are to check the College’s website at www.stlcc.edu/purchasing to ensure all addendums are included with submission of bid responses.
10. Bidders may obtain Invitation for Bid results by either attending the bid opening or by appointment with the assigned buyer.

**DELIVERY AND INVOICING INFORMATION**

1. Invoices must be submitted in duplicate to: Accounts Payable
St. Louis Community College
3221 Mckelvey Road
Bridgeton, MO 63044

Invoices must reference the purchase order number, show unit and extended price on each item and list the “ship to” address.

2. The College renders payment only after delivery of services.

3. St. Louis Community College is a tax exempt public institution. The College’s tax-exempt Missouri I.D. is **11166584**.

4. Payment is issued electronically.
REQUEST FOR INFORMATION NUMBER B0004055 - INVITATION

BUYER: Cynthia Green (314) 539-5227

DATE ISSUED: February 17, 2021

ITEMS/SERVICE REQUESTED: Compensation Consulting Services

Sealed proposals will be received at the Department of Purchasing, St. Louis Community College, Administrative Center, 3221 McKelvey Road, Bridgeton, MO 63044 until the time and date given herein and then publicly opened for reading and evaluation: Please note that the College retains the right to make an award on an item by item or all or nothing basis.

DATE & TIME BID WILL BE OPENED AND READ: Friday, March 12, 2021 at 2:00 p.m., Local Time

If this request for information is accepted by St. Louis Community College (“College”), in whole or in part, it becomes a binding contract for the items or sections designated below when signed by an authorized representative of the College and returned to the Respondent. By signing and submitting this RFP, you are offering to sell the goods and/or services to the College on the terms and conditions contained in this Request for Information. All purchases are subject to the terms and conditions contained in and attached to this Request for Information. By submitting a response, bidder agrees to these terms and conditions. Any additional or different terms proposed by bidder are hereby objected to. The College may issue one or more “Purchase Orders” in connection with the contract formed by acceptance of this request. Any such Purchase Order shall be governed by this contract and shall not be deemed a proposal for change or amendment, unless specifically so designated by the College.

Prices quoted are guaranteed for ________ calendar days from the date of the bid opening under the terms and conditions offered in bid herein. (120 days unless otherwise specified)

In compliance with the above, the undersigned offers and agrees, if this bid be accepted, to furnish any and all of the goods and/or services at the price quoted, delivered to the designated point(s) within the time specified in this Invitation for Bid document. IF NOT SIGNED BELOW, BID WILL BE DISQUALIFIED.

_________________________________________
(SELLER – Company Name)/FEIN#

_________________________________________
(Signature)

_________________________________________
(Printed Name and Title)

_________________________________________
(Company Address)

_________________________________________
(City/State/Zip Code)

Bid is accepted on behalf of the College by:

Cynthia Green, Purchasing Supervisor

_________________________________________
(Signature)

Sections Approved:
SCHEDULE FOR RECEIPT OF INFORMATION AND CONTRACT AWARD:

The following schedule for Request for Proposal number B0004055 will outline the approximate course of events to be followed in the evaluation and award of a contract for banking and related services for St. Louis Community College. This schedule is provided for the purpose of assisting you in planning and does not constitute a guarantee that all dates listed will actually be adhered to. All vendors will be notified, however, if there is a significant change in this schedule.

Wednesday, February 17, 2021       Request for Information released via email
Friday, March 12, 2021             Deadline for receipt of proposals – 2:00 p.m.
Monday, March 22, 2021             Contract award date, contingent upon ratification by the College’s Board of Trustees

SUBMISSION OF INFORMATION
Information may be submitted via email at cgreen2@stlcc.edu on or before Friday, March 12, 2021 at 2:00PM CST. All bid submissions must reference B0004055 in the Subject Line. Proposals may also be sent to:

Department of Purchasing
St. Louis Community College
3221 McKelvey Road
Bridgeton, MO  63044
Attn: B0004055

No other College location will be acceptable

All questions regarding this RFP must be submitted in writing to Cynthia Green, Purchasing Supervisor at cgreen2@stlcc.edu. Addenda will be issued to answer all questions that are submitted in writing; all addenda will be posted on the College’s website at https://www.stlcc.edu/departments/procurement.aspx. Bidders must check the College’s website prior to submission of responses to ensure all addenda are reviewed, signed and submitted with bid responses.

Unless otherwise amended, the deadline for submission of proposals is Friday, March 12, 2021 at 2:00 PM CST.

All proposals or unsolicited amendments to proposals arriving after the closing date and time will not be considered.
PURPOSE STATEMENT

St. Louis Community College is seeking to identify organizations capable of providing compensation consulting services and interested in entering into an agreement with the College to provide said services.

This Request for Information (RFI) is being issued to ascertain whether there are vendors capable of providing the service specified within this RFI document. The information gathered will not bind the College or Respondent but will enable the College to better understand services available and compile a broader competitive bidder’s list for the services to be bid.

A. Scope of Work

Based on definition of the respective labor markets, determine current labor market rates for non-unit (not represented by a bargaining unit) positions. The college has approximately 168 non unit positions. Using sustainable job evaluation methodology, determine relative internal value of positions. Based on Relationship between external labor market rates and internal job evaluation values, develop recommended pay structures and pay grade assignments. Perform evaluation of individuals in positions and recommend appropriate actions based on results of the analysis. Recommend sustainable administration protocols to maintain the salary program over time.

Example of scope in detail: (Initial step would be for consultant to review this scope in detail and recommend any changes, enhancements, etc.)

- Update current job descriptions (the college compensation department will perform this task)
- Review current compensation plan (salary grades) and understand how compensation is currently administered
- Evaluate job descriptions and create job families, conducting interviews and or job audits as needed
- Conduct external market analysis
- Perform internal job evaluation analysis
- Compare analysis to current grade levels and recommend appropriate adjustments
- Review salary schedule as a whole for all positions on the non-unit salary schedules and recommend any adjustments to align with analysis. Build out salary schedule to include quartiles
- Perform whole job slotting for positions without market data
- Evaluate employee pay based on market data and new salary structure and recommended adjustments
- Prepare impact analysis and determine cost to implement any recommendations
• Create administrative protocol to maintain salary program overtime
  o Position of new hires (methodology)
  o Movement through range
  o Promotions
  o Reclassification requests
  o Job analysis requests

The scope of the project will require the consultant to attend meetings and prepare communications ongoing throughout the project to update key stakeholders (including Board of Trustees) on progress, findings, and recommendations.

B. RFI Procedure

The College is looking to partner with an organization capable of meeting specific criteria; please answer the following questions and describe your organization’s experience and ability in each of the following areas:

1. Please describe your organization’s ability to determine current labor market rates for benchmark positions based on definition of respective labor markets, and whether you have published or proprietary data.
2. Please describe the methodology your organization would use to determine the relative internal value of benchmark positions, and how the methodology could be communicated and sustained long term.
3. Please describe your organization’s ability to develop recommended salary structures and benchmark pay grade assignments based on the relationship between external labor market rates and internal job evaluation values.
4. Please describe your organization’s ability to perform evaluation of people in role and position in grade and recommend adjustments as appropriate. Please describe your organizations ability and experience with creating administrative protocols to maintain and administer the salary program over time.
5. Please describe your organizations experience preparing impact analysis and cost projections to implement recommended actions.
6. Please describe your organization’s ability to communicate compensation study process, status and results to stakeholders.
7. Please describe your organization’s experience with institutions of higher education, and other public sector employers.
8. Does your organization have compensation consultants based in the St. Louis metropolitan area?
9. Please provide an estimate of the range of your fees for these services. If an hourly rate, please also provide an estimate of the number of hours you think would be required.

This Request for Information does not commit the College to award a contract, to pay any cost incurred in the preparation of a proposal in response to this request, or to procure or contract for services.

Additional Proposal Information

1. Late proposals will be automatically rejected.
2. All proposals must be signed.
3. A signed copy of all addendums must be included with bid submissions. Please check the College’s website for addendums at www.stlcc.edu/purchasing prior to submitting bid responses to ensure all addendums have been received.
4. Modification of proposals may be made in writing prior to the scheduled opening of all proposals on March 12, 2021 at 2:00 p.m. CST.
D. EVALUATION CRITERIA

Proposals will be evaluated utilizing the following criteria:

<table>
<thead>
<tr>
<th>Implementation</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fee Structure</td>
<td>40</td>
</tr>
<tr>
<td>Services Offered (Implementation Timeline and staff Qualifications)</td>
<td>40</td>
</tr>
<tr>
<td>Credentials/References</td>
<td>20</td>
</tr>
<tr>
<td><strong>Total Points</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Failure to provide adequate information for evaluation of the subjective criteria will result in minimal subjective consideration and may result in rejection of the proposal.

Administrative Details and Checklist

1. This Request for Proposal does not commit the College to award a contract, to pay any cost incurred in the preparation of a proposal in response to this request, or to procure or contract for services. The College reserves the right to accept or reject any or all proposals received as a result of this request, to negotiate with all qualified sources, or to cancel in part or in its entirety this RFP if it is in the best interest of the College.

2. The College reserves the right to reject any and all offers, to waive minor irregularities in offers received, and to request additional information from proposers.

3. The College reserves the right to accept other than the lowest fees quoted.

4. The bidder(s) whose proposal represents the best business decision to the College, all factors considered will be recommended for award to the College’s Board of Trustees.

5. The College’s Board of Trustees has the sole authority to award a contract as a result of this Request for Proposal process.

6. All proposals must be signed by a duly authorized representative of the respondent with binding authority. Failure to sign the College Invitation for Bid document will result in automatic disqualification of that proposal.

7. After the bid opening the Proposal becomes the property of the College and is subject to the open records law of the State of Missouri (RSMo 610.021). Statement of confidentiality or proprietary information should not be included in the proposal. All proposals are required to become a matter of public record according to state law. Every effort will be taken, to the extent that it is legal to do so, to keep responses confidential. Notwithstanding the above, St. Louis Community College will not be held accountable if material from responses is obtained by other parties without written consent of the proposer.
GENERAL TERMS AND CONDITIONS

1. **CONTRACT PERIOD**
The contract shall not bind, nor purport to bind, the College for any contractual commitment in excess of the original contract period, which shall be determined. Service shall commence on the date as shown in the RFP and extend for a period of one year unless otherwise noted in the agreement. College will give as much advance notice as possible to the ending period.

2. **REVISIONS TO THE SCOPE OF WORK**
In the event the scope of work is revised, additional compensation shall be considered and negotiated at that time. The College may request other professional service not included in the proposal and may negotiate the related fees for such services.

3. **COORDINATION OF ACTIVITIES**
The contractor shall fully coordinate its activities in the performance of the contract with those of the College. As the work of the contractor progresses, advice and information on matters covered by the contract shall be made available by the contractor throughout the effective period of the contract.

4. **CONFIDENTIALITY**
Inasmuch as under the contract the contractor may acquire confidential information, the contractor agrees to keep such information confidential. It is further understood and agreed that this obligation to keep such information confidential shall continue at all times beyond the completion of the contracted work.

5. **REPLACEMENT AND/OR SUBSTITUTION OF PERSONNEL**
The College reserves the right to have the contractor immediately remove or replace personnel whose performance the College determines to be unsatisfactory. There shall be no charge to the College for the contractor’s replacement of such personnel while under contract with the College. The contractor agrees and understands that the College’s agreement to the contract is predicated, in part and among other considerations, on the utilization of the specific individual(s) and/or personnel qualification(s) as identified and/or described in the contractor’s proposal. Therefore, the contractor agrees that no substitution of such specific individuals shall be made without the prior written notification to the College. The contractor further agrees that any substitution made pursuant to this paragraph must be equal to or better that originally proposed and that the notification of a substitution shall not be construed as an acceptance by the College.

6. **CLARIFICATION OF CONTRACT**
The College reserves the right to clarify any contractual relationship in writing with the concurrence of the contractor, and such written clarification shall govern in case of conflict with the applicable requirements stated in the Request for Proposal or the contractor’s proposal. In all other matters not affected by the written clarification, if any, the Request for Proposal document shall govern.

7. **FORCE MAJEURE**
Neither party shall be liable for delays, or defaults in the performance of this Contract due to Acts of God or the public enemy, riots, strikes, fires, explosions, accidents, Governmental action, or any other causes of a similar character beyond its control and without its fault or negligence.

8. **GOVERNING LAW**
This contract shall be construed according to Missouri law, which is interpreted without regard to its conflicts of laws principles.

9. **BANKRUPTCY OR INSOLVENCY**
In the event of proceedings by or against either party, voluntary or involuntary, in bankruptcy or insolvency, or for the appointment of a receiver or trustee or an assignee for the benefit of creditors, of the property of Supplier, the College may cancel this Contract or affirm the Contract and hold Supplier responsible in damages.

10. **INSURANCE/INDEMNIFICATION**
The Contractor shall pay for and maintain, until all work is completed, such insurance as will protect him and the College from claims under Workers’ Compensation Acts, Workers’ Occupational Disease Acts, and from any other...
claims for damages to property or for bodily injury, including death, which may arise from operations under this agreement whether such operation be by himself or any subcontractor or anyone directly or indirectly employed by either of them. Such insurance shall cover all contractual obligations, which the Contractor has assumed including the “Hold Harmless Agreement”. This provision shall state the Contractor agrees to indemnify and save harmless the College and its agents and employees from and against all claims for injury to person or damage to property arising from his work or work performed by any of his subcontractors or their employees.

11. INSURANCE/CERTIFICATES & LIMITS
The following insurance shall be taken out and maintained at the Contractor’s expense:

A. Workers’ Compensation and Occupational Diseases shall have statutory limits.
B. Employers’ Liability shall be in an amount not less than $100,000 (Coverage B).
C. Comprehensive General Liability: Bodily Injury and Property Damage: $2,000,000 Combined Single Limits (or Bodily Injury and Property Damage $2,000,000). Contractual Liability coverage including the “Hold Harmless Agreement” must be fully insured under this policy for the liability limits set forth above. Contractor’s Protective Liability coverage must be included for the liability limits set forth above. The Contractor’s Comprehensive General Liability Insurance shall include and provide:
   1. Coverage for bodily injury and/or property damage on an “occurrence” basis with an approved definition.
   2. A broad form property damage endorsement.
   3. Completed operations liability.
   4. If applicable to work under this agreement, the Contractor shall provide proper endorsements to cover property damage liability normally excluded under insurance code numbers bearing the symbols “X”, and/or “C” and/or “U”. St. Louis Community College shall be named as additional insured.
D. Comprehensive Automobile Liability Insurance: Bodily Injury and Property Damage: $500,000 combined single limits (or $250,000/$500,000 Bodily Injury, $500,000 Property Damage). This insurance must include non-owned, hired or rented vehicles as well as owned vehicles.

12. TAXES
The Contractor shall take into account that the College, a government subdivision, is exempt from most state and federal taxes. (Tax Exemption No. 11166584)

13. PAYMENTS
Contractor shall submit invoice(s) upon completion of the work each month. The College shall make payment within (30) days of receipt of invoice.

14. PAYMENTS WITHHELD
The College shall have the right to hold or delay payments if the contractor fails to complete work for the month within scheduled time limits and/or the contractor’s work is unsatisfactory or incomplete for a particular period.

15. CANCELLATION
Either party may terminate or revise this agreement if agreed to by giving the other party fourteen (14) day’s prior written notice.

16. CONTRACTOR INSURANCE
Contractor shall maintain at his expense all insurance required protecting his employees and his operations fully while on the College’s property including Workers’ Compensation, Employees’ Liability, Comprehensive General Liability, and Comprehensive Vehicle Liability Insurance. **Contractor shall provide copies of the Certificate of Insurance to the College naming the College as co-insured after award of agreement.**
17. **COLLEGE LIABILITY**
The College shall not be liable for any injury to any employee of the Contractor while said employee shall be performing work pursuant to the agreement, and the Contractor hereby indemnifies the College and agrees to hold it harmless from any and all claims made by any employee who may be injured on the College’s property by any cause to the extent attributable to the Contractor’s negligence and from all costs arising from such claim or claims including court costs and reasonable attorney’s fees.

18. **SAFETY**
It will be the responsibility of this Contractor to initiate, maintain, and supervise all safety precautions and programs in connection with the work. This includes compliance with all applicable laws, ordinances, rules, regulations, and lawful orders of any public authority for safety of persons or property.

19. **COMPLIANCE WITH APPLICABLE LAWS**
The contractor warrants it has complied with all applicable laws, rules and ordinances of the United States, or any state, municipal governmental authority or agency in providing the services covered by this Contract, including, but not limited to, Fair Labor Standards Act of 1938 as amended.

20. **NON-DISCRIMINATION IN EMPLOYMENT**
In connection with the furnishing of supplies or performance of work under this Contract, the Supplier agrees to comply with the Fair Labor Standard Act, Fair Employment Practices Act, Equal Opportunity Employment Act, Americans With Disabilities Act, and all other applicable Federal and State laws and further agrees to insert the foregoing provision in all subcontracts awarded hereunder.

21. **ASSIGNMENT OF AGREEMENT**
The agreement shall not be assignable by the Contractor in whole or in part without the written consent of the College.

22. **NOTICE AND SERVICE THEREOF**
Any notice to Supplier from the College relative to any part of this Contract will be in writing and considered delivered and the service thereof completed when said notice is posted, by certified, or regular mail, to the Supplier at his last given address, or delivered in person to Supplier or his authorized representative.

23. **COMPLETE AGREEMENT**
The Contract expresses the complete agreement of the parties. Any changes, additions or modifications hereto must be in writing and signed by the Manager of Purchasing. No other individual is authorized to modify the Contract in any manner.
NOTICE AND INSTRUCTIONS TO BIDDERS/VENDORS RE: RSMO 285.530

Effective January 1, 2009 and pursuant to the state of Missouri’s RSMO 285.530 (1), No business entity or employer shall knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the state of Missouri.

As a condition for the award of any contract or grant in excess of five thousand dollars by the state or by any political subdivision of the state (e.g., St. Louis Community College) to a business entity, the business entity shall, by sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. Every such business entity shall sign an affidavit affirming that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services. [RSMO 285.530 (2)]

St. Louis Community College, in order to comply with sections 285.525 through 285.550 RSMO, requires the following bid and contract documents:

Required Affidavit for Contracts Over $5,000.00 (US) Effective 1-1-2009. Company shall comply with the provisions of Section 285.525 through 285.550 R.S.Mo. Contract award is contingent on Company providing an acceptable notarized affidavit stating:

1. That Company is enrolled in and participates in a federal work authorization program with respect to the employees working in connection with the contracted services; and
2. That Company does not knowingly employ any person who is an unauthorized alien in connection with the contracted services.

St. Louis Community College encourages companies that are not already enrolled and participating in a federal work authorization program to do so. E-Verify is an example of this type of program and the service is free. Information regarding E-Verify is available at www.uscis.gov scroll to the bottom of the page and select the E-verify link or by calling 888-464-4218. You may also access the website to begin the registration process at https://e-verify.uscis.gov/enroll/StartPage.aspx?JS=YES.

If you have any questions, please contact St. Louis Community College, Purchasing Department at 314-539-5227.
AFFIDAVIT

The undersigned, being duly sworn upon oath, deposes and states as follows:

1. I am authorized to execute this affidavit and to enter into contracts on behalf of the following business entity or employer authorized to conduct business in the State of Missouri (hereinafter referred to as “Contractor”): ______________________________.

2. I am the ____________________________ for Contractor and I have personal knowledge of the facts stated herein.

3. On or about _____________________, Contractor entered into a contract with St. Louis Community College (“Political Subdivision”), for the provision of Compensation Consulting Services, as more fully described in B0004055 (hereinafter referred to as “Contract”).

4. Contractor affirms that it does not knowingly employ any person who is an unauthorized alien in connection with the Contract.

5. On or about _____________________, Contractor enrolled and began participating in E-Verify, a federal work authorization program managed by the Department of Homeland Security (“DHS”) and the Social Security Administration (“SSA”), as referred to in the Revised Statutes of the State of Missouri, § 285.530.

6. Pursuant to a Memorandum of Understanding between Contractor, DHS, and SSA (hereinafter referred to as the “Memorandum of Understanding”), Contractor is obligated to verify each employee hired after _____________________ (hereinafter referred to as the “Enrollment Date”), and Contractor hereby affirms its compliance with all obligations contained in the Memorandum of Understanding.

7. Contractor affirms that it is now and shall remain registered in E-Verify up to and including the term of the Contract and that, in addition to the Memorandum of Understanding, Contractor has provided Political Subdivision with supporting documentation regarding all employees hired after the Enrollment Date who are working in connection with the Contract.

8. Contractor affirms that if it is determined that an employee is not eligible to work on the contract, Contractor shall immediately remove the employee from the Contract, pending resolution of the matter with the appropriate state and federal authorities.

9. Contractor affirms its understanding of the requirements of the Revised Statutes of the State of Missouri, §§ 285.525 to 285.550, including the right of the State to terminate the contract and permanently suspend or debar Contractor from doing business with the State under certain circumstances.
AFFIDAVIT

Dated this _____ day of ______________, 2021.

________________________________________

STATE OF

COUNTY OF

On this____day of ______________ in the year 2021, before me, __________________________, a Notary Public in and for said State, personally appeared __________________________, known to me to be the person who executed the within Affidavit, and acknowledged to me that ___________________ executed the same for the purposes therein stated.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal in the County of___________ and State aforesaid, the day and year first above written.

________________________________________
Signature of Person Executing Affidavit

________________________________________
Signature of Notary Public

My Commission Expires: