CITY OF STOCKTON

COOPERATIVE/PIGGYBACK PURCHASE AGREEMENT

AGREEMENT SUMMARY:

1. Cooperative/Piggyback Name:	OMNIA Partners and University of Nebraska
2. Contractor:	Cintas
3. Cooperative Agency Agreement Name and Agreement Number:	Workplace Solutions, Agreement Number 001299
4. Cooperative Agency Initial Agreement Term:	Start Date: June 1, 2023 End Date: May 31, 2028
5. Cooperative Agency's Agreement-Options to extend:	Option to renew for one (1) additional five-year period through May 31, 2033.
6. Cooperative Agency Amended Term:	No Amendments
7. Cooperative Agency Remaining Options to Renew:	Option to renew for one (1) additional five-year period through May 21, 2033.
8. City of Stockton Cooperative Purchase Agreement Term:	Start Date: 7/1/2026 End Date: 5/31/2028
9. City of Stockton Cooperative/ Piggyback Purchase Agreement Amount:	Not to Exceed $1,300,000 for the term of the Agreement.

AGREEMENT

The City of Stockton, a California municipal corporation on behalf of itself and its associated entities ("City"), and the above-named Contractor (“Contractor”), do hereby agree that City shall be granted the pricing, terms, and conditions under the above referenced Workplace Solutions, Agreement Number 001299 (“COOP”) as such may be amended from time to time. The COOP and associated documents referenced in the agreement are incorporated herein as Exhibit A to this City Cooperative/Piggyback Purchase Agreement (“Agreement”).

Contractor shall grant such pricing, terms, and conditions to City for all procurements of goods and services, whether taking place on a City purchase order, purchasing card (credit card), or other purchasing modality, whether via telephone, via the Contractor website, or via direct purchase at a Contractor retail location.

1. **Agreement Term:** The Term of this Agreement shall remain in effect from date of the signing of this Agreement through May 31, 2028 unless terminated earlier by the City.

If the Cooperative/Piggyback Agency extends the COOP with Contractor by a written amendment, the City has the option to extend the term of this Agreement by written amendment not to go beyond the term stated in the COOP fully executed amendment.

2. **Insurance and Hold Harmless:** In addition to the pricing, terms and conditions stated in the COOP and the associated documents incorporated herein as Exhibit A, Contractor shall, at Contractor’s sole cost and expense and for the full term of the Agreement or any extension thereof, obtain and maintain at least all the insurance requirements listed in attached Exhibit B.

To the fullest extent permitted by law, Contractor shall hold harmless, defend and indemnify City of Stockton and its officers, officials, employees and volunteers from and against any and all liability, loss, damage, expense, costs (including without limitation costs and fees of litigation) of every nature arising out of or in connection with Contractor’s performance of work hereunder or its failure to comply with any of its obligations contained in the agreement, except such loss or damage which was caused by the sole negligence or willful misconduct of the City of Stockton. This obligation is independent of, and shall not in any way be limited by, the minimum Insurance obligations contained in this Agreement. These obligations shall survive the completion or termination of this Agreement.

3. **Compensation:** City and Contractor do hereby enter into this Agreement for Rentals, purchase, and lease of uniforms, floor mats, First Aid and Safety Supplies, AED available in the above-named COOP and associated documents incorporated herein as Exhibit A and referenced in the attached quote Exhibit C. In no way, shall payment to the Contractor during the term of this Agreement exceed $1,300,000.
for the purchase of city-wide uniforms, first aid supplies, and services.
Any person signing this Agreement on behalf of City or Contractor does warrants that he or she has full authority to do so.

4. **Governing Law**. California law shall govern any legal action pursuant to this Agreement with venue for all claims in the Superior Court of the County of San Joaquin, Stockton Branch or, where applicable, in the Federal District Court of California, Eastern District, Sacramento Division.

5. **Applicable Law.** Deliverables must conform with all applicable federal, state, and local laws. Such conformity includes compliance with federal sanctions, and Contractor certifies that it has not and will not engage in prohibited transactions with sanctioned persons or entities.

6. **Special Funding.** If Special Funding is applicable, Exhibit D – Special Funding Terms & Conditions are incorporated herein.

This Agreement may be amended only by a written amendment, consistent with the COOP, signed by Contractor and City.

CITY OF STOCKTON

_____
Johnny Ford, City Manager

Date:_____

ATTEST:

_____
Katherine Roland, CMC, CPMC, City Clerk

APPROVED AS TO FORM:

_____
Marci Arredondo, City Attorney

_____
Print name

CONTRACTOR NAME.

By: _____
Signature

Amanda Smith
Print name

Title: Government Account Manager

[If Contractor is a corporation, signatures must comply with Corporations Code §313]

By: _____
Signature

Title: _____

EXHIBIT A

Item 1: University of Nebraska RFP Solicitation

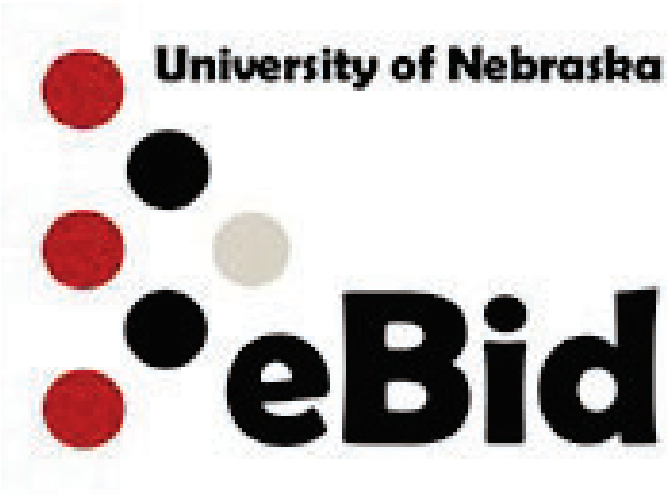
Item 2: Cintas RFP Response

Item 3: Fully Executed Contract

Item 4: Contract Addendum 1

Item 5: Contract Addendum 2

Item 6: Contract Addendum 3



3702-22-4618

Workplace Solutions

Issue Date: 11/3/2022
Questions Deadline: 11/18/2022 02:00 PM (CT)
Response Deadline: 12/20/2022 02:00 PM (CT)

Procurement Services

Contact Information

Contact: University of Nebraska
Address: Procurement Services
1700 Y Street
Lincoln, NE 68588-0645
Email: ebid@nebraska.edu

Event Information

Number:	3702-22-4618
Title:	Workplace Solutions
Type:	RFP - Request for Proposal
Issue Date:	11/3/2022
Question Deadline:	11/18/2022 02:00 PM (CT)
Response Deadline:	12/20/2022 02:00 PM (CT)
Notes:	

The University of Nebraska (NU) seeks proposals from eligible Vendors for Facilities Workplace Solutions.

Billing Information

Address: Payment Services
BCS
PO Box 880623
Lincoln, NE 68588-0439
Email: invoices@nebraska.edu

Bid Activities

Non-mandatory Pre-submittal Conference via Zoom 11/16/2022 11:00:00 AM (CT)

Bidder Questions Deadline (questions must be submitted through eBid) 11/18/2022 2:00:00 PM (CT)

University Response to Bidder Questions (posted on eBid via an addendum) 11/22/2022 2:00:00 PM (CT)

NU will respond to any questions or clarifications submitted by the deadline date. Those responses will be posted on eBid via an addendum.

Bid Attachments

Supplier Response Quick Tutorial.pdf View Online

This Quick Tutorial provides instruction on navigating this organization's Ion Wave Technologies (IWT) software system, locating bid requests, and creating and submitting a bid response.

NU Site Use Terms and Conditions.pdf View Online

Site Terms and Conditions document. Each bidder must review this document and acknowledge so in the Attributes tab.

NU Bidder Requirements.pdf View Online

Standard Bidder Requirements document. Each bidder must review this document and acknowledge so in the Attributes tab

NU Terms and Conditions.pdf View Online

Standard Terms and Conditions document. Each bidder must review this document and acknowledge so in the Attributes tab.

NU Master Agreement - RFP.docx View Online

EXHIBIT 1

Master Agreement. Bidders are required to upload document with red lines (if applicable) in the Response Attachments Tab.

Workplace Solutions - Scope of Work.pdf View Online

Workplace Solutions - Scope of Work

Attachment A - Solication_Attachment.docx View Online

Attribute 4 - Attachment A - OMNIA Partners Requirements for National Cooperative Contract. Each bidder must review this document and acknowledge so in the Attributes tab. The successful Offeror will be required to sign Exhibit B, OMNIA Partners Administration Agreement prior to Contract award. Offeror's response should include any proposed exceptions to OMNIA Partners Administration Agreement on Exhibit B, Terms and Conditions Acceptance Form.

Include the following completed documents in the Response Attachments tab:

Attachment A,
Exhibit F. Federal Funds Certifications,
Exhibit G. New Jersey Business Compliance.

Workplace Solutions RFP Pricing Sheet.xlsx View Online

Attachment B - Workplace Solutions RFP Pricing Sheet

Requested Attachments

Attribute 4: Response to Attachment A - OMNIA Partners Response for National Cooperative

I acknowledge reading and understanding Attachment A - OMNIA Partners Requirements for National Cooperative Contract.
a) Include a detailed response to Attachment A, Exhibit A, OMNIA Partners Response for National Cooperative contract in the Response Attachments Tab. Responses should highlight experience, demonstrate a strong national presence, describe how offeror will educate its national sales force about the contract, describe how products and services will be distributed nationwide, include a plan for marketing the products and services nationwide, and describe how volume will be tracked and reported to OMNIA Partners.

Attribute 4: Attachment A, Exhibit B exceptions - OMNIA Partners Response for National Cooperative

The successful offeror will be required to sign Attachment A, Exhibit B, OMNIA Partners Administration Agreement. Offerors should have any reviews required to sign the document prior to submitting a response. Offeror's response should include any proposed exceptions to the OMNIA Partners Administration Agreement.

Attribute 4: Attachment A, Exhibit F - OMNIA Partners Response for National Cooperative

Exhibit F: Federal Funds Certifications

Attribute 4: Attachment A, Exhibit G - OMNIA Partners Response for National Cooperative

Exhibit G: New Jersey Business Compliance

Attribute 22 - Additional Agreement(s)

If a Bidder requires additional agreement(s), a copy of the proposed agreement must be included with their proposal.

Attribute 31 - Product Offering General Requirements

(Attachment required)

Using Attachment B (Pricing Sheet), provide a detailed response to each requirement, describing how your offer will meet the General Requirements of this RFP for NU and the national program. Please attach your response in the Response Attachments tab.

3702-22-4618 Workplace Solutions Equipment Detail & Pricing Spreadsheet.

(Attachment required)

3702-22-4618 Workplace Solutions Equipment Detail & Pricing Spreadsheet. A completed copy shall be attached in the Response Attachments Tab.

Attribute 20 - Workplace Solutions Alternative Pricing Sheet

Workplace Solutions Alternative Pricing Sheet

Bid Attributes

1 Site Terms & Conditions

I acknowledge reading and understanding the NU Site Use Terms and Conditions attachment.

☐ Acknowledged - Site Terms & Conditions Attachment
(Required: Check if applicable)

2 Bidder Requirements

I acknowledge reading and understanding the NU Bidder Requirements attachment.

All bids must be received by the system before the bid deadline. It is the responsibility of the bidder to allow adequate time for reviewing and submitting their proposal before the deadline to ensure all required responses have been completed. The "Submission Button" in the University's eBid system will be inoperable when the deadline for submission for eBID has ended. Incomplete bids will be rejected by the system.

☐ Acknowledged - Bidder Requirements Attachment
(Required: Check if applicable)

3 Bid Terms and Conditions

I acknowledge reading and understanding the NU Terms and Conditions attachment.

☐ Acknowledged - Bid Terms and Conditions Attachment
(Required: Check if applicable)

4 Attachment A - OMNIA Partners Response for National Cooperative

I acknowledge reading and understanding Attachment A - OMNIA Partners Requirements for National Cooperative Contract.

a) Include a detailed response to Attachment A, Exhibit A, OMNIA Partners Response for National Cooperative contract in the Response Attachments Tab. Responses should highlight experience, demonstrate a strong national presence, describe how offeror will educate its national sales force about the contract, describe how products and services will be distributed nationwide, include a plan for marketing the products and services nationwide, and describe how volume will be tracked and reported to OMNIA Partners.

b) The successful offeror will be required to sign Attachment A, Exhibit B, OMNIA Partners Administration Agreement. Offerors should have any reviews required to sign the document prior to submitting a response. Offeror's response should include any proposed exceptions to the OMNIA Partners Administration Agreement.

☐ Acknowledged - Attachment A - OMNIA Partners
(Required: Check if applicable)

5 Master Agreement

The University expects the awarded bidder to comply with all terms of the Master Agreement. The awarded bidders Master Agreement may be incorporated into the final contract, however it shall not supersede or conflict with the University's terms unless otherwise mutually agreed upon. To be considered bidder's Master Agreement must be attached in the Response Attachment Tab in an editable Word Document format. Any hyperlinked terms must also be attached in an editable Word Document format. **The University will not accept hyperlinked terms.**

☐ Acknowledged - Master Agreement
(Required: Check if applicable)

6 **Scope of Work** EXHIBIT 1

I have carefully examined the Scope of Work attachment and I fully understand the type and quality of the product(s) and/or service(s) sought by NU and hereby propose to supply such at the prices stated and in accordance with this bid.

☐ Acknowledged - Scope of Work Attachment
(Required: Check if applicable)

7 **Deviations/Exceptions/Bid Compliance**

If you cannot fully comply with any term, condition, specification, process, or other item outlined in the solicitation materials, indicate those sections and your counter-term, condition, explanation in this field. You can include attachments in your bid response, but you must indicate here that an attachment is provided.

Your bid response must contain deviations/exceptions/bid compliance counter-terms. Failure to provide such information indicates that you comply with all terms, conditions, specifications outlined in the solicitation materials.

(Optional: Maximum 4000 characters allowed)

8 **Bid Responses**

Unless a solicitation requests an attachment explicitly, I shall make every effort to provide answers in the spaces available within each bid tab. Furthermore, I understand that my proposal may be disqualified by not doing so. The University will not visit URLs or any electronic link included in bid submission materials.

☐ Bid Responses
(Required: Check if applicable)

9 **Litigation or Claims**

Identify any litigation or claim brought against your company within the last seven years that might adversely affect your company's professional image or ability to provide the goods or services sought under this bid.

(Required: Maximum 1000 characters allowed)

10 **Company Sale or Acquisition**

Is your company currently for sale, involved in any transaction to expand, become acquired by, or be merged with another organization? If so, please explain. Has your company been involved in any reorganization, acquisition, or merger within the last two years? If so, please explain.

(Required: Maximum 1000 characters allowed)

11 Reference #1

Provide a client reference (including length and nature of service relationship, contact person's name, title, phone number, email, and address) with whom you currently have or have had a comparable business relationship. Other educational institutions would be most valuable. Do not reference the University of Nebraska or its employees.

(Required: Maximum 4000 characters allowed)

12 Reference #2

Provide a client reference (including length and nature of service relationship, contact person's name, title, phone number, email, and address) with whom you have or have had a comparable business relationship. Other educational institutions would be most valuable. Do not reference the University of Nebraska or its employees.

(Required: Maximum 4000 characters allowed)

13 Reference #3

Provide a client reference (including length and nature of service relationship, contact person's name, title, phone number, email, and address) with whom you have or have had a comparable business relationship. Other educational institutions would be most valuable. Do not reference the University of Nebraska or its employees.

(Required: Maximum 4000 characters allowed)

14 Non-Collusive Bid

I acknowledge that solicitation responses submitted are not the result of collusion with other eligible bidders or any State or university employee. No effort was made to preclude NU from obtaining the most favorable response possible to this bid.

☐ Noncollusive Bid

(Required: Check if applicable)

15 University Employee

I affirm that if I am an employee of the University of Nebraska, I have notified the buyer of my status as such and that this contract must be completed in accordance with Board of Regents Policy 6.2.1.12, Purchases Involving University Personnel.

☐ Yes, I am University Employee and I acknowledge ☐ No, I am not a University Employee

(Required: Check only one)

16 **Contractor's Certificate of Insurance** EXHIBIT 1

I acknowledge and understand that prior to the commencement of any work, successful bidder is required to furnish a certificate of insurance with coverage's to bodily injury/personal injury/liability coverage, property damage liability coverage, and workman's compensation coverage. This certificate must be on file in the Procurement Services office prior to any commencement of work. It is absolutely necessary that "The Board of Regents of the University of Nebraska as an additional insured" be added to the face of the certificate for all coverage except worker's compensation. The above statement must be worded in this manner. It is also absolutely necessary that a "Completed Operations Coverage" must be included as part of the vendor's General Liability. In addition to standard insurance coverage's the vendor will be required to carry minimum: $1 million per claim & $3 million per occurrence for liability and property damage.

☐ Contractors Cert of Ins will be provided

(Required: Check if applicable)

17 **Subcontractors**

The successful Bidder shall not subcontract all or substantially all of any facet of the proposed goods or services without the prior written approval of the University. Please specify in detail what, if any, portions of the scope of work would be subcontracted.

(Required: Maximum 4000 characters allowed)

18 **Public Information**

Bids submitted to the University are presumed to be public records. If bids contain trade secrets, academic or scientific research work in progress and unpublished, or other proprietary or commercial information which if released would give advantage to business competitors and serve no public purpose, it is the responsibility of the bidder to designate such content as confidential. When bids are opened to determine a successful bidder, all bids will be available for public inspection. Portions of bids designated by the bidder as confidential will be withheld from public inspection. Any reasonably segregable portion of the bid that is not designated as confidential shall be provided for public inspection after deletion of the portion or portions of the bid which may be withheld. Price terms appearing in bids or proposals, invoices, purchase orders or other documents calling for the expenditure of public funds may not be designated as confidential or withheld from public inspection.

A bidder shall be solely responsible for providing the defense to any challenge to a decision to withhold information contained in a proposal, based upon bidder's identification of the information as confidential.

A bidder must submit any confidential material, as defined above, as a "separate" and "redacted" attachment with their response in the UNL eBid system. This attachment must be clearly marked/identified as "Confidential".

☐ Public Information

(Required: Check if applicable)

19 Not to Exceed Pricing

The University of Nebraska requests pricing be submitted as not to exceed pricing to include percentage discounts for all product and service offerings. Unlike fixed pricing, the awarded Bidder can adjust submitted pricing lower if needed but, cannot exceed original pricing submitted. Awarded Bidder must allow for lower pricing to be available for similar product and service purchases.

☐ Acknowledged - Not to Exceed Pricing
(Required: Check if applicable)

20 Federal Funding Pricing

In the event that products and services are being used in response to an emergency or disaster recovery situation, and/or products and services for use in USDA or Child Nutrition Programs in which federal funding may be used, does Bidder intend to provide alternative pricing that does not include cost plus a percentage of cost or pricing based on time and materials; if time and materials is necessary, a ceiling price that the contract exceeds at its own risk will be needed. Products and services provided in a situation where an agency is eligible for federal funding, awarded Bidder is subject to and must comply with all federal requirements applicable to the funding including, but not limited to the FEMA Special Conditions section located in the Federal Funds Certifications Exhibit of Attachment A.

If Bidder response is "Yes", please attach alternative pricing in the Response Attachments tab.

☐ Yes ☐ No
(Required: Check only one)

21 Pricing Discount

The discount proposed shall remain the same throughout the term of the contract and at all renewal options. At a minimum, the Bidder should hold the proposed price list firm for the first 12 months after the contract award. Bidder will provide details of and propose any additional discounts for volume orders, additional locations, special manufacturer's offers, free goods program, total annual spend, etc.

☐ Acknowledged - Pricing Discount
(Required: Check if applicable)

22 Additional Agreement(s)

If a Bidder requires additional agreement(s), a copy of the proposed agreement must be included with their proposal.

☐ Additional agreement attached.
(Optional: Check if applicable)

23 Ordering Methods and Payment Terms

Provide available ordering methods and capabilities - online ordering, order tracking, search options, order history, etc. Indicate if payment will be accepted via credit card. If so, may credit card payment(s) be made online or via phone application? Also state the Convenience Fee, if allowable, per the Visa Operating Regulations

(Required: Maximum 4000 characters allowed)

EXHIBIT 1

24 **Background and Capabilities - History & Experience**

Bidder must demonstrate significant experience in the Workplace Solutions market. Please provide information on the following: a brief history of your company, total years of market experience, number of customers, affiliations, etc.

(Required: Maximum 4000 characters allowed)

25 **Background and Capabilities - Markets of Service**

Describe the geographical markets your company services, both nationally and internationally.

(Required: Maximum 4000 characters allowed)

26 **Background and Capabilities - Organizational Chart**

Please provide an organizational chart and the total number of employees in the Nebraska area.

(Required: Maximum 4000 characters allowed)

27 **Background and Capabilities - Proposed Site Manager**

Provide the following information for the Bidder's proposed site manager:

1. Name
2. Company correspondence address
3. Phone number
3. Email address

(Required: Maximum 4000 characters allowed)

28 **Background and Capabilities - Unique Characteristics**

Briefly describe your company's unique characteristics that differentiate you from your competitors.

(Required: Maximum 4000 characters allowed)

29 **Background and Capabilities - Experience**

Provide information of any instance of your organization ever failed to complete any work awarded.

(Required: Maximum 4000 characters allowed)

30 **Background and Capabilities - Certifications**

Provide any certifications you have to ensure cleaning quality.

(Required: Maximum 4000 characters allowed)

31 **Background and Capabilities - Large Scale Project Management**

Describe how Bidder will educate its national sales force about the contract, describe how products and services will be distributed nationwide, include a plan for marketing the products and services nationwide, and describe how volume will be tracked and reported. Responses should highlight experience and demonstrate a strong national presence.

(Required: Maximum 4000 characters allowed)

32 **Product Offering - General Requirements** EXHIBIT 1

Using Attachment B (Pricing Sheet), provide a detailed response to each requirement, describing how your offer will meet the General Requirements of this RFP for NU and the national program. Please attach your response in the Response Attachments tab.

- If Bidder is not proposing the exact service specified, clearly indicate the deviation in your response. If there are no deviations stated, it will be assumed that the service products specified is being provided
- Bidder may elect to consolidate service products at any level for its own convenience or volume discounts, etc.
- Items listed on the Safety Supplies tab are not a Market Basket list. This list is for offering and pricing evaluation purposes only.

☐ Response Attached.
(Required: Check if applicable)

33 **Product Offering - Unique Technologies**

Provide an overview of the unique technologies that are incorporated into your service products.

(Required: Maximum 4000 characters allowed)

34 **Product Offering - Sizing Uniforms**

Provide a detailed method for sizing employees. Bidder shall describe method of communication with NU employees, process for sampling items, and number of staff available for sizing.

(Required: Maximum 4000 characters allowed)

35 **Product Offering - Size Range**

Describe the range of men and women's sizes that you offer. Please specify if it is gender specific or unisex.

(Required: Maximum 4000 characters allowed)

EXHIBIT 1

36 Policies and Processes - Additional Companies

Identify all other companies that will be involved in processing, handling or shipping the service products available under the Contract. Include any subsidiaries or company owned affiliates that may include product or service under the Contract.

(Required: Maximum 4000 characters allowed)

37 Policies and Processes - Return and Restocking

Describe any return and/or restocking policies.

(Required: Maximum 4000 characters allowed)

38 Policies and Processes - Invoicing

Describe your invoicing process.

(Required: Maximum 4000 characters allowed)

39 Policies and Processes - Delivery Commitment

Describe the delivery commitment levels for this Contract.

(Required: Maximum 4000 characters allowed)

40 **Policies and Processes - Customer Service**

Describe the customer service commitment levels for this Contract.

(Required: Maximum 4000 characters allowed)

41 **Policies and Processes - Customer Service**

Describe customer support available from your company. Please provide detail on the following:

- Management of customer accounts
- Availability of dedicated service team
- Services provided by Customer Service
- Customer service help desk locations and hours
- Response time guarantees
- Tracking success of the customer service program
- Availability of technical support - location and hours

(Required: Maximum 4000 characters allowed)

42 **Policies and Processes - Sustainability Program**

Provide information on any sustainability program(s) you offer. Include corresponding information such as sustainable policies, practices, products, and certifications.

(Required: Maximum 4000 characters allowed)

43 **Policies and Processes - Account Management Structure**

Provide information regarding the account management structure in place to deliver on service needs.

(Required: Maximum 4000 characters allowed)

44 Policies and Processes - Program Rollout

Describe how your company would facilitate the rollout of a rental uniform program. Please include the resources you would used and the methods chosen to communicate with end users.

(Required: Maximum 4000 characters allowed)

45 Garment Offering - Sourcing

Please select whether you manufacture your own garments or outsource.

☐ Manufacture Own ☐ Outsource

(Required: Check only one)

46 Garment Offering - Percentage from Manufacturer

Please provide the percentage of garments you purchase for a manufacturer.

%

(Required)

47 Garment Offering - Program Management

Describe your company's ability to design, manufacture, and manage customized uniform and apparel purchase programs.

(Required: Maximum 4000 characters allowed)

48 Substitute Items

In the event that a product or model provided under contract is discontinued by the manufacturer, Bidder shall request permission to substitute a new product or model AND provide the following:

- A formal announcement from the manufacturer that the product or model has been discontinued.
- Documentation from the manufacturer that names the replacement product or model.
- Documentation that provides clear and convincing evidence that the replacement meets or exceeds all specifications required by the original solicitation.
- Documentation that provides clear and convincing evidence that the replacement will be compatible with all the functions or uses of the discontinued product or model.
- Documentation confirming that the price for the replacement is the same as or less than the discontinued model.

☐ I agree.

(Required: Check if applicable)

49	**Performance Standards - Uniform Delivery** Uniforms shall be picked up and delivered based upon the hours requested by each individual department. An NU department representative will contact the Bidder to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of uniform pick-up and delivery, a signed inventory sheet must be given to a designated NU representative, listing the number and type of uniforms picked up and the number and type of uniforms delivered by either the employee's name or by an employee identification number provided by the Bidder. ☐ I agree. *(Required: Check if applicable)*
50	**Performance Standards - Uniform Delivery** Bidder's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item of clothing picked up and each item of clothing delivered. ☐ I agree. *(Required: Check if applicable)*
51	**Performance Standards - Floor Mats, Mop, and Towels Delivery** Items shall be picked up and delivered based upon the hours requested by each individual department. An NU department representative will contact the Bidder to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of pick-up and delivery, a signed inventory sheet must be given to a designated NU representative, listing the number and type of items picked up and the number and type of items delivered by either the employee's name or by an employee identification number provided by the Bidder. ☐ I agree. *(Required: Check if applicable)*
52	**Performance Standards - Delivery** In the event the pick-up day or time must be changed, NU will notify the Bidder in advance. The Bidder shall notify NU at least one (1) day in advance for changes in the designated delivery hours. ☐ I agree. *(Required: Check if applicable)*

Supplier Information

EXHIBIT 1

Company Name:

Contact Name:

Address:

Phone:

Fax:

Email:

Supplier Notes

By submitting your response, you certify that you are authorized to represent and bind your company.

Print Name

Signature

Bidder Requirements

1. BIDDING PROCEDURE
   1.1. All bids are subject to any special conditions set forth herein or in the applicable request for bids and will be received through the University of Nebraska (UNL) eBid system, until the bid closing date and time indicated for furnishing the University of Nebraska, hereinafter referred to as "NU", the materials, supplies, equipment, or services shown in the electronic bid request (the "Bid Deadline").
   1.2. Bidders (Bidder is defined as any Supplier that submits a proposal in response to bid solicitation) shall use the electronic bid system for submitting bids, including completion of all instructions, and required fields; hard copy, fax, email, or verbal responses will be rejected.
   1.3. All proposals submitted, along with any exhibits, addenda, or modifications, shall be the property of NU.
   1.4. Each Bidder shall identify the item such Bidder will furnish by brand or manufacturer's name and catalog numbers. Bidders shall also furnish specifications and descriptive literature if not bidding the specific manufacturer or model as listed in NU bid specifications.
   1.5. Upon request, any person submitting a bid for a firm, corporation, or other organization must show evidence of his or her authority to bind such firm, corporation, or organization.
   1.6. Bids must be received before the Bid Deadline for consideration, as per site usage Terms and Conditions.
   1.7. NU may make any investigations or request any documentation deemed necessary to evaluate the ability of the Bidder to perform the specifications of this bid. The Bidder shall furnish NU with pertinent information and data upon request. NU reserves the right in its sole discretion to reject any bid based on the facts resulting from an investigation which indicate that a Bidder: (a) is not properly qualified to carry out the obligations of any contract awarded; or (b) presents a public image not in keeping with the professional standards and reputation which NU expects. Conditional bids will not be accepted.
   1.8. Any applicable critical dates will be included in the electronic bid request.
      1.8.1. A preliminary pre-bid conference may be indicated. If the conference is mandatory, then any entity wishing to preserve its ability to bid must be represented and will be required to register at the meeting.
         1.8.1.1. Persons planning to attend a preliminary conference should contact NU Procurement Services (at 402-472-2126) no later than twenty-four (24) hours prior to the pre-bid conference, unless otherwise stated, in order that adequate meeting space is reserved.
         1.8.1.2. Persons planning to attend a preliminary conference are strongly encouraged to direct any questions they have about the bid to the attention of the Procurement Contact, such questions are to be in writing and be delivered via fax (402-472-2246) or email (ebid@nebraska.edu), no later than forty-eight (48) hours prior to the pre-bid conference, unless otherwise stated
      1.8.2. Any bid may be withdrawn by the Bidder prior to the Bid Deadline. Unless otherwise stated in this bid, no response may be rescinded within ninety (90) days following the scheduled opening of proposals without the approval of the Director of Procurement Services.
      1.8.3. Any bid may be edited by the Bidder, unless otherwise stated, prior to the Bid Deadline. In order to make changes a Bidder must retract their bid, which will remove it from consideration and then resubmit after modifications have been made.
   1.9. It is the responsibility of each Bidder to become familiar with the project requirements. Lack of knowledge concerning the project requirements will not relieve Bidders of the conditions required as responsive to this bid.

Bidder Requirements

2. BID BOND, if required
   2.1. A Bid Bond, as a guarantee of good faith, in the form of a certified check, cashier's check, or bid bond (a "Bid Bond"), may be required to be submitted with this bidding document, as indicated on the bid.
   2.2. A Bid bond shall be in the amount specified on the bid. The bid security must be scanned and attached to the "Response Attachments" section. The original Bid Bond should then be sent or delivered to the office of the Procurement Services, 1700 Y Street, Lincoln, NE 68588-0645 within three (3) business days after the Bid Deadline.
   2.3. If Bid Bond is not received in the office of Procurement Services as stated above, the Bidder may be determined to be non-responsive and may be disqualified.
   2.4. NU reserves the right to retain each Bid Bond until 45 calendar days after the Bid Deadline or until the selected Bidder enters into Contract, whichever is shorter.
   2.5. The Bid Bond of the selected Bidder shall be retained until NU receives executed the Owner-Contractor Agreement (the "Contract"), Owner's Protective Bond (Performance Bond) and Certificates of Insurance.
   2.6. Bid Bonds for the Bidders not selected will be returned to the appropriate Bidder upon NU's receipt of a written request from such Bidder.
   2.7. If any Bidder refuses to enter into a Contract or fails to furnish required Performance Bonds and Certificates of Insurance within ten (10) business days following NU providing notice of the contract award, the Bid Bond shall be forfeited to NU as liquidated damages but not as penalty.
3. BIDDER'S REPRESENTATION
   3.1. Each Bidder by electronic signature and by submitting a bid represents that the Bidder has read and understands the bidding documents, and the bid has been made in accordance therewith.
   3.2. Each Bidder for services further represents that the Bidder has examined and is familiar with the local conditions under which the work is to be done and has correlated the observations with the requirements of the bidding documents.
4. CLARIFICATION OF BIDDING DOCUMENTS
   4.1. Bidders shall promptly notify the Procurement Services Contact, as indicated in the electronic bid request, of any ambiguity, inconsistency, or error which they may discover upon examination of the bidding documents.
   4.2. Bidders desiring clarification or interpretation of the bidding documents for sealed bids shall make a written request which must reach the Procurement Services Contact as noted in the bidding document.
   4.3. Changes made to the bidding documents will be issued electronically via addendum. All Bidders registered for that bid prior to issuance of the addendum will be notified of the addendum. Bidders registering after the addendum is issued will receive the bid with the addendum included.
   4.4. Oral interpretations or changes to the bidding documents made in any manner other than written form will not be binding on NU; and Bidders shall not rely upon such interpretations or changes.
5. ADDENDA
   5.1. Addenda are instruments issued by NU prior to the Bid Deadline which modify or interpret the bidding document by addition, deletion, clarification, or correction.
   5.2. Addenda notifications will be made available to all registered Bidders immediately via e-mail for inspection on-line. No addenda will be issued later than forty-eight (48) hours prior to the Bid Deadline, except an addendum withdrawing the invitation to bid, or an addendum which includes postponement of the bid.

Bidder Requirements

5.3. All Bidders are solely responsible for providing their correct email addresses and updating such addresses in their eBid profile for any response to inquiries. NU is not responsible for lost or undeliverable responses.

6. BID EVALUATION AND AWARD

6.1. The electronic signature shall be considered an offer on the part of the Bidder. Such offer shall be deemed accepted upon issuance, by NU, of purchase orders, contract award notifications, or other documents appropriate to the work.

6.2. No bid shall be modified or withdrawn for a period of ninety (90) calendar days after the Bid Deadline, and each Bidder so agrees in submitting the bid.

6.3. In case of a discrepancy between the unit prices and their extensions, the unit prices shall govern.

6.4. The bid will be awarded to the lowest responsible, responsive Bidder whose bid will be most advantageous to NU, and as NU deems will best serve the requirements and interests of NU.

6.5. A tie bid occurs when two or more bids are (1) received with the same unit price and are of equal quality ("Unit Price Tie") or (2) in the case of an evaluation, receive the same overall score ("Overall Score Tie"). Any preference afforded the bidder under Neb. Rev. Stat., § 73-101.01, or Board of Regents Policy PR-6.2.1.14 will be factored into the bid of such bidder prior to determination of whether a tie bid has occurred. A Unit Price Tie will be resolved by a witnessed, coin toss. An Overall Score Tie shall be resolved in the best interests of NU.

6.6. NU reserves the right to accept or reject any or all bids; to request rebids; to award bids item-by-item, with or without alternates, by groups or "lump sum"; to wave minor irregularities in bids; all as shall best serve the requirements and interests of NU.

6.7. In order to determine if the Bidder has the experience, qualifications, resources and necessary attributes to provide quality workmanship, materials and management required by the plans and specifications, the Bidder may be required to complete and submit additional information as deemed necessary by NU. Failure to provide the information requested to make this determination may be grounds to declare such Bidder non-responsive and may result in disqualification.

6.8. NU reserves the right to waive any irregularity or other requirement, which it deems does not materially affect the selection process. Factors that may be considered include, but are not limited to, clarity and responsiveness, conformity with bid specifications, cost effectiveness, design, delivery, installation, the specific needs of the NU community, Bidder's reputation and/or past performance, quality of goods and/or services offered to NU, technical performance, installation, and ability to expand with NU's needs. NU reserves the right to reject any irregular bids that contain unauthorized additions, conditions, alternate bids, or irregularities that make the bid incomplete, indefinite or ambiguous

6.9. University System Participation: Other University campuses or state agencies may wish to explore the possibility of sharing in the benefits of the RFP and its resultant contract.

6.10. Submissions will be evaluated, and the contract, if any, awarded and performed in compliance with all relevant NU policies.

6.11. No representative of a Bidder should directly or indirectly contact any member of the evaluation committee, or any faculty or staff member concerning this bid, unless permission is explicitly given to the Bidder by the Director of Procurement Services, for the purposes of providing additional information or facilitating the evaluation. Any attempt by a Bidder to contact a member of the evaluation committee or any other faculty or staff member about this bid without proper authorization can lead to disqualification

Bidder Requirements

6.12. NU reserves the right to request additional information from a Bidder in any format which NU deems necessary to evaluate the proposals, including formal Q & A or meetings and presentations. The evaluation may include subjective assessment of the proposal materials, including factors not listed specifically in this bid.

6.13. Bidders may be required to submit samples of any item or product offered in response to this bid. Each sample must be clearly identified with the name of the Bidder, name of the manufacturer, or other information, if requested, relevant to the evaluation of the sample.

6.14. NU reserves the right to conduct discussions and negotiations with any or all respondents to this bid, concerning any element of or response to this bid, for the purpose of clarification and modification. Discussion and negotiation may include, but is not limited to, the scope of work, design, schedule and price.

6.15. Upon completion of the evaluation process, Bidders will be notified via email or by the award being posted on the eBid system, of the identity of the successful Bidder. Bidders are responsible for checking the eBid system for all updates. If for any reason, NU and the successful Bidder fail to finalize a contract, NU reserves the right to attempt to enter into a contract with the next most responsive Bidder(s), based on evaluation results.

6.16. NU reserves the right to reject all proposals received and discontinue the evaluation and selection process at any time. NU also reserves the right to re-solicit proposals in response to this bid or any amendment to this bid. If no responsive bids are received, NU reserves the right to negotiate with any firm in order to substantially fulfill the bid under such terms and conditions as NU deems best serve its needs.

7. EXECUTION OF AGREEMENT

7.1. Depending on the type of service or commodity provided, one of the following methods will be employed.

7.1.1.Purchase Order, unless otherwise noted

7.1.1.1. This contract shall consist of a NU Purchase Order.

7.1.1.2. A copy of the Bidder's bid response (or referenced bid number) shall be attached to the Purchase Order, which in all particulars becomes the contract between NU and Bidder and both parties thereby accept and agree to the terms and conditions of said bid documents.

7.1.2.Contract, unless otherwise noted

7.1.2.1. NU will furnish copies of a Contract to the successful Bidder who shall prepare attachments as required. Insurance as evidenced by a Certificate of Insurance (as required), surety bonds properly executed (as required), and Contract signed and dated.

7.1.2.2. The prepared documents shall be returned to NU Procurement Services within ten (10) business days, (unless otherwise noted).

7.1.2.3. NU will sign and date the Contract. Upon approval and signature, NU will return one copy to the successful Bidder.

8. MISCELLANEOUS

8.1. Exceptions: Any exceptions with respect to any requirement of this bid must be specified in writing as part of the submitted proposal. Specific reference must be made to the paragraph numbers and other identifying criteria with respect to any exceptions proposed by the Bidder. Generally, NU will not look

favorably upon the request for any exceptions. However, NU recognizes that in certain instances, an exception may be appropriate, and therefore, will consider and reserves the right to grant exceptions when NU deems such exceptions promote NU's best interests. Conditional bids will not be considered.

8.2. Cost of Preparation: NU will not be responsible for any costs incurred in preparation of any element the Bidder's proposal.

8.3. Negotiations: NU reserves the right to conduct discussions and negotiations with any or all respondents to this bid, concerning any element of or response to this bid, for the purpose of clarification and modification. Discussion and negotiation may include, but is not limited to, the scope of work, design, schedule, and price.

8.4. Public Information: Bids submitted to the University are presumed to be public records. If bids contain trade secrets, academic or scientific research work in progress and unpublished, or other proprietary or commercial information which if released would give advantage to business competitors and serve no public purpose, it is the responsibility of the bidder to designate such content as confidential. When bids are opened to determine a successful bidder, all bids will be available for public inspection. Portions of bids designated by the bidder as confidential will be withheld from public inspection. Any reasonably segregable portion of the bid that is not designated as confidential shall be provided for public inspection after deletion of the portion or portions of the bid which may be withheld. Price terms appearing in bids or proposals, invoices, purchase orders or other documents calling for the expenditure of public funds may not be designated as confidential or withheld from public inspection.

8.4.1. A bidder shall be solely responsible for providing the defense to any challenge to a decision to withhold information contained in a proposal, based upon bidder's identification of the information as confidential.

8.4.2. A bidder must submit confidential material in a separate sealed package within the sealed bid package. If the bid is on the UNL eBID system, confidential material must be in a separate attachment marked "Confidential".

8.5. Board of Regents Approval: In certain instances, the Bylaws and Policies of the Board of Regents of the University of Nebraska (the "Board") require that the Board approve the award of a contract. Bidders shall be notified if the Board approval is required. In such cases, no contract or award shall be enforceable absent the Board's approval.

University of Nebraska Master Agreement – RFP

This University of Nebraska Master Agreement - Expenditure ("Agreement") sets forth the terms of purchase between the Board of Regents of the University of Nebraska a public body corporate and governing body of the University of Nebraska ("University"), which is composed of a chief governing administrative unit (University of Nebraska System), four universities (University of Nebraska at Kearney, University of Nebraska-Lincoln, University of Nebraska Medical Center, and University of Nebraska at Omaha), and such other institutions and units as may be designated by the Nebraska Legislature (each a "Campus" and collectively the "Campuses"), and _____ ("Supplier"). University and Supplier are collectively referred to as "parties."

NOW, THEREFORE, in consideration of the mutual covenants set forth in this Agreement the parties agree as follows:

1. **Description of Deliverables**. Supplier agrees to provide the services, goods, or both identified in the statement of work attached to the Agreement ("Statement of Work") and any subsequent proposal or statement of work incorporated by reference into this Agreement (collectively, "Deliverables"). Supplier agrees to perform services under this Agreement to the satisfaction of University during the Term of this Agreement and with the standard of professional care and skill customarily provided in the performance of such service.

2. **Payment**. In full consideration for the Deliverables provided by Supplier under this Agreement, University shall pay or cause to be paid to Supplier a fee, pursuant to the Statement of Work and any subsequent proposal or statement of work incorporated by reference into this Agreement, within forty-five (45) days after Supplier's submission of an accurate invoice to University and all requested supporting documentation. Along with its invoice, Supplier shall submit adequate receipts and documentation as requested by University to support reimbursement of all previously agreed upon reimbursable expenses. Supplier is expected to comply with applicable policies and procedures, including those stated within the University of Nebraska Travel Policy (located at https://nebraska.edu/-/media/unca/docs/offices-and-policies/policies/policies/university-of-nebraska-travel-policy.pdf). University, in its discretion, may decline to reimburse expenses that are not pre-approved or fail to comply with applicable policies and procedures. Supplier agrees that it is solely responsible for payment of income, social security, and other employment taxes due to the proper taxing authorities, and that University will not deduct such taxes from any payments to Supplier hereunder, unless required by law.

3. **Purchase Order Requirement**. A purchase order shall be issued by University to Supplier for payment in accordance with the terms of this Agreement. All invoices submitted by Supplier shall make reference to the appropriate purchase order number to be eligible for payment**.**

4. **Term**. The initial term of this Agreement shall be from _____ to _____ ("Initial Term"). This Agreement may be renewed for ___ (#) additional ___ (#) year term(s) upon completion of the Initial Term (each, a "Renewal Term") by (1) mutual written agreement of the parties or (2) University's issuance and Supplier's acceptance, demonstrated by Supplier's continued performance under the Agreement, of a purchase order. Collectively the Initial Term and Renewal Term(s) shall be referred to as the "Term." Time is of the essence in this Agreement.

5. **Confidentiality.** "Confidential Information" shall mean any materials, written information, and data marked "Confidential" by University or non-written information and data disclosed by University that is identified at the time of disclosure to Supplier as confidential or is reasonably understood by Supplier to be confidential. Supplier agrees to protect and maintain Confidential Information in strict confidence for a period of three (3) years from the date of expiration or earlier termination of this Agreement and, upon request of University, return or destroy all materials containing such Confidential Information. Notwithstanding the foregoing, Supplier shall be entitled to retain archival copies of Confidential Information for legal, regulatory, or compliance purposes. The obligations of this paragraph do not apply to information that is in the public domain; independently known, obtained, or discovered by Supplier; or hereafter supplied

to Supplier by a third party without restriction. If Supplier is compelled by law to disclose any Confidential Information, it shall provide University with prior notice of such compelled disclosure (to the extent legally permitted) and reasonable assistance, at University's cost, if University wishes to contest the disclosure.

6. **Property Rights.** University will possess all rights to any creations, inventions, or other intellectual property and materials, including copyright, trade secrets, or patents in the same, which arise out of, are prepared by, or are developed in the course of Supplier's performance. Supplier and University acknowledge and agree that work created by Supplier in connection with its performance under this Agreement shall belong to University as "work-made-for-hire" as such term is defined under 17 USC § 201, as amended. In the event such works are not copyrightable subject matter or for any reason cannot legally be considered a work-made-for-hire, Supplier hereby assigns all right, title, and interest in and to work created by Supplier in connection with its performance under this Agreement to University and agrees to execute all documents required to evidence such assignment. University's rights to any creations, inventions, or other intellectual property and materials, including copyright, trade secrets, or patents in the same, which arise out of, are prepared by, or are developed in the course of Supplier's performance under this Agreement shall be exclusive and Supplier will not use, license, or permit such works to be used for any other purpose. Upon termination of this Agreement for any reason, University shall have the exclusive right, without further obligation to Supplier, throughout the world, in all languages, and in perpetuity to use the work created by Supplier in connection with its performance under this Agreement in any manner it deems appropriate, including, without limitation, editing, altering and revising such work. This provision shall survive the termination of this Agreement.

7. **Termination**. In the event that either party commits a material breach of this Agreement and fails to remedy or cure such breach within thirty (30) days after receipt of written notice thereof from the non-breaching party, the non-breaching party may, at its option and in addition to any other remedies which it may have at law or in equity, terminate this Agreement by sending written notice of termination to the other party. Such termination shall be effective as of the date of its receipt. Additionally, University may terminate this Agreement for its convenience upon thirty (30) days' prior written notice to Supplier. Upon termination, University shall promptly pay Supplier for all fees incurred up to and including the effective date of termination or Supplier will refund to University a prorated share of any prepaid fees.

8. **Representations and Warranties**. Supplier warrants that it will convey good title to all goods, free of all encumbrances, and all goods delivered shall be free from defects in workmanship, material, and manufacture, shall comply with the requirements of this Agreement, including any drawings or specifications incorporated or samples furnished by the Supplier, and shall be free from defects in design. Supplier further warrants all goods purchased hereunder shall be merchantable quality and shall be fit and suitable for the purposes intended. In the event Supplier is providing University with services, Supplier warrants and represents that each of its employees and agents to perform any services under the terms of this Agreement shall have the skills, training, and background reasonably commensurate with their level of performance or responsibility, to be able to perform in a competent and professional manner that is consistent with industry standards. Supplier further warrants the services provided will conform to the requirements of this Agreement and that in performing the services Supplier will not be in breach of any agreement with a third party. The foregoing warranties are conditions to this Agreement and are in addition to all other warranties, expressed or implied, and shall survive any delivery, inspection, acceptance, or payment by University. All warranties shall run to University. If any warranties specified herein or otherwise applicable are breached by Supplier, University may, at its election, require Supplier to correct at Supplier's sole expense any defect or nonconformance by repair or replacement or return any defective or nonconforming goods to Supplier at Supplier's expense and recover from Supplier the purchase price or, in the case of services, require re-performance of the services or terminate this Agreement and receive a full refund. Supplier agrees to hold University harmless from any loss, damage, or expense, including court costs and reasonable attorneys' fees, that University may suffer as a result of a breach or alleged breach of the foregoing warranties. The foregoing remedies are in addition to all other remedies University may have at law or in equity.

9. **Relationship of Parties**. No agency, partnership, or joint venture is created by this Agreement. The parties affirmatively disclaim any intent to form such relationship. Supplier is solely responsible for maintenance and payment of insurance and the like that may be required by federal, state, or local law with respect to any sums paid hereunder. Supplier is not University's agent or representative and has no authority to bind or commit University to any agreements or other obligations.

10. **Liability**. To the fullest extent allowed by law, Supplier shall defend, indemnify, and hold harmless University, its regents, officers, employees, agents, and students, for any loss, claim, damage, expense, or liability of any kind, including reasonable attorneys' fees and costs, arising out of or in connection with its performance or nonperformance under this Agreement by Supplier and its officers, employees, agents, and subcontractors.

11. **Insurance**. Supplier shall at its own expense obtain and maintain throughout the Term of this Agreement general commercial liability insurance against claims for bodily injury, death, and property damage with limits of not less than one million dollars ($1,000,000.00) per occurrence, and three million dollars ($3,000,000.00) general aggregate to cover such liability caused by, or arising out of, activities of Supplier and its agents and/or employees while engaged in or preparing for the provision of the Deliverables. If the Deliverables include providing technology services, software, or support, Supplier shall obtain and maintain cyber liability insurance coverage of not less than ten million dollars ($10,000,000.00) per occurrence and in the aggregate throughout the Term of this Agreement to cover such liability resulting or arising from acts, errors, or omissions in rendering such technology services, software, or support. Upon request by University, Supplier shall furnish to University certificates of insurance evidencing that such insurance is effective prior to provision of the Deliverables. By requiring such minimum insurance, University shall not be deemed or construed to have assessed the risk or limited the liability that may be applicable to Supplier under this Agreement. Supplier shall assess its own risks and, if it deems appropriate, maintain higher limits or broader coverages. Supplier further agrees, upon request, to include University as an additional insured on its general liability insurance policy on a primary and non-contributory basis. Supplier is not relieved of any liability or other obligations assumed or pursuant to this Agreement by reason of its failure to obtain or maintain insurance in sufficient amounts, duration, or types.

12. **Assignment**. This Agreement is non-assignable and non-transferrable unless agreed to in writing by the parties. Any attempt by either party to assign its rights or obligations hereunder shall be void.

13. **Amendment**. This Agreement constitutes the entire understanding between University and Supplier with respect to the subject matter hereof and may not be amended except by an agreement signed by Supplier and an authorized representative of University.

14. **Governing Law and Forum**. This Agreement shall be governed by the laws of the State of Nebraska without giving effect to its conflicts of law provisions. Any legal actions brought by either party shall be instituted in the state courts located in Lancaster County, Nebraska. It is understood and agreed that any legal action by Supplier in relation to this Agreement may only be instituted in accordance with the provisions of the State Contract Claims Act (Neb. Rev. Stat. §§ 81-8,302 to 81-8,306), as amended.

15. **Conflict of Interest**. Supplier certifies, to the best of its knowledge and belief, that there are no potential organizational conflicts of interest related to this Agreement. If Supplier cannot so certify, it shall provide to University a disclosure statement that describes all relevant information concerning any potential conflict of interest under this Agreement. In the event the potential conflict of interest cannot be resolved, University may declare this Agreement void and of no further force or effect and University shall have no further obligations under this Agreement.

16. **Work Status Verification**. Supplier and its subcontractors shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. §§ 4-108 to 4-114, as amended.

17. **Debarment List**. Supplier certifies and warrants that it has not been debarred, suspended, or declared ineligible as defined in the Federal Acquisition Regulation 48 CFR Ch.1 Subpart 9.4. Supplier also certifies that Supplier, its partners, directors, officers, employees, licensees, subcontractors, or agents have not been excluded or debarred or otherwise become ineligible to participate in Federal health care programs pursuant to 42 USC § 1320a-7. This shall be an ongoing certification and warranty during the Term of the Agreement and Supplier shall immediately notify University of any change in the status of the certification and warranty set forth in this section. If Supplier becomes excluded from Federal health care program participation or placed on the Consolidated List of Debarred, Suspended, and Ineligible Contractors, the Agreement may be terminated immediately, for cause, by University. If any partners, directors, officers, employees, licensees, subcontractors, personnel, or agents of Supplier become excluded from Federal health care program participation, such individual shall be removed from participating in this Agreement immediately. Failure by Supplier to remove such excluded individual immediately shall provide University the right to terminate the Agreement immediately for cause.

18. **Taxpayer Transparency Act**. Pursuant to Nebraska's Taxpayer Transparency Act (Neb. Rev. Stat. § 84-602.01, as may be amended), University is required to provide the Nebraska Department of Administrative Services with a copy of each contract that is a basis for an expenditure of state funds, including any amendments and documents incorporated by reference in the contract. Copies of all such contracts and documents will be published by the Nebraska Department of Administrative Services at https://statecontracts.nebraska.gov/. It shall be the sole responsibility of Supplier to notify University of any requested redactions to such contracts and documents under Neb. Rev. Stat. § 84-712.05(3) at the time of execution. In addition, Supplier agrees to defend any challenge to such redactions at its own expense.

19. **Nondiscrimination**. Supplier agrees that neither it nor any of its subcontractors shall discriminate against any employee, or applicant for employment to be employed in the performance of this Agreement, with respect to hire, tenure, terms, conditions, or privilege of employment because of the race, color, religion, sex, disability, or national origin of the employee or applicant in accordance with the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. § 48-1122, as amended.

20. **Discrimination including Sexual Harassment.** State and federal law, as well as University of Nebraska Bylaws, policies, and guidelines prohibit discrimination (as defined therein) including harassment and retaliation, against students, employees, and other members of the University community. Prohibited types of discrimination include discrimination on the basis of race, color, ethnicity, national origin, sex (including sexual harassment), pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, political affiliation, and any other protected status. Supplier shall exercise control over itself, its employees, agents, contractors, and affiliated parties to prohibit acts of discrimination, including sexual harassment, against University students, employees, and other members of the University community. Supplier shall cooperate with the University following any report of discrimination. In the event University determines that Supplier or an employee, agent, contractor, or other person affiliated with Supplier has engaged in discrimination, including harassment, or other inappropriate conduct, Supplier will take prompt and effective action, in accordance with the University's direction, to prevent recurrence of the conduct and to correct its effects, which may include removal of Supplier or the employee, agent, contractor, or other person affiliated with Supplier from providing the Deliverables. Supplier's failure to comply with the University's directive or any other part of this provision may be cause for immediate termination of this Agreement. Supplier acknowledges that the University may have obligations to report any allegations or incidents of discrimination, including sexual harassment. Supplier and employees, agents, contractors, and other persons affiliated with Supplier who are directly providing the Deliverables or present on University premises shall participate in any training as may be required by the University from time to time, including training regarding sexual harassment and diversity and inclusion.

21. **Criminal Background Investigations.** If applicable, Supplier represents and warrants that Supplier has obtained, at its own expense and in a manner compliant with all applicable laws, a background screening for all of its employees who will be present on University premises. Such background screenings shall be completed consistent with current industry standards and shall, at a minimum, include the same

degree of thoroughness as the background checks University conducts for its newly hired staff. Supplier agrees to update any background screening upon reasonable request by University, it being agreed that any request based upon the occurrence of any illegal activity involving Supplier or its personnel, or the reasonable suspicion of illegal activity would be deemed reasonable. Supplier shall provide University with evidence of the completion of the required background screenings upon University's request. Alternatively, in the event Supplier is an individual, University may require Supplier complete a background check consistent with current industry standards at University's request. Supplier shall not hire, retain, or engage any individual directly involved in the performance of services under the Agreement who has been convicted (felony or misdemeanor) of or entered into a court-supervised diversion program for any sexual offense, felony assault (including domestic violence related incidents), child abuse, molestation or other crime involving endangerment of a minor, murder, or kidnapping. Supplier and Supplier's employees or agents directly performing services under the Agreement cannot be listed on any sex offender registry. Other convictions, such as misdemeanor assault, drug distribution activity, felony drug possession, and any other felony or crime involving moral turpitude may also render Supplier and Supplier's employees or agents ineligible to directly perform services under the Agreement, taking into consideration (a) the nature and gravity of the offense(s), (b) the time that has passed since the offense or conduct and/or completion of the sentence, and (c) the nature of the services being performed. Supplier and Supplier's employees or agents cannot be listed on any sex offender registry. Supplier agrees to ensure any third party with whom Supplier engages to provide any part of services provided under the Agreement agrees to the same restrictions, conditions, and requirements of this section in the same capacity as Supplier.

22. **Equal Opportunity (intentionally bolded).** Supplier shall comply with 41 CFR §§ 60-1.4(a), 60-300.5(a), and 60-741.5(a), incorporated by reference with the following statement: **"This contractor and subcontractor shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60- 741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, national origin or for inquiring about, discussing, or disclosing compensation. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status."**

23. **Logos or University Marks**. Supplier shall not use or display any University name, logo, trademark, service mark (individually a "Mark" and collectively the "Marks") and/or other indicia designated by University as a source identifier, unless expressly authorized in writing by University. Any unauthorized use of Marks is expressly prohibited. Supplier agrees it will not use University's name in any manner that acts as an endorsement or is an appearance of any endorsement in any promotion, advertisement, solicitation, or other communication, especially as it relates to Supplier's business.

24. **Right to Audit Privilege**. The University reserves the right to audit or inspect work performed by the Supplier under the Agreement. The University may participate directly or through an appointed representative in order to verify that services related to the Agreement have been performed in accordance with the procedures indicated.

25. **Affiliates.** "Affiliates" for the purposes of this Agreement are agents, contractors, consultants, or other entities or individuals who are authorized by University to use the Deliverables. Affiliates may be added by University upon written notice to Supplier. The parties agree Affiliates may avail themselves to the benefits of this Agreement by way of a separate agreement between Affiliate and Supplier. Affiliates include, without limitation, any public agency or instrumentality of the government of the State of Nebraska or political subdivisions within the State of Nebraska, any entity in which the Board of Regents of University has at least a fifty percent (50%) controlling interest, and The Nebraska Medical Center d/b/a Nebraska Medicine.

26. **Campuses.** By virtue of the authority granted by the Board of Regents of University of Nebraska, each Campus may execute certain contracts on their own behalf. Supplier acknowledges one or more Campuses may participate under this Agreement. The Campuses shall not be considered "Affiliates" for purposes of this Agreement.

27. **Compliance**. Supplier and its employees and agents will comply with all laws, ordinances, codes, rules, regulations, and licensing requirements that are applicable to the conduct of its business, including those of federal, state, and local agencies having jurisdiction and/or authority, as well as applicable University policies.

28. **Incorporation and Priority of Documents.** Each document that is ancillary to this Agreement (including without limitation any solicitation, purchase order, addendum, exhibit, appendix, bid, proposal, quotation, or statement of work) ("Ancillary Document") constitutes part of this Agreement if the Ancillary Document is signed by an authorized signatory from each party. Notwithstanding the foregoing, any Ancillary Document attached to the Agreement at execution constitutes part of this Agreement without execution of the Ancillary Document by the parties.

Notwithstanding any provision to the contrary in any of the following documents, precedence is established by the order of the following documents: 1) duly executed amendments to this Agreement (to the extent not superseded by a subsequent amendment); 2) this Agreement and any solicitation, purchase order, addendum, exhibit, attachment, or appendix issued by the University and incorporated by reference into this Agreement; and 3) each bid, proposal, quotation, statement of work, or other Ancillary Document incorporated by reference into this Agreement. In the event of conflicting or inconsistent provisions between any of the foregoing documents, a document identified with a lower numerical value in this section shall supersede a document identified with a higher numerical value in this section to the extent necessary to resolve any such conflict or inconsistency. Provided, however, that in the event an issue is addressed in one of the foregoing documents but is not addressed in another of such documents, no conflict or inconsistency shall be deemed to occur. Where terms and conditions specified in the Supplier's bid, proposal, or quotation differ from the terms and conditions in University's solicitation, the terms and conditions in the solicitation shall apply. Where terms and conditions specified in the Supplier's bid, proposal, or quotation supplement the terms and conditions in University's solicitation, the supplemental terms and conditions shall apply only if specifically accepted by University in writing.

29. **Severability.** The terms of the Agreement are severable. If any term or provision is declared by a court of competent jurisdiction to be illegal, void, or unenforceable the remainder of the provisions shall continue to be valid and enforceable.

30. **Survival.** Provisions surviving termination or expiration of this Agreement are those which on their face affect rights and obligations after termination or expiration and also include provisions concerning indemnification, confidentiality, representations and warranties, and governing law and venue.

31. **Waiver.** A waiver of any term or provision of this Agreement by University shall not be deemed to be a waiver of such provision on any subsequent breach of the same or any other provision contained in this Agreement. Any such waiver must be in writing to be effective, and no such waiver or waivers shall serve to establish a course of performance between the parties contradictory to the terms hereof.

32. **Notices.** All notices, consents, approvals, demands, requests, or other communications required or permitted to be given under any of the provisions of the Agreement will be in writing and will be sent via certified mail, hand delivery, overnight courier, facsimile transmission (to the extent a facsimile number is set forth below), or email (to the extent an email address is set forth below). The address for such notices shall be as set forth on the signature pages attached hereto. All such notices shall be effective when received.

33. **Electronic Signatures.** Each party agrees that this Agreement and any other documents to be delivered in connection herewith may be electronically signed, and that any electronic signatures appearing

on this Agreement or such other documents are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

34. **Subcontractors**. Supplier shall not subcontract all or substantially all of any facet of the services without the prior written approval of University. Supplier shall be fully responsible for the acts and omissions of its subcontractors and of the persons directly or indirectly employed by them. Every subcontractor shall be bound by the terms of this Agreement; provided, however, that no contractual relationship shall exist between any subcontractor and University, unless evidenced in a separate contract independent of this Agreement with Supplier.

35. **Unavailability of Funding**. Due to possible future reductions in State and/or Federal funds, University cannot guarantee the continued availability of funding of this Agreement notwithstanding the consideration contained within this Agreement. In the event funds to finance this Agreement become unavailable, either in full or in part, due to such reductions, University may terminate the Agreement or reduce the consideration upon notice in writing to Supplier. Said notice shall be delivered by certified mail (return receipt requested) or in person (with proof of delivery). University shall be the final authority as to the availability of funds. The effective date of such Agreement, termination, or reduction in consideration shall be the actual effective date of the elimination or reduction of funding. In the event of a reduction in consideration, Supplier may cancel this Agreement as of the effective date of the proposed reduction upon the provision of advance written notice to University. Supplier shall be entitled to receive just and equitable compensation for any satisfactory work performed up to the date of the notice of termination. In the event of unavailability of funding, the University shall not be liable for any penalty, expense, or liability, or for general, special, incidental, consequential, or other damages resulting therefrom.

36. **Delivery**. All shipments are to be made F.O.B. destination, freight prepaid, according to the delivery information provided in the applicable purchase order. Supplier shall make no partial deliveries under this Agreement without the University's consent unless otherwise indicated in the applicable purchase order. University may, but shall not be obligated to, inspect Supplier's performance under this Agreement from time to time. University's inspection, or lack of inspection, will not constitute an acceptance of any Deliverable or a waiver of any right or warranty or preclude University from rejecting any defective Deliverable. Supplier will coordinate lead times and delivery dates with the University. Time is of the essence with respect to delivery of goods and performance of services.

[Signature page to follow]

IN WITNESS WHEREOF, the parties have entered into this Agreement as of the date set forth below.

Board of Regents of the University of Nebraska	**Supplier**
Signature: _____	Signature: _____
Printed Name: _____	Printed Name: _____
Title: _____	Title: _____
Date: _____	Date: _____

Notices to the University shall be sent to:

[Name][Department]
[Address]
[City, State, Zip]

Notices to Supplier shall be sent to:

[Name][Department]
[Address]
[City, State, Zip]
[Email address]

With copy to (optional):

University of Nebraska

Request for Proposals
WORKPLACE SOLUTIONS
eBid #3702-22-4618

I. Introduction / Background

The University of Nebraska System was founded in 1869 and is the state's only public university. It has more than 51,000 undergraduate, graduate, and professional students and 16,000 faculty and staff across its four campuses: the University of Nebraska–Lincoln, a research-intensive flagship campus; the University of Nebraska Medical Center, an academic medical center; the University of Nebraska at Omaha, a metropolitan university campus; and the University of Nebraska at Kearney, a rural campus focused on undergraduates.

The University is governed by a publicly elected Board of Regents; a university-wide President leads the system, and a Chancellor governs each campus. For more information on the University of Nebraska, see Nebraska.edu.

The University of Nebraska has determined that the competitive proposals method of procurement (RFP) will provide the best value for the University as it is the most advantageous for this project. This procurement shall conform to the Board of Regents Policy, Section 6.2.1.10, and is in compliance with the University's own policies, procedures, rules, and regulations, where Contracts are to be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.

The resulting Master Agreement will be pursued in accordance with the University of Nebraska's statutory requirement, and it is the intent of this procurement to maximize full and open competition. This RFP is for workplace solutions, including uniforms, cleaning mops and cloths, first aid and safety, and fire protection services for the University of Nebraska, which represents all four campuses and includes several system-wide institutes. Other services and/or products may be added based on the University's needs and circumstances. Bidder must be able to provide full range of products and services.

National Contract

The Board of Regents of the University of Nebraska, as the Principal Procurement Agency, defined in ATTACHMENT A, has partnered with OMNIA Partners, Public Sector ("OMNIA Partners") to make the resultant contract (also known as the "Master Agreement" in materials distributed by OMNIA Partners) from this solicitation available to other public agencies nationally, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit ("Public Agencies"), through OMNIA Partners' cooperative purchasing program. The University of Nebraska is acting as the contracting agency for any other Public Agency that elects to utilize the resulting Master Agreement. Use of the Master Agreement by any Public Agency is preceded by their registration with OMNIA Partners (a "Participating Public Agency") and by using the Master Agreement, any such Participating Public Agency agrees that it is registered with OMNIA Partners, whether pursuant to the terms of a Master Intergovernmental Cooperative Purchasing Agreement, a form

of which is attached hereto on ATTACHMENT A, or as otherwise agreed to. ATTACHMENT A contains additional information about OMNIA Partners and the cooperative purchasing program.

OMNIA Partners is the largest and most experienced purchasing organization for public and private sector procurement. Through the economies of scale created by OMNIA Partners public sector subsidiaries and affiliates, National IPA and U.S. Communities, our participants now have access to more competitively solicited and publicly awarded cooperative agreements. The lead agency contracting process continues to be the foundation on which we are founded. OMNIA Partners is proud to offer more value and resources to state and local government, higher education, K-12 education and non-profits.

OMNIA Partners provides shared services and supply chain optimization to government, education and the private sector. With corporate, pricing and sales commitments from the Bidder, OMNIA Partners provides marketing and administrative support for the Bidder that directly promotes the Bidder's products and services to Participating Public Agencies through multiple channels, each designed to promote specific products and services to Public Agencies on a national basis. Participating Public Agencies benefit from pricing based on aggregate spend and the convenience of a contract that has already been advertised and publicly competed. The Bidder benefits from a contract that generally allows Participating Public Agencies to directly purchase goods and services without the Bidder's need to respond to additional competitive solicitations. As such, the Bidder must be able to accommodate a nationwide demand for services and to fulfill obligations as a nationwide Bidder and respond to the OMNIA Partners documents (ATTACHMENT A).

The Board of Regents of the University of Nebraska anticipates spending approximately $750K (annual) over the full potential Master Agreement term for Workplace Solutions. While no minimum volume is guaranteed to the Bidder, the estimated annual volume of purchased under the Master Agreement through OMNIA Partners is approximately $100M. This projection is based on the current annual volumes among the University of Nebraska, other Participating Public Agencies anticipated to utilize the resulting Master Agreement to be made available to them through OMNIA Partners, and volume growth into other Public Agencies through a coordinated marketing approach between the Bidder and OMNIA Partners.

II. Scope of Work

The University of Nebraska (NU) seeks proposals from eligible Bidders for a wide scope of workforce solutions products and services to include, but not limited to: uniforms, cleaning mops and cloths, first aid and safety, and fire protection services, as well as the complete balance of line of parts and pieces. Awarded Bidder is required to provide detailed options for when work performed for Participating Public Agencies expires (e.g. transfer of ownership, contract renewal options, etc.).

A. GENERAL REQUIREMENTS

1. KEY PERSONNEL: It is essential that the awarded Bidder provide adequate experienced personnel, capable of and devoted to the successful accomplishment of work to be performed under this Contract. The awarded Bidder must agree to assign specific individuals to the key positions. The Bidder agrees that, once assigned to work under this Contract, key personnel shall not be removed or replaced without written notice to and subsequent concurrence by the University of Nebraska. If key personnel are not available for work under this Contract for a continuous period exceeding thirty calendar days or are expected to devote substantially less effort to the work than initially anticipated, the awarded Bidder shall immediately notify the University of Nebraska, and shall, subject to the concurrence of the University of Nebraska, replace such personnel with personnel of substantially equal ability and qualifications.

2. TERM AND RENEWAL

The anticipated initial term of the contract is four (4) years, with three (3) additional two-year renewals upon written agreement of the parties, for an anticipated full term of ten (10) years. The awarded Bidder shall have the right to enter local "service" agreements with Participating Public Agencies accessing the contract through OMNIA Partners, so long as the effective date of such agreement is prior to the expiration of the Master Agreement. All local agreements may have a full potential term (any combination of initial and renewal periods) not to exceed ten (10) years. Any job orders, project agreements or maintenance agreements executed against this Master Agreement during the effective term may survive beyond the expiration of the Master Agreement as established and agreed to by both parties.

B. PRODUCTS & SERVICES

Although this section reflects the needs and requirements of the University of Nebraska, OMNIA Partners Participating Public Agencies may have different requirements.

The awarded Bidder will have the ability to offer their comprehensive workplace solutions program nationally. The workplace solutions program may include products and services associated with workplace solutions or any other product and service offerings which OMNIA Partners participants may elect to use. OMNIA Partners Participating Public Agencies may sign a supplemental agreement with the awarded Bidder substantially based on the terms and conditions of the University of Nebraska contract. Participants may elect to negotiate certain terms to conform to their purchasing and contracting requirements.

The needs and requirements for the University of Nebraska are as follows:

Products offered must be new and not previously issued.

1. UNIFORMS – RENTAL, PURCHASE AND LEASE

Bidder shall provide new uniforms for rental, direct purchase, and/or lease. Uniforms shall include but are not limited to; shirts, pants, outerwear, footwear, food service uniforms, healthcare uniforms, industrial uniforms, cleanroom uniforms, high visibility, flame resistant, and acid resistant protective apparel.

a. Measurements

1) Describe start-up procedure and timeline for measurements and delivery of uniforms upon contract start.
2) Describe procedure and timeline for new department usage to include measurement and delivery of uniforms upon request.

b. Identification System

Bidder shall provide a name or identification numbering system for each employee and garment. The identification system shall insure an accurate method of tracking garments for invoicing purposes. Bidder shall describe the identification system utilized and explain loss control procedures.

c. Bidder's Operation and Procedures

Bidder shall provide detailed description of their delivery and pick-up services including, but not limited to:

1) Tracking of uniform in the laundry process.
2) Dispute resolution for Lost and Damaged garments.

3) Logging of garments at the pick-up/delivery site.

d. Department Representative Contact

University department point of contact(s) shall be provided to the Bidder upon award of a contract. Each Department shall contact the Contractor to set up specific needs for their facility.

e. Patches

Various garments require embroidery or silk-screening of a Patch or Patches that depict the Department name, University Logo, and/or employee name. The University Department contact shall furnish the Contractor with patch requirements and placement specific for their department. The name patches will either be the employee's initial and last name, first name, or both first and last name. Patch application shall meet industry standards and be applied in accordance with Department requirements as to location and color layout. Contractor shall verify patch requirements with Department contact prior to processing all orders.

The University may also desire to have University-provided patches applied to Contractor-provided garments. Contractor shall heat seal and reinforce seal patches by sewing outside perimeter of patch. Patch location and number(s) will be provided by the requesting Departments. If required, the University will pay application/sewing charges for such requests as necessary. This cost should be annotated in the provided space in Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel).

f. Uniform Changes

University Department Representative and employees shall be allowed to determine at the beginning of each contract year whether they want long or short sleeve shirts or a combination of both, at no additional cost to the University.

g. Color Changes

The University reserves the right to change the color of uniforms and patches at its discretion during the term of this contract at no additional cost to the University. Industry standard colors shall be made available by Contractor and utilized by the University as may be required.

h. Transition Plan

The University's intent is to minimize the time and effort involved in fitting employees for uniforms. Each Bidder must, in a detailed and thorough manner, describe procedures designed to limit operational impacts. The successful Bidder must be prepared to fulfill the transition plan stated in their proposal should the University contract with a vendor other than the incumbent. Failure to do so may be cause for immediate termination of the contract. Any transition costs must be so noted and will be considered in the evaluation of the proposals.

i. Delivery/Pickup Locations

Clothing and other items shall be collected from and delivered to each location once every week. (The University reserves the option to relocate, add, reduce, or increase collection/delivery points at no

additional cost to the University.) Locations shall be provided to the contractor upon award of contract.

j. Delivery Time

1) Uniforms shall be picked up and delivered based upon the hours requested by each individual department. The contract representative will contact the Contractor to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of uniform pick-up and delivery, a signed inventory sheet must be given to a designated University representative, listing the number and type of uniforms picked up and the number and type of uniforms delivered by either the employee's name or by an employee identification number provided by the Contractor.

2) Contractor's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item of clothing picked up and each item of clothing delivered.

3) In the event the pick-up day or time must be changed, the University will notify the Contractor in advance. The Contractor shall notify the University or designated representative at least one (1) day in advance for changes in the designated delivery hours. Clothing changes are required to be delivered within seven (7) calendar days of notification to Contractor.

k. Lost or Damaged Items

Bidder shall provide an amortization schedule, which details percent clothing is amortized from date of issue, and Bidder's methods and procedures of verifying same.

l. University's Responsibilities

1. The University will be responsible for the replacement of Bidder-owned items lost or damaged by University employees. Replacement costs shall be based upon pricing provided in the Lost or Damaged Amortization Schedule submitted by Bidder.

2. The University will not be responsible for the replacement of items which have reached end-of-service life.

3. The University will provide to the Contractor written notification of all employees who, because of health issues, choose to self-launder Contractor-provided uniforms.

m. Contractor's Responsibilities

1. Contractor shall provide University employees with uniforms within ten (10) business days of measurement. Contractor shall notify the Department Representative or designee and obtain written approval of any delays exceeding the allotted ten (10) business days.

2. Contractor shall be responsible for keeping all uniforms, towels and mats in good condition and shall inspect all items for repairs prior to delivery. Items with holes in fabric or visibly worn, frayed, discolored, or thin fabric are not acceptable and shall be replaced at Contractor's expense. The University reserves the right to refuse any item it deems needs repair or replacement at no additional expense to the University.

3. At the beginning of the contract, Contractor shall; provide all employees with New first-time use Uniforms not issued or worn previously (Category 1 or Category 2 uniforms are not acceptable) in accordance with the below Garment Categories. Contractor shall provide all new employees with New first-time use Uniforms not issued or worn previously (Category 1 or Category 2 uniforms are not acceptable) in accordance with the below Garment Categories:

4. Contractor shall provide no less than Category 1 uniforms for all replacement uniforms. Category 2 uniforms are not acceptable.

5. Bidder shall specify charges for lost and/or damaged items as part of their Proposal. Excessive charges may be grounds for rejection of the Proposal.

n. Sizes

Size requirements within any category of clothing are subject to change. The University reserves the right to change sizes of all clothing issued to a University employee by Contractor throughout the life of the contract. At a minimum Contractor shall provide the industry standard sizes of clothing under this contract.

2. FLOOR MATS, MOPS AND CLEANING CLOTH SERVICE – RENTAL, PURCHASE AND LEASE

Rental, direct purchase and lease of walk off floor mats, logo mats, anti-fatigue mats, wet mop heads, dry mop heads, microfiber mop heads, shop towels and microfiber cloths shall be provided to various locations and departments within the University.

3. RESTROOM SUPPLY

Installation and regularly scheduled maintenance of dispensers, paper products, hand sanitizer, soap, feminine hygiene products and related services.

4. FIRST AID AND SAFETY

1. The provision of first aid and safety products, which are either contact free or single dose and tamper-evident, to include but not limited to the following:
    - Standard First Aid Cabinets and Food Service First Aid Cabinets – with standard fill that meets ANSI/ISEA Z308.1-2015 class B requirements upon installation
    - Unit Vehicle First Aid Kit
    - Large Mobile First Aid Kit Bag
    - Fleet First Aid Replenishment Cabinet/Center
    - Bandages
    - Wraps
    - Eye Wash Stations
    - Consumables
2. The installation and maintenance of Automated External Defibrillator (AED) packages for lease.
3. Purchase of Automated External Defibrillator packages.
4. First Aid and Safety Training

5. FIRE PROTECTION

1. Test and inspection of fire extinguishers.

a. Scheduled monthly inspection
b. Annual inspection and maintenance with replacement as needed

2. Sprinkler systems, clean agent suppression systems, and emergency exit lights.
    a. Test and inspection of fire alarm system
    b. Monitoring of fire alarm systems.

6. BALANCE OF LINE/COMPREHENSIVE PRODUCT OFFERING

Each Bidder awarded an item under this solicitation may offer their complete product and service offering/a balance of line for workplace solutions. Pricing for complete product offering/balance of line items may be determined by a percentage discount off the Bidder's retail price list. The pricing percentage discount offered must be entered on the WS Pricing Spreadsheet, located in the Attachments tab of eBid. Completed spreadsheets shall be attached in the Response Attachments tab of eBid. Throughout the term of an awarded contract, awarded Supplier(s) shall have the option to add products to their offering.

C. FEDERAL FUNDING PRICING.

Due to products and services potentially being used in response to an emergency or disaster recovery situation, and/or products and services for use in USDA or Child Nutrition Programs in which federal funding may be used, Bidder may provide alternative pricing that does not include cost plus a percentage of cost or pricing based on time and materials; if time and materials is necessary, a ceiling price that the contract exceeds at its own risk will be needed. Products and services provided in a situation where an agency is eligible for federal funding, awarded Bidder is subject to and must comply with all federal requirements applicable to the funding including, but not limited to the FEMA Special Conditions section located in the Federal Funds Certifications Exhibit of Attachment A.

By submitting a response, the Bidder admits that all prices in their Offer have been arrived at independently, without consultation, communication, or agreement, for the purpose of restricting competition, as to any matter relating to such prices with any other Bidder or with any competitor certification regarding non-collusion.

1. **USDA AND CHILD NUTRITION PROGRAMS CODE OF CONDUCT**: The following conduct may be expected of all persons who are engaged in the awarding and administration of contracts supported by any Participating Public Agencies for any food and nutrition program funds.

    a. No employees, officer or agent shall participate in selection or in the award or administration of a contract supported by program funds if a conflict of interest, real or apparent would be involved.

    b. The purchase of any food or service from a Contractor for individual use is prohibited using University contract prices.

    c. The removal of any food, supplies or equipment for individual use is prohibited.

    d. The outside sale of such items as used oil, empty cans and the like will be sold by contract according to policy and the outside agency.

    e. Failure of any employee to abide by the above could result in a suspension or dismissal. Interpretation of the code will be administered by the Participating Public Agency.

f. Failure of a Contractor or its' agent to abide by these rules or facilitate a Participating Public Agency employee the opportunity to not abide by these rules by actively participating in a breach of one or more of the rules hereby established may result in termination of the Contract.

2. **USDA NON-DISCRIMINIATION**: In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, religious creed, disability, age, political beliefs, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

   Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

   To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: http://www.ascr.usda.gov/complaint_filing_cust.html, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

   (1) Mail: U.S. Department of Agriculture
   Office of the Assistant Secretary for Civil Rights
   1400 Independence Avenue, SW
   Washington, D.C. 20250-9410;
   (2) Fax: (202) 690-7442; or
   (3) Email: program.intake@usda.gov.

3. **TITLE VI OF THE 1964 CIVIL RIGHTS ACT:** "Nondiscrimination in Ferally Assisted Programs." "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." 42 U.S.C. Section 2000 et seq. It is the policy of Knox County Government that all its services and activities be administered in conformance with the requirements of Title VI.

4. **INVENTORY AND STORAGE**: If a Participating Public Agencies has a School Food Authority (SFA), the SFA shall be the responsible party to account for all products, including USDA Foods. At a minimum, an annual inventory of USDA Foods must be conducted by SFA. SFA is responsible for food storage and maintenance of inventory and for conducting the initial inventory and final inventory.

III. Pricing

The University of Nebraska requests pricing be submitted as not to exceed pricing to include percentage discounts for all product and service offerings. Unlike fixed pricing, the awarded Bidder can adjust submitted pricing lower if needed but, cannot exceed original pricing submitted. Awarded Bidder must allow for lower pricing to be available for similar product and service purchases.

A. Market Basket

Bidder shall complete the Market Basket Price File. If awarded a contract, the Bidder's Market Basket will reflect the pricing available to the University of Nebraska and to OMNIA Partners Participating Agencies. Pricing evaluation will be based on the Market Basket pricing. The quantities shown in this solicitation represent the best estimates that the University of Nebraska can provide supporting their current program. The quantities to be purchased may vary depending on internal changes. The University of Nebraska does not assume or accept responsibility to purchase the total quantities listed. The quantities shown are not to be considered a maximum and the University of Nebraska reserves the right to purchase more or less of specified amounts. Participating Public Agencies reserve the right to purchase more or less of specified amounts. Quantities shown shall not be construed to represent any amount which the University of Nebraska or Participating Public Agencies shall be obligated to purchase under the resulting Contract or relieve the Supplier of their obligation to fill all orders placed by the University of Nebraska or Participating Public Agencies. Quantities shown will be used for evaluation purposes.

B. Pricing Discount

The discount proposed shall remain the same throughout the term of the contract and at all renewal options. At a minimum, the Bidder should hold the proposed price list firm for the first 12 months after the contract award. Bidder will provide details of and propose any additional discounts for volume orders, additional locations, special manufacturer's offers, free goods program, total annual spend, etc.

C. Special Offers/Promotions.

In addition to decreasing prices for the balance of the Contract term due to a change in market conditions, Contractor may conduct sales promotions involving price reductions for a specified lesser period. Contractor may offer Participating Agencies competitive pricing which is lower than the not-to-exceed price set forth herein at any time during the Contract term and such lower pricing shall not be applied as a global price reduction under the Contract.

IV. Evaluation Criteria (Potential evaluation score – 100 points)

1. Background and References (10 max points)
2. Supplier Capabilities (20 max points)
3. Customer Support and Method of Approach (20 max points)
4. Pricing (50 max points) – Based on Market Basket

ATTACHMENT A

OMNIA® PARTNERS

Requirements for National Cooperative Contract To Be Administered by OMNIA Partners

The following documents are used in evaluating and administering national cooperative contracts and are included for Supplier's review and response.

Exhibit A – Response for National Cooperative Contract

Exhibit B – Administration Agreement, Example

Exhibit C – Master Intergovernmental Cooperative Purchasing Agreement, Example

Exhibit D – Principal Procurement Agency Certificate, Example

Exhibit E – Contract Sales Reporting Template

Exhibit F – Federal Funds Certifications

Exhibit G – New Jersey Business Compliance

Exhibit H – Advertising Compliance Requirement

Exhibit A
Response for National Cooperative Contract

1.0 Scope of National Cooperative Contract

Capitalized terms not otherwise defined herein shall have the meanings given to them in the Master Agreement or in the Administration Agreement between Supplier and OMNIA Partners.

1.1 Requirement

The University of Nebraska (hereinafter defined and referred to as "Principal Procurement Agency"), on behalf of itself and the National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector ("OMNIA Partners"), is requesting proposals for Workplace Solutions. The intent of this Request for Proposal is any contract between Principal Procurement Agency and Supplier resulting from this Request for Proposal ("Master Agreement") be made available to other public agencies nationally, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit ("Public Agencies"), through OMNIA Partners' cooperative purchasing program. The Principal Procurement Agency has executed a Principal Procurement Agency Certificate with OMNIA Partners, an example of which is included as Exhibit D, and has agreed to pursue the Master Agreement. Use of the Master Agreement by any Public Agency is preceded by their registration with OMNIA Partners as a Participating Public Agency in OMNIA Partners' cooperative purchasing program. Registration with OMNIA Partners as a Participating Public Agency is accomplished by Public Agencies entering into a Master Intergovernmental Cooperative Purchasing Agreement, an example of which is attached as Exhibit C, and by using the Master Agreement, any such Participating Public Agency agrees that it is registered with OMNIA Partners, whether pursuant to the terms of the Master Intergovernmental Purchasing Cooperative Agreement or as otherwise agreed to. The terms and pricing established in the resulting Master Agreement between the Supplier and the Principal Procurement Agency will be the same as that available to Participating Public Agencies through OMNIA Partners.

All transactions, purchase orders, invoices, payments etc., will occur directly between the Supplier and each Participating Public Agency individually, and neither OMNIA Partners, any Principal Procurement Agency nor any Participating Public Agency, including their respective agents, directors, employees or representatives, shall be liable to Supplier for any acts, liabilities, damages, etc., incurred by any other Participating Public Agency. Supplier is responsible for knowing the tax laws in each state.

This Exhibit A defines the expectations for qualifying Suppliers based on OMNIA Partners' requirements to market the resulting Master Agreement nationally to Public Agencies. Each section in this Exhibit A refers to the capabilities, requirements, obligations, and prohibitions of competing Suppliers on a national level in order to serve Participating Public Agencies through OMNIA Partners.

These requirements are incorporated into and are considered an integral part of this RFP. OMNIA Partners reserves the right to determine whether to make the Master Agreement awarded by the Principal Procurement Agency available to Participating Public Agencies, in its sole and absolute discretion, and any party submitting a response to this RFP acknowledges that any award by the Principal Procurement Agency does not obligate OMNIA Partners to make the Master Agreement available to Participating Procurement Agencies.

1.2 Marketing, Sales and Administrative Support

During the term of the Master Agreement OMNIA Partners intends to provide marketing, sales, partnership development and administrative support for Supplier pursuant to this section that directly promotes the Supplier's products and services to Participating Public Agencies through multiple channels, each designed to promote specific products and services to Public Agencies on a national basis.

OMNIA Partners will assign the Supplier a Director of Partner Development who will serve as the main point of contact for the Supplier and will be responsible for managing the overall relationship between the Supplier and OMNIA Partners. The Director of Partner Development will work with the Supplier to develop a comprehensive strategy to promote the Master Agreement and will connect the Supplier with appropriate stakeholders within OMNIA Partners including, Sales, Marketing, Contracting, Training, and Operations & Support.

The OMNIA Partners marketing team will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through channels that may include:

A. Marketing collateral (print, electronic, email, presentations)

B. Website

C. Trade shows/conferences/meetings

D. Advertising

E. Social Media

The OMNIA Partners sales teams will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through initiatives that may include:

A. Individual sales calls

B. Joint sales calls

C. Communications/customer service

D. Training sessions for Public Agency teams

E. Training sessions for Supplier teams

The OMNIA Partners contracting teams will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through:

A. Serving as the subject matter expert for questions regarding joint powers authority and state statutes and regulations for cooperative purchasing
B. Training sessions for Public Agency teams
C. Training sessions for Supplier teams
D. Regular business reviews to monitor program success
E. General contract administration

Suppliers are required to pay an Administrative Fee of 3% of the greater of the Contract Sales under the Master Agreement and Guaranteed Contract Sales under this Request for Proposal. Supplier will be required to execute the OMNIA Partners Administration Agreement (Exhibit B).

1.3 Estimated Volume

The dollar volume purchased under the Master Agreement is estimated to be approximately $100M annually. While no minimum volume is guaranteed to Supplier, the estimated annual volume is projected based on the current annual volumes among the Principal Procurement Agency, other Participating Public Agencies that are anticipated to utilize the resulting Master Agreement to be made available to them through OMNIA Partners, and volume growth into other Public Agencies through a coordinated marketing approach between Supplier and OMNIA Partners.

1.4 Award Basis

The basis of any contract award resulting from this RFP made by Principal Procurement Agency will, at OMNIA Partners' option, be the basis of award on a national level through OMNIA Partners. If multiple Suppliers are awarded by Principal Procurement Agency under the Master Agreement, those same Suppliers will be required to extend the Master Agreement to Participating Public Agencies through OMNIA Partners. Utilization of the Master Agreement by Participating Public Agencies will be at the discretion of the individual Participating Public Agency. Certain terms of the Master Agreement specifically applicable to the Principal Procurement Agency (e.g., governing law) are subject to modification for each Participating Public Agency as Supplier and such Participating Public Agency may agree without being in conflict with the Master Agreement as a condition of the Participating Agency's purchase and not a modification of the Master Agreement applicable to all Participating Agencies. Participating Agencies may request to enter into a separate supplemental agreement to further define the level of service requirements over and above the minimum defined in the Master Agreement (e.g., governing law, invoice requirements, order requirements, specialized delivery, diversity requirements such as minority and woman owned businesses, historically underutilized business, etc.) ("Supplemental Agreement"). It shall be the

responsibility of the Supplier to comply, when applicable, with the prevailing wage legislation in effect in the jurisdiction of the Participating Agency. It shall further be the responsibility of the Supplier to monitor the prevailing wage rates as established by the appropriate department of labor for any increase in rates during the term of the Master Agreement and adjust wage rates accordingly. In instances where supplemental terms and conditions create additional risk and cost for Supplier, Supplier and Participating Public Agency may negotiate additional pricing above and beyond the stated contract not-to-exceed pricing so long as the added price is commensurate with the additional cost incurred by the Supplier. Any supplemental agreement developed as a result of the Master Agreement is exclusively between the Participating Agency and the Supplier (Contract Sales are reported to OMNIA Partners).

All signed Supplemental Agreements and purchase orders issued and accepted by the Supplier may survive expiration or termination of the Master Agreement. Participating Agencies' purchase orders may exceed the term of the Master Agreement if the purchase order is issued prior to the expiration of the Master Agreement. Supplier is responsible for reporting all sales and paying the applicable Administrative Fee for sales that use the Master Agreement as the basis for the purchase order, even though Master Agreement may have expired.

1.5 Objectives of Cooperative Program

This RFP is intended to achieve the following objectives regarding availability through OMNIA Partners' cooperative program:

A. Provide a comprehensive competitively solicited and awarded national agreement offering the Products covered by this solicitation to Participating Public Agencies;

B. Establish the Master Agreement as the Supplier's primary go to market strategy to Public Agencies nationwide;

C. Achieve cost savings for Supplier and Public Agencies through a single solicitation process that will reduce the Supplier's need to respond to multiple solicitations and Public Agencies need to conduct their own solicitation process;

D. Combine the aggregate purchasing volumes of Participating Public Agencies to achieve cost effective pricing.

2.0 REPRESENTATIONS AND COVENANTS

As a condition to Supplier entering into the Master Agreement, which would be available to all Public Agencies, Supplier must make certain representations, warranties and covenants to both the Principal Procurement Agency and OMNIA Partners designed to ensure the success of the Master Agreement for all Participating Public Agencies as well as the Supplier.

2.1 Corporate Commitment

Supplier commits that (1) the Master Agreement has received all necessary corporate authorizations and support of the Supplier's executive management, (2) the Master Agreement is Supplier's primary "go to market" strategy for Public Agencies, (3) the

Master Agreement will be promoted to all Public Agencies, including any existing customers, and Supplier will transition existing customers, upon their request, to the Master Agreement, and (4) that the Supplier has read and agrees to the terms and conditions of the Administration Agreement with OMNIA Partners and will execute such agreement concurrent with and as a condition of its execution of the Master Agreement with the Principal Procurement Agency. Supplier will identify an executive corporate sponsor and a separate national account manager within the RFP response that will be responsible for the overall management of the Master Agreement.

2.2 Pricing Commitment

Supplier commits the not-to-exceed pricing provided under the Master Agreement pricing is its lowest available (net to buyer) to Public Agencies nationwide and further commits that if a Participating Public Agency is eligible for lower pricing through a national, state, regional or local or cooperative contract, the Supplier will match such lower pricing to that Participating Public Agency under the Master Agreement.

2.3 Sales Commitment

Supplier commits to aggressively market the Master Agreement as its go to market strategy in this defined sector and that its sales force will be trained, engaged and committed to offering the Master Agreement to Public Agencies through OMNIA Partners nationwide. Supplier commits that all Master Agreement sales will be accurately and timely reported to OMNIA Partners in accordance with the OMNIA Partners Administration Agreement. Supplier also commits its sales force will be compensated, including sales incentives, for sales to Public Agencies under the Master Agreement in a consistent or better manner compared to sales to Public Agencies if the Supplier were not awarded the Master Agreement.

3.0 SUPPLIER RESPONSE

Supplier must supply the following information for the Principal Procurement Agency to determine Supplier's qualifications to extend the resulting Master Agreement to Participating Public Agencies through OMNIA Partners.

3.1 Company

A. Brief history and description of Supplier to include experience providing similar products and services.

B. Total number and location of salespersons employed by Supplier.

C. Number and location of support centers (if applicable) and location of corporate office.

D. Annual sales for the three previous fiscal years.

    a. Submit FEIN and Dunn & Bradstreet report.

E. Describe any green or environmental initiatives or policies.

F. Describe any diversity programs or partners supplier does business with and how Participating Agencies may use diverse partners through the Master Agreement. Indicate how, if at all, pricing changes when using the diversity program. If there are any diversity programs, provide a list of diversity alliances and a copy of their certifications.

G. Indicate if supplier holds any of the below certifications in any classified areas and include proof of such certification in the response:

a. Minority Women Business Enterprise

☐ Yes ☐ No

If yes, list certifying agency: _____

b. Small Business Enterprise (SBE) or Disadvantaged Business Enterprise (DBE)

☐ Yes ☐ No

If yes, list certifying agency: _____

c. Historically Underutilized Business (HUB)

☐ Yes ☐ No

If yes, list certifying agency: _____

d. Historically Underutilized Business Zone Enterprise (HUBZone)

☐ Yes ☐ No

If yes, list certifying agency: _____

e. Other recognized diversity certificate holder

☐ Yes ☐ No

If yes, list certifying agency: _____

H. List any relationships with subcontractors or affiliates intended to be used when providing services and identify if subcontractors meet minority-owned standards. If any, list which certifications subcontractors hold and certifying agency.

I. Describe how supplier differentiates itself from its competitors.

J. Describe any present or past litigation, bankruptcy or reorganization involving supplier.

K. Felony Conviction Notice: Indicate if the supplier

a. is a publicly held corporation and this reporting requirement is not applicable;

b. is not owned or operated by anyone who has been convicted of a felony; or

c. is owned or operated by and individual(s) who has been convicted of a felony and provide the names and convictions.

L. Describe any debarment or suspension actions taken against supplier

3.2 Distribution, Logistics

A. Each offeror awarded an item under this solicitation may offer their complete product and service offering/a balance of line. Describe the full line of products and services offered by supplier.

B. Describe how supplier proposes to distribute the products/service nationwide. Include any states where products and services will not be offered under the Master Agreement, including U.S. Territories and Outlying Areas.

C. Describe how Participating Agencies are ensured they will receive the Master Agreement pricing; include all distribution channels such as direct ordering, retail or in-store locations, through distributors, etc. Describe how Participating Agencies verify and audit pricing to ensure its compliance with the Master Agreement.

D. Identify all other companies that will be involved in processing, handling or shipping the products/service to the end user.

E. Provide the number, size and location of Supplier's distribution facilities, warehouses and retail network as applicable.

3.3 Marketing and Sales

A. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to immediately implement the Master Agreement as supplier's primary go to market strategy for Public Agencies to supplier's teams nationwide, to include, but not limited to:

   i. Executive leadership endorsement and sponsorship of the award as the public sector go-to-market strategy within first 10 days

   ii. Training and education of Supplier's national sales force with participation from the Supplier's executive leadership, along with the OMNIA Partners team within first 90 days

B. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to market the Master Agreement to current Participating Public Agencies, existing Public Agency customers of Supplier, as well as to prospective Public Agencies nationwide immediately upon award, to include, but not limited to:

   i. Creation and distribution of a co-branded press release to trade publications

   ii. Announcement, Master Agreement details and contact information published on the Supplier's website within first 90 days

   iii. Design, publication and distribution of co-branded marketing materials within first 90 days

iv. Commitment to attendance and participation with OMNIA Partners at national (i.e. NIGP Annual Forum, NPI Conference, etc.), regional (i.e. Regional NIGP Chapter Meetings, Regional Cooperative Summits, etc.) and supplier-specific trade shows, conferences and meetings throughout the term of the Master Agreement

v. Commitment to attend, exhibit and participate at the NIGP Annual Forum in an area reserved by OMNIA Partners for partner suppliers. Booth space will be purchased and staffed by Supplier. In addition, Supplier commits to provide reasonable assistance to the overall promotion and marketing efforts for the NIGP Annual Forum, as directed by OMNIA Partners.

vi. Design and publication of national and regional advertising in trade publications throughout the term of the Master Agreement

vii. Ongoing marketing and promotion of the Master Agreement throughout its term (case studies, collateral pieces, presentations, promotions, etc.)

viii. Dedicated OMNIA Partners internet web-based homepage on Supplier's website with:

- OMNIA Partners standard logo;
- Copy of original Request for Proposal;
- Copy of Master Agreement and amendments between Principal Procurement Agency and Supplier;
- Summary of Products and pricing;
- Marketing Materials
- Electronic link to OMNIA Partners' website including the online registration page;
- A dedicated toll-free number and email address for OMNIA Partners

C. Describe how Supplier will transition any existing Public Agency customers' accounts to the Master Agreement available nationally through OMNIA Partners. Include a list of current cooperative contracts (regional and national) Supplier holds and describe how the Master Agreement will be positioned among the other cooperative agreements.

D. Acknowledge Supplier agrees to provide its logo(s) to OMNIA Partners and agrees to provide permission for reproduction of such logo in marketing communications and promotions. Acknowledge that use of OMNIA Partners logo will require permission for reproduction, as well.

E. Confirm Supplier will be proactive in direct sales of Supplier's goods and services to Public Agencies nationwide and the timely follow up to leads established by OMNIA Partners. All sales materials are to use the OMNIA Partners logo. At a minimum, the Supplier's sales initiatives should communicate:

i. Master Agreement was competitively solicited and publicly awarded by a Principal Procurement Agency

ii. Best government pricing
iii. No cost to participate
iv. Non-exclusive

F. Confirm Supplier will train its national sales force on the Master Agreement. At a minimum, sales training should include:

i. Key features of Master Agreement
ii. Working knowledge of the solicitation process
iii. Awareness of the range of Public Agencies that can utilize the Master Agreement through OMNIA Partners
iv. Knowledge of benefits of the use of cooperative contracts

G. Provide the name, title, email and phone number for the person(s), who will be responsible for:

i. Executive Support
ii. Marketing
iii. Sales
iv. Sales Support
v. Financial Reporting
vi. Accounts Payable
vii. Contracts

H. Describe in detail how Supplier's national sales force is structured, including contact information for the highest-level executive in charge of the sales team.

I. Explain in detail how the sales teams will work with the OMNIA Partners team to implement, grow and service the national program.

I. Explain in detail how Supplier will manage the overall national program throughout the term of the Master Agreement, including ongoing coordination of marketing and sales efforts, timely new Participating Public Agency account set-up, timely contract administration, etc.

J. State the amount of Supplier's Public Agency sales for the previous fiscal year. Provide a list of Supplier's top 10 Public Agency customers, the total purchases for each for the previous fiscal year along with a key contact for each.

K. Describe Supplier's information systems capabilities and limitations regarding order management through receipt of payment, including description of multiple platforms that may be used for any of these functions.

L. Provide the Contract Sales (as defined in Section 12 of the OMNIA Partners Administration Agreement) that Supplier will guarantee each year under the Master Agreement for the initial three years of the Master Agreement ("Guaranteed Contract Sales").

$_____.00 in year one
$_____.00 in year two
$_____.00 in year three

To the extent Supplier guarantees minimum Contract Sales, the Administrative Fee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

M. Even though it is anticipated many Public Agencies will be able to utilize the Master Agreement without further formal solicitation, there may be circumstances where Public Agencies will issue their own solicitations. The following options are available when responding to a solicitation for Products covered under the Master Agreement.

i. Respond with Master Agreement pricing (Contract Sales reported to OMNIA Partners).

ii. If competitive conditions require pricing lower than the standard Master Agreement not-to-exceed pricing, Supplier may respond with lower pricing through the Master Agreement. If Supplier is awarded the contract, the sales are reported as Contract Sales to OMNIA Partners under the Master Agreement.

iii. Respond with pricing higher than Master Agreement only in the unlikely event that the Public Agency refuses to utilize Master Agreement (Contract Sales are not reported to OMNIA Partners).

iv. If alternative or multiple proposals are permitted, respond with pricing higher than Master Agreement, and include Master Agreement as the alternate or additional proposal.

Detail Supplier's strategies under these options when responding to a solicitation.

Exhibit B
Administration Agreement, Example

ADMINISTRATION AGREEMENT

THIS ADMINISTRATION AGREEMENT (this "**Agreement**") is made this ___ day of _____ 20__, between National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector ("**OMNIA Partners**"), and _____ ("**Supplier**").

RECITALS

WHEREAS, the _____ (the "**Principal Procurement Agency**") has entered into a Master Agreement effective _____, Agreement No_____, by and between the Principal Procurement Agency and Supplier, (as may be amended from time to time in accordance with the terms thereof, the "**Master Agreement**"), as attached hereto as Exhibit A and incorporated herein by reference as though fully set forth herein, for the purchase of _____ (the "**Product**");

WHEREAS, said Master Agreement provides that any or all public agencies, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit (collectively, "**Public Agencies**"), that register (either via registration on the OMNIA Partners website or execution of a Master Intergovernmental Cooperative Purchasing Agreement, attached hereto as Exhibit B) (each, hereinafter referred to as a "**Participating Public Agency**") may purchase Product at prices stated in the Master Agreement;

WHEREAS, Participating Public Agencies may access the Master Agreement which is offered through OMNIA Partners to Public Agencies;

WHEREAS, OMNIA Partners serves as the cooperative contract administrator of the Master Agreement on behalf of Principal Procurement Agency;

WHEREAS, Principal Procurement Agency desires OMNIA Partners to proceed with administration of the Master Agreement; and

WHEREAS, OMNIA Partners and Supplier desire to enter into this Agreement to make available the Master Agreement to Participating Public Agencies and to set forth certain terms and conditions governing the relationship between OMNIA Partners and Supplier.

NOW, THEREFORE, in consideration of the payments to be made hereunder and the mutual covenants contained in this Agreement, OMNIA Partners and Supplier hereby agree as follows:

DEFINITIONS

1. Capitalized terms used in this Agreement and not otherwise defined herein shall have the meanings given to them in the Master Agreement.

TERMS AND CONDITIONS

2. The Master Agreement and the terms and conditions contained therein shall apply to this Agreement except as expressly changed or modified by this Agreement. Supplier acknowledges and agrees that the covenants and agreements of Supplier set forth in the solicitation and Supplier's response thereto resulting in the Master Agreement are incorporated herein and are an integral part hereof.

3. OMNIA Partners shall be afforded all of the rights, privileges and indemnifications afforded to Principal Procurement Agency by or from Supplier under the Master Agreement, and such rights, privileges and indemnifications shall accrue and apply with equal effect to OMNIA Partners, its agents, employees, directors, and representatives under this Agreement including, but not limited to, Supplier's obligation to obtain appropriate insurance.

4. OMNIA Partners shall perform all of its duties, responsibilities and obligations as the cooperative contract administrator of the Master Agreement on behalf of Principal Procurement Agency as set forth herein, and Supplier hereby acknowledges and agrees that all duties, responsibilities and obligations will be undertaken by OMNIA Partners solely in its capacity as the cooperative contract administrator under the Master Agreement.

5. With respect to any purchases by Principal Procurement Agency or any Participating Public Agency pursuant to the Master Agreement, OMNIA Partners shall not be: (i) construed as a dealer, re-marketer, representative, partner or agent of any type of the Supplier, Principal Procurement Agency or any Participating Public Agency; (ii) obligated, liable or responsible for any order for Product made by Principal Procurement Agency or any Participating Public Agency or any employee thereof under the Master Agreement or for any payment required to be made with respect to such order for Product; and (iii) obligated, liable or responsible for any failure by Principal Procurement Agency or any Participating Public Agency to comply with procedures or requirements of applicable law or the Master Agreement or to obtain the due authorization and approval necessary to purchase under the Master Agreement. OMNIA Partners makes no representation or guaranty with respect to any minimum purchases by Principal Procurement Agency or any Participating Public Agency or any employee thereof under this Agreement or the Master Agreement.

6. OMNIA Partners shall not be responsible for Supplier's performance under the Master Agreement, and Supplier shall hold OMNIA Partners harmless from any liability that may arise from the acts or omissions of Supplier in connection with the Master Agreement.

7. Supplier acknowledges that, in connection with its access to OMNIA Partners confidential information and/or supply of data to OMNIA Partners, it has complied with and shall continue to comply with all laws, regulations and standards that may apply to Supplier, including, without limitation: (a) United States federal and state information security and privacy statutes, regulations and/or best practices, including, without limitation, the Gramm-Leach-Bliley Act, the Massachusetts Data Security Regulations (201 C.M.R. 17.00 et. seq.), the Nevada encryption statute (N.R.S. § 603A), the California data security law (Cal. Civil Code § 1798.80 et. seq.) and California Consumer Privacy Act (Cal. Civil Code § 1798.100 et. seq.); and (b) applicable industry and regulatory standards and best practices (collectively, "**Data Regulations**").

With regard to Personal Information that Supplier collects, receives, or otherwise processes under the Agreement or otherwise in connection with performance of the Agreement, Supplier agrees that it will not: (i) sell, rent, release, disclose, disseminate, make available, transfer, or otherwise

communicate orally, in writing, or by electronic or other means, such Personal Information to another business or third party for monetary or other valuable consideration; or (ii) retain, use, or disclose such Personal Information outside of the direct business relationship between Supplier and OMNIA Partners or for any purpose other than for the specific purpose of performance of the Agreement, including retaining, using, or disclosing such Personal Information for a commercial purpose other than for performance of the Agreement. By entering into the Agreement, Supplier certifies that it understands the specific restrictions contained in this Section 7 and will comply with them. For purposes hereof, "**Personal Information**" means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household, and includes the specific elements of "personal information" as defined under Data Regulations, as defined herein. Supplier will reasonably assist OMNIA Partners in timely responding to any third party "request to know" or "request to delete" (as defined pursuant to Data Regulations) and will promptly provide OMNIA Partners with information reasonably necessary for OMNIA Partners to respond to such requests. Where Supplier collects Personal Information directly from Public Agencies or others on OMNIA Partners' behalf, Supplier will maintain records and the means necessary to enable OMNIA Partners to respond to such requests to know and requests to delete.

8. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, OMNIA PARTNERS EXPRESSLY DISCLAIMS ALL EXPRESS OR IMPLIED REPRESENTATIONS AND WARRANTIES REGARDING OMNIA PARTNERS' PERFORMANCE AS A CONTRACT ADMINISTRATOR OF THE MASTER AGREEMENT. OMNIA PARTNERS SHALL NOT BE LIABLE IN ANY WAY FOR ANY SPECIAL, INCIDENTAL, INDIRECT, CONSEQUENTIAL, EXEMPLARY, PUNITIVE, OR RELIANCE DAMAGES, EVEN IF OMNIA PARTNERS IS ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

TERM OF AGREEMENT; TERMINATION

9. This Agreement shall be in effect so long as the Master Agreement remains in effect, provided, however, that the provisions of Sections 3 – 8 and 11 – 22, hereof and the indemnifications afforded by the Supplier to OMNIA Partners in the Master Agreement, to the extent such provisions survive any expiration or termination of the Master Agreement, shall survive the expiration or termination of this Agreement.

NATIONAL PROMOTION

10. OMNIA Partners and Supplier shall publicize and promote the availability of the Master Agreement's products and services to Public Agencies and such agencies' employees. Supplier shall require each Public Agency to register its participation in the OMNIA Partners program by either registering on the OMNIA Partners website (www.omniapartners.com/publicsector) or executing a Master Intergovernmental Cooperative Purchasing Agreement prior to processing the Participating Public Agency's first sales order. Upon request, Supplier shall make available to interested Public Agencies a copy of the Master Agreement and such price lists or quotes as may be necessary for such Public Agencies to evaluate potential purchases.

11. Supplier shall provide such marketing and administrative support as set forth in the solicitation resulting in the Master Agreement, including assisting in development of marketing materials as reasonably requested by Principal Procurement Agency and OMNIA Partners. Supplier shall be responsible for obtaining permission or license of use and payment of any license fees for all content and images Supplier provides to OMNIA Partners or posts on the OMNIA Partners website.

Supplier shall indemnify, defend and hold harmless OMNIA Partners for use of all such content and images including copyright infringement claims. Supplier and OMNIA Partners each hereby grant to the other party a limited, revocable, non-transferable, non-sublicensable right to use such party's logo (each, the "**Logo**") solely for use in marketing the Master Agreement. Each party shall provide the other party with the standard terms of use of such party's Logo, and such party shall comply with such terms in all material respects. Both parties shall obtain approval from the other party prior to use of such party's Logo. Notwithstanding the foregoing, the parties understand and agree that except as provided herein neither party shall have any right, title or interest in the other party's Logo. Upon termination of this Agreement, each party shall immediately cease use of the other party's Logo.

ADMINISTRATIVE FEE, REPORTING & PAYMENT

12. An "Administrative Fee" shall be defined and due to OMNIA Partners from Supplier in the amount of three percent (3%) ("**Administrative Fee Percentage**") multiplied by the total purchase amount paid to Supplier, less refunds, credits on returns, rebates and discounts, for the sale of products and/or services to Principal Procurement Agency and Participating Public Agencies pursuant to the Master Agreement (as amended from time to time and including any renewal thereof) ("**Contract Sales**"). From time to time the parties may mutually agree in writing to a lower Administrative Fee Percentage for a specifically identified Participating Public Agency's Contract Sales.

13. Supplier shall provide OMNIA Partners with an electronic accounting report monthly, in the format prescribed by OMNIA Partners, summarizing all Contract Sales for each calendar month. The Contract Sales reporting format is provided as Exhibit C ("**Contract Sales Report**"), attached hereto and incorporated herein by reference. Contract Sales Reports for each calendar month shall be provided by Supplier to OMNIA Partners by the 10th day of the following month. Failure to provide a Contract Sales Report within the time and manner specified herein shall constitute a material breach of this Agreement and if not cured within thirty (30) days of written notice to Supplier shall be deemed a cause for termination of the Master Agreement, at Principal Procurement Agency's sole discretion, and/or this Agreement, at OMNIA Partners' sole discretion.

14. Administrative Fee payments are to be paid by Supplier to OMNIA Partners at the frequency and on the due date stated in Section 13, above, for Supplier's submission of corresponding Contract Sales Reports. Administrative Fee payments are to be made via Automated Clearing House (ACH) to the OMNIA Partners designated financial institution identified in Exhibit D. Failure to provide a payment of the Administrative Fee within the time and manner specified herein shall constitute a material breach of this Agreement and if not cured within thirty (30) days of written notice to Supplier shall be deemed a cause for termination of the Master Agreement, at Principal Procurement Agency's sole discretion, and/or this Agreement, at OMNIA Partners' sole discretion. All Administrative Fees not paid when due shall bear interest at a rate equal to the lesser of one and one-half percent (1 1/2%) per month or the maximum rate permitted by law until paid in full.

15. Supplier shall maintain an accounting of all purchases made by Participating Public Agencies under the Master Agreement. OMNIA Partners, or its designee, in OMNIA Partners' sole discretion, reserves the right to compare Participating Public Agency records with Contract Sales Reports submitted by Supplier for a period of four (4) years from the date OMNIA Partners receives such report. In addition, OMNIA Partners may engage a third party to conduct an independent audit of Supplier's monthly reports. In the event of such an audit, Supplier shall provide all materials reasonably requested relating to such audit by OMNIA Partners at the location designated by OMNIA Partners. In the event an underreporting of Contract Sales and a resulting underpayment of

Administrative Fees is revealed, OMNIA Partners will notify the Supplier in writing. Supplier will have thirty (30) days from the date of such notice to resolve the discrepancy to OMNIA Partners' reasonable satisfaction, including payment of any Administrative Fees due and owing, together with interest thereon in accordance with Section 13, and reimbursement of OMNIA Partners' costs and expenses related to such audit.

GENERAL PROVISIONS

16. This Agreement, the Master Agreement and the exhibits referenced herein supersede any and all other agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereto and no other agreement, statement, or promise relating to the subject matter of this Agreement which is not contained or incorporated herein shall be valid or binding. In the event of any conflict between the provisions of this Agreement and the Master Agreement, as between OMNIA Partners and Supplier, the provisions of this Agreement shall prevail.

17. If any action at law or in equity is brought to enforce or interpret the provisions of this Agreement or to recover any Administrative Fee and accrued interest, the prevailing party shall be entitled to reasonable attorney's fees and costs in addition to any other relief to which it may be entitled.

18. This Agreement and OMNIA Partners' rights and obligations hereunder may be assigned at OMNIA Partners' sole discretion to an affiliate of OMNIA Partners, any purchaser of any or all or substantially all of the assets of OMNIA Partners, or the successor entity as a result of a merger, reorganization, consolidation, conversion or change of control, whether by operation of law or otherwise. Supplier may not assign its obligations hereunder without the prior written consent of OMNIA Partners.

19. All written communications given hereunder shall be delivered by first-class mail, postage prepaid, or overnight delivery on receipt to the addresses as set forth below.

A. OMNIA Partners:

OMNIA Partners
Attn: President
840 Crescent Centre Drive
Suite 600
Franklin, TN 37067

B. Supplier:

_____
_____
_____
_____

20. If any provision of this Agreement shall be deemed to be, or shall in fact be, illegal, inoperative or unenforceable, the same shall not affect any other provision or provisions herein contained or render the same invalid, inoperative or unenforceable to any extent whatever, and this Agreement will be construed by limiting or invalidating such provision to the minimum extent necessary to make such provision valid, legal and enforceable.

21. This Agreement may not be amended, changed, modified, or altered without the prior written consent of the parties hereto, and no provision of this Agreement may be discharged or waived, except by a writing signed by the parties. A waiver of any particular provision will not be deemed a waiver of any other provision, nor will a waiver given on one occasion be deemed to apply to any other occasion.

22. This Agreement shall inure to the benefit of and shall be binding upon OMNIA Partners, the Supplier and any respective successor and assign thereto; subject, however, to the limitations contained herein.

23. This Agreement will be construed under and governed by the laws of the State of Delaware, excluding its conflicts of law provisions and any action arising out of or related to this Agreement shall be commenced solely and exclusively in the state or federal courts in Williamson County Tennessee.

24. This Agreement may be executed in counterparts, each of which is an original but all of which, together, shall constitute but one and the same instrument. The exchange of copies of this Agreement and of signature pages by facsimile, or by .pdf or similar electronic transmission, will 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 facsimile, or by .pdf or similar electronic transmission, will be deemed to be their original signatures for any purpose whatsoever.

[INSERT SUPPLIER ENTITY NAME]	**NATIONAL INTERGOVERNMENTAL PURCHASING ALLIANCE COMPANY, A DELAWARE CORPORATION D/B/A OMNIA PARTNERS, PUBLIC SECTOR**
Signature	Signature Sarah Vavra
Name	Name Sr. Vice President, Public Sector Contracting
Title	Title
Date	Date

Exhibit C
Master Intergovernmental Cooperative Purchasing Agreement, Example

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MASTER INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENT

This Master Intergovernmental Cooperative Purchasing Agreement (this "**Agreement**") is entered into by and between those certain government agencies that execute a Principal Procurement Agency Certificate ("**Principal Procurement Agencies**") with National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector and/or Communities Program Management, LLC, a California limited liability company d/b/a U.S. Communities (collectively, "**OMNIA Partners**"), in its capacity as the cooperative administrator, to be appended and made a part hereof and such other public agencies ("**Participating Public Agencies**") who register to participate in the cooperative purchasing programs administered by OMNIA Partners and its affiliates and subsidiaries (collectively, the "**OMNIA Partners Parties**") by either registering on the OMNIA Partners website (www.omniapartners.com/publicsector or any successor website), or by executing a copy of this Agreement.

RECITALS

WHEREAS, after a competitive solicitation and selection process by Principal Procurement Agencies, in compliance with their own policies, procedures, rules and regulations, a number of suppliers have entered into "**Master Agreements**" (herein so called) to provide a variety of goods, products and services ("**Products**") to the applicable Principal Procurement Agency and the Participating Public Agencies;

WHEREAS, Master Agreements are made available by Principal Procurement Agencies through the OMNIA Partners Parties and provide that Participating Public Agencies may purchase Products on the same terms, conditions and pricing as the Principal Procurement Agency, subject to any applicable federal and/or local purchasing ordinances and the laws of the State of purchase; and

WHEREAS, in addition to Master Agreements, the OMNIA Partners Parties may from time to time offer Participating Public Agencies the opportunity to acquire Products through other group purchasing agreements.

NOW, THEREFORE, in consideration of the mutual promises contained in this Agreement, and of the mutual benefits to result, the parties hereby agree as follows:

1. Each party will facilitate the cooperative procurement of Products.

2. The Participating Public Agencies shall procure Products in accordance with and subject to the relevant federal, state and local statutes, ordinances, rules and regulations that govern Participating Public Agency's procurement practices. The Participating Public Agencies hereby acknowledge and agree that it is the intent of the parties that all provisions of this Agreement and that Principal Procurement Agencies' participation in the program described herein comply with all applicable laws, including but not limited to the requirements of 42 C.F.R. § 1001.952(j), as may be amended from time to time. The Participating Public Agencies further acknowledge and agree that they are solely responsible for their compliance with all applicable "safe harbor" regulations, including but not limited to any and all obligations to fully and accurately report discounts and incentives.

3. The Participating Public Agency represents and warrants that the Participating Public Agency is not a hospital or other healthcare provider and is not purchasing Products on behalf of a hospital or healthcare provider; provided that the foregoing shall not prohibit Participating Public Agency from furnishing health care services so long as the furnishing of healthcare services is not in furtherance of a primary purpose of the Participating Public Agency.

4. The cooperative use of Master Agreements shall be in accordance with the terms and conditions of the Master Agreements, except as modification of those terms and conditions is otherwise required by applicable federal, state or local law, policies or procedures.

5. The Principal Procurement Agencies will make available, upon reasonable request, Master Agreement information which may assist in improving the procurement of Products by the Participating Public Agencies.

6. The Participating Public Agency agrees the OMNIA Partners Parties may provide access to group purchasing organization ("**GPO**") agreements directly or indirectly by enrolling the Participating Public Agency in another GPO's purchasing program, provided that the purchase of Products through the OMNIA Partners Parties or any other GPO shall be at the Participating Public Agency's sole discretion.

7. The Participating Public Agencies (each a "**Procuring Party**") that procure Products through any Master Agreement or GPO Product supply agreement (each a "**GPO Contract**") will make timely payments to the distributor, manufacturer or other vendor (collectively, "**Supplier**") for Products received in accordance with the terms and conditions of the Master Agreement or GPO Contract, as applicable. Payment for Products and inspections and acceptance of Products ordered by the Procuring Party shall be the exclusive obligation of such Procuring Party. Disputes between Procuring Party and any Supplier shall be resolved in accordance with the law and venue rules of the State of purchase unless otherwise agreed to by the Procuring Party and Supplier.

8. The Procuring Party shall not use this Agreement as a method for obtaining additional concessions or reduced prices for purchase of similar products or services outside of the Master Agreement. Master Agreements may be structured with not-to-exceed pricing, in which cases the Supplier may offer the Procuring Party and the Procuring Party may accept lower pricing or additional concessions for purchase of Products through a Master Agreement.

9. The Procuring Party shall be responsible for the ordering of Products under this Agreement. A non-procuring party shall not be liable in any fashion for any violation by a Procuring Party, and, to the extent permitted by applicable law, the Procuring Party shall hold non-procuring party harmless from any liability that may arise from the acts or omissions of the Procuring Party.

10. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, THE OMNIA PARTNERS PARTIES EXPRESSLY DISCLAIM ALL EXPRESS OR IMPLIED REPRESENTATIONS AND WARRANTIES REGARDING ANY PRODUCT, MASTER AGREEMENT AND GPO CONTRACT. THE OMNIA PARTNERS PARTIES SHALL NOT BE LIABLE IN ANY WAY FOR ANY SPECIAL, INCIDENTAL, INDIRECT, CONSEQUENTIAL, EXEMPLARY, PUNITIVE, OR RELIANCE DAMAGES, EVEN IF THE OMNIA PARTNERS PARTIES ARE ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. FURTHER, THE PROCURING PARTY ACKNOWLEDGES AND AGREES THAT THE OMNIA PARTNERS PARTIES SHALL HAVE NO LIABILITY FOR ANY ACT OR OMISSION BY A SUPPLIER OR OTHER PARTY UNDER A MASTER AGREEMENT OR GPO CONTRACT.

11. This Agreement shall remain in effect until termination by either party giving thirty (30) days' written notice to the other party. The provisions of Paragraphs 6 - 10 hereof shall survive any such termination.

12. This Agreement shall take effect upon (i) execution of the Principal Procurement Agency Certificate, or (ii) registration on the OMNIA Partners website or the execution of this Agreement by a Participating Public Agency, as applicable.

Participating Public Agency:	**OMNIA Partners, as the cooperative administrator on behalf of Principal Procurement Agencies:** **NATIONAL INTERGOVERNMENTAL PURCHASING ALLIANCE COMPANY COMMUNITIES PROGRAM MANAGEMENT, LLC**
Authorized Signature	Signature Sarah E. Vavra
Name	Name Sr. Vice President, Public Sector Contracting
Title and Agency Name	Title
Date	Date

Exhibit D
Principal Procurement Agency Certificate, Example

PRINCIPAL PROCUREMENT AGENCY CERTIFICATE

In its capacity as a Principal Procurement Agency (as defined below) for National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector ("**OMNIA Partners**"), [PPA Name] agrees to pursue Master Agreements for Products as specified in the attached Exhibits to this Principal Procurement Agency Certificate.

I hereby acknowledge, in my capacity as _____ of and on behalf of **[PPA Name]** ("**Principal Procurement Agency**"), that I have read and hereby agree to the general terms and conditions set forth in the attached Master Intergovernmental Cooperative Purchasing Agreement regulating the use of the Master Agreements and purchase of Products that from time to time are made available by Principal Procurement Agencies to Participating Public Agencies nationwide through OMNIA Partners.

I understand that the purchase of one or more Products under the provisions of the Master Intergovernmental Cooperative Purchasing Agreement is at the sole and complete discretion of the Participating Public Agency.

Authorized Signature, [PPA Name]_____

_____
Signature

_____
Name

_____
Title

_____
Date

Exhibit E
Contract Sales Reporting Template

Contract Sales Report submitted electronically in Microsoft Excel:

OMNIA® PARTNERS

			Supplier Name:		Total Sales	$0.00										
			Contract Number:		Admin Fee %											
			Reporting Period:		Total Admin Fee	$0.00							FOR OMNIA USE ONLY			
Supplier Internal ID	ID	Name	Street Address	Street Address 2	City	State	Postal Code	Transaction Date	Sales Amount	Admin Fee %	Admin Fee	Notes	Wildcard	Uniqueld	Rebate Due	Rebate Name

Exhibit F
Federal Funds Certifications

FEDERAL CERTIFICATIONS
ADDENDUM FOR AGREEMENT FUNDED BY U.S. FEDERAL GRANT

TO WHOM IT MAY CONCERN:

Participating Agencies may elect to use federal funds to purchase under the Master Agreement. This form should be completed and returned.

DEFINITIONS

Contract means a legal instrument by which a non–Federal entity purchases property or services needed to carry out the project or program under a Federal award. The term as used in this part does not include a legal instrument, even if the non–Federal entity considers it a contract, when the substance of the transaction meets the definition of a Federal award or subaward

Contractor means an entity that receives a contract as defined in Contract.

Cooperative agreement means a legal instrument of financial assistance between a Federal awarding agency or pass-through entity and a non–Federal entity that, consistent with 31 U.S.C. 6302–6305:

(a) Is used to enter into a relationship the principal purpose of which is to transfer anything of value from the Federal awarding agency or pass-through entity to the non–Federal entity to carry out a public purpose authorized by a law of the United States (see 31 U.S.C. 6101(3)); and not to acquire property or services for the Federal government or pass-through entity's direct benefit or use;

(b) Is distinguished from a grant in that it provides for substantial involvement between the Federal awarding agency or pass-through entity and the non–Federal entity in carrying out the activity contemplated by the Federal award.

(c) The term does not include:

(1) A cooperative research and development agreement as defined in 15 U.S.C. 3710a; or

(2) An agreement that provides only:

(i) Direct United States Government cash assistance to an individual;

(ii) A subsidy;

(iii) A loan;

(iv) A loan guarantee; or

(v) Insurance.

Federal awarding agency means the Federal agency that provides a Federal award directly to a non–Federal entity

Federal award has the meaning, depending on the context, in either paragraph (a) or (b) of this section:

(a)(1) The Federal financial assistance that a non–Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability; or

(2) The cost-reimbursement contract under the Federal Acquisition Regulations that a non–Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability.

(b) The instrument setting forth the terms and conditions. The instrument is the grant agreement, cooperative agreement, other agreement for assistance covered in paragraph (b) of § 200.40 Federal financial assistance, or the cost-reimbursement contract awarded under the Federal Acquisition Regulations.

(c) Federal award does not include other contracts that a Federal agency uses to buy goods or services from a contractor or a contract to operate Federal government owned, contractor operated facilities (GOCOs).

(d) See also definitions of Federal financial assistance, grant agreement, and cooperative agreement.

Non–Federal entity means a state, local government, Indian tribe, institution of higher education (IHE), or nonprofit organization that carries out a Federal award as a recipient or subrecipient.

Nonprofit organization means any corporation, trust, association, cooperative, or other organization, not including IHEs, that:

(a) Is operated primarily for scientific, educational, service, charitable, or similar purposes in the public interest;

(b) Is not organized primarily for profit; and

(c) Uses net proceeds to maintain, improve, or expand the operations of the organization.

Obligations means, when used in connection with a non–Federal entity's utilization of funds under a Federal award, orders placed for property and services, contracts and subawards made, and similar transactions during a given period that require payment by the non–Federal entity during the same or a future period.

Pass-through entity means a non–Federal entity that provides a subaward to a subrecipient to carry out part of a Federal program.

Recipient means a non–Federal entity that receives a Federal award directly from a Federal awarding agency to carry out an activity under a Federal program. The term recipient does not include subrecipients.

Simplified acquisition threshold means the dollar amount below which a non–Federal entity may purchase property or services using small purchase methods. Non–Federal entities adopt small purchase procedures in order to expedite the purchase of items costing less than the simplified acquisition threshold. The simplified acquisition threshold is set by the Federal Acquisition Regulation at 48 CFR Subpart 2.1 (Definitions) and in accordance with 41 U.S.C. 1908. As of the publication of this part, the simplified acquisition threshold is $250,000, but this threshold is periodically adjusted for inflation. (Also see definition of § 200.67 Micro-purchase.)

Subaward means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

Subrecipient means a non–Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program; but does not include an individual that is a beneficiary of such program. A subrecipient may also be a recipient of other Federal awards directly from a Federal awarding agency.

Termination means the ending of a Federal award, in whole or in part at any time prior to the planned end of period of performance.

The following provisions may be required and apply when Participating Agency expends federal funds for any purchase resulting from this procurement process. Per FAR 52.204-24 and FAR 52.204-25, solicitations and resultant contracts shall contain the following provisions.

52.204-24 Representation Regarding Certain Telecommunications and Video Surveillance Services or Equipment (Oct 2020)

The Offeror shall not complete the representation at paragraph (d)(1) of this provision if the Offeror has represented that it "does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument" in paragraph (c)(1) in the provision at 52.204-26, Covered Telecommunications Equipment or Services—Representation, or in paragraph (v)(2)(i) of the provision at 52.212-3, Offeror Representations and Certifications-Commercial Items. The Offeror shall not complete the representation in paragraph (d)(2) of this provision if the Offeror has represented that it "does not use covered telecommunications equipment or services, or any equipment, system, or service that uses covered telecommunications equipment or services" in paragraph (c)(2) of the provision at 52.204-26, or in paragraph (v)(2)(ii) of the provision at 52.212-3.

(a) *Definitions.* As used in this provision—

Backhaul, covered telecommunications equipment or services, critical technology, interconnection arrangements, reasonable inquiry, roaming, and substantial or essential component have the meanings provided in the clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

(b) *Prohibition*.

(1) Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. Nothing in the prohibition shall be construed to—

(i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(2) Section 889(a)(1)(B) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2020, from entering into a contract or extending or renewing a contract with an entity that uses any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. This prohibition applies to the use of covered telecommunications equipment or services, regardless of whether that use is in performance of work under a Federal contract. Nothing in the prohibition shall be construed to—

(i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(c) *Procedures.* The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (https://www.sam.gov) for entities excluded from receiving federal awards for "covered telecommunications equipment or services".

(d) *Representation.* The Offeror represents that—

(1) It □ will, □ will not provide covered telecommunications equipment or services to the Government in the performance of any contract, subcontract or other contractual instrument resulting from this solicitation. The Offeror shall provide the additional disclosure information required at paragraph (e)(1) of this section if the Offeror responds "will" in paragraph (d)(1) of this section; and

(2) After conducting a reasonable inquiry, for purposes of this representation, the Offeror represents that—

It □ does, □ does not use covered telecommunications equipment or services, or use any equipment, system, or service that uses covered telecommunications equipment or services. The Offeror shall provide the additional disclosure information required at paragraph (e)(2) of this section if the Offeror responds "does" in paragraph (d)(2) of this section.

(e) *Disclosures.*

(1) Disclosure for the representation in paragraph (d)(1) of this provision. If the Offeror has responded "will" in the representation in paragraph (d)(1) of this provision, the Offeror shall provide the following information as part of the offer.

(i) For covered equipment—

(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the original equipment manufacturer (OEM) or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.

(ii) For covered services—

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the Product Service Code (PSC) of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.

(2) Disclosure for the representation in paragraph (d)(2) of this provision. If the Offeror has responded "does" in the representation in paragraph (d)(2) of this provision, the Offeror shall provide the following information as part of the offer:

(i) For covered equipment—

(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.

(ii) For covered services—

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the PSC of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

52.204-25 Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment (Aug 2020).

(a) *Definitions.* As used in this clause—

Backhaul means intermediate links between the core network, or backbone network, and the small subnetworks at the edge of the network (*e.g.*, connecting cell phones/towers to the core telephone network). Backhaul can be wireless (e.g., microwave) or wired (*e.g.*, fiber optic, coaxial cable, Ethernet).

Covered foreign country means The People's Republic of China.

Covered telecommunications equipment or services means–

(1) Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities);

(2) For the purpose of public safety, security of Government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities);

(3) Telecommunications or video surveillance services provided by such entities or using such equipment; or

(4) Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

Critical technology means–

(1) Defense articles or defense services included on the United States Munitions List set forth in the International Traffic in Arms Regulations under subchapter M of chapter I of title 22, Code of Federal Regulations;

(2) Items included on the Commerce Control List set forth in Supplement No. 1 to part 774 of the Export Administration Regulations under subchapter C of chapter VII of title 15, Code of Federal Regulations, and controlled-

(i) Pursuant to multilateral regimes, including for reasons relating to national security, chemical and biological weapons proliferation, nuclear nonproliferation, or missile technology; or

(ii) For reasons relating to regional stability or surreptitious listening;

(3) Specially designed and prepared nuclear equipment, parts and components, materials, software, and technology covered by part 810 of title 10, Code of Federal Regulations (relating to assistance to foreign atomic energy activities);

(4) Nuclear facilities, equipment, and material covered by part 110 of title 10, Code of Federal Regulations (relating to export and import of nuclear equipment and material);

(5) Select agents and toxins covered by part 331 of title 7, Code of Federal Regulations, part 121 of title 9 of such Code, or part 73 of title 42 of such Code; or

(6) Emerging and foundational technologies controlled pursuant to section 1758 of the Export Control Reform Act of 2018 (50 U.S.C. 4817).

Interconnection arrangements means arrangements governing the physical connection of two or more networks to allow the use of another's network to hand off traffic where it is ultimately delivered (*e.g.*, connection of a customer of telephone provider A to a customer of telephone company B) or sharing data and other information resources.

Reasonable inquiry means an inquiry designed to uncover any information in the entity's possession about the identity of the producer or provider of covered telecommunications equipment or services used by the entity that excludes the need to include an internal or third-party audit.

Roaming means cellular communications services (*e.g.*, voice, video, data) received from a visited network when unable to connect to the facilities of the home network either because signal coverage is too weak or because traffic is too high.

Substantial or essential component means any component necessary for the proper function or performance of a piece of equipment, system, or service.

(b) *Prohibition*.

(1) Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. The Contractor is prohibited from providing to the Government any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless an exception at paragraph (c) of this clause applies or the covered telecommunication equipment or services are covered by a waiver described in FAR 4.2104.

(2) Section 889(a)(1)(B) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2020, from entering into a contract, or extending or renewing a contract, with an entity that uses any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless an exception at paragraph (c) of this clause applies or the covered telecommunication equipment or services are covered by a waiver described in FAR 4.2104. This prohibition applies to the use of covered telecommunications equipment or services, regardless of whether that use is in performance of work under a Federal contract.

(c) *Exceptions.* This clause does not prohibit contractors from providing—

(1) A service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(2) Telecommunications equipment that cannot route or redirect user data traffic or permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(d) Reporting requirement.

(1) In the event the Contractor identifies covered telecommunications equipment or services used as a substantial or essential component of any system, or as critical technology as part of any system, during contract performance, or the Contractor is notified of such by a subcontractor at any tier or by any other source, the Contractor shall report the information in paragraph (d)(2) of this clause to the Contracting Officer, unless elsewhere in this contract are established procedures for reporting the information; in the case of the Department of Defense, the Contractor shall report to the website at https://dibnet.dod.mil. For indefinite delivery contracts, the Contractor shall report to the Contracting Officer for the indefinite delivery contract and the Contracting Officer(s) for any affected order or, in the case of the Department of Defense, identify both the indefinite delivery contract and any affected orders in the report provided at https://dibnet.dod.mil.

(2) The Contractor shall report the following information pursuant to paragraph (d)(1) of this clause

(i) Within one business day from the date of such identification or notification: the contract number; the order number(s), if applicable; supplier name; supplier unique entity identifier (if known); supplier Commercial and Government Entity (CAGE) code (if known); brand; model number (original equipment manufacturer number, manufacturer part number, or wholesaler number); item description; and any readily available information about mitigation actions undertaken or recommended.

(ii) Within 10 business days of submitting the information in paragraph (d)(2)(i) of this clause: any further available information about mitigation actions undertaken or recommended. In addition, the Contractor shall describe the efforts it undertook to prevent use or submission of covered telecommunications equipment or services, and any additional efforts that will be incorporated to prevent future use or submission of covered telecommunications equipment or services.

(e) *Subcontracts.* The Contractor shall insert the substance of this clause, including this paragraph (e) and excluding paragraph (b)(2), in all subcontracts and other contractual instruments, including subcontracts for the acquisition of commercial items.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

The following certifications and provisions may be required and apply when Participating Agency expends federal funds for any purchase resulting from this procurement process. Pursuant to 2 C.F.R. § 200.326, all contracts, including small purchases, awarded by the Participating Agency and the Participating Agency's subcontractors shall contain the procurement provisions of Appendix II to Part 200, as applicable.

APPENDIX II TO 2 CFR PART 200

(A) Contracts for more than the simplified acquisition threshold currently set at $250,000, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Pursuant to Federal Rule (A) above, when a Participating Agency expends federal funds, the Participating Agency reserves all rights and privileges under the applicable laws and regulations with respect to this procurement in the event of breach of contract by either party.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(B) Termination for cause and for convenience by the grantee or subgrantee including the manner by which it will be effected and the basis for settlement. (All contracts in excess of $10,000)

Pursuant to Federal Rule (B) above, when a Participating Agency expends federal funds, the Participating Agency reserves the right to immediately terminate any agreement in excess of $10,000 resulting from this procurement process in the event of a breach or default of the agreement by Offeror as detailed in the terms of the contract.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(**C) Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 CFR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."**

Pursuant to Federal Rule (C) above, when a Participating Agency expends federal funds on any federally assisted construction contract, the equal opportunity clause is incorporated by reference herein.

Does offeror agree to abide by the above? YES _____ Initials of Authorized Representative of offeror

(D) Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non - Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or

subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.
Pursuant to Federal Rule (D) above, when a Participating Agency expends federal funds during the term of an award for all contracts and subgrants for construction or repair, offeror will be in compliance with all applicable Davis-Bacon Act provisions.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(E) Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Pursuant to Federal Rule (E) above, when a Participating Agency expends federal funds, offeror certifies that offeror will be in compliance with all applicable provisions of the Contract Work Hours and Safety Standards Act during the term of an award for all contracts by Participating Agency resulting from this procurement process.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(F) Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of "funding agreement" under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

Pursuant to Federal Rule (F) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (F) above.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(G) Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended—Contracts and subgrants of amounts in excess of $150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA)

Pursuant to Federal Rule (G) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency member resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (G) above.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(H) Debarment and Suspension (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the Executive Office of the President Office of Management and Budget (OMB) guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise

excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Pursuant to Federal Rule (H) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency. If at any time during the term of an award the offeror or its principals becomes debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency, the offeror will notify the Participating Agency.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(l) Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding $100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

Pursuant to Federal Rule (I) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term and after the awarded term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that it is in compliance with all applicable provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). The undersigned further certifies that:

(1) No Federal appropriated funds have been paid or will be paid for on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, “Disclosure Form to Report Lobbying”, in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all covered sub-awards exceeding $100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

RECORD RETENTION REQUIREMENTS FOR CONTRACTS INVOLVING FEDERAL FUNDS

When federal funds are expended by Participating Agency for any contract resulting from this procurement process, offeror certifies that it will comply with the record retention requirements detailed in 2 CFR § 200.333. The offeror further certifies that offeror will retain all records as required by 2 CFR § 200.333 for a period of three years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH THE ENERGY POLICY AND CONSERVATION ACT

When Participating Agency expends federal funds for any contract resulting from this procurement process, offeror certifies that it will comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6321 et seq.; 49 C.F.R. Part 18).

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH BUY AMERICA PROVISIONS

To the extent purchases are made with Federal Highway Administration, Federal Railroad Administration, or Federal Transit Administration funds, offeror certifies that its products comply with all applicable provisions of the Buy America Act and agrees to provide such certification or applicable waiver with respect to specific products to any Participating Agency upon request. Purchases made in accordance with the Buy America Act must still follow the applicable procurement rules calling for free and open competition.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH BUY AMERICAN PROVISIONS

7 CFR Part 210.21 School Lunch Procurement.

The school food authority must include the following provisions in all cost reimbursable contracts, including contracts with cost reimbursable provisions, and in solicitation documents prepared to obtain offers for such contracts:

(i) Allowable costs will be paid from the nonprofit school food service account to the contractor net of all discounts, rebates and other applicable credits accruing to or received by the contractor or any assignee under the contract, to the extent those credits are allocable to the allowable portion of the costs billed to the school food authority;

(ii)

(A) The contractor must separately identify for each cost submitted for payment to the school food authority the amount of that cost that is allowable (can be paid from the nonprofit school food service account) and the amount that is unallowable (cannot be paid from the nonprofit school food service account); or

(B) The contractor must exclude all unallowable costs from its billing documents and certify that only allowable costs are submitted for payment and records have been established that maintain the visibility of unallowable costs, including directly associated costs in a manner suitable for contract cost determination and verification;

(iii) The contractor's determination of its allowable costs must be made in compliance with the applicable Departmental and Program regulations and Office of Management and Budget cost circulars;

(iv) The contractor must identify the amount of each discount, rebate and other applicable credit on bills and invoices presented to the school food authority for payment and individually identify the amount as a discount, rebate, or in the case of other applicable credits, the nature of the credit. If approved by the State agency, the school food authority may permit the contractor to report this information on a less frequent basis than monthly, but no less frequently than annually;

(v) The contractor must identify the method by which it will report discounts, rebates and other applicable credits allocable to the contract that are not reported prior to conclusion of the contract; and

(vi) The contractor must maintain documentation of costs and discounts, rebates and other applicable credits, and must furnish such documentation upon request to the school food authority, the State agency, or the Department.

Unless Supplier is exempt *(See FAR 25.103*), when authorized by statute or explicitly indicated by Participating Public Agency, Buy American requirements will apply where only unmanufactured construction material mined or produced in the United States shall be used *(see Subpart 25.6 – American Recovery and Reinvestment Act-Buy American statute for additional details).*

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF ACCESS TO RECORDS – 2 C.F.R. § 200.336

Offeror agrees that the Inspector General of the Agency or any of their duly authorized representatives shall have access to any

documents, papers, or other records of offeror that are pertinent to offeror's discharge of its obligations under the Contract for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to offeror's personnel for the purpose of interview and discussion relating to such documents.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

CERTIFICATION OF APPLICABILITY TO SUBCONTRACTORS

Offeror agrees that all contracts it awards pursuant to the Contract shall be bound by the foregoing terms and conditions.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

Offeror agrees to comply with all federal, state, and local laws, rules, regulations and ordinances, as applicable. It is further acknowledged that offeror certifies compliance with all provisions, laws, acts, regulations, etc. as specifically noted above.

Offeror's Name:

_____

Address, City, State, and Zip Code:

_____

Phone Number: _____ Fax Number:

_____

Printed Name and Title of Authorized Representative:

_____

Email Address:

_____

Signature of Authorized Representative: _____Date: _____

SPECIAL CONDITIONS

Awarded Supplier(s) may need to respond to events and losses where products and services are needed for the immediate and initial response to emergency situations such as, but not limited to, water damage, fire damage, vandalism cleanup, biohazard cleanup, sewage decontamination, deodorization, and/or wind damage during a disaster or emergency situation. Participating Public Agencies may also need to purchase goods, products, and/or services for use in Child Nutrition Programs (CNP) and be in compliance with 22 CFR Part 200 as well as 7 CFR Part 210, 220, 225, and 226.

By submitting a proposal, the Supplier is accepting the following Special Conditions that are required by the Federal Emergency Management Agency (FEMA) and/or the USDA and Child Nutrition Programs.

"Contract" in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as the "Master Agreement".

"Contractor" in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as "Supplier" or "Awarded Supplier".

Conflicts of Interest

No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a FEMA award if he or she has a real or apparent conflict of interest. Such a conflict would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for award. 2 C.F.R. § 200.318(c)(1); See also Standard Form 424D, ¶ 7; Standard Form 424B, ¶ 3. i. FEMA considers a "financial interest" to be the potential for gain or loss to the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties as a result of the particular procurement. The prohibited financial interest may arise from ownership of certain financial instruments or investments such as stock, bonds, or real estate, or from a salary, indebtedness, job offer, or similar interest that might be affected by the particular procurement. ii. FEMA considers an "apparent" conflict of interest to exist where an actual conflict does not exist, but where a reasonable person with knowledge of the relevant facts would question the impartiality of the employee, officer, or agent participating in the procurement. c. Gifts. The officers, employees, and agents of the Participating Public Agency nor the Participating Public Agency ("NFE") must neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. However, NFE's may set standards for situations in which the financial interest is de minimus, not substantial, or the gift is an unsolicited item of nominal value. 2 C.F.R. § 200.318(c)(1). d. Violations. The NFE's written standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the NFE. 2 C.F.R. § 200.318(c)(1). For example, the penalty for a NFE's employee may be dismissal, and the penalty for a contractor might be the termination of the contract.

Contractor Integrity

A contractor must have a satisfactory record of integrity and business ethics. Contractors that are debarred or suspended, as described in and subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and Suspension* (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security's regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension), must be rejected and cannot receive contract awards at any level.

F

Public Policy

A contractor must comply with the public policies of the Federal Government and state, local government, or tribal government. This includes, among other things, past and current compliance with the:

a. Equal opportunity and nondiscrimination laws

b. Five affirmative steps described at 2 C.F.R. § 200.321(b) for all subcontracting under contracts supported by FEMA financial assistance; and FEMA Procurement Guidance June 21, 2016 Page IV- 7

c. Applicable prevailing wage laws, regulations, and executive orders

Affirmative Steps

For any subcontracting opportunities, Contractor must take the following Affirmative steps:

1. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
2. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; and
5. Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.

Prevailing Wage Requirements

When applicable, the awarded Contractor (s) and any and all subcontractor(s) agree to comply with all laws regarding prevailing wage rates including the Davis-Bacon Act, applicable to this solicitation and/or Participating Public Agencies. The Participating Public Agency shall notify the Contractor of the applicable pricing/prevailing wage rates and must apply any local wage rates requested. The Contractor and any subcontractor(s) shall comply with the prevailing wage rates set by the Participating Public Agency.

Federal Requirements

If products and services are issued in response to an emergency or disaster recovery the items below, located in this FEMA Special Conditions section of the Federal Funds Certifications, are activated and required when federal funding may be utilized.

2 C.F.R. § 200.326 and 2 C.F.R. Part 200, Appendix II, Required Contract Clauses

1. CONTRACT REMEDIES

Contracts for more than the federal simplified acquisition threshold (SAT), the dollar amount below which an NFE may purchase property or services using small purchase methods, currently set at $250,000 for procurements made on or after June 20, 2018,4 must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms and must provide for sanctions and penalties as appropriate.

1.1 Applicability

This contract provision is required for contracts over the SAT, currently set at $250,000 for procurements made on or after June 20, 2018. Although not required for contracts at or below the SAT, FEMA suggests including a remedies provision.

1.2 Additional Considerations

For FEMA's Assistance to Firefighters Grant (AFG) Program, recipients must include a penalty clause in all contracts for any AFG-funded vehicle, regardless of dollar amount. In that situation, the contract must include a clause addressing that non-delivery by the contract's specified date or other vendor nonperformance will require a penalty of no less than $100 per day until such time that the vehicle, compliant with the terms of the contract, has been accepted by the recipient. This penalty clause should, however, account for force majeure or acts of God. AFG recipients should refer to the applicable year's Notice of Funding Opportunity (NOFO) for additional information, which can be accessed at FEMA.gov.

2. TERMINATION FOR CAUSE AND CONVENIENCE

a. Standard. All contracts in excess of $10,000 must address termination for cause and for convenience by the non-Federal entity, including the manner by which it will be effected and the basis for settlement. See 2 C.F.R. Part 200, Appendix II(B).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

3. EQUAL EMPLOYMENT OPPORTUNITY

When applicable:

a. Standard. Except as otherwise provided under 41 C.F.R. Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 C.F.R. § 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. § 60- 1.4(b), in accordance with Executive Order 11246**,** *Equal Employment Opportunity* (30 Fed. Reg. 12319, 12935, 3 C.F.R. Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, *Amending Executive Order 11246 Relating to Equal Employment Opportunity*, and implementing regulations at 41 C.F.R. Part 60 (Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor). See 2 C.F.R. Part 200, Appendix II(C).

b. Key Definitions.

i. Federally Assisted Construction Contract. The regulation at 41 C.F.R. § 60-1.3 defines a "federally assisted construction contract" as any agreement or modification thereof between any applicant and a person for construction work which is paid for in whole or in part with funds obtained from the Government or borrowed on the credit of the Government pursuant to any Federal program involving a grant, contract, loan, insurance, or guarantee, or undertaken pursuant to any Federal program involving such grant, contract, loan, insurance, or guarantee, or any application or modification thereof approved by the Government for a grant, contract, loan, insurance, or guarantee under which the applicant itself participates in the construction work.

ii. Construction Work. The regulation at 41 C.F.R. § 60-1.3 defines "construction work" as the construction, rehabilitation, alteration, conversion, extension, demolition or repair of buildings, highways, or other changes or improvements to real property, including facilities providing utility services. The term also includes the supervision, inspection, and other onsite functions incidental to the actual construction.

c. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

d. Required Language. The regulation at 41 C.F.R. Part 60-1.4(b) requires the insertion of the following contract clause.

During the performance of this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:

Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

(4) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or

purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: *Provided,* That if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

4. DAVIS-BACON ACT

a. Standard. All prime construction contracts in excess of $2,000 awarded by non- Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. §§ 3141-3144 and 3146-3148) as supplemented by Department of Labor regulations at 29 C.F.R. Part 5 (Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction). See 2 C.F.R. Part 200, Appendix II(D). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week.

b. Applicability. The Davis-Bacon Act applies to the Emergency Management Preparedness Grant Program, Homeland Security Grant Program, Nonprofit Security Grant Program, Tribal Homeland Security Grant Program, Port Security Grant Program, and Transit Security Grant

Program.

c. Requirements. If applicable, the non-federal entity must do the following:

i. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

ii. Additionally, pursuant 2 C.F.R. Part 200, Appendix II(D), contracts subject to the Davis-Bacon Act, must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). The Copeland Anti- Kickback Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA.

iii. Include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction").

Suggested Language. The following provides a sample contract clause:

Compliance with the Davis-Bacon Act.

a. All transactions regarding this contract shall be done in compliance with the Davis-Bacon Act (40 U.S.C. 3141- 3144, and 3146-3148) and the requirements of 29 C.F.R. pt. 5 as may be applicable. The contractor shall comply with 40 U.S.C. 3141-3144, and 3146-3148 and the requirements of 29 C.F.R. pt. 5 as applicable.

b. Contractors are required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor.

c. Additionally, contractors are required to pay wages not less than once a week.

5. COPELAND ANTI-KICKBACK ACT

a. Standard. Recipient and subrecipient contracts must include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States").

b. Applicability. This requirement applies to all contracts for construction or repair work above $2,000 in situations where the Davis-Bacon Act also applies. It DOES NOT apply to the FEMA Public Assistance Program.

c. Requirements. If applicable, the non-federal entity must include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). Each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA. Additionally, in accordance with the regulation, each contractor and subcontractor must furnish each week a statement with respect to the wages paid each of its employees engaged in work covered by the Copeland Anti-Kickback Act and the Davis Bacon Act during the preceding weekly payroll period. The report shall be delivered by the contractor or subcontractor, within seven days after the regular payment date of the payroll period, to a representative of a Federal or State agency in charge at the site of the building or work.

Sample Language. The following provides a sample contract clause:

Compliance with the Copeland "Anti-Kickback" Act.

a. Contractor. The contractor shall comply with 18 U.S.C. §874, 40 U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this contract.

b. Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clause above and such other clauses as FEMA may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all of these contract clauses.

c. Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a contractor and subcontractor as provided in 29 C.F.R. §5.12."

6. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT

a. Standard. Where applicable (see 40 U.S.C. §§ 3701-3708), all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §§ 3702 and 3704, as supplemented by Department of Labor regulations at 29 C.F.R. Part 5. See 2 C.F.R. Part 200, Appendix II(E). Under 40 U.S.C. § 3702, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. Further, no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous.

b. Applicability. This requirement applies to all FEMA contracts awarded by the non- federal entity in excess of $100,000 under grant and cooperative agreement programs that involve the employment of mechanics or laborers. It is applicable to construction work. These requirements do not apply to the purchase of supplies or materials or articles ordinarily

available on the open market, or contracts for transportation or transmission of intelligence.

c. Suggested Language. The regulation at 29 C.F.R. § 5.5(b) provides contract clause language concerning compliance with the Contract Work Hours and Safety Standards Act. FEMA suggests including the following contract clause:

Compliance with the Contract Work Hours and Safety Standards Act.

(1) *Overtime requirements.* No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

(2) *Violation; liability for unpaid wages; liquidated damages.* In the event of any violation of the clause set forth in paragraph (b)(1) of this section the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (b)(1) of this section, in the sum of
$27 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (b)(1) of this section.

(3) *Withholding for unpaid wages and liquidated damages.* The Federal agency or loan/grant recipient shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (b)(2) of this section.

(4) *Subcontracts.* The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (b)(1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (b)(1) through (4) of this section.

7. RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT

a. Standard. If the FEMA award meets the definition of “funding agreement” under 37 C.F.R. § 401.2(a) and the non-Federal entity wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the non- Federal entity must comply with the requirements of 37 C.F.R. Part 401 (Rights to Inventions Made by Nonprofit Organizations and Small Business Firms

Under Government Grants, Contracts and Cooperative Agreements), and any implementing regulations issued by FEMA. See 2 C.F.R. Part 200, Appendix II(F).

b. Applicability. This requirement applies to "*funding agreements*," but it DOES NOT apply to the Public Assistance, Hazard Mitigation Grant Program, Fire Management Assistance Grant Program, Crisis Counseling Assistance and Training Grant Program, Disaster Case Management Grant Program, and Federal Assistance to Individuals and Households – Other Needs Assistance Grant Program, as FEMA awards under these programs do not meet the definition of "funding agreement."

c. Funding Agreements Definition. The regulation at 37 C.F.R. § 401.2(a) defines "funding agreement" as any contract, grant, or cooperative agreement entered into between any Federal agency, other than the Tennessee Valley Authority, and any contractor for the performance of experimental, developmental, or research work funded in whole or in part by the Federal government. This term also includes any assignment, substitution of parties, or subcontract of any type entered into for the performance of experimental, developmental, or research work under a funding agreement as defined in the first sentence of this paragraph.

8. CLEAN AIR ACT AND THE FEDERAL WATER POLLUTION CONTROL ACT

a. Standard. If applicable, contracts must contain a provision that requires the contractor to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 U.S.C. §§ 7401-7671q.) and the Federal Water Pollution Control Act as amended (33 U.S.C. §§ 1251-1387). Violations must be reported to FEMA and the Regional Office of the Environmental Protection Agency. See 2 C.F.R. Part 200, Appendix II(G).

b. Applicability. This requirement applies to contracts awarded by a non-federal entity of amounts in excess of $150,000 under a federal grant.

c. Suggested Language. The following provides a sample contract clause.

Clean Air Act

1. The contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.

2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

3. The contractor agrees to include these requirements in each subcontract exceeding $150,000 financed in whole or in part with Federal assistance provided by FEMA.

Federal Water Pollution Control Act

1. The contractor agrees to comply with all applicable standards, orders, or

regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.

2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

3. The contractor agrees to include these requirements in each subcontract exceeding $150,000 financed in whole or in part with Federal assistance provided by FEMA.

9. DEBARMENT AND SUSPENSION

a. Standard. Non-Federal entities and contractors are subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and Suspension* (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security's regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

c. Requirements.

i. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs and activities. See 2 C.F.R. Part 200, Appendix II(H); and 2 C.F.R. § 200.213. A contract award must not be made to parties listed in the SAM Exclusions. SAM Exclusions is the list maintained by the General Services Administration that contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. SAM exclusions can be accessed at www.sam.gov. See 2 C.F.R. § 180.530.

ii. In general, an "excluded" party cannot receive a Federal grant award or a contract within the meaning of a "covered transaction," to include subawards and subcontracts. This includes parties that receive Federal funding indirectly, such as contractors to recipients and subrecipients. The key to the exclusion is whether there is a "covered transaction," which is any non-procurement transaction (unless excepted) at either a "primary" or "secondary" tier. Although "covered transactions" do not include contracts awarded by the Federal Government for purposes of the non-procurement common rule and DHS's implementing regulations, it does include some contracts awarded by recipients and subrecipients.

iii. Specifically, a covered transaction includes the following contracts for goods or services:

1. The contract is awarded by a recipient or subrecipient in the amount of at least $25,000.

2. The contract requires the approval of FEMA, regardless of amount.

3. The contract is for federally-required audit services.

4. A subcontract is also a covered transaction if it is awarded by the contractor of a recipient or subrecipient and requires either the approval of FEMA or is in excess of $25,000.

d. Suggested Language. The following provides a debarment and suspension clause. It incorporates an optional method of verifying that contractors are not excluded or disqualified.

Suspension and Debarment

(1) This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such, the contractor is required to verify that none of the contractor's principals (defined at 2 C.F.R. § 180.995) or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935).

(2) The contractor must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.

(3) This certification is a material representation of fact relied upon by the Participating Public Agency. If it is later determined that the contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the Participating Public Agency, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.

(4) The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any contract that may arise from this offer. The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

10. BYRD ANTI-LOBBYING AMENDMENT

a. Standard. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. § 1352. FEMA's regulation at 44 C.F.R. Part 18 implements the requirements of 31 U.S.C. § 1352 and provides, in Appendix A to Part 18, a copy of the certification that is required to be completed by each entity as described in 31 U.S.C. § 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the Federal awarding agency.

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs. Contractors that apply or bid for a contract of $100,000 or more under a federal grant must file the required certification. See 2 C.F.R. Part 200, Appendix II(I); 31 U.S.C. § 1352; and 44 C.F.R. Part 18.

c. Suggested Language.

Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended)

Contractors who apply or bid for an award of $100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient who in turn will forward the certification(s) to the awarding agency.

d. Required Certification. If applicable, contractors must sign and submit to the non-federal entity the following certification.

APPENDIX A, 44 C.F.R. PART 18 – CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

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

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, “Disclosure Form to Report Lobbying,” in accordance with its instructions.

3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

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

EXHIBIT 1

The Contractor,_____, certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. Chap. 38, Administrative Remedies for False Claims and Statements, apply to this certification and disclosure, if any.

_____

Signature of Contractor's Authorized Official

_____

Name and Title of Contractor's Authorized Official

_____

Date

11. PROCUREMENT OF RECOVERED MATERIALS

a. Standard. A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. See 2 C.F.R. Part 200, Appendix II(J); and 2 C.F.R. §200.322.

b. Applicability. This requirement applies to all contracts awarded by a non- federal entity under FEMA grant and cooperative agreement programs.

c. Requirements. The requirements of Section 6002 include procuring only items designated in guidelines of the EPA at 40 C.F.R. Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds $10,000 or the value of the quantity acquired by the preceding fiscal year exceeded $10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

d. Suggested Language.

i. In the performance of this contract, the Contractor shall make maximum use of products containing recovered materials that are EPA-designated items unless the product cannot be acquired—

1. Competitively within a timeframe providing for compliance with the contract performance schedule;
2. Meeting contract performance requirements; or
3. At a reasonable price.

ii. Information about this requirement, along with the list of EPA- designated items, is available at EPA's Comprehensive Procurement Guidelines web site, https://www.epa.gov/smm/comprehensive-procurement-guideline-cpg-program.

iii. The Contractor also agrees to comply with all other applicable requirements of Section 6002 of the Solid Waste Disposal Act."

12. **DOMESTIC PREFERENCES FOR PROCUREMENTS**

As appropriate, and to the extent consistent with law, CONTRACTOR should, to the greatest extent practicable under a federal award, provide a preference for the purchase, acquisition, or use of goods, products or materials produced in the United States. This includes, but is not limited to, iron, aluminum, steel, cement, and other manufactured products.

Applicability For purchases in support of FEMA declarations and awards issued on or after November 12, 2020, all FEMA recipients and subrecipients are required to include in all contracts and purchase orders for work or products a contract provision encouraging domestic preference for procurements.

Domestic Preference for Procurements As appropriate, and to the extent consistent with law, the contractor should, to the greatest extent practicable, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States. This includes, but is not limited to iron, aluminum, steel, cement, and other manufactured products. For purposes

of this clause: Produced in the United States means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States. Manufactured products mean items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber."

13. **ACCESS TO RECORDS**

a. Standard. All recipients, subrecipients, successors, transferees, and assignees must acknowledge and agree to comply with applicable provisions governing DHS access to records, accounts, documents, information, facilities, and staff. Recipients must give DHS/FEMA access to, and the right to examine and copy, records, accounts, and other documents and sources of information related to the federal financial assistance award and permit access to facilities, personnel, and other individuals and information as may be necessary, as required by DHS regulations *and* other applicable laws or program guidance. See DHS Standard Terms and Conditions: Version 8.1 (2018). Additionally, Section 1225 of the Disaster Recovery Reform Act of 2018 prohibits FEMA from providing reimbursement to any state, local, tribal, or territorial government, or private non-profit for activities made pursuant to a contract that purports to prohibit audits or internal reviews by the FEMA administrator or Comptroller General.

Access to Records. The following access to records requirements apply to this contract:

i. The Contractor agrees to provide Participating Public Agency, the FEMA Administrator, the Comptroller General of the United States, or any of their authorized representatives access to any books, documents, papers, and records of the Contractor which are directly pertinent to this contract for the purposes of making audits, examinations, excerpts, and transcriptions.

ii. The Contractor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.

iii. The Contractor agrees to provide the FEMA Administrator or his authorized representatives access to construction or other work sites pertaining to the work being completed under the contract.

iv. In compliance with the Disaster Recovery Act of 2018, the Participating Public Agency and the Contractor acknowledge and agree that no language in this contract is intended to prohibit audits or internal reviews by the FEMA Administrator or the Comptroller General of the United States.

14. CHANGES

a. Standard. To be eligible for FEMA assistance under the non-Federal entity's FEMA grant or cooperative agreement, the cost of the change, modification, change order, or constructive change must be allowable, allocable, within the scope of its grant or cooperative agreement, and reasonable for the completion of project scope.

b. Applicability. FEMA recommends, therefore, that a non-Federal entity include a changes clause in its contract that describes how, if at all, changes can be made by either party to alter the method, price, or schedule of the work without breaching the contract. The language of the clause may differ depending on the nature of the contract and the end-item procured.

15. DHS SEAL, LOGO, AND FLAGS

a. Standard. Recipients must obtain permission prior to using the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials. See DHS Standard Terms and Conditions: Version 8.1 (2018).

b. Applicability. FEMA recommends that all non-Federal entities place in their contracts a provision that a contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval.

c. "The contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval.

16. COMPLIANCE WITH FEDERAL LAW, REGULATIONS, AND EXECUTIVE ORDERS

a. Standard. The recipient and its contractors are required to comply with all Federal laws, regulations, and executive orders.

b. Applicability. FEMA recommends that all non-Federal entities place into their contracts an acknowledgement that FEMA financial assistance will be used to fund the contract along with the requirement that the contractor will comply with all applicable Federal law, regulations, executive orders, and FEMA policies, procedures, and directives.

c. "This is an acknowledgement that FEMA financial assistance will be used to fund all or a portion of the contract. The contractor will comply with all applicable Federal law, regulations, executive orders, FEMA policies, procedures, and directives."

17. NO OBLIGATION BY FEDERAL GOVERNMENT

a. Standard. FEMA is not a party to any transaction between the recipient and its contractor. FEMA is not subject to any obligations or liable to any party for any matter relating to the contract.

b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that states that the Federal Government is not a party to the contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract.

c. "The Federal Government is not a party to this contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract."

18. PROGRAM FRAUD AND FALSE OR FRAUDULENT STATEMENTS OR RELATED ACTS

a. Standard. Recipients must comply with the requirements of The False Claims Act (31 U.S.C. §§ 3729-3733) which prohibits the submission of false or fraudulent claims for payment to the federal government. See DHS Standard Terms and Conditions: Version 8.1 (2018); and 31 U.S.C. §§ 3801-3812, which details the administrative remedies for false claims and statements made. The non-Federal entity must include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.

b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.

c. "The Contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the Contractor's actions pertaining to this contract."

19. Buy American Requirement.

(i) When applicable, subject to paragraph (d)(2)(ii) of 7 CFR Part 210.21(d), Supplier will comply with Buy American provision for contracts that involve purchase of food. As required by the Buy American provision, to the maximum extent practicable, all products or commodities must be of domestic origin as required by 7 CFR Part 210.21(d).

(ii) ***Limitations.*** Paragraph (d)(2)(i) of 7 CFR 210.21 shall apply only to -

(A) A school food authority located in the contiguous United States; and

(B) A purchase of domestic commodity or product for the school lunch program under this part.

(iii.) ***Applicability to Hawaii.*** Paragraph (d)(2)(i) of 7 CFR 210.21 shall apply to a school food authority in Hawaii with respect to domestic commodities or products that are produced in Hawaii in sufficient quantities to meet the needs of meals provided under the school lunch program under this part.

(iv.) Participating Public Agencies may require that Suppliers certify the food product was processed in the U.S. and certify the percentage of U.S. content, by weight or volume, in the food component of processed food products supplied to us.

20. Cost Reimbursement

If a Participating Public Agency allows for cost reimbursements, and is a school authority utilizing the Master Agreement as part of a Child Nutrition Program, the following provisions are required:

(i) Allowable costs will be paid from the nonprofit school food service account to the contractor net of all discounts, rebates and other applicable credits accruing to or received by the contractor or any assignee under the contract, to the extent those credits are allocable to the allowable portion of the costs billed to the school food authority;

(ii)

(A) The contractor must separately identify for each cost submitted for payment to the school food authority the amount of that cost that is allowable (can be paid from the nonprofit school food service account) and the amount that is unallowable (cannot be paid from the nonprofit school food service account); or

(B) The contractor must exclude all unallowable costs from its billing documents and certify that only allowable costs are submitted for payment and records have been established that maintain the visibility of unallowable costs, including directly associated costs in a manner suitable for contract cost determination and verification;

(iii) The contractor's determination of its allowable costs must be made in compliance with the applicable Departmental and Program regulations and Office of Management and Budget cost circulars;

(iv) The contractor must identify the amount of each discount, rebate and other applicable credit on bills and invoices presented to the school food authority for payment and individually identify the amount as a discount, rebate, or in the case of other applicable credits, the nature of the credit. If approved by the State agency, the school food authority may permit the contractor to report this information on a less frequent basis than monthly, but no less frequently than annually;

(v) The contractor must identify the method by which it will report discounts, rebates and other applicable credits allocable to the contract that are not reported prior to conclusion of the contract; and

(vi) The contractor must maintain documentation of costs and discounts, rebates and other applicable credits, and must furnish such documentation upon request to the school food authority, the State agency, or the Department.

(vii) ***Prohibited expenditures.*** No expenditure may be made from the nonprofit school food service account for any cost resulting from a cost reimbursable contract that fails to include the requirements of this section, nor may any expenditure be made from the nonprofit school food service account that permits or results in the contractor receiving payments in excess of the contractor's actual, net allowable costs.

Offeror agrees to comply with all terms and conditions outlined in the Special Conditions section of this solicitation.

Offeror's Name: _____

Address, City, State, and Zip Code:

_____

Phone Number: _____ Fax Number: _____

Printed Name and Title of Authorized Representative:

_____

Email Address: _____

Signature of Authorized Representative: _____

Date: _____

Exhibit G
New Jersey Business Compliance

NEW JERSEY BUSINESS COMPLIANCE

Suppliers intending to do business in the State of New Jersey must comply with policies and procedures required under New Jersey statues. All offerors submitting proposals must complete the following forms specific to the State of New Jersey. Completed forms should be submitted with the offeror's response to the RFP. Failure to complete the New Jersey packet will impact OMNIA Partners' ability to promote the Master Agreement in the State of New Jersey.

DOC #1	Ownership Disclosure Form
DOC #2	Non-Collusion Affidavit
DOC #3	Affirmative Action Affidavit
DOC #4	Political Contribution Disclosure Form
DOC #5	Stockholder Disclosure Certification
DOC #6	Certification of Non-Involvement in Prohibited Activities in Iran
DOC #7	New Jersey Business Registration Certificate
DOC #8	EEOAA Evidence
DOC #9	MacBride Principals Form

New Jersey suppliers are required to comply with the following New Jersey statutes when applicable:

- all anti-discrimination laws, including those contained in N.J.S.A. 10:2-1 through N.J.S.A. 10:2-14, N.J.S.A. 10:5-1, and N.J.S.A. 10:5-31 through 10:5-38;
- Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act;
- Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26; and
- Bid and Performance Security, as required by the applicable municipal or state statutes.

DOC #1

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: _____

Organization Address: _____

Part I Check the box that represents the type of business organization:

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☐ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☐ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

OR

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed**.

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***<name of contracting unit>*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***<type of contracting unit>*** to notify the ***<type of contracting unit>*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***<type of contracting unit>*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):		Title:	
Signature:		Date:	

DOC #2

NON-COLLUSION AFFIDAVIT

STANDARD BID DOCUMENT REFERENCE	
	Reference: VII-H
Name of Form:	**NON-COLLUSION AFFIDAVIT**
Statutory Reference:	No specific statutory reference State Statutory Reference N.J.S.A. 52:34-15
Instructions Reference:	Statutory and Other Requirements VII-H
Description:	The Owner's use of this form is optional. It is used to ensure that the bidder has not participated in any collusion with any other bidder or Owner representative or otherwise taken any action in restraint of free and competitive bidding.

EXHIBIT 1

NON-COLLUSION AFFIDAVIT

State of New Jersey
County of _____ ss:

I, _____ residing in _____
(name of affiant) (name of municipality)
in the County of _____ and State of _____of full age, being duly sworn according to law on my oath depose and say that:

I am _____ of the firm of _____
(title or position) (name of firm)

_____ the bidder making this Proposal for the bid

entitled _____, and that I executed the said proposal with
(title of bid proposal)
full authority to do so that said bidder has not, directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above named project; and that all statements contained in said proposal and in this affidavit are true and correct, and made with full knowledge that the _____
_____relies upon the truth of the statements contained in said Proposal
(name of contracting unit)
and in the statements contained in this affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by _____.

Subscribed and sworn to

before me this day _____
Signature

_____, 2____ _____
(Type or print name of affiant under signature)

_____
Notary public of

My Commission expires _____

(Seal)

DOC #3

AFFIRMATIVE ACTION AFFIDAVIT
(P.L. 1975, C.127)

Company Name: _____

Street: _____

City, State, Zip Code: _____

Proposal Certification:

Indicate below company's compliance with New Jersey Affirmative Action regulations. Company's proposal will be accepted even if company is not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Evidence:

Procurement, Professional & Service Contracts (Exhibit A)

Vendors must submit with proposal:

1. A photocopy of a valid letter that the contractor is operating under an existing Federally approved or sanctioned affirmative action program (good for one year from the date of the letter);

   OR

2. A photocopy of a Certificate of Employee Information Report approval, issued in accordance with N.J.A.C. 17:27-4;

   OR

3. A photocopy of an Employee Information Report (Form AA302) provided by the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts and distributed to the public agency to be completed by the contractor in accordance with N.J.A.C. 17:27-4.

Public Work – Over $50,000 Total Project Cost:

A. No approved Federal or New Jersey Affirmative Action Plan. We will complete Report Form AA201. A project contract ID number will be assigned to your firm upon receipt of the completed Initial Project Workforce Report (AA201) for this contract.

B. Approved Federal or New Jersey Plan – certificate enclosed

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

_____ _____

Date ***Authorized Signature and Title***

DOC #3, continued

P.L. 1995, c. 127 (N.J.A.C. 17:27)
MANDATORY AFFIRMATIVE ACTION LANGUAGE

PROCUREMENT, PROFESSIONAL AND SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers trade consistent with the applicable county employment goal prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time.

The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of it testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and lay-off to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

_____

Signature of Procurement Agent

DOC #4

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Public Agency Instructions

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.** What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information on the process is available in Local Finance Notice 2006-1 (http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). Please refer back to these instructions for the appropriate links, as the Local Finance Notices include links that are no longer operational.

1. The disclosure is required for all contracts in excess of $17,500 that are **not awarded** pursuant to a "fair and open" process (N.J.S.A. 19:44A-20.7).

2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.

3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.

4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.

    a. The Division has prepared model disclosure forms for each county. They can be downloaded from the "County PCD Forms" link on the Pay-to-Play web site at http://www.nj.gov/dca/divisions/dlgs/programs/lpcl.html#12. They will be updated from time-to-time as necessary.
    b. A public agency using these forms **should edit them to properly reflect the correct legislative district**(s). As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
    c. Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
    d. The form may be used "as-is", subject to edits as described herein.
    e. The "Contractor Instructions" sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.
    f. The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.

5. It is recommended that the contractor also complete a "Stockholder Disclosure Certification." This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract (See Local Finance Notice 2006-7 for additional information on this obligation at http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. NOTE: This section is not applicable to Boards of Education.

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
    - of the public entity awarding the contract
    - of that county in which that public entity is located
    - of another public entity within that county
    - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): "The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures."

DOC #4, continued

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant to N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:			
Address:			
City:		State:	Zip:

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

_____ _____ _____

Signature Printed Name Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form

Contributor Name	Recipient Name	Date	Dollar Amount
			$

☐ Check here if the information is continued on subsequent page(s)

DOC #4, continued

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name:
State: Governor, and Legislative Leadership Committees
Legislative District #s:
State Senator and two members of the General Assembly per district.

County:

Freeholders	County Clerk	Sheriff
{County Executive}	Surrogate	

Municipalities (Mayor and members of governing body, regardless of title):

USERS SHOULD CREATE THEIR OWN FORM, OR DOWNLOAD FROM THE PAY TO PLAY SECTION OF THE DLGS WEBSITE A COUNTY-BASED, CUSTOMIZABLE FORM.

DOC #5

STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business:

☐ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

☐ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

☐ Partnership ☐ Corporation ☐ Sole Proprietorship

☐ Limited Partnership ☐ Limited Liability Corporation ☐ Limited Liability Partnership

☐ Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: Home Address:	Name: Home Address:
Name: Home Address:	Name: Home Address:
Name: Home Address:	Name: Home Address:

Subscribed and sworn before me this ___ day of _____, 2__.

_____
(Affiant)

(Notary Public)

_____
(Print name & title of affiant)

My Commission expires:

(Corporate Seal)

DOC #6

Certification of Non-Involvement in Prohibited Activities in Iran

Pursuant to N.J.S.A. 52:32-58, Offerors must certify that neither the Offeror, nor any of its parents, subsidiaries, and/or affiliates (as defined in N.J.S.A. 52:32 – 56(e) (3)), is listed on the Department of the Treasury's List of Persons or Entities Engaging in Prohibited Investment Activities in Iran and that neither is involved in any of the investment activities set forth in N.J.S.A. 52:32 – 56(f).

Offerors wishing to do business in New Jersey through this contract must fill out the Certification of Non-Involvement in Prohibited Activities in Iran here: http://www.state.nj.us/humanservices/dfd/info/standard/fdc/disclosure_investmentact.pdf.

Offerors should submit the above form completed with their proposal.

DOC #7

NEW JERSEY BUSINESS REGISTRATION CERTIFICATE
(N.J.S.A. 52:32-44)

Offerors wishing to do business in New Jersey must submit their State Division of Revenue issued Business Registration Certificate with their proposal here. Failure to do so will disqualify the Offeror from offering products or services in New Jersey through any resulting contract.

https://www.njportal.com/DOR/BusinessRegistration/

DOC #8

EEOAA EVIDENCE

Equal Employment Opportunity/Affirmative Action
Goods, Professional Services & General Service Projects

EEO/AA Evidence

Vendors are required to submit evidence of compliance with N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 in order to be considered a responsible vendor.

One of the following must be included with submission:

- Copy of Letter of Federal Approval
- Certificate of Employee Information Report
- Fully Executed Form AA302
- Fully Executed EEO-1 Report

See the guidelines at:
https://www.state.nj.us/treasury/contract_compliance/documents/pdf/guidelines/pa.pdf
for further information.

I certify that my bid package includes the required evidence per the above list and State website.

Name: _____ Title: _____

Signature: _____ Date: _____

DOC #9

MACBRIDE-PRINCIPLES

STATE OF NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF PURCHASE AND PROPERTY

33 WEST STATE STREET, P.O. BOX 230
TRENTON, NEW JERSEY 08625-0230

MACBRIDE PRINCIPALS FORM

BID SOLICITATION #: _____ **VENDOR/BIDDER:** _____

VENDOR'S/BIDDER'S REQUIREMENT
TO PROVIDE A CERTIFICATION IN COMPLIANCE WITH THE MACBRIDE PRINCIPALS AND NORTHERN IRELAND ACT OF 1989

Pursuant to Public Law 1995, c. 134, a responsible Vendor/Bidder selected, after public bidding, by the Director of the Division of Purchase and Property, pursuant to N.J.S.A. 52:34-12, must complete the certification below by checking one of the two options listed below and signing where indicated. If a Vendor/Bidder that would otherwise be awarded a purchase, contract or agreement does not complete the certification, then the Director may determine, in accordance with applicable law and rules, that it is in the best interest of the State to award the purchase, contract or agreement to another Vendor/Bidder that has completed the certification and has submitted a bid within five (5) percent of the most advantageous bid. If the Director finds contractors to be in violation of the principals that are the subject of this law, he/she shall take such action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, on behalf the Vendor/Bidder, certify pursuant to N.J.S.A. 52:34-12.2 that:

CHECK THE APPROPRIATE BOX

☐ The Vendor/Bidder has no business operations in Northern Ireland; or

OR

☐ The Vendor/Bidder will take lawful steps in good faith to conduct any business operations it has in Northern Ireland in accordance with the MacBride principals of nondiscrimination in employment as set forth in section 2 of P.L. 1987, c. 177 (N.J.S.A. 52:18A-89.5) and in conformance with the United Kingdom's Fair Employment (Northern Ireland) Act of 1989, and permit independent monitoring of its compliance with those principals.

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor/Bidder, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the State of New Jersey is relying on the information contained herein, and that the Vendor/Bidder is under a continuing obligation from the date of this certification through the completion of any contract(s) with the State to notify the State in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I will be subject to criminal prosecution under the law, and it will constitute a material breach of **my** agreement(s) with the State, permitting the State to declare any contract(s) resulting from this certification to be void and unenforceable.

_____ _____
Signature Date

_____
Print Name and Title

Exhibit H
Advertising Compliance Requirement

Pursuant to certain state notice provisions, including but not limited to Oregon Revised Statutes Chapter 279A.210, Chapter 279A.220, and other related provisions, the following public agencies and political subdivisions of the referenced public agencies are eligible to register with OMNIA Partners and access the Master Agreement contract award made pursuant to this solicitation, and are hereby given notice of the foregoing request for proposals for purposes of complying with the procedural requirements of said statutes:

Nationwide:

State of Alabama	State of Hawaii	Commonwealth of Massachusetts	State of New Mexico	State of South Dakota
State of Alaska	State of Idaho	State of Michigan	State of New York	State of Tennessee
State of Arizona	State of Illinois	State of Minnesota	State of North Carolina	State of Texas
State of Arkansas	State of Indiana	State of Mississippi	State of North Dakota	State of Utah
State of California	State of Iowa	State of Missouri	State of Ohio	State of Vermont
State of Colorado	State of Kansas	State of Montana	State of Oklahoma	Commonwealth of Virginia
State of Connecticut	Commonwealth of Kentucky	State of Nebraska	State of Oregon	State of Washington
State of Delaware	State of Louisiana	State of Nevada	Commonwealth of Pennsylvania	State of West Virginia
State of Florida	State of Maine	State of New Hampshire	State of Rhode Island	State of Wisconsin
State of Georgia	State of Maryland	State of New Jersey	State of South Carolina	State of Wyoming
District of Columbia				

Lists of political subdivisions and local governments in the above referenced states / districts may be found at http://www.usa.gov/Agencies/State_and_Territories.shtml and https://www.usa.gov/local-governments.

Certain Public Agencies and Political Subdivisions:

CITIES, TOWNS, VILLAGES AND BOROUGHS INCLUDING BUT NOT LIMITED TO:

BAKER CITY GOLF COURSE, OR
CITY OF ADAIR VILLAGE, OR
CITY OF ASHLAND, OR
CITY OF AUMSVILLE, OR
CITY OF AURORA, OR
CITY OF BAKER, OR
CITY OF BATON ROUGE, LA
CITY OF BEAVERTON, OR
CITY OF BEND, OR
CITY OF BOARDMAN, OR
CITY OF BONANAZA, OR
CITY OF BOSSIER CITY, LA
CITY OF BROOKINGS, OR
CITY OF BURNS, OR
CITY OF CANBY, OR
CITY OF CANYONVILLE, OR
CITY OF CLATSKANIE, OR
CITY OF COBURG, OR
CITY OF CONDON, OR
CITY OF COQUILLE, OR
CITY OF CORVALLI, OR
CITY OF CORVALLIS PARKS AND RECREATION DEPARTMENT, OR
CITY OF COTTAGE GROVE, OR
CITY OF DONALD, OR
CITY OF EUGENE, OR
CITY OF FOREST GROVE, OR
CITY OF GOLD HILL, OR
CITY OF GRANTS PASS, OR
CITY OF GRESHAM, OR
CITY OF HILLSBORO, OR
CITY OF INDEPENDENCE, OR
CITY AND COUNTY OF HONOLULU, HI
CITY OF KENNER, LA
CITY OF LA GRANDE, OR
CITY OF LAFAYETTE, LA
CITY OF LAKE CHARLES, OR
CITY OF LEBANON, OR
CITY OF MCMINNVILLE, OR
CITY OF MEDFORD, OR
CITY OF METAIRIE, LA
CITY OF MILL CITY, OR
CITY OF MILWAUKIE, OR
CITY OF MONROE, LA
CITY OF MOSIER, OR
CITY OF NEW ORLEANS, LA
CITY OF NORTH PLAINS, OR
CITY OF OREGON CITY, OR
CITY OF PILOT ROCK, OR
CITY OF PORTLAND, OR
CITY OF POWERS, OR
CITY OF PRINEVILLE, OR
CITY OF REDMOND, OR
CITY OF REEDSPORT, OR
CITY OF RIDDLE, OR
CITY OF ROGUE RIVER, OR
CITY OF ROSEBURG, OR
CITY OF SALEM, OR
CITY OF SANDY, OR
CITY OF SCAPPOOSE, OR
CITY OF SHADY COVE, OR
CITY OF SHERWOOD, OR
CITY OF SHREVEPORT, LA
CITY OF SILVERTON, OR

CITY OF SPRINGFIELD, OR
CITY OF ST. HELENS, OR
CITY OF ST. PAUL, OR
CITY OF SULPHUR, LA
CITY OF TIGARD, OR
CITY OF TROUTDALE, OR
CITY OF TUALATIN, OR
CITY OF WALKER, LA
CITY OF WARRENTON, OR
CITY OF WEST LINN, OR
CITY OF WILSONVILLE, OR
CITY OF WINSTON, OR
CITY OF WOODBURN, OR
LEAGUE OF OREGON CITES
THE CITY OF HAPPY VALLEY OREGON
ALPINE, UT
ALTA, UT
ALTAMONT, UT
ALTON, UT
AMALGA, UT
AMERICAN FORK CITY, UT
ANNABELLA, UT
ANTIMONY, UT
APPLE VALLEY, UT
AURORA, UT
BALLARD, UT
BEAR RIVER CITY, UT
BEAVER, UT
BICKNELL, UT
BIG WATER, UT
BLANDING, UT
BLUFFDALE, UT
BOULDER, UT
CITY OF BOUNTIFUL, UT
BRIAN HEAD, UT
BRIGHAM CITY CORPORATION, UT
BRYCE CANYON CITY, UT
CANNONVILLE, UT
CASTLE DALE, UT
CASTLE VALLEY, UT
CITY OF CEDAR CITY, UT
CEDAR FORT, UT
CITY OF CEDAR HILLS, UT
CENTERFIELD, UT
CENTERVILLE CITY CORPORATION, UT
CENTRAL VALLEY, UT
CHARLESTON, UT
CIRCLEVILLE, UT
CLARKSTON, UT
CLAWSON, UT
CLEARFIELD, UT
CLEVELAND, UT
CLINTON CITY CORPORATION, UT
COALVILLE, UT
CORINNE, UT
CORNISH, UT
COTTONWOOD HEIGHTS, UT
DANIEL, UT
DELTA, UT
DEWEYVILLE, UT
DRAPER CITY, UT
DUCHESNE, UT
EAGLE MOUNTAIN, UT
EAST CARBON, UT
ELK RIDGE, UT
ELMO, UT
ELSINORE, UT
ELWOOD, UT
EMERY, UT
ENOCH, UT
ENTERPRISE, UT
EPHRAIM, UT
ESCALANTE, UT
EUREKA, UT
FAIRFIELD, UT
FAIRVIEW, UT
FARMINGTON, UT
FARR WEST, UT
FAYETTE, UT
FERRON, UT
FIELDING, UT
FILLMORE, UT
FOUNTAIN GREEN, UT
FRANCIS, UT
FRUIT HEIGHTS, UT
GARDEN CITY, UT
GARLAND, UT
GENOLA, UT
GLENDALE, UT
GLENWOOD, UT
GOSHEN, UT
GRANTSVILLE, UT
GREEN RIVER, UT
GUNNISON, UT
HANKSVILLE, UT
HARRISVILLE, UT
HATCH, UT
HEBER CITY CORPORATION, UT
HELPER, UT
HENEFER, UT
HENRIEVILLE, UT
HERRIMAN, UT
HIDEOUT, UT
HIGHLAND, UT
HILDALE, UT
HINCKLEY, UT
HOLDEN, UT
HOLLADAY, UT
HONEYVILLE, UT
HOOPER, UT
HOWELL, UT
HUNTINGTON, UT
HUNTSVILLE, UT
CITY OF HURRICANE, UT
HYDE PARK, UT
HYRUM, UT
INDEPENDENCE, UT
IVINS, UT
JOSEPH, UT
JUNCTION, UT
KAMAS, UT
KANAB, UT
KANARRAVILLE, UT
KANOSH, UT
KAYSVILLE, UT
KINGSTON, UT
KOOSHAREM, UT
LAKETOWN, UT
LA VERKIN, UT
LAYTON, UT
LEAMINGTON, UT
LEEDS, UT
LEHI CITY CORPORATION, UT
LEVAN, UT
LEWISTON, UT
LINDON, UT

LOA, UT
LOGAN CITY, UT
LYMAN, UT
LYNNDYL, UT
MANILA, UT
MANTI, UT
MANTUA, UT
MAPLETON, UT
MARRIOTT-SLATERVILLE, UT
MARYSVALE, UT
MAYFIELD, UT
MEADOW, UT
MENDON, UT
MIDVALE CITY INC., UT
MIDWAY, UT
MILFORD, UT
MILLVILLE, UT
MINERSVILLE, UT
MOAB, UT
MONA, UT
MONROE, UT
CITY OF MONTICELLO, UT
MORGAN, UT
MORONI, UT
MOUNT PLEASANT, UT
MURRAY CITY CORPORATION, UT
MYTON, UT
NAPLES, UT
NEPHI, UT
NEW HARMONY, UT
NEWTON, UT
NIBLEY, UT
NORTH LOGAN, UT
NORTH OGDEN, UT
NORTH SALT LAKE CITY, UT
OAK CITY, UT
OAKLEY, UT
OGDEN CITY CORPORATION, UT
OPHIR, UT
ORANGEVILLE, UT
ORDERVILLE, UT
OREM, UT
PANGUITCH, UT
PARADISE, UT
PARAGONAH, UT
PARK CITY, UT
PAROWAN, UT
PAYSON, UT
PERRY, UT
PLAIN CITY, UT
PLEASANT GROVE CITY, UT
PLEASANT VIEW, UT
PLYMOUTH, UT
PORTAGE, UT
PRICE, UT
PROVIDENCE, UT
PROVO, UT
RANDOLPH, UT
REDMOND, UT
RICHFIELD, UT
RICHMOND, UT
RIVERDALE, UT
RIVER HEIGHTS, UT
RIVERTON CITY, UT
ROCKVILLE, UT
ROCKY RIDGE, UT
ROOSEVELT CITY CORPORATION, UT
ROY, UT
RUSH VALLEY, UT
CITY OF ST. GEORGE, UT
SALEM, UT
SALINA, UT
SALT LAKE CITY CORPORATION, UT
SANDY, UT
SANTA CLARA, UT
SANTAQUIN, UT
SARATOGA SPRINGS, UT
SCIPIO, UT
SCOFIELD, UT
SIGURD, UT
SMITHFIELD, UT
SNOWVILLE, UT
CITY OF SOUTH JORDAN, UT
SOUTH OGDEN, UT
CITY OF SOUTH SALT LAKE, UT
SOUTH WEBER, UT
SPANISH FORK, UT
SPRING CITY, UT
SPRINGDALE, UT
SPRINGVILLE, UT
STERLING, UT
STOCKTON, UT
SUNNYSIDE, UT
SUNSET CITY CORP, UT
SYRACUSE, UT
TABIONA, UT
CITY OF TAYLORSVILLE, UT
TOOELE CITY CORPORATION, UT
TOQUERVILLE, UT
TORREY, UT
TREMONTON CITY, UT
TRENTON, UT
TROPIC, UT
UINTAH, UT
VERNAL CITY, UT
VERNON, UT
VINEYARD, UT
VIRGIN, UT
WALES, UT
WALLSBURG, UT
WASHINGTON CITY, UT
WASHINGTON TERRACE, UT
WELLINGTON, UT
WELLSVILLE, UT
WENDOVER, UT
WEST BOUNTIFUL, UT
WEST HAVEN, UT
WEST JORDAN, UT
WEST POINT, UT
WEST VALLEY CITY, UT
WILLARD, UT
WOODLAND HILLS, UT
WOODRUFF, UT
WOODS CROSS, UT

COUNTIES AND PARISHES INCLUDING BUT NOT LIMITED TO:

ASCENSION PARISH, LA
ASCENSION PARISH, LA, CLEAR OF COURT
CADDO PARISH, LA
CALCASIEU PARISH, LA
CALCASIEU PARISH SHERIFF'S OFFICE, LA
CITY AND COUNTY OF HONOLULU, HI
CLACKAMAS COUNTY, OR
CLACKAMAS COUNTY DEPT OF TRANSPORTATION, OR

CLATSOP COUNTY, OR
COLUMBIA COUNTY, OR
COOS COUNTY, OR
COOS COUNTY HIGHWAY DEPARTMENT, OR
COUNTY OF HAWAII, OR
CROOK COUNTY, OR
CROOK COUNTY ROAD DEPARTMENT, OR
CURRY COUNTY, OR
DESCHUTES COUNTY, OR
DOUGLAS COUNTY, OR
EAST BATON ROUGE PARISH, LA
GILLIAM COUNTY, OR
GRANT COUNTY, OR
HARNEY COUNTY, OR
HARNEY COUNTY SHERIFFS OFFICE, OR
HAWAII COUNTY, HI
HOOD RIVER COUNTY, OR
JACKSON COUNTY, OR
JEFFERSON COUNTY, OR
JEFFERSON PARISH, LA
JOSEPHINE COUNTY GOVERNMENT, OR
LAFAYETTE CONSOLIDATED GOVERNMENT, LA
LAFAYETTE PARISH, LA
LAFAYETTE PARISH CONVENTION & VISITORS COMMISSION
LAFOURCHE PARISH, LA
KAUAI COUNTY, HI
KLAMATH COUNTY, OR
LAKE COUNTY, OR
LANE COUNTY, OR
LINCOLN COUNTY, OR
LINN COUNTY, OR
LIVINGSTON PARISH, LA
MALHEUR COUNTY, OR
MAUI COUNTY, HI
MARION COUNTY, SALEM, OR
MORROW COUNTY, OR
MULTNOMAH COUNTY, OR
MULTNOMAH COUNTY BUSINESS AND COMMUNITY SERVICES, OR
MULTNOMAH COUNTY SHERIFFS OFFICE, OR
MULTNOMAH LAW LIBRARY, OR
ORLEANS PARISH, LA
PLAQUEMINES PARISH, LA
POLK COUNTY, OR
RAPIDES PARISH, LA
SAINT CHARLES PARISH, LA
SAINT CHARLES PARISH PUBLIC SCHOOLS, LA
SAINT LANDRY PARISH, LA
SAINT TAMMANY PARISH, LA
SHERMAN COUNTY, OR
TERREBONNE PARISH, LA
TILLAMOOK COUNTY, OR
TILLAMOOK COUNTY SHERIFF'S OFFICE, OR
TILLAMOOK COUNTY GENERAL HOSPITAL, OR
UMATILLA COUNTY, OR
UNION COUNTY, OR
WALLOWA COUNTY, OR
WASCO COUNTY, OR
WASHINGTON COUNTY, OR
WEST BATON ROUGE PARISH, LA
WHEELER COUNTY, OR
YAMHILL COUNTY, OR
COUNTY OF BOX ELDER, UT
COUNTY OF CACHE, UT
COUNTY OF RICH, UT
COUNTY OF WEBER, UT
COUNTY OF MORGAN, UT
COUNTY OF DAVIS, UT
COUNTY OF SUMMIT, UT
COUNTY OF DAGGETT, UT
COUNTY OF SALT LAKE, UT
COUNTY OF TOOELE, UT
COUNTY OF UTAH, UT
COUNTY OF WASATCH, UT
COUNTY OF DUCHESNE, UT
COUNTY OF UINTAH, UT
COUNTY OF CARBON, UT
COUNTY OF SANPETE, UT
COUNTY OF JUAB, UT
COUNTY OF MILLARD, UT
COUNTY OF SEVIER, UT
COUNTY OF EMERY, UT
COUNTY OF GRAND, UT
COUNTY OF BEVER, UT
COUNTY OF PIUTE, UT
COUNTY OF WAYNE, UT
COUNTY OF SAN JUAN, UT
COUNTY OF GARFIELD, UT
COUNTY OF KANE, UT
COUNTY OF IRON, UT
COUNTY OF WASHINGTON, UT

OTHER AGENCIES INCLUDING ASSOCIATIONS, BOARDS, DISTRICTS, COMMISSIONS, COUNCILS, PUBLIC CORPORATIONS, PUBLIC DEVELOPMENT AUTHORITIES, RESERVATIONS AND UTILITIES INCLUDING BUT NOT LIMITED TO:

ADAIR R.F.P.D., OR
ADEL WATER IMPROVEMENT DISTRICT, OR
ADRIAN R.F.P.D., OR
AGNESS COMMUNITY LIBRARY, OR
AGNESS-ILLAHE R.F.P.D., OR
AGRICULTURE EDUCATION SERVICE EXTENSION DISTRICT, OR
ALDER CREEK-BARLOW WATER DISTRICT NO. 29, OR
ALFALFA FIRE DISTRICT, OR
ALSEA R.F.P.D., OR
ALSEA RIVIERA WATER IMPROVEMENT DISTRICT, OR
AMITY FIRE DISTRICT, OR
ANTELOPE MEADOWS SPECIAL ROAD DISTRICT, OR
APPLE ROGUE DISTRICT IMPROVEMENT COMPANY, OR
APPLEGATE VALLEY R.F.P.D. #9, OR
ARCH CAPE DOMESTIC WATER SUPPLY DISTRICT, OR
ARCH CAPE SANITARY DISTRICT, OR
ARNOLD IRRIGATION DISTRICT, OR
ASH CREEK WATER CONTROL DISTRICT, OR
ATHENA CEMETERY MAINTENANCE DISTRICT, OR
AUMSVILLE R.F.P.D., OR
AURORA R.F.P.D., OR
AZALEA R.F.P.D., OR
BADGER IMPROVEMENT DISTRICT, OR
BAILEY-SPENCER R.F.P.D., OR
BAKER COUNTY LIBRARY DISTRICT, OR
BAKER R.F.P.D., OR
BAKER RIVERTON ROAD DISTRICT, OR
BAKER VALLEY IRRIGATION DISTRICT, OR
BAKER VALLEY S.W.C.D., OR
BAKER VALLEY VECTOR CONTROL DISTRICT, OR
BANDON CRANBERRY WATER CONTROL DISTRICT, OR
BANDON R.F.P.D., OR

BANKS FIRE DISTRICT, OR
BANKS FIRE DISTRICT #13, OR
BAR L RANCH ROAD DISTRICT, OR
BARLOW WATER IMPROVEMENT DISTRICT, OR
BASIN AMBULANCE SERVICE DISTRICT, OR
BASIN TRANSIT SERVICE TRANSPORTATION DISTRICT, OR
BATON ROUGE WATER COMPANY
BAY AREA HEALTH DISTRICT, OR
BAYSHORE SPECIAL ROAD DISTRICT, OR
BEAR VALLEY SPECIAL ROAD DISTRICT, OR
BEAVER CREEK WATER CONTROL DISTRICT, OR
BEAVER DRAINAGE IMPROVEMENT COMPANY, INC., OR
BEAVER SLOUGH DRAINAGE DISTRICT, OR
BEAVER SPECIAL ROAD DISTRICT, OR
BEAVER WATER DISTRICT, OR
BELLE MER S.I.G.L. TRACTS SPECIAL ROAD DISTRICT, OR
BEND METRO PARK AND RECREATION DISTRICT
BENTON S.W.C.D., OR
BERNDT SUBDIVISION WATER IMPROVEMENT DISTRICT, OR
BEVERLY BEACH WATER DISTRICT, OR
BIENVILLE PARISH FIRE PROTECTION DISTRICT 6, LA
BIG BEND IRRIGATION DISTRICT, OR
BIGGS SERVICE DISTRICT, OR
BLACK BUTTE RANCH DEPARTMENT OF POLICE SERVICES, OR
BLACK BUTTE RANCH R.F.P.D., OR
BLACK MOUNTAIN WATER DISTRICT, OR
BLODGETT-SUMMIT R.F.P.D., OR
BLUE MOUNTAIN HOSPITAL DISTRICT, OR
BLUE MOUNTAIN TRANSLATOR DISTRICT, OR
BLUE RIVER PARK & RECREATION DISTRICT, OR
BLUE RIVER WATER DISTRICT, OR
BLY R.F.P.D., OR
BLY VECTOR CONTROL DISTRICT, OR
BLY WATER AND SANITARY DISTRICT, OR
BOARDMAN CEMETERY MAINTENANCE DISTRICT, OR
BOARDMAN PARK AND RECREATION DISTRICT
BOARDMAN R.F.P.D., OR
BONANZA BIG SPRINGS PARK & RECREATION DISTRICT, OR
BONANZA MEMORIAL PARK CEMETERY DISTRICT, OR
BONANZA R.F.P.D., OR
BONANZA-LANGELL VALLEY VECTOR CONTROL DISTRICT, OR
BORING WATER DISTRICT #24, OR
BOULDER CREEK RETREAT SPECIAL ROAD DISTRICT, OR
BRIDGE R.F.P.D., OR
BROOKS COMMUNITY SERVICE DISTRICT, OR
BROWNSVILLE R.F.P.D., OR
BUELL-RED PRAIRIE WATER DISTRICT, OR
BUNKER HILL R.F.P.D. #1, OR
BUNKER HILL SANITARY DISTRICT, OR
BURLINGTON WATER DISTRICT, OR
BURNT RIVER IRRIGATION DISTRICT, OR
BURNT RIVER S.W.C.D., OR
CALAPOOIA R.F.P.D., OR
CAMAS VALLEY R.F.P.D., OR
CAMELLIA PARK SANITARY DISTRICT, OR
CAMMANN ROAD DISTRICT, OR
CAMP SHERMAN ROAD DISTRICT, OR
CANBY AREA TRANSIT, OR
CANBY R.F.P.D. #62, OR
CANBY UTILITY BOARD, OR
CANNON BEACH R.F.P.D., OR
CANYONVILLE SOUTH UMPQUA FIRE DISTRICT, OR
CAPE FERRELO R.F.P.D., OR
CAPE FOULWEATHER SANITARY DISTRICT, OR
CARLSON PRIMROSE SPECIAL ROAD DISTRICT, OR
CARMEL BEACH WATER DISTRICT, OR
CASCADE VIEW ESTATES TRACT 2, OR
CEDAR CREST SPECIAL ROAD DISTRICT, OR
CEDAR TRAILS SPECIAL ROAD DISTRICT, OR
CEDAR VALLEY - NORTH BANK R.F.P.D., OR
CENTRAL CASCADES FIRE AND EMS, OR
CENTRAL CITY ECONOMIC OPPORTUNITY CORP, LA
CENTRAL LINCOLN P.U.D., OR
CENTRAL OREGON COAST FIRE & RESCUE DISTRICT, OR
CENTRAL OREGON INTERGOVERNMENTAL COUNCIL
CENTRAL OREGON IRRIGATION DISTRICT, OR
CHAPARRAL WATER CONTROL DISTRICT, OR
CHARLESTON FIRE DISTRICT, OR
CHARLESTON SANITARY DISTRICT, OR
CHARLOTTE ANN WATER DISTRICT, OR
CHEHALEM PARK & RECREATION DISTRICT, OR
CHEHALEM PARK AND RECREATION DISTRICT
CHEMULT R.F.P.D., OR
CHENOWITH WATER P.U.D., OR
CHERRIOTS, OR
CHETCO COMMUNITY PUBLIC LIBRARY DISTRICT, OR
CHILOQUIN VECTOR CONTROL DISTRICT, OR
CHILOQUIN-AGENCY LAKE R.F.P.D., OR
CHINOOK DRIVE SPECIAL ROAD DISTRICT, OR
CHR DISTRICT IMPROVEMENT COMPANY, OR
CHRISTMAS VALLEY DOMESTIC WATER DISTRICT, OR
CHRISTMAS VALLEY PARK & RECREATION DISTRICT, OR
CHRISTMAS VALLEY R.F.P.D., OR
CITY OF BOGALUSA SCHOOL BOARD, LA
CLACKAMAS COUNTY FIRE DISTRICT #1, OR
CLACKAMAS COUNTY SERVICE DISTRICT #1, OR
CLACKAMAS COUNTY VECTOR CONTROL DISTRICT, OR
CLACKAMAS RIVER WATER
CLACKAMAS RIVER WATER, OR
CLACKAMAS S.W.C.D., OR
CLATSKANIE DRAINAGE IMPROVEMENT COMPANY, OR
CLATSKANIE LIBRARY DISTRICT, OR
CLATSKANIE P.U.D., OR
CLATSKANIE PARK & RECREATION DISTRICT, OR
CLATSKANIE PEOPLE'S UTILITY DISTRICT
CLATSKANIE R.F.P.D., OR
CLATSOP CARE CENTER HEALTH DISTRICT, OR
CLATSOP COUNTY S.W.C.D., OR
CLATSOP DRAINAGE IMPROVEMENT COMPANY #15, INC., OR
CLEAN WATER SERVICES
CLEAN WATER SERVICES, OR
CLOVERDALE R.F.P.D., OR
CLOVERDALE SANITARY DISTRICT, OR
CLOVERDALE WATER DISTRICT, OR
COALEDO DRAINAGE DISTRICT, OR
COBURG FIRE DISTRICT, OR
COLESTIN RURAL FIRE DISTRICT, OR

COLTON R.F.P.D., OR
COLTON WATER DISTRICT #11, OR
COLUMBIA 911 COMMUNICATIONS DISTRICT, OR
COLUMBIA COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
COLUMBIA DRAINAGE VECTOR CONTROL, OR
COLUMBIA IMPROVEMENT DISTRICT, OR
COLUMBIA R.F.P.D., OR
COLUMBIA RIVER FIRE & RESCUE, OR
COLUMBIA RIVER PUD, OR
COLUMBIA S.W.C.D., OR
COLUMBIA S.W.C.D., OR
CONFEDERATED TRIBES OF THE UMATILLA INDIAN RESERVATION
COOS COUNTY AIRPORT DISTRICT, OR
COOS COUNTY AIRPORT DISTRICT, OR
COOS COUNTY AREA TRANSIT SERVICE DISTRICT, OR
COOS COUNTY AREA TRANSIT SERVICE DISTRICT, OR
COOS FOREST PROTECTIVE ASSOCIATION
COOS S.W.C.D., OR
COQUILLE R.F.P.D., OR
COQUILLE VALLEY HOSPITAL DISTRICT, OR
CORBETT WATER DISTRICT, OR
CORNELIUS R.F.P.D., OR
CORP RANCH ROAD WATER IMPROVEMENT, OR
CORVALLIS R.F.P.D., OR
COUNTRY CLUB ESTATES SPECIAL WATER DISTRICT, OR
COUNTRY CLUB WATER DISTRICT, OR
COUNTRY ESTATES ROAD DISTRICT, OR
COVE CEMETERY MAINTENANCE DISTRICT, OR
COVE ORCHARD SEWER SERVICE DISTRICT, OR
COVE R.F.P.D., OR
CRESCENT R.F.P.D., OR
CRESCENT SANITARY DISTRICT, OR
CRESCENT WATER SUPPLY AND IMPROVEMENT DISTRICT, OR
CROOK COUNTY AGRICULTURE EXTENSION SERVICE DISTRICT, OR
CROOK COUNTY CEMETERY DISTRICT, OR
CROOK COUNTY FIRE AND RESCUE, OR
CROOK COUNTY PARKS & RECREATION DISTRICT, OR
CROOK COUNTY S.W.C.D., OR
CROOK COUNTY VECTOR CONTROL DISTRICT, OR
CROOKED RIVER RANCH R.F.P.D., OR
CROOKED RIVER RANCH SPECIAL ROAD DISTRICT, OR
CRYSTAL SPRINGS WATER DISTRICT, OR
CURRY COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
CURRY COUNTY PUBLIC TRANSIT SERVICE DISTRICT, OR
CURRY COUNTY S.W.C.D., OR
CURRY HEALTH DISTRICT, OR
CURRY PUBLIC LIBRARY DISTRICT, OR
DALLAS CEMETERY DISTRICT #4, OR
DARLEY DRIVE SPECIAL ROAD DISTRICT, OR
DAVID CROCKETT STEAM FIRE COMPANY #1, LA
DAYS CREEK R.F.P.D., OR
DAYTON FIRE DISTRICT, OR
DEAN MINARD WATER DISTRICT, OR
DEE IRRIGATION DISTRICT, OR
DEER ISLAND DRAINAGE IMPROVEMENT COMPANY, OR
DELL BROGAN CEMETERY MAINTENANCE DISTRICT, OR
DEPOE BAY R.F.P.D., OR
DESCHUTES COUNTY 911 SERVICE DISTRICT, OR
DESCHUTES COUNTY R.F.P.D. #2, OR
DESCHUTES PUBLIC LIBRARY DISTRICT, OR
DESCHUTES S.W.C.D., OR
DESCHUTES VALLEY WATER DISTRICT, OR
DEVILS LAKE WATER IMPROVEMENT DISTRICT, OR
DEXTER R.F.P.D., OR
DEXTER SANITARY DISTRICT, OR
DORA-SITKUM R.F.P.D., OR
DOUGLAS COUNTY FIRE DISTRICT #2, OR
DOUGLAS S.W.C.D., OR
DRAKES CROSSING R.F.P.D., OR
DRRH SPECIAL ROAD DISTRICT #6, OR
DRY GULCH DITCH DISTRICT IMPROVEMENT COMPANY, OR
DUFUR RECREATION DISTRICT, OR
DUMBECK LANE DOMESTIC WATER SUPPLY, OR
DUNDEE R.F.P.D., OR
DURKEE COMMUNITY BUILDING PRESERVATION DISTRICT, OR
EAGLE POINT IRRIGATION DISTRICT, OR
EAGLE VALLEY CEMETERY MAINTENANCE DISTRICT, OR
EAGLE VALLEY R.F.P.D., OR
EAGLE VALLEY S.W.C.D., OR
EAST FORK IRRIGATION DISTRICT, OR
EAST MULTNOMAH S.W.C.D., OR
EAST SALEM SERVICE DISTRICT, OR
EAST UMATILLA CHEMICAL CONTROL DISTRICT, OR
EAST UMATILLA COUNTY AMBULANCE AREA HEALTH DISTRICT, OR
EAST UMATILLA COUNTY R.F.P.D., OR
EAST VALLEY WATER DISTRICT, OR
ELGIN COMMUNITY PARKS & RECREATION DISTRICT, OR
ELGIN HEALTH DISTRICT, OR
ELGIN R.F.P.D., OR
ELKTON ESTATES PHASE II SPECIAL ROAD DISTRICT, OR
ELKTON R.F.P.D., OR
EMERALD P.U.D., OR
ENTERPRISE IRRIGATION DISTRICT, OR
ESTACADA CEMETERY MAINTENANCE DISTRICT, OR
ESTACADA R.F.P.D. #69, OR
EUGENE R.F.P.D. # 1, OR
EUGENE WATER AND ELECTRIC BOARD
EVANS VALLEY FIRE DISTRICT #6, OR
FAIR OAKS R.F.P.D., OR
FAIRVIEW R.F.P.D., OR
FAIRVIEW WATER DISTRICT, OR
FALCON HEIGHTS WATER AND SEWER, OR
FALCON-COVE BEACH WATER DISTRICT, OR
FALL RIVER ESTATES SPECIAL ROAD DISTRICT, OR
FARGO INTERCHANGE SERVICE DISTRICT, OR
FARMERS IRRIGATION DISTRICT, OR
FAT ELK DRAINAGE DISTRICT, OR
FERN RIDGE PUBLIC LIBRARY DISTRICT, OR
FERN VALLEY ESTATES IMPROVEMENT DISTRICT, OR
FOR FAR ROAD DISTRICT, OR
FOREST GROVE R.F.P.D., OR
FOREST VIEW SPECIAL ROAD DISTRICT, OR
FORT ROCK-SILVER LAKE S.W.C.D., OR

FOUR RIVERS VECTOR CONTROL DISTRICT, OR
FOX CEMETERY MAINTENANCE DISTRICT, OR
GARDINER R.F.P.D., OR
GARDINER SANITARY DISTRICT, OR
GARIBALDI R.F.P.D., OR
GASTON R.F.P.D., OR
GATES R.F.P.D., OR
GEARHART R.F.P.D., OR
GILLIAM S.W.C.D., OR
GLENDALE AMBULANCE DISTRICT, OR
GLENDALE R.F.P.D., OR
GLENEDEN BEACH SPECIAL ROAD DISTRICT, OR
GLENEDEN SANITARY DISTRICT, OR
GLENWOOD WATER DISTRICT, OR
GLIDE - IDLEYLD SANITARY DISTRICT, OR
GLIDE R.F.P.D., OR
GOLD BEACH - WEDDERBURN R.F.P.D., OR
GOLD HILL IRRIGATION DISTRICT, OR
GOLDFINCH ROAD DISTRICT, OR
GOSHEN R.F.P.D., OR
GOVERNMENT CAMP ROAD DISTRICT, OR
GOVERNMENT CAMP SANITARY DISTRICT, OR
GRAND PRAIRIE WATER CONTROL DISTRICT, OR
GRAND RONDE SANITARY DISTRICT, OR
GRANT COUNTY TRANSPORTATION DISTRICT, OR
GRANT S.W.C.D., OR
GRANTS PASS IRRIGATION DISTRICT, OR
GREATER BOWEN VALLEY R.F.P.D., OR
GREATER ST. HELENS PARK & RECREATION DISTRICT, OR
GREATER TOLEDO POOL RECREATION DISTRICT, OR
GREEN KNOLLS SPECIAL ROAD DISTRICT, OR
GREEN SANITARY DISTRICT, OR
GREENACRES R.F.P.D., OR
GREENBERRY IRRIGATION DISTRICT, OR
GREENSPRINGS RURAL FIRE DISTRICT, OR
HAHLEN ROAD SPECIAL DISTRICT, OR
HAINES CEMETERY MAINTENANCE DISTRICT, OR
HAINES FIRE PROTECTION DISTRICT, OR
HALSEY-SHEDD R.F.P.D., OR
HAMLET R.F.P.D., OR
HARBOR R.F.P.D., OR
HARBOR SANITARY DISTRICT, OR
HARBOR WATER P.U.D., OR
HARNEY COUNTY HEALTH DISTRICT, OR
HARNEY S.W.C.D., OR
HARPER SOUTH SIDE IRRIGATION DISTRICT, OR
HARRISBURG FIRE AND RESCUE, OR
HAUSER R.F.P.D., OR
HAZELDELL RURAL FIRE DISTRICT, OR
HEBO JOINT WATER-SANITARY AUTHORITY, OR
HECETA WATER P.U.D., OR
HELIX CEMETERY MAINTENANCE DISTRICT #4, OR
HELIX PARK & RECREATION DISTRICT, OR
HELIX R.F.P.D. #7-411, OR
HEPPNER CEMETERY MAINTENANCE DISTRICT, OR
HEPPNER R.F.P.D., OR
HEPPNER WATER CONTROL DISTRICT, OR
HEREFORD COMMUNITY HALL RECREATION DISTRICT, OR
HERMISTON CEMETERY DISTRICT, OR
HERMISTON IRRIGATION DISTRICT, OR
HIDDEN VALLEY MOBILE ESTATES IMPROVEMENT DISTRICT, OR
HIGH DESERT PARK & RECREATION DISTRICT, OR
HIGHLAND SUBDIVISION WATER DISTRICT, OR
HONOLULU INTERNATIONAL AIRPORT
HOOD RIVER COUNTY LIBRARY DISTRICT, OR
HOOD RIVER COUNTY TRANSPORTATION DISTRICT, OR
HOOD RIVER S.W.C.D., OR
HOOD RIVER VALLEY PARKS & RECREATION DISTRICT, OR
HOODLAND FIRE DISTRICT #74
HOODLAND FIRE DISTRICT #74, OR
HORSEFLY IRRIGATION DISTRICT, OR
HOSKINS-KINGS VALLEY R.F.P.D., OR
HOUSING AUTHORITY OF PORTLAND
HUBBARD R.F.P.D., OR
HUDSON BAY DISTRICT IMPROVEMENT COMPANY, OR
I N (KAY) YOUNG DITCH DISTRICT IMPROVEMENT COMPANY, OR
ICE FOUNTAIN WATER DISTRICT, OR
IDAHO POINT SPECIAL ROAD DISTRICT, OR
IDANHA-DETROIT RURAL FIRE PROTECTION DISTRICT, OR
ILLINOIS VALLEY FIRE DISTRICT
ILLINOIS VALLEY R.F.P.D., OR
ILLINOIS VALLEY S.W.C.D., OR
IMBLER R.F.P.D., OR
INTERLACHEN WATER P.U.D., OR
IONE LIBRARY DISTRICT, OR
IONE R.F.P.D. #6-604, OR
IRONSIDE CEMETERY MAINTENANCE DISTRICT, OR
IRONSIDE RURAL ROAD DISTRICT #5, OR
IRRIGON PARK & RECREATION DISTRICT, OR
IRRIGON R.F.P.D., OR
ISLAND CITY AREA SANITATION DISTRICT, OR
ISLAND CITY CEMETERY MAINTENANCE DISTRICT, OR
JACK PINE VILLAGE SPECIAL ROAD DISTRICT, OR
JACKSON COUNTY FIRE DISTRICT #3, OR
JACKSON COUNTY FIRE DISTRICT #4, OR
JACKSON COUNTY FIRE DISTRICT #5, OR
JACKSON COUNTY LIBRARY DISTRICT, OR
JACKSON COUNTY VECTOR CONTROL DISTRICT, OR
JACKSON S.W.C.D., OR
JASPER KNOLLS WATER DISTRICT, OR
JEFFERSON COUNTY EMERGENCY MEDICAL SERVICE DISTRICT, OR
JEFFERSON COUNTY FIRE DISTRICT #1, OR
JEFFERSON COUNTY LIBRARY DISTRICT, OR
JEFFERSON COUNTY S.W.C.D., OR
JEFFERSON PARK & RECREATION DISTRICT, OR
JEFFERSON R.F.P.D., OR
JOB'S DRAINAGE DISTRICT, OR
JOHN DAY WATER DISTRICT, OR
JOHN DAY-CANYON CITY PARKS & RECREATION DISTRICT, OR
JOHN DAY-FERNHILL R.F.P.D. #5-108, OR
JORDAN VALLEY CEMETERY DISTRICT, OR
JORDAN VALLEY IRRIGATION DISTRICT, OR
JOSEPHINE COMMUNITY LIBRARY DISTRICT, OR
JOSEPHINE COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
JOSEPHINE COUNTY 911 AGENCY, OR
JUNCTION CITY R.F.P.D., OR
JUNCTION CITY WATER CONTROL DISTRICT, OR
JUNIPER BUTTE ROAD DISTRICT, OR
JUNIPER CANYON WATER CONTROL DISTRICT, OR
JUNIPER FLAT DISTRICT IMPROVEMENT COMPANY, OR
JUNIPER FLAT R.F.P.D., OR

JUNO NONPROFIT WATER IMPROVEMENT DISTRICT, OR
KEATING R.F.P.D., OR
KEATING S.W.C.D., OR
KEIZER R.F.P.D., OR
KELLOGG RURAL FIRE DISTRICT, OR
KENO IRRIGATION DISTRICT, OR
KENO PINES ROAD DISTRICT, OR
KENO R.F.P.D., OR
KENT WATER DISTRICT, OR
KERBY WATER DISTRICT, OR
K-GB-LB WATER DISTRICT, OR
KILCHIS WATER DISTRICT, OR
KLAMATH 9-1-1 COMMUNICATIONS DISTRICT, OR
KLAMATH BASIN IMPROVEMENT DISTRICT, OR
KLAMATH COUNTY DRAINAGE SERVICE DISTRICT, OR
KLAMATH COUNTY EXTENSION SERVICE DISTRICT, OR
KLAMATH COUNTY FIRE DISTRICT #1, OR
KLAMATH COUNTY FIRE DISTRICT #3, OR
KLAMATH COUNTY FIRE DISTRICT #4, OR
KLAMATH COUNTY FIRE DISTRICT #5, OR
KLAMATH COUNTY LIBRARY SERVICE DISTRICT, OR
KLAMATH COUNTY PREDATORY ANIMAL CONTROL DISTRICT, OR
KLAMATH DRAINAGE DISTRICT, OR
KLAMATH FALLS FOREST ESTATES SPECIAL ROAD DISTRICT UNIT #2, OR
KLAMATH INTEROPERABILITY RADIO GROUP, OR
KLAMATH IRRIGATION DISTRICT, OR
KLAMATH RIVER ACRES SPECIAL ROAD DISTRICT, OR
KLAMATH S.W.C.D., OR
KLAMATH VECTOR CONTROL DISTRICT, OR
KNAPPA-SVENSEN-BURNSIDE R.F.P.D., OR
LA GRANDE CEMETERY MAINTENANCE DISTRICT, OR
LA GRANDE R.F.P.D., OR
LA PINE PARK & RECREATION DISTRICT, OR
LA PINE R.F.P.D., OR
LABISH VILLAGE SEWAGE & DRAINAGE, OR
LACOMB IRRIGATION DISTRICT, OR
LAFAYETTE AIRPORT COMMISSION, LA
LAFOURCHE PARISH HEALTH UNIT – DHH-OPH REGION 3
LAIDLAW WATER DISTRICT, OR
LAKE CHINOOK FIRE & RESCUE, OR
LAKE COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
LAKE COUNTY LIBRARY DISTRICT, OR
LAKE CREEK R.F.P.D. - JACKSON, OR
LAKE CREEK R.F.P.D. - LANE COUNTY, OR
LAKE DISTRICT HOSPITAL, OR
LAKE GROVE R.F.P.D. NO. 57, OR
LAKE GROVE WATER DISTRICT, OR
LAKE LABISH WATER CONTROL DISTRICT, OR
LAKE POINT SPECIAL ROAD DISTRICT, OR
LAKESIDE R.F.P.D. #4, OR
LAKESIDE WATER DISTRICT, OR
LAKEVIEW R.F.P.D., OR
LAKEVIEW S.W.C.D., OR
LAMONTAI IMPROVEMENT DISTRICT, OR
LANE FIRE AUTHORITY, OR
LANE LIBRARY DISTRICT, OR
LANE TRANSIT DISTRICT, OR
LANGELL VALLEY IRRIGATION DISTRICT, OR
LANGLOIS PUBLIC LIBRARY, OR
LANGLOIS R.F.P.D., OR
LANGLOIS WATER DISTRICT, OR
LAZY RIVER SPECIAL ROAD DISTRICT, OR
LEBANON AQUATIC DISTRICT, OR
LEBANON R.F.P.D., OR
LEWIS & CLARK R.F.P.D., OR
LINCOLN COUNTY LIBRARY DISTRICT, OR
LINCOLN S.W.C.D., OR
LINN COUNTY EMERGENCY TELEPHONE AGENCY, OR
LINN S.W.C.D., OR
LITTLE MUDDY CREEK WATER CONTROL, OR
LITTLE NESTUCCA DRAINAGE DISTRICT, OR
LITTLE SWITZERLAND SPECIAL ROAD DISTRICT, OR
LONE PINE IRRIGATION DISTRICT, OR
LONG PRAIRIE WATER DISTRICT, OR
LOOKINGGLASS OLALLA WATER CONTROL DISTRICT, OR
LOOKINGGLASS RURAL FIRE DISTRICT, OR
LORANE R.F.P.D., OR
LOST & BOULDER DITCH IMPROVEMENT DISTRICT, OR
LOST CREEK PARK SPECIAL ROAD DISTRICT, OR
LOUISIANA PUBLIC SERVICE COMMISSION, LA
LOUISIANA WATER WORKS
LOWELL R.F.P.D., OR
LOWER MCKAY CREEK R.F.P.D., OR
LOWER MCKAY CREEK WATER CONTROL DISTRICT, OR
LOWER POWDER RIVER IRRIGATION DISTRICT, OR
LOWER SILETZ WATER DISTRICT, OR
LOWER UMPQUA HOSPITAL DISTRICT, OR
LOWER UMPQUA PARK & RECREATION DISTRICT, OR
LOWER VALLEY WATER IMPROVEMENT DISTRICT, OR
LUCE LONG DITCH DISTRICT IMPROVEMENT CO., OR
LUSTED WATER DISTRICT, OR
LYONS R.F.P.D., OR
LYONS-MEHAMA WATER DISTRICT, OR
MADRAS AQUATIC CENTER DISTRICT, OR
MAKAI SPECIAL ROAD DISTRICT, OR
MALHEUR COUNTY S.W.C.D., OR
MALHEUR COUNTY VECTOR CONTROL DISTRICT, OR
MALHEUR DISTRICT IMPROVEMENT COMPANY, OR
MALHEUR DRAINAGE DISTRICT, OR
MALHEUR MEMORIAL HEALTH DISTRICT, OR
MALIN COMMUNITY CEMETERY MAINTENANCE DISTRICT, OR
MALIN COMMUNITY PARK & RECREATION DISTRICT, OR
MALIN IRRIGATION DISTRICT, OR
MALIN R.F.P.D., OR
MAPLETON FIRE DEPARTMENT, OR
MAPLETON WATER DISTRICT, OR
MARCOLA WATER DISTRICT, OR
MARION COUNTY EXTENSION & 4H SERVICE DISTRICT, OR
MARION COUNTY FIRE DISTRICT #1, OR
MARION JACK IMPROVEMENT DISTRICT, OR
MARION S.W.C.D., OR
MARY'S RIVER ESTATES ROAD DISTRICT, OR
MCDONALD FOREST ESTATES SPECIAL ROAD DISTRICT, OR
MCKAY ACRES IMPROVEMENT DISTRICT, OR

MCKAY DAM R.F.P.D. # 7-410, OR
MCKENZIE FIRE & RESCUE, OR
MCKENZIE PALISADES WATER SUPPLY CORPORATION, OR
MCMINNVILLE R.F.P.D., OR
MCNULTY WATER P.U.D., OR
MEADOWS DRAINAGE DISTRICT, OR
MEDFORD IRRIGATION DISTRICT, OR
MEDFORD R.F.P.D. #2, OR
MEDFORD WATER COMMISSION
MEDICAL SPRINGS R.F.P.D., OR
MELHEUR COUNTY JAIL, OR
MERLIN COMMUNITY PARK DISTRICT, OR
MERRILL CEMETERY MAINTENANCE DISTRICT, OR
MERRILL PARK DISTRICT, OR
MERRILL R.F.P.D., OR
METRO REGIONAL GOVERNMENT
METRO REGIONAL PARKS
METROPOLITAN EXPOSITION RECREATION COMMISSION
METROPOLITAN SERVICE DISTRICT (METRO)
MID COUNTY CEMETERY MAINTENANCE DISTRICT, OR
MID-COLUMBIA FIRE AND RESCUE, OR
MIDDLE FORK IRRIGATION DISTRICT, OR
MIDLAND COMMUNITY PARK, OR
MIDLAND DRAINAGE IMPROVEMENT DISTRICT, OR
MILES CROSSING SANITARY SEWER DISTRICT, OR
MILL CITY R.F.P.D. #2-303, OR
MILL FOUR DRAINAGE DISTRICT, OR
MILLICOMA RIVER PARK & RECREATION DISTRICT, OR
MILLINGTON R.F.P.D. #5, OR
MILO VOLUNTEER FIRE DEPARTMENT, OR
MILTON-FREEWATER AMBULANCE SERVICE AREA HEALTH DISTRICT, OR
MILTON-FREEWATER WATER CONTROL DISTRICT, OR
MIROCO SPECIAL ROAD DISTRICT, OR
MIST-BIRKENFELD R.F.P.D., OR
MODOC POINT IRRIGATION DISTRICT, OR
MODOC POINT SANITARY DISTRICT, OR
MOHAWK VALLEY R.F.P.D., OR
MOLALLA AQUATIC DISTRICT, OR
MOLALLA R.F.P.D. #73, OR
MONITOR R.F.P.D., OR
MONROE R.F.P.D., OR
MONUMENT CEMETERY MAINTENANCE DISTRICT, OR
MONUMENT S.W.C.D., OR
MOOREA DRIVE SPECIAL ROAD DISTRICT, OR
MORO R.F.P.D., OR
MORROW COUNTY HEALTH DISTRICT, OR
MORROW COUNTY UNIFIED RECREATION DISTRICT, OR
MORROW S.W.C.D., OR
MOSIER FIRE DISTRICT, OR
MOUNTAIN DRIVE SPECIAL ROAD DISTRICT, OR
MT. ANGEL R.F.P.D., OR
MT. HOOD IRRIGATION DISTRICT, OR
MT. LAKI CEMETERY DISTRICT, OR
MT. VERNON R.F.P.D., OR
MULINO WATER DISTRICT #1, OR
MULTNOMAH COUNTY DRAINAGE DISTRICT #1, OR
MULTNOMAH COUNTY R.F.P.D. #10, OR
MULTNOMAH COUNTY R.F.P.D. #14, OR
MULTNOMAH EDUCATION SERVICE DISTRICT
MYRTLE CREEK R.F.P.D., OR
NEAH-KAH-NIE WATER DISTRICT, OR
NEDONNA R.F.P.D., OR
NEHALEM BAY FIRE AND RESCUE, OR
NEHALEM BAY HEALTH DISTRICT, OR
NEHALEM BAY WASTEWATER AGENCY, OR
NESIKA BEACH-OPHIR WATER DISTRICT, OR
NESKOWIN REGIONAL SANITARY AUTHORITY, OR
NESKOWIN REGIONAL WATER DISTRICT, OR
NESTUCCA R.F.P.D., OR
NETARTS WATER DISTRICT, OR
NETARTS-OCEANSIDE R.F.P.D., OR
NETARTS-OCEANSIDE SANITARY DISTRICT, OR
NEW BRIDGE WATER SUPPLY DISTRICT, OR
NEW CARLTON FIRE DISTRICT, OR
NEW ORLEANS REDEVELOPMENT AUTHORITY, LA
NEW PINE CREEK R.F.P.D., OR
NEWBERG R.F.P.D., OR
NEWBERRY ESTATES SPECIAL ROAD DISTRICT, OR
NEWPORT R.F.P.D., OR
NEWT YOUNG DITCH DISTRICT IMPROVEMENT COMPANY, OR
NORTH ALBANY R.F.P.D., OR
NORTH BAY R.F.P.D. #9, OR
NORTH CLACKAMAS PARKS & RECREATION DISTRICT, OR
NORTH COUNTY RECREATION DISTRICT, OR
NORTH DOUGLAS COUNTY FIRE & EMS, OR
NORTH DOUGLAS PARK & RECREATION DISTRICT, OR
NORTH GILLIAM COUNTY HEALTH DISTRICT, OR
NORTH GILLIAM COUNTY R.F.P.D., OR
NORTH LAKE HEALTH DISTRICT, OR
NORTH LEBANON WATER CONTROL DISTRICT, OR
NORTH LINCOLN FIRE & RESCUE DISTRICT #1, OR
NORTH LINCOLN HEALTH DISTRICT, OR
NORTH MORROW VECTOR CONTROL DISTRICT, OR
NORTH SHERMAN COUNTY R.F.P.D, OR
NORTH UNIT IRRIGATION DISTRICT, OR
NORTHEAST OREGON HOUSING AUTHORITY, OR
NORTHEAST WHEELER COUNTY HEALTH DISTRICT, OR
NORTHERN WASCO COUNTY P.U.D., OR
NORTHERN WASCO COUNTY PARK & RECREATION DISTRICT, OR
NYE DITCH USERS DISTRICT IMPROVEMENT, OR
NYSSA ROAD ASSESSMENT DISTRICT #2, OR
NYSSA RURAL FIRE DISTRICT, OR
NYSSA-ARCADIA DRAINAGE DISTRICT, OR
OAK LODGE WATER SERVICES, OR
OAKLAND R.F.P.D., OR
OAKVILLE COMMUNITY CENTER, OR
OCEANSIDE WATER DISTRICT, OR
OCHOCO IRRIGATION DISTRICT, OR
OCHOCO WEST WATER AND SANITARY AUTHORITY, OR
ODELL SANITARY DISTRICT, OR
OLD OWYHEE DITCH IMPROVEMENT DISTRICT, OR
OLNEY-WALLUSKI FIRE & RESCUE DISTRICT, OR
ONTARIO LIBRARY DISTRICT, OR
ONTARIO R.F.P.D., OR
OPHIR R.F.P.D., OR
OREGON COAST COMMUNITY ACTION
OREGON HOUSING AND COMMUNITY SERVICES
OREGON INTERNATIONAL PORT OF COOS BAY, OR
OREGON LEGISLATIVE ADMINISTRATION
OREGON OUTBACK R.F.P.D., OR
OREGON POINT, OR
OREGON TRAIL LIBRARY DISTRICT, OR

OTTER ROCK WATER DISTRICT, OR
OWW UNIT #2 SANITARY DISTRICT, OR
OWYHEE CEMETERY MAINTENANCE DISTRICT, OR
OWYHEE IRRIGATION DISTRICT, OR
PACIFIC CITY JOINT WATER-SANITARY AUTHORITY, OR
PACIFIC COMMUNITIES HEALTH DISTRICT, OR
PACIFIC RIVIERA #3 SPECIAL ROAD DISTRICT, OR
PALATINE HILL WATER DISTRICT, OR
PALMER CREEK WATER DISTRICT IMPROVEMENT COMPANY, OR
PANORAMIC ACCESS SPECIAL ROAD DISTRICT, OR
PANTHER CREEK ROAD DISTRICT, OR
PANTHER CREEK WATER DISTRICT, OR
PARKDALE R.F.P.D., OR
PARKDALE SANITARY DISTRICT, OR
PENINSULA DRAINAGE DISTRICT #1, OR
PENINSULA DRAINAGE DISTRICT #2, OR
PHILOMATH FIRE AND RESCUE, OR
PILOT ROCK CEMETERY MAINTENANCE DISTRICT #5, OR
PILOT ROCK PARK & RECREATION DISTRICT, OR
PILOT ROCK R.F.P.D., OR
PINE EAGLE HEALTH DISTRICT, OR
PINE FLAT DISTRICT IMPROVEMENT COMPANY, OR
PINE GROVE IRRIGATION DISTRICT, OR
PINE GROVE WATER DISTRICT-KLAMATH FALLS, OR
PINE GROVE WATER DISTRICT-MAUPIN, OR
PINE VALLEY CEMETERY DISTRICT, OR
PINE VALLEY R.F.P.D., OR
PINEWOOD COUNTRY ESTATES SPECIAL ROAD DISTRICT, OR
PIONEER DISTRICT IMPROVEMENT COMPANY, OR
PISTOL RIVER CEMETERY MAINTENANCE DISTRICT, OR
PISTOL RIVER FIRE DISTRICT, OR
PLEASANT HILL R.F.P.D., OR
PLEASANT HOME WATER DISTRICT, OR
POCAHONTAS MINING AND IRRIGATION DISTRICT, OR
POE VALLEY IMPROVEMENT DISTRICT, OR
POE VALLEY PARK & RECREATION DISTRICT, OR
POE VALLEY VECTOR CONTROL DISTRICT, OR
POLK COUNTY FIRE DISTRICT #1, OR
POLK S.W.C.D., OR
POMPADOUR WATER IMPROVEMENT DISTRICT, OR
PONDEROSA PINES EAST SPECIAL ROAD DISTRICT, OR
PORT OF ALSEA, OR
PORT OF ARLINGTON, OR
PORT OF ASTORIA, OR
PORT OF BANDON, OR
PORT OF BRANDON, OR
PORT OF BROOKINGS HARBOR, OR
PORT OF CASCADE LOCKS, OR
PORT OF COQUILLE RIVER, OR
PORT OF GARIBALDI, OR
PORT OF GOLD BEACH, OR
PORT OF HOOD RIVER, OR
PORT OF MORGAN CITY, LA
PORT OF MORROW, OR
PORT OF NEHALEM, OR
PORT OF NEWPORT, OR
PORT OF PORT ORFORD, OR
PORT OF PORTLAND, OR
PORT OF SIUSLAW, OR
PORT OF ST. HELENS, OR
PORT OF THE DALLES, OR
PORT OF TILLAMOOK BAY, OR
PORT OF TOLEDO, OR
PORT OF UMATILLA, OR
PORT OF UMPQUA, OR
PORT ORFORD CEMETERY MAINTENANCE DISTRICT, OR
PORT ORFORD PUBLIC LIBRARY DISTRICT, OR
PORT ORFORD R.F.P.D., OR
PORTLAND DEVELOPMENT COMMISSION, OR
PORTLAND FIRE AND RESCUE
PORTLAND HOUSING CENTER, OR
POWDER R.F.P.D., OR
POWDER RIVER R.F.P.D., OR
POWDER VALLEY WATER CONTROL DISTRICT, OR
POWERS HEALTH DISTRICT, OR
PRAIRIE CEMETERY MAINTENANCE DISTRICT, OR
PRINEVILLE LAKE ACRES SPECIAL ROAD DISTRICT #1, OR
PROSPECT R.F.P.D., OR
QUAIL VALLEY PARK IMPROVEMENT DISTRICT, OR
QUEENER IRRIGATION IMPROVEMENT DISTRICT, OR
RAINBOW WATER DISTRICT, OR
RAINIER CEMETERY DISTRICT, OR
RAINIER DRAINAGE IMPROVEMENT COMPANY, OR
RALEIGH WATER DISTRICT, OR
REDMOND AREA PARK & RECREATION DISTRICT, OR
REDMOND FIRE AND RESCUE, OR
RIDDLE FIRE PROTECTION DISTRICT, OR
RIDGEWOOD DISTRICT IMPROVEMENT COMPANY, OR
RIDGEWOOD ROAD DISTRICT, OR
RIETH SANITARY DISTRICT, OR
RIETH WATER DISTRICT, OR
RIMROCK WEST IMPROVEMENT DISTRICT, OR
RINK CREEK WATER DISTRICT, OR
RIVER BEND ESTATES SPECIAL ROAD DISTRICT, OR
RIVER FOREST ACRES SPECIAL ROAD DISTRICT, OR
RIVER MEADOWS IMPROVEMENT DISTRICT, OR
RIVER PINES ESTATES SPECIAL ROAD DISTRICT, OR
RIVER ROAD PARK & RECREATION DISTRICT, OR
RIVER ROAD WATER DISTRICT, OR
RIVERBEND RIVERBANK WATER IMPROVEMENT DISTRICT, OR
RIVERDALE R.F.P.D. 11-JT, OR
RIVERGROVE WATER DISTRICT, OR
RIVERSIDE MISSION WATER CONTROL DISTRICT, OR
RIVERSIDE R.F.P.D. #7-406, OR
RIVERSIDE WATER DISTRICT, OR
ROBERTS CREEK WATER DISTRICT, OR
ROCK CREEK DISTRICT IMPROVEMENT, OR
ROCK CREEK WATER DISTRICT, OR
ROCKWOOD WATER P.U.D., OR
ROCKY POINT FIRE & EMS, OR
ROGUE RIVER R.F.P.D., OR
ROGUE RIVER VALLEY IRRIGATION DISTRICT, OR
ROGUE VALLEY SEWER SERVICES, OR
ROGUE VALLEY SEWER, OR
ROGUE VALLEY TRANSPORTATION DISTRICT, OR
ROSEBURG URBAN SANITARY AUTHORITY, OR
ROSEWOOD ESTATES ROAD DISTRICT, OR
ROW RIVER VALLEY WATER DISTRICT, OR
RURAL ROAD ASSESSMENT DISTRICT #3, OR
RURAL ROAD ASSESSMENT DISTRICT #4, OR
SAINT LANDRY PARISH TOURIST COMMISSION

SAINT MARY PARISH REC DISTRICT 2
SAINT MARY PARISH REC DISTRICT 3
SAINT TAMMANY FIRE DISTRICT 4, LA
SALEM AREA MASS TRANSIT DISTRICT, OR
SALEM MASS TRANSIT DISTRICT
SALEM SUBURBAN R.F.P.D., OR
SALISHAN SANITARY DISTRICT, OR
SALMON RIVER PARK SPECIAL ROAD DISTRICT, OR
SALMON RIVER PARK WATER IMPROVEMENT DISTRICT, OR
SALMONBERRY TRAIL INTERGOVERNMENTAL AGENCY, OR
SANDPIPER VILLAGE SPECIAL ROAD DISTRICT, OR
SANDY DRAINAGE IMPROVEMENT COMPANY, OR
SANDY R.F.P.D. #72, OR
SANTA CLARA R.F.P.D., OR
SANTA CLARA WATER DISTRICT, OR
SANTIAM WATER CONTROL DISTRICT, OR
SAUVIE ISLAND DRAINAGE IMPROVEMENT COMPANY, OR
SAUVIE ISLAND VOLUNTEER FIRE DISTRICT #30J, OR
SCAPPOOSE DRAINAGE IMPROVEMENT COMPANY, OR
SCAPPOOSE PUBLIC LIBRARY DISTRICT, OR
SCAPPOOSE R.F.P.D., OR
SCIO R.F.P.D., OR
SCOTTSBURG R.F.P.D., OR
SEAL ROCK R.F.P.D., OR
SEAL ROCK WATER DISTRICT, OR
SEWERAGE AND WATER BOARD OF NEW ORLEANS, LA
SHANGRI-LA WATER DISTRICT, OR
SHASTA VIEW IRRIGATION DISTRICT, OR
SHELLEY ROAD CREST ACRES WATER DISTRICT, OR
SHERIDAN FIRE DISTRICT, OR
SHERMAN COUNTY HEALTH DISTRICT, OR
SHERMAN COUNTY S.W.C.D., OR
SHORELINE SANITARY DISTRICT, OR
SILETZ KEYS SANITARY DISTRICT, OR
SILETZ R.F.P.D., OR
SILVER FALLS LIBRARY DISTRICT, OR
SILVER LAKE IRRIGATION DISTRICT, OR
SILVER LAKE R.F.P.D., OR
SILVER SANDS SPECIAL ROAD DISTRICT, OR
SILVERTON R.F.P.D. NO. 2, OR
SISTERS PARKS & RECREATION DISTRICT, OR
SISTERS-CAMP SHERMAN R.F.P.D., OR
SIUSLAW PUBLIC LIBRARY DISTRICT, OR
SIUSLAW S.W.C.D., OR
SIUSLAW VALLEY FIRE AND RESCUE, OR
SIXES R.F.P.D., OR
SKIPANON WATER CONTROL DISTRICT, OR
SKYLINE VIEW DISTRICT IMPROVEMENT COMPANY, OR
SLEEPY HOLLOW WATER DISTRICT, OR
SMITH DITCH DISTRICT IMPROVEMENT COMPANY, OR
SOUTH CLACKAMAS TRANSPORTATION DISTRICT, OR
SOUTH COUNTY HEALTH DISTRICT, OR
SOUTH FORK WATER BOARD, OR
SOUTH GILLIAM COUNTY CEMETERY DISTRICT, OR
SOUTH GILLIAM COUNTY HEALTH DISTRICT, OR
SOUTH GILLIAM COUNTY R.F.P.D. VI-301, OR
SOUTH LAFOURCHE LEVEE DISTRICT, LA
SOUTH LANE COUNTY FIRE & RESCUE, OR
SOUTH SANTIAM RIVER WATER CONTROL DISTRICT, OR
SOUTH SHERMAN FIRE DISTRICT, OR
SOUTH SUBURBAN SANITARY DISTRICT, OR
SOUTH WASCO PARK & RECREATION DISTRICT, OR
SOUTHERN COOS HEALTH DISTRICT, OR
SOUTHERN CURRY CEMETERY MAINTENANCE DISTRICT, OR
SOUTHVIEW IMPROVEMENT DISTRICT, OR
SOUTHWEST LINCOLN COUNTY WATER DISTRICT, OR
SOUTHWESTERN POLK COUNTY R.F.P.D., OR
SOUTHWOOD PARK WATER DISTRICT, OR
SPECIAL ROAD DISTRICT #1, OR
SPECIAL ROAD DISTRICT #8, OR
SPRING RIVER SPECIAL ROAD DISTRICT, OR
SPRINGFIELD UTILITY BOARD, OR
ST. PAUL R.F.P.D., OR
STANFIELD CEMETERY DISTRICT #6, OR
STANFIELD IRRIGATION DISTRICT, OR
STARR CREEK ROAD DISTRICT, OR
STARWOOD SANITARY DISTRICT, OR
STAYTON FIRE DISTRICT, OR
SUBLIMITY FIRE DISTRICT, OR
SUBURBAN EAST SALEM WATER DISTRICT, OR
SUBURBAN LIGHTING DISTRICT, OR
SUCCOR CREEK DISTRICT IMPROVEMENT COMPANY, OR
SUMMER LAKE IRRIGATION DISTRICT, OR
SUMMERVILLE CEMETERY MAINTENANCE DISTRICT, OR
SUMNER R.F.P.D., OR
SUN MOUNTAIN SPECIAL ROAD DISTRICT, OR
SUNDOWN SANITATION DISTRICT, OR
SUNFOREST ESTATES SPECIAL ROAD DISTRICT, OR
SUNNYSIDE IRRIGATION DISTRICT, OR
SUNRISE WATER AUTHORITY, OR
SUNRIVER SERVICE DISTRICT, OR
SUNSET EMPIRE PARK & RECREATION DISTRICT, OR
SUNSET EMPIRE TRANSPORTATION DISTRICT, OR
SURFLAND ROAD DISTRICT, OR
SUTHERLIN VALLEY RECREATION DISTRICT, OR
SUTHERLIN WATER CONTROL DISTRICT, OR
SWALLEY IRRIGATION DISTRICT, OR
SWEET HOME CEMETERY MAINTENANCE DISTRICT, OR
SWEET HOME FIRE & AMBULANCE DISTRICT, OR
SWISSHOME-DEADWOOD R.F.P.D., OR
TABLE ROCK DISTRICT IMPROVEMENT COMPANY, OR
TALENT IRRIGATION DISTRICT, OR
TANGENT R.F.P.D., OR
TENMILE R.F.P.D., OR
TERREBONNE DOMESTIC WATER DISTRICT, OR
THE DALLES IRRIGATION DISTRICT, OR
THOMAS CREEK-WESTSIDE R.F.P.D., OR
THREE RIVERS RANCH ROAD DISTRICT, OR
THREE SISTERS IRRIGATION DISTRICT, OR
TIGARD TUALATIN AQUATIC DISTRICT, OR
TIGARD WATER DISTRICT, OR
TILLAMOOK BAY FLOOD IMPROVEMENT DISTRICT, OR
TILLAMOOK COUNTY EMERGENCY COMMUNICATIONS DISTRICT, OR
TILLAMOOK COUNTY S.W.C.D., OR
TILLAMOOK COUNTY TRANSPORTATION DISTRICT, OR

TILLAMOOK FIRE DISTRICT, OR
TILLAMOOK P.U.D., OR
TILLER R.F.P.D., OR
TOBIN DITCH DISTRICT IMPROVEMENT COMPANY, OR
TOLEDO R.F.P.D., OR
TONE WATER DISTRICT, OR
TOOLEY WATER DISTRICT, OR
TRASK DRAINAGE DISTRICT, OR
TRI CITY R.F.P.D. #4, OR
TRI-CITY WATER & SANITARY AUTHORITY, OR
TRI-COUNTY METROPOLITAN TRANSPORTATION DISTRICT OF OREGON
TRIMET, OR
TUALATIN HILLS PARK & RECREATION DISTRICT
TUALATIN HILLS PARK & RECREATION DISTRICT, OR
TUALATIN S.W.C.D., OR
TUALATIN VALLEY FIRE & RESCUE
TUALATIN VALLEY FIRE & RESCUE, OR
TUALATIN VALLEY IRRIGATION DISTRICT, OR
TUALATIN VALLEY WATER DISTRICT
TUALATIN VALLEY WATER DISTRICT, OR
TUMALO IRRIGATION DISTRICT, OR
TURNER FIRE DISTRICT, OR
TWIN ROCKS SANITARY DISTRICT, OR
TWO RIVERS NORTH SPECIAL ROAD DISTRICT, OR
TWO RIVERS S.W.C.D., OR
TWO RIVERS SPECIAL ROAD DISTRICT, OR
TYGH VALLEY R.F.P.D., OR
TYGH VALLEY WATER DISTRICT, OR
UMATILLA COUNTY FIRE DISTRICT #1, OR
UMATILLA COUNTY S.W.C.D., OR
UMATILLA COUNTY SPECIAL LIBRARY DISTRICT, OR
UMATILLA HOSPITAL DISTRICT, OR
UMATILLA R.F.P.D. #7-405, OR
UMATILLA-MORROW RADIO AND DATA DISTRICT, OR
UMPQUA S.W.C.D., OR
UNION CEMETERY MAINTENANCE DISTRICT, OR
UNION COUNTY SOLID WASTE DISPOSAL DISTRICT, OR
UNION COUNTY VECTOR CONTROL DISTRICT, OR
UNION GAP SANITARY DISTRICT, OR
UNION GAP WATER DISTRICT, OR
UNION HEALTH DISTRICT, OR
UNION R.F.P.D., OR
UNION S.W.C.D., OR
UNITY COMMUNITY PARK & RECREATION DISTRICT, OR
UPPER CLEVELAND RAPIDS ROAD DISTRICT, OR
UPPER MCKENZIE R.F.P.D., OR
UPPER WILLAMETTE S.W.C.D., OR
VALE OREGON IRRIGATION DISTRICT, OR
VALE RURAL FIRE PROTECTION DISTRICT, OR
VALLEY ACRES SPECIAL ROAD DISTRICT, OR
VALLEY VIEW CEMETERY MAINTENANCE DISTRICT, OR
VALLEY VIEW WATER DISTRICT, OR
VANDEVERT ACRES SPECIAL ROAD DISTRICT, OR
VERNONIA R.F.P.D., OR
VINEYARD MOUNTAIN PARK & RECREATION DISTRICT, OR
VINEYARD MOUNTAIN SPECIAL ROAD DISTRICT, OR
WALLA WALLA RIVER IRRIGATION DISTRICT, OR
WALLOWA COUNTY HEALTH CARE DISTRICT, OR
WALLOWA LAKE COUNTY SERVICE DISTRICT, OR
WALLOWA LAKE IRRIGATION DISTRICT, OR
WALLOWA LAKE R.F.P.D., OR
WALLOWA S.W.C.D., OR
WALLOWA VALLEY IMPROVEMENT DISTRICT #1, OR
WAMIC R.F.P.D., OR
WAMIC WATER & SANITARY AUTHORITY, OR
WARMSPRINGS IRRIGATION DISTRICT, OR
WASCO COUNTY S.W.C.D., OR
WATER ENVIRONMENT SERVICES, OR
WATER WONDERLAND IMPROVEMENT DISTRICT, OR
WATERBURY & ALLEN DITCH IMPROVEMENT DISTRICT, OR
WATSECO-BARVIEW WATER DISTRICT, OR
WAUNA WATER DISTRICT, OR
WEDDERBURN SANITARY DISTRICT, OR
WEST EAGLE VALLEY WATER CONTROL DISTRICT, OR
WEST EXTENSION IRRIGATION DISTRICT, OR
WEST LABISH DRAINAGE & WATER CONTROL IMPROVEMENT DISTRICT, OR
WEST MULTNOMAH S.W.C.D., OR
WEST SIDE R.F.P.D., OR
WEST SLOPE WATER DISTRICT, OR
WEST UMATILLA MOSQUITO CONTROL DISTRICT, OR
WEST VALLEY FIRE DISTRICT, OR
WESTERN HEIGHTS SPECIAL ROAD DISTRICT, OR
WESTERN LANE AMBULANCE DISTRICT, OR
WESTLAND IRRIGATION DISTRICT, OR
WESTON ATHENA MEMORIAL HALL PARK & RECREATION DISTRICT, OR
WESTON CEMETERY DISTRICT #2, OR
WESTPORT FIRE AND RESCUE, OR
WESTRIDGE WATER SUPPLY CORPORATION, OR
WESTWOOD HILLS ROAD DISTRICT, OR
WESTWOOD VILLAGE ROAD DISTRICT, OR
WHEELER S.W.C.D., OR
WHITE RIVER HEALTH DISTRICT, OR
WIARD MEMORIAL PARK DISTRICT, OR
WICKIUP WATER DISTRICT, OR
WILLAKENZIE R.F.P.D., OR
WILLAMALANE PARK & RECREATION DISTRICT, OR
WILLAMALANE PARK AND RECREATION DISTRICT
WILLAMETTE HUMANE SOCIETY
WILLAMETTE RIVER WATER COALITION, OR
WILLIAMS R.F.P.D., OR
WILLOW CREEK PARK DISTRICT, OR
WILLOW DALE WATER DISTRICT, OR
WILSON RIVER WATER DISTRICT, OR
WINCHESTER BAY R.F.P.D., OR
WINCHESTER BAY SANITARY DISTRICT, OR
WINCHUCK R.F.P.D., OR
WINSTON-DILLARD R.F.P.D., OR
WINSTON-DILLARD WATER DISTRICT, OR
WOLF CREEK R.F.P.D., OR
WOOD RIVER DISTRICT IMPROVEMENT COMPANY, OR
WOODBURN R.F.P.D. NO. 6, OR
WOODLAND PARK SPECIAL ROAD DISTRICT, OR
WOODS ROAD DISTRICT, OR
WRIGHT CREEK ROAD WATER IMPROVEMENT DISTRICT, OR
WY'EAST FIRE DISTRICT, OR
YACHATS R.F.P.D., OR
YAMHILL COUNTY TRANSIT AREA, OR

YAMHILL FIRE PROTECTION DISTRICT, OR
YAMHILL SWCD, OR
YONCALLA PARK & RECREATION DISTRICT, OR
YOUNGS RIVER-LEWIS & CLARK WATER DISTRICT, OR
ZUMWALT R.F.P.D., OR

K-12 INCLUDING BUT NOT LIMITED TO:

ACADIA PARISH SCHOOL BOARD
BEAVERTON SCHOOL DISTRICT
BEND-LA PINE SCHOOL DISTRICT
BOGALUSA HIGH SCHOOL, LA
BOSSIER PARISH SCHOOL BOARD
BROOKING HARBOR SCHOOL DISTRICT
CADDO PARISH SCHOOL DISTRICT
CALCASIEU PARISH SCHOOL DISTRICT
CANBY SCHOOL DISTRICT
CANYONVILLE CHRISTIAN ACADEMY
CASCADE SCHOOL DISTRICT
CASCADES ACADEMY OF CENTRAL OREGON
CENTENNIAL SCHOOL DISTRICT
CENTRAL CATHOLIC HIGH SCHOOL
CENTRAL POINT SCHOOL DISTRICT NO.6
CENTRAL SCHOOL DISTRICT 13J
COOS BAY SCHOOL DISTRICT NO.9
CORVALLIS SCHOOL DISTRICT 509J
COUNTY OF YAMHILL SCHOOL DISTRICT 29
CULVER SCHOOL DISTRICT
DALLAS SCHOOL DISTRICT NO.2
DAVID DOUGLAS SCHOOL DISTRICT
DAYTON SCHOOL DISTRICT NO.8
DE LA SALLE N CATHOLIC HS
DESCHUTES COUNTY SCHOOL DISTRICT NO.6
DOUGLAS EDUCATIONAL DISTRICT SERVICE
DUFUR SCHOOL DISTRICT NO.29
EAST BATON ROUGE PARISH SCHOOL DISTRICT
ESTACADA SCHOOL DISTRICT NO.10B
FOREST GROVE SCHOOL DISTRICT
GEORGE MIDDLE SCHOOL
GLADSTONE SCHOOL DISTRICT
GRANTS PASS SCHOOL DISTRICT 7
GREATER ALBANY PUBLIC SCHOOL DISTRICT
GRESHAM BARLOW JOINT SCHOOL DISTRICT
HEAD START OF LANE COUNTY
HIGH DESERT EDUCATION SERVICE DISTRICT
HILLSBORO SCHOOL DISTRICT
HOOD RIVER COUNTY SCHOOL DISTRICT
JACKSON CO SCHOOL DIST NO.9
JEFFERSON COUNTY SCHOOL DISTRICT 509-J
JEFFERSON PARISH SCHOOL DISTRICT
JEFFERSON SCHOOL DISTRICT
JUNCTION CITY SCHOOLS, OR
KLAMATH COUNTY SCHOOL DISTRICT
KLAMATH FALLS CITY SCHOOLS
LAFAYETTE PARISH SCHOOL DISTRICT
LAKE OSWEGO SCHOOL DISTRICT 7J
LANE COUNTY SCHOOL DISTRICT 4J
LINCOLN COUNTY SCHOOL DISTRICT
LINN CO. SCHOOL DIST. 95C
LIVINGSTON PARISH SCHOOL DISTRICT
LOST RIVER JR/SR HIGH SCHOOL
LOWELL SCHOOL DISTRICT NO.71
SALEM-KEIZER PUBLIC SCHOOLS 24J
MARION COUNTY SCHOOL DISTRICT 103
MARIST HIGH SCHOOL, OR
MCMINNVILLE SCHOOL DISTRICT NOAO
MEDFORD SCHOOL DISTRICT 549C
MITCH CHARTER SCHOOL
MONROE SCHOOL DISTRICT NO.1J
MORROW COUNTY SCHOOL DIST, OR
MULTNOMAH EDUCATION SERVICE DISTRICT
MULTISENSORY LEARNING ACADEMY
MYRTLE PINT SCHOOL DISTRICT 41
NEAH-KAH-NIE DISTRICT NO.56
NEWBERG PUBLIC SCHOOLS
NESTUCCA VALLEY SCHOOL DISTRICT NO.101
NOBEL LEARNING COMMUNITIES
NORTH BEND SCHOOL DISTRICT 13
NORTH CLACKAMAS SCHOOL DISTRICT
NORTH DOUGLAS SCHOOL DISTRICT
NORTH WASCO CITY SCHOOL DISTRICT 21
NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT
ONTARIO MIDDLE SCHOOL
OREGON TRAIL SCHOOL DISTRICT NOA6
ORLEANS PARISH SCHOOL DISTRICT
PHOENIX-TALENT SCHOOL DISTRICT NOA
PLEASANT HILL SCHOOL DISTRICT
PORTLAND JEWISH ACADEMY
PORTLAND PUBLIC SCHOOLS
RAPIDES PARISH SCHOOL DISTRICT
REDMOND SCHOOL DISTRICT
REYNOLDS SCHOOL DISTRICT
ROGUE RIVER SCHOOL DISTRICT
ROSEBURG PUBLIC SCHOOLS
SCAPPOOSE SCHOOL DISTRICT 1J
SAINT TAMMANY PARISH SCHOOL BOARD, LA
SEASIDE SCHOOL DISTRICT 10
SHERWOOD SCHOOL DISTRICT 88J
SILVER FALLS SCHOOL DISTRICT 4J
SOUTH LANE SCHOOL DISTRICT 45J3
SOUTHERN OREGON EDUCATION SERVICE DISTRICT
SPRINGFIELD PUBLIC SCHOOLS
SUTHERLIN SCHOOL DISTRICT
SWEET HOME SCHOOL DISTRICT NO.55
TERREBONNE PARISH SCHOOL DISTRICT
THE CATLIN GABEL SCHOOL
TIGARD-TUALATIN SCHOOL DISTRICT
UMATILLA MORROW ESD
WEST LINN WILSONVILLE SCHOOL DISTRICT
WILLAMETTE EDUCATION SERVICE DISTRICT
WOODBURN SCHOOL DISTRICT
YONCALLA SCHOOL DISTRICT
ACADEMY FOR MATH ENGINEERING & SCIENCE (AMES), UT
ALIANZA ACADEMY, UT
ALPINE DISTRICT, UT
AMERICAN LEADERSHIP ACADEMY, UT
AMERICAN PREPARATORY ACADEMY, UT
BAER CANYON HIGH SCHOOL FOR SPORTS & MEDICAL SCIENCES, UT
BEAR RIVER CHARTER SCHOOL, UT
BEAVER SCHOOL DISTRICT, UT
BEEHIVE SCIENCE & TECHNOLOGY ACADEMY (BSTA) , UT
BOX ELDER SCHOOL DISTRICT, UT
CBA CENTER, UT
CACHE SCHOOL DISTRICT, UT
CANYON RIM ACADEMY, UT
CANYONS DISTRICT, UT
CARBON SCHOOL DISTRICT, UT
CHANNING HALL, UT
CHARTER SCHOOL LEWIS ACADEMY, UT
CITY ACADEMY, UT
DAGGETT SCHOOL DISTRICT, UT

DAVINCI ACADEMY, UT
DAVIS DISTRICT, UT
DUAL IMMERSION ACADEMY, UT
DUCHESNE SCHOOL DISTRICT, UT
EARLY LIGHT ACADEMY AT DAYBREAK, UT
EAST HOLLYWOOD HIGH, UT
EDITH BOWEN LABORATORY SCHOOL, UT
EMERSON ALCOTT ACADEMY, UT
EMERY SCHOOL DISTRICT, UT
ENTHEOS ACADEMY, UT
EXCELSIOR ACADEMY, UT
FAST FORWARD HIGH, UT
FREEDOM ACADEMY, UT
GARFIELD SCHOOL DISTRICT, UT
GATEWAY PREPARATORY ACADEMY, UT
GEORGE WASHINGTON ACADEMY, UT
GOOD FOUNDATION ACADEMY, UT
GRAND SCHOOL DISTRICT, UT
GRANITE DISTRICT, UT
GUADALUPE SCHOOL, UT
HAWTHORN ACADEMY, UT
INTECH COLLEGIATE HIGH SCHOOL, UT
IRON SCHOOL DISTRICT, UT
ITINERIS EARLY COLLEGE HIGH, UT
JOHN HANCOCK CHARTER SCHOOL, UT
JORDAN DISTRICT, UT
JUAB SCHOOL DISTRICT, UT
KANE SCHOOL DISTRICT, UT
KARL G MAESER PREPARATORY ACADEMY, UT
LAKEVIEW ACADEMY, UT
LEGACY PREPARATORY ACADEMY, UT
LIBERTY ACADEMY, UT
LINCOLN ACADEMY, UT
LOGAN SCHOOL DISTRICT, UT
MARIA MONTESSORI ACADEMY, UT
MERIT COLLEGE PREPARATORY ACADEMY, UT
MILLARD SCHOOL DISTRICT, UT
MOAB CHARTER SCHOOL, UT
MONTICELLO ACADEMY, UT
MORGAN SCHOOL DISTRICT, UT
MOUNTAINVILLE ACADEMY, UT
MURRAY SCHOOL DISTRICT, UT
NAVIGATOR POINTE ACADEMY, UT
NEBO SCHOOL DISTRICT, UT
NO UT ACAD FOR MATH ENGINEERING & SCIENCE (NUAMES), UT
NOAH WEBSTER ACADEMY, UT
NORTH DAVIS PREPARATORY ACADEMY, UT
NORTH SANPETE SCHOOL DISTRICT, UT
NORTH STAR ACADEMY, UT
NORTH SUMMIT SCHOOL DISTRICT, UT
ODYSSEY CHARTER SCHOOL, UT
OGDEN PREPARATORY ACADEMY, UT
OGDEN SCHOOL DISTRICT, UT
OPEN CLASSROOM, UT
OPEN HIGH SCHOOL OF UTAH, UT
OQUIRRH MOUNTAIN CHARTER SCHOOL, UT
PARADIGM HIGH SCHOOL, UT
PARK CITY SCHOOL DISTRICT, UT
PINNACLE CANYON ACADEMY, UT
PIUTE SCHOOL DISTRICT, UT
PROVIDENCE HALL, UT
PROVO SCHOOL DISTRICT, UT
QUAIL RUN PRIMARY SCHOOL, UT
QUEST ACADEMY, UT
RANCHES ACADEMY, UT
REAGAN ACADEMY, UT
RENAISSANCE ACADEMY, UT
RICH SCHOOL DISTRICT, UT
ROCKWELL CHARTER HIGH SCHOOL, UT
SALT LAKE ARTS ACADEMY, UT
SALT LAKE CENTER FOR SCIENCE EDUCATION, UT
SALT LAKE SCHOOL DISTRICT, UT
SALT LAKE SCHOOL FOR THE PERFORMING ARTS, UT
SAN JUAN SCHOOL DISTRICT, UT
SEVIER SCHOOL DISTRICT, UT
SOLDIER HOLLOW CHARTER SCHOOL, UT
SOUTH SANPETE SCHOOL DISTRICT, UT
SOUTH SUMMIT SCHOOL DISTRICT, UT
SPECTRUM ACADEMY, UT
SUCCESS ACADEMY, UT
SUCCESS SCHOOL, UT
SUMMIT ACADEMY, UT
SUMMIT ACADEMY HIGH SCHOOL, UT
SYRACUSE ARTS ACADEMY, UT
THOMAS EDISON - NORTH, UT
TIMPANOGOS ACADEMY, UT
TINTIC SCHOOL DISTRICT, UT
TOOELE SCHOOL DISTRICT, UT
TUACAHN HIGH SCHOOL FOR THE PERFORMING ARTS, UT
UINTAH RIVER HIGH, UT
UINTAH SCHOOL DISTRICT, UT
UTAH CONNECTIONS ACADEMY, UT
UTAH COUNTY ACADEMY OF SCIENCE, UT
UTAH ELECTRONIC HIGH SCHOOL, UT
UTAH SCHOOLS FOR DEAF & BLIND, UT
UTAH STATE OFFICE OF EDUCATION, UT
UTAH VIRTUAL ACADEMY, UT
VENTURE ACADEMY, UT
VISTA AT ENTRADA SCHOOL OF PERFORMING ARTS AND TECHNOLOGY, UT
WALDEN SCHOOL OF LIBERAL ARTS, UT
WASATCH PEAK ACADEMY, UT
WASATCH SCHOOL DISTRICT, UT
WASHINGTON SCHOOL DISTRICT, UT
WAYNE SCHOOL DISTRICT, UT
WEBER SCHOOL DISTRICT, UT
WEILENMANN SCHOOL OF DISCOVERY, UT

HIGHER EDUCATION

ARGOSY UNIVERSITY
BATON ROUGE COMMUNITY COLLEGE, LA
BIRTHINGWAY COLLEGE OF MIDWIFERY
BLUE MOUNTAIN COMMUNITY COLLEGE
BRIGHAM YOUNG UNIVERSITY - HAWAII
CENTRAL OREGON COMMUNITY COLLEGE
CENTENARY COLLEGE OF LOUISIANA
CHEMEKETA COMMUNITY COLLEGE
CLACKAMAS COMMUNITY COLLEGE
COLLEGE OF THE MARSHALL ISLANDS
COLUMBIA GORGE COMMUNITY COLLEGE
CONCORDIA UNIVERSITY
GEORGE FOX UNIVERSITY
KLAMATH COMMUNITY COLLEGE DISTRICT
LANE COMMUNITY COLLEGE
LEWIS AND CLARK COLLEGE
LINFIELD COLLEGE
LINN-BENTON COMMUNITY COLLEGE
LOUISIANA COLLEGE, LA
LOUISIANA STATE UNIVERSITY
LOUISIANA STATE UNIVERSITY HEALTH SERVICES
MARYLHURST UNIVERSITY
MT. HOOD COMMUNITY COLLEGE
MULTNOMAH BIBLE COLLEGE

NATIONAL COLLEGE OF NATURAL MEDICINE
NORTHWEST CHRISTIAN COLLEGE
OREGON HEALTH AND SCIENCE UNIVERSITY
OREGON INSTITUTE OF TECHNOLOGY
OREGON STATE UNIVERSITY
OREGON UNIVERSITY SYSTEM
PACIFIC UNIVERSITY
PIONEER PACIFIC COLLEGE
PORTLAND COMMUNITY COLLEGE
PORTLAND STATE UNIVERSITY
REED COLLEGE
RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAII
ROGUE COMMUNITY COLLEGE
SOUTHEASTERN LOUISIANA UNIVERSITY
SOUTHERN OREGON UNIVERSITY (OREGON UNIVERSITY SYSTEM)
SOUTHWESTERN OREGON COMMUNITY COLLEGE
TULANE UNIVERSITY
TILLAMOOK BAY COMMUNITY COLLEGE
UMPQUA COMMUNITY COLLEGE
UNIVERSITY OF HAWAII BOARD OF REGENTS
UNIVERSITY OF HAWAII-HONOLULU COMMUNITY COLLEGE
UNIVERSITY OF OREGON-GRADUATE SCHOOL
UNIVERSITY OF PORTLAND
UNIVERSITY OF NEW ORLEANS
WESTERN OREGON UNIVERSITY
WESTERN STATES CHIROPRACTIC COLLEGE
WILLAMETTE UNIVERSITY
XAVIER UNIVERSITY
UTAH SYSTEM OF HIGHER EDUCATION, UT
UNIVERSITY OF UTAH, UT
UTAH STATE UNIVERSITY, UT
WEBER STATE UNIVERSITY, UT
SOUTHERN UTAH UNIVERSITY, UT
SNOW COLLEGE, UT
DIXIE STATE COLLEGE, UT
COLLEGE OF EASTERN UTAH, UT
UTAH VALLEY UNIVERSITY, UT
SALT LAKE COMMUNITY COLLEGE, UT
UTAH COLLEGE OF APPLIED TECHNOLOGY, UT

STATE AGENCIES

ADMIN. SERVICES OFFICE
BOARD OF MEDICAL EXAMINERS
HAWAII CHILD SUPPORT ENFORCEMENT AGENCY
HAWAII DEPARTMENT OF TRANSPORTATION
HAWAII HEALTH SYSTEMS CORPORATION
OFFICE OF MEDICAL ASSISTANCE PROGRAMS
OFFICE OF THE STATE TREASURER
OREGON BOARD OF ARCHITECTS
OREGON CHILD DEVELOPMENT COALITION
OREGON DEPARTMENT OF EDUCATION
OREGON DEPARTMENT OF FORESTRY
OREGON DEPT OF TRANSPORTATION
OREGON DEPT. OF EDUCATION
OREGON LOTTERY
OREGON OFFICE OF ENERGY
OREGON STATE BOARD OF NURSING
OREGON STATE DEPT OF CORRECTIONS
OREGON STATE POLICE
OREGON TOURISM COMMISSION
OREGON TRAVEL INFORMATION COUNCIL
SANTIAM CANYON COMMUNICATION CENTER
SEIU LOCAL 503, OPEU
SOH- JUDICIARY CONTRACTS AND PURCH
STATE DEPARTMENT OF DEFENSE, STATE OF HAWAII
STATE OF HAWAII
STATE OF HAWAII, DEPT. OF EDUCATION
STATE OF LOUISIANA
STATE OF LOUISIANA DEPT. OF EDUCATION
STATE OF LOUISIANA, 26TH JUDICIAL DISTRICT ATTORNEY
STATE OF UTAH

EXHIBIT 1

University of Nebraska Pricing

Pricing provided on National Pricing sheets must be used to determine pricing provided for University of Nebraska items and will be verified.

Item	U/M	Description	Vendor ID/ Part Number	Sizes Available	Unit Weekly Rental Cost (Cost for 1)	Unit Weekly Rental Cost for Extended Sizes (Cost for 1)	Rental Cost for 11 Regular Sizes (Unit Weekly Rental Cost x 11)	Rental Cost for 11 Extended Sizes (Unit Weekly Rental Cost x 11)	Purchase Unit Cost	Estimated Usage per Year
1.	PR	Coveralls, 65% Polyester - 35% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.					0	0		1
2.	PR	Coveralls, 65% Polyester - 35% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors: Dark Blue Orange.					0	0		1
3.	PR	Coveralls, 100% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.					0	0		1
4.	PR	Coveralls, 100% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.					0	0		1
5.	EA	Shirts, 65% Polyester - 35% Cotton, Long Sleeve, 7 button closure with top button snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: Light Blue, White, Navy Blue, Postman Blue, Forest Green, Orange, Khaki, Gray w/Red & White Stripes, Light Gray.					0	0		1
6.	EA	Shirts, 65% Polyester - 35% Cotton, Short Sleeve, 7 button closure with top button snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: Light Blue, White, Navy Blue, Postman Blue, Forest Green, Orange, Khaki, Gray w/Red & White Stripes, Light Gray.					0	0		1
7.	EA	Shirts, 100% Cotton, Long Sleeve, 7 button closure with top snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: White, Light Blue with Dark Blue Pinstripes, Khaki, Light Blue, Light Gray, Traffic Orange.					0	0		1
8.	EA	Shirts, 100% Cotton, Short Sleeve, 7 button closure with top snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: White, Light Blue with Dark Blue Pinstripes, Khaki, Light Blue, Light Gray, Navy Blue, Postman Blue, Forest Green, Traffic Orange.					0	0		1
9.	EA	Shirts, Polo, 100% Spun Polyester Knit pizue, hemmed sleeve, no curl collar, soil release, moisture management, 3 tortoiseshell type buttons. Colors: Determined upon award.					0	0		1

EXHIBIT 1

University of Nebraska Pricing

Pricing provided on National Pricing sheets must be used to determine pricing provided for University of Nebraska items and will be verified.

Item	U/M	Description	Vendor ID/ Part Number	Sizes Available	Unit Weekly Rental Cost (Cost for 1)	Unit Weekly Rental Cost for Extended Sizes (Cost for 1)	Rental Cost for 11 Regular Sizes (Unit Weekly Rental Cost x 11)	Rental Cost for 11 Extended Sizes (Unit Weekly Rental Cost x 11)	Purchase Unit Cost	Estimated Usage per Year
10.	EA	Shirts, Polo, 50% Polyester - 50% Cotton, Long Sleeve. Colors: Determined upon award.					0	0		3068
11.	EA	Shirts, Polo, 50% Polyester - 50% Cotton, Short Sleeve. Colors: Determined upon award.					0	0		1
12.	EA	Jacket, Industrial, Zipper Closure. Colors: Dark Blue, Hunter Green.					0	0		1
13.	PR	Pants, 65% Polyester - 35% Cotton, perma press, zipper fly with button closure, 4 lined pockets, five (5) 1-1/2" belt loops. Men's and Women's (women's elastic waist shall be optional). Colors: Dark Blue, Hunter Green, Charcoal, additional colors determined upon award.					0	0		1
14.	PR	Pants, 100% Heavyweight Denim Cotton, two (2) lined 6" deep front pockets, 2 rear lined pockets, 1 watch pocket, seven (7) 2" belt loops, pre-washed/shrunk, zipper fly with metal post closure, Dickies or equal, Men's and Women's styles (women's elastic waist shall be optional). Colors: Dark blue, Hunter Green, Charcoal.					0	0		1
15.	PR	Pant, Painters, 100% Cotton. Color: White.					0	0		1
16.	EA	Lab Coat, Industrial, 65% Polyester, 35% Cotton, Long Sleeve, 2 pockets, button down. Color: White.					0	0		3100
17.	EA	Patches - University Seal, Cloth, 4" Diameter, stiff backing, sewn onto left shoulder of all shirts and coveralls.	ONE-TIME COST				0	0		1
18.	EA	Patches - Department Logos, cloth, 3" Diameter, stiff backing, sewn onto right shoulder of all shirts and coveralls.	ONE-TIME COST				0	0		1
19.	EA	Patches - Park & Recreation, Cloth, 6-1/4" x 4", white background and green lettering and embroidered design per attached example, sewn on left sleeve of shirts and jackets.	ONE-TIME COST				0	0		1
20.	EA	Patches - Name, Cloth, 1-1/2" x 3-1/2", stiff backing. Sewn approximately 3/4" above wearer's left pocket of all shirts and coveralls.	ONE-TIME COST				0	0		1
21.	EA	Bath Towels, Absorbent, white, cotton, loop weave, approximately 20" x 40".					0	0		1

EXHIBIT 1

University of Nebraska Pricing

Pricing provided on National Pricing sheets must be used to determine pricing provided for University of Nebraska items and will be verified.

Item	U/M	Description	Vendor ID/ Part Number	Sizes Available	Unit Weekly Rental Cost (Cost for 1)	Unit Weekly Rental Cost for Extended Sizes (Cost for 1)	Rental Cost for 11 Regular Sizes (Unit Weekly Rental Cost x 11)	Rental Cost for 11 Extended Sizes (Unit Weekly Rental Cost x 11)	Purchase Unit Cost	Estimated Usage per Year
22.	EA	Dish Towels, White Cotton or Microfiber, approximately 12" x 20".					0	0		1
23.	EA	Shop Towel, Standard, Reusable Industrial, 100% cotton, minimum 15" x 17", orange, free of metal cuttings or shavings.					0	0		169660
24.	EA	Floor Mats, 3' x 4', rubberized backing, good quality, black, gray or brown.					0	0		1
25.	EA	Floor Mats, 3' x 5', rubberized backing, good quality, dark blue or black, grey or brown.					0	0		117
26.	EA	Floor Mats, 3' x 10', rubberized backing, good quality, dark blue or black, grey or brown.					0	0		1147
27.	EA	Floor Mats, 4' x 6', rubberized backing, good quality, dark blue, black, mocha, grey or brown.					0	0		390
28.	EA	Anti -Fatigue Mats, 2 ½' x 3', nitride rubber, black.					0	0		1
29.	EA	Scraper Mats, 3' x 5', skid resistant, black					0	0		1
30.	EA	Safety Mats, 3' x 5'					0	0		1
31.	EA	Flow-Thru Shower Mat, 3' x 5', rubber, slip resistant, black.					0	0		1
32.	EA	Prep charges per shirt, coveralls and jacket for removal and reapplication of patches & emblems to garment based on size, color change, or from short sleeve to long sleeve garment permitted one-time per year per employee.	ONE-TIME COST				0	0		N/A
					GRAND TOTAL:					

University of Nebraska Pricing - University Owned

	U/M	Description	Unit Cost	Extension	Estimated Usage per Year
	EA	Weekly laundering of University-Owned Jacket, if required.	$	$	1
	EA	Weekly laundering of University-Owner Safety Vests, if required.	$	$	1
	EA	Application/Sewing of University-Provided Patches to Contractor-furnished clothing , if required.	$	$	1

EXHIBIT 1

University of Nebraska Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*	**Estimated Usage Per Year**
Anti - Fatigue Mats			1
Scraper Mats			1147
Safety Mats			1
Flow - Thru Shower Mats			1
Bar Mats			1
List other product categories not listed above and their corresponding discount			

EXHIBIT 1

University of Nebraska - Towels & Linens

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*	**Estimated Usage Per Year**
Table Linens & Napkins			1
Bed Linens			1
Towels and Wiping Cloths			1
Industrial Towels			1
Towel Cans			1
List other product categories not listed above and their corresponding discount			

EXHIBIT 1

University of Nebraska Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*	**Estimated Usage per Year**
Treated Dust Mops			1
Wet Mops			1
Handles for Mops			1
List other product categories not listed above and their corresponding discount			

EXHIBIT 1

University of Nebraska Pricing - Safety Supplies

Description	U/M	Unit Cost	Make/Model of Quote Item	Estimated Usage Per Year
Heavy Duty Soap Scrub Service - 1000 mL	EA	$		1
Moisturizing Soap Refill - 1000 mL	EA	$		1
Antibacterial Gel Soap Service - 1000 mL	EA	$		1
Lens/Screen Pads 100/BX	EA	$		2
Burn Relief Packet/6PK	BAG	$		1
Woundseal Pour Pack (2)	EA	$		2
Allergy Relief Tablet Med	BX	$		4
Aleve Small	BAG	$		1
Dayquil Severe Small	BAG	$		1
Mucinex Small	BAG	$		1
Ibuprofen Tabs Small	BX	$		1
Ibuprofen Tabs Medium	BX	$		1
Ibuprofen Tabs Large	BX	$		1
Cold Relief Max/Str Small	BX	$		1
Cold Relief Max/Str Medium	BX	$		1
Liquid Bandage Small	BAG	$		1
Tweezers, Metal IND/3PK	PAC	$		2
Hand Sanitizer Small	BAG	$		1
Eyewash, 1/2oz medium	BX	$		1
Glucose, Small	PAC	$		1
Lipaid, Small	BAG	$		1
Biofreeze Muscle Relief, Small	BAG	$		1
Anti-Diarrheal Caplets, Small	BX	$		1
X-Long Bandage Medium	BX	$		1
Cool & Soothe 6/BOX	BX	$		1
Pain Away X-Strength Small	BAG	$		1
Waterproof Clear Strips	BX	$		1
Elastic Strip Medium	BX	$		1
Aspirin Org St, 50 CT	BX	$		1
Thera Tears Small	PAC	$		1
Triple Antibiotic Ointment Medium	BX	$		1
Large Patch 2"x3", Medium	BX	$		1

University of Nebraska Pricing - Category & Other Discounts

Category	Discount (% from published /book rate)	Verifiable Published Price List ID	Comments
Uniform Rental			
Uniform Leasing			
Uniform Purchase			
Shoe Purchase			
Mat/Mop Rental			
Mat/Mop Leasing			
Mat/Mop Purchase			
Restroom Supplies			
Restroom Services			
Deep Cleaning Services			
First Aid/Safety Supplies			
AEDs			
Fire Protection Services			
Promotional Products			
Miscellaneous			
Other			
Additoinal Discounts Offered			
Volume Discount			
Ecommerce Rebate			
Sole Vendor Dicsount			
Other			

University of Nebraska Pricing - Miscellaneous

State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	
*Catalog(s) Name:*_____ *Catalog(s) Name:*_____ *Online Catalog Website:* _____	
Agency Owned Garment - Contractor Laundered	
Custom embroidering of logos and/or names	
Preparation charges per garment for removal and application of new patches and emblems on the same garment, heat sealed or sewn.	
Removal of patches and emblems from one garment and reapplication on a different garment, heat sealed or sewn.	
Application of a new patch or emblem to a garment, heat sealed or sewn.	
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	
Uniform color change per garment (e.g. change one shirt from grey to blue)	
Steam Tunneling garments	
Pressing of garments	
Garment Loss Protection Program	
Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.	

One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.
Describe how rental uniforms are amortized and how Replacement Charges are calculated.
Describe how emergency requests for uniforms are handled.

Items not specifically listed in catalogs are available under the contract as "specialty items."

EXHIBIT 1

National Pricing - Uniforms

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-5,000 shirts = X% off each shirt; 5,001-10,000 shirts = X% off each shirt, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*		**Purchase** *indicate if Purchase is not available in a category with "n/a"*	
	Regular Size	**Extended Size**	**Regular Size**	**Extended Size**
Industrial Wear				
Belts				
Coveralls				
Jackets				
Pants				
Shirts				
Shorts				
Safety and Protective Wear (including Flame Resistant clothing)				
Belts				
Coveralls				
Jackets				
Pants				
Shirts				
Arc Suit				
Vests				
Caps and Headwear				

EXHIBIT 1

Corporate Casual Wear				
Accessories				
Belts				
Dresses				
Jackets				
Pants				
Polo's and T-shirts				
Sweatshirts				
Shirts				
Skirts				
Slacks				
Sweaters				
Vests				
Executive Wear				
Accessories				
Belts				
Blazers				
Blouses/Tops				
Dresses				
Jackets				
Neckwear				
Pants				
Shirts				

EXHIBIT 1

Skirts				
Slacks				
Sweaters				
Vests				
Healthcare				
Lab Coats				
Scrubs, top				
Scrubs, pant				
Chef and Kitchen Wear				
Aprons				
Caps and Headwear				
Chef Coats				
Neckwear				
Chef Pants				
Shirts				
Food Service				
Aprons				
Belts				
Blouses/Tops				
Caps and Headwear				
Shirts				
Pants				
Shorts				

Skirts				
Housekeeping				
Aprons				
Dresses				
Pants				
Shirts & Tunics				
Outerwear				
Caps and Headwear				
Coats				
Gloves				
Jackets				
Sweat Shirts				
Swimwear				
Other:				
Laundry Racks				
List other product categories not listed above and their corresponding discount				

State the name of the Price List from which discounts shall be taken: _____

Submit instructions on accessing your on-line Price List or Catalog with your proposal.

EXHIBIT 1

National Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Anti - Fatigue Mats		
Scraper Mats		
Safety Mats		
Flow - Thru Shower Mats		
Bar Mats		
List other product categories not listed above and their corresponding discount		

EXHIBIT 1

National Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Treated Dust Mops		
Wet Mops		
Handles for Mops		
List other product categories not listed above and their corresponding discount		

EXHIBIT 1

National Pricing - Towels & Linens

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Table Linens & Napkins		
Bed Linens		
Towels and Wiping Cloths		
Industrial Towels		
Towel Cans		
List other product categories not listed above and their corresponding discount		

National Pricing - Safety Supplies

Description	U/M	Unit Cost	Make/Model of Quote Item
Heavy Duty Soap Scrub Service - 1000 mL	EA	$	
Moisturizing Soap Refill - 1000 mL	EA	$	
Antibacterial Gel Soap Service - 1000 mL	EA	$	
Lens/Screen Pads 100/BX	EA	$	
Burn Relief Packet/6PK	BAG	$	
Woundseal Pour Pack (2)	EA	$	
Allergy Relief Tablet Med	BX	$	
Aleve Small	BAG	$	
Dayquil Severe Small	BAG	$	
Mucinex Small	BAG	$	
Ibuprofen Tabs Small	BX	$	
Ibuprofen Tabs Medium	BX	$	
Ibuprofen Tabs Large	BX	$	
Cold Relief Max/Str Small	BX	$	
Cold Relief Max/Str Medium	BX	$	
Liquid Bandage Small	BAG	$	
Tweezers, Metal IND/3PK	PAC	$	
Hand Sanitizer Small	BAG	$	
Eyewash, 1/2oz medium	BX	$	
Glucose, Small	PAC	$	
Lipaid, Small	BAG	$	
Biofreeze Muscle Relief, Small	BAG	$	
Anti-Diarrheal Caplets, Small	BX	$	
X-Long Bandage Medium	BX	$	
Cool & Soothe 6/BOX	BX	$	
Pain Away X-Strength Small	BAG	$	
Waterproof Clear Strips	BX	$	
Elastic Strip Medium	BX	$	
Aspirin Org St, 50 CT	BX	$	
Thera Tears Small	PAC	$	
Triple Antibiotic Ointment Medium	BX	$	
Large Patch 2"x3", Medium	BX	$	

EXHIBIT 1

National Pricing - Category & Other Discounts

Category	Discount (% from published /book rate)	Verifiable Published Price List ID	Comments
Uniform Rental			
Uniform Leasing			
Uniform Purchase			
Shoe Purchase			
Mat/Mop Rental			
Mat/Mop Leasing			
Mat/Mop Purchase			
Restroom Supplies			
Restroom Services			
Deep Cleaning Services			
First Aid/Safety Supplies			
AEDs			
Fire Protection Services			
Promotional Products			
Miscellaneous			
Other			
Additoinal Discounts Offered			
Volume Discount			
Ecommerce Rebate			
Sole Vendor Dicsount			
Other			

National Pricing - Miscellaneous

State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	
*Catalog(s) Name:*_____ *Catalog(s) Name:*_____ *Online Catalog Website:* _____	
Agency Owned Garment - Contractor Laundered	
Custom embroidering of logos and/or names	
Preparation charges per garment for removal and application of new patches and emblems on the same garment, heat sealed or sewn.	
Removal of patches and emblems from one garment and reapplication on a different garment, heat sealed or sewn.	
Application of a new patch or emblem to a garment, heat sealed or sewn.	
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	
Uniform color change per garment (e.g. change one shirt from grey to blue)	
Steam Tunneling garments	
Pressing of garments	
Garment Loss Protection Program	
Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.	

One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.
Describe how rental uniforms are amortized and how Replacement Charges are calculated.
Describe how emergency requests for uniforms are handled.

Items not specifically listed in catalogs are available under the contract as "specialty items."

University of Nebraska eBid

3702-22-4618 Addendum 1
Cintas Corporation No. 2
Supplier Response

Event Information

Number: 3702-22-4618 Addendum 1
Title: Workplace Solutions
Type: RFP - Request for Proposal
Issue Date: 11/3/2022
Deadline: 12/20/2022 02:00 PM (CT)
Notes:
The University of Nebraska (NU) seeks proposals from eligible Vendors for Facilities Workplace Solutions.

Contact Information

Contact: University of Nebraska
Address: Procurement Services
1700 Y Street
Lincoln, NE 68588-0645
Email: ebid@nebraska.edu

Cintas Corporation No. 2 Information

Contact: Brian Manning
Address: 1601 N. 24th Street
Omaha, NE 68110
Phone: (402) 734-3428
Fax: (402) 734-0288
Email: manningb@cintas.com
Web Address: www.cintas.com

By submitting your response, you certify that you are authorized to represent and bind your company.

Ryan Duncan
Signature

duncanr@cintas.com
Email

Submitted at 12/20/2022 01:18:11 PM (CT)

Requested Attachments

Attribute 4: Response to Attachment A - OMNIA Partners Response for National Cooperative — Attachment A Solicitation Attachment (Final).DOCX

I acknowledge reading and understanding Attachment A - OMNIA Partners Requirements for National Cooperative Contract.
a) Include a detailed response to Attachment A, Exhibit A, OMNIA Partners Response for National Cooperative contract in the Response Attachments Tab. Responses should highlight experience, demonstrate a strong national presence, describe how offeror will educate its national sales force about the contract, describe how products and services will be distributed nationwide, include a plan for marketing the products and services nationwide, and describe how volume will be tracked and reported to OMNIA Partners.

Attribute 4: Attachment A, Exhibit B exceptions - OMNIA Partners Response for National Cooperative — Exhibit B.docx

The successful offeror will be required to sign Attachment A, Exhibit B, OMNIA Partners Administration Agreement. Offerors should have any reviews required to sign the document prior to submitting a response. Offeror's response should include any proposed exceptions to the OMNIA Partners Administration Agreement.

Attribute 4: Attachment A, Exhibit F - OMNIA Partners Response for National Cooperative — Exhibit F.docx

Exhibit F: Federal Funds Certifications

Attribute 4: Attachment A, Exhibit G - OMNIA Partners Response for National Cooperative — Exhibit G.docx

Exhibit G: New Jersey Business Compliance

Attribute 22 - Additional Agreement(s) — *No response*

If a Bidder requires additional agreement(s), a copy of the proposed agreement must be included with their proposal.

Attribute 31 - Product Offering General Requirements — Attribute 31.docx

Using Attachment B (Pricing Sheet), provide a detailed response to each requirement, describing how your offer will meet the General Requirements of this RFP for NU and the national program. Please attach your response in the Response Attachments tab.

3702-22-4618 Workplace Solutions Equipment Detail & Pricing Spreadsheet. — Workplace Solutions RFP Pricing Sheet.xlsx

3702-22-4618 Workplace Solutions Equipment Detail & Pricing Spreadsheet. A completed copy shall be attached in the Response Attachments Tab.

Attribute 20 - Workplace Solutions Alternative Pricing Sheet *No response*

Workplace Solutions Alternative Pricing Sheet

Response Attachments

Cintas_2021_ESGReport.pdf

Environment, Social and Governance Report

FY 22 Education Lookbook.pdf

Education Segment Lookbook

Employee Partner Org Chart. Nebraska.xlsx

Org Chart

Agreements and Proposed Legal Revisions.zip

Agreements Templates and Proposed Legal Revisions

Bid Attributes

1	**Site Terms & Conditions** I acknowledge reading and understanding the NU Site Use Terms and Conditions attachment. ☑ Acknowledged - Site Terms & Conditions Attachment (Acknowledged - Site Terms & Conditions)
2	**Bidder Requirements** I acknowledge reading and understanding the NU Bidder Requirements attachment. **All bids must be received by the system before the bid deadline. It is the responsibility of the bidder to allow adequate time for reviewing and submitting their proposal before the deadline to ensure all required responses have been completed. The "Submission Button" in the University's eBid system will be inoperable when the deadline for submission for eBID has ended. Incomplete bids will be rejected by the system.** ☑ Acknowledged - Bidder Requirements Attachment (Acknowledged - Bidder Requirements Attachment)
3	**Bid Terms and Conditions** I acknowledge reading and understanding the NU Terms and Conditions attachment. ☑ Acknowledged - Bid Terms and Conditions Attachment (Acknowledged - Bid Terms and Conditions Attachment)
4	**Attachment A - OMNIA Partners Response for National Cooperative** I acknowledge reading and understanding Attachment A - OMNIA Partners Requirements for National Cooperative Contract. a) Include a detailed response to Attachment A, Exhibit A, OMNIA Partners Response for National Cooperative contract in the Response Attachments Tab. Responses should highlight experience, demonstrate a strong national presence, describe how offeror will educate its national sales force about the contract, describe how products and services will be distributed nationwide, include a plan for marketing the products and services nationwide, and describe how volume will be tracked and reported to OMNIA Partners. b) The successful offeror will be required to sign Attachment A, Exhibit B, OMNIA Partners Administration Agreement. Offerors should have any reviews required to sign the document prior to submitting a response. Offeror's response should include any proposed exceptions to the OMNIA Partners Administration Agreement. ☑ Acknowledged - Attachment A - OMNIA Partners (Acknowledged - Attachment A - OMNIA Partners)

5 Master Agreement

The University expects the awarded bidder to comply with all terms of the Master Agreement. The awarded bidders Master Agreement may be incorporated into the final contract, however it shall not supersede or conflict with the University's terms unless otherwise mutually agreed upon. To be considered bidder's Master Agreement must be attached in the Response Attachment Tab in an editable Word Document format. Any hyperlinked terms must also be attached in an editable Word Document format. **The University will not accept hyperlinked terms.**

☑ Acknowledged - Master Agreement (Acknowledged - Master Agreement)

6 Scope of Work

I have carefully examined the Scope of Work attachment and I fully understand the type and quality of the product(s) and/or service(s) sought by NU and hereby propose to supply such at the prices stated and in accordance with this bid.

☑ Acknowledged - Scope of Work Attachment (Acknowledged - Scope of Work Attachment)

7 Deviations/Exceptions/Bid Compliance

If you cannot fully comply with any term, condition, specification, process, or other item outlined in the solicitation materials, indicate those sections and your counter-term, condition, explanation in this field. You can include attachments in your bid response, but you must indicate here that an attachment is provided.

Your bid response must contain deviations/exceptions/bid compliance counter-terms. Failure to provide such information indicates that you comply with all terms, conditions, specifications outlined in the solicitation materials.

Please see exception documents attached under the attachments tab.

8 Bid Responses

Unless a solicitation requests an attachment explicitly, I shall make every effort to provide answers in the spaces available within each bid tab. Furthermore, I understand that my proposal may be disqualified by not doing so. The University will not visit URLs or any electronic link included in bid submission materials.

☑ Bid Responses (Bid Responses)

9 Litigation or Claims

Identify any litigation or claim brought against your company within the last seven years that might adversely affect your company's professional image or ability to provide the goods or services sought under this bid.

Cintas is currently subject to legal proceedings and claims arising from the ordinary course of its business, typical of claims faced by other companies of Cintas' size. None of these investigations or claims is material to Cintas' business or this bid. In addition, Cintas is subject to litigation that is not in the ordinary course of business and which is described in the Company's 10-K and 10-Q filed with the SEC.

10 Company Sale or Acquisition

Is your company currently for sale, involved in any transaction to expand, become acquired by, or be merged with another organization? If so, please explain. Has your company been involved in any reorganization, acquisition, or merger within the last two years? If so, please explain.

No

11 **Reference #1**

Provide a client reference (including length and nature of service relationship, contact person's name, title, phone number, email, and address) with whom you currently have or have had a comparable business relationship. Other educational institutions would be most valuable. Do not reference the University of Nebraska or its employees.

[redacted]

12 **Reference #2**

Provide a client reference (including length and nature of service relationship, contact person's name, title, phone number, email, and address) with whom you have or have had a comparable business relationship. Other educational institutions would be most valuable. Do not reference the University of Nebraska or its employees.

[redacted]

13 **Reference #3**

Provide a client reference (including length and nature of service relationship, contact person's name, title, phone number, email, and address) with whom you have or have had a comparable business relationship. Other educational institutions would be most valuable. Do not reference the University of Nebraska or its employees.

[redacted]

14 **Non-Collusive Bid**

I acknowledge that solicitation responses submitted are not the result of collusion with other eligible bidders or any State or university employee. No effort was made to preclude NU from obtaining the most favorable response possible to this bid.

☑ Noncollusive Bid (Noncollusive Bid)

15 **University Employee**

I affirm that if I am an employee of the University of Nebraska, I have notified the buyer of my status as such and that this contract must be completed in accordance with Board of Regents Policy 6.2.1.12, Purchases Involving University Personnel.

N/A

16 **Contractor's Certificate of Insurance**

I acknowledge and understand that prior to the commencement of any work, successful bidder is required to furnish a certificate of insurance with coverage's to bodily injury/personal injury/liability coverage, property damage liability coverage, and workman's compensation coverage. This certificate must be on file in the Procurement Services office prior to any commencement of work. It is absolutely necessary that "The Board of Regents of the University of Nebraska as an additional insured" be added to the face of the certificate for all coverage except worker's compensation. The above statement must be worded in this manner. It is also absolutely necessary that a "Completed Operations Coverage" must be included as part of the vendor's General Liability. In addition to standard insurance coverage's the vendor will be required to carry minimum: $1 million per claim & $3 million per occurrence for liability and property damage.

☑ Contractors Cert of Ins will be provided (Contractors Cert of Ins will be provided)

17 **Subcontractors**

The successful Bidder shall not subcontract all or substantially all of any facet of the proposed goods or services without the prior written approval of the University. Please specify in detail what, if any, portions of the scope of work would be subcontracted.

No subcontractors will be used.

18 **Public Information**

Bids submitted to the University are presumed to be public records. If bids contain trade secrets, academic or scientific research work in progress and unpublished, or other proprietary or commercial information which if released would give advantage to business competitors and serve no public purpose, it is the responsibility of the bidder to designate such content as confidential. When bids are opened to determine a successful bidder, all bids will be available for public inspection. Portions of bids designated by the bidder as confidential will be withheld from public inspection. Any reasonably segregable portion of the bid that is not designated as confidential shall be provided for public inspection after deletion of the portion or portions of the bid which may be withheld. Price terms appearing in bids or proposals, invoices, purchase orders or other documents calling for the expenditure of public funds may not be designated as confidential or withheld from public inspection.

A bidder shall be solely responsible for providing the defense to any challenge to a decision to withhold information contained in a proposal, based upon bidder's identification of the information as confidential.

A bidder must submit any confidential material, as defined above, as a "separate" and "redacted" attachment with their response in the UNL eBid system. This attachment must be clearly marked/identified as "Confidential".

☑ Public Information (Public Information)

19 **Not to Exceed Pricing**

The University of Nebraska requests pricing be submitted as not to exceed pricing to include percentage discounts for all product and service offerings. Unlike fixed pricing, the awarded Bidder can adjust submitted pricing lower if needed but, cannot exceed original pricing submitted. Awarded Bidder must allow for lower pricing to be available for similar product and service purchases.

☑ Acknowledged - Not to Exceed Pricing (Acknowledged - Not to Exceed Pricing)

20 **Federal Funding Pricing**

In the event that products and services are being used in response to an emergency or disaster recovery situation, and/or products and services for use in USDA or Child Nutrition Programs in which federal funding may be used, does Bidder intend to provide alternative pricing that does not include cost plus a percentage of cost or pricing based on time and materials; if time and materials is necessary, a ceiling price that the contract exceeds at its own risk will be needed. Products and services provided in a situation where an agency is eligible for federal funding, awarded Bidder is subject to and must comply with all federal requirements applicable to the funding including, but not limited to the FEMA Special Conditions section located in the Federal Funds Certifications Exhibit of Attachment A.

If Bidder response is "Yes", please attach alternative pricing in the Response Attachments tab.

No

21 **Pricing Discount**

The discount proposed shall remain the same throughout the term of the contract and at all renewal options. At a minimum, the Bidder should hold the proposed price list firm for the first 12 months after the contract award. Bidder will provide details of and propose any additional discounts for volume orders, additional locations, special manufacturer's offers, free goods program, total annual spend, etc.

☑ Acknowledged - Pricing Discount (Acknowledged - Pricing Discount)

22 **Additional Agreement(s)**

If a Bidder requires additional agreement(s), a copy of the proposed agreement must be included with their proposal.

☐ *Additional agreement attached. (Additional agreement attached.)*

23 **Ordering Methods and Payment Terms**

Provide available ordering methods and capabilities - online ordering, order tracking, search options, order history, etc. Indicate if payment will be accepted via credit card. If so, may credit card payment(s) be made online or via phone application? Also state the Convenience Fee, if allowable, per the Visa Operating Regulations

The traditional Cintas rental service model offers your facilities direct access to a Sales and Service Representative (SSR) that will visit you facility on a regular cadence. Your SSR will ask regularly if you are in need of any additional products or services and will be sure to fulfill any orders you have. If you happen to identify a need outside of your SSR visit you can contact the local Cintas office or access our myCintas portal and make your request at anytime. Requests made on the myCintas portal are sent directly to the local Cintas branch and are attended to immediately.

24 Background and Capabilities - History & Experience

Bidder must demonstrate significant experience in the Workplace Solutions market. Please provide information on the following: a brief history of your company, total years of market experience, number of customers, affiliations, etc.

Cintas started from very humble beginnings in 1929 when "Doc" and Amelia Farmer established a small business to reclaim and clean rags for local factories. Their son, Hershell became president of the company in 1952 after his father's death and, after 23 years of continued success, turned the helm over to his son, Richard "Dick" Farmer. The company entered the uniform rental business in 1965, a move that would dramatically reshape the company and revolutionize the uniform marketplace. For example, Cintas was the industry pioneer in introducing polyester-cotton blend fabric that doubled the life of uniforms and made cleaning more efficient.
In 1983, the company made its initial public offering of stock.
Todd Schneider serves as Chief Executive Officer while Scott Farmer, the fourth generation of the Farmer family, currently serves as Executive Chairman.
Today, Cintas has grown into a company that helps more than 1,000,000 businesses of all kinds and sizes get Ready for the Workday® by providing a wide range of products and services that enhance our customers' image and help keep their facilities and employees clean and safe — every day.
The company has more than 500 facilities across North America, including six manufacturing plants and eleven distribution centers employing approximately 45,000 people.
Fortune magazine listed Cintas among America's "Most Admired" companies and Report on Business magazine has named Cintas among the "50 Best Employers in Canada".

25 Background and Capabilities - Markets of Service

Describe the geographical markets your company services, both nationally and internationally.

Cintas provides highly specialized products and services to businesses of all types primarily throughout North America, as well as Latin America, Europe, and Asia. Cintas' products and services are designed to enhance its customers' image and brand identification, as well as provide a safe and clean workplace. We help our customers everywhere Get Ready for the Workday®.

26 Background and Capabilities - Organizational Chart

Please provide an organizational chart and the total number of employees in the Nebraska area.

[redacted]

27 Background and Capabilities - Proposed Site Manager

Provide the following information for the Bidder's proposed site manager:

1. Name
2. Company correspondence address
3. Phone number
3. Email address

1. Ryan Duncan
2. [redacted]

28 **Background and Capabilities - Unique Characteristics**

Briefly describe your company's unique characteristics that differentiate you from your competitors.

There are many factors that separate Cintas from our competitors. Our Culture: Since 1929, a key to our success has been a culture that encourages meaningful, respectful relationships between our company and our employee-partners and the commitment to always do what's right. This spirit of teamwork, camaraderie and trust is the cornerstone of our culture, and our team's passion for our customers is what sets us apart.
Our Solutions: The focus and the markets we serve have continued to evolve over the years, from our legacy business of uniform rental to our current product and service offerings that help enhance our customers' image and help keep their facilities and employees clean and safe — every day. Our job as a business partner is to drive value for our customers, both directly and indirectly as their business needs dictate.Six Sigma: Cintas is committed to the Six Sigma process of continuous improvement. This process allows us to stay lean as a company, allows us to leverage the tools and our talents towards our customer opportunities. These Six Sigma disciplines are portable and deliver best in class, for operating and execution strategies in support of our partnership.
Financial Strength: Cintas' financial position is strong. Cash flows provided by operating activities have historically supplied us with a significant source of liquidity. We generally use these cash flows to fund most, if not all, of our operations and expansion activities and dividends on our common stock. We may also use cash flows provided by operating activities, as well as proceeds from long-term debt and short-term borrowings to fund growth and expansion opportunities, as well as other cash requirements such as the repurchase of our common stock. We do not anticipate having difficulty in obtaining financing in the future in view of our favorable experiences in the debt markets in the recent past.

29 **Background and Capabilities - Experience**

Provide information of any instance of your organization ever failed to complete any work awarded.

Cintas has never failed to complete any work awarded

30 **Background and Capabilities - Certifications**

Provide any certifications you have to ensure cleaning quality.

To continue to promote world-class health and safety standards, we have layered OSHA's VPP into our health and safety management system. This heightened level of planning and safeguarding encourages even greater standards of protective workplace safety and health, and helps operationalize their everyday execution. [redacted]

31 Background and Capabilities - Large Scale Project Management

Describe how Bidder will educate its national sales force about the contract, describe how products and services will be distributed nationwide, include a plan for marketing the products and services nationwide, and describe how volume will be tracked and reported. Responses should highlight experience and demonstrate a strong national presence.

[redacted]

32 Product Offering - General Requirements

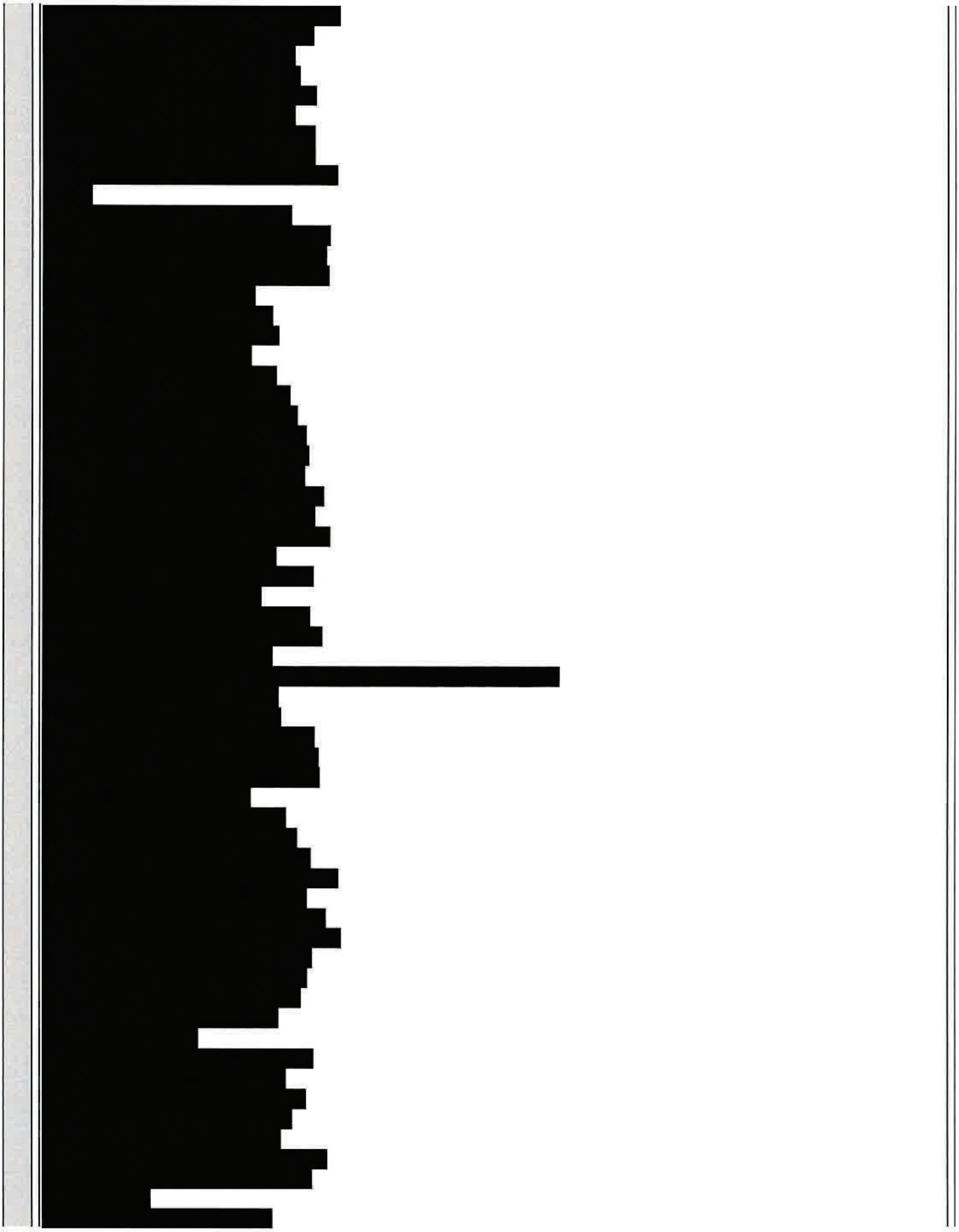
Using Attachment B (Pricing Sheet), provide a detailed response to each requirement, describing how your offer will meet the General Requirements of this RFP for NU and the national program. Please attach your response in the Response Attachments tab.

- If Bidder is not proposing the exact service specified, clearly indicate the deviation in your response. If there are no deviations stated, it will be assumed that the service products specified is being provided
- Bidder may elect to consolidate service products at any level for its own convenience or volume discounts, etc.
- Items listed on the Safety Supplies tab are not a Market Basket list. This list is for offering and pricing evaluation purposes only.

☑ Response Attached. (Response Attached.)

33 Product Offering - Unique Technologies

Provide an overview of the unique technologies that are incorporated into your service products.



[redacted]

34 Product Offering - Sizing Uniforms

Provide a detailed method for sizing employees. Bidder shall describe method of communication with NU employees, process for sampling items, and number of staff available for sizing.

At the initial installation of your program, our team of local sales professionals will schedule fitting events to professionally fit every new employee with the garments they will be wearing in our program. The number of staff available to perform the fitting will depend on the number of employees that need to be fit and can vary greatly. All employees will receive brand new uniforms upon installation. When new employees are hired, it is the customer's responsibility to notify Cintas of the new employee either at the time the Cintas SSR's scheduled visit or by calling the local Cintas facility. Once notified, the SSR will visit the location to measure the new employee and we guarantee that new employee to be in uniform within one week, provided they wear standard sizes of standard stocked garments. All new employees will be fit during the next scheduled service visit by either a tape measure or by a sample garment that is available. Size Changes are included with the program at no cost, so long as employees return all of their previously issued garments. To request a size change, our customers can either inform the SSR/route driver, call customer service, call an Account Manager or use the myCintas online system. In the event samples are needed those requests can be made directly to the SSR or by calling the local Cintas branch or simply by making a request on the myCintas portal. Depending on the urgency of the sample we will make every effort to get you the product you need when you need it.

35 Product Offering - Size Range

Describe the range of men and women's sizes that you offer. Please specify if it is gender specific or unisex.

Cintas provides a comprehensive offering of apparel in Male, Female and Unisex fits with sizing available to fit all body sizes and shapes in your workforce. We understand that half of the American workforce is female. And most women can't comfortably wear uniforms designed to fit men. That's why Cintas created rental workwear designed specifically for female body shapes. Our women's line incorporates unique style and fit features to help women look and feel better so they are Ready for the Workday®. Fit, comfort, quality and functionality are our top priorities. Please reference the pricing exhibit for the specific sizes by garment.

36 Policies and Processes - Additional Companies

Identify all other companies that will be involved in processing, handling or shipping the service products available under the Contract. Include any subsidiaries or company owned affiliates that may include product or service under the Contract.

No additional companies will be used.

37 **Policies and Processes - Return and Restocking**

Describe any return and/or restocking policies.

All industrial garments that need to be replaced due to normal wear and tear are replaced at no charge. If a garment needs to be replaced because the garment was lost or damaged not due to normal wear and tear, a Loss/Replacement (L/R) fee will be charged.

Cintas garments are replaced on an "as needed basis" and can be replaced by the Service Department and/or Production Department through our inspection process in our cleaning facilities. [redacted]

Additionally, Cintas can provide separate containers for garments needing repairs. We provide orange repair tags that your employees can attach to their garment and identify what specifically needs to be repaired or replaced. When our SSR's pick up these garments, they can "scan them into repair status," which notifies our plant to send them to repairs during the sorting process and identifies the type of repair necessary. Repairs are completed by the next week's service date. Garments needing replacement are also completed by the next week's service cycle.

38 **Policies and Processes - Invoicing**

Describe your invoicing process.

The Cintas service model provides On-site proof of delivery and pickup with each visit. During the site visit the following will occur:
• The SSR delivers clean garments that were turned in the week prior.
• Dirty garments are scanned individually on-site.
• A receipt is provided showing exactly what was delivered and picked up that week for each employee.
• Garments that were repaired, replaced, or received other maintenance are noted.
• Repairs, replacements, and other maintenance are ordered on-site through the PRC (Portable Route Computer).
The Cintas service model provides On-site proof of delivery and pickup with each visit. During the site visit the following will occur:
• The SSR delivers clean garments that were turned in the week prior.
• Dirty garments are scanned individually on-site.
• A receipt is provided showing exactly what was delivered and picked up that week for each employee.
• Garments that were repaired, replaced, or received other maintenance are noted.
• Repairs, replacements, and other maintenance are ordered on-site through the PRC (Portable Route Computer).

39 **Policies and Processes - Delivery Commitment**

Describe the delivery commitment levels for this Contract.

To serve each customer with the knowhow and care they deserve and value" or in shorthand -- Deeper knowhow. Caring service™. This means that we lead with our commitment to delivering relevant service based on a personal understanding of our customers' unique needs. Then we emphasize our support of our customers, and our belief in providing care that goes above and beyond. By leveraging our deeper knowhow and caring service, we ensure that nothing distracts our customers from having a productive workday.

40 **Policies and Processes - Customer Service**

Describe the customer service commitment levels for this Contract.

The first step in problem resolution within our company lies with the Service Sales Representative (SSR) who we empower and hold them fully accountable for the success and customer satisfaction at your local operation.

All SSR's (route-drivers) are equipped with portable-route-computers ("PRC's). This allows them to perform maintenance anywhere on the spot, including uniform upgrades, size changes, invoice credits, etc. as well as on-site scanning technology. Additionally, when our customer service team receives a call, they can create a CRF (customer request form), which pings directly to the route computer for a response within 24 hours.

Additionally, at the end of servicing each location, the SSR will check in with the specified representative at each location to walk through the printed invoice to review accuracy and to ensure a current employee roster. At Cintas, we call this "seconds that count." Your SSR will review any changes that may have been made, such as garment upgrades or size changes, review scan reports, and review any other items requiring special attention. After the review is completed, your location's representative will sign the PRC handheld device to confirm accuracy.

Although our SSRs are our front-line Customer Service ambassadors we also have a Customer Service Department at each Cintas location. These Customer Service Departments are staffed with Customer Service Representatives (CSRs) and a state-of-the-art customer service system that allows them to work hand in hand with our Service Sales Representatives in resolving any customer issues.

Customers can also utilize our myCintas online portal for the most common service requests (i.e., employee starts/stops, transfers, size /garment changes, etc.) These requests transmit directly to your SSR/local account management team.

Our local account management team will conduct quarterly "goodwills" with representatives from each location to ensure we are exceeding expectations.

If for any reason a customer was not satisfied with the response, they received from their SSR or a CSR, they would then elevate that issue to the Service Manager. If the Service Manager could not resolve that issue, it would then be elevated to the General Manager level. If for any reason an issue was to arise that could not be handled on a local level (these issues are very rare), the issue should then be elevated to your Account Manager. The Rental Account Manager will determine what resources within the organization need to be used to resolve the customer problem.

41 Policies and Processes - Customer Service

Describe customer support available from your company. Please provide detail on the following:

- Management of customer accounts
- Availability of dedicated service team
- Services provided by Customer Service
- Customer service help desk locations and hours
- Response time guarantees
- Tracking success of the customer service program
- Availability of technical support - location and hours

The Cintas service model provides around the clock customer service and customer care for all locations. These individuals manage the incoming calls from all locations in need of account support. These individuals will be trained on the specific needs and overall program components to help support your locations across the country. The National Service Team provides quick and efficient action along with service issue resolution. The National Service Team works closely with Cintas Locations and their leadership team in providing information and direction regarding Cintas National Account Customers. Cintas guarantees to always deliver the highest quality rental service. Any complaints about the quality of service which are not resolved in the normal course of business must be communicated in writing to the General Manager of the Company's local operation or Subcontractor with a copy to Company's Corporate Office.

If the Company then fails to resolve any material complaint in a reasonable period of time, UNL may terminate this Agreement solely as it relates to servicing the specific Customer location to which the complaints relate provided all Merchandise is paid for at the then current Loss/Damage Replacement Values or returned to the Company in good and usable condition.

As mentioned above, the first step in problem resolution within our company lies with the Service Sales Representative (SSR) who we empower and hold them fully accountable for the success and customer satisfaction at your local operation.

All SSR's (route-drivers) are equipped with portable-route-computers ("PRC's). This allows them to perform maintenance anywhere on the spot, including uniform upgrades, size changes, invoice credits, etc. as well as on-site scanning technology. Additionally, when our customer service team receives a call, they can create a CRF (customer request form), which pings directly to the route computer for a response within 24 hours.

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As mentioned prior, customers can also utilize our myCintas online portal for the most common service requests (i.e., employee starts/stops, transfers, size /garment changes, etc.) These requests transmit directly to your SSR/local account management team.

Our local account management team will conduct quarterly "goodwills" with representatives from each location to ensure we are exceeding expectations.

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4 2 Policies and Processes - Sustainability Program

Provide information on any sustainability program(s) you offer. Include corresponding information such as sustainable policies, practices, products, and certifications.

For almost 100 years, our business model has been based on sustainable practices and a "Reduce, Reuse, Recycle" mindset. Our wide range of products and services not only help our customers get Ready for the Workday®, but we help them save money while offering them a more environmentally considerate choice. Cintas offers more than 100 uniform styles made from eco-friendly or sustainable materials, including: Comfort Flex, Bamboo, Organic Cotton and Tencel just to name a few. Comfort Flex garment pricing has been added to the supplemental pricing provided in section 2.1.6. In FY21, we diverted 94.4% of our waste away from landfills at 8 of our distribution centers participating in our "Zero Waste Program," and all eight participating facilities were TRUE Certified by Green Business Certification Inc. In September 2021, we announced our ambition to achieve Net Zero GHG emissions by 2050. We expect to announce our targets and goals by the end of 2022, including Scope 1 and Scope 2 reductions, as well as potential avenues to reduce our Scope 3 emissions throughout our value chain. Other notable mentioned achieved in 2021 as relevant to this SOW is our reduction of water usage by 5.1%, we returned 88% of water we withdrew back to local water bodies, we lowered our total energy usage by 6.9%, diverted 94.4% of our distribution center waste from landfills and most notably created a new executive position to oversee our ESG strategy.

JOURNEY TO ZET ZERO EMISSIONS

Cintas has one of the largest commercial vehicle fleets in the USA and we're constantly looking for ways to reduce our vehicle emissions. In 2018 we started the process of removing diesel-burning trucks from our fleet. By the end of 2021 we had taken the percentage of diesel-burning fleet from 45% down to 31%. Additionally, we have since introduced and deployed our first all-electric vehicles into full-time service. We have also implemented our SmartTruck technology which will help us create more efficient routes and help us further reduce our environmental impact.

ENVIRONMENTALLY FRIENDLY DETERGENTS AND WASH PROCESSES

Switching gears toward our laundering best practices and environmentally friendly products, Cintas uses NPE25-free detergents that are more environmentally friendly. We are the first industrial launderer to employ washing standards that are 100% free from NPE, phosphates, and EDTA26 in all of our North American laundry facilities. Our latest Operational Excellence initiative is a proprietary process that helps measure soiled-load weight more precisely. Most accurate measurements improve efficiency of our wash alley and we estimate that it will improve overall operation efficiency by more than 13%, reduce our overall annual water draw by more than 350 million gallons and save more than $16 Million in utility and chemistry costs. As it relates to reuse and recycling, Cintas has a long track record of reducing and recycling waste.

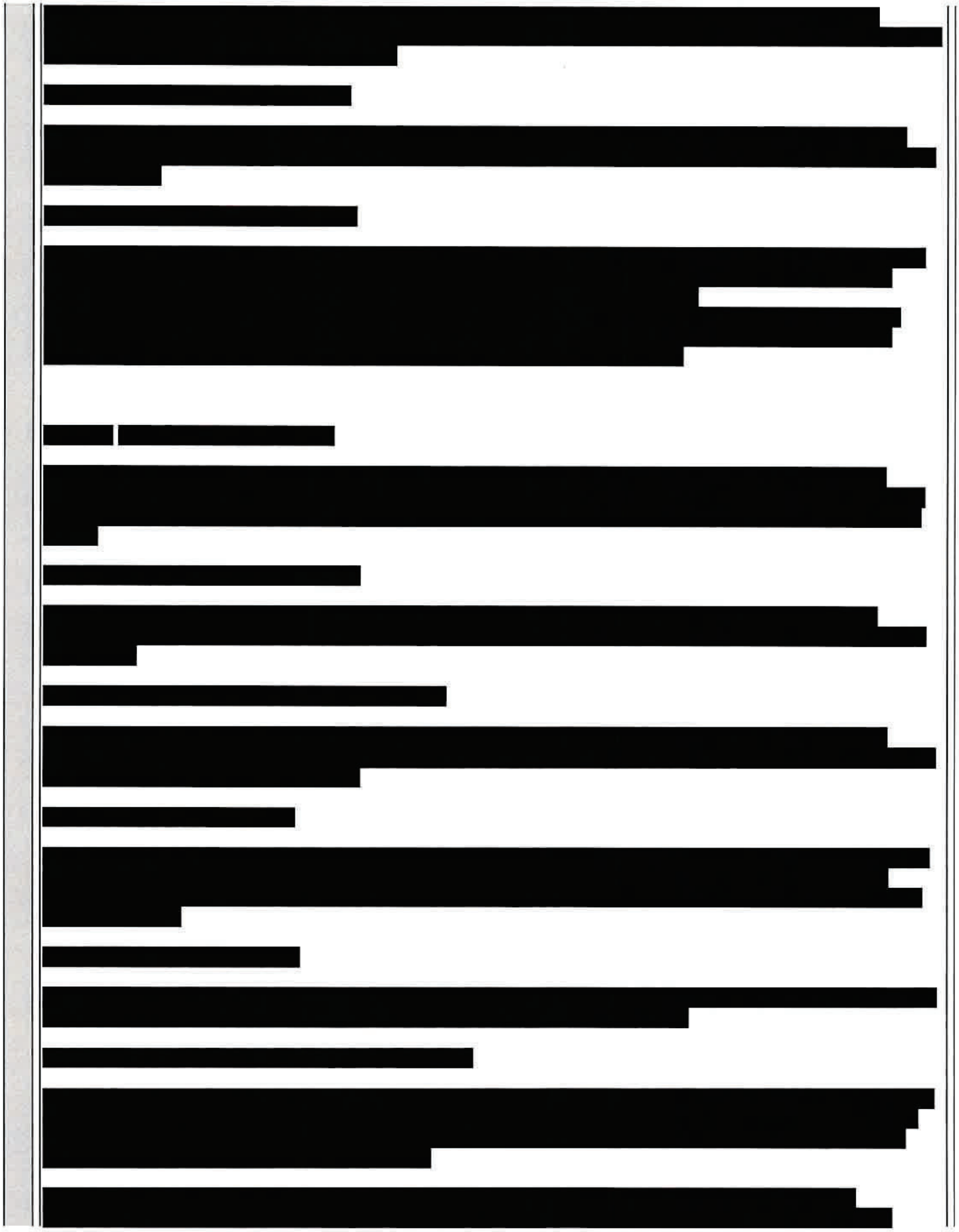
ZERO WASTE PROGRAM – DISTRIBUTION

At Cintas, we're continually refining our operations and uncovering better ways to further reduce waste. Our Zero Waste Program began in 2013 in an effort to decrease our waste destined for landfill and has continued through FY'21. This program covers eight of our distribution centers, each implementing location-specific processes that divert more than 90% of their waste away from landfill so they are TRUE Green Certified by Green Business Certification Inc. In FY 21, that resulted in our distribution centers diverting 1,188 tons of cardboard, 48 tons of plastic, 75 tons of co-mingled products, 176 tons of fabric, 601 tons of pallets, and 59 tons of paper from landfills. In FY21, waste to landfill in totality was 131.9 US tons, and our overall diversion rate was 94.4%. The success of the Zero Waste Program ois defined by our distribution employee-partners' commitment to the Zero Waste goals. Each location has a Green Team that supports our production employee-partners' efforts to reduce, reuse, an

4 3 Policies and Processes - Account Management Structure

Provide information regarding the account management structure in place to deliver on service needs.

[redacted]



[redacted]

44 Policies and Processes - Program Rollout

Describe how your company would facilitate the rollout of a rental uniform program. Please include the resources you would used and the methods chosen to communicate with end users.

Implementation

The Rental Program implementation will be spearheaded by our specialized Implementation Team. After an agreement is reached, our Implementation Team will call your corporate office to clearly define all requirements of the program (e.g. garments in the program, employee classifications, billing, etc.). We will then submit a forecast for the production of garments required for the implementation of the program and establish a timetable for rollout.

Confirming Requirements with The Customer

We use a detailed checklist to make sure we understand all of your requirements for the initial implementation and discuss issues that may come up in the future. Program Documentation – The program will be communicated to the customer locations via Cintas local sales or service department and/or internally communicated within your company's approved communication plans. The details of the program are set up in our central contract compliance system. This serves as a "computer lock" process to ensure that the product, the inventory, and the pricing at each of your locations is in compliance with the national agreement. The program will be overseen and managed by our National Account Management staff.

Program Rollout

The program rollout is managed by the Implementation Account Manager assigned to your program. This individual will coordinate the communication to all of your locations with detailed ordering instructions and options.

Follow-Up

After the program is installed at each of your locations, a series of follow-up steps takes place. Each location is contacted to ensure that they are satisfied with the installation and variety of internal audits take place to confirm your requirements have been met.

45 Garment Offering - Sourcing

Please select whether you manufacture your own garments or outsource.

Manufacture Own

46 Garment Offering - Percentage from Manufacturer

Please provide the percentage of garments you purchase for a manufacturer.

6%

47 Garment Offering - Program Management

Describe your company's ability to design, manufacture, and manage customized uniform and apparel purchase programs.

As a vertically integrated uniform supplier, Cintas has built its infrastructure around its ability to control the processes necessary in providing quality, branded uniforms to its customers. An important part of this process is the ability to manufacture garments exclusively for its customers, while controlling the entire uniform procurement process from inception to delivery.
Our team is established with the talent to design garments based upon the technical knowledge of the customer's working conditions, the experience to source functional fabrics appropriate for the type of garment that will be utilized, and the competence to globally manufacture garments in a timely manner; all of which is critical when successfully executing a global branded uniform program. Cintas has built its entire global supply chain around the ability to design, manufacture, and distribute garments to its customers in an effort to reduce costs and create overall efficiencies in the entire process.

48 **Substitute Items**

In the event that a product or model provided under contract is discontinued by the manufacturer, Bidder shall request permission to substitute a new product or model AND provide the following:

- A formal announcement from the manufacturer that the product or model has been discontinued.
- Documentation from the manufacturer that names the replacement product or model.
- Documentation that provides clear and convincing evidence that the replacement meets or exceeds all specifications required by the original solicitation.
- Documentation that provides clear and convincing evidence that the replacement will be compatible with all the functions or uses of the discontinued product or model.
- Documentation confirming that the price for the replacement is the same as or less than the discontinued model.

☑ I agree. (I agree.)

49 **Performance Standards - Uniform Delivery**

Uniforms shall be picked up and delivered based upon the hours requested by each individual department. An NU department representative will contact the Bidder to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of uniform pick-up and delivery, a signed inventory sheet must be given to a designated NU representative, listing the number and type of uniforms picked up and the number and type of uniforms delivered by either the employee's name or by an employee identification number provided by the Bidder.

☑ I agree. (I agree.)

50 **Performance Standards - Uniform Delivery**

Bidder's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item of clothing picked up and each item of clothing delivered.

☑ I agree. (I agree.)

51 **Performance Standards - Floor Mats, Mop, and Towels Delivery**

Items shall be picked up and delivered based upon the hours requested by each individual department. An NU department representative will contact the Bidder to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of pick-up and delivery, a signed inventory sheet must be given to a designated NU representative, listing the number and type of items picked up and the number and type of items delivered by either the employee's name or by an employee identification number provided by the Bidder.

☑ I agree. (I agree.)

52 **Performance Standards - Delivery**

In the event the pick-up day or time must be changed, NU will notify the Bidder in advance. The Bidder shall notify NU at least one (1) day in advance for changes in the designated delivery hours.

☑ I agree. (I agree.)

University of Nebraska

Request for Proposals
WORKPLACE SOLUTIONS
eBid #3702-22-4618

I. Introduction / Background

The University of Nebraska System was founded in 1869 and is the state's only public university. It has more than 51,000 undergraduate, graduate, and professional students and 16,000 faculty and staff across its four campuses: the University of Nebraska–Lincoln, a research-intensive flagship campus; the University of Nebraska Medical Center, an academic medical center; the University of Nebraska at Omaha, a metropolitan university campus; and the University of Nebraska at Kearney, a rural campus focused on undergraduates.

The University is governed by a publicly elected Board of Regents; a university-wide President leads the system, and a Chancellor governs each campus. For more information on the University of Nebraska, see Nebraska.edu.

The University of Nebraska has determined that the competitive proposals method of procurement (RFP) will provide the best value for the University as it is the most advantageous for this project. This procurement shall conform to the Board of Regents Policy, Section 6.2.1.10, and is in compliance with the University's own policies, procedures, rules, and regulations, where Contracts are to be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.

The resulting Master Agreement will be pursued in accordance with the University of Nebraska's statutory requirement, and it is the intent of this procurement to maximize full and open competition. This RFP is for workplace solutions, including uniforms, cleaning mops and cloths, first aid and safety, and fire protection services for the University of Nebraska, which represents all four campuses and includes several system-wide institutes. Other services and/or products may be added based on the University's needs and circumstances. Bidder must be able to provide full range of products and services.

National Contract

The Board of Regents of the University of Nebraska, as the Principal Procurement Agency, defined in ATTACHMENT A, has partnered with OMNIA Partners, Public Sector ("OMNIA Partners") to make the resultant contract (also known as the "Master Agreement" in materials distributed by OMNIA Partners) from this solicitation available to other public agencies nationally, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit ("Public Agencies"), through OMNIA Partners' cooperative purchasing program. The University of Nebraska is acting as the contracting agency for any other Public Agency that elects to utilize the resulting Master Agreement. Use of the Master Agreement by any Public Agency is preceded by their registration with OMNIA Partners (a "Participating Public Agency") and by using the Master Agreement, any such Participating Public Agency agrees that it is registered with OMNIA Partners, whether pursuant to the terms of a Master Intergovernmental Cooperative Purchasing Agreement, a form

of which is attached hereto on ATTACHMENT A, or as otherwise agreed to. ATTACHMENT A contains additional information about OMNIA Partners and the cooperative purchasing program.

OMNIA Partners is the largest and most experienced purchasing organization for public and private sector procurement. Through the economies of scale created by OMNIA Partners public sector subsidiaries and affiliates, National IPA and U.S. Communities, our participants now have access to more competitively solicited and publicly awarded cooperative agreements. The lead agency contracting process continues to be the foundation on which we are founded. OMNIA Partners is proud to offer more value and resources to state and local government, higher education, K-12 education and non-profits.

OMNIA Partners provides shared services and supply chain optimization to government, education and the private sector. With corporate, pricing and sales commitments from the Bidder, OMNIA Partners provides marketing and administrative support for the Bidder that directly promotes the Bidder's products and services to Participating Public Agencies through multiple channels, each designed to promote specific products and services to Public Agencies on a national basis. Participating Public Agencies benefit from pricing based on aggregate spend and the convenience of a contract that has already been advertised and publicly competed. The Bidder benefits from a contract that generally allows Participating Public Agencies to directly purchase goods and services without the Bidder's need to respond to additional competitive solicitations. As such, the Bidder must be able to accommodate a nationwide demand for services and to fulfill obligations as a nationwide Bidder and respond to the OMNIA Partners documents (ATTACHMENT A).

The Board of Regents of the University of Nebraska anticipates spending approximately $750K (annual) over the full potential Master Agreement term for Workplace Solutions. While no minimum volume is guaranteed to the Bidder, the estimated annual volume of purchased under the Master Agreement through OMNIA Partners is approximately $100M. This projection is based on the current annual volumes among the University of Nebraska, other Participating Public Agencies anticipated to utilize the resulting Master Agreement to be made available to them through OMNIA Partners, and volume growth into other Public Agencies through a coordinated marketing approach between the Bidder and OMNIA Partners.

II. Scope of Work

The University of Nebraska (NU) seeks proposals from eligible Bidders for a wide scope of workforce solutions products and services to include, but not limited to: uniforms, cleaning mops and cloths, first aid and safety, and fire protection services, as well as the complete balance of line of parts and pieces. Awarded Bidder is required to provide detailed options for when work performed for Participating Public Agencies expires (e.g. transfer of ownership, contract renewal options, etc.).

A. GENERAL REQUIREMENTS

1. KEY PERSONNEL: It is essential that the awarded Bidder provide adequate experienced personnel, capable of and devoted to the successful accomplishment of work to be performed under this Contract. The awarded Bidder must agree to assign specific individuals to the key positions. The Bidder agrees that, once assigned to work under this Contract, key personnel shall not be removed or replaced without written notice to and subsequent concurrence by the University of Nebraska. If key personnel are not available for work under this Contract for a continuous period exceeding thirty calendar days or are expected to devote substantially less effort to the work than initially anticipated, the awarded Bidder shall immediately notify the University of Nebraska, and shall, subject to the concurrence of the University of Nebraska, replace such personnel with personnel of substantially equal ability and qualifications.

2. TERM AND RENEWAL

The anticipated initial term of the contract is four (4) years, with three (3) additional two-year renewals upon written agreement of the parties, for an anticipated full term of ten (10) years. The awarded Bidder shall have the right to enter local "service" agreements with Participating Public Agencies accessing the contract through OMNIA Partners, so long as the effective date of such agreement is prior to the expiration of the Master Agreement. All local agreements may have a full potential term (any combination of initial and renewal periods) not to exceed ten (10) years. Any job orders, project agreements or maintenance agreements executed against this Master Agreement during the effective term may survive beyond the expiration of the Master Agreement as established and agreed to by both parties.

B. PRODUCTS & SERVICES

Although this section reflects the needs and requirements of the University of Nebraska, OMNIA Partners Participating Public Agencies may have different requirements.

The awarded Bidder will have the ability to offer their comprehensive workplace solutions program nationally. The workplace solutions program may include products and services associated with workplace solutions or any other product and service offerings which OMNIA Partners participants may elect to use. OMNIA Partners Participating Public Agencies may sign a supplemental agreement with the awarded Bidder substantially based on the terms and conditions of the University of Nebraska contract. Participants may elect to negotiate certain terms to conform to their purchasing and contracting requirements.

Type

The needs and requirements for the University of Nebraska are as follows:

Products offered must be new and not previously issued.

1. UNIFORMS – RENTAL, PURCHASE AND LEASE

Bidder shall provide new uniforms for rental, direct purchase, and/or lease. Uniforms shall include but are not limited to; shirts, pants, outerwear, footwear, food service uniforms, healthcare uniforms, industrial uniforms, cleanroom uniforms, high visibility, flame resistant, and acid resistant protective apparel.

a. Measurements

1) Describe start-up procedure and timeline for measurements and delivery of uniforms upon contract start.
2) Describe procedure and timeline for new department usage to include measurement and delivery of uniforms upon request.

b. Identification System

Bidder shall provide a name or identification numbering system for each employee and garment. The identification system shall insure an accurate method of tracking garments for invoicing purposes. Bidder shall describe the identification system utilized and explain loss control procedures.

c. Bidder's Operation and Procedures

Bidder shall provide detailed description of their delivery and pick-up services including, but not limited to:

1) Tracking of uniform in the laundry process.
2) Dispute resolution for Lost and Damaged garments.

3) Logging of garments at the pick-up/delivery site.

d. Department Representative Contact

University department point of contact(s) shall be provided to the Bidder upon award of a contract. Each Department shall contact the Contractor to set up specific needs for their facility.

e. Patches

Various garments require embroidery or silk-screening of a Patch or Patches that depict the Department name, University Logo, and/or employee name. The University Department contact shall furnish the Contractor with patch requirements and placement specific for their department. The name patches will either be the employee's initial and last name, first name, or both first and last name. Patch application shall meet industry standards and be applied in accordance with Department requirements as to location and color layout. Contractor shall verify patch requirements with Department contact prior to processing all orders.

The University may also desire to have University-provided patches applied to Contractor-provided garments. Contractor shall heat seal and reinforce seal patches by sewing outside perimeter of patch. Patch location and number(s) will be provided by the requesting Departments. If required, the University will pay application/sewing charges for such requests as necessary. This cost should be annotated in the provided space in Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel).

f. Uniform Changes

University Department Representative and employees shall be allowed to determine at the beginning of each contract year whether they want long or short sleeve shirts or a combination of both, at no additional cost to the University.

g. Color Changes

The University reserves the right to change the color of uniforms and patches at its discretion during the term of this contract at no additional cost to the University. Industry standard colors shall be made available by Contractor and utilized by the University as may be required.

h. Transition Plan

The University's intent is to minimize the time and effort involved in fitting employees for uniforms. Each Bidder must, in a detailed and thorough manner, describe procedures designed to limit operational impacts. The successful Bidder must be prepared to fulfill the transition plan stated in their proposal should the University contract with a vendor other than the incumbent. Failure to do so may be cause for immediate termination of the contract. Any transition costs must be so noted and will be considered in the evaluation of the proposals.

i. Delivery/Pickup Locations

Clothing and other items shall be collected from and delivered to each location once every week. (The University reserves the option to relocate, add, reduce, or increase collection/delivery points at no

additional cost to the University.) Locations shall be provided to the contractor upon award of contract.

j. Delivery Time

1) Uniforms shall be picked up and delivered based upon the hours requested by each individual department. The contract representative will contact the Contractor to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of uniform pick-up and delivery, a signed inventory sheet must be given to a designated University representative, listing the number and type of uniforms picked up and the number and type of uniforms delivered by either the employee's name or by an employee identification number provided by the Contractor.

2) Contractor's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item of clothing picked up and each item of clothing delivered.

3) In the event the pick-up day or time must be changed, the University will notify the Contractor in advance. The Contractor shall notify the University or designated representative at least one (1) day in advance for changes in the designated delivery hours. Clothing changes are required to be delivered within seven (7) calendar days of notification to Contractor.

k. Lost or Damaged Items

Bidder shall provide an amortization schedule, which details percent clothing is amortized from date of issue, and Bidder's methods and procedures of verifying same.

l. University's Responsibilities

1. The University will be responsible for the replacement of Bidder-owned items lost or damaged by University employees. Replacement costs shall be based upon pricing provided in the Lost or Damaged Amortization Schedule submitted by Bidder.

2. The University will not be responsible for the replacement of items which have reached end-of-service life.

3. The University will provide to the Contractor written notification of all employees who, because of health issues, choose to self-launder Contractor-provided uniforms.

m. Contractor's Responsibilities

1. Contractor shall provide University employees with uniforms within ten (10) business days of measurement. Contractor shall notify the Department Representative or designee and obtain written approval of any delays exceeding the allotted ten (10) business days.

2. Contractor shall be responsible for keeping all uniforms, towels and mats in good condition and shall inspect all items for repairs prior to delivery. Items with holes in fabric or visibly worn, frayed, discolored, or thin fabric are not acceptable and shall be replaced at Contractor's expense. The University reserves the right to refuse any item it deems needs repair or replacement at no additional expense to the University.

3. At the beginning of the contract, Contractor shall; provide all employees with New first-time use Uniforms not issued or worn previously (Category 1 or Category 2 uniforms are not acceptable) in accordance with the below Garment Categories. Contractor shall provide all new employees with New first-time use Uniforms not issued or worn previously (Category 1 or Category 2 uniforms are not acceptable) in accordance with the below Garment Categories:

4. Contractor shall provide no less than Category 1 uniforms for all replacement uniforms. Category 2 uniforms are not acceptable.

5. Bidder shall specify charges for lost and/or damaged items as part of their Proposal. Excessive charges may be grounds for rejection of the Proposal.

n. Sizes

Size requirements within any category of clothing are subject to change. The University reserves the right to change sizes of all clothing issued to a University employee by Contractor throughout the life of the contract. At a minimum Contractor shall provide the industry standard sizes of clothing under this contract.

2. FLOOR MATS, MOPS AND CLEANING CLOTH SERVICE – RENTAL, PURCHASE AND LEASE

Rental, direct purchase and lease of walk off floor mats, logo mats, anti-fatigue mats, wet mop heads, dry mop heads, microfiber mop heads, shop towels and microfiber cloths shall be provided to various locations and departments within the University.

3. RESTROOM SUPPLY

Installation and regularly scheduled maintenance of dispensers, paper products, hand sanitizer, soap, feminine hygiene products and related services.

4. FIRST AID AND SAFETY

1. The provision of first aid and safety products, which are either contact free or single dose and tamper-evident, to include but not limited to the following:
    - Standard First Aid Cabinets and Food Service First Aid Cabinets – with standard fill that meets ANSI/ISEA Z308.1-2015 class B requirements upon installation
    - Unit Vehicle First Aid Kit
    - Large Mobile First Aid Kit Bag
    - Fleet First Aid Replenishment Cabinet/Center
    - Bandages
    - Wraps
    - Eye Wash Stations
    - Consumables
2. The installation and maintenance of Automated External Defibrillator (AED) packages for lease.
3. Purchase of Automated External Defibrillator packages.
4. First Aid and Safety Training

5. FIRE PROTECTION

1. Test and inspection of fire extinguishers.

a. Scheduled monthly inspection
b. Annual inspection and maintenance with replacement as needed

2. Sprinkler systems, clean agent suppression systems, and emergency exit lights.
   a. Test and inspection of fire alarm system
   b. Monitoring of fire alarm systems.

6. BALANCE OF LINE/COMPREHENSIVE PRODUCT OFFERING

Each Bidder awarded an item under this solicitation may offer their complete product and service offering/a balance of line for workplace solutions. Pricing for complete product offering/balance of line items may be determined by a percentage discount off the Bidder's retail price list. The pricing percentage discount offered must be entered on the WS Pricing Spreadsheet, located in the Attachments tab of eBid. Completed spreadsheets shall be attached in the Response Attachments tab of eBid. Throughout the term of an awarded contract, awarded Supplier(s) shall have the option to add products to their offering.

[redacted]

4. **INVENTORY AND STORAGE:** If a Participating Public Agencies has a School Food Authority (SFA), the SFA shall be the responsible party to account for all products, including USDA Foods. At a minimum, an annual inventory of USDA Foods must be conducted by SFA. SFA is responsible for food storage and maintenance of inventory and for conducting the initial inventory and final inventory.

III. Pricing

The University of Nebraska requests pricing be submitted as not to exceed pricing to include percentage discounts for all product and service offerings. Unlike fixed pricing, the awarded Bidder can adjust submitted pricing lower if needed but, cannot exceed original pricing submitted. Awarded Bidder must allow for lower pricing to be available for similar product and service purchases.

A. Market Basket

Bidder shall complete the Market Basket Price File. If awarded a contract, the Bidder's Market Basket will reflect the pricing available to the University of Nebraska and to OMNIA Partners Participating Agencies. Pricing evaluation will be based on the Market Basket pricing. The quantities shown in this solicitation represent the best estimates that the University of Nebraska can provide supporting their current program. The quantities to be purchased may vary depending on internal changes. The University of Nebraska does not assume or accept responsibility to purchase the total quantities listed. The quantities shown are not to be considered a maximum and the University of Nebraska reserves the right to purchase more or less of specified amounts. Participating Public Agencies reserve the right to purchase more or less of specified amounts. Quantities shown shall not be construed to represent any amount which the University of Nebraska or Participating Public Agencies shall be obligated to purchase under the resulting Contract or relieve the Supplier of their obligation to fill all orders placed by the University of Nebraska or Participating Public Agencies. Quantities shown will be used for evaluation purposes.

B. Pricing Discount

The discount proposed shall remain the same throughout the term of the contract and at all renewal options. At a minimum, the Bidder should hold the proposed price list firm for the first 12 months after the contract award. Bidder will provide details of and propose any additional discounts for volume orders, additional locations, special manufacturer's offers, free goods program, total annual spend, etc.

C. Special Offers/Promotions.

In addition to decreasing prices for the balance of the Contract term due to a change in market conditions, Contractor may conduct sales promotions involving price reductions for a specified lesser period. Contractor may offer Participating Agencies competitive pricing which is lower than the not-to-exceed price set forth herein at any time during the Contract term and such lower pricing shall not be applied as a global price reduction under the Contract.

IV. Evaluation Criteria (Potential evaluation score – 100 points)

1. Background and References (10 max points)
2. Supplier Capabilities (20 max points)
3. Customer Support and Method of Approach (20 max points)
4. Pricing (50 max points) – Based on Market Basket

2021

ESG REPORT

THE CINTAS ESG JOURNEY
BUILDING ON OUR **HISTORY**
AND **ACHIEVEMENTS** AS WE
PREPARE FOR THE **FUTURE**

CINTAS ESG

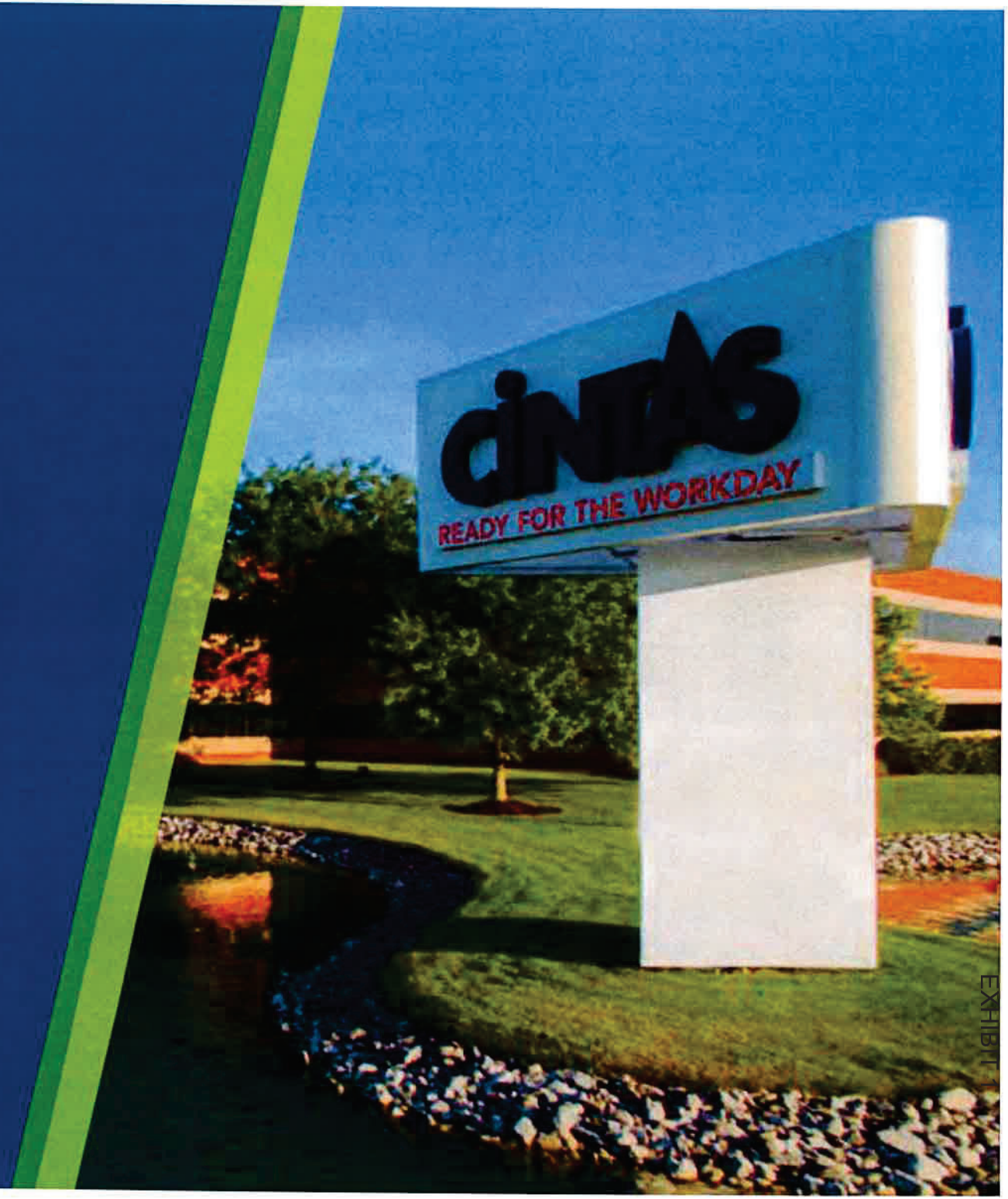


EXHIBIT 1

2021 HIGHLIGHTS

ENVIRONMENTAL HIGHLIGHTS

Reduced our total energy usage by **6.9% from FY20**

Lowered our water consumption by **5.1% from FY20**

Diverted 94.4% of our waste from landfill through various reuse and recycle efforts

SOCIAL HIGHLIGHTS

Spent $387.7 million with diverse suppliers, representing 16.9% of our total supplier spend – both company records

Lowered our employee-partners' Total Recordable Injury Rate (TRIR) to **1.70, the company's best-ever mark**

Donated $3.8 million worth of PPE and other safety products to local communities to support COVID-19 programs

AWARDS AND RECOGNITION

Ranked No. 410 on the 2021 Fortune 500, our highest-ever ranking

Recognized as one of *Forbes'* **"Best Employers for Diversity"**

Ranked No. 6 on *Selling Power's* **"50 Best Companies to Sell For"** list

Named a "Best Place to Work for Disability Inclusion" by the Disability Equality Index

FORWARD-LOOKING STATEMENTS

This Cintas Corporation 2021 Environmental, Social, and Governance (ESG) Report contains forward-looking statements. The Private Securities Litigation Reform Act of 1995 provides a safe harbor from civil litigation for forward-looking statements. Forward-looking statements may be identified by words such as "estimates," "anticipates," "predicts," "projects," "plans," "expects," "intends," "goal," "target," "forecast," "believes," "seeks," "ambition," "could," "should," "may," and "will," or the negative versions thereof and similar words, terms, and expressions and by the context in which they are used. Such statements are based upon current expectations, estimates, and projections of Cintas and speak only as of the date made.

You should not place undue reliance on any forward-looking statement. We cannot guarantee that any forward-looking statement will be realized. These statements are subject to various risks, uncertainties, potentially inaccurate assumptions, and other factors that could cause actual results to differ from those set forth in or implied by this ESG Report. Factors that might cause such a d fference include, but are not limited to: our ability to successfully meet our environmental and social goals presented in this ESG Report within the expected timeframe, including our Net Zero greenhouse gas (GHG) goal, due to a number of risks and uncertainties, such as: changes in laws, regulations, or public policy; the alignment of the scient fic community on measurement approaches; the evolution of technology; the complexity of commodity supply chains and adoption of supply chain traceability practices and tools; the quality of recycling and waste management infrastructure in local markets; the volatility of markets for recycled materials; the capital and operating cost of implementing recycling and waste management technologies; and the risks, uncertainties, and other matters included in our Annual Report on Form 10-K for the year ended May 31, 2021 and in our reports on Forms 10-Q and 8-K that we file with the U S. Securities and Exchange Commission. Cintas undertakes no obligation to publicly release any revisions to any forward-looking statements or to otherwise update any forward-looking statements, whether as a result of new information or to reflect events, circumstances, or any other unanticipated developments arising after the date on which such statements are made, except otherwise as required by law. The risks and uncertainties described herein are not the only ones we may face. Additional risks and uncertainties presently not known to us or that we currently believe to be immaterial may also harm our business. Investors should not interpret the disclosure of any risk factor to imply that the risk has not already materialized.

The company goals presented in this ESG Report are aspirational and not guarantees or promises that such goals will be met. Statistics and metrics related to ESG matters are estimates and may be based on assumptions or developing standards.

Inclusion of ESG-related or other information in this report is not an indication that such information is necessarily material to investors.

EXHIBIT 1

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WELCOME

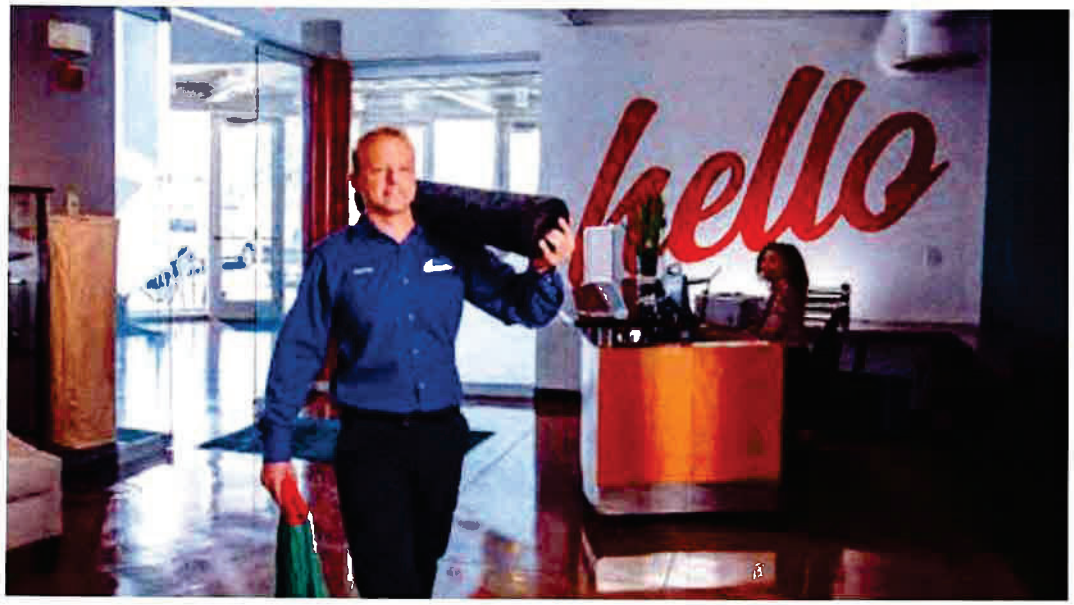
Welcome to our 2021 Environmental, Social, and Governance (ESG) Report, the latest annual report in which we share our ESG journey, including our performance, successes, and opportunities, with our shareholders, customers, employee-partners, communities in which we do business, and other interested parties.

As we committed to doing in 2020, we have expanded our reporting this year to include further data and more details about our ESG journey. The 2021 report includes:

- Climate and Energy Initiatives
- Water Interactions
- Materials and Waste Innovations
- Sustainable Supply Chain
- Diversity and Inclusion Efforts
- Employee-Partner Development
- Safety and Health Strategy
- Human Rights and Labor Rights Positions
- Governance, Ethics, and Integrity Foundations

As we progress on our ESG journey, we expect to continue expanding our reporting, insights, and analysis in future editions of our annual ESG Report.

Thank you for your interest in Cintas. We invite you to learn more about our ESG-related initiatives in the overview that follows.



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OUR ESG-FOCUSED PRODUCT & SERVICE INITIATIVES

Our products and services are created with sustainability and a **"Reduce, Reuse, Recycle"** mentality. This approach is embedded throughout our business units:

UNIFORM RENTAL

- Significant water and energy efficiencies compared to traditional at-home laundry process
- Proprietary processes reduce wash chemical, water, and energy requirements
- Process improvements reduce quantity of wash loads
- Environmentally friendly detergent

FACILITY SERVICES

- Offer Green Seal-certified products
- Provide "Designed for Environment" (DfE) chemicals
- Package-free products
- Microfiber towels reduce need for disposable products
- Offer floor mat products made from 50% recycled content

FIRST AID & SAFETY

- Product line supports customers' health and wellness needs
- Offer certified training in lifesaving techniques
- Offer products containing recycled materials when possible
- Waterbreak system encourages reusable containers to reduce or eliminate plastic bottle usage
- Distribution centers recycle corrugated/plastic waste
- Donate overstock PPE and safety items to various charities

FIRE PROTECTION

- Alarm and suppression systems provide lifesaving protection
- Exit lighting systems support safe evacuation in case of emergencies
- Offer extinguisher exchange program
- Recycle Halon gas, sealed lead acid batteries, aluminum, steel, and brass from old extinguisher units

DESIGN COLLECTIVE

- More than 100 uniform styles made from sustainable materials
- Proprietary ComfortFLEX® fabric made from recycled polyester
- Regeneration Collection™ made from recycled plastic bottles
- Collect customers' old garments and turn them into Martex Fiber
- Upcycling and repurposing end-of-life garments

EXHIBIT 1

ESG IS CENTRAL TO CINTAS

The concept of corporate social responsibility has evolved in recent decades. Where the concept once explained a company's commitment to philanthropy and responsible social practices, it now also incorporates its environmental impact, how it governs itself, and how it monitors compliance. Public interest in companies' holistic environmental, social, and governance – or ESG – strategy is a relatively recent and evolving concept.

At Cintas, we view our entrance into formal ESG reporting and the development of our company-wide ESG strategy as the latest steps in our progression.

That's because many of the core ESG concepts we now measure and report have been engrained in our company for decades. These foundations are rooted in our corporate culture and in our "Reduce, Reuse, Recycle" mindset.

Our sustainable business model began almost 100 years ago at the very origin of the company and has continued to evolve in everything we've done since. So this development isn't a drastic leap for us. Rather, it's a natural evolution of our long-standing business practices.

OUR ORIGINS

The company's sustainable principles date back to our origins in 1929 during the Great Depression. Out-of-work circus performers Doc Farmer and his wife Amelia gathered dirty shop rags that local businesses had thrown away, brought them home to wash, and sold the clean rags back to companies in the Cincinnati area. Unknowingly, they created a local circular economy and the resourceful spirit that Cintas is known for today. They also created our sustainable business model.

As the company grew, their grandson, Richard "Dick" Farmer, created a burgeoning work uniform rental operation in 1959. This implemented the same business model, and provided an easy, affordable, and sustainable option for companies to outfit their employees. By renting businesses their uniforms, he realized we could extend the life of the garments, wash and dry them more responsibly and sustainably than employees could at home, and preserve natural resources in the process. His vision launched the company on its current path of success and confirmed that a sustainable business idea could be successful in the modern day … an idea ahead of his time.

Further expansions into facility services, first aid and safety, and fire protection under subsequent CEOs – Bob Kohlhepp (1996-2003) and Dick's son, Scott Farmer (2003-2021) – deepened the company's model further. Cintas' new offerings were based on reusing and recycling end-of-life products and reducing the overall use of natural resources. They also introduced products and services that help our customers keep their own facilities, employees, and customers cleaner, safer, and healthier.

Scott Farmer (CEO 2003-2021), Dick Farmer (CEO 1968-1996), Bob Kohlhepp (CEO 1996-2003)

Doc and Amelia Farmer

Dick Farmer with an employee-partner in 1961

EXHIBIT 1

WHO WE ARE AND WHAT WE DO

Dick Farmer – who we credit as the Founder of the modern-day Cintas – documented and formalized our corporate culture in his book *The Spirit Is The Difference* (see pg. 12). His philosophy still carries forward today and underpins our business.

The Spirit Is The Difference is a handbook describing how we run our business. Its central themes are collaboration and common respect, both for our people and the world around us. Respecting and valuing one another and each other's contributions to our business is paramount. Over time, this has led to fantastic employee-partner engagement, great retention rates, a world-class safety program, and a widely respected management philosophy. All of this has supported our ongoing innovation, which has helped minimize the environmental impact of our business.

Our steadfast belief in doing what's right guides our efforts to foster a supportive, inclusive environment for all our employee-partners. They're engrained in all of our decisions: we carefully consider potential impacts on them as carefully as we consider potential impacts on our overall business. Our care and compassion also extend to people affected by our business, including our customers, suppliers, vendors, and business partners.

We expect ethical interactions with all stakeholders (see pg. 14). We also insist on being a good corporate citizen and steward by governing ourselves with the core principles of accountability, fairness, ethical behavior, and compliance.

In short, we believe we conduct our business the right way.

TODAY'S CINTAS

Doc and Amelia's ingenuity and environmentally focused activities of almost 100 years ago remain at the core of our company in 2021. As we've grown, we've enacted processes and policies to promote conducting our business with the highest ethical standards and keeping people central in all our decisions.

Our business growth has been buoyed by our ESG mindset. Today, Cintas:

- Incorporates sustainable practices throughout our operations
- Extends the lifespan of consumable goods to reduce their overall environmental impact
- Cleans items more effectively and efficiently than the consumer market and our competitors[1,2]
- Provides higher-performance, longer-lasting alternatives to disposable or single-use products
- Offers competitive wages and salaries; expansive benefits packages; and ongoing support, training and development opportunities to all of our employee-partners

- Supports and promotes the health, safety, and welfare of our employee-partners, as well as our customers and their employees
- Engrains ourselves in the communities in which we do business by owning and maintaining property and capital equipment; being fair taxpayers; and supporting local initiatives and community priorities.

We're proud that our history of ingenuity and innovation has resulted in industry-leading practices and continued reductions in natural resource use. Considering environmental impacts in our business decisions has been a successful strategy, and beneficial to our financial success.

When a customer uses Cintas services or wears our uniforms, they have chosen to minimize their environmental footprint. Of the four available options in the market – Cintas, our competitors, disposable items, or do-it-yourself solutions – Cintas is the most energy and water efficient, reuses more materials, and needs fewer raw materials than other options.

For our customers, that means we help them reduce their environmental footprint. For those who consider home laundry options, traditional at-home laundering and drying uses an average of 84% more water and 69% more energy than we do.[3]

EXHIBIT 1

1 See pg. 68: Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.
2 See pg. 68: Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.
3 See pg. 68: Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.

WHAT'S NEXT?

The concepts of operating a sustainable business and making environmentally conscious decisions are not new to us. We have continually improved our environmental management, our people strategies, and our management processes. As ESG priorities have become more clearly defined and this holistic measure of business has evolved, we've been watching, listening, and learning.

Now we're joining the conversation in a more meaningful way: we're defining, measuring, and creating formal strategies centered on ESG principles.

What we've accomplished so far is only the beginning. We've already been successful, but we're still at the start of our journey – one that will be further rooted in ESG platforms and concepts. One of our core company values (see pg. 13) is positive discontent. It pushes us to do more, be better, and have a greater positive impact in our world.

Our new ambition to achieve Net Zero greenhouse gas (GHG) emissions by 2050 is just the next step in our young journey. What started in 2019 as an effort to collect and analyze our company data for our first ESG Report continues today as an enterprise-wide business review that is expected to continue into 2023.

In August, we created our new Vice President of ESG and Chief Compliance Officer (CCO) position and finished a multiple-department reorganization to form a new Risk & Compliance Department that reports to the new VP of ESG and CCO. This group will define and implement our ESG strategy, activities, monitoring, and compliance.

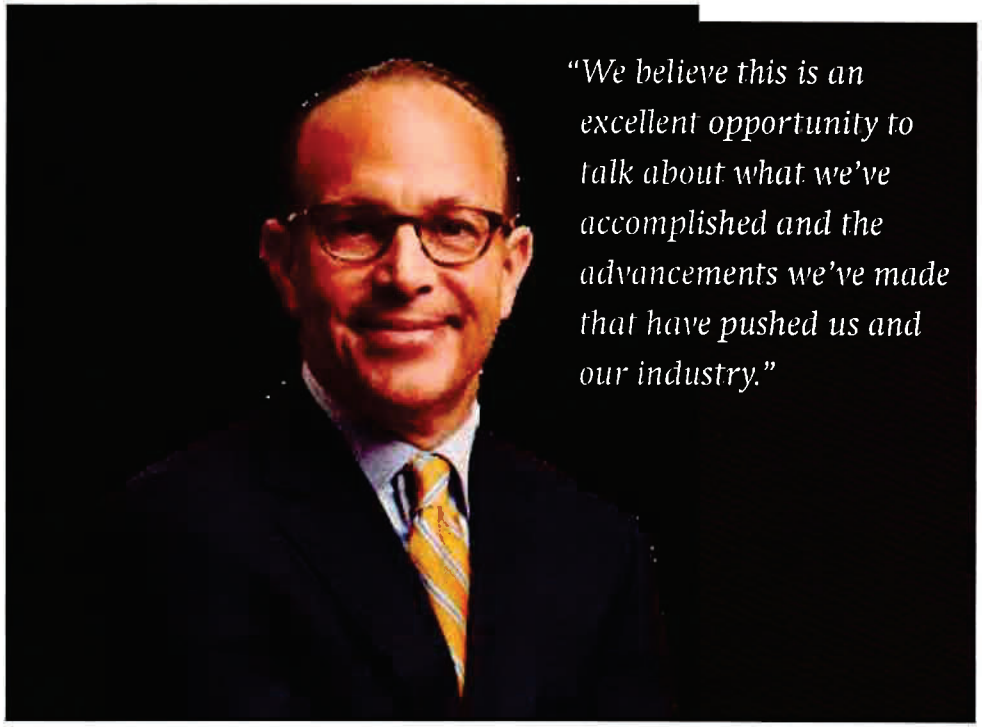
As our enterprise-wide assessment continues, we will continue to review our processes in the context of the developing ESG landscape. We expect to identify further opportunities to reduce our environmental impact, and to make even greater operational reductions in energy, emissions, water, raw materials, and waste. We also expect to bolster our initiatives around diversity and inclusion, human capital, safety and health, and our governance objectives, among other areas.

Our company has been based in ESG-related principles since the beginning. Each new chief executive introduced initiatives that strengthened our commitments to the environment, our people, and our processes.

Now, Todd Schneider – our new President and CEO – sets out his vision for our future on the following pages.

EXHIBIT 1

A MESSAGE FROM OUR CEO



The word "unprecedented" has become far too common in the last two years.

First, we have rallied against a global pandemic that has challenged us to focus on health and safety in new and innovative ways. Communities have come together to withstand wave after wave of a deadly virus as our global scientific and research communities worked together to develop the greatest weapon against COVID-19: vaccines.

Simultaneously, we have faced unparalleled weather events. COVID-19 has been the primary focus of our collective attention over the last two years, but the increasing cadence of weather catastrophes – heat waves, cold spells, severe storms, wildfires, hurricanes, blizzards, and droughts around the globe – can't be ignored.

This summer, the United Nations' working group released a report emphasizing that climate change and global warming are worsening at accelerating rates and that increased efforts to mitigate their impacts were necessary.

We recognize that climate change is a global issue. As a good corporate citizen, we should consider and engage in activities and initiatives that help reduce our environmental impact. To that end, in September 2021, we announced our ambition to achieve Net Zero GHG emissions by 2050.

As a company, we believe this is a natural next step for us since the business model we have utilized for almost a century is based on sustainable business practices and a "Reduce, Reuse, Recycle" mindset.

Given our business and industry, we understand that achieving Net Zero is ambitious, but we are committed to doing our part to innovate and explore new technologies that will be necessary along this journey. We'll need to scrutinize our operational processes – including the energy sources we use and our fleet – and we'll need the support and buy-in of our supply chain partners.

This will not be an overnight process – it will be a journey. 2050 is almost 30 years away. This is going to take time, attention, resources, and dedication. Our Net Zero ambition will challenge our entire company to think even more critically about our business and create more sustainable ways to help our customers get **Ready for the Workday®**.

Our corporate culture (see pg. 32) is based on doing what's right and using positive discontent to challenge ourselves to be better. In line with this, we have made significant reductions to our environmental footprint. We've innovated and implemented new and improved processes, including our Operational Excellence initiatives that increase our "Capacity without Cost" (see pg. 26).

EXHIBIT 1

The scientific and research communities are laser-focused on the same issues. We believe Cintas can leverage their findings and breakthroughs, combine them with our own innovations, and drive further improvements on our environmental and societal impacts as we march toward 2050.

While we're certainly excited to tackle the challenges ahead, we are immensely proud of what we've achieved so far. Sometimes we don't take enough credit for our efforts to reduce our environmental impact; foster an inclusive, supportive atmosphere for our employee-partners; and position ourselves as a moral, ethical, and model company. We believe this is an excellent opportunity to talk about what we've accomplished and the advancements we've made that have pushed us and our industry.

We do many, many things in a world-class way at Cintas, but we cannot be complacent. We must continue to push and stretch ourselves to be better and make stronger impacts, in an upstanding, admirable way.

Doc and Amelia Farmer's story is central to our ESG story. Each of our leaders who have followed has built on their ingenuity and engrained sustainability and other ESG concepts deeper into our business. The innate connection between smart business practices and sustainable activities is central to Cintas' past, present, and future, and helps separate us in the marketplace.

This report is a snapshot of our efforts and the foundation for our journey ahead. We call this our ESG journey, and it's just getting started.

Having the context of where we've come from and where we intend to go, we welcome you to review our 2021 ESG Report.

Thank you for your continued support.

Todd Schneider
President and Chief Executive Officer

"This will guide us into the future and continue to position Cintas as a responsible global citizen."

A FEW WORDS FROM OUR VICE PRESIDENT OF ESG AND CCO

ESG is a quickly evolving area with increasing attention from many different stakeholders, and I'm honored to be tasked with leading Cintas' activities in this area. We already have many successful initiatives in place, triggering improvements in our own processes and across our industry over the years.

Our ongoing efforts in sustainability and resource reduction, diversity and inclusion, health and safety, and compliance with laws and regulations are a tremendous foundation on which we will base our future. And we intend to reinforce our reputation for world-class programs in these areas as we move forward.

As we continue our ambitious review of our business, we will start to develop a new, comprehensive, and integrated ESG strategy. This will guide us into the future and continue to position Cintas as a responsible global citizen.

Christy Nagelsen
Vice President of ESG and Chief Compliance Officer

EXHIBIT 1

ABOUT THIS REPORT

The 2021 Cintas ESG Report is the company's second such report to be published and includes information and performance data from June 1, 2020, through May 31, 2021, unless otherwise stated. We intend to produce this report annually.

Energy, emissions, and water data is reported for our Rental division operations in the United States,[4] which encompasses our uniform rental and facility services activities. U.S. Rental operations[5] represent about 93% of our Rental division FY21 revenues and 74% of our FY21 company revenues. Social and governance topics cover our entire organization.

All financial references and data are noted in U.S. dollars. We further define terms used and annotate additional references and reporting methodologies in the Appendix at the end of this report.

The report has been prepared referencing Global Reporting Initiative (GRI) Standards. A full listing of the GRI Disclosures relevant to Cintas is available in the Appendix.

Data included in this report is updated through the close of FY21, unless otherwise noted. Cintas is not obligated to update the 2021 report after its initial release on November 16, 2021, but reserves the right to make edits if necessary.

Some previously reported environmental data has been updated since the 2020 report's release.

- Minor calculation adjustments have been made to reflect more accurate location-based emissions data from each specific utility company for the years reported. In 2020, our data used country averages in our emissions calculations.
- Our reported energy and emissions data sets were expanded to include all U.S. Rental locations[6] in operation during the reporting periods – including branches. In 2020, we reported environmental data only for our Rental processing locations.
- Data has been captured for the U.S. Rental fleet and incorporated into the energy and emissions data for the reported years. Fleet data was not reported in 2020.
- Further, water data has been converted to megaliters (ML) for our 2021 reporting after being reported in kilogallons (kgal) in our 2020 report.
- Finally, we have created a new intensity metric that leverages revenues as a denominator for our emissions, energy, and water intensity values. This will help us reflect our company's business and growth as we continue to expand our reporting in future years. In our 2020 report, those values were calculated as a function of hundredweight (Cwt)[7] of processed poundage.

Further, our environmental performance has demonstrated continued improvements from FY19 through FY21. However, the COVID-19 pandemic's effect on our performance and data cannot be completely isolated from other efficiency and process changes that contributed to performance improvements. The COVID-19 pandemic began in the fourth quarter of FY20 and continued during all four quarters of FY21.[8]

For more information about Cintas' 2021 ESG Report or if you have questions, please contact us at ESG@cintas.com, or through your normal stakeholder communications platform.

FURTHER INFORMATION

- FY21 Cintas Form 10-K
- 2021 Proxy Statement
- cintas.com
- cintascares.com
- Cintas Investor Relations
- Cintas 2020 ESG Report

4 See pg. 66: Appendix > Definitions > Rental division operations in the United States.
5 See pg. 66: Appendix > Definitions > U.S. Rental operations.
6 See pg. 66: Appendix > Definitions > U.S. Rental locations.
7 See pg. 66: Appendix > Definitions > Hundredweight (Cwt).
8 See pg. 67: Appendix > Notes & Methodologies > COVID-19 Effect on Data and Performance.

EXHIBIT 1

THIS IS CINTAS

Cintas Corporation helps more than one million businesses of all types and sizes get **Ready for the Workday®** with confidence. Our products and services help keep our customers' facilities and employees clean, safe, and looking their best.

The origins of our family business (see pg. 5) date back to 1929 and the Great Depression, when Doc and Amelia Farmer collected, washed, and resold shop rags around Cincinnati. The modern-day Cintas evolved in 1968 when Richard "Dick" Farmer's new uniform rental programs were launched and used an exclusive new fabric. With Dick's uniform rental concept anchoring growth, Cintas established itself as a power in the developing business services industry. Dick took the company public in 1983, and later CEOs Bob Kohlhepp and Scott Farmer continued to grow the company with expansions into facility services, first aid and safety, fire protection, and uniform direct sales.

Headquartered in Cincinnati, Ohio, Cintas common stock is traded on the Nasdaq Global Select Market under the symbol CTAS and is a component of both the Standard & Poor's 500 Index and Nasdaq-100 Index. The company ranked No. 410 on the 2021 Fortune 500.

Operating in North America, our customers range from small service and manufacturing companies to major corporations employing thousands of people. With such a diverse customer base, no single customer accounts for more than 1% of our total revenue.

We service our customers through four business units: Rental (Uniform Rental and Facility Services), First Aid & Safety, Fire Protection, and Design Collective. Our range of products and services includes uniforms, mats, mops, towels, restroom supplies, workplace hydration offerings, first aid and safety products, automated external defibrillators (AEDs), eyewash stations, safety training, fire extinguishers, sprinkler systems, and alarm services.

FY21 IN NUMBERS

- **$7.11** billion in sales
- **$1.11** billion net income
- **More than 1 million** customers in the U.S. and Canada
- Approximately **11,000** local delivery routes
- Approximately **40,000** employee-partners
- **460** operational facilities
- **More than 90%** of our sales from U.S.-based operations
- **13** distribution centers

EXHIBIT 1

THE SPIRIT IS THE DIFFERENCE

Our guiding principles are carefully outlined in *The Spirit Is The Difference*, a book based on the personal insights of our Founder Richard "Dick" Farmer. The publication is referenced frequently by executive leadership and management.

While the idea of an ESG strategy would become popular decades later, the philosophy on which Dick based our company's management structure was very much ESG-centric. He was ahead of his time.

The Spirit Is The Difference explains how we continually strive to prioritize long-term company value, keep our people involved and central to all our decisions, and operate in an ethical, moral, and compliant manner. These three concepts define ESG and bring our corporate culture into greater focus.

To understand how ESG has been embedded in our company from our beginnings, it helps to understand more about us – and the people behind the company.

At Cintas, we don't refer to each other as employees, staff, or colleagues; we refer to each other as partners. The term partner describes the mutual trust and respect we have for each other, and the values and culture responsible for our accomplishments. Considering each other as partners in our collective success is crucial to how we operate, and it's the foundation of our corporate culture. It's what makes Cintas so unique and special.

Our unique culture at Cintas is just as essential as our products and services. In fact, it makes all the difference, impacting the quality of the employee-partners we hire; the way we communicate and interact with each other, our customers, and our suppliers; and our world-class performance standards.

We credit our success to our corporate culture. It's the cornerstone of our values, our behaviors, our way of working, and how we approach our business. It's central to creating and maintaining strong relationships, and a dedication to taking care of one another.

Our culture has three elements: our Principal Objective, our corporate character, and our management system.

OUR PRINCIPAL OBJECTIVE

Dick Farmer believed that organizations needed a guiding principle on which to base all decision-making and that without it, they were doomed for failure.

With this in mind, our Board of Directors established our Principal Objective in 1979:

" We will exceed our customers' expectations to maximize the long-term value of Cintas for its shareholders and working partners."

This statement is woven throughout our entire company, gives our organization direction, and clearly defines our expectations and standards for our management team. Decisions made by the company are measured against our Principal Objective.

Dick Farmer meets with production employee-partners

EXHIBIT 1

OUR CORPORATE CHARACTER

We've carefully considered the characteristics and behaviors we want and aspire to exhibit to each other, to our customers, and to the communities in which we do business. These include the following.

- **Honesty and integrity in everything we do:** We do not cheat each other, our customers, or our community. We give honest answers and an accurate accounting of ourselves.
- **High ethical and moral values:** We believe in strict separation of business and personal affairs. We are very careful about gifts, entertainment, and business courtesies. We do not want to do anything that could place us in a compromising position or cause us to lose our objectivity. We encourage employee-partners to use these basic but insightful questions for guidance:
  - Is it legal? Am I complying with law or company policy?
  - How will it make me feel about myself?
  - How will I feel if my decision is made public?
  - Will I feel good if my family knows about it?
- **Full compliance with all governmental laws and regulations:** After first making sure that we understand the governmental laws and regulations that we face in business, and our options in relation to them, we work to comply. There is no other way to run a business.
- **Thoroughness:** If it's worth doing, it's worth doing right and deserves thorough attention.
- **A Spartan attitude about our business:** We look at every cost very carefully and ask ourselves, "If I were buying this with my own money, would I spend it on this?"
- **Doing what's right, not what's expedient:** We don't target short-term gains at the expense of long-term value. Instead we focus on what is the right thing to do.
- **Humility and respect for all employee-partners:** Everyone at Cintas makes vital contributions to our success. We recognize the potential in every human being and are careful to involve everyone. We want each employee-partner to be a confident, contributing member of the team. Leaders don't have all the answers and many times, the smartest and best solutions can come from the front lines where the work is being performed.
- **Professional appearance:** We have a dress code at all our facilities and believe outward appearances of our people, facilities, and vehicles say a lot about us and our company.
- **Courtesy:** A hallmark of our interactions is plain common courtesy – good manners and politeness. We believe nice people attract nice people and courtesy is contagious. This is especially true in a service business like ours.
- **Enthusiasm:** Positive attitudes and optimism are a must in a fast-paced environment like ours. A positive outlook goes a long way in cultivating success.
- **Competitive urgency:** Exceeding the needs of our customers and fellow employee-partners is a simple, overriding business necessity. We should attend to details of our business with a sense of urgency, enthusiasm, professionalism, and thoroughness.
- **Positive discontent:** We're never satisfied with the status quo, or content to leave things as they are. We're always seeking improvements to our processes, systems, products, and services.

At Cintas, we firmly believe our corporate culture – our people and the principles, values, and behaviors we cultivate and share – is responsible for our success. And we believe the ongoing viability of our culture will have the greatest impact on our future accomplishments.

The Spirit of Cintas truly is the difference!

OUR MANAGEMENT SYSTEM

We're guided by a dynamic management system, with policies and procedures that help promote our ongoing reliability and operational consistency. However, we still provide leeway and guidance to help our employee-partners to make decisions that best suit our customers and business needs.

In fact, we're a company of systems built on established ways of doing things. Our policies and procedures are specific guidelines describing how to handle certain recurring situations. Our management system is the constitution upon which we run our business and it guides us through what we should and should not do.

EXHIBIT 1

STAKEHOLDER ENGAGEMENT

Our Principal Objective (see pg. 12) clearly identifies the three groups we consider our primary stakeholders: customers, employee-partners, and shareholders. At Cintas, each is equal to one another. In addition, we have a diverse group of other stakeholders around the world that matter to us and our business. Their opinions and interactions with us provide us with other viewpoints that inform our business decisions. These groups include the people who manufacture our products, the communities in which we do business, the not-for-profit organizations we engage with, and the government officials who influence and set public policy. Below is an overview of our key stakeholder groups and our engagement activities with them during FY21.

EMPLOYEE-PARTNERS

HOW WE ENGAGE

- One-on-one, team, and company meetings
- Annual performance reviews
- Executive leadership emails and videos
- Personal and professional development and trainings
- Direct interaction (Open Door Policy and management by walking around)
- Social media
- Engagement surveys
- Listening sessions
- Direct Line/Hotline (confidential and third-party monitored)
- Cintas Spirit Day and other holiday and milestone celebrations and acknowledgments
- Volunteerism
- Local committee participation

TOPICS RAISED

- Competitive wages and benefits
- Diverse and inclusive workforce
- Worker health and well-being
- Safety and health
- Learning and development
- Environmental and social impacts
- Partner-centered support, including Cintas Partner Assistance Fund
- Review of how we do business: Cintas' Principal Objective, Corporate Characteristics, and Policies and Procedures
- Our ongoing management of COVID-19-related issues

CUSTOMERS

HOW WE ENGAGE

- Regular face-to-face interactions as we provide service
- In-person and virtual meetings to review account and progress on goals
- Customer Service and 1-800 number direct interactions
- *my*Cintas.com customer portal
- Market research including Net Promoter Score (NPS) survey and focus groups
- Social media monitoring and engagement
- cintas.com and cintascares.com
- Marketing efforts, including national television, radio, and online ad campaigns

TOPICS RAISED

- Product and service offerings
- Quality of products and services
- How Cintas products and services impact the end user
- Business continuity
- Sustainable business practices
- Supply chain management
- Customer service issues and requests
- Employee-partner diversity and supplier diversity
- Governance issues
- Our management of COVID-19-related business practices

EXHIBIT 1

SHAREHOLDERS

HOW WE ENGAGE

- Annual meeting of shareholders
- Financial filings (proxy statement, Form 10-K, etc.)
- Quarterly earnings conference calls
- Investor relations calls as requested
- Investor conferences and forums
- Dividends
- Media engagement
- Facility tours and virtual tours
- Proactive visits to shareholders (in-person and virtually)

TOPICS RAISED

- Financial performance
- Business and market conditions
- Allocation of capital
- Corporate governance
- Executive compensation
- ESG reporting
- Environmental impacts
- Diversity and inclusion
- Human capital management
- Human rights and labor practices
- Supply chain management
- Data security and privacy
- Civic activity
- Community and philanthropic activities
- Our continuing response to COVID-19

PHILANTHROPIC AND COMMUNITY ORGANIZATIONS

HOW WE ENGAGE

- Community partnerships and volunteerism
- Participation in conferences and forums
- Collaborations to advance shared priorities
- Strategic relationships
- Philanthropic investments
- Community dialogues

TOPICS RAISED

- Philanthropy
- Economic opportunity
- Safety, preparedness, and response
- Diverse and inclusive workforce and workplace
- Environmental impacts

SUPPLIERS

HOW WE ENGAGE

- Regular meetings
- Trainings
- Vendor Code of Conduct
- Periodic audits

TOPICS RAISED

- Product quality and consistency
- Regulatory compliance
- Supply chain management
- Performance reviews
- Transparency and disclosure
- Materials and packaging
- Innovation and idea sharing
- Environmental impacts
- Human rights and labor practices
- Supplier diversity
- Supplier mentorship and development

GOVERNMENT OFFICIALS AND PUBLIC POLICY INFLUENCERS

HOW WE ENGAGE

- Meetings with local officials in our markets
- Letters and testimonials (submitted and in-person)
- Membership and participation in trade associations and policy-based organizations
- Meetings with federal- and state-elected officials and other policy influencers
- Cintas Partners' PAC
- Facility tours and virtual tours

TOPICS RAISED

- Employment and labor
- Infrastructure
- Trade
- Taxes
- Climate and energy
- Diversity and inclusion
- Sustainability
- Trademarks
- Safety and health
- Community engagement

EXHIBIT 1

OUR CONTINUED COVID-19 RESPONSE

As the COVID-19 pandemic continued throughout FY21, we expanded our commitment to supporting our employee-partners, our customers, and the communities in which we do business. Through our wide range of essential services and products, we were committed to doing our part to support our nation's response to the pandemic.

PROTECTING OUR EMPLOYEE-PARTNERS

To support our employee-partners' ongoing essential work, we:

- Enhanced precautions at Cintas locations and customer sites through rigorous cleaning protocols and safety practices
- Provided PPE to employee-partners
- Implemented work-from-home schedules for those employee-partners whose position allowed for it
- Instituted a pay protection program for employee-partners whose pay was dramatically affected by the pandemic
- Expanded short-term disability benefits
- Donated $2 million to the Cintas Partner Assistance Fund
- Continued to provide yearly merit increases to front-line employee-partners throughout the pandemic
- Eliminated officer bonus payments and reduced named officer salaries by 10% to help protect as many jobs as possible and ensure our ability to provide yearly merit increases to our front-line employee-partners
- Encouraged vaccines and provided educational and scheduling resources

SUPPORTING OUR CUSTOMERS

To remain a reliable partner in our customers' ability to get **Ready for the Workday®**, we:

- Continued delivering essential products and crucial services to front-line businesses throughout the pandemic, including hospitals, laboratories, food suppliers, grocery stores, and utility services
- Accelerated production and expanded sourcing of hand sanitizers, masks, and gloves, to assist customer access to these hard-to-find products when they were hard to obtain elsewhere
- Expanded our facility services to include new electrostatic disinfectant services, and spray disinfectant and sanitizer spray services
- Launched the Total Clean Program™, combining essential cleaning supplies, hygienically clean laundering, and UltraClean® on-site services

SERVING OUR COMMUNITIES

To support the communities in which we do business and our philanthropic partnerships, we:

- Donated $3.8 million worth of products – including masks, gloves, and hand sanitizer – to help protect community members from COVID-19
- Actively supported schools, medical professionals, police officers, firefighters, and emergency medical technicians in our local communities

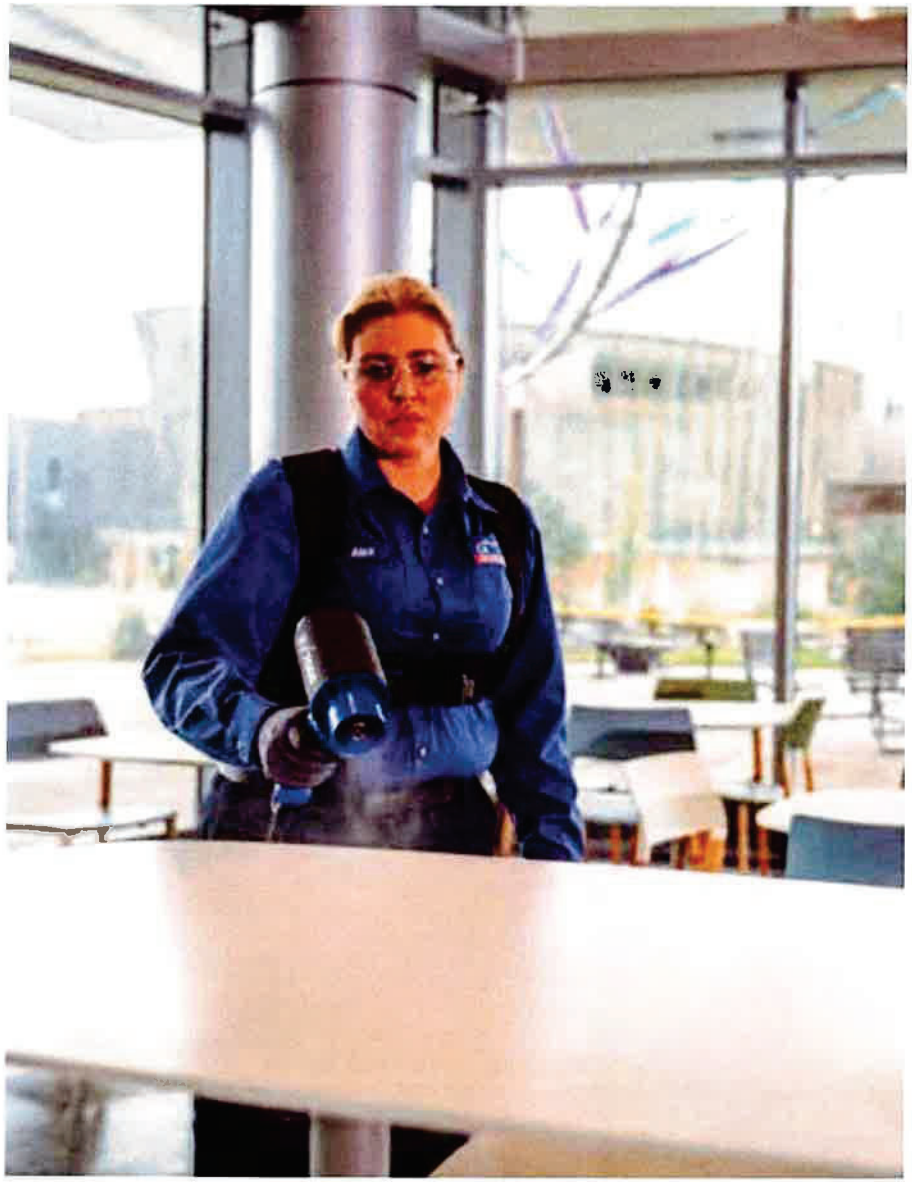


EXHIBIT 1

ENVIRONMENT

18 Environment
20 Climate and Energy
25 Water Stewardship
29 Waste and Materials Use

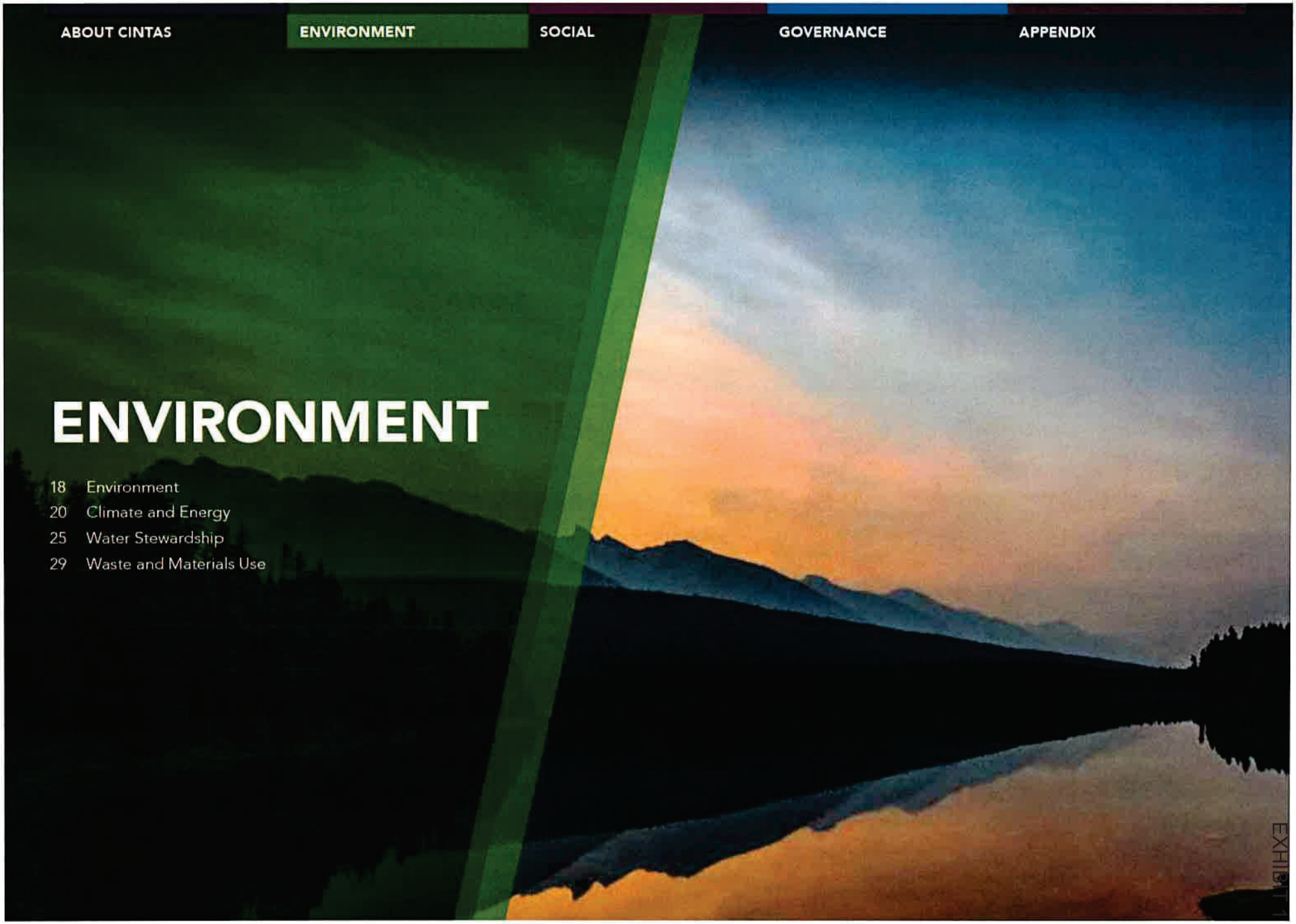


EXHIBIT 1

ENVIRONMENT

Environmental consciousness is in our roots, with our company origins in a business practice that reclaimed and reused shop rags from local factories. To this day, we strive to minimize our environmental footprint and preserve natural resources while considering the current and future impacts on our employee-partners and our customers, and the communities in which we do business.

As part of our new ambition to achieve Net Zero GHG emissions by 2050, we will identify strategies to reduce our Scope 1 and 2 GHG emissions and explore opportunities to reduce Scope 3 GHG emissions from our supply chain. We will also continue to identify ways to reduce energy, water, raw materials, and waste throughout our business. We remain committed to innovating and exploring new technologies that will be necessary in our Net Zero journey.

To increase the positive impact we have on the environment, we have begun investing in our fleet and introducing vehicles that don't consume carbon-based fuel, and we're rolling out "Smart Truck" technology to improve our route planning, which will help decrease fuel use, increase fuel efficiency, and lower emissions.

In our facilities, we continue our work to reduce our carbon footprint by identifying ways to lower our energy use. We have also been successful in improving water conservation throughout our operations and are exploring ways to increase reuse in an effort to further lessen our overall water withdrawal rates. Our "Zero Waste Program" (see pg. 29) is helping to divert thousands of tons of waste from landfill.

By innovating with materials, we are exploring ways to create circular economies – and even closed-loop systems – for our apparel.

Our humble, sustainable beginnings almost 100 years ago remain the foundation for our business processes today.

CINTAS VS. AT-HOME LAUNDERING

Our laundering process is more water- and energy-efficient than traditional at-home laundering processes. Not only do we utilize fewer natural resources when processing the same amount of laundry compared to at-home launderers, we're also able to maximize our load sizes to reduce our total number of wash cycles, which further helps reduce our overall environmental impact. In short, we're able to wash much more with much less.

Traditional at-home laundry processes draw, on average:

84% more water than Cintas

69% more energy than Cintas

Greater detail about the comparisons between Cintas' laundering process and at-home laundering can be found in the Appendix on pg. 68.

CINTAS: THE BEST OPTION

Our wide range of products and services not only help our customers get **Ready for the Workday®**, but also help them save money while offering them a more environmentally considerate choice.

Our uniforms and apparel solutions are prime examples of these savings.

There are four options available in the market when it comes to laundering:

- Cintas
- Our competitors[9]
- Disposable items
- At-home laundering or do-it-yourself options[10]

Of these choices, Cintas is the most water- and energy-efficient.

In addition, soils and effluents from home laundering are discharged directly into the sanitation system, while our facilities must meet local regulations and permitting standards that require us to remove these substances from the wastewater before it is discharged.

Even despite recent developments in home washing – from low-temperature detergents to more efficient machines – using Cintas' uniform services reduces the overall environmental impact of obtaining, washing, and maintaining them.

9 See pg. 68: Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.
10 See pg. 68: Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.

EXHIBIT 1

THE IMPACT OF COVID-19 ON INTENSITY MEASURES

In FY21, our emissions, energy, and water intensities all saw reductions of at least 5.6% over our FY20 values when indexed by our new revenue metric. Although we realized reductions in our environmental intensities, we believe the reductions were not as large as they might have been in the absence of the COVID-19 pandemic.[11]

Many of our customers are non-essential businesses that had varying abilities to operate during state and local quarantine orders, which impacted the mix of items processed by our Rental facilities. This resulted in a significant reduction in items that used standard, lower-intensity cleaning processes, including general uniforms, and garments and mats.

At the same time, we met a dramatic increase in demand for our hygienic cleaning processes, fulfilling the increased needs of many essential businesses – including hospitals, medically related businesses, and food service providers.

Additionally, the proportion of uniforms from public utility and municipal customers rose in comparison, and these garments tended to be dirtier and required more cleaning.

The effect of these temporary conditions increased the number of rinse cycles necessary – as well as the water temperature required – to achieve the necessary level of cleaning. This increased both our water and our energy usage in FY21. While our total poundage laundered in FY21 decreased, the total energy and water required to launder the same poundage increased per Cwt over FY20.[12]

Greater detail about the impact of COVID-19 on our efficiencies, indexed by poundage, can be found in the Appendix on pg. 70.

Regardless of those changes, however, realizing greater production efficiencies in FY21 allowed us to overcome the temporary effects that COVID-19 had on our wash mix. So, even as we decreased production volume in FY21 as a result of COVID-19, we saw net improvements in our emissions, energy, and water intensity values per million dollars in revenue in FY21 compared to FY20.

RECALCULATING INTENSITY VALUES

At Cintas, we have begun calculating our environmental intensity values for energy, emissions, and water in relation to million dollars in revenue. Our business services industry tends to calculate intensity values as a measure of the weight of laundry processed in pounds, but we believe a metric indexed by revenues better represents and reflects our company's entire business.

Intensity metrics have become increasingly important as our business grows. By adjusting our intensity values to an index of revenues, we will now be able to make like-for-like, year-over-year comparisons of our environmental performance. This will help us identify the impacts of operational improvements while we continue to expand reporting across our entire organization.

For the purpose of this report, we use our new revenue metric to explain our own performance from FY19 through FY21. In the situations throughout this report where we compare our performance against our industry, we do so after converting both Cintas data and TRSA data to comparable units and utilizing the per-pound denominator. That data and methodology is provided later in this report.[13]

INTENSITY VALUES

MEASURE	UNIT	FY20	FY21	% CHANGE
Energy Intensity	GJ/$M	1,452.53	1,346.74	-7.3%
Emissions Intensity	$MTCO_2e$/$M	96.57	88.59	-8.3%
Water Intensity	ML/$M	0.214	0.202	-5.6%
Revenues[14]	**$M**	**$5,243**	**$5,267**	**0.46%**
Poundage	**CWT**	**24,298,215**	**22,239,728**	**-8.5%**

11 See pg. 67: Appendix > Notes & Methodologies > COVID-19 Effect on Data and Performance.
12 See pg. 70: Appendix > Referenced Calculations > COVID-19's Impact on Wash Mix and Metrics per Hundredweight. (Cwt).
13 See pg. 68: Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.
14 U.S. Rental Operations revenues for FY21.

EXHIBIT 1

CLIMATE AND ENERGY

We recognize climate change is a global issue and is something businesses have to consider and address moving forward. The risks we face at Cintas are broad and can have both financial and physical impacts, on both ourselves and our customers.

With an interest in protecting the future of our environment, our communities, and our business, we have implemented initiatives and programs that support climate action by reducing our GHG emissions and energy use.

As we continue with our enterprise business review in relation to our ESG priorities, we expect to identify goals and targets to help bolster our ambition to achieve Net Zero by 2050. We also intend to collaborate with our "Global Supply Chain Suppliers"[15] to collect their Scope 1 and 2 emissions data, and plan to work with them to identify ways to reduce their GHG emissions across their own value chains.

Lowering our Scope 3 emissions, as well as minimizing our downstream water use, waste, and raw materials needs, will also be vital to achieving our ambition of achieving Net Zero GHG emissions while simultaneously lessening the overall environmental impact of our value chain.

We reduced our total CO_2e emissions from U.S. Rental operations by **7.8% in FY21.**

EMISSIONS DATA AND PERFORMANCE

U.S. RENTAL FACILITIES AND FLEET[17]	UNITS	FY19	FY20	FY21
Scope 1 (gross direct)	$MTCO_2e$	428,551	403,030	377,772
Scope 2 (indirect)	$MTCO_2e$	116,005	103,285	88,857
Total Scope 1+2 Emissions	**$MTCO_2e$**	**544,555**	**506,315**	**466,628**
Annual Scope 1+2 Emissions Reductions	$MTCO_2e$	n/a	38,240	39,687
% Annual Change in Scope 1+2 Emissions	%	n/a	-7.0%	-7.8%
% Change from Base Year (FY19)	%	n/a	-7.0%	-14.3%
GHG Emissions Intensity	**$MTCO_2e$/$M**	**105.78**	**96.57**	**88.59**
Annual Gross Emissions Reductions	$MTCO_2e$	n/a	-9.21	-7.97

LOWERING GHG EMISSIONS

Emissions From Our Operations

The consumption of energy and fuel by our U.S. Rental operations[16] results in GHG emissions.

In FY21, our GHG emissions for U.S. Rental operations totaled 466,628 metric tons of carbon dioxide equivalents ($MTCO_2e$). This represents a 7.8% reduction over FY20, and a gross reduction of 14.3% compared to FY19. Our Scope 1 GHG emissions were almost 6.3% lower than in FY20, and our Scope 2 emissions fell by almost 14.0%.

Various Operational Excellence initiatives (see pg. 23) – which built on our wash chemistry conversion initiative TRUpath™ (see pg. 25) – were implemented across the business and contributed to improved wash cycle times, load capacity, and other process efficiencies. These have helped reduce both GHG emissions and energy use.

Reducing Vehicle Emissions

We have one of the largest commercial vehicle fleets in the United States, and we're identifying ways to reduce our vehicle emissions.

In an effort to continue lowering our Scope 1 emissions, we've eliminated almost one-third of our diesel-fueled fleet in the United States over the last four years. We expect to replace our remaining diesel-burning vehicles in California by the end of 2021 (see pg. 22), and we expect to introduce the first all-electric vehicles into our fleet as test samples later this year (see pg. 25).

In addition, we began to install Smart Truck technology in our Rental division fleet in late 2020. This technology assesses time spent driving and idling, makes route planning more efficient, and helps improve fuel efficiency, among other expected benefits (see pg. 21).

Consistent with our Net Zero ambition, we'll continue to explore and evaluate strategies to reduce the climate footprint of our fleet through a variety of means – including increasing fuel efficiency, using alternative-fuel vehicles, and optimizing our routing – as well as working with our transportation vendors to identify new and emerging technologies that may help further our efforts.

15 See pg. 66: Appendix > Definitions > Global Supply Chain Suppliers.
16 See pg. 67: Appendix > Notes & Methodologies > Environment Data Expansion in 2021 ESG Report and Emissions Data Restatements.
17 See pg. 67: Appendix > Notes & Methodologies > Environment Data Expansion in 2021 ESG Report and Emissions Data Restatements.

EXHIBIT 1

SPOTLIGHT: SMART TRUCK TECHNOLOGY

With a service fleet as large as ours – which makes many stops along millions of miles – we explored how small changes to routes and driver habits could have big impacts on our outcomes. This work culminated in our Smart Truck technology, launched in late 2020.

Our Smart Truck program provides us with detailed data on routing, drive time, and idle time, among other things. Already installed on more than 9,800 vehicles, we have been monitoring data and trends, and gaining insights that we believe will help us make impactful changes to our routing operations into the future.

Changing Driver Behavior

Leaving our trucks to idle at each customer stop – instead of turning the engine off – was one driver habit we sought to influence. Reducing a truck's idle time could have an immediate effect on our environmental impact, since one hour of idling burns about one gallon of gas and results in four pounds of CO_2 emissions.

As Smart Truck technology was installed in our trucks and we began analyzing data, we observed reductions in idle times as our drivers were more educated about the system. As the program becomes fully operational across our Rental division and the new driver habits become more engrained, we expect to make greater cumulative reductions in our idle time averages.

Future Efficiencies Resulting From Smart Truck

As more complete and established data is collected across our Rental fleet, we expect our Smart Truck technology will help us identify and create more efficient routes. These ongoing changes would help us provide better customer experiences while simultaneously decreasing our miles driven and fuel usage while we serve the same customers.

Better routing efficiency also means we increase route capacity, potentially serving more customers without adding extra vehicles to the fleet.

Our Smart Truck technology has already demonstrated the potential of efficiency gains from changing behaviors. As we dig deeper into the data from this technology, we expect to identify opportunities for even greater gains across our business, especially in our fuel consumption and GHG emissions – lowering both our costs and our environmental impact.

Smart Truck technology will help us create more efficient routes and help us reduce our environmental impact.

EXHIBIT 1

SPOTLIGHT: TRANSFORMING OUR FLEET

With one of the largest corporate fleets in North America, we have more than 14,000 vehicles on the road, consisting of our familiar white service trucks and vans and our lease-back employee-partner cars.

Our fleet is central to our success and enables our service professionals to help businesses get **Ready™** to open their doors with confidence.

After a review of our commercial fleet, we have implemented two key initiatives intended to help lower our fossil fuel use and Scope 1 emissions:

- Removing diesel-burning vehicles from our fleet
- Deploying our first all-electric vehicles into full-time service

Removing Diesel-Burning Vehicles
The most expansive element of this fleet revitalization has been the steady removal of diesel-burning vehicles from our fleet.

We started this process in FY18, when 45% of our U.S. Rental service vehicles ran on diesel fuel. Four years later, by the end of FY21, this percentage had fallen to 31% – or 3,017 of our 9,783 U.S. Rental service vehicles.

Further, we expect to finalize the replacement of 181 diesel-burning vehicles in California by the end of 2021. This is much sooner than the 2023 deadline for those vehicle types set by the California Air Resources Board, which requires that various types of vehicles must meet specific exhaust emissions standards.

Welcoming Electric Vehicles
Our service fleet is a significant source of our Scope 1 GHG emissions, so we're excited to introduce our first fully electric vehicles later this fiscal year. Cintas understands that moving from fossil-fuel-powered vehicles to alternative-powered vehicles will be an important factor in our ability to reduce our GHG emissions.

Our previous attempts to test and introduce alternative-fuel vehicles – including electric, compressed natural gas (CNG), and hybrid vehicles – have faced challenges.

For example, unlike traditional delivery vehicles, our service vehicles do not get lighter during the day. This is especially true of those used at our uniform rental locations, where service representatives collect dirty and soiled garments throughout the day, resulting in relatively constant payloads at the beginning and end of their routes. Earlier electric vehicle technology did not produce enough consistent power or battery life to make those options viable for Cintas.

We currently have a small number of CNG-powered vehicles in our fleet, but these vehicles perform better during continuous or long-distance driving conditions, rather than the start-and-stop situations our route-based model presents.

Additionally, prior efforts to use hybrid vehicles also faced hurdles because of our route-based model, as well as the dissolution of a key producer of commercial-grade hybrids. Current hybrid technology has yet to meet our unique business needs – including miles traveled, time on route, and payloads – but we continue to work with hybrid suppliers to identify a viable solution.

With the unique nature of our business services industry, we challenged electric vehicle vendors to develop solutions that meet our unique fleet needs. Now, manufacturers of the newest electric service vehicles are committed to delivering the power and durability necessary to meet more of our business needs and help us operate in a more sustainable and environmentally conscious way.

By January 2022, we expect to deploy 13 electric vehicles from three different producers into service. Six Rental and two First Aid & Safety locations in the Northeast and Upper Midwest, and on the West Coast will receive these first electric vehicles. Incorporating a small number of electric vehicles into our operations will allow us to evaluate their performance, durability, and reliability in a variety of business conditions.

Verifying that electric vehicles can successfully perform in our route-based business model is important as we investigate possible means to reduce our Scope 1 GHG emissions. If these first models perform as anticipated, we expect to pilot additional electric service vehicles and begin a review of a more robust e-vehicle strategy that could assist with our ambition of reducing our business footprint's Scope 1 GHG emissions.

EXHIBIT 1

REDUCING ENERGY USE

Energy is vital to our business, and using it efficiently is critical to our long-term success. It is also part of our role as responsible corporate citizens to seek reductions in our overall energy consumption and adopt more efficient practices so our energy goes further. Our ongoing commitment to the environment and the communities in which we do business is evident from our processes and innovations: from lighting upgrades in our facilities to Operational Excellence initiatives that make our laundering processes more energy efficient.

At our U.S. Rental locations, the energy we use includes electricity (primarily for lighting and process equipment) and fuel – including natural gas and propane, among others – for dryers, boilers, steam tunnels, and facility heat. Our overall energy use totals also include our fuel use from diesel and gasoline to power our fleet.

Using Our Energy Efficiently

Identifying ongoing reductions in our energy use and lowering energy intensity are priorities. In FY21, our U.S. Rental operations reported a 12.5% reduction in energy use since FY19, driven in large part by energy-efficiency initiatives at our processing facilities (see pg. 26).

ENERGY DATA AND PERFORMANCE

U.S. RENTAL FACILITIES AND FLEET	UNITS	FY19	FY20	FY21
Total Energy Consumption	**GJ**	**8,102,045**	**7,615,622**	**7,093,273**
% Change YOY	%	n/a	-6.0%	-6.9%
Electricity	GJ	934,117	886,558	799,575
Natural Gas	GJ	4,122,243	3,862,060	3,587,198
Propane	GJ	17,577	14,146	19,507
Gasoline	GJ	1,801,652	1,836,400	1,843,892
Diesel	GJ	1,138,275	914,049	721,415
E85	GJ	88,163	102,409	121,685
Methanol	GJ	18	1	1
Change from Base Year (FY19)	**GJ**	**n/a**	**-486,423**	**-1,008,772**
% Change from Base Year (FY19)	%	n/a	-6.0%	-12.5%
Energy Intensity Ratio[18]	**GJ/$M**	**1,573.82**	**1,452.53**	**1,346.74**

Natural gas represents the majority of our gross energy consumption, accounting for 3.6 million gigajoules (GJ) in FY21 – a 7.1% reduction from our FY20 natural gas usage. We've also made significant improvements to increase productivity while making our processes more efficient without adding substantial capital costs. These Operational Excellence initiatives have included more accurately measuring soiled-load weight to help lower our water, energy, and chemical use.

- Our continued reduction in energy use – including a 14.4% reduction in electric since FY19 – is a result of several initiatives, such as our LED lighting initiative (see pg. 24).

18 We include fuel, electricity, heating, cooling, and steam in our energy intensity ratio. Ratio uses energy consumption within the organization.

EXHIBIT 1

SPOTLIGHT: MAKING THE SWITCH TO LED LIGHTING

With almost 500 locations of all sizes across the United States and Canada, we have a lot of facility square footage that needs appropriate lighting. But that also means we have significant energy use from our lighting.

In FY19, we kicked off a company-wide project to lower our energy use at some of our most energy-intensive locations. The project followed smaller, individual LED-installation initiatives at several locations that provided early evidence of the significant reductions in energy use that LED lighting could provide in our facilities.

Currently, we have replaced (or are in the process of replacing) facility lighting with LED alternatives at more than 100 locations – including our distribution centers and processing sites – that represent almost 5.9 million square feet of facilities.

Our LED lighting conversions have already produced a reduction of more than 16 million kilowatt hours of energy a year, and this will increase as all of the facilities identified for conversion in the current wide-scale project are fully converted. Almost 27,000 incandescent and fluorescent lighting fixtures have been swapped out so far, and the company-wide project is expected to be completed by the end of FY22.

With about 60% of the locations participating in the current company-wide project already fully converted, the wide-scale LED lighting initiative has reduced our GHG emissions by almost 7,500 metric tons a year – which represents a 5% reduction in our electricity use and our Scope 2 emissions. Our energy use should continue to decrease as the wide-scale conversion project is completed.

We've reduced our annual energy use by lighting by more than **16 million kWh**

Almost **27,000** fixtures have been replaced so far

The LED lighting project has reduced our Scope 2 emissions by **5%** so far.

The LED lighting project has reduced our Scope 2 emissions by 5% so far.

EXHIBIT 1

WATER STEWARDSHIP

Water is a central resource to our business, and a necessary input to perform our services. Because of our reliance on water, we recognize our responsibility to minimize our water draw and to discharge the water we do use in an environmentally responsible way.

Lessening our dependence on freshwater is part of being a responsible corporate citizen, but it also makes sound business sense. The less water we use, the lower our costs are. Our water-use strategy has three main components: conservation and minimization of the water we draw; process efficiencies that further reduce water use; and water-reuse technologies.

OUR WATER JOURNEY

For the last 30 years, we've been working to develop and innovate more conscientious and responsible water management practices. Our efforts have not only benefited our own business – by reducing our water and lowering our costs – but have also pushed our industry to improve its water practices.

Throughout our water journey, we've challenged our partners and vendors to innovate and modernize the commercial laundry industry. We've led the way in optimizing wash formulas; testing and implementing water-saving and water reuse technologies; and adopting common-sense behaviors that, when working together, significantly reduce our freshwater draw and lower our costs.

Water Conservation

We're proud of our water-conservation efforts, and we know our commitment has had a larger impact on the entire industry. Throughout the last few decades, we've focused on minimizing our draw from freshwater sources.

Most recently, between FY15 and FY20, we reduced our gallons of water needed to wash a pound of laundry by a combined 16%.

Wash chemistry technology has been central to decreasing our water use. Our work with our long-time, award-winning vendor, WSI, to develop more efficient wash formulas has been critical in helping us lower our gallons-per-pound metric.

Early on in our journey, locations in water-stressed areas faced strict water restrictions, and we worked with WSI to create wash formulas that required less water. Not only did that work help meet the locations' water use requirements, but it also benefited our entire laundry business – and the industry. Meanwhile, we continued to find ways to engineer our water needs and energy use.

Wash chemistry developments like the Clearpath and, most recently, TRUpath™ formulations have helped us lower our water usage even more. TRUpath™ alone has helped us reduce our gallons-per-pound mark by an average of 11% across all laundry facilities since we introduced it in FY19.

And even while we use less water, our processing plants and our wash process continue to meet hygienically clean certification standards, which is critical to our customers.

EXHIBIT 1

Operational Improvements and Efficiencies

Technology has propelled us far along our water journey, but our improvements in water usage have also been supported by traditional ingenuity and accountability. We call this additional layer of conscientiousness "Operational Excellence."

Our belief in positive discontent pushes us to constantly review how we can be more efficient and more precise with our laundering process, and realize the greatest impact from our technological advances like our wash chemistry and formulas.

Our staff of environmental engineers, research and development engineers, and Six Sigma Black Belts work with facility management employee-partners to identify potential improvements in both efficiency and costs. They also help ensure any new processes maintain our strict quality standards and compliance to process certifications.

We're continually refining our operations and uncovering better ways to execute the same processes. These layered-on proprietary techniques and processes often separate us further from our competitors, and especially from at-home laundering. After we fully implemented TRUpath™ at our processing locations by the end of FY19, our gallon-per-pound metric decreased 9.5% year-over-year in FY20, demonstrating the stand-alone impact of our Operational Excellence initiatives over a full year.

Just as Doc and Amelia Farmer proved during the Great Depression, a little ingenuity goes a long way in making a big impact. As we continue to identify and implement Operational Excellence, we lessen our water draw – and lower our costs – even more. Operational Excellence plays hand in hand with science to make us better at what we do and how we do it, and ultimately lower our water use and costs.

Thirty years into our water journey, we believe ingenuity, chemistry, and laundry technology have driven us close to the potential floor of our water use by those means. But we believe we can be even better and minimize our use further. The next stage of our water journey is maximizing our water reuse strategy.

Water Reuse

Water reuse technology has been around for decades, from technologies as simple as tablets to make water potable in the wild to full-scale industrial systems that take used water and treat it for various non-potable needs.

Currently, we are reusing substantial amounts of water at some facilities, while we work toward increasing our reuse at other facilities where it's practical.

To date, we've tested many reuse technologies during our water journey and implemented several of them across our business. As reuse technologies evolve, we will continue to assess how effective they are and how they may work in our business model.

While we have reuse capabilities integrated in some of our locations, challenges exist that limit greater adoption within our wash process. We will never be able to reuse 100% of our wash water because evaporation naturally removes a percentage of the water we use. Plus, specific limitations exist in some of our cleaning processes for some particular garments. Additionally, concerns exist with the ability of some current technologies to perform consistently at scale against international hygiene standards, but development continues in those areas.

We believe focusing on reuse is our next big opportunity to make significant improvements to our water draw. We may never reach a point where we can conduct our business in an entirely closed-loop water system, but we believe we can leverage reuse technology to achieve a greater capacity than we do now.

We've made fantastic advances in our water journey and have reduced our water draw significantly through the years. Industry data has proven Cintas is the most water- and energy-efficient choice to wash garments, be it commercially[19] or with at-home options. Yet we want to push our water use metrics even lower.

Our water journey has been filled with advances and success, and we believe we must keep innovating solutions that lessen our use of natural resources even further.

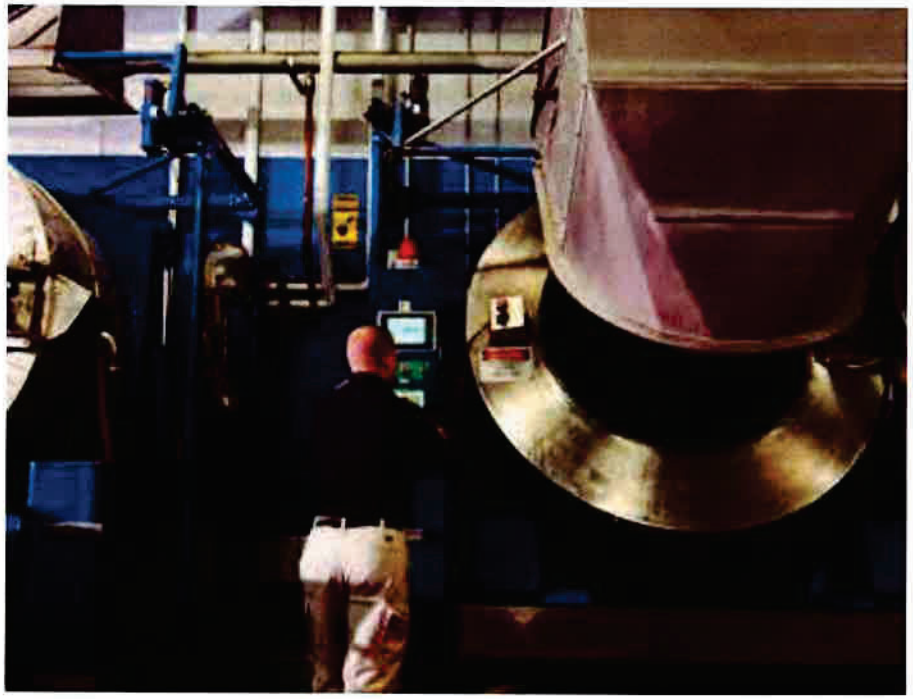


EXHIBIT 1

19 See pg. 68: Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.

REDUCING OUR WATER NEEDS

While our laundry process is on average 84% more water efficient than traditional at-home laundry processes,[20] we are constantly working to reduce our water footprint.

In FY21, our U.S. Rental operations withdrew 8,861 megaliters[21] (ML) of freshwater – 7.6% less than FY20 and 14.4% less than FY19.

The water used in our U.S. Rental facilities in FY21 was sourced from 12 major river basins, with five sources comprising more than 80% of our water: Mississippi–Missouri Rivers (36.2%), Gulf of Mexico (16.0%), St. Lawrence River (10.6%), North Atlantic Coast (9.5%), and the state of California (9.4%).

We rely on a mix of water efficiency projects and operational process improvements to reduce our reliance on freshwater. For example, while most of the water we use for our U.S. Rental operations is purchased from third parties, we treat and reuse water – where available – for rinsing mats.

We have also installed water reclamation and reuse systems at many facilities, and we're exploring expanding the use of techniques like ceramic membrane filtration to more facilities in the next few years. While membrane systems can be more costly and difficult to maintain, systems installed at our acquired locations have resulted in higher levels of reuse than traditional wastewater pretreatment systems.

WATER USE DATA AND PERFORMANCE

U.S. RENTAL FACILITIES	UNITS	FY19	FY20	FY21
Total Water Withdrawal	**ML**	**10,355**	**9,591**	**8,861**
Total Water Withdrawal – Stressed Regions	ML	2,308	2,139	2,021
Annual Change in Water Withdrawal	ML	n/a	-764	-730
% Change YOY	%	n/a	-7.4%	-7.6%
% Change from Base Year (FY19)	%	n/a	-7.4%	-14.4%
Total Water Discharge	**ML**	**9,142**	**8,471**	**7,798**
Total Water Discharge – Stressed Regions	ML	1,953	1,808	1,704
Annual Change in Water Discharge	ML	n/a	-671	-673
% Change YOY	%	n/a	-7.3%	-7.9%
% Change from Base Year (FY19)	%	n/a	-7.3%	-14.7
Total Water Consumption[22]	**ML**	**1,213**	**1,120**	**1,063**
Total Water Consumption – Stressed Regions	ML	355	331	317
Annual Change in Water Consumption	ML	n/a	-93	-57
% Change YOY	%	n/a	-7.7%	-5.1%
% Change from Base Year (FY19)	%	n/a	-7.7%	-12.4%
Water Intensity[23]	**ML/$M**	**0.236**	**0.214**	**0.202**

As our water use has evolved, we've moved from a compliance-based water management process to one that prioritizes reducing consumption and increasing innovation. This is a strategy we will continue to prioritize moving forward.

WATER RISK ASSESSMENTS

We regularly evaluate ways to reduce water withdrawal in water-stressed regions. In FY21, we withdrew 2,021 ML from those regions, which was 5.5% less than in FY20.

Our 2021 water risk assessment identified 38 U.S. Rental plants in areas experiencing high to extremely high water stress. Water sourced from these areas accounts for 22.8% of FY21 total water withdrawal.

To lessen operational expense and reduce our reliance on freshwater, Cintas has installed water reclamation systems at several plants located in these water-stressed areas and we're investigating the potential to install more in the future. These treat wastewater from our industrial-size washing machines for reuse for the same processes, or recycle it for different uses.

Cintas is a charter member of the Laundry Environmental Stewardship Program (LaundryESP®).

20 See pg. 68: Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.
21 See pg. 67: Appendix > Notes & Methodologies > Water Data Assumptions.
22 See pg. 67: Appendix > Notes & Methodologies > Water Data Assumptions.
23 We calculate total water consumption as the measure in our water intensity ratio.

EXHIBIT 1

MANAGING WASTEWATER

In FY21, we returned 7,798 ML – or 88% – of the freshwater we withdrew to local water bodies.

Our laundering processes generate far less wastewater than home laundering because we use less water to launder the same amount of product. We use an average of 1.0 gallons of water per pound, compared to home laundering's average of 1.9 gallons of water per pound.[24]

Unlike home laundering processes, we pretreat and reuse our discharge washing process effluent. Further, our discharge that flows into publicly owned water treatment systems is released in compliance with the respective local discharge standards and permitting requirements.

SPOTLIGHT: OPERATIONAL EXCELLENCE IN ACTION

While technology has played a key role in our water journey – and will still be important as we continue honing conservation methods and innovating our reuse strategy – other seemingly simple initiatives have also contributed to our progress in reducing our water and energy needs throughout the years.

We call these proprietary operational process improvements, or simply "Operational Excellence."

We've made significant improvements by implementing more efficiency in our process, without adding substantial capital costs. More effective processes, as well as increased employee-partner training and accountability, have considerably reduced our water withdrawals and energy use. Being precise in what we do and how we do it has had a major impact. We've found that as we increase the accuracy of our processes, the technology and innovations we've introduced become even more effective.

Our latest Operational Excellence initiative is a proprietary process that helps measure soiled-load weight more precisely. More accurate measurements help provide more precise data on every load we wash, help improve the efficacy of our wash alley, and help us lower our water, energy, and chemical use.

The added information helps plant management identify potential inefficiencies, holds capacity specialist employee-partners more accountable for how they load their wash slings, and, ultimately, helps make our entire laundry process more efficient.

Early implementations have demonstrated just how much of an impact this process improvement will have when it's fully rolled out across the company. Based on the pilot program, we estimate it will improve our operational efficiency by more than 13%, reduce our annual water draw by more than 350 million gallons, and save more than $16 million in utility and chemistry costs.

ENVIRONMENTALLY FRIENDLY DETERGENTS

Instead of using harsh dry-cleaning solvents, we use NPE[25]-free detergents that are more environmentally friendly. We are the first industrial launderer to employ washing standards that are 100% free from NPE, phosphates, and EDTA[26] in all our North American laundry facilities.

24 See pg. 68: Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.
25 Nonylphenol ethoxylate.
26 Ethylenediaminetetraacetic acid.

EXHIBIT 1

WASTE AND MATERIALS USE

Due to the nature of our business, we work with a significant amount of material. Taking a responsible approach to the way we source, dispose of, and manage our inputs makes sound business sense. It is also key to our ongoing efforts to create a broader circular economy for our garment products. Additionally, we are striving to meet our customers, employee-partners, and stakeholders' growing expectations for more sustainable product offerings.

We have a long track record of reducing, reusing, and recycling waste. In fact, that's how Doc and Amelia started our company. As we continue our organizational review, we expect to report more in-depth information regarding our efforts on waste in future editions of our ESG Report. Meanwhile, we continue to look for ways to reduce waste in our operations.

For example, our Zero Waste Program began in 2013 in an effort to decrease our waste destined for landfill and has continued through FY21. The program covers eight of our distribution centers, each implementing location-specific processes that divert more than 90% of their waste away from landfill so they are TRUE Certified by Green Business Certification Inc.

Through our Design Collective business, we are developing new ways to reuse and recycle material. Our goal is to develop circular – and even closed-loop – economies that reduce our reliance on raw materials and meet growing interest in sustainable garments (see pg. 30).

We currently record waste data from our distribution centers in Ashland, Ky.; Chicago, Ill.; Dallas, Texas; Mason, Ohio; Mississauga, Ont.; Montgomery, Ala.; Reno, Nev.; and Scranton City, Pa. At these locations in FY21, waste to landfill was 131.9 U.S. tons, and our overall diversion rate was 94.4%.

In FY21, Cintas donated **216 tons** of reclaimed materials to Matthew 25: Ministries

SPOTLIGHT: ZERO WASTE PROGRAM

Our Zero Waste Program began in FY13 in an effort to decrease our waste destined for landfills. The program initially included seven of our distribution centers, each implementing location-specific plans to increase their landfill diversions.

After two years of planning and training, and two more years to implement and monitor the program, Cintas was TRUE Certified by Green Business Certification Inc. at all seven locations in FY17. In FY19, our Chicago distribution center was the most recent facility to gain its TRUE Certification, which it has since maintained.

In FY21, all eight distribution centers that participate in our Zero Waste Program were recertified as TRUE Certified. This confirmed that each location diverted at least 90% of its waste from landfills, resulting in a 94.4% diversion rate across all participating facilities last year.

In FY21, that resulted in our distribution centers diverting 1,188 tons of cardboard, 48 tons of plastic, 75 tons of co-mingled products, 176 tons of fabric, 601 tons of pallets, and 59 tons of paper from landfills. The Mason, Ohio, distribution center, which is attached to Cintas' corporate headquarters, posted a 97.98% diversion rate in FY21 – the best-ever mark by a Cintas location.

Part of our diversion efforts in FY21 included redirecting 50 tons of products and other items from distribution centers that can benefit others to Matthew 25: Ministries and other charitable organizations.

The success of this program is defined by our distribution employee-partners' commitment to our Zero Waste goals. Each location has its own Green Team that supports our production employee-partners' efforts to reduce, reuse, and recycle our waste.

They educate, motivate, and monitor each site's work, coordinate with our corporate Global Supply Chain staff, and share best practices across the organization.

We will continue to work with all of our locations to help maximize waste diversion. The buy-in and support of our employee-partners has shown us there is a tremendous appetite to expand this type of initiative throughout our organization.

EXHIBIT 1

SPOTLIGHT: MATERIALS INNOVATION

Our Design Collective business (recorded as Uniform Direct Sales in our financial filings) creates and sells custom uniform programs, with customers that include some of the world's largest companies and travel and hospitality brands. This business division has been our champion of fabric and materials innovation and it continues to imagine ways to create a more circular economy and, potentially, an entirely closed-loop system for our apparel.

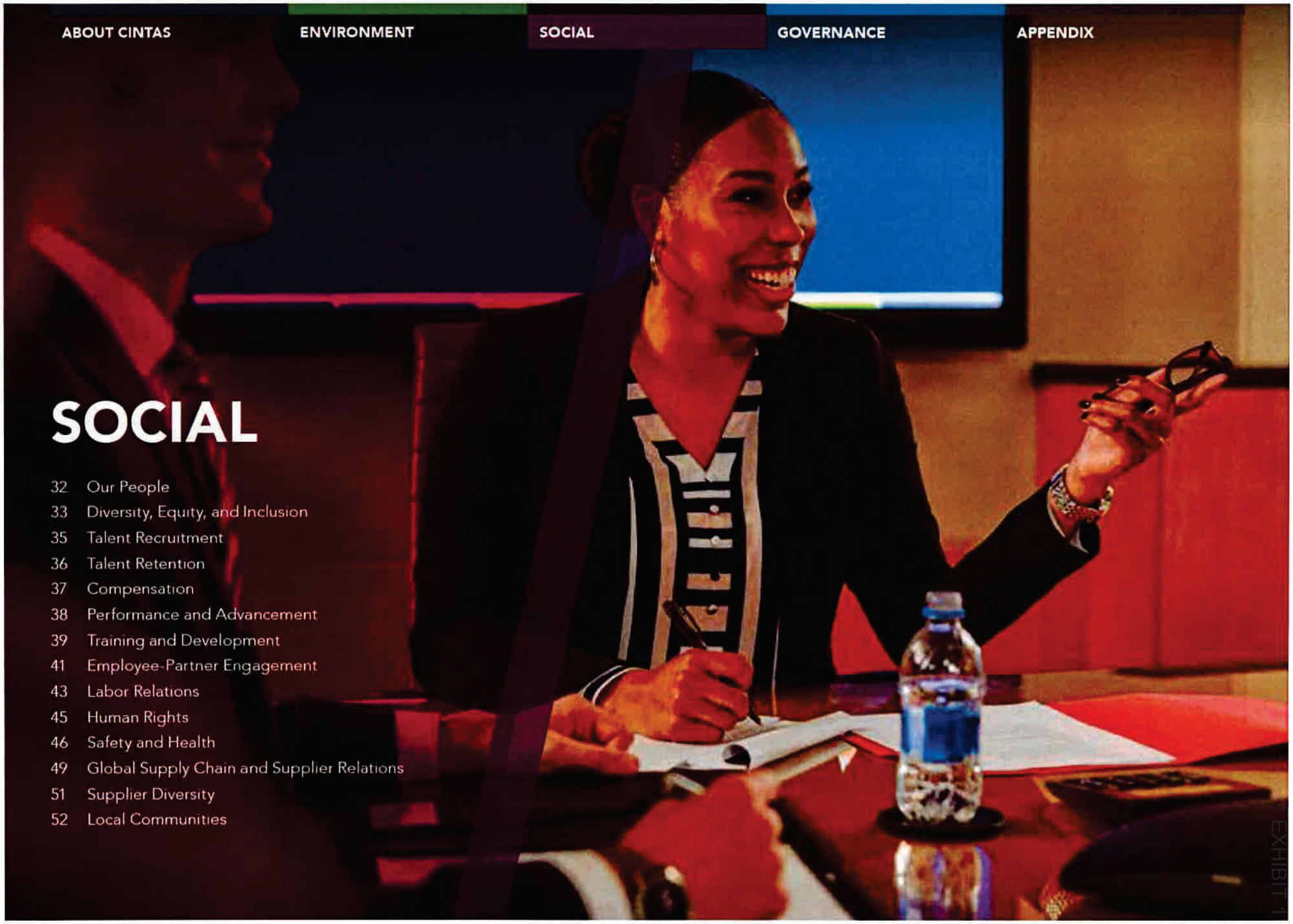
The Design Collective's sustainable garment programs help divert more end-of-life garments and materials from landfills and lessen our overall reliance on new raw materials. Coupled with our industry-leading laundering processes, companies that partner with us for their uniform programs are taking a more direct, environmentally conscious route in reducing their use of natural resources.

To help meet our customers' appetites for uniforms and apparel made in a more sustainable manner, the Design Collective has focused efforts on designing and testing several new products and programs.

- **Sustainable textiles:** We are expanding the use of recycled polyester and eco-friendly, sustainable textiles, which are currently available in more than 100 of our uniform styles. These textiles include Cintas' proprietary ComfortFLEX®, DuPont Sorona®, bamboo, organic cotton, recycled polyester/RPET, Tencel®, and other cellulosic fibers. Our Regeneration Collection is made from REPREVE®, created from recycled bottles.

- **Recycling apparel:** In partnership with Martex Fiber, we collect customers' end-of-life garments to be repurposed into new commercial products. This type of marled material is generally used in post-consumer textiles like automotive seats and insulation, bedding, acoustic insulation, and sports equipment. Many of our customers participate in this initiative and help reduce the environmental impact of their apparel change-outs.
- **Traceable recycled polyester:** Traceable waste from our clients is processed and transformed into REPREVE® recycled polyester fibers. This fiber is then used to produce apparel and accessories – including items for our Regeneration Collection.
- **Upcycling/repurposing garments:** Garments are recycled at the end of their life and can be made into other apparel, accessories, or consumer products.
- **Reclaimed garments:** We partner with various charities to donate reclaimed or unused garments. In FY21, reclaimed garments were among the more than 432,000 pounds – or 216 tons – of reclaimed goods that we donated to Matthew 25: Ministries.
- **Cintas-branded closed-loop apparel:** We can imagine a future that includes Cintas-branded product lines produced entirely in a closed-loop process. Stakeholders in our Rental, Design Collective, and Global Supply Chain groups are exploring if such an initiative is possible on an enterprise scale without sacrificing our uniforms' performance and lifespan. Even a smaller-scale product line would have an instant impact on our environmental footprint by lessening our reliance on raw materials while lowering our waste.

EXHIBIT 1



SOCIAL

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EXHIBIT 1

OUR PEOPLE

At Cintas, our employee-partners are the heart of our company. Our policies and procedures instruct and guide us in how we run our business and help maintain our consistent quality. But as a service provider, it's our people and our corporate culture that ultimately define us.

Our employee-partners bring the essence of Cintas to life each day as they help our customers get **Ready for the Workday®**. They are what make Cintas truly unique.

ENGAGING OUR EMPLOYEE-PARTNERS

Our goal at Cintas is to foster a working environment where everyone can contribute to our collective success. When they do, we believe they're more likely to feel engaged professionally. And engaged employees are far more likely to stay, so we retain their knowledge and skills to help make the company better.

In his book *The Spirit Is The Difference*, our Founder Dick Farmer was very deliberate to note: "It is important to recognize the potential in every human being. It is important to involve everyone, and to make everyone a confident, contributing member of the team." This was true when Dick founded the modern-day Cintas and it's still true today: his philosophy forms the foundation of our Human Capital and Human Resources strategies.

OUR CORPORATE CULTURE AND CHARACTER

Our exceptionally strong corporate culture underpins everything we do. Common respect for all our employee-partners is fundamental, and we believe that everyone contributes to our collective success – whether they're a new employee-partner loading trucks in one of our laundry-processing facilities or a 35-year veteran executive running one of our business divisions.

Our employee-partners embody our corporate character. We expect them to be professional, enthusiastic, thorough, honest, humble, ethical, law-abiding, and courteous. We expect them to do what's right, not what's expedient. And positive discontent has helped make our business better, reinforced by our competitive urgency.

A STRONG FOUNDATION

At Cintas, we're fortunate to have approximately 40,000 employee-partners who reflect these qualities, giving our business an incredibly strong foundation. We've worked hard to foster an environment where every employee-partner is positioned to use their strengths and talents to help us meet our business goals, while they feel supported and championed in their pursuit of their professional goals.

We believe our employee-partners are our best advocates and brand representatives, primarily because they are engaged and fulfilled by their careers. Because they give so much of themselves for us, we know it's our responsibility to treat our employee-partners well, offering programs that support their health and well-being, and providing fulfilling professional opportunities that create a path for continued growth and development.

This commitment to our people has created a positive, dynamic cycle that fuels our cohesive, high-functioning workforce and drives our ongoing success as a company.

EXHIBIT 1

DIVERSITY, EQUITY, AND INCLUSION

We have five components to our overall Diversity, Equity, and Inclusion strategy at Cintas:

- **Employee-Partner Engagement** – Recruitment, retention, development, and promotion
- **Governance** – Inclusion policies that provide equal opportunity for all partners and applicants
- **Corporate Citizenship** – Grassroots and corporate-sponsored philanthropy, volunteerism, and social responsibility
- **Supplier Diversity** – Economic inclusion, innovation, and value
- **Multicultural Marketing** – Listening to customers and delivering innovative products and services that exceed their expectations

We've made a committed effort to foster a workforce of employee-partners representative of different generations, races, religions, abilities, sexual orientations, and other identifying categories, as well as employee-partners who bring a diversity of thought to our business. We want our workforce to reflect the communities in which we do business.

WHY DIVERSITY IS IMPORTANT

We believe bringing employee-partners together with different perspectives, life experiences, and backgrounds benefits everyone. We've found that when you bring people from different backgrounds together, everyone benefits from the sharing of perspectives and experiences, providing deeper insight, understanding, empathy, and compassion. This leads to improved ideas, solutions, and outcomes that better serve our customers, shareholders, and other stakeholders in the long term.

Our diverse workforce helps us better understand how our products and services are viewed, how they meet our customers' needs, and what innovations may benefit our business. Having a broad range of experiences to lean on also helps us enter new markets and gain new customers.

Almost our entire workforce – 99.3% – are full-time employees and almost 36% are female. Our company demographics are also representative of the communities in which we operate, as almost 43% of our employee-partners self-identify as a minority demographic (or non-white).

Our efforts on diversifying the racial and ethnic make-up of our workforce have been recognized with Cintas' inclusion on *Forbes*' "Best Employers for Diversity" and *DiversityPlus Magazine*'s "Top 30 Champions of Diversity."

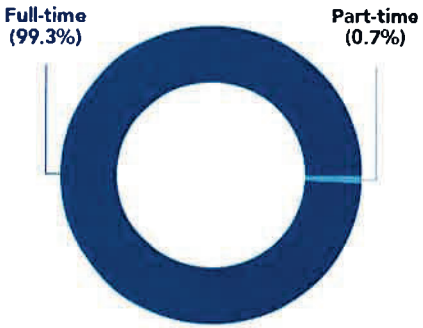
In addition to more common definitions of diversity, we also look to expand the perspective of our workforce with other types of diversity, including diversity of thought, and employee-partners with disabilities or those who are military-affiliated. Our military outreach programs are regularly recognized for their support and effectiveness in helping transition service members to civilian life, including accommodations from G.I. Jobs (Top Military-Friendly Employers) and Military Spouse (Top Military Spouse Friendly Employers).

Our efforts to hire employee-partners with disabilities have also garnered recognition from the Disabled Equality Index as a "90 Score" company and the "Influencer Award" from Autism Speaks.

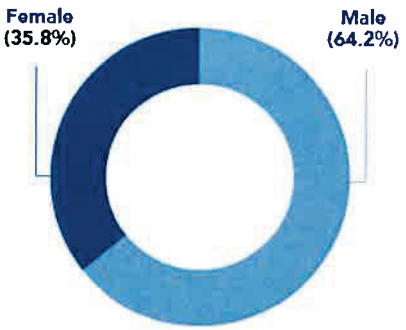
Our Partner Business Resource Groups (PBRGs) help foster a sense of greater community and belonging at the workplace, with four distinct groups providing peer support for our women, Black/African American, Latinx/Hispanic, and military-affiliated employee-partners. Read more about our PBRGs on pg. 40.

TOTAL WORKFORCE BREAKDOWNS

By Employment Type



By Gender



By Minority Status

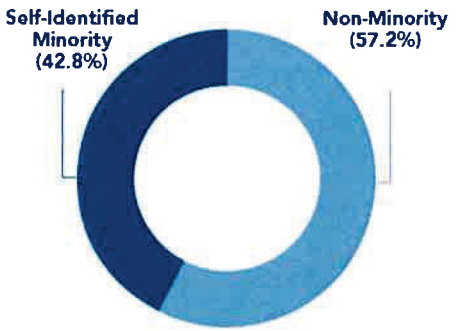


EXHIBIT 1

EMPLOYEE-PARTNER DEMOGRAPHICS

WORKFORCE BREAKDOWNS BY GENDER	TOTAL	MALE	FEMALE
Total Employee-Partners	**40,099**	**25,723**	**14,376**
Employment Type			
Full-Time	39,814	25,565	14,249
Percentage of Workforce	99.3%	63.8%	35.5%
Part-Time and Other	285	158	127
Percentage of Workforce	0.7%	0.4%	0.3%
Employee-Partners by Age			
Under 30	8,115	5,757	2,358
Percentage of Workforce	20.3%	14.4%	5.9%
30-50	22,051	15,138	6,913
Percentage of Workforce	55.0%	37.8%	17.2%
Over 50	9,933	4,828	5,105
Percentage of Workforce	24.7%	12.0%	12.7%

TOTAL WORKFORCE – BY EEO DEMOGRAPHICS	PERCENTAGE
White	52.6%
Latinx/Hispanic	19.4%
Black/African American	13.3%
Asian	3.7%
Two or More Races	2.2%
Native American/Alaskan	0.4%
Native Hawaiian/Pacific Islander	0.3%
Not Specified	8.1%

EXHIBIT 1

TALENT RECRUITMENT

ATTRACTING THE BEST

To generate a diverse and qualified applicant pool, we post our positions both internally and externally. We use various popular job boards including LinkedIn, Indeed, Snagajob, WayUp, and DirectEmployers Association, as well as position-specific industry sites. We also use social media platforms and recruiting services for specialized roles, or those where the local recruiting base may be limited. Further, we work with a diverse group of minority commerce groups and organizations around the country to recruit and source applicants.

Employee-partners can apply for any internal position posted on our career website. Additionally, they annually update in-depth personal profiles – which include career objectives, skills, and educational advancements – in our human resource information system (HRIS). This allows hiring managers to see the entire spectrum of talent at Cintas and source internal candidates who may not otherwise be aware of available opportunities.

We continue to review our talent-acquisition strategies – as well as overlooked or underutilized avenues to source candidates – and we monitor the effectiveness of our value proposition to remain an employer of choice.

ON-CAMPUS RECRUITING: IDENTIFYING OUR FUTURE TALENT

We use a broad on-campus recruiting network for some of our positions, including our Management Trainee (MT) and internship programs. We've fostered relationships with many colleges and universities around the United States and Canada – including Historically Black Colleges and Universities (HBCUs) and the Hispanic Association of Colleges and Universities – that help us find qualified candidates.

Our internship program is open to undergraduate students and exposes them to all facets of our business. We offer competitive wages, extensive training, and development in one area of Cintas, and the potential to transition directly into our MT program upon graduation.

We've also developed competitive apprenticeship and shadow programs with a small group of universities. These allow potential applicants the opportunity to learn more about our business from local management employee-partners before applying for positions.

TALENT RECRUITMENT DATA

FY21 NEW EMPLOYEE-PARTNER HIRES	TOTAL	PERCENTAGE
Male	5,923	67.1%
Female	2,904	32.9%
Total New Hires	**8,827**	**100%**

AGE BRACKET	TOTAL	UNDER 30	30-50	OVER 50
Male	67.1%	30.9%	31.2%	5.0%
Female	32.9%	12.2%	15.4%	5.3%
Total	**100%**	**43.1%**	**46.6%**	**10.3%**

EXHIBIT 1

TALENT RETENTION

With approximately 40,000 employee-partners company-wide, we have a dynamic and talented workforce with skills and experience spanning hundreds of disciplines. Each person brings a unique perspective and background to the job, and our goal is to keep talented employee-partners engaged and support their growth and development.

Our competitive salaries and comprehensive benefits are attractive to prospective employees, but we stand out for our focus on professional development.

We've evaluated the value proposition of working at Cintas at every stage of an employee-partner's career and in every operational area, from our production facilities to service and sales representatives (SSRs), and management and corporate positions. We've found that our employee-partners value the opportunity to gain new skills, do new jobs more frequently, and grow their careers faster.

OUR PROFESSIONAL DEVELOPMENT PHILOSOPHY

Many times, the best candidate for a role is already somewhere in the company – and we provide opportunities for their continued professional growth and fulfillment without the need to look for employment elsewhere.

Our approach distinguishes us from other companies: rather than a corporate ladder, we offer a flexible path to a long-term meaningful career – more like a "career jungle gym."

TALENT RETENTION DATA

FY21 Voluntary Turnover

RATES VS. WORKFORCE	TOTAL	PERCENTAGE
Male	4,515	11.3%
Female	2,318	5.8%
Total Voluntary Turnover	**6,883**	**17.1%**

BY AGE BRACKET	TOTAL	UNDER 30	30-50	OVER 50
Male	66.1%	23.9%	34.5%	7.7%
Female	33.9%	9.3%	16.7%	7.9%
Percentage of Voluntary Turnover	**100%**	**33.2%**	**51.2%**	**15.6%**

FY21 Involuntary Turnover

RATES VS WORKFORCE	TOTAL	PERCENTAGE
Male	1,122	2.8%
Female	638	1.6%
Total Involuntary Turnover	**1,760**	**4.4%**

BY AGE BRACKET	TOTAL	UNDER 30	30-50	OVER 50
Male	63.8%	18.4%	32.5%	12.9%
Female	36.2%	6.5%	16.1%	13.6%
Percentage of Involuntary Turnover	**100%**	**24.9%**	**48.6%**	**26.5%**

At Cintas, we're able to offer different careers and job opportunities to meet someone's professional needs, with both lateral and upward opportunities that continue to provide support and ongoing company investment in their development.

Between our various business divisions and corporate departments, we can provide employee-partners new opportunities and work experiences. For example, someone may start as a production partner or in one of our distribution centers, while their next step may be out in the field interacting with customers. From there, they could go into local management.

We believe this is a defining characteristic at Cintas and has been a key factor in helping us retain the best talent.

EXHIBIT 1

COMPENSATION

Cintas offers competitive compensation packages to its employee-partners, including salaries and wages, a comprehensive benefits package, and a generous retirement program. Employee-partners are paid weekly.

More information about our compensation strategy is available in the 2021 Proxy Statement, including our Board of Directors' compensation and remuneration strategy and policies, plus specific Board and executive management compensation programs and pay ratios.

EMPLOYEE BENEFITS

Full- and part-time employee-partners can enroll in our comprehensive benefits program, whether in individual programs or in the whole package. Employee-partners become eligible for most contributory benefit options after 30 days of employment, while our retirement package has different eligibilities.

Our benefits program includes medical insurance, retirement savings and contributions, paid time off, flexible spending and health savings accounts, disability coverage, and basic life insurance. We also have programs designed to support healthy living and assist with commuting and parenthood.

Cintas provides access to multiple medical insurance plans to all employee-partners, along with dental and vision insurance coverage. Employee-partners can choose to participate in plans with varying levels and combinations of co-pays, deductibles, and out-of-pocket expenses, including a free health insurance option. Employee-partners can reduce their health insurance rates by participating in confidential annual personal health evaluations and sharing the results with their doctors.

For many years, we've offered our Live Well program and encouraged our employee-partners to make progress on their health and wellness journeys. The company provides free annual biometric screening, free annual flu shots, COVID-19 vaccines, and access to tobacco-cessation and weight-loss programs. Further, our Employee Assistance Program (EAP) provides free access to counseling for mental health, legal, and financial issues.

Cintas provides alternative benefit programs to a select number of employee-partners whose benefits packages are negotiated separately through their respective collective bargaining agreements.

THE PARTNERS PLAN AND RETIREMENT SUPPORT

The vast majority of our employee-partners are eligible for our three-part retirement program, known as the Partners Plan, which includes a traditional 401(k) investment account, employee stock ownership program (ESOP), and profit sharing.

After three months of service, all employee-partners are automatically enrolled in our 401(k) program. Participants automatically contribute 3% of their salary to their retirement fund unless they opt out or designate a different amount before becoming eligible; this percentage can be adjusted at any time after enrollment. Based on eligibility, company matching contributions are allocated to the first 10% of employee-partners' contributions to their 401(k) accounts. The 401(k) account fully vests after five years of employment with Cintas.

Cintas also makes annual discretionary contributions to employee-partners' individual retirement accounts in the form of profit sharing and its ESOP. Contributions are approved by the Board of Directors based on the company's financial performance and are distributed based on a point system anchored in tenure and compensation. Both forms of contribution are made automatically and fully vest after three years at the company. Since FY15, Cintas has increased its annual discretionary contributions from $28.2 million to $55.8 million in FY21.

A select number of our employee-partners covered by collective bargaining agreements have other retirement programs, including a limited number with defined benefit plans. More information about these specific plans is available in our FY21 Form 10-K.

EXHIBIT 1

PERFORMANCE AND ADVANCEMENT

Our business relies on the passion, expertise, and dedication of our people, and our commitment to their career development is vital to our company's success.

Each year, we undertake a holistic approach to our employee-partners' performance and advancement. This not only supports our immediate company and personnel goals, but also helps position our employee-partners to maximize their performance at Cintas, both today and throughout their careers.

ANNUAL PERFORMANCE REVIEWS

Each year, every employee-partner takes part in our annual performance review process. For all salaried partners, the review process includes both a self-assessment and a manager assessment of their performance against their business goals and developmental targets.

Additionally, salaried employee-partners and their managers agree on new objectives for the coming year. These typically include two or three measurable business goals along with individual development plans. Managers have access to a wide selection of developmental tools and resources to help employee-partners improve in many different areas of leadership and other skills, including emotional intelligence, public speaking, delegation, and conflict resolution.

The performance review process also informs potential compensation adjustments through merit increases, market adjustments, promotions, and position or responsibility changes.

PARTNER DEVELOPMENT CYCLE

Our process for investing in professional development is designed to help employee-partners enhance performance, achieve goals, and progress in their career. It's an ongoing process rather than a once-a-year event, with all steps continuously linked together.

SUCCESSION PLANNING

Succession planning is an integral part of our business. It happens at every level of our company, not just at the executive level. It's engrained in our annual performance review process, embedded in our culture, and is a key part of our company's growth and business continuity strategy.

Succession planning at Cintas is designed to provide a human capital road map for the company for the next three to five years. The process provides our company with a detailed analysis of our people and their skills, capabilities, professional interests, and goals. The process is detailed and deliberate, and requires time, attention, and careful consideration from our managers and executives alike.

In addition to identifying leadership potential within our organization, it also help us detect potential knowledge or skill gaps that have developed within the last year. For employee-partners, annual reviews and succession planning help identify skill and knowledge opportunities. For the company, the results of this comprehensive process factor into both our short- and long-term training and development planning and our recruiting strategy – both for internal candidate development and for external candidate sourcing.

Succession planning also helps us identify and develop the company's future leaders. Once an employee-partner is identified as having high potential or aptitude, they are offered additional resources and opportunities specifically developed to help them gain the knowledge, skills, and experience necessary to continue their accelerated career path at Cintas.

Employee-partners also maintain updated personal information about their background, education, awards and honors, interests, skills, and other professional preferences, including their willingness to relocate for a new role. This gives managers and supervisors deeper insight into employee-partners already within the company as positions open or promotions or role changes are considered.

More information about our succession planning and talent development for our CEO and other officers is available in our Corporate Governance Guidelines.

EXHIBIT 1

TRAINING AND DEVELOPMENT

Ongoing training and development are major components of a Cintas employee-partner's career path. Every position has a required curriculum of specific trainings and/or certifications, which Cintas provides and facilitates.

FORMAL TRAINING AND CERTIFICATIONS

Frontline partners receive continual training in a variety of areas specific to their positions, including safety and process certifications and professional certifications.

Cintas' Learning and Development (L&D) Department offers a broad range of trainings, seminars, and learning modules to help employee-partners learn or further develop skills and enhance their knowledge. These are generally taught by trained Cintas staff, and include immersive, multiple-day, in-person sessions, full-day or half-day seminars, live virtual classes, or online training-on-demand (TOD) modules. These sessions bring employee-partners together from across the United States and Canada. Most of the multiple-day classes have historically been taught in person, but COVID-19 forced much of the L&D catalog to move online, either as live virtual classes or as TODs.

Management-track employee-partners are required to take additional class-based training sessions so they are better positioned to lead and manage at Cintas. Common required courses include Corporate Culture and Engaging Leadership; Diversity & Inclusion training; Six Sigma training and certification; and Meticulous Hiring.

The L&D team facilitates a range of department- and division-specific learning opportunities as new products, initiatives, and campaigns are rolled out. Its centralized learning portal gives employee-partners access to the information in a consolidated and convenient manner, and also allows them to learn more about our business.

New managers, or employee-partners who have demonstrated leadership or management potential, can also enroll in training courses that help them effectively manage their locations. In addition, these employee-partners can also participate in division-specific bootcamps to gain the knowledge they need to lead other employee-partners to success.

OTHER DEVELOPMENT OPPORTUNITIES

Outside of formal training and certifications, we also offer and facilitate other opportunities for employee-partners to gain further insight, experience, and support on the job. These include our MT program, our mentor program, our PBRGs, and our Executive Leadership Program.

Management Trainee Program

Many of our top leaders began their career in our MT program. In fact, our Executive Chairman, Scott Farmer, was in the very first class of MTs in 1982, and President and CEO, Todd Schneider, is also a graduate of the program.

MTs at Cintas are typically hired upon graduation from college. Our robust campus recruiting program identifies potential MT candidates each year, and the program helps create a sustainable leadership pipeline for the company.

MTs gain the skills, tools, and knowledge they need to succeed at Cintas through on-the-job training, with an intensive hands-on rotation through many areas of our company, including Sales, Service, Production, Operations, and Administration.

At the end of the two-year program, Cintas works with trainees to place them in full-time positions, which usually include field sales positions and then management roles. This progression of responsibilities helps accelerate their career path.

Mentoring

Cintas is an advocate of professional mentoring; it's a universal element of our development strategy.

Our mentorship philosophy maintains that mentor–mentee relationships should be professional and situationally based, and that the mentee's needs are the focus. We feel strongly that when a formal mentoring process is followed, the mentee receives the greatest benefits from the relationship.

Much consideration goes into creating mentorship relationships. We work to best position mentors to guide their mentees on their current career path and help them obtain the necessary skills, knowledge, and insight to take the next steps in their careers.

Mentoring is a key component of our succession planning and has provided tremendous returns in helping develop our current and future leaders. We believe each unique mentor–mentee relationship should have a specific and defined purpose, as well as objectives, goals, and outcomes.

We also offer formal training to our new mentors so they enter the program with a strong understanding of the process, its application, and when to recognize that a mentor–mentee relationship has come to its natural end.

Employee-partners often begin their careers at Cintas with a mentor, and then change mentors as they develop in their roles, change positions, or advance in leadership. The cycle continues when they become mentors themselves and guide newer employee-partners starting their Cintas careers.

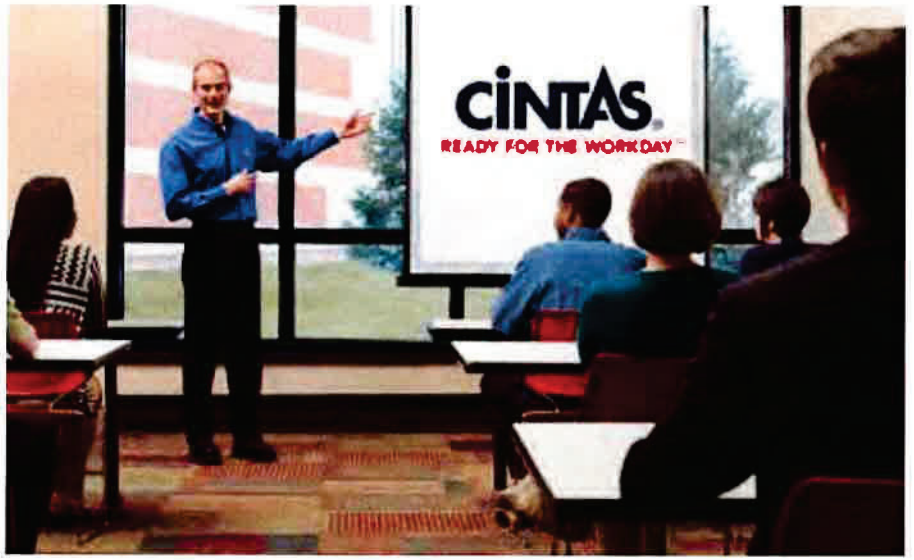
EXHIBIT 1

Partner Business Resource Groups
Our employee-partner affinity groups are an important element in our overall human resources and human capital strategy. We have four of these PBRGs.

These distinct groups align with our business objectives and help secure our continued competitiveness, while allowing the breadth of experience, skill sets, perspectives, and talents of our diverse employee-partners to truly shine.

PBRGs provide members with outlets to lend their voices and perspectives, and a space where they can share experiences and support one another. They also provide a platform for management to hear from our employee-partners directly about issues that matter most to them. It's a two-way dialogue that we believe benefits everyone, including our company.

Our PBRGs play a pivotal role in developing employee-partners at various stages of their careers and connect partners from similar backgrounds in a supportive environment. While our mentor program is built on skill- and job-based criteria, our PBRGs are based on common backgrounds and shared experiences. This is a foundational function of our PBRGs, and we believe they have been very successful in giving a louder voice, leadership opportunities, and access to management to many of our people.



THE CINTAS PBRGs

WAVE

Women Adding Value Everywhere
Target membership: Female employee-partners

¡TODOS!
TOGETHER OFFERING DIVERSE OPPORTUNITIES & SOLUTIONS

Together Offering Diverse Opportunities & Solutions
Target membership: Latinx/Hispanic employee-partners

RISE²
RELEVANT INSPIRING SUPPORT FOR ENGAGEMENT & EMPOWERMENT

Relevant, Inspiring Support for Engagement & Empowerment
Target membership: Black/African American employee-partners

VALOR
CINTAS VETERANS + MILITARY

Veterans-Military Accelerating Leadership Opportunities and Resources
Target membership: Military-affiliated employee-partners

Executive Leadership Program
We launched our Executive Leadership Program (ELP) in 2015 to help identify and increase the pool of diverse employee-partners who were best qualified to fill our mid-management positions. This includes corporate director-level department heads and general manager roles at our locations across the organization.

The goal of the 10-month program is to further enhance participants' leadership skills, Cintas business knowledge, and visibility to our company's top leaders at a key stage of their management career. Participants are nominated by company leaders. Initially, one ELP class was conducted annually, exposing about 25 employee-partners a year to the advanced curriculum. In 2021, we began running two concurrent sessions and increased participation to 35-40 employee-partners per year. Overall, 135 employee-partners have graduated from the program.

The ELP includes regular sessions with company leaders to discuss career paths and trajectories, leadership philosophies, and general business strategies. The L&D Organizational Development Team, in coordination with company executives, has created three unique leadership seminars for the ELP that focus on communication, accountability, and high-performance team building. Each participant works directly with an executive mentor during the program for additional personal one-on-one advice. Program participants also undertake a 360° assessment and receive personalized feedback as part of their ongoing development plan.

EXHIBIT 1

EMPLOYEE-PARTNER ENGAGEMENT

We believe that our people reach their full potential in an inclusive environment, and that they do their best work when they are highly engaged with the company and their fellow employee-partners. As a service provider, we've seen the benefit of an engaged and fulfilled workforce, and what it has meant for our customers.

Further, academic and industry research has proven the direct connection between employee loyalty and engagement on crucial company performance indicators such as customer loyalty, return on investment, and financial performance.

EMPLOYEE-PARTNER SURVEYS

We monitor the general engagement of our workforce to stay abreast of their current attitudes and opinions, and then use the results to implement changes that will drive deeper employee-partner engagement.

To accomplish this, we conducted company-wide employee-partner engagement surveys in partnership with Willis Towers Watson in 2015 and 2019. Our survey includes corporate- and location-based questions to help gauge our employee-partners' feelings about both the company as a whole and their specific worksites. The anonymous 50-question survey takes approximately 20-30 minutes to complete, and also provides opportunities to submit open-ended comments and feedback.

Our employee-partner engagement surveys have four key learning goals:

- Identify our employee-partners' current levels of engagement
- Understand our employee-partners' perceptions of important elements of our culture
- Establish a new baseline for measurement in our areas of strength and development
- Determine how we might impact future success in transformational ways

In our latest engagement survey, 87% of our workforce opted to participate and provide responses. Our employee-partners' enthusiasm to participate indexed Cintas above the "high performance norm" and marked a 6% rise in participation from the previous survey.

Our overall engagement score in 2019 was 90%. Category-specific ratings underpinned our overall commitment to our people, including Empowerment, Sustainable Engagement, Safety, and Diversity & Inclusion.

EMPLOYEE-PARTNER ENGAGEMENT SURVEY RESULTS

METRIC	2015	2019
Engagement Score	90%	90%
Response Rate	82%	87%

CINTAS INDEX VS. HIGH-PERFORMANCE NORMS

CATEGORY	2015	2019	CHANGE
Leadership	0	5	+5
Safety	n/a	4	+4
Performance Management	-1	3	+4
Retention	n/a	4	+4
Sustainable Engagement	0	3	+3
Empowerment	-1	2	+3
Development & Training	-2	0	+2
Manager Effectiveness	1	2	+1

Sample response from 2019 Employee Engagement Survey:

" Everyone I work with is amazing and make the Cintas culture awesome. My leaders and other partners all are ready to help whenever I have questions. I have yet to come across a partner, supervisor or manager that was not willing to help me with any situation I come across."

EXHIBIT 1

WHAT WE'VE LEARNED

Several individual themes emerged from the responses.

- **Safety** – We foster a safe workplace. Our leaders address unsafe conditions. Our employee-partners are comfortable raising concerns.
- **Leadership** – There is upward communication. They are interested in our employee-partners' well-being. They make decisions consistent with our corporate culture. They present a clear vision.
- **Manager Effectiveness** – Managers provide recognition and feedback. They keep our employee-partners informed. They are available to their staff.
- **Empowerment** – We establish clear lines of sight and job roles.
- **Diversity & Inclusion** – We pursue a diverse workplace with support for diversity.
- **Benefits** – Our benefits package fits our employee-partners' needs.

After each survey was completed, Willis Towers Watson analyzed the data and our management reviewed the results. Their evaluation was done with lenses on both the corporate and location levels, with action plans developed to address opportunities identified by the survey results.

Cintas' index ranking against High Performance Norms improved in eight categories from the 2015 survey to the 2019 survey.

The company will conduct its next engagement survey in 2022, and going forward, we expect to administer engagement surveys every two years.

Sample response from 2019 Employee Engagement Survey:

" Cintas is a wonderful company and I am proud to be a Cintas partner! As long as we continue to keep the focus on our partners, customers, and safety, working at Cintas can only get better."

EXHIBIT 1

LABOR RELATIONS

Cintas recognizes and respects the principles of freedom of association and our employee-partners' right to collective bargaining in accordance with applicable national laws. We strive to adhere to U.S. National Labor Relations Board protocols to support their rights to exercise their freedom of association and collective bargaining.

Cintas recognizes employee-partners' rights to form or join unions, including the right to a government-supervised election. We encourage them to make informed decisions on the matter.

We believe our employee-partners' decisions about association should be made consciously, deliberately, and in private. Their decisions should be free from the possibility of undue outside influence or coercion.

Between 2003 and 2011, we withstood a national unionization campaign during which a coordinated multiple-union effort put sustained pressure on Cintas to accept union representation on behalf of every employee-partner at all of our operating locations throughout the United States. We did not then – nor do we now – believe a unilateral decision for representation to be in the best interest of our employee-partners, and we defended their rights to a federally supervised election and collective bargaining.

Our objection to this campaign was not about blocking our employee-partners' efforts to unionize. It was that this particular campaign wanted Cintas management to take away our employee-partners' right to vote on the issue and instead wanted management to make that decision for our people, on their behalf. At the time, we defined our position regarding our employee-partners' right to vote with the phrase "The right to say yes and the freedom to say no." We continue to maintain that any decision to unionize can only be made by our employee-partners and that Cintas management should not take that away.

In areas where our employee-partners have voted for union representation, we satisfy our bargaining obligations as defined by the law.

CURRENT ASSOCIATIONS

As of September 1, 2021, a total of 935 of our employee-partners were covered by collective bargaining agreements, representing approximately 2.4% of our workforce. In the United States, 337 employee-partners were represented under 12 agreements and in Canada, 598 were represented under seven agreements.

LOCATIONS IDENTIFIED AS RISKS

Cintas has not identified any locations under our operation where our employee-partners' right to freedom of association and collective bargaining may be at risk.

We are unable to report on any Global Supply Chain Supplier operations that could be at risk for such issues, but our Vendor Code of Conduct requires suppliers to respect workers' rights to collective bargaining and their freedom of association.

MINIMUM NOTICE

In cases where operational changes are set to occur, we make every effort to provide as much notice as possible to our affected operations, given the scope of the imminent changes.

In cases where a Worker Adjustment and Retraining Notification (WARN) is required, we provide at least the minimum required notice to our operation(s) affected.

All of our U.S.-based collective bargaining agreements include standard 60-day notification periods as required by law.

EXHIBIT 1

THE RIGHT TO SAY YES, AND THE FREEDOM TO SAY NO

In almost all instances, when our employee-partners have the opportunity to cast their vote for association in a private, government-supervised election, they have voted against union representation. Our employee-partners who are currently unionized joined while working for a company that we later acquired.

We believe our strong corporate culture is fundamental to their decision. All of our employee-partners are important and vital to our success. We value their opinions and feedback, no matter their role in the company.

We believe the best solutions come from our front lines – from those employee-partners keeping our processing plants moving and building relationships with our customers – because they know the job the best.

Our management philosophy is based on managers and supervisors interacting with their employee-partners every day, walking around and talking with them, and maintaining an "open door" to their offices. We believe these ongoing exchanges facilitate an environment of open communication and help create strong relationships built on trust and respect.

Because we value our employee-partners so much, we share our success with them. We recognize their ongoing commitment to Cintas, celebrate their efforts to keep us ahead of others in our industry, and provide them with our company's competitive compensation (see pg. 37 for more information).

In addition, every employee-partner who has worked at least 1,000 hours at Cintas is eligible to become a company shareholder, with shares provided through our ESOP. This goes back to our corporate culture and calling each other "partners": we all work together and play vital roles in our company's success, so we collectively enjoy ownership in the company that we have helped build.

We promote world-class safety practices throughout our organization, and we've been repeatedly recognized and honored for our processes and commitment to a safe work environment – most notably with the Occupational Safety and Health Administration (OSHA)'s highest recognition for workplace safety: the Voluntary Protection Program (VPP).

Our employee-partners have opportunities to expand their career paths. We facilitate training and certification as roles require, we prioritize the growth and development of our employee-partners, and our strong preference is to promote from within.

We firmly believe that all of these reasons – and more – have provided a strong, open environment where all of our employee-partners feel valued and supported. And we believe this is why, when they have been presented with alternative options, they have chosen not to vote for association.

EXHIBIT 1

HUMAN RIGHTS

Cintas is committed to upholding and promoting human rights and workplace rights and safety, both in our own facilities and in those we do business with around the world.

We respect the worth of all human beings. We aim to create opportunities for individuals to challenge themselves while working in a supportive environment that affords each person an equal opportunity for development and advancement.

We pride ourselves on our corporate culture, and our position on human rights is a natural extension of it.

OUR STANDARDS AND REQUIREMENTS

In addition to our own company policies, we support the United Nations and the various international, national, and state governments that have established requirements and laws to promote fair treatment of all humans. These laws set labor and safety standards and support efforts to make sure that protected classes are treated equally.

This responsibility doesn't just fall on Cintas and its employee-partners; it is also the responsibility of our external suppliers, contractors, and business partners. While cultural and societal differences exist throughout the world, our Vendor Code of Conduct requires our Global Supply Chain Suppliers to meet our standards regarding human rights and fair labor practices.

Our requirements incorporate many key International Labour Organization (ILO) conventions, including:

- Forced Labour Convention (No. 29)
- Freedom of Association and Protection of the Right to Organise Convention (No. 87)
- Right to Organise and Collective Bargaining Convention (No. 98)
- Equal Remuneration Convention (No. 100)
- Abolition of Forced Labour Convention (No. 105)
- Discrimination (Employment and Occupation) Convention (No. 111)
- Minimum Wage Fixing Convention (No. 131)
- Workers' Representatives Convention (No. 135)
- Minimum Age Convention (No. 138)
- Collective Bargaining Convention (No. 154)
- Worst Forms of Child Labour Convention (No. 182)

We also support international human rights principles, including the United Nations Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGP), the European Convention on Human Rights, and other notable human rights accords.

Hours and Wages

We require that workers must be paid at least the legal minimum wage. While we understand that overtime is occasionally necessary to meet production demands, workers must be allowed a reasonable amount of time off from their duties to afford humane and productive working conditions. We expect our Global Supply Chain Suppliers to comply with all applicable laws and regulations in their country regarding working hours, wages, and overtime pay.

Child Labor and Forced Labor

Cintas defines child labor as any work performed by individuals under the age of 16, or those under the compulsory school age – if that is higher than 16 – as defined by the location where work is being performed. The use of child labor by Cintas' Global Supply Chain Suppliers is strictly prohibited, and they must only employ workers who meet the minimum age requirements in their area.

Our Vendor Code of Conduct strictly prohibits the use of prison labor, forced labor, enslaved labor, or trafficked labor. It also prohibits knowingly utilizing or purchasing materials or products manufactured from companies that use uncompensated prison workers, indentured servitude, or enslaved or trafficked labor. Further, it prohibits our Global Supply Chain Suppliers from requiring any worker to remain under their employment for any period of time against their will.

Our policies also prohibit discrimination or harassment of any employee-partner on the basis of any personal status or human rights protected by law or statute. This policy extends to our vendors.

We participate in the American Apparel & Footwear Association and Fair Labor Association Commitment to Responsible Recruitment, which requires that no workers should pay for their jobs; workers retain their own travel documents and freedom of movement; and that all workers are informed of the basic terms of their employment before traveling to start employment. Our Global Supply Chain Suppliers are also expected to commit to this.

In FY21, we identified at-risk Global Supply Chain Suppliers that have been known to conduct business in China and the Eastern Hemisphere, and required them to attest that they do not work with or source from (past or present) vendors or suppliers in China's Xinjiang Uyghur Autonomous Region. This area is known for utilizing Uyghurs and other Muslim minorities for forced and imprisoned labor.

Collective Bargaining

As is our policy at Cintas, we expect our Global Supply Chain Suppliers to respect their workers' rights to organize and collective bargaining (see Labor Relations on pg. 43). Workers must have the right to make an informed decision on the matter, have the right to free, fair, and government-supervised elections, and not be subject to representation that has been adopted unilaterally.

EXHIBIT 1

SAFETY AND HEALTH

We're immensely proud of our reputation for our world-class management of – and innovation in – employee health and safety. It's a commitment that's embedded deep within our culture and is also enumerated in our ambitious safety vision.

Our safety vision includes three components: for every Cintas location to be injury-free; for every employee-partner to be engaged in continuously improving safety; and for Cintas to be widely recognized as one of the world's leaders in safety and health performance.

We've been incredibly successful in keeping our employee-partners safe and healthy, in large part due to our organizational input and buy-in from every employee-partner in creating a safer workplace. Embracing health and safety has resulted in our industry-leading low incident rates, as well as recognition for our initiatives and track record.

Safety has always been important to us – it's part of our desire to run our company ethically and to support the work our employee-partners do on our behalf. However, a tragic incident in 2007 that resulted in an on-the-job death was an inflection point in our safety journey. Since then, we have prioritized perpetuating a culture of safety that constantly innovates better and safer ways of working and recognizes improvements in our safety performance.

As a result, we have lowered our incident rates dramatically, working hand in hand with our employee-partners to create a safer workplace. Involving our frontline workers in our safety journey has proven to be vital to our success.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Our occupational health and safety management system is a multiple-tiered program to identify hazards and safety concerns; implement safer processes and improvements; and monitor our organization for safety-enhancement opportunities. The system applies to Cintas employee-partners, contractors, vendors, and visitors at our facilities, as well as when traveling to and from, and performing work at, our customer locations.

To continue to promote world-class health and safety standards, we have layered OSHA's VPP into our health and safety management system. This heightened level of planning and safeguarding encourages even greater standards of protective workplace safety and health, and helps operationalize their everyday execution.

The VPP recognizes businesses that implement effective health and safety management systems, and that maintain injury and illness rates below the Bureau of Labor Statistics' national averages in their respective industries.

SPOTLIGHT: VPP ACHIEVEMENT

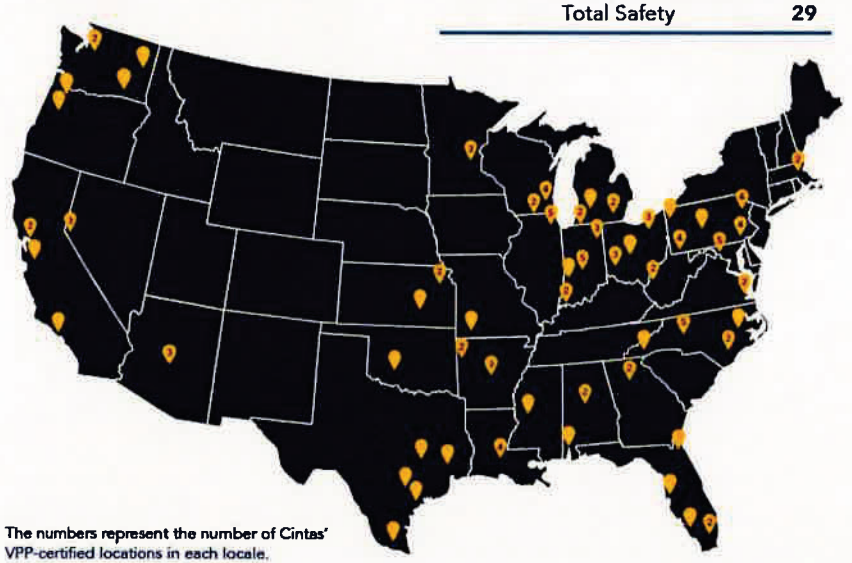
Our commitment to OSHA's VPP Program has set a new standard for U.S. companies. A total of 117 Cintas sites were recognized by OSHA as VPP Star certified as of August 31, 2021, a total that outpaces any other American company by a three-to-one margin.

We believe in the program and support OSHA's mission to recognize companies that prioritize the safety and health of their employees.

We're honored to dedicate such time and resources to pursue VPP Star certifications across our organization, and also maintain our certifications once we achieve them.

TOP 10 VPP STAR SITE CERTIFICATIONS

RANK	COMPANY	VPP SITES
1	**Cintas**	**117**
2	GE	39
3	Raytheon	38
4	Marathon	32
	Milliken	32
	Covanta	32
7	NuStar	31
	Monsanto	31
9	Phillips	30
10	Sherwin Williams	29
	Total Safety	29



The numbers represent the number of Cintas' VPP-certified locations in each locale.

EXHIBIT 1

The VPP certification process is rigorous. To achieve certification, businesses must demonstrate that management and employees work cooperatively – and proactively – to prevent workplace accidents. They must display a joint commitment to hazard prevention and control, perform ongoing analysis, and implement effective training programs. Every location that earns VPP certification must provide OSHA with annual detailed reports outlining their safety and health process improvements. These locations must also undergo a rigorous on-site audit by OSHA and third-party assessors every three to five years to maintain their certification.

As of August 31, 2021, a total of 117 of our locations achieved VPP Star certification[27] – three times more than any other U.S. company.

EMPLOYEE-PARTNERS CENTRAL TO IDENTIFYING CONCERNS

A key element of our safety and health success is our employee-partners' continued personal investment in our journey. Safety is truly a team effort at Cintas, and has helped us create a deeper, more direct connection with our people.

While they are on the job, our employee-partners are trained to identify risks and issues in their work area, report issues, and not perform dangerous work, or work in dangerous conditions that could cause injury or harm.

Field locations have a designated Safety and Improvement Committee (SIC), which includes trained employee-partners from across the location's departments, as well as the local management team.

TRAINING AND DEVELOPMENT

Employee-partners are trained in more than 50 safety and health topics each year, with a minimum requirement of 10 hours of training – offered live in-person or online, or available on-demand – with specific trainings assigned by job and work scope. They are then evaluated by written, verbal, or skill-based assessments, and their progress is monitored and reviewed. Training and evaluation are conducted by locally based corporate or third-party instructors, depending on the topic. Some select training sessions – such as electrical and driver safety – are taught by external experts.

Most of our training curriculum has been designed in cooperation with industry experts and focuses on situations specific to Cintas. These include the Cintas Maintenance Safety Certification, which was recognized by the International Maintenance Conference in 2017. All maintenance and engineering employee-partners must successfully complete the written and performance test to earn certification.

Safe driving is imperative at Cintas. We have collaborated with driver safety service providers to help us adapt their approaches to our drivers' unique needs. Through our partnerships, we offer enhanced driver training, on-the-road evaluations, and driver drills to better coach and assess driving skills. To reinforce our safe driving policies, our executive leaders deliver annual reminders about safe driving practices as we strive to be recognized as a top performer by the Network of Employers for Traffic Safety (NETS).

Our frontline employee-partners are not the only ones who undergo rigorous safety and health training. Our Safety and Health (S&H) Team managers are required to attend OSHA's 10-hour Safety Improvement course and Management Safety Leadership Skills course – a comprehensive overview of proven safety principles that is featured in the Harvard T.H. Chan School of Public Health safety and health curriculum.

ONGOING EVALUATION AND MEASUREMENT

Safety and health are full-year commitments at Cintas, and every level of the organization participates in our ongoing efforts.

Locations self-assess against safety and health protocols, and undergo routine safety evaluations by our corporate S&H Team. Our locations also conduct regular driver assessments where a Service Supervisor who is a certified Smith System® Evaluator rides a route with a driver. The results of these assessments must be verified by the location's General Manager each month.

To ensure we continually focus on improving our safety journey, each of our business divisions holds regular safety and health meetings with our S&H Team.

OCCUPATIONAL HEALTH INITIATIVES

In addition to job-specific training, our employee-partners also receive ongoing education in a variety of health and wellness topics, including nutrition, flexibility, fitness, performing in extreme temperatures, and hydration. Cintas locations partner with local third-party medical and wellness providers to enhance our employee-partners' knowledge and help locations minimize and eliminate risks. They also support work accommodation requests and help monitor return-to-work programs and requirements.

Our award-winning ergonomics team, recognized by the International Ergonomics Association, helps lead the way in reducing occupational injuries like strains and sprains by identifying and working to reduce hazards. Ergonomics evaluations and training are available to all employee-partners. Our corporate ergonomic trainers have helped us reduce our ergonomics-related injuries.

Locations are challenged to reduce risks and set goals for motions saved and projects implemented using best-practice ergonomic solutions available through the Cintas Ergo Catalog.

Employee-partners can also submit their own suggestions to reduce motions or strains and enter our own Ergo Competition. Entries are evaluated

EXHIBIT 1

27 OSHA records as of Aug. 31, 2021. Retrieved from osha.gov/vpp/bylocation on Oct. 3, 2021.

for their low-cost creativity for solving common work-related issues like lifting, reaching, pushing, or pulling. Winners are entered in national and international ergonomics competitions where they compete against employees from other companies around the globe. Our employee-partners have won Ergo Cups in various categories at the Applied Ergonomics Conference three times in the last four years, and our employee-partners' solutions have also been recognized by the International Council on Systems Engineering.

As the COVID-19 pandemic continued through FY21 and beyond, we updated and adjusted our COVID-19 Preparedness Plan, using updated Centers for Disease Control and Prevention (CDC) and OSHA advisories as guidance. On top of enhancing our cleaning protocols at all of our locations following OSHA's directives, all employee-partners are expected to perform daily at-home health assessments, increase personal hygiene and hand washing, wear masks in public and shared areas, social distance, and adhere to capacity reductions in public and shared areas. Additionally, work-from-home options were made available to employee-partners whose job functions allowed it.

SHARING OUR SAFETY KNOWLEDGE

Our S&H Team isn't just focused on our employee-partners' daily routines. It's also a key resource during internal-use product and equipment reviews and installations, and our process efficiency developments.

Our dedication to raising world-class safety and health standards doesn't stop at our doors. Members of our award-winning S&H Team regularly offer ongoing education sessions at safety and health conferences and symposiums around the world, and also serve on influential professional safety and health boards, panels, and committees.

Further, we've developed the Safeload system for safer, more ergonomic handling of soiled laundry, and the wash-alley safety system for safe access to industrial laundry equipment. We've also introduced the patented Graceport device for safe electrical maintenance (now widely used outside our company), and we have codified contractor safety qualification processes.

At the request of the Honduran government, we helped establish a standard for safety and health, and became the first workplace in Honduras to receive the "Safe Company with Safe Work" designation.

SAFETY & HEALTH DATA	UNITS	FY21
Total Recordable Injury Rate (TRIR)[28]	%	1.70%
Lost Time Injury Rate (LTIR)[29]	%	0.55%
Fatalities (Cintas Employee-Partners)	Qty.	0

28 Calculated per 100 workers, based on 200,000 hours worked.
29 Calculated per 100 workers, based on 200,000 hours worked.

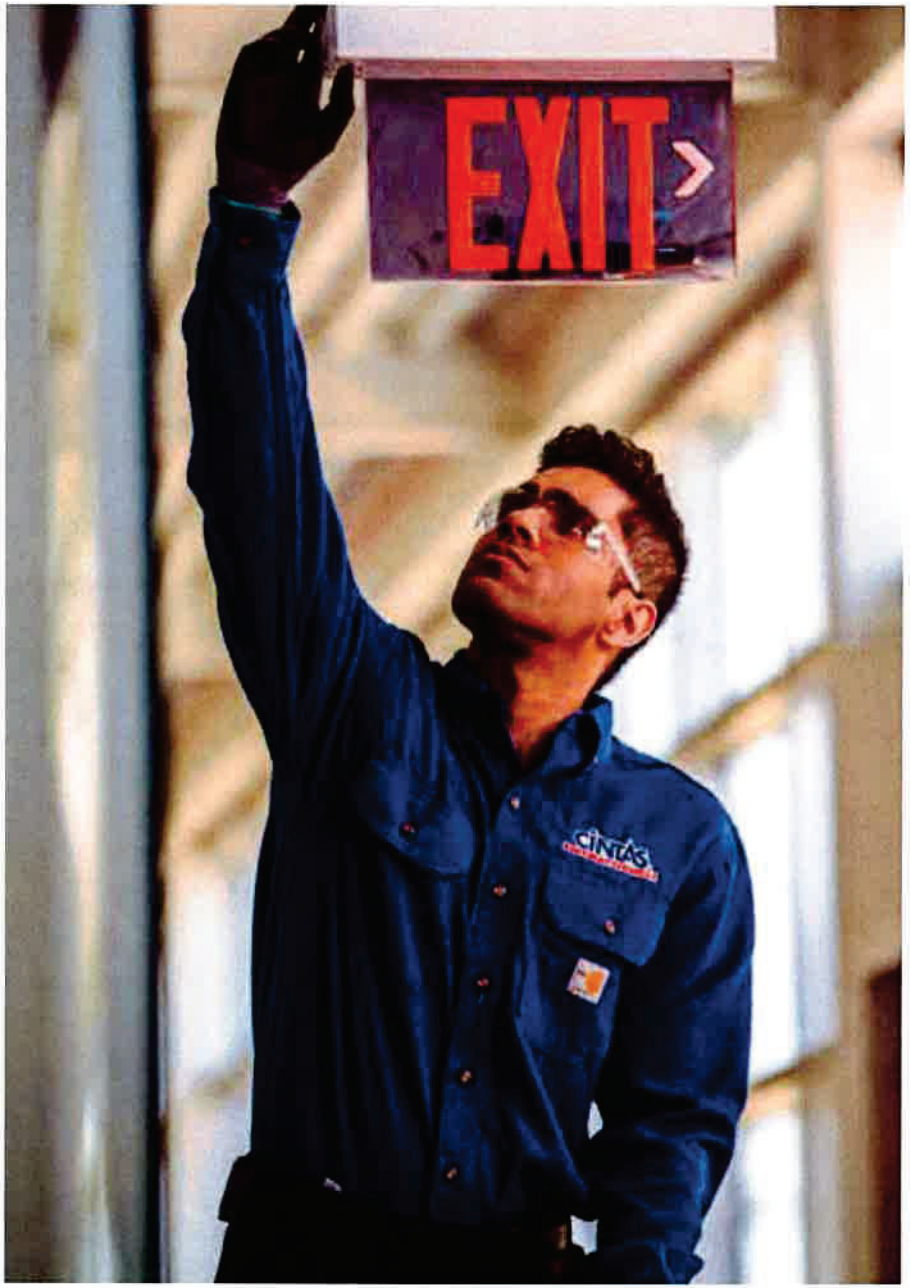


EXHIBIT 1

GLOBAL SUPPLY CHAIN AND SUPPLIER RELATIONS

A critical component of our business is our global supply chain, which provides our employee-partners with the goods and products required to help our customers get **Ready for the Workday®**.

To support our relationships with our largest Global Supply Chain Suppliers, our Global Supply Chain (GSC) Department is structured to effectively support the three main segments of Cintas' business: Garment (Rental Uniform and Design Collective), Facility Services, and First Aid & Safety/Fire. GSC primarily manages our largest corporate Global Supply Chain Suppliers. These suppliers generally reach $1 million or more in purchases by Cintas and must meet specific requirements to do business with us.

Global Supply Chain Suppliers are expected to adhere to our corporate policies on purchase agreements and supplier compliance, including stipulations on contractual obligations, administrative tasks, supplier business review requirements, purchase agreement approval levels, and Code of Conduct requirements.

We procure goods and products from a global network that includes vendors in the United States as well as from China, Colombia, Costa Rica, Dominican Republic, Egypt, El Salvador, Ethiopia, Germany, Guatemala, Haiti, Honduras, India, Kenya, Malaysia, Mexico, Nicaragua, Pakistan, Philippines, Portugal, and Vietnam.

Our supply chain procures almost 90% of the finished products for our uniform rental garments and our Design Collective garments. Our suppliers help us both manufacture our owned brands (Cintas, Design Collective by Cintas, Doc and Amelia, and Fourmy), and acquire products from national brands.

Additionally, we obtain raw materials and garment components, such as fabric, reflective striping, buttons, snaps, zippers and threads, from Global Supply Chain Suppliers that invest in their own research and development. We will often facilitate the acquisition of the necessary raw materials they need to manufacture our products.

VENDOR CODE OF CONDUCT

Cintas is committed to sourcing its finished goods and supply products in a lawful, ethical, and responsible manner. To that end, we expect Global Supply Chain Suppliers to conduct business in an equally ethical and moral manner, both domestically and internationally.

Global Supply Chain Suppliers are expected to comply with our rigorous Vendor Code of Conduct, which outlines our guidelines and requirements. Some key provisions in the Code include fair labor standards, as per ILO definitions, as well as conflict minerals policies and anti-corruption requirements.

Our Vendor Code of Conduct also stipulates penalties – up to and including the cancellation or denial of Cintas business – should provisions be violated. Global Supply Chain Suppliers are subject to annual, in-person audits that review more than 300 points of business. These audits are conducted by independent third-party inspectors, including those who certify under Worldwide Responsible Accredited Production (WRAP) standards, or others who are certified in global compliance audit standards. Global Supply Chain Suppliers are assessed against corrective action plans (CAPs) if any issues are identified during the audits.

As we continue our enterprise business review related to our ESG priorities and begin to identify targets as of part of our ambition to achieve Net Zero GHG emissions by 2050, we anticipate collecting Scope 1 and 2 emissions data from our Global Supply Chain Suppliers. We intend to work with them to identify ways to reduce their GHG emissions across their own value chain. Lowering our Scope 3 emissions, as well as minimizing our downstream water use, waste, and raw materials needs, will be vital to achieving Net Zero by 2050 and lessening the overall environmental impact of our value chain.

HUMAN RIGHTS STANDARDS

Our Vendor Code of Conduct promotes Global Supply Chain Suppliers' compliance with standards regarding human rights and fair labor practices. These include laws and regulations related to working hours, wages, and overtime pay; child labor; prison, forced, enslaved, or trafficked labor; discrimination; paying for work; and collective bargaining and the right to organize.

More information about our corporate position on these matters is available in the Human Rights section of this report.

ASSESSING AND MONITORING NEW GLOBAL SUPPLY CHAIN SUPPLIERS

To confirm we work with Global Supply Chain Suppliers that prioritize ethical working standards and treat their employees fairly, we assess all potential new vendors and monitor current suppliers.

While we recognize that many different legal and cultural environments exist throughout the world, our Vendor Code of Conduct details our basic expectations for Global Supply Chain Suppliers to do business with us.

Potential new Global Supply Chain Suppliers and new vendor facilities undergo a review and assessment process. Our sourcing group identifies the potential new supplier or facility and triggers a social compliance exam.

EXHIBIT 1

Before the assessment process begins, some situations – including geographic location or types of goods being manufactured – may also trigger a preliminary risk evaluation of the potential facility, which is conducted by a Cintas field engineer.

The actual assessment, conducted by an independent third-party auditor, continues with a physical compliance audit of the facility, which includes more than 300 points of business. Cintas GSC staff then work with the supplier to produce the required compliance documentation and explain any actions needed to comply with our Vendor Code of Conduct through a CAP.

These findings are categorized as Below Minimum Standards (BMS), Immediate Action (IA), and Corrective Action (CA). The report outlines the corrective measures required for any finding, with the potential for a follow-up audit to document compliance. Once corrective actions are supported with proper documentation, the supplier or facility is certified to do business with Cintas as a Global Supply Chain Supplier.

If the facility already holds a compliance certification from an independent certification agency (such as WRAP, Intertek, SA8000, or another recognized body), those certifications generally satisfy our requirements.

Once a supplier is certified as a Global Supply Chain Supplier, they are subject to annual compliance audits – similar to the initial assessment process – to maintain our business. These audits are typically conducted in person by independent inspectors who are trained on local labor laws and requirements; are fluent in the language(s) spoken by management and employees; and engage directly with facility leadership and conduct employee interviews.

FY21 Monitoring

In FY21, we conducted 139 supplier audits with in-person visits by third-party auditors and confirmed current certification for suppliers holding current third-party certifications or with the Cintas Desktop Remote audit process. However, COVID-19's impact on travel restrictions and health and safety necessitated some temporary adjustments to some elements of our audit process.

As a result, we also conducted fewer audits of low- to medium-risk Global Supply Chain Suppliers, and waived audit requirements for the year for suppliers that were deemed to be low risk.

PROMOTING ETHICAL INTERACTIONS

Training on Supply Chain Issues

Internally at Cintas, employee-partners with direct responsibility for supply chain management receive mandatory internal training so they are knowledgeable and aware of social issues that could arise in a global supply chain. These include the risk of child labor, human trafficking, and modern slavery, as well as issues concerning conflict minerals.

Using real-life scenarios and referencing current global regulations, Cintas uses external TRACE e-learning resources, which specialize in maintaining global compliance standards in these areas. TRACE courses outline the requirements of global trafficking-related statutes, including the UK Modern Slavery Act and U.S. Federal Acquisition Regulation, helping learners understand human trafficking risks and formulate a plan to identify and address trafficked labor.

Through Cintas' anti-corruption training program, GSC employee-partners who are directly involved in business activities that have the potential to elicit bribery or corruption activities are identified for additional anti-corruption training. This annual training is overseen by our CCO and separate from other GSC training modules.

Reporting Concerns

We provide several means for both Cintas employee-partners and external parties to register concerns or report issues about Global Supply Chain Suppliers.

Anyone can report an anonymous concern using the Cintas Direct Line – either via the phone line or online – staffed 24/7 by an independent third party. Cintas employee-partners can also report concerns to their supervisor, HR, or managing executive. External parties, including Global Supply Chain Suppliers, can raise concerns during the annual on-site compliance audit, or through their established Cintas relationships with category managers and field engineers, or as part of annual supplier business review meetings.

CONFLICT MINERALS

Cintas does not purchase raw materials directly from smelters, and expects Global Supply Chain Suppliers to source materials from socially responsible sources.

GSC conducts an annual review of Global Supply Chain Suppliers to identify suppliers that may use conflict minerals in their production processes. They are reviewed using a qualification survey to determine if they may supply us components, products, or goods manufactured using conflict minerals. Those identified are enrolled in our Conflict Mineral Training seminar so they understand our Conflict Minerals Policy, and must also report their conflict minerals use to us. We then submit that information to the extent required to the U.S. Securities and Exchange Commission (SEC).

Global Supply Chain Suppliers that do not comply with our annual conflict minerals review are subject to penalties, up to and including denial of Cintas business.

SUPPLIER DIVERSITY

We believe a diverse supplier base provides enhanced product offerings, better meets customer needs, and reflects the ever-changing demographics of the communities in which we do business. It also provides increased competition, creativity, and flexibility in our supply chain.

Cintas uses many different suppliers to fulfill its business needs, and one metric we've prioritized is our spend with certified diverse suppliers. To qualify as a diverse supplier at Cintas, the vendor must be a for-profit business headquartered in the United States or its trust territories, and be at least 51% owned, operated, and controlled by a U.S. citizen who is a minority, woman, or veteran.

In FY21, we spent $387.7 million with certified diverse suppliers, which represents 16.9% of our total U.S. supplier spend – setting records for both total spend and spend percentage. Our FY21 supplier diversity spend was significantly higher than any previous year as a direct result of four primary suppliers of PPE – like masks, gloves, and isolation gowns – being certified diverse suppliers.

Since FY07, we have spent $2.8 billion with diverse suppliers. In the decade since FY12, we've increased our percentage of spend from 10.2%, with our percentage of spend fluctuating between 11.4% and 12.7% from FY16 to FY20.

To champion and promote our supplier diversity initiatives, we've created our Supplier Diversity Executive Steering Committee, a group of more than 35 Cintas executives who serve as change agents and advocates for diverse suppliers throughout our company. They help educate employee-partners on the value proposition and competitive advantage that supplier diversity offers.

We believe our award-winning supplier diversity program is a model for our industry and business, and continue to work with various national and local advocacy agencies, including the National Minority Supplier Development Council and the Women's Business Enterprise National Council. In Cincinnati, where we are headquartered, we work with minority business organizations like the African American Chamber of Commerce and the Hispanic Chamber, and Minority Business Accelerator – both subgroups of the Cincinnati USA Chamber.

Our program has been successful since its launch, and we are looking for additional ways to include diverse suppliers in our supply chain. While we aim to increase our year-over-year spend with diverse suppliers overall, we're also looking to increase our spend with veteran- and service-disabled veteran-owned businesses.

SPEND ON DIVERSE SUPPLIERS

YEAR	% OF U.S. SPEND	DOLLAR SPEND ON DIVERSE SUPPLIERS
FY17	11.7%	$208.6M
FY18	12.1%	$231.3M
FY19	12.7%	$277.9M
FY20	11.4%	$247.8M
FY21	16.9%	$387.7M

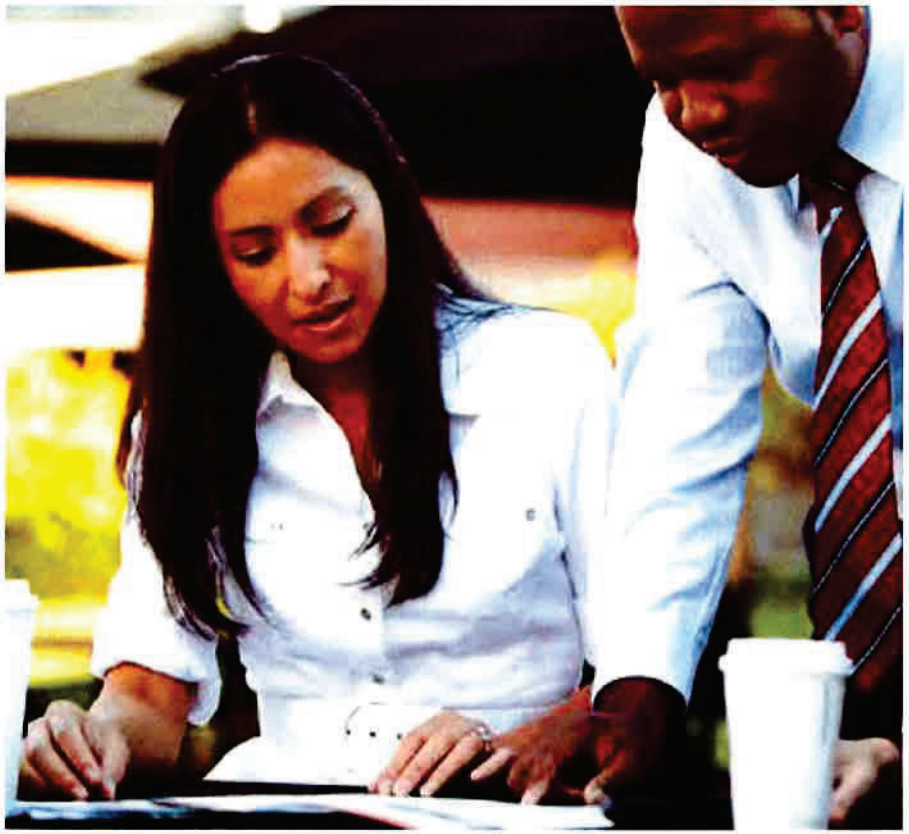


EXHIBIT 1

LOCAL COMMUNITIES

We're immensely proud of the impact we've had in our local communities through our corporate philanthropic activities. This includes monetary donations, in-kind donations, and active fundraising on behalf of key charitable and not-for-profit organizations, which we collectively brand under the banner of Cintas Cares, our corporate philanthropic arm.

As a company, we have six primary philanthropic partnerships and initiatives: American Cancer Society, American Diabetes Association, American Heart Association, National Fallen Firefighters Foundation, Matthew 25: Ministries, and the Cintas Partner Assistance Fund. These are outlined in more detail on the next two pages.

Managed at the corporate level through the Corporate Affairs Department, these six initiatives allow involvement from all of our U.S. locations and employee-partners. Our Canadian employee-partners engage and support local organizations concerned with cancer, diabetes, and heart health.

A key component of our philanthropic success is the passion our employee-partners have for giving back. Our Impact Champions program helps bring our initiatives to life at our local operations and provides a national footprint for our efforts. More than 250 Impact Champions across the company work with their local human resources staff to generate awareness and buy-in for our major initiatives.

We've seen incredible local support for, and commitment to, these national partnerships.

Senior VP Todd Gregory, President and CEO Todd Schneider, Rental President and COO Jim Rozakis, Senior VP Scott Garula, Executive Chairman Scott Farmer, Fire Protection President and COO John Amann and First Aid & Safety President and COO Mark Carter celebrate Cintas' philanthropic partnership with the American Heart Association on National Wear Red Day.

EXHIBIT 1

OUR CORPORATE PARTNERSHIPS

American Cancer Society
At a corporate level, our relationship with the American Cancer Society began in 2020 and includes fundraising through national Relay for Life and Making Strides Against Breast Cancer events. We also support the organization with a company-wide apparel sale each fall, with the proceeds from our Canadian employee-partners' purchases directed to the Canadian Cancer Society.

Through this partnership, our employee-partners have access to some of the American Cancer Society's support resources, including the Road To Recovery® program, 24/7 live online patient support, live webinars about cancer prevention with medical experts, and access to Hope Lodge if they must travel out of town for treatment.

Although our corporate relationship was established recently, Cintas employee-partners have long supported the American Cancer Society at a grassroots level. Over the years, we have helped raise almost $1 million across our locations.

American Diabetes Association
Our relationship with the American Diabetes Association began in 2019 and was established to raise awareness about diabetes among underserved and minority communities. Through this partnership, the American Diabetes Association also has a business partnership with our First Aid & Safety division to produce health kits with first aid items frequently needed by diabetics, which has raised more than $250,000.

The American Diabetes Association provides free, confidential diabetes risk-testing to our employee-partners so they can understand their potential for developing Type 2 diabetes. It also provides access to its Diabetes Food Hub app with recipe and meal-planning options for those living with diabetes.

EXHIBIT 1

American Heart Association

The American Heart Association (AHA) is one of our longest-standing corporate philanthropic relationships, dating back to 2005. Cintas partners with the AHA as a provider of CPR, first aid, and AED training nationwide, and our certified trainers in our First Aid & Safety division teach AHA's certification curriculum in their courses. Since 2016, we have trained and certified more than 800,000 people in lifesaving CPR and first aid.

Each year, Cintas employee-partners across the United States participate in both the Heart Mini-Marathon & Walk and the national Heart Walk. Almost 500 employee-partners participated in the two virtual events in 2021, raising almost $50,000 – a total that contributed toward our overall $100,000 annual commitment to the organization. Cintas is also a sponsor of the organization's Go Red for Women campaign.

National Fallen Firefighters Foundation

We formalized our relationship with the National Fallen Firefighters Foundation (NFFF), our latest corporate philanthropic partner, in 2021. The NFFF works closely with our Fire Protection division on a variety of key initiatives. Cintas is a Chief Sponsor of the organization's 9/11 Memorial Stair Climbs program, which features fundraisers across the United States in September and October in observance of the events on September 11, 2001. The funds raised at those events support families of fallen firefighters and other New York City Fire Department programs.

The NFFF relationship is also an opportunity for Cintas to engage directly with local fire departments when we host the organization's Prevent the Preventable learning and development programs at locations across the United States.

EXHIBIT 1

Matthew 25: Ministries
Our extensive partnership with Matthew 25: Ministries goes back to 1998 and is our longest-standing corporate philanthropic relationship.

We assist Matthew 25: Ministries with its national and global disaster relief efforts by providing Cintas products and garments for the organization to distribute in displaced communities. The organization's disaster response includes a Cintas-branded van, which we donated to assist with their on-the-ground efforts in disaster areas.

In the past, we have also partnered with Matthew 25: Ministries to bring Cintas employee-partners on mission trips to Haiti and the Appalachian area of West Virginia, as part of our annual Clothe the Kids campaign. Since 2003, our employee-partners have donated almost 4 million articles of clothing and school supplies for disadvantaged children and contributed thousands of volunteer hours. As well as helping children in need, the program also contributes to the circular economy by finding a positive way to reuse items of clothing.

Cintas Partner Assistance Fund
We launched the Cintas Partner Assistance Fund (CPAF) in 2019 to provide financial assistance to our own employee-partners who have been negatively affected by natural disasters. Started with $500,000 in seed money from Cintas, the fund is now valued at almost $4 million – including ongoing donations from our own employee-partners through weekly payroll deductions and one-time contributions.

The mission of the CPAF aligns with our company's ambition to reduce its environmental impact and support global efforts to mitigate climate change. With catastrophic weather events rising across North America – with all types of natural disasters causing greater harm and damage – we recognize the need to provide support for our employee-partners when these challenging situations occur, many times unexpectedly.

While eligibility to receive financial assistance from CPAF is currently limited to those affected by natural disasters, we hope to soon expand eligibility to include other catastrophic life events, to further aid our employee-partners in their times of greatest need.

MATTHEW 25: MINISTRIES

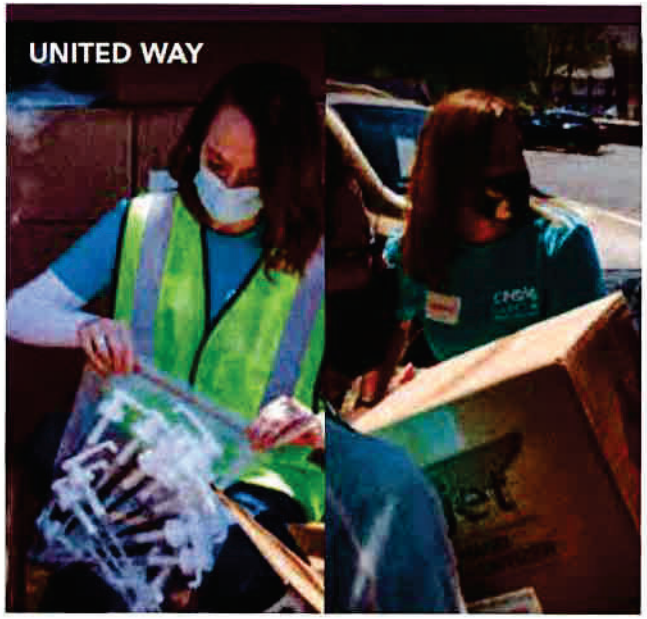
CPAF: WEST VIRGINIA FLOODING

EXHIBIT 1

LOCAL PROGRAMS

In addition to these six programs, we also have successful programs supported by our corporate headquarters in Cincinnati. These include relationships with Adopt A Class, where teams of volunteer employee-partners present weekly lessons in local classrooms; the United Way of Greater Cincinnati; and Dress for Success in Cincinnati.

Our field locations across the United States and Canada are also encouraged to get involved in their local communities and form relationships that are meaningful to their businesses. We also provide toolkits and support to locations interested in initiating these types of civic and community relationships in their cities and towns.



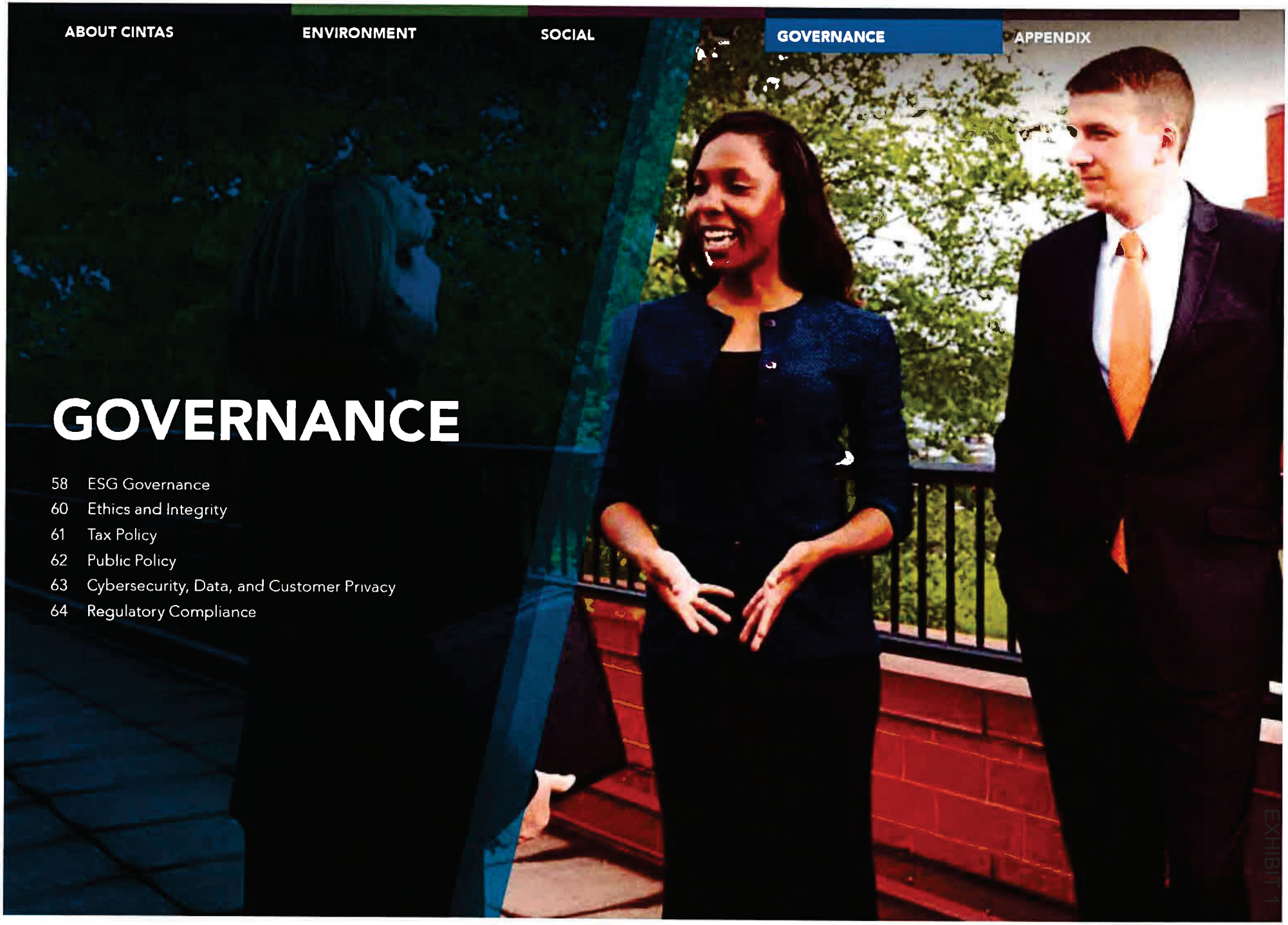
ADOPT A CLASS

DRESS FOR SUCCESS® CINCINNATI

United Way

United Way of Greater Cincinnati

EXHIBIT 1



GOVERNANCE

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60 Ethics and Integrity
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62 Public Policy
63 Cybersecurity, Data, and Customer Privacy
64 Regulatory Compliance

EXHIBIT 1

ESG GOVERNANCE

GOVERNANCE APPROACH

We believe establishing strong and ethical governance is foundational to achieving our Principal Objective: to exceed our customers' expectations to maximize the long-term value of Cintas for our shareholders and employee-partners. This approach aligns and drives our financial and social performance and helps ensure accountability and legitimacy for our stakeholders.

Our governance and management structure are guided by our Code of Conduct and Business Ethics, which establishes clear and consistent expectations for decision-making by all Cintas Directors and employee-partners. Our Code of Conduct requires adherence to laws and regulations and helps preserve the integrity of our company. Each Director, executive, manager, and employee-partner is required to undergo Code of Conduct and Ethics training upon joining the company, sign an acknowledgment of its contents, and complete additional annual training.

We are committed to being a responsible corporate citizen and strive to incorporate ESG principles and considerations into the daily operations of our business. Under the Board's direction of our strategic approach to sustainable long-term value creation, we aim to operate our business in a way that is consistent with protecting the environment and enhancing humanity while maintaining accountability for our actions and decisions.

As we consider our business decisions, we leverage internal processes that include disciplined due diligence and risk assessment to evaluate potential outcomes. Our Principal Objective and our strategic plans also factor heavily in our planning. Our business activities involve fossil fuel, water, and raw material use, and generate GHG emissions and waste, and we are aware of the risks these pose. We work with our Board of Directors, management, and stakeholders to run our business in a manner that aims to reduce, mitigate, or eliminate our impact in these areas.

GOVERNANCE STRUCTURE

Our governance is placed in the hands of our Board of Directors, our highest governing body. The Board is elected annually by a one-for-one vote of Cintas shareholders and oversees the management of our company, as spelled out in our Corporate Governance Guidelines.

Today, the Board is made up of nine Directors – seven men and two women – and 33% of the Board is diverse (in terms of gender, race, or ethnicity). The Board has created four working committees to address key issues in greater detail: the Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee and Executive Committee.

More information about our Board, including independent board leadership responsibilities and its good governance positions, is available in our Corporate Governance Guidelines. Additional nomination information, Board governance, and committee activities are available in our FY21 Proxy Statement.

During the 2021 calendar year, our Board underwent a few notable changes. Scott Farmer, who had served as both our CEO and Chairman since June 2016, retired as our CEO and transitioned to become our Executive Chairman as of June 1, 2021. On this same date, Todd Schneider was appointed as our new President and CEO, and joined the Board as a new Director. In connection with his appointment to the Board, the Board was expanded by one seat.

After five years with a governance structure that included a joint role of Chairman and CEO, we will now operate under a structure that designates the Board of Directors' Chairman position and the company's CEO position to separate individuals.

All members of the Nominating and Corporate Governance Committee, the Audit Committee, and the Compensation Committee meet the independence requirements that apply to those committee assignments, as established both by Nasdaq and the Sarbanes–Oxley Act.

FY22 BOARD OF DIRECTORS

More information about our Board members, including biographical information and professional affiliations, is available in our FY21 Proxy Statement.

Gerald S. Adolph
Nominating and Corporate Governance Committee Chairman

John F. Barrett
Audit Committee, Nominating and Corporate Governance Committee

Melanie W. Barstad
Compensation Committee, Nominating and Corporate Governance Committee

Karen L. Carnahan
Audit Committee, Nominating and Corporate Governance Committee

Robert E. Coletti
Executive Committee

Scott D. Farmer (Executive Chairman)
Executive Committee

Joseph Scaminace (Lead Director)
Compensation Committee, Nominating and Corporate Governance Committee Chairman, Executive Committee Chairman

Todd M. Schneider

Ronald W. Tysoe
Nominating and Corporate Governance Committee

EXHIBIT 1

ESG OVERSIGHT

Instead of delegating oversight of risk to a specific committee, our entire Board oversees our risk management process. This includes our ESG-related strategies and initiatives, given their importance to our business.

The Board oversees and monitors ESG-related matters, including environmental programs, workplace conduct, training and development, employee-partner health and wellness, diversity and inclusion, pay equity, workplace conduct, responsible and ethical sourcing, cybersecurity and data privacy, and our principal operations, business, and compliance.

We use an enterprise risk management (ERM) process to monitor, measure, and manage risks; review our risk exposure; and elevate certain key risks for discussion at the Board level as appropriate. ESG-related matters are reviewed regularly by the full Board, as well as during committee meetings as necessary.

In addition to the Board membership changes in 2021, Cintas created a new executive position to lead all of our ESG efforts. Our new Vice President of ESG and CCO reports to the General Counsel and has assumed the responsibility of providing regular updates to, conducting informational exchanges with, and seeking input from the Board about the company's strategy and progress in ESG areas.

The Vice President of ESG and CCO will work with business and functional leaders across our company to determine our ongoing sustainability strategies, as well as policies and goals related to our corporate responsibility initiatives.

Additionally, the Senior Vice President of Human Resources and Chief Diversity Officer provides ongoing updates to the Board about the company's human capital and diversity, equity, and inclusion efforts, as well as its strategy and performance against established goals.

We encourage our stakeholders to provide feedback about our ESG activities to us through their standard stakeholder communications channels, including their direct relationships, publicly available means like the Cintas Direct Line, and written correspondence to ESG@cintas.com or our Secretary, as spelled out in our 2021 Proxy Statement.

CRITICAL CONCERNS

Should a critical concern be identified, it would be presented to the Audit Committee and then immediately reported to the full Board. No critical concerns were identified in FY21.

REPORTING CONCERNS

Cintas is committed to maintaining an ethical, responsible workplace. Our Code of Conduct and Business Ethics requires our employee-partners and those with whom we do business to comply with all applicable laws and regulations, and to report situations or issues that are in violation of the law, our company policies, and our core principles.

We document concerns and strive to maintain, within the limits allowed by the law, the confidentiality of anyone requesting guidance or reporting questionable behavior and/or a possible violation. Company policy prohibits retaliation against any employee-partner raising or reporting a business conduct or ethical issue, or a perceived violation of policies or laws.

Both employee-partners and external parties have access to several mechanisms to report questions or concerns. Anyone can report any violations or concerns through our Direct Line (online or phone), a confidential third-party resource that is dedicated to Cintas' stakeholders and operated 24 hours, 7 days a week.

Additionally, employee-partners have a structured avenue to report concerns – as outlined in our corporate policy – about lines of communications within the company. This structure begins with their supervisors, HR, or compliance departments. External parties also have their own direct communications channels in which they can register concerns.

EXHIBIT 1

ETHICS AND INTEGRITY

"One of Cintas' biggest strengths has always been our insistence on honesty and integrity from every partner in the company."

Scott Farmer,
Executive Chairman
(CEO, 2003-2021)

We are committed to interacting with our customers, employee-partners, competitors, coworkers, shareholders, vendors, government and regulatory agencies, and the communities in which we do business in a respectful, ethical manner and in compliance with regulatory and legal requirements.

We maintain many corporate policies and training programs to promote a culture of compliance, and promote our stakeholders' understanding of our principles and values related to ethics and integrity.

We provide confidential, retaliation-free outlets for internal and external stakeholders to report concerns or apparent issues.

We believe we conduct our business the right way, perpetuating the highest levels of ethics and integrity.

TRAINING

Cintas employee-partners receive training about our Code of Conduct and Business Ethics on their first official day of employment with us. They also receive a booklet containing the Code at their orientation session and must sign an acknowledgment that they have received and understand the training.

Additionally, employee-partners must complete three different annual training courses focusing on ethics and integrity: Code of Conduct and Business Ethics, Workplace Harassment Prevention, and Workplace Violence Prevention. These are either completed through an online training-on-demand platform or conducted in person for employee-partners who do not have computer access at work. Our annual training results are also reported to the Board of Directors to confirm we're maintaining compliance.

Further, management-track employee-partners also receive a copy of *The Spirit Is The Difference*. Written by our Founder Richard "Dick" Farmer, the book further articulates our corporate culture and how it functions within our Code of Conduct and Business Ethics.

Additional position- or responsibility-specific training is required annually for various employee-partners, including:

- **AB1825 Training** – Employee-partners who are California residents and employee-partners who work outside of California but manage employee-partners located in California
- **Information Security Awareness** – Employee-partners who have computer access at work
- **Anti-Corruption Training** – Employee-partners who could potentially interact with a foreign official or representative
- **PCI Training** – Employee-partners who could have access to credit card data

ANTI-BRIBERY AND CORRUPTION

Under the direction of our senior management's annual Enterprise Risk Assessment, our Risk & Compliance Department conducts annual reviews of our business operation for corruption risks. We have not identified any instances of corruption during this process.

Risks that have been identified during our annual business review include our foreign global supply chain operations, which hire local employee-partners with cultural differences; doing business in markets known for corruption; using customs brokers or carriers to import products from international suppliers; and potential vendor or third-party relationships.

Additionally, our expansive Business Ethics Corporate Position covers many topics and concerns and outlines our expectations of our employee-partners in those situations. This policy is communicated to our governance body and employee-partners, who receive training on its contents.

Further, our Risk & Compliance Department ensures that all appropriate vendors working with our global supply chain are aware of our policies and expectations, which are spelled out in our Vendor Code of Conduct. Our vendors' compliance is monitored through annual third-party audits.

Every year, we identify employee-partners directly involved in our business activities who have the potential to elicit bribery or corruption activities. Those employee-partners are required to undergo additional anti-corruption training, and we perform audits on a regular basis to support ongoing compliance and identify potential issues.

ANTI-COMPETITIVE BEHAVIOR

We pride ourselves on operating our business in an ethical and lawful manner, a cornerstone of our corporate culture. We believe in adhering to all laws and regulations, including those that promote free and fair competition in the marketplace.

Our Code of Conduct and Business Ethics and our Anti-Corruption Corporate Policy require all employee-partners to comply with all laws and regulations related to competition and antitrust, including those that prohibit collusion to manipulate a market. Topics in this area are also included in our Code of Conduct and Business Ethics annual training.

EXHIBIT 1

TAX POLICY

We are a transparent taxpayer. We are open about the taxes we pay and our projected effective tax rate guidance on our financial reports and during our quarterly earnings calls, which are available to the public.

We review our tax strategy under a low-risk methodology, and believe we have a responsibility to pay our fair share of taxes. We are committed to complying with all applicable tax laws and requirements in each jurisdiction in which we conduct business.

To help ensure we identify, withhold, report, and pay the correct tax requirements and avoid potential compliance issues, the company maintains a tax strategy created by the Vice President of Tax, overseen and approved by the Chief Financial Officer, and presented to the Audit Committee of the Board of Directors. Ongoing risk assessments are conducted to help identify and rectify any potential compliance issues. Pertinent changes in regulatory policy or guidance are communicated to executive management so they understand the business implications. We regularly utilize third-party advisors to review our current tax strategy and provide guidance.

Our tax disclosures that appear in our audited financial statements are prepared in accordance with GAAP ASC 740 and SEC reporting standards in all material respects. Ernst & Young, our independent auditing firm, examines our tax-related disclosures as part of its review of our SEC filings.

Cintas engages with federal and statutory tax authorities as audits arise, and we work to maintain a transparent approach to all audits. If a difference in approach transpires during an audit, Cintas works with the jurisdiction to determine a reasonable settlement position.

Our tax implications and financial benefits available from government entities are regularly evaluated as part of normal business operations and decision-making. In the last three fully reported fiscal years, we received $6.7 million in tax relief from the U.S. government through multiple incentive programs, including various employment credits. Further, in the last three fiscal years, we have received $20 million in tax deductions resulting from charitable donations, including a total of $8 million in FY21.

We actively engage a third-party representative to assist our advocacy and education efforts on benefits of tax policy, most notably the 2017 Tax Cuts and Jobs Act and current tax policy priorities.

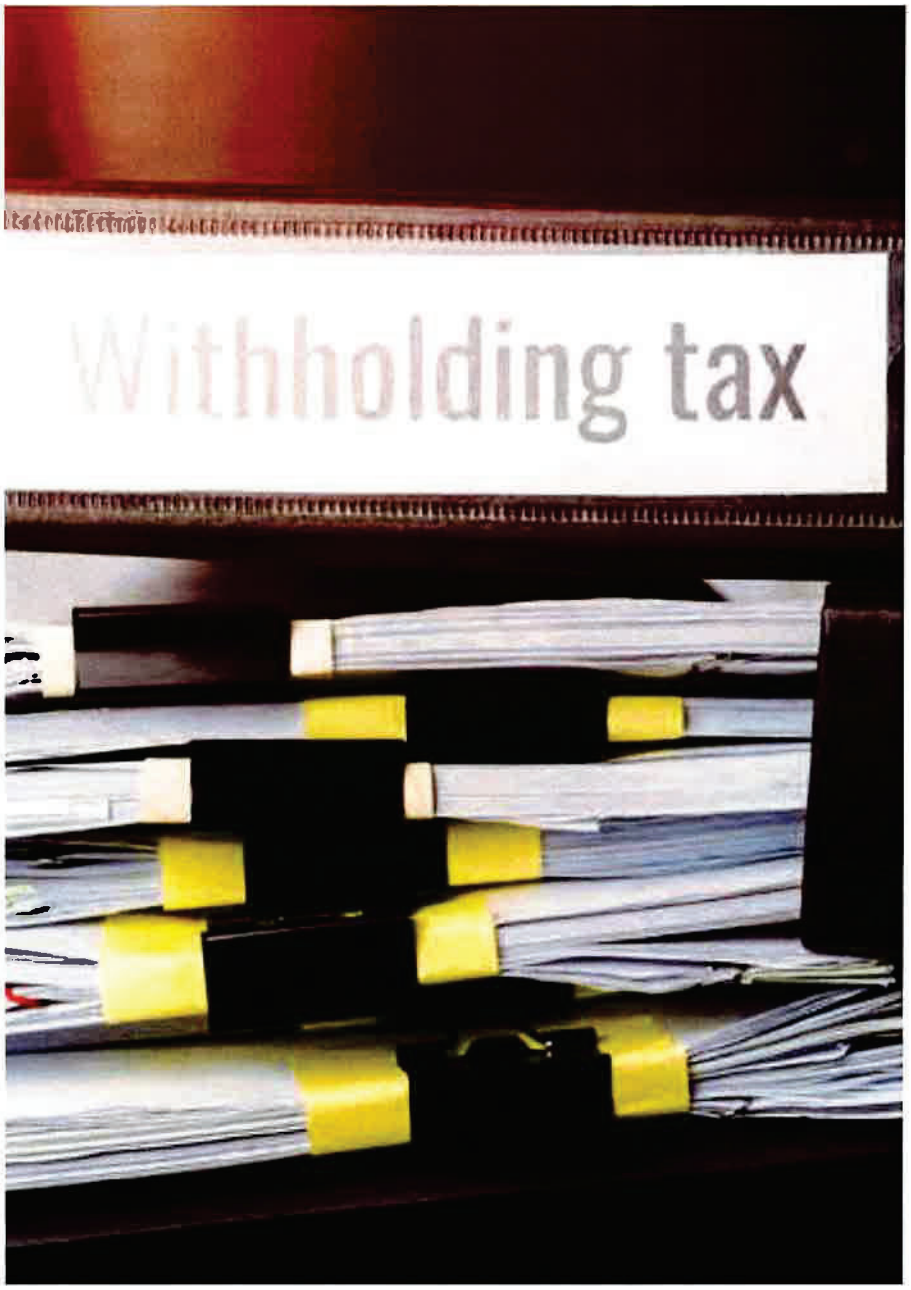

EXHIBIT 1

PUBLIC POLICY

POLITICAL ACTION

Cintas regularly and proactively engages with a cross-section of policymakers at the federal and state levels, as well as regulatory bodies, about four issues central to our business: infrastructure, labor, taxes, and trade.

We also collaborate with corporate, industry, and trade organizations to determine positions on these issues to support continued growth. Given the size of some of these organizations and Cintas' position, the public viewpoints expressed by some of these groups do not always align with our views.

Our advocacy and public policy efforts are targeted at communicating Cintas' positions on existing and potential legislation and regulations; providing perspective on regulatory measures that affect our business; and providing testimony under oath when necessary to relay our experiences, positions, and perspectives about topics important to our business. We conduct this work through a variety of means, including face-to-face meetings, memos, and position papers, as well as political contributions through the Partner Political Action Committee (PAC).

Guided by our Anti-Corruption Corporate Policy, we have established a formal process that dictates how we may engage with policymakers and any related organizations. In cooperation with approved third-party representatives, the Vice President of Corporate Affairs is responsible for developing and maintaining the pertinent relationships and procedures to confirm adherence to the company's advocacy process and coordinates all communications between stakeholders related to public policy.

POLITICAL CONTRIBUTIONS

Our Anti-Corruption Corporate Policy outlines the manner in which we may engage with political candidates and representatives. As a company, Cintas Corporation does not contribute to political candidates.

The PAC supports political contributions on behalf of our employee-partners and is funded entirely by voluntary personal donations from our employee-partners. It is not funded by the company, and it does not receive any direction from the company or its Board of Directors. A 12-person executive committee operates the PAC and represents employee-partners' perspectives from across the organization.

The non-partisan group reviews potential political contributions with six criteria:

- Strategies important to Cintas
- Cintas employment presence in their district/state
- A reasonably high level of approval in their district/state
- Supported legislation or voted in a manner that is favorable to Cintas' continued economic growth
- Maintained integrity and professional dealings in their position in Congress
- Member of a committee that has influence over issues important to Cintas

Donations are not made to presidential candidates.

During the 2020 election cycle, the PAC made donations to 12 political entities totaling $58,000. In this figure, both major political parties were represented – including $46,000 to candidates or election organizations representing Republicans and $12,000 to candidates or election organizations representing Democrats. This included a total of $10,000 to elected officials representing the Ohio districts where our corporate office is located and the counties in which most of our corporate employee-partners live.

EXHIBIT 1

CYBERSECURITY, DATA, AND CUSTOMER PRIVACY

Our General Privacy Policy outlines our policies and procedures governing our data collection, data use, and data storage, as well as our communications policies about these measures. It also enumerates special considerations for users in California and Nevada.

We live and work in an age where computers and connected economies are essential to daily life – including our daily business operations – but they also can be vulnerable to outside interference and attacks.

We rely extensively on computer systems, including third-party systems, to process transactions, maintain information, and manage our businesses. We believe it's in the best interest of our company, our customers, our employee-partners, our suppliers, and all of our stakeholders to maintain effective, proactive, and up-to-date cybersecurity measures to protect the confidentiality, security, and integrity of personal and business information.

The Board of Directors' Audit Committee oversees our information security. The Chief Information Officer (CIO) regularly updates the Audit Committee about our information security processes, including new platforms and systems, IT security/governance, and prevailing threats and countermeasures in place to protect Cintas' systems. The CIO also provides topical updates to the full Board throughout the year. Further, the Audit Committee monitors the compliance for our annual Information Security Awareness and PCI Compliance training courses.

CYBERSECURITY

Our business relies on complex, integrated computer systems, including third-party systems, to be successful. These systems provide us with convenient and instant access to customer and supplier information, process transactions worldwide, and provide other general information necessary to run our business.

We have experienced cybersecurity incidents in the past but none of these incidents, individually or combined, have had a material adverse effect on our business or operations. We have a robust network of security controls, policy enforcement mechanisms, and monitoring systems to help address these threats.

We have an active disaster recovery plan that's frequently reviewed and tested. However, our computer systems are subject to damage or interruption from computer or telecommunication failures; catastrophic climate-related events like fires, tornadoes, and hurricanes; power outages; and employee-partner usage errors.

While we believe that we have adopted appropriate measures to mitigate and nullify many apparent potential computer- and network-related disruptions, our business still faces an unknown and unpredictable risk.

EXHIBIT 1

REGULATORY COMPLIANCE

During FY21, we did not identify any substantiated significant concerns received through normal grievance channels about our actions related to the environment, health and safety, discriminatory practices, violations involving the rights of indigenous peoples, product and service information, or labeling and marketing communications.

We were subject to a comparatively minor number of environmental noncompliance issues related to local ordinances at a small number of locations across the country. After being notified of these issues, we took appropriate corrective actions to confirm the noncompliance did not continue and paid any necessary remittance. None of these issues resulted in material or significant fines or penalties to the company under applicable reporting requirements.

None of our locations are situated on designated protected areas. In FY21, none of our facilities contributed spills that were material to our company or the communities in which they are located.

Additional information about other legal proceedings is available in our FY21 Form 10-K (pg. 27).

EXHIBIT 1

APPENDIX

66 Definitions
67 Notes and Methodologies
68 Referenced Calculations
71 GRI Index
78 SASB Index

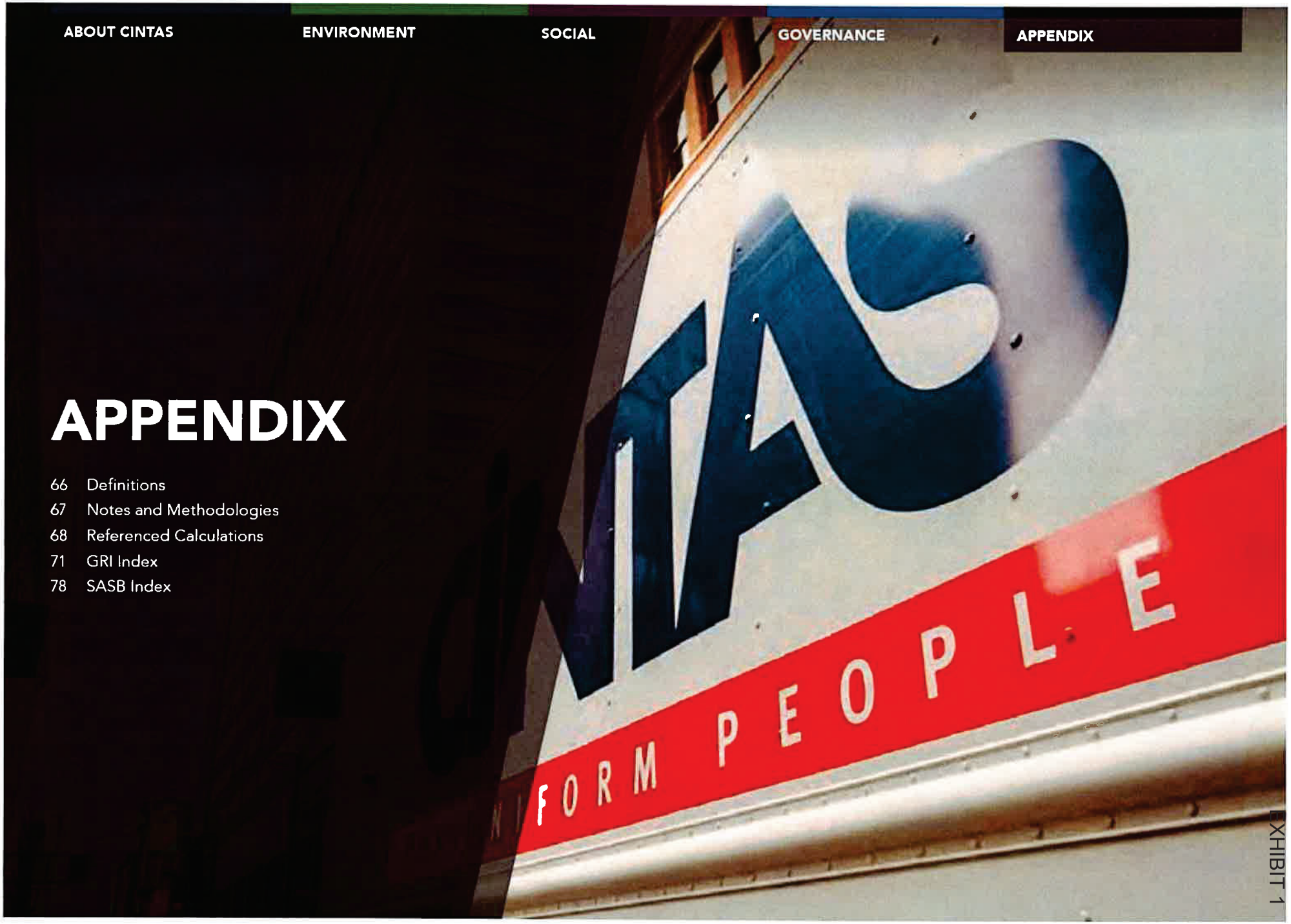

EXHIBIT 1

DEFINITIONS

GLOBAL SUPPLY CHAIN SUPPLIERS

References to Global Supply Chain Suppliers throughout this ESG report refer to our suppliers, vendors, and business partners that generally facilitate $1 million or more in purchases by Cintas and that must meet specific requirements to do business with us. Cintas and our locations also regularly do business with other vendors, suppliers, and business partners that do not fall within this spend threshold and, for the purpose of this report, are not included in this reporting.

HUNDREDWEIGHT (CWT)

In the United States, the "short" hundredweight (Cwt) equals 100 pounds (45.36 kg).

RENTAL DIVISION OPERATIONS IN THE UNITED STATES
U.S. RENTAL OPERATIONS
U.S. RENTAL LOCATIONS

Our U.S.-based locations and facilities that contribute to our Rental division's operations. In FY21, this included 320 locations, including 187 processing plants and 133 branches. The number of locations can change year-to-year because of closures, consolidation, and/or relocations.

ZERO WASTE PROGRAM

Our "Zero Waste Program" began in FY13 in an effort to decrease our waste destined for landfills that originated in our distribution centers (DC). The program initially included seven of our DCs, with an eighth joining in FY17. Each DC submits its waste diversion information annually to recertify its zero waste TRUE Certification by Green Business Certification Inc.

EXHIBIT 1

NOTES AND METHODOLOGIES

REPORTING FRAMEWORK & DATA DISCLOSURES

In our 2021 ESG Report, we have reported our company's disclosures in reference to the Global Reporting Index (GRI) Standards as they were available on June 1, 2021. There are select instances where we have chosen not to report required components of GRI's disclosures because we anticipate forthcoming guidance from U.S. federal and regulatory bodies – including the Securities and Exchange Commission (SEC) and the Nasdaq stock exchange – that may conflict with GRI Standards requirements and thus require significant changes to, and restatements of, our data in future years. Further, in some areas of our social data, we have chosen to align our disclosures with the GRI requirements, rather than the EEO-1 reporting requirements of the U.S. federal government (e.g., employee age brackets). As further and continued guidance about ESG reporting requirements is provided by the U.S. government and regulatory agencies, we expect we will report our data as necessary to meet any statutory requirements in future years.

COVID-19 EFFECT ON DATA AND PERFORMANCE

Our environmental performance has demonstrated continued improvements from FY19 through FY21. However, the COVID-19 pandemic's effect on our performance and data cannot be isolated from other efficiency and process changes that contributed to performance improvements.

The COVID-19 pandemic began in the fourth quarter of FY20 and continued during all four quarters of FY21.

ENVIRONMENTAL DATA EXPANSION IN 2021 ESG REPORT

Our 2021 ESG Report includes expanded environmental data from what was first published in our 2020 ESG Report.

For our 2021 report, our energy and emissions data sets were expanded to include all locations in the United States in our Rental division footprint – including branches. In 2020, we reported environmental data for only our Rental processing facilities. All types of U.S. Rental locations are included in our 2021 environmental data.

Further, data has been recorded for the U.S. Rental fleet and incorporated into the energy and emissions data for the reported years. Fleet data was not reported in 2020.

EMISSIONS DATA RESTATEMENTS

In our 2021 ESG Report, we have recalculated our prior emissions data and restated it in this data set. On top of the expanded locations included in reporting, we have also more accurately assigned location-based emissions factors for the years reported. In our 2020 ESG Report, our emissions data used country averages for our locations based in the United States and Canada. In the 2021 report, the specific emissions factor for each location's utility company was used to calculate emissions values. Additionally, data for our U.S. fleet was included in our 2021 environmental data, which also factored into our emissions data this year.

WATER DATA ASSUMPTIONS

Water data has been converted to megaliters (ML) for our 2021 reporting, after being reported in kilogallons (kgal) in our 2020 report. When referring to our water data table:

- Withdrawal is the sum of all water meters (including irrigation).
- Discharge is treated to meet local discharge water requirements. Discharge is calculated from withdrawn water minus consumed water.
- There has been no change in water storage. Consumed water is the sum of irrigation and 10% (assumed factor of evaporation) of the rest of withdrawn water.

LAUNDRY PROCESS-SPECIFIC DATA CALCULATIONS

Data and calculations used in comparisons of Cintas' performance against at-home laundry processes, and our environmental data intensities against poundage, are inclusive of our locations that process poundage in the United States. This data set includes almost exclusively plants and does not include data from our branches that do not process laundry or poundage.

This specific data set was created for the explicit purpose of conducting comparisons of like-for-like processes. Using the same data set as otherwise reported throughout our 2021 ESG Report would mean fleet energy data, and non-processing facility energy and water data would be included in calculations specifically comparing laundry-only processes. The original data set would've resulted in skewed and unequal comparisons, necessitating the formulation of the processing facility-only data set.

Explanations, data points, and calculations made in this Appendix using the processing facility-only data set are indicated with an asterisk (*).

EXHIBIT 1

REFERENCED CALCULATIONS

CINTAS VS. AT-HOME LAUNDRY COMPARISONS*

Calculations of Cintas' laundry process efficiency versus traditional at-home laundry process efficiency were calculated by Water Solutions Incorporated (WSI) using industry-specific calculations, Cintas-specific FY21 water and energy values, and general assumptions for both industrial and traditional at-home laundry processes.

Cintas' FY21 values of 1.03 gallons of water used per pound of laundry and 1,530 Btu[30] required per pound of laundry were calculated from our FY21 environmental data by ENGIE Impact, and our total poundage processed at all Rental processing facilities was collected and calculated by WSI.

WSI's assumptions and data points:

- **Cintas Laundering:** 145°F water temperature, 60°F cold water temperature, 1.03 gallons of water used per pound, and 450 lb load size
- **Cintas Drying:** 145°F drying temperature, 84°F preheat temperature, 1,530 Btu of energy used per pound of fabric and 450 lb load size
- **Traditional At-Home Laundering:** 115°F water temperature, 60°F cold water temperature, 1.90 gallons of water used per pound,[31] and 10.5 lb load size
- **Traditional At-Home Drying:** 115°F drying temperature, 60°F atmospheric temperature, 2,143 Btu of energy used per pound of fabric,[32] and 10.5 lb load size

Using this data and WSI's calculations, traditional at-home laundering uses on average 84% more water per pound of laundry than Cintas' laundry process. Further, the traditional at-home laundry process – both washing and drying – uses on average 69% more energy than Cintas' washing and drying process.

CINTAS VS. TRSA INDUSTRY COMPARISONS

The Textile Rental Services Association (TRSA) collects and publishes industry sustainability data that includes voluntary contributions from its membership and other non-member industry businesses.

The last edition of the TRSA Sustainability Report was published in 2018. The report provides results on a variety of topics related to the environment, including water and energy usage, production volume, and energy conservation of textile rental operators. TRSA collected and received data from 24 operators, totaling 132 plant facilities.

Cintas is a member of TRSA but does not contribute to the organization's sustainability reporting. For purposes of comparison, the TRSA industry data points referenced below represent the "TRSA Operator Norm" data set in its reporting, and represent the standard (mean) textile rental operator.

At Cintas, we record and/or report our environmental data in the following units:

- **Water use** – kilogallons (kgal) and/or megaliters (ML)
- **Energy use** – Gigajoules (GJ) and/or megajoules (MJ)
- **Emissions** – Carbon dioxide equivalents (CO_2e)
- **Poundage** – Hundredweight (Cwt)
- **Revenues** – Millions of U.S. dollars ($M)

TRSA provides its sustainability data in the following metrics:

- **Water use** – Gallons per pound of laundered items (gal/pound)
- **Energy use** – MMBtu and/or Btu per pound of laundered items (Btu/pound)
- **Emissions** – CO_2 per pound of laundered items (CO_2/pound)
- **Poundage** – Pounds
- **Revenues** – Not applicable

30 British thermal unit.

31 The figure of traditional at-home laundry's use of 1.9 gallons of water per pound was calculated by WSI from data provided by the Environmental Protection Agency (EPA) ENERGY STAR program in its "What to Consider When Buying a Clothes Washer" tab at ENERGY STAR Certified Residential Clothes Washers, accessed on Sept. 24, 2021.

32 WSI used the average Btu per hour requirements of traditional home gas driers (20,000 to 25,000 Btu per hour), as cited on Choose Energy's website at Buying a Dryer: Natural Gas or Electric?, accessed on Oct. 7, 2021.

EXHIBIT 1

In order to perform accurate comparisons of our FY21 performance against the last available TRSA Operator Norm, we had to convert the industry averages provided by TRSA and our data into common units of measure.

For TRSA data, MMBtu were converted to Btu and then converted to megajoules (MJ). Pounds were converted to hundredweight (100 pounds per hundredweight). Gallons were converted to kilogallons (kgal). Inch Calculator was used for energy conversions and Kyles Converter was used for water conversions.

Most Cintas data was already recorded and calculated in the necessary units by ENGIE Impact and WSI from the company's FY21 use and consumption. In the instances where the data was provided in like units of measurement, it was converted by the necessary factor of 10 to reach the correct degree of measurement.

We were not able to offer a comparison of our emissions performance against the 2018 TRSA Operator Norm. TRSA's Sustainability Report cites participants' greenhouse gas (GHG) emissions per pound of production, or CO_2 per pound of textiles laundered. Cintas' emissions data is reported by GHG emissions equivalents, or CO_2e. Because we cannot confirm how the TRSA CO_2 data is collected or if it is truly exclusive of other GHG equivalents – and because Cintas' data is only available in emission equivalents – we were not able to provide comparisons against potentially non-like data points.

INTENSITY VALUE	CINTAS INTENSITY METRIC	TRSA INTENSITY METRIC	COMPARISON INTENSITY METRIC
Energy Intensity	Gigajoules per million dollars in revenue (GJ/$M)	Btu per pound (Btu/pound)	Megajoules per hundredweight (MJ/Cwt)
Water Intensity	Megaliters of water consumed per million dollars in revenue (ML/$M)	Gallons of water withdrawn per pound (gal/pound)	Kilogallons of water withdrawn per hundredweight (kgal/Cwt)

ENERGY COMPARISONS	TRSA DATA	CINTAS DATA*
Btu/pound	2,422	n/a
Btu/Cwt	242,200	n/a
MMBtu	32,030	4,176,359
MJ	33,793,348	4,406,280,000
MJ/Cwt	255.53	198.13
Comparison		**(-22.46%)**

WATER COMPARISONS	TRSA DATA	CINTAS DATA*
Gallons/pound	1.47	n/a
Poundage	13,900,000	2,223,972,800
Cwt	139,000	22,239,728
kgal Withdrawn	20,400	2,288,996
Gallons Withdrawn	20,400,000	2,288,996,000
kgal/pound	0.00147	0.00103
kgal/Cwt	0.1467	0.1029
Comparison		**(-29.86%)**

EXHIBIT 1

COVID-19'S IMPACT ON WASH MIX AND METRICS PER HUNDREDWEIGHT*

As discussed in the Environment section in "The Impact of COVID-19 on Intensity Measures," our newly created emissions, energy, and water intensity metrics use millions of dollars in revenues as the unit of measure. For FY21, this new metric demonstrated reductions in intensity values over FY20 for all three metrics, as our revenues increased while our total usage continued to decrease.

A closer inspection of our full environmental data set, however, demonstrates the underlying effect that COVID-19's impact on our wash mix had on our FY21 intensity values. While our new metric indexed on revenues produced reductions in intensity, the revenue gains outsized the increases in our intensity values caused by the unique changes to our wash mix required in FY21. The increased need for hygienically clean laundry in FY21 required more rinses and hotter water per pound during the wash cycle over FY20 – as explained on pg. 19.

The effect of the wash mix changes becomes apparent when our intensity values are calculated as a factor of hundredweight (Cwt), a measure of 100 pounds of laundry.

While our gross energy use, emissions, and water use decreased from FY20 to FY21, the decrease in poundage was greater than the rates of energy, emissions, and water reduction, which resulted in increased intensity values for all three metrics when calculated per hundredweight.

POUNDAGE PROCESSED	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Poundage*	Cwt	24,783,151	24,298,215	-2.0%	22,239,278	-8.5%

ENERGY INTENSITY BY HUNDREDWEIGHT	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Energy Used*	GJ	5,073,938	4,762,763	-6.1%	4,406,280	-7.5%
Energy Intensity*	GJ/Cwt	0.2047	0.1960	-4.3%	0.1981	1.1%

EMISSIONS INTENSITY BY HUNDREDWEIGHT	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Emissions Released*	$MTCO_2e$	544,555	506,315	-7.0%	466,628	-7.8%
Emissions Intensity*	$MTCO_2e$/Cwt	0.2197^{-1}	0.2084^{-1}	-5.2%	0.2098^{-1}	0.7%

WATER INTENSITY BY HUNDREDWEIGHT	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Water Consumed*	ML	1,213	1,120	-7.7%	1,063	-5.1%
Water Intensity*	ML/Cwt	0.4894^{-4}	0.4610^{-4}	-5.8%	0.4780^{-4}	3.7%

EXHIBIT 1

2021 GLOBAL REPORTING INITIATIVE (GRI) INDEX

This GRI Index accompanies our 2021 ESG Report and references the Global Reporting Initiative (GRI) Standards as they were available on June 1, 2021. As we continue our organizational review and finalize our processes and strategies to move forward along our ESG journey, we expect to be able to disclose additional information. The data in this report relates to the period from June 1, 2020 to May 31, 2021, unless otherwise stated. For a detailed explanation of the indicators, visit the GRI website: globalreporting.org.

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Organization Profile		
102-01	Name of organization	FY21 Form 10-K (pg. 1)
102-02	Activities, brands, products and services	About Cintas > This Is Cintas
102-03	Location of headquarters	FY21 Form 10-K (pg. 1)
102-04	Location of operations	About Cintas > This Is Cintas FY21 Form 10-K
102-05	Ownership and legal form	FY21 Form 10-K (pg. 1)
102-06	Markets served	About Cintas > This Is Cintas
102-07	Scale of the organization	About Cintas > This Is Cintas
102-08	Information on employees and other workers	Social > Diversity, Equity, and Inclusion FY21 Form 10-K
102-09	Supply chain	Social > Global Supply Chain and Supplier Relations
102-10	Significant changes to the organization and its supply chain	Social > Global Supply Chain and Supplier Relations
102-11	Precautionary Principal or approach	Governance > ESG Governance > Governance Approach
102-12	External initiatives	Social > Local Communities
Strategy		
102-14	Statement from senior decision-maker	About Cintas > A Message from Our CEO
102-15	Key impacts, risks and opportunities	About Cintas > A Message from Our CEO
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	About Cintas > The Spirit Is The Difference
102-17	Mechanisms for advice and concerns about ethics	Governance > ESG Governance > Critical Concerns
Governance		
102-18	Governance Structure	Governance > ESG Governance > Governance Structure
102-19	Delegating authority	Governance > ESG Governance > Governance Structure Governance > ESG Governance > ESG Oversight

EXHIBIT 1

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance > ESG Governance > ESG Oversight
102-21	Consulting stakeholders on economic, environmental, and social topics	About Cintas > Stakeholder Engagement Governance > ESG Governance > ESG Oversight Social > Global Supply Chain and Supplier Relations > Promoting Ethical Interactions > Reporting Concerns
102-22	Composition of the highest governance body and its committees	Governance > ESG Governance > Governance Structure Governance > ESG Governance > FY22 Board of Directors 2021 Proxy Statement (pg. 6)
102-23	Chair of the highest governance body	Governance > ESG Governance > Governance Structure 2021 Proxy Statement (pg. 6)
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement (pg. 8)
102-25	Conflicts of interest	2021 Proxy Statement (pg. 38)
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance > ESG Governance > Governance Approach 2021 Proxy Statement (pg. 6) Corporate Governance Guidelines
102-27	Collective knowledge of highest governance body	Governance > ESG Governance > ESG Oversight
102-28	Evaluating the highest governance body's performance	Corporate Governance Guidelines (pg. 5)
102-29	Identifying and managing economic, environmental, and social impacts	Governance > ESG Governance > ESG Oversight 2021 Proxy Statement (pg. 6-7)
102-30	Effectiveness of risk management processes	Governance > ESG Governance > ESG Oversight 2021 Proxy Statement (pg. 6)
102-31	Review of economic, environmental and social topics	Governance > ESG Governance > ESG Oversight 2021 Proxy Statement (pg. 6-7)
102-32	Highest governance body's role in sustainability reporting	Governance > ESG Governance > ESG Oversight
102-33	Communicating critical concerns	Governance > ESG Governance > Critical Concerns
102-34	Nature and total number of critical concerns	Governance > ESG Governance > Critical Concerns
102-35	Remuneration policies	2021 Proxy Statement (pg. 12)
102-36	Process for determining remuneration	2021 Proxy Statement (pg. 12)
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement (pg. 39)
102-38	Annual total compensation ratio	2021 Proxy Statement (pg. 32)
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement (pg. 32) 2021 Proxy Statement (pg. 28)

EXHIBIT 1

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Stakeholder Engagement		
102-40	List of stakeholder groups	About Cintas > Stakeholder Engagement
102-41	Collective bargaining agreements	Social > Labor Relations
102-42	Identifying and selecting stakeholders	About Cintas > Stakeholder Engagement
102-43	Approach to stakeholder engagement	About Cintas > Stakeholder Engagement
102-44	Key topics and concerns raised	About Cintas > Stakeholder Engagement
Reporting Practice		
102-45	Entities included in the consolidated financial statements	FY21 Form 10-K (pg. 3)
102-46	Defining report content and topic Boundaries	About Cintas > About This Report
102-47	List of material topics	About Cintas > Stakeholder Engagement
102-48	Restatements of information	About Cintas > About This Report Appendix
102-49	Changes in reporting	About Cintas > About This Report
102-50	Reporting period	About Cintas > About This Report
102-51	Date of most recent report	About Cintas > About This Report
102-52	Reporting cycle	About Cintas > About This Report
102-53	Contact point for questions regarding the report	About Cintas > About This Report
102-54	Claims of reporting in accordance with the GRI Standards	About Cintas > About This Report Appendix
102-55	GRI content index	Appendix > GRI Index
Economic Performance		
201-01	Direct economic value generated and distributed	FY21 Form 10-K (pg. 19)
201-02	Financial implications and other risks and opportunities due to climate change	Environment > Climate and Energy
201-03	Defined benefit plan obligations and other retirement plans	Social > Compensation
201-04	Financial assistance received from government	Governance > Tax
Market Presence		
202-01	Ratios of standard entry level wage by gender compared to local minimum wage	By the start of our FY22, we expect the entry-level minimum wage paid to U.S.-based hourly employee-partners will be a minimum of $15.70 per hour. That figure can be adjusted upward as necessary based on work experience, the geographic location of the employee-partner's work facility, and/or other overriding local or state minimum wage requirements. This figure is higher than the current U.S. federal minimum wage for non-tipped employees ($7.25 per hour), which went into effect in 2009.

EXHIBIT 1

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Indirect Economic Impacts		
203-02	Significant indirect economic impacts	About Cintas > Our Continued COVID-19 Response Environment
Anti-Corruption		
205-01	Operations assessed for risks related to corruption	Governance > Ethics and Integrity > Anti-Bribery and Corruption
205-02	Communication and training about anti-corruption policies and procedures	Governance > Ethics and Integrity > Anti-Bribery and Corruption
Anti-competitive Behavior		
206-01	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance > Ethics and Integrity
Tax		
207-01	Approach to tax	Governance > Tax
207-02	Tax governance, control, and risk management	Governance > Tax
207-03	Stakeholder engagement and management concerns related to tax	Governance > Tax About Cintas > Stakeholder Engagement
Materials		
301-03	Reclaimed products and their packaging materials	Environment > Waste and Materials Use > SPOTLIGHT: Materials Innovation
Energy		
302-01	Energy consumption within the organization	Environment > Climate and Energy > Reducing Energy Use
302-03	Energy intensity	Environment > Climate and Energy > Reducing Energy Use
302-04	Reduction of energy consumption	Environment > Climate and Energy > Reducing Energy Use
302-05	Reductions in energy requirements of products and services	There were no significant changes in FY21.
Water and Effluents		
303-01	Interactions with water as a shared resource	Environment > Water Stewardship
303-02	Management of water discharge-related impacts	Environment > Water Stewardship
303-03	Water withdrawal	Environment > Water Stewardship > Managing Wastewater
303-04	Water discharge	Environment > Water Stewardship > Managing Wastewater
303-05	Water consumption	Environment > Water Stewardship > Managing Wastewater

EXHIBIT 1

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Emissions		
305-01	Direct (Scope 1) GHG emissions	Environment > Climate and Energy > Lowering GHG Emissions
305-02	Energy indirect (Scope 2) GHG emissions	Environment > Climate and Energy > Lowering GHG Emissions
305-03	Other indirect (Scope 3) GHG emissions	As part of our new ambition to achieve Net Zero GHG emissions by 2050, we will explore opportunities to identify and reduce Scope 3 GHG emissions from our supply chain.
305-04	GHG emissions intensity	Environment > Climate and Energy > Lowering GHG Emissions
305-05	Reduction of GHG emissions	Environment > Climate and Energy > Lowering GHG Emissions
Effluents and Waste		
306-01	Water discharge by quality and destination	Environment > Water Stewardship > Managing Wastewater
306-02	Waste by type and disposal method	Environment > Waste and Materials Use > SPOTLIGHT: Zero Waste Program Currently we record waste data from our distribution centers which recycle corrugated/ plastic waste.
306-03	Significant spills	Governance > Regulatory Compliance
306-05	Water bodies affected by water discharges and/or runoff	Environment > Water Stewardship > Managing Wastewater
Environmental Compliance		
307-01	Non-compliance with environmental laws and regulations	Governance > Regulatory Compliance
Supplier Environmental Assessment		
308-01	New suppliers that were screened using environmental criteria	Social > Global Supply Chain and Supplier Relations > Assessing and Monitoring New Global Supply Chain Suppliers
Employment		
401-01	New employee hires and employee turnover	Social > Talent Recruitment Social > Talent Retention
401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social > Compensation
Labor/Management Relations		
402-01	Minimum notice periods regarding operational changes	Social > Labor Relations > Minimum Notice
Occupational Health and Safety		
403-01	Occupational health and safety management system	Social > Safety and Health > Occupational Health and Safety Management System
403-02	Hazard identification, risk assessment, and incident investigation	Social > Safety and Health > Occupational Health and Safety Management System
403-03	Occupational health services	Social > Safety and Health > Occupational Health Initiatives

EXHIBIT 1

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
403-04	Worker participation, consultation, and communication on occupational health and safety	Social > Safety and Health
403-05	Worker training on occupational health and safety	Social > Safety and Health > Training and Development
403-06	Promotion of worker health	Social > Compensation > Employee Benefits Social > Safety and Health > Occupational Health Initiatives
403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social > Safety and Health > Occupational Health and Safety Management System
403-08	Workers covered by an occupational health and safety management system	Social > Safety and Health > Occupational Health and Safety Management System
403-09	Work-related injuries	Social > Safety and Health > Sharing our Safety Knowledge
Training and Education		
404-01	Average hours of training per year per employee	Social > Training and Development Social > Safety and Health
404-02	Programs for upgrading employee skills and transition assistance programs	Social > Training and Development Social > Performance and Advancement
404-03	Percentage of employees receiving regular performance and career development reviews	At Cintas, it is company policy that employee-partners take part in or receive an annual review, which is a component of the annual merit raise program.
Non-discrimination		
406-01	Incidents of discrimination and corrective actions taken	Governance > Regulatory Compliance
Freedom of Association and Collective Bargaining		
407-01	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social > Labor Relations
Child Labor		
408-01	Operations and suppliers at significant risk for incidents of child labor	Social > Human Rights > Our Standards and Requirements Social > Global Supply Chain and Supplier Relations > Human Rights Standards
Forced or Compulsory Labor		
409-01	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social > Human Rights > Our Standards and Requirements Social > Global Supply Chain and Supplier Relations > Human Rights Standards
Rights of Indigenous Peoples		
411-01	Incidents of violations involving rights of indigenous peoples	Governance > Regulatory Compliance

EXHIBIT 1

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Human Rights Assessment		
412-01	Operations that have been subject to human rights reviews or impact assessments	Social > Human Rights Social > Global Supply Chain and Supplier Relations
412-02	Employee training on human rights policies or procedures	Social > Human Rights Social > Global Supply Chain and Supplier Relations
412-03	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Social > Human Rights Social > Global Supply Chain and Supplier Relations
Local Communities		
413-01	Operations with local community engagement, impact assessments, and development programs	Social > Local Communities
413-02	Operations with significant actual and potential negative impacts on local communities	Social > Human Rights Social > Global Supply Chain and Supplier Relations Governance > Regulatory Compliance
Supplier Social Assessment		
414-01	New suppliers that were screened using social criteria	Social > Global Supply Chain and Supplier Relations > Assessing and Monitoring New Global Supply Chain Suppliers
414-02	Negative social impacts in the supply chain and actions taken	Social > Global Supply Chain and Supplier Relations > Promoting Ethical Interactions
Public Policy		
415-01	Political contributions	Governance > Public Policy > Political Action
Customer Health and Safety		
416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	Governance > Regulatory Compliance
Marketing and Labeling		
417-02	Incidents of non-compliance concerning product and service information and labeling	Governance > Regulatory Compliance
417-03	Incidents of non-compliance concerning marketing communications	Governance > Regulatory Compliance
Customer Privacy		
418-01	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance > Cybersecurity, Data, and Customer Privacy
Socioeconomic Compliance		
419-01	Non-compliance with laws and regulations in the social and economic area	Governance > Regulatory Compliance

EXHIBIT 1

2021 SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) INDEX

As we continue to make progress on our overall ESG reporting, this year we have referenced the Sustainable Accounting Standards Board (SASB) framework while developing our 2021 ESG Report. As a company with a unique and complex business model that falls under multiple industry categories, we have selected the Professional & Commercial Services SASB Standard to report against to support stakeholder decision-making and transparent reporting. For a detailed explanation of the framework, visit the SASB website: https://www.sasb.org/.

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	Cintas takes a multiple-tiered approach to system security. We utilize software programs to identify potential system security risks, and perform a regular analysis of the system updates. We regularly audit and review our processes. In addition, Cintas performs regular security maintenance, including issuing system patches, performing penetration testing, and monitoring data flow throughout the company, among other security efforts. Cintas' employee-partners are also required to complete annual online training courses to help them identify potential digital security risks.	Governance > Cybersecurity, Data, and Customer Privacy FY21 Form 10-K > Item 1A. Risk Factors
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	We adhere to best practices for data collection, usage, and retention of customer information, and undergo regular audits. We regularly implement additional layers of privacy controls and implement adjustments to our practices as necessary.	Governance > Cybersecurity, Data, and Customer Privacy FY21 Form 10-K > Item 1A. Risk Factors Cintas General Privacy Policy Cintas California Privacy Act
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	At the time of this report, we are not aware of any customers whose CBI or PII have been affected by cybersecurity issues encountered in FY21.	Governance > Cybersecurity, Data, and Customer Privacy FY21 Form 8-K (September 23, 2020) FY21 Form 10-K > Item 1A. Risk Factors

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TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Quantitative	Percentage (%)	**Total Workforce: Gender** Female = 35.8% Male = 64.2% **Total Workforce: Racial/Ethnic Representation** White = 52.6% Latinx/Hispanic = 19.4% Black/African American = 13.3% Asian = 3.7% Two or More Races = 2.2% Native American/Alaskan = 0.4% Native Hawaiian/Pacific Islander = 0.3% Not Specified = 8.1%	Social > Diversity, Equity, and Inclusion
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Rate	(1) Voluntary turnover rate = 17% (2) Involuntary turnover rate = 4.4%	Social > Talent Retention
	SV-PS-330a.3	Employee engagement as a percentage	Quantitative	Percentage (%)	We most recently conducted company-wide employee-partner engagement surveys in partnership with Willis Towers Watson in 2019. Cintas' employee-partner engagement score was 90%. Category-specific ratings underpinned our overall commitment to our people, including Empowerment, Sustainable Engagement, Safety, and Diversity & Inclusion. The company will conduct its next engagement survey in 2022, and we expect to administer engagement surveys every two years.	Social > Employee-Partner Engagement

EXHIBIT 1

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	n/a	Governance > Ethics and Integrity Code of Conduct and Business Ethics: Standards of Business Conduct (pg. 3) Code of Conduct and Business Ethics: Conflicts of Interest (pg. 4) Code of Conduct and Business Ethics: Accountability and Adherence to the Code (pg. 6)
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting currency	n/a	FY21 Form 10-K (pg. 14)

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	Full-time 40,099; Part-time and other: 285	Social > Diversity, Equity, and Inclusion
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	n/a	n/a

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TO LEARN MORE, VISIT **CINTAS.COM/ESG**
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UNIFORMS & APPAREL | FACILITY SERVICES |
FIRST AID & SAFETY | FIRE PROTECTION

CINTAS. ESG

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Site Assessments and Fittings
Cintas will assess each of your facilities (as needed) to determine the exact inventory levels needed to maintain sufficient inventory needs. In addition, we will professionally fit each of your employees as necessary to ensure that each staff member has a well-fitting garment.

Confirming Requirements
We use a detailed checklist to make sure we understand all your requirements for the initial implementation and discuss issues that may come up in the future. Cintas ensures that your departments will only receive services that have been authorized.

Program Documentation
The program will be communicated to the customer locations via a "Customer Fact Sheet." The details of the program are set up in our central computer. This serves to ensure that the service and the pricing at each of your locations conforms to the Master Service Agreement and is controlled by our Account Team.

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PARTNERS

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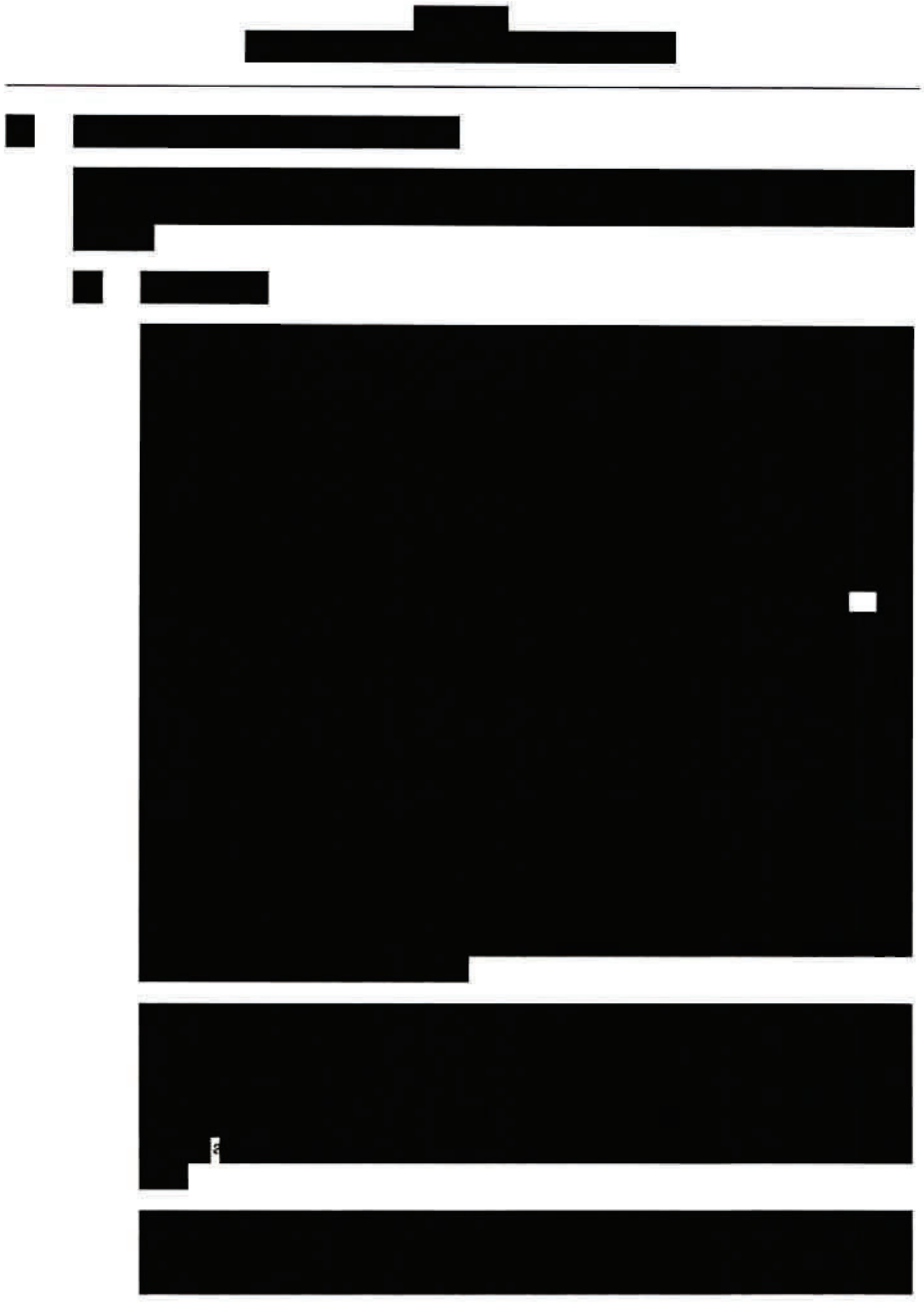

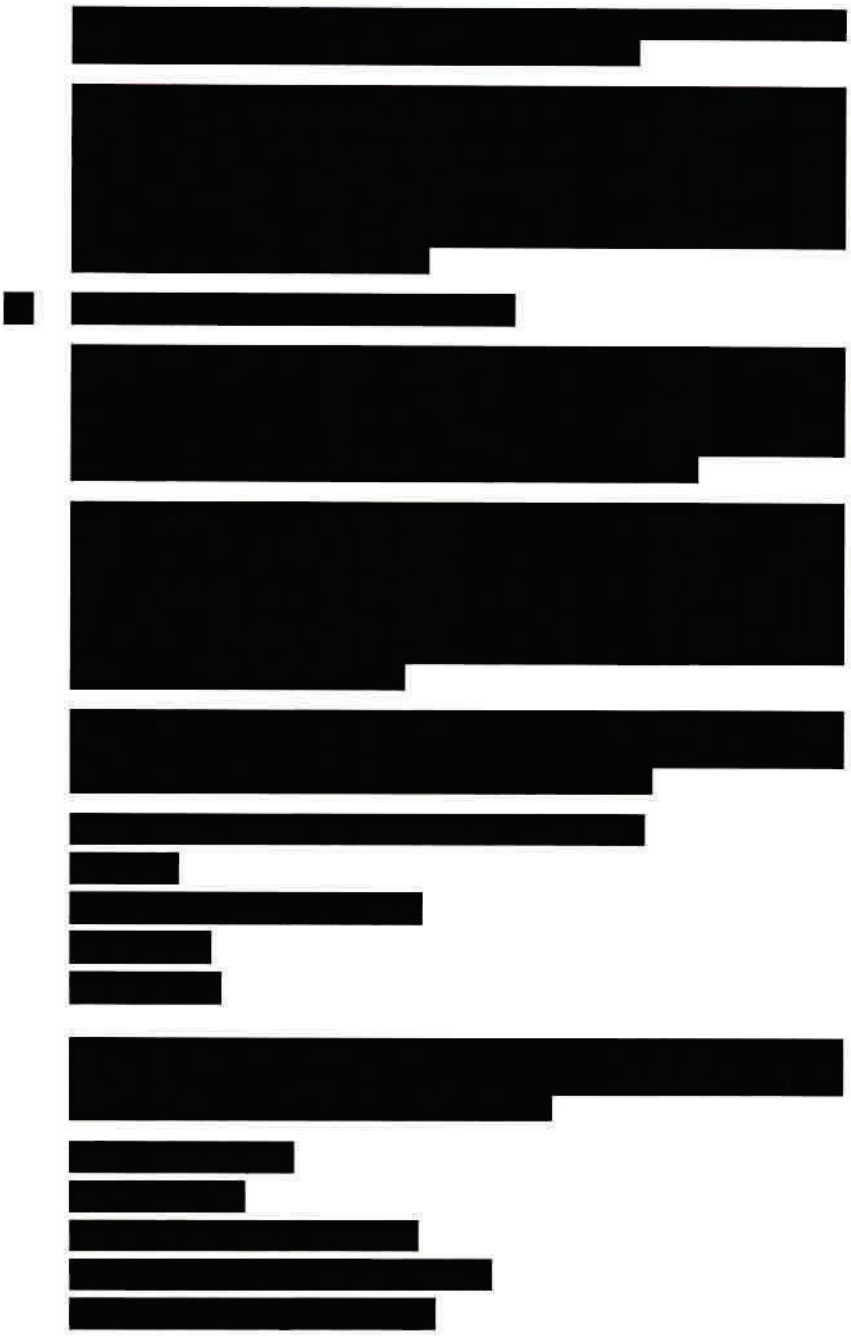

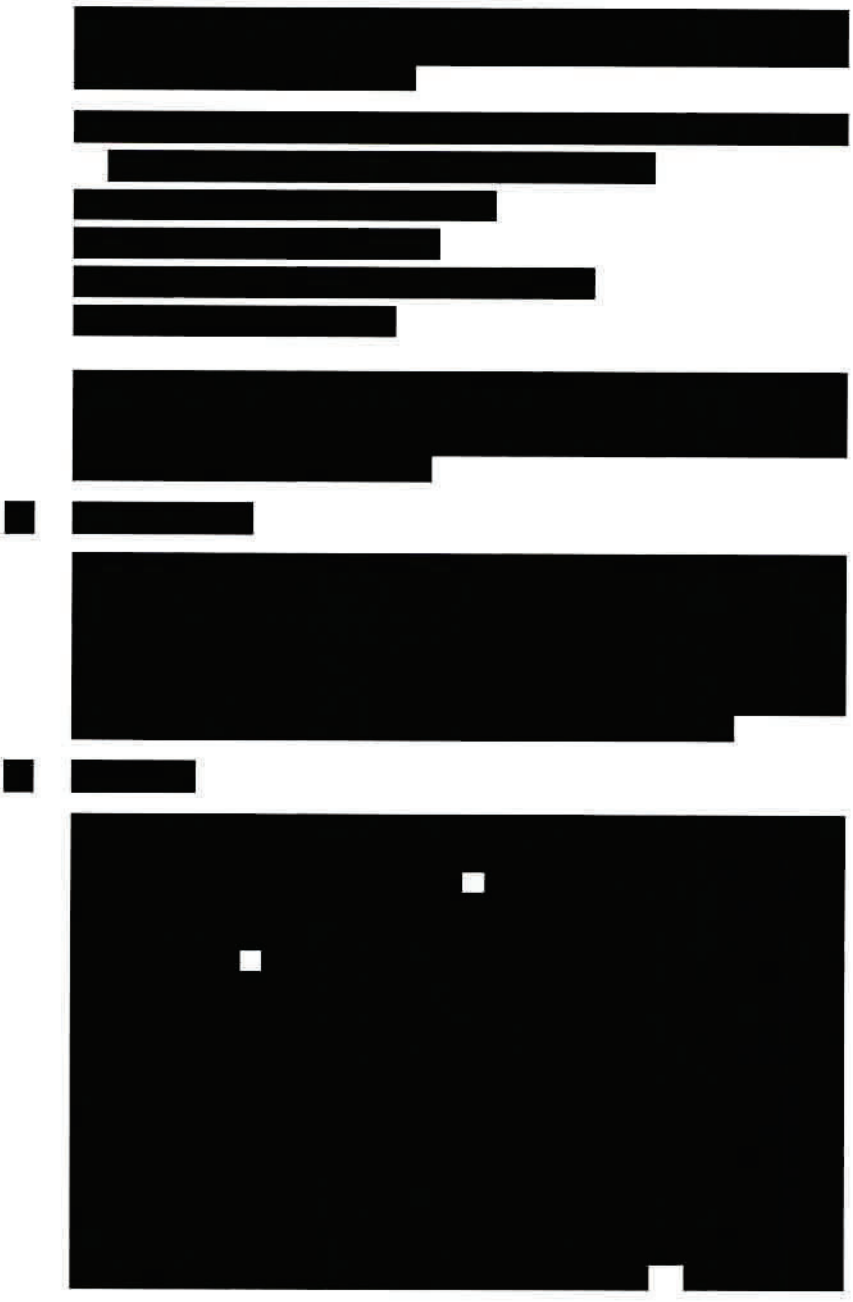

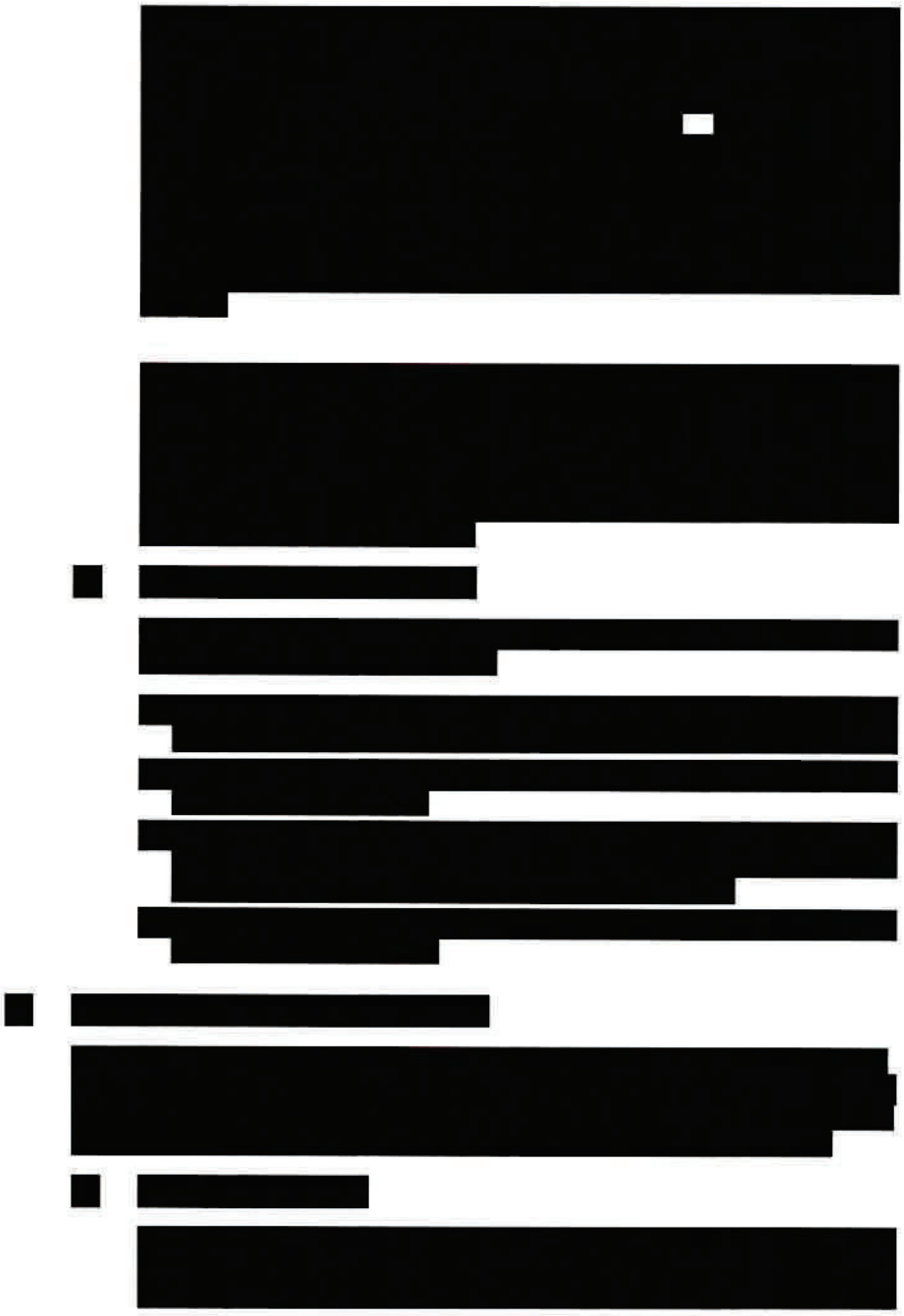

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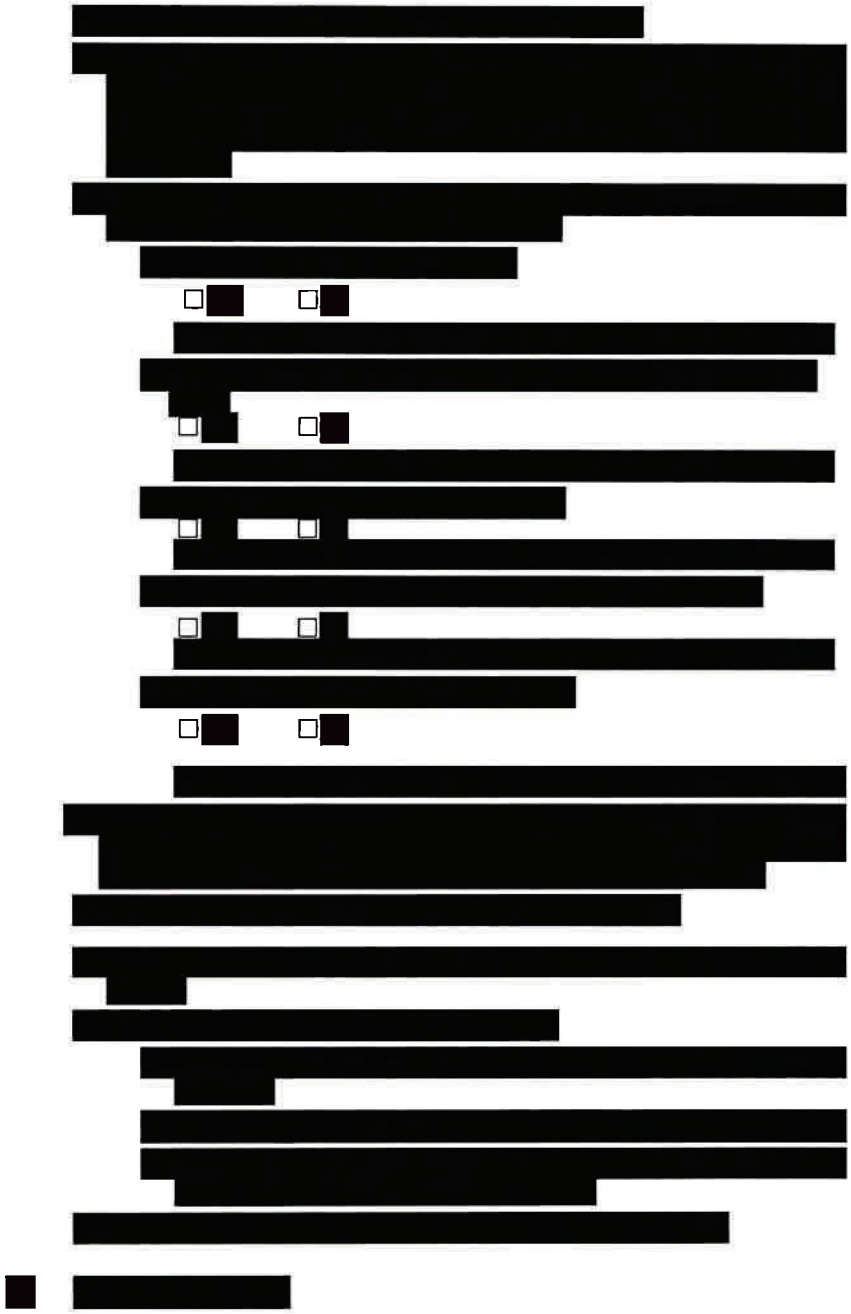

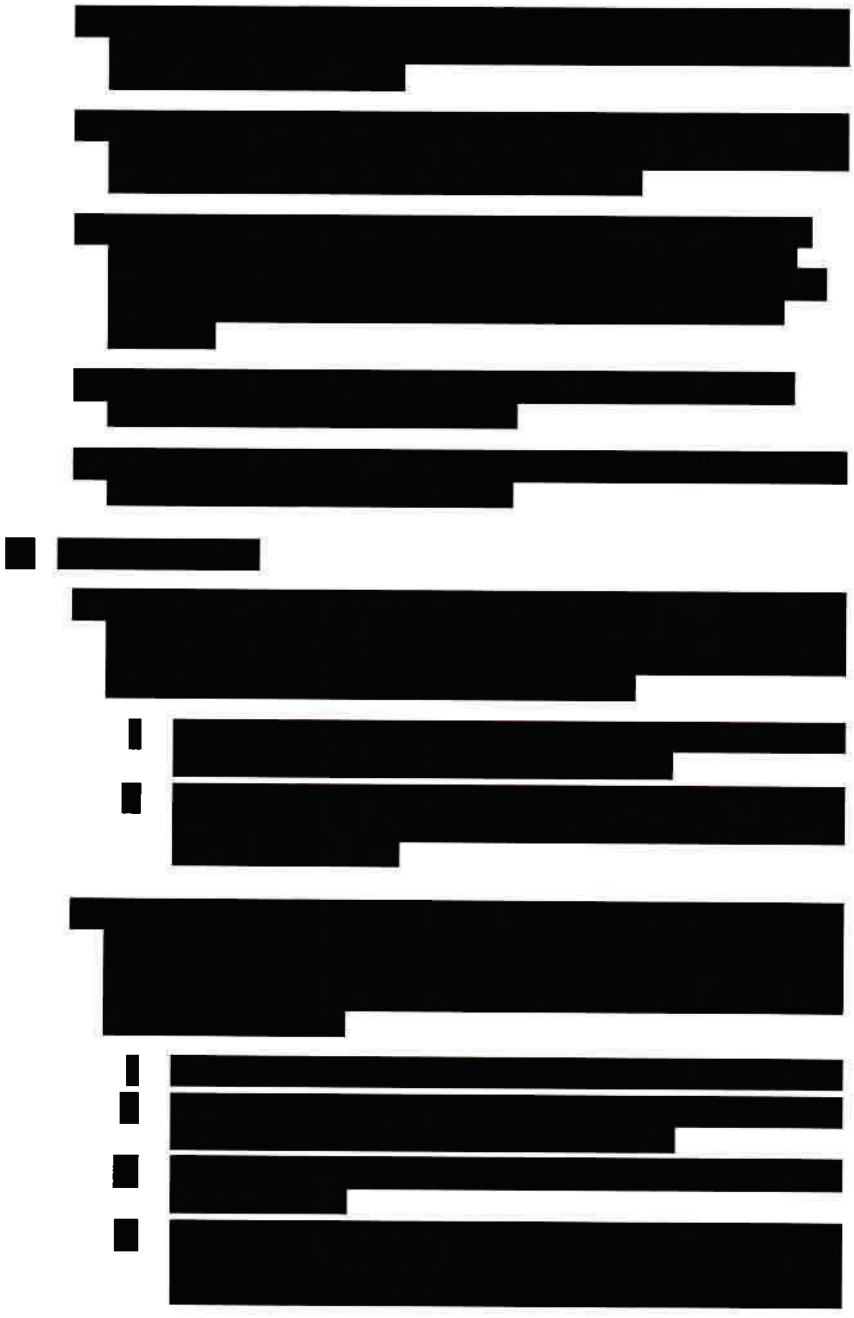

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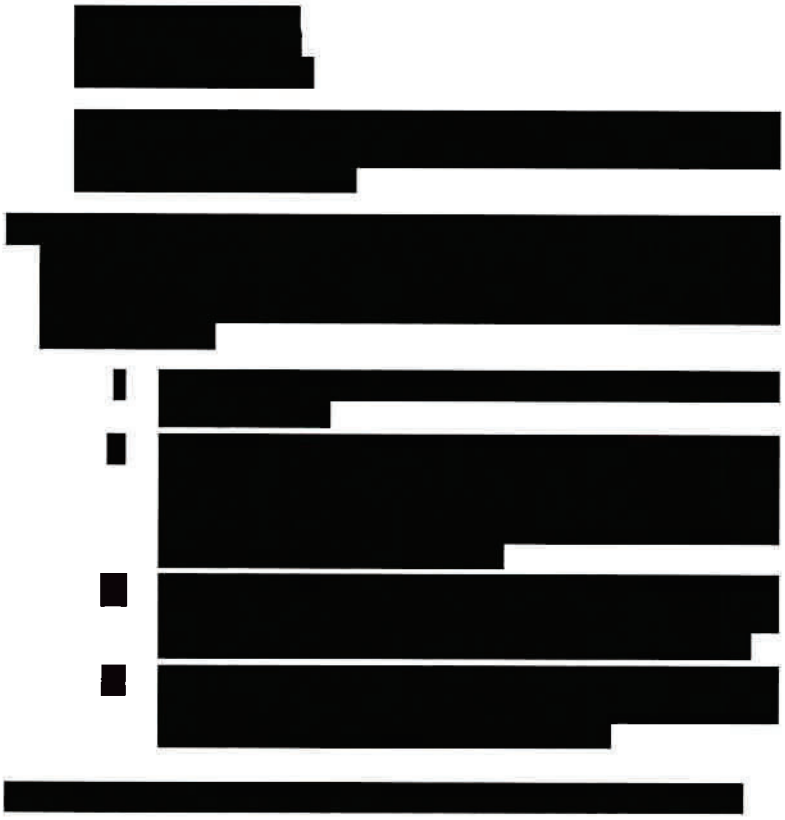

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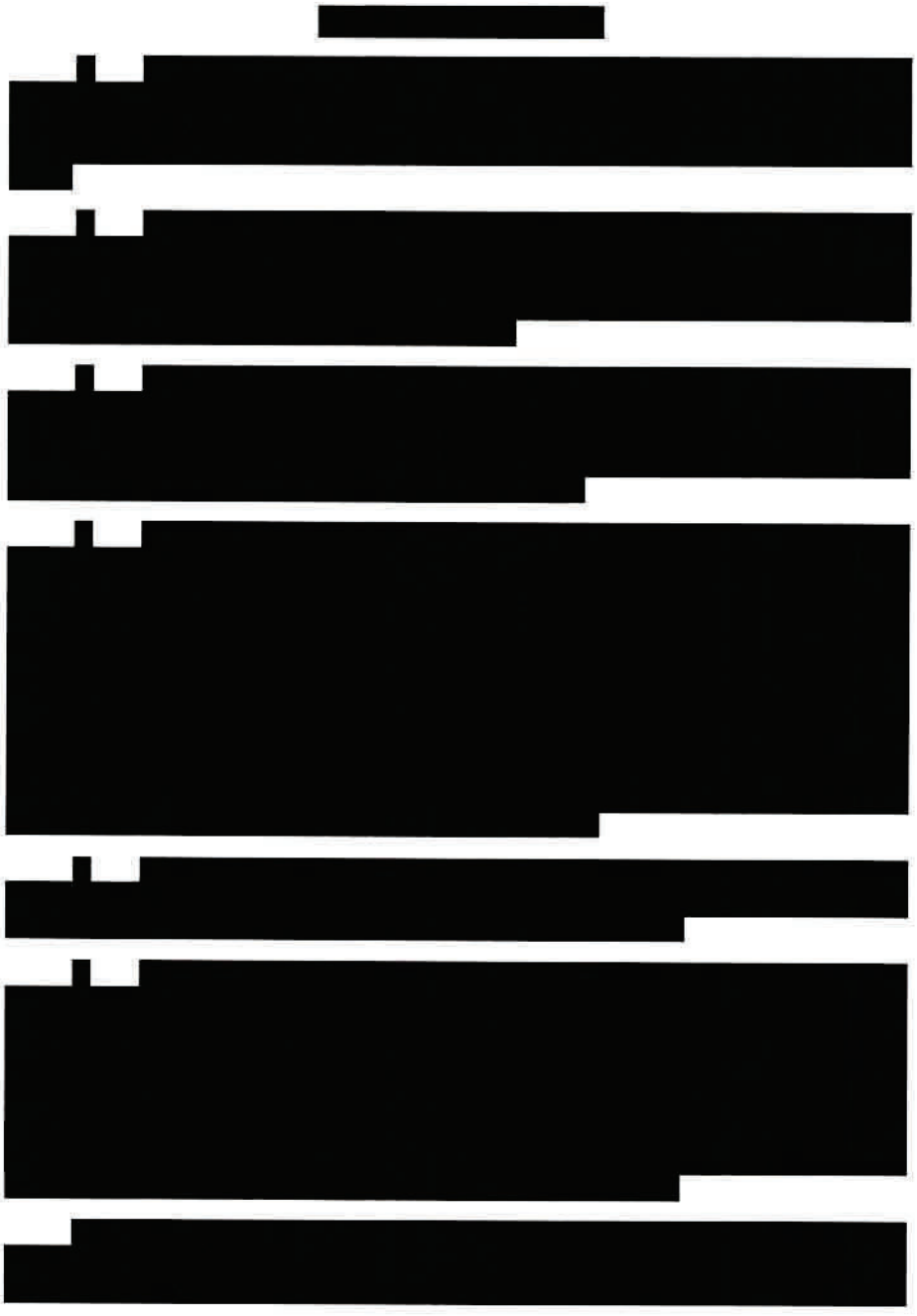

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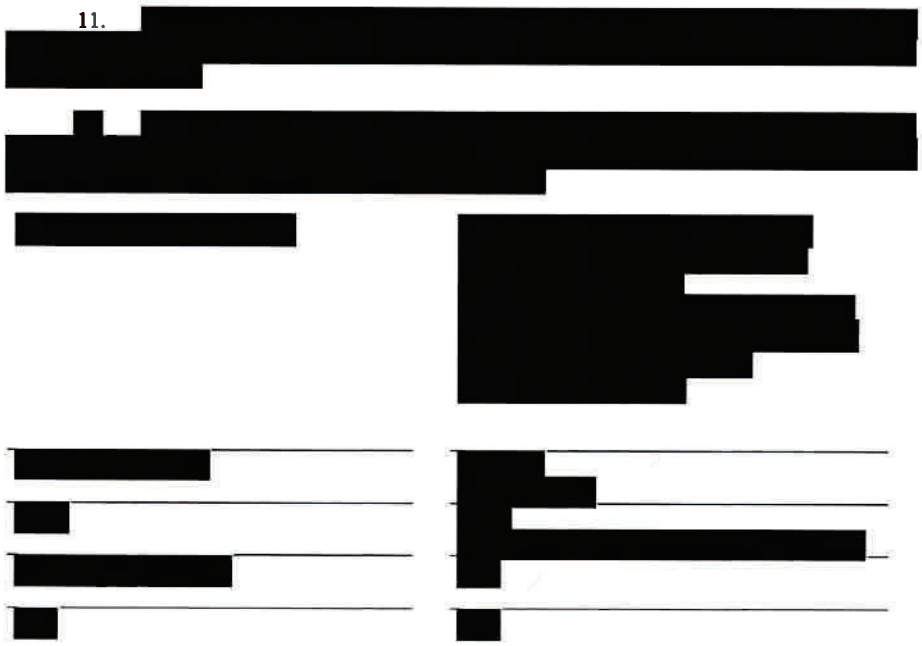

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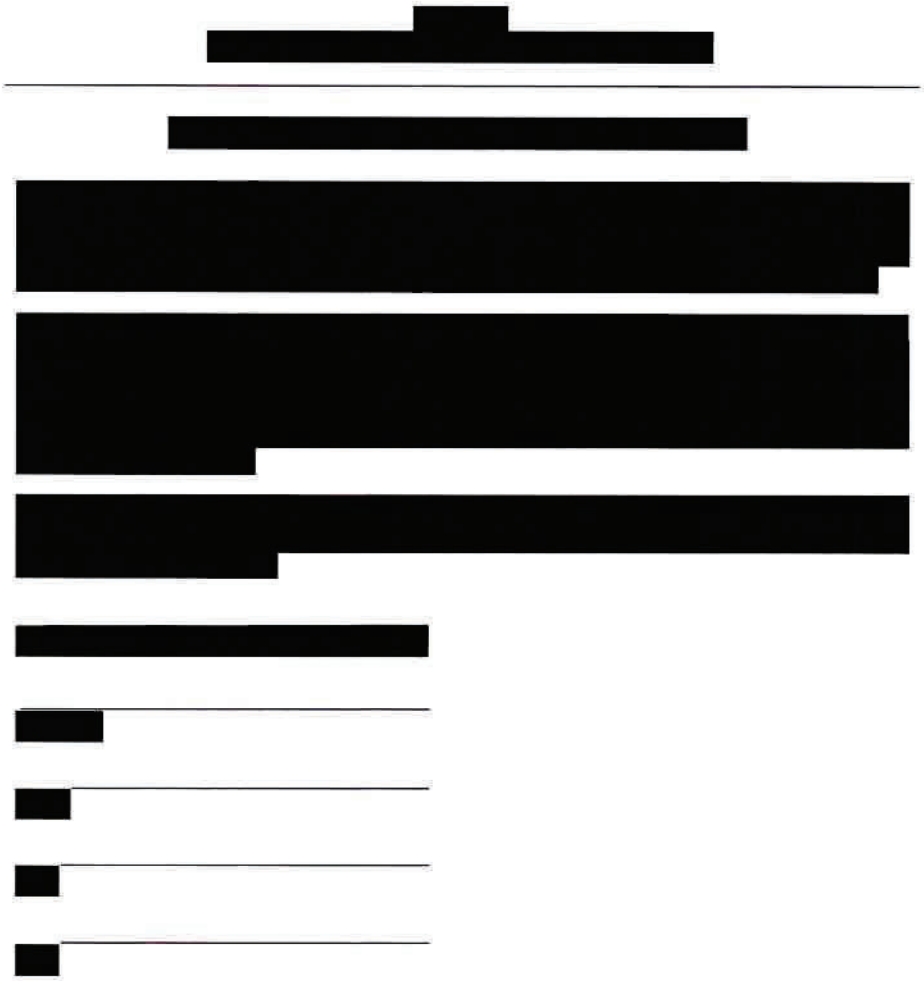

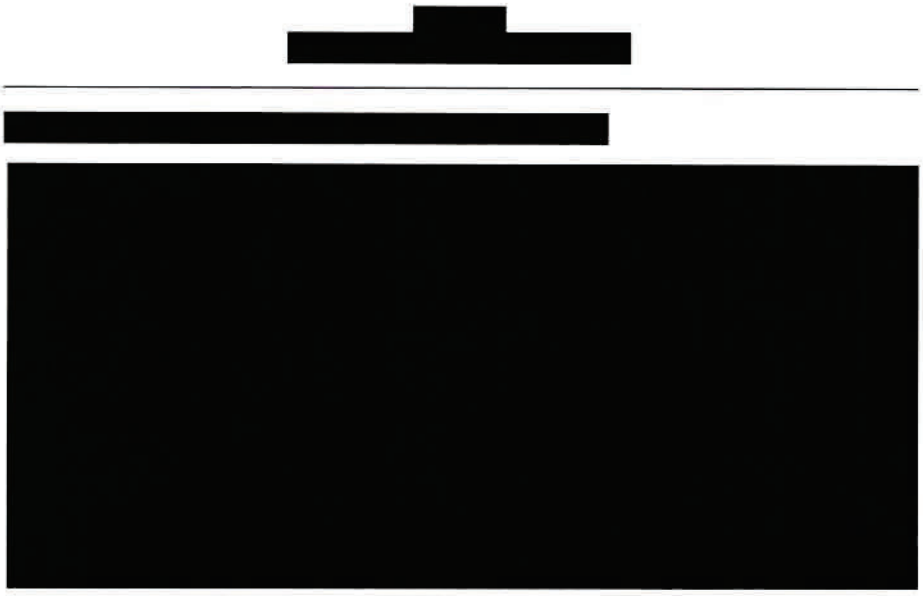

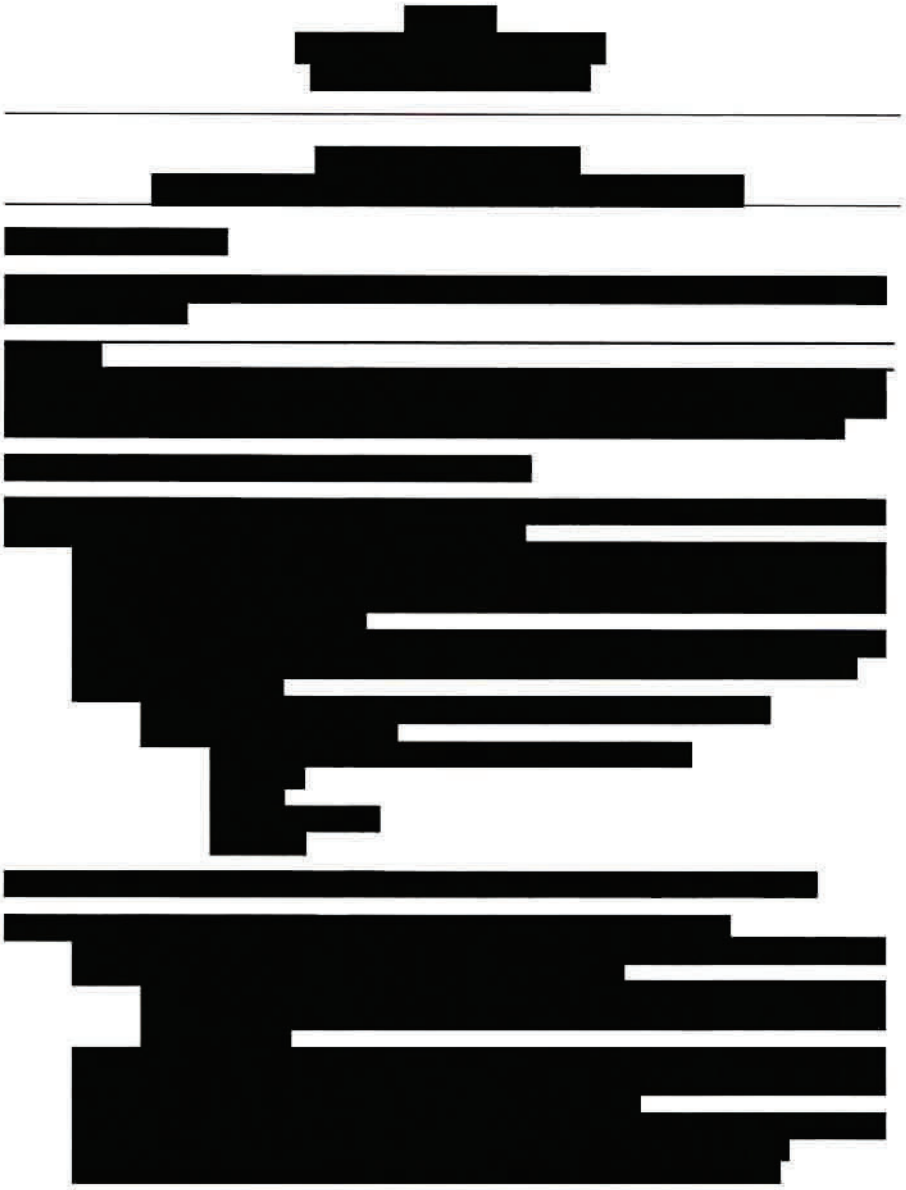

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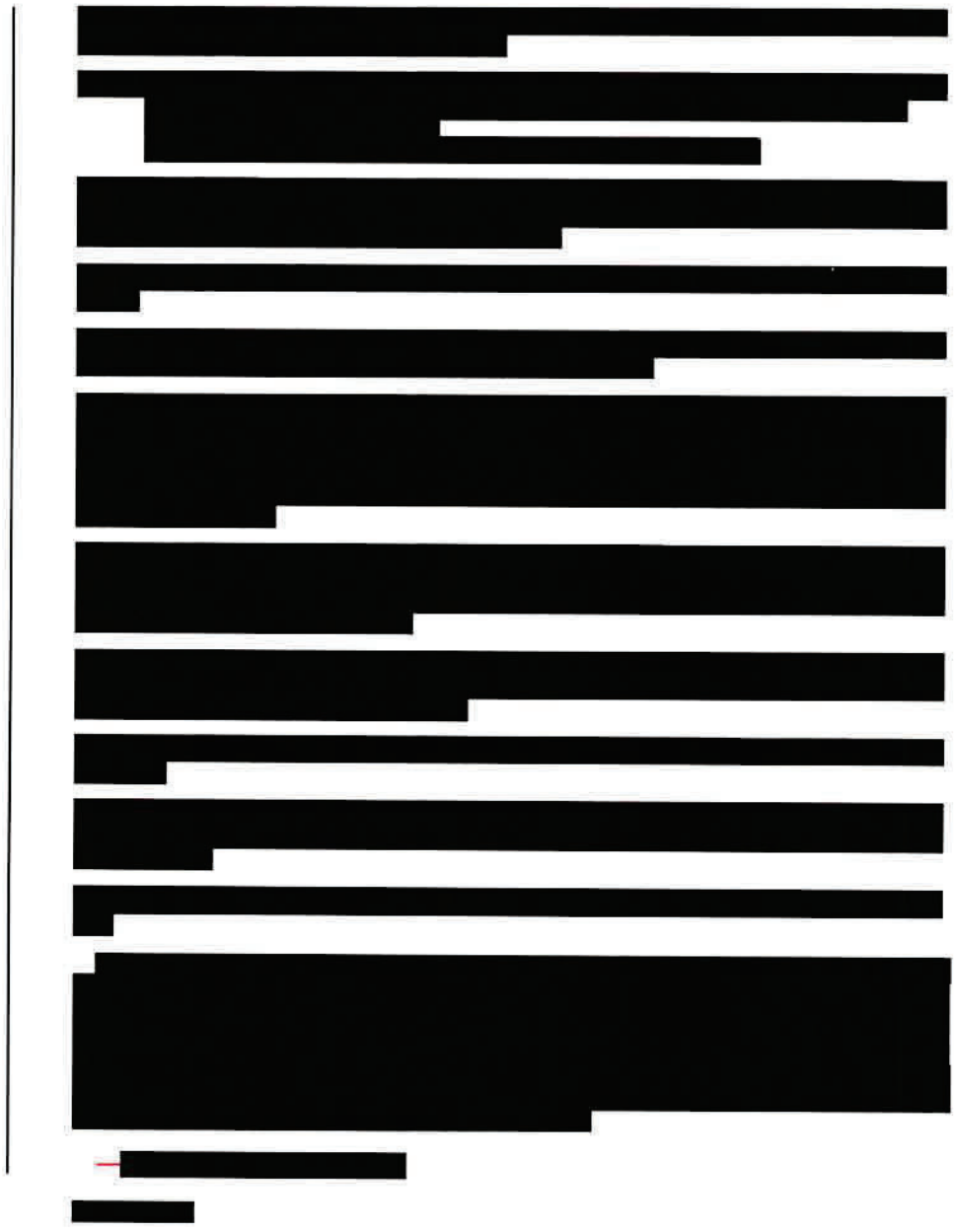

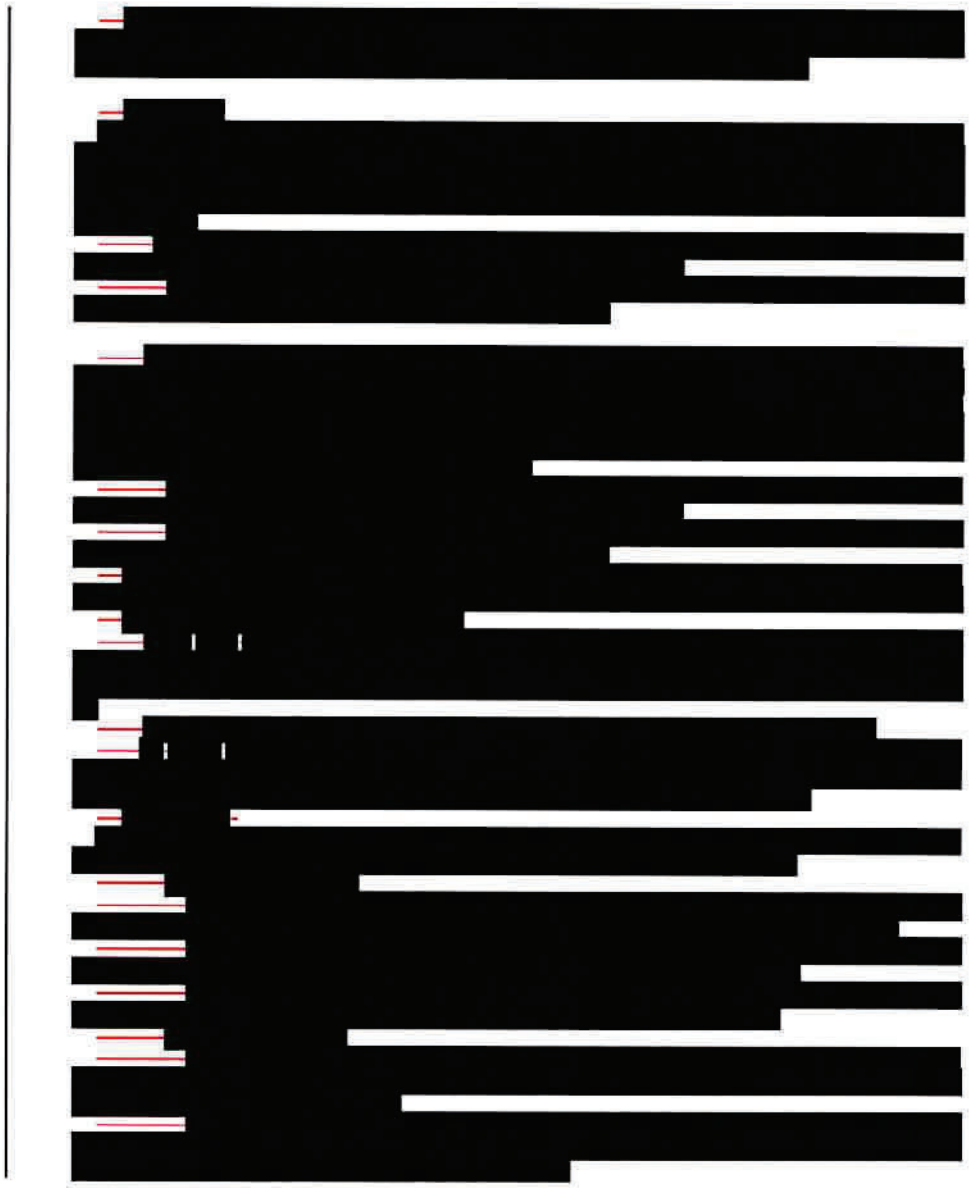

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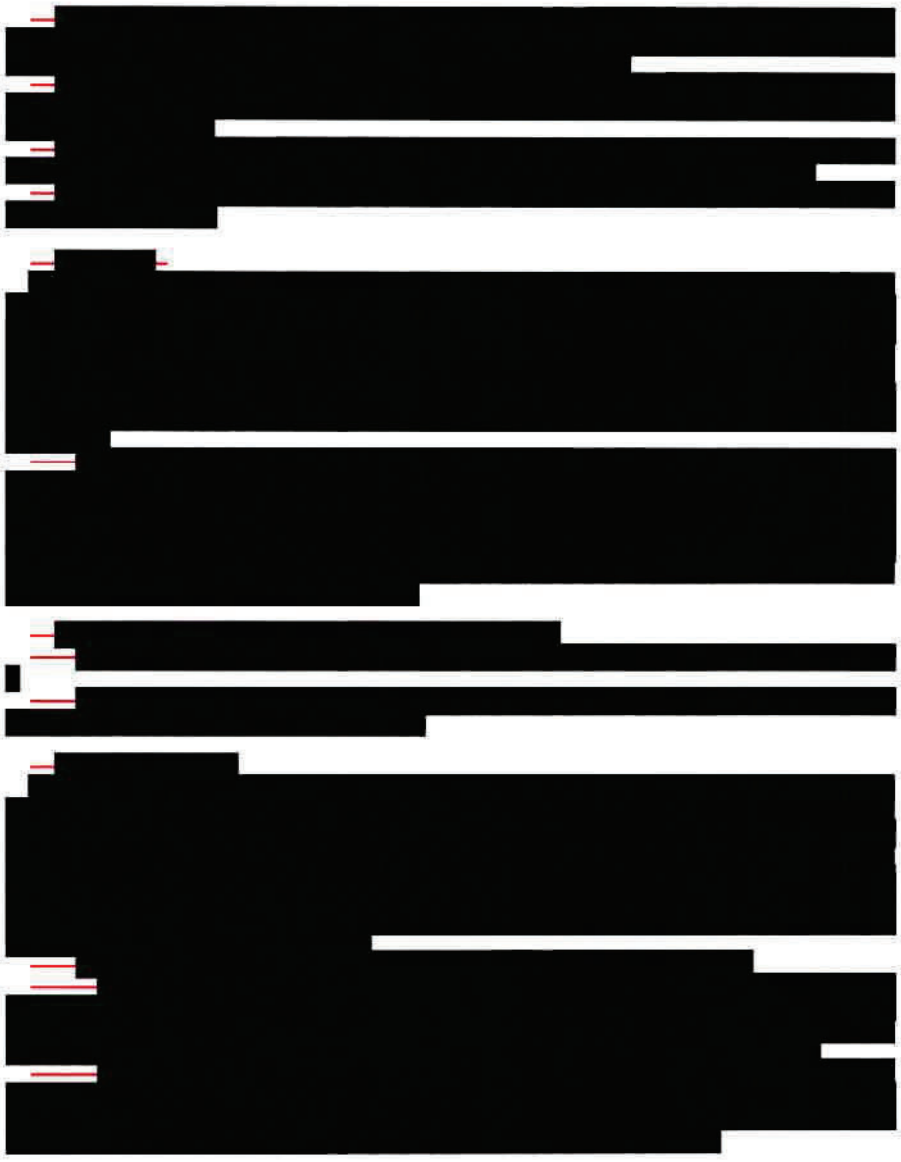

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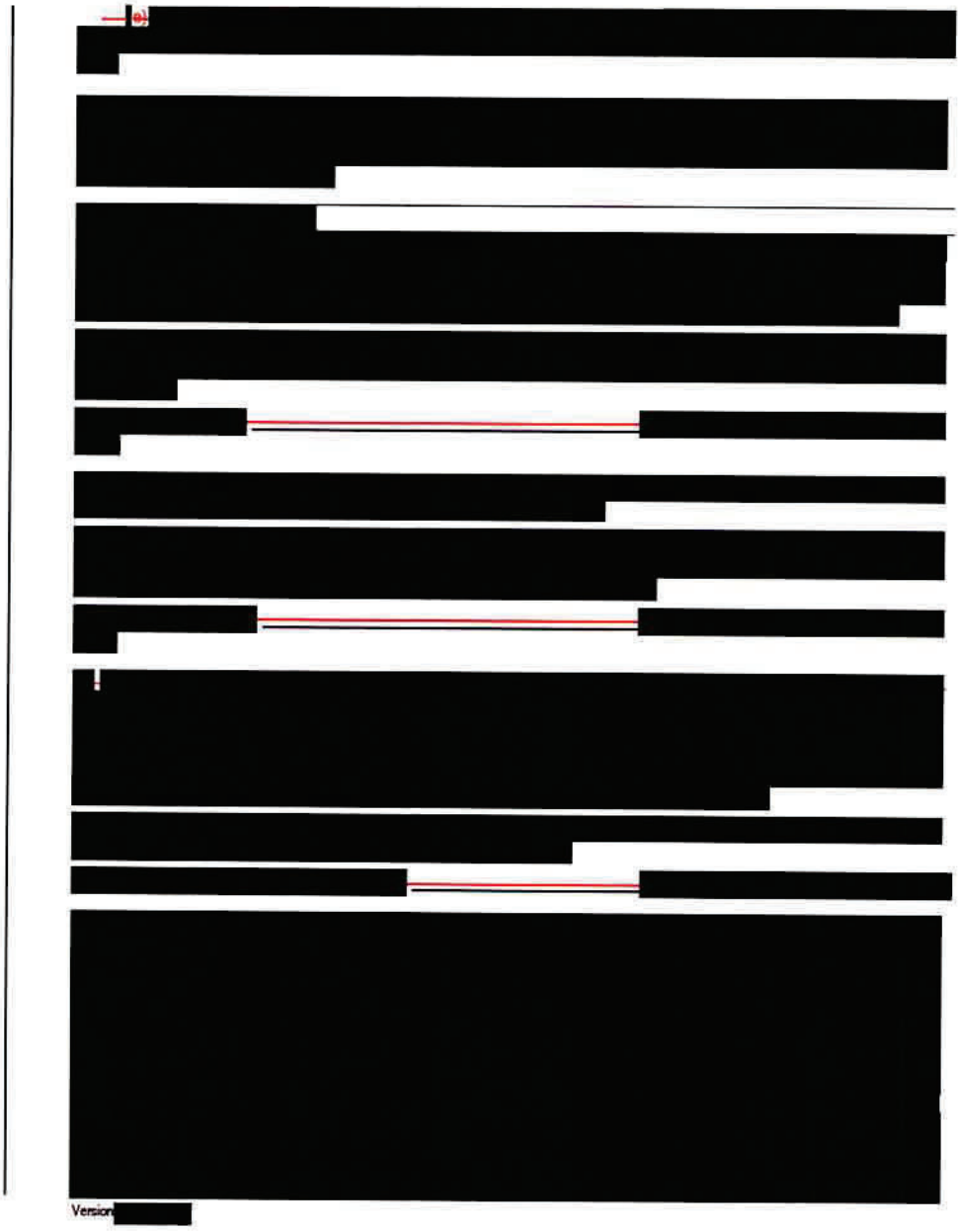

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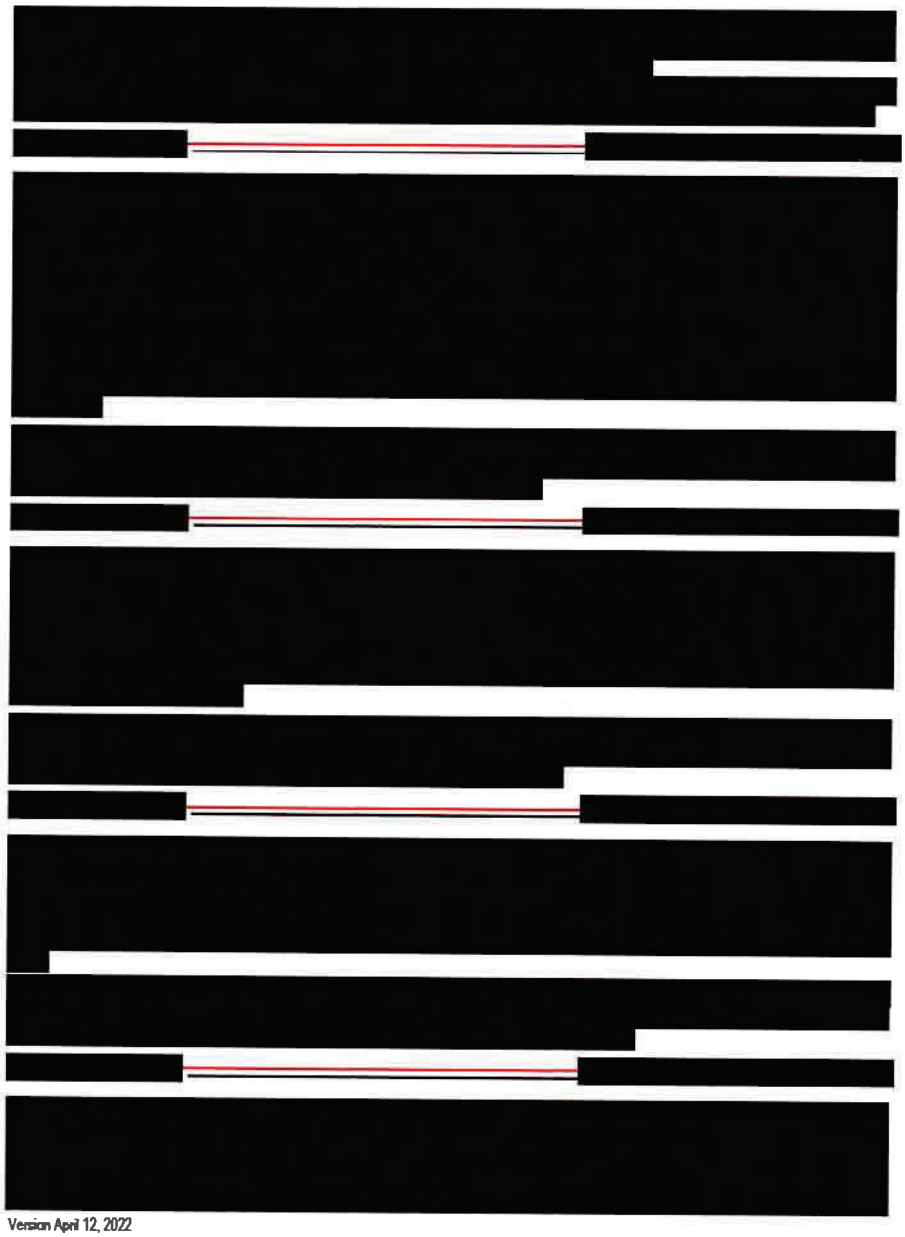

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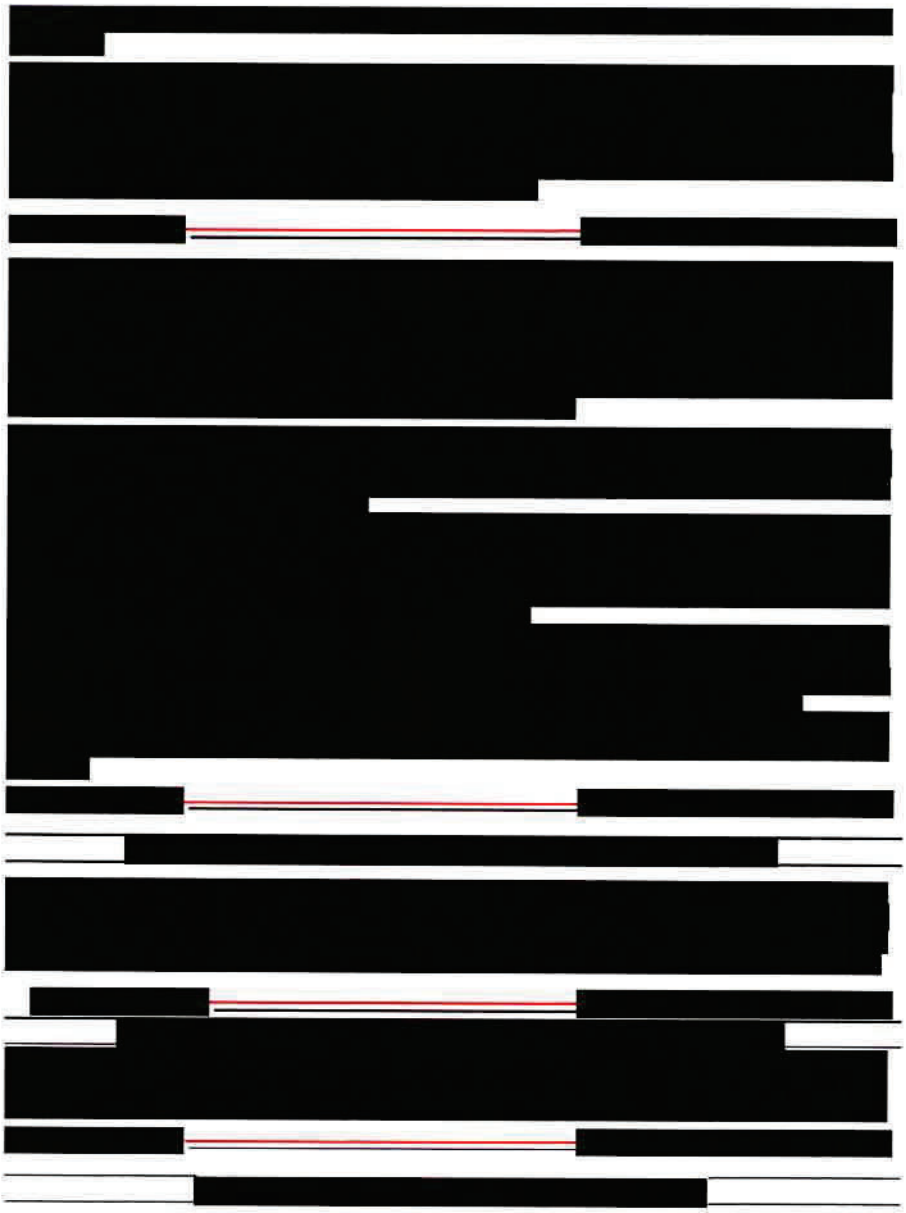

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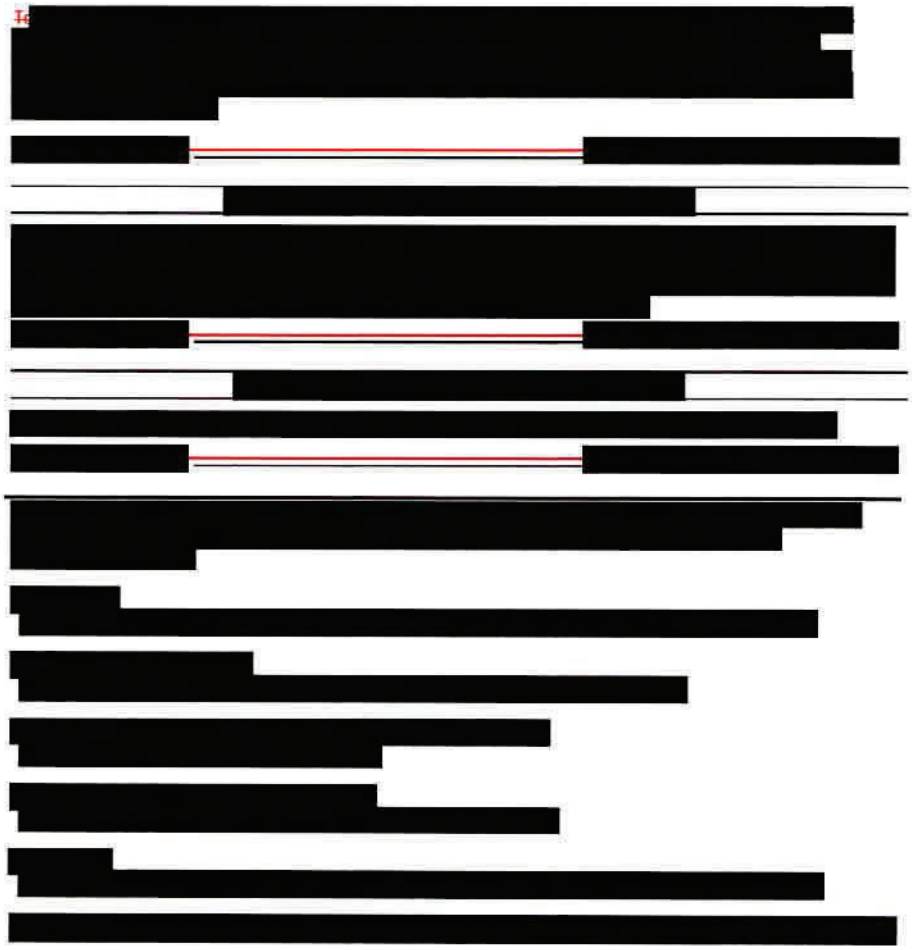

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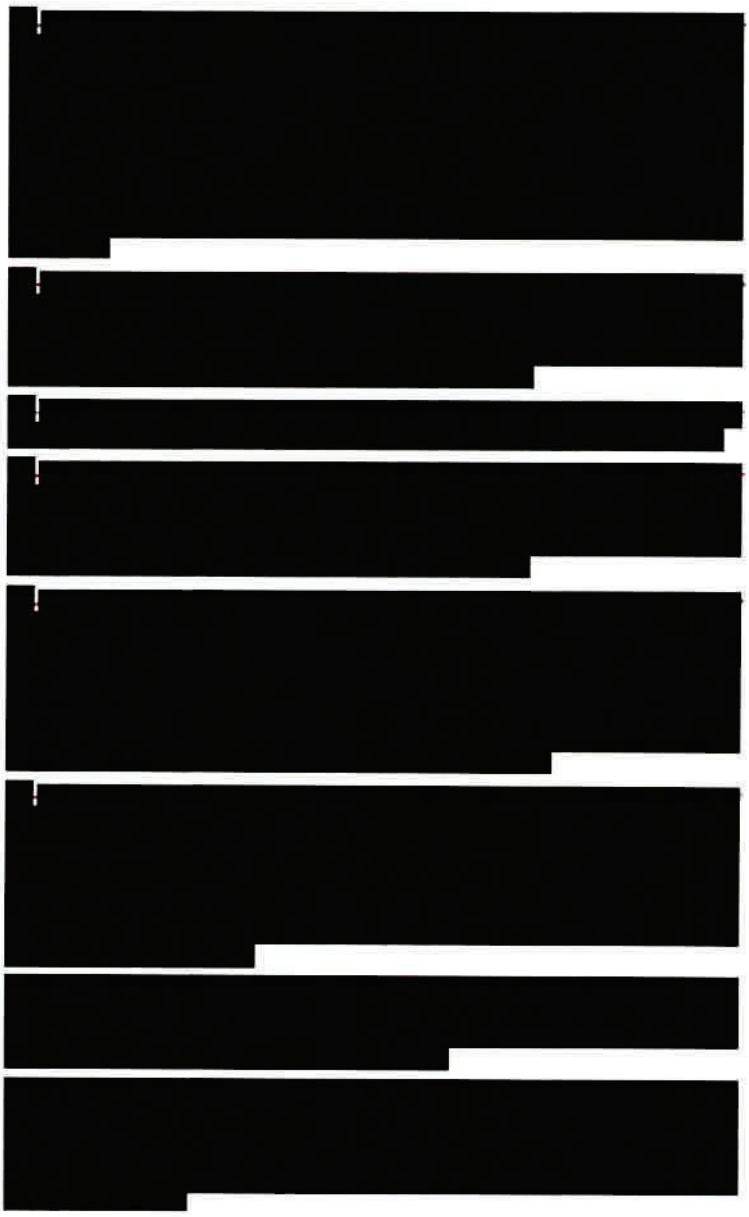

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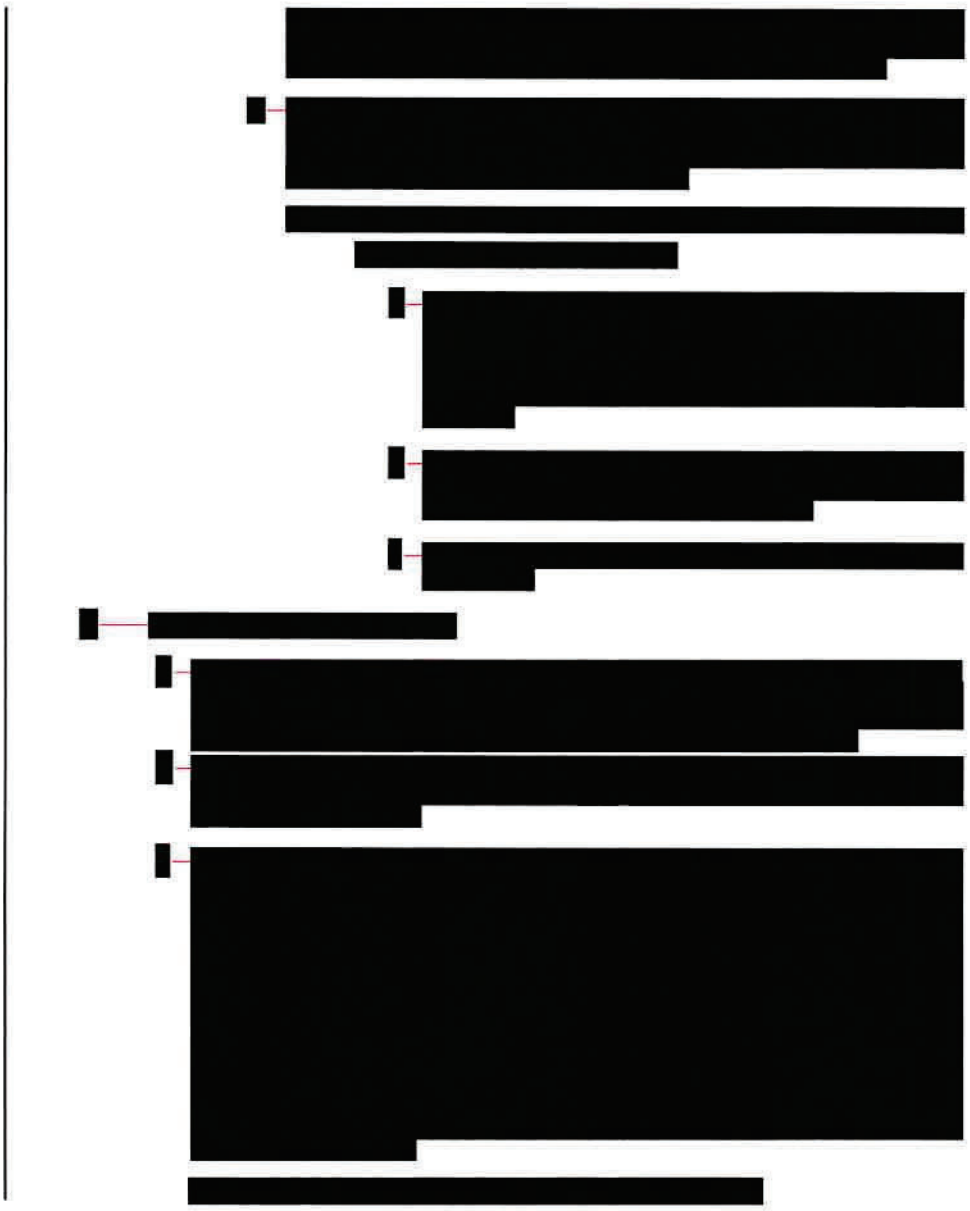

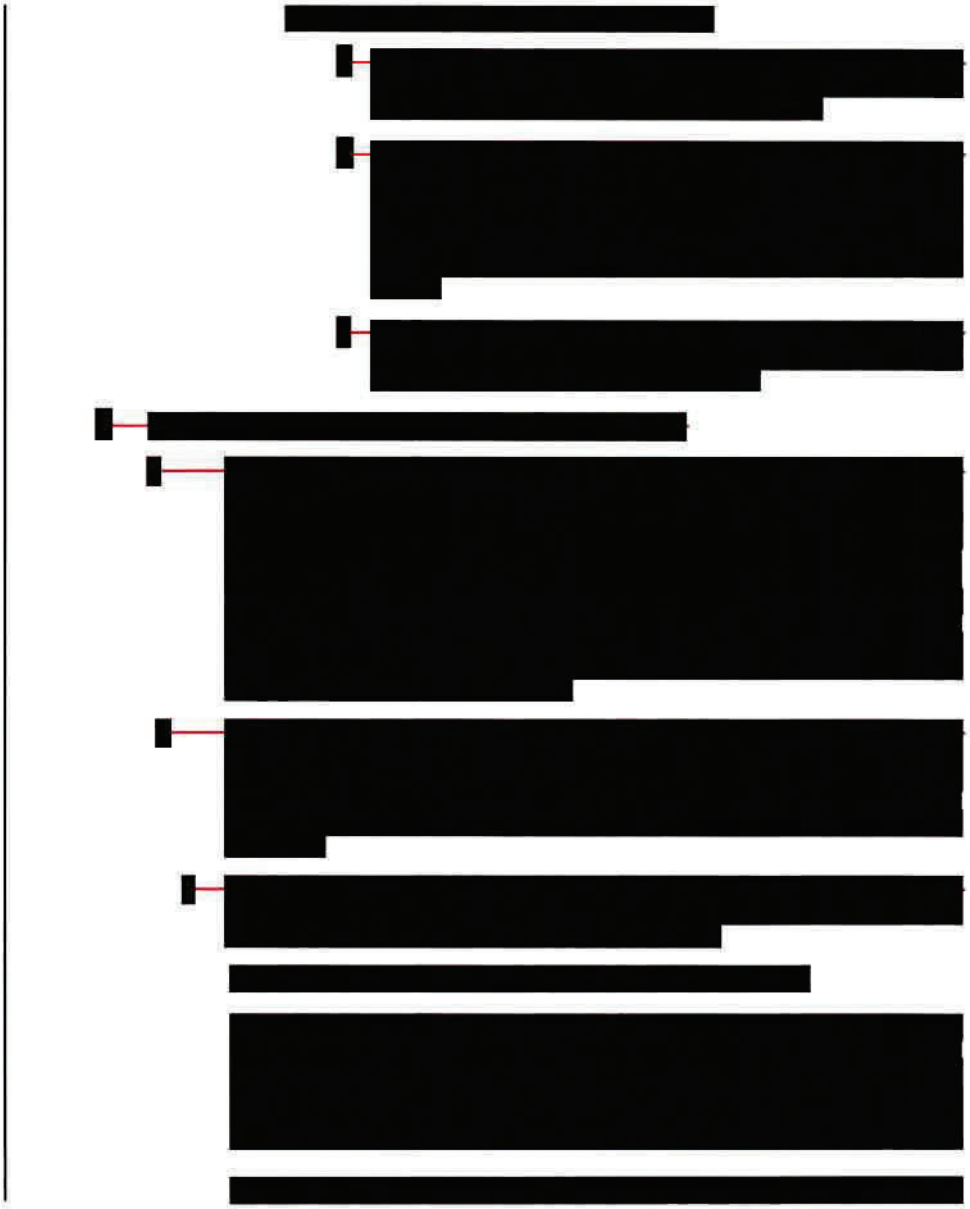

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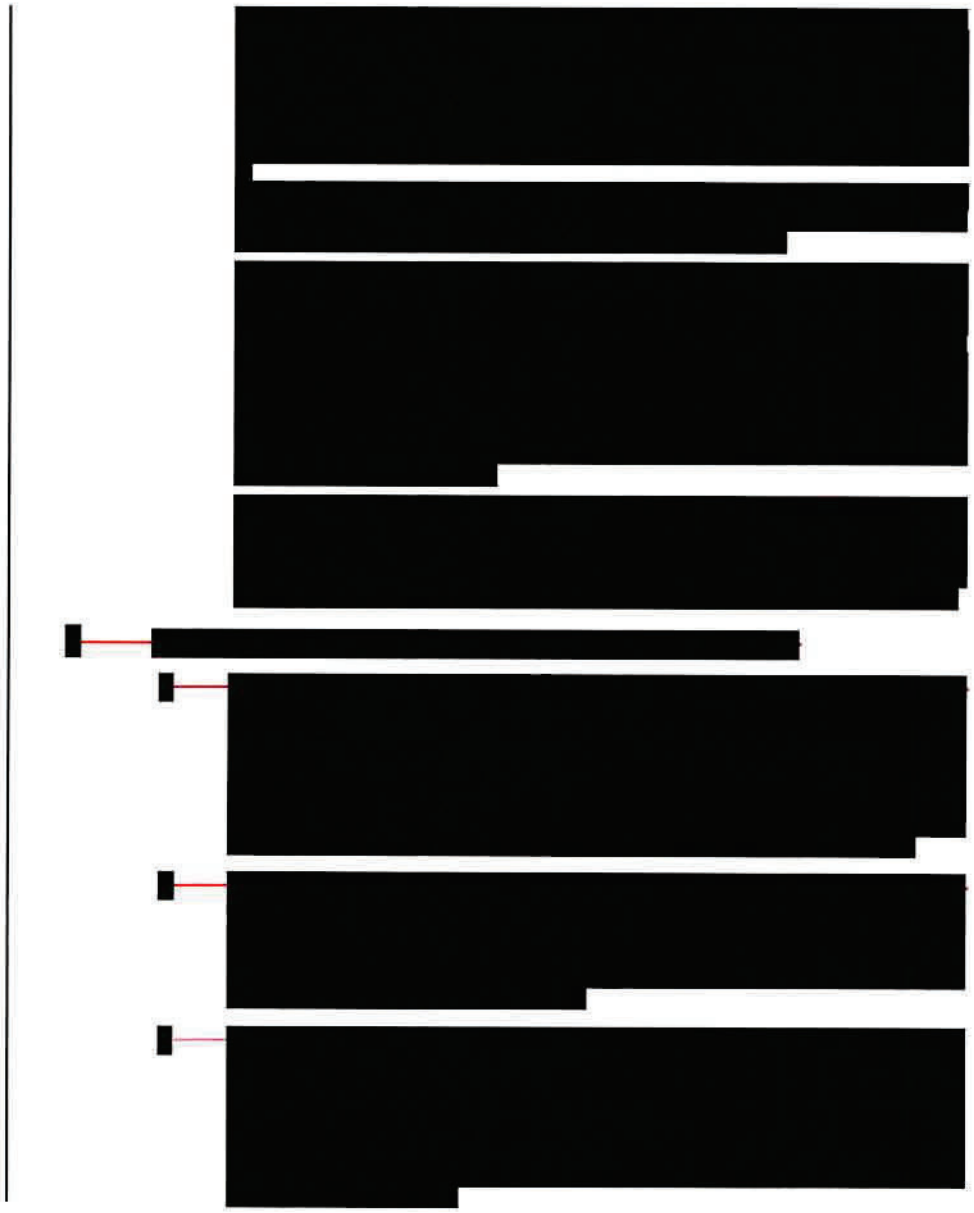

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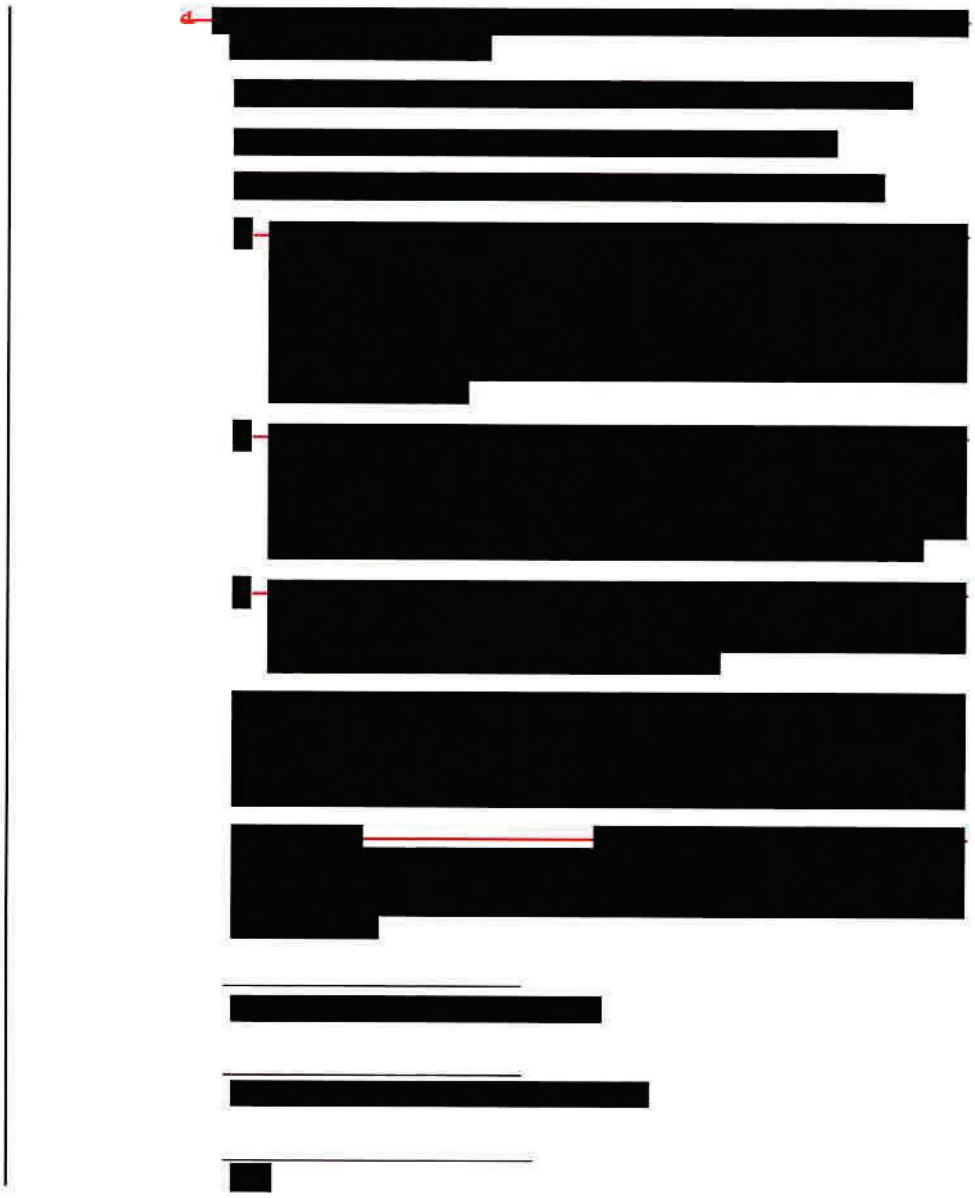

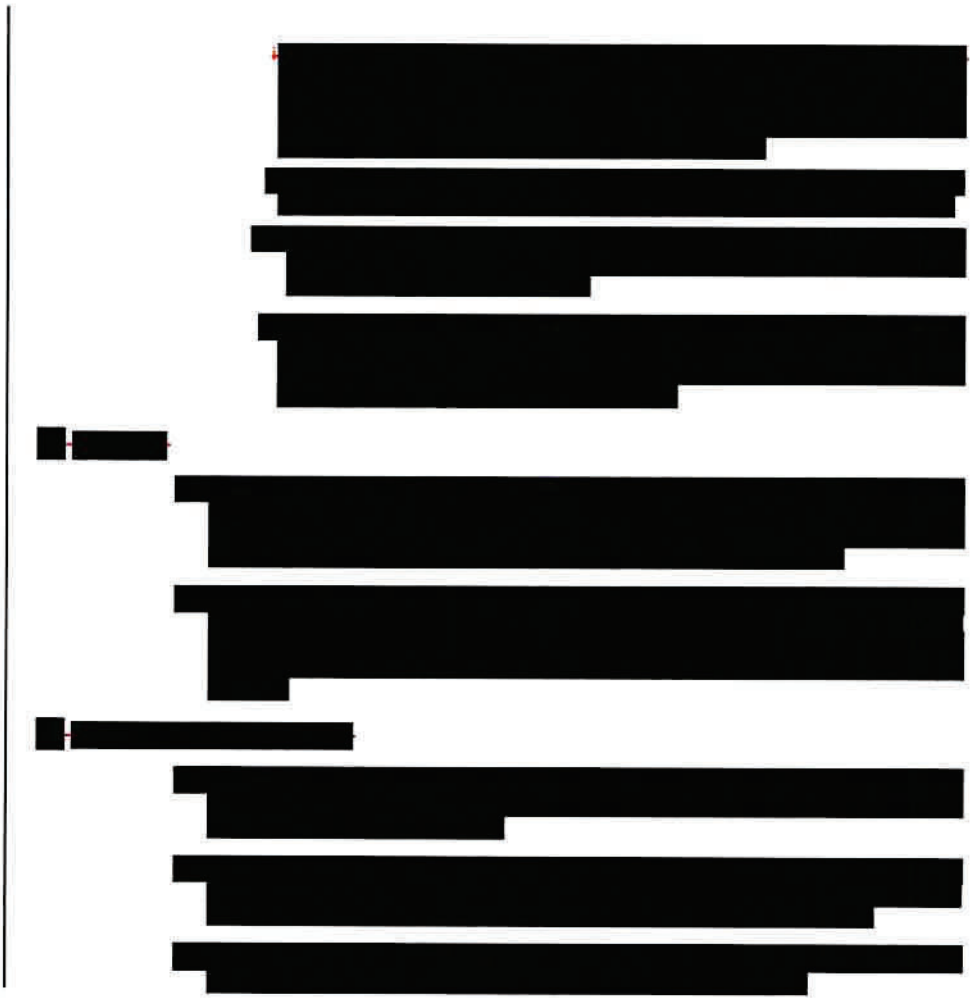

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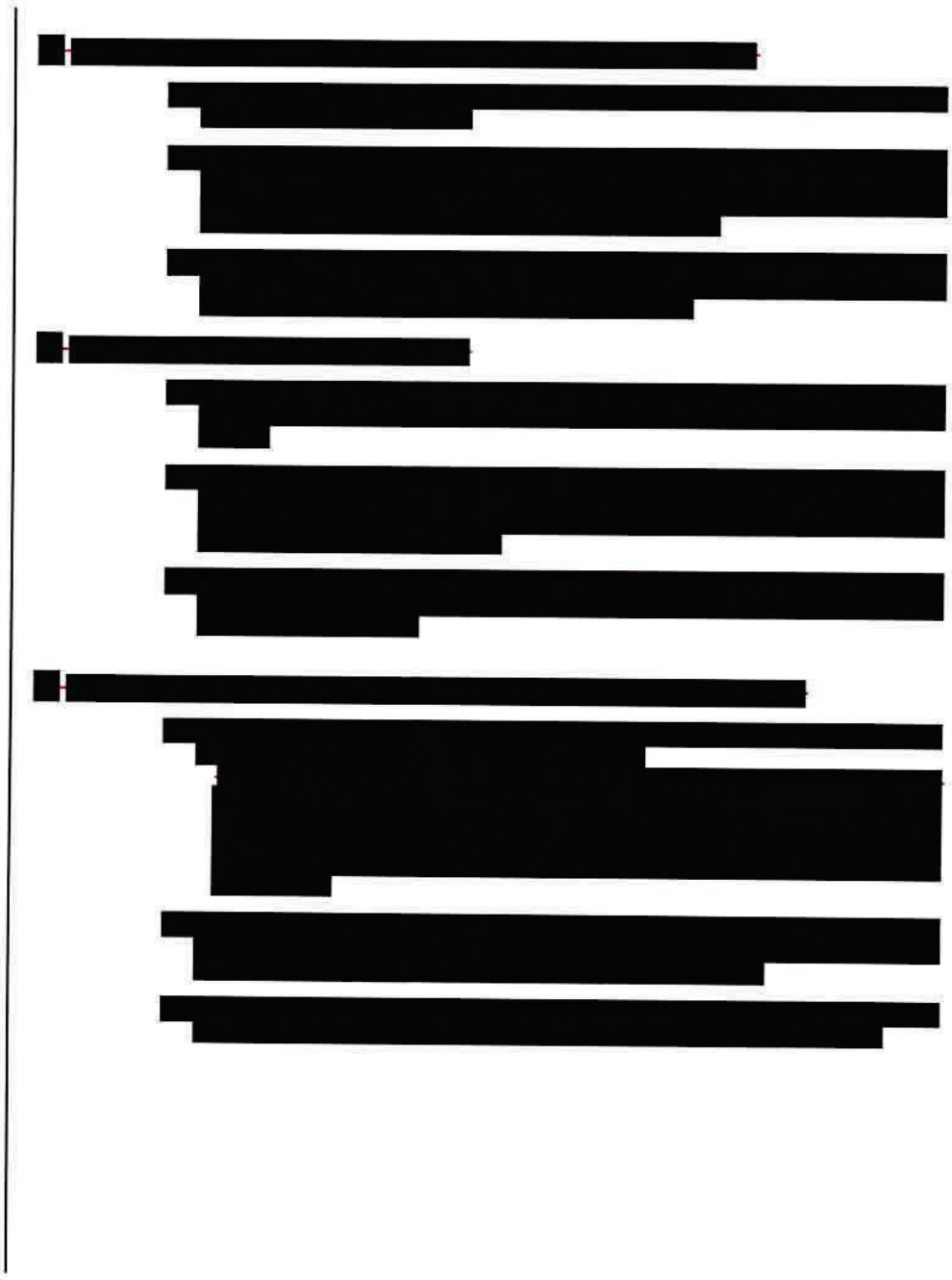

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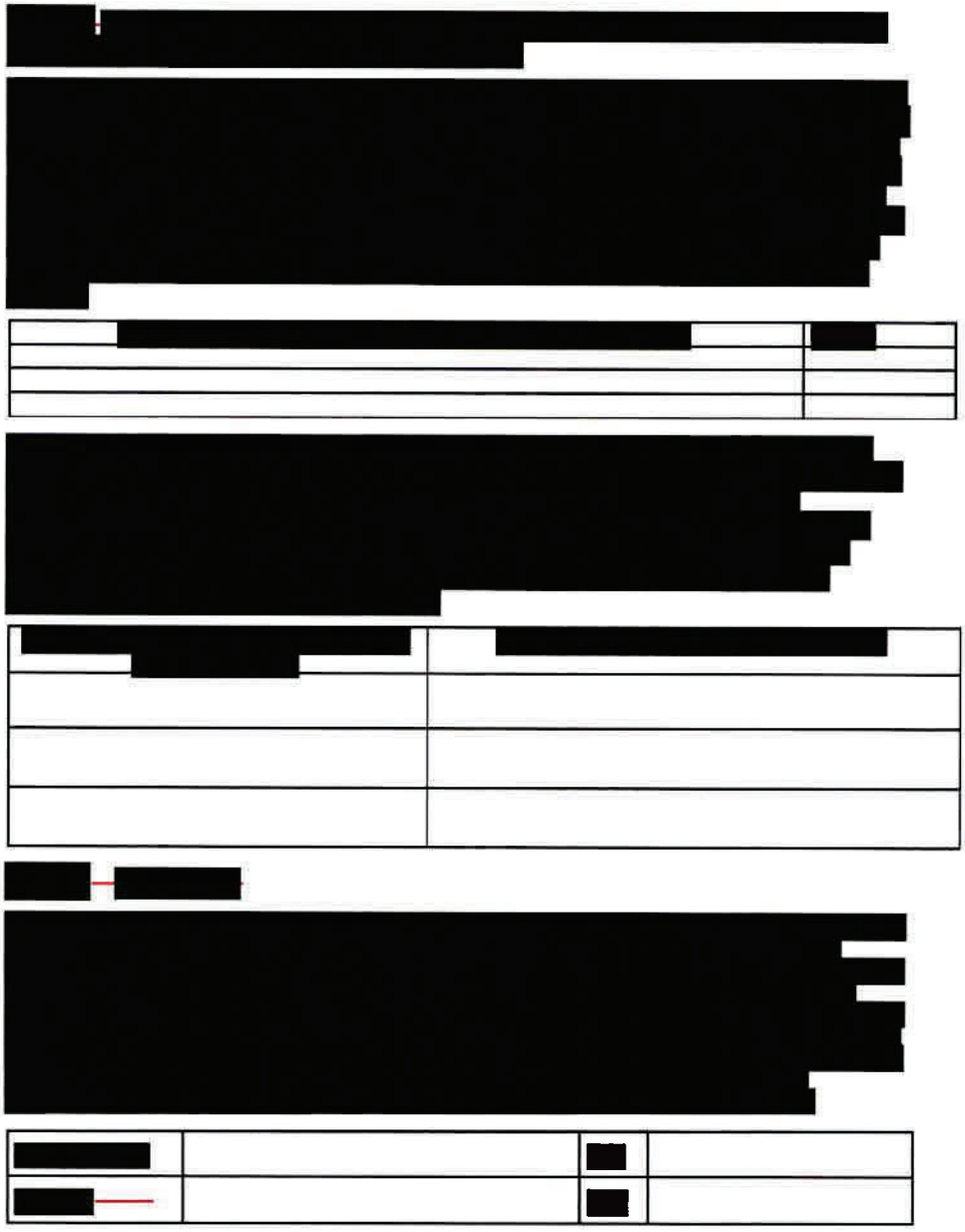

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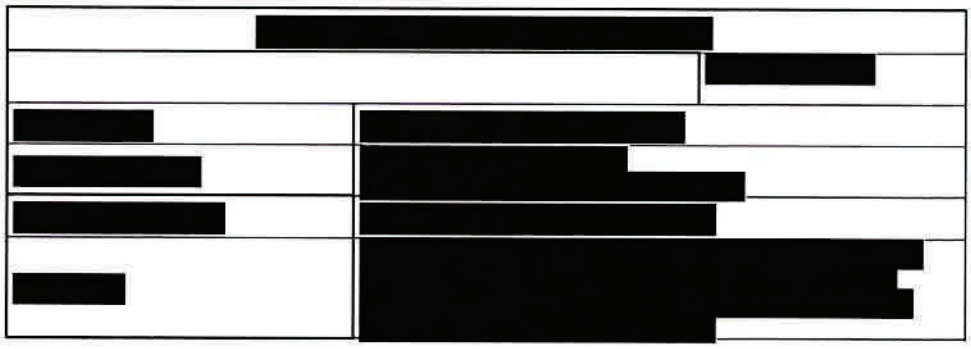

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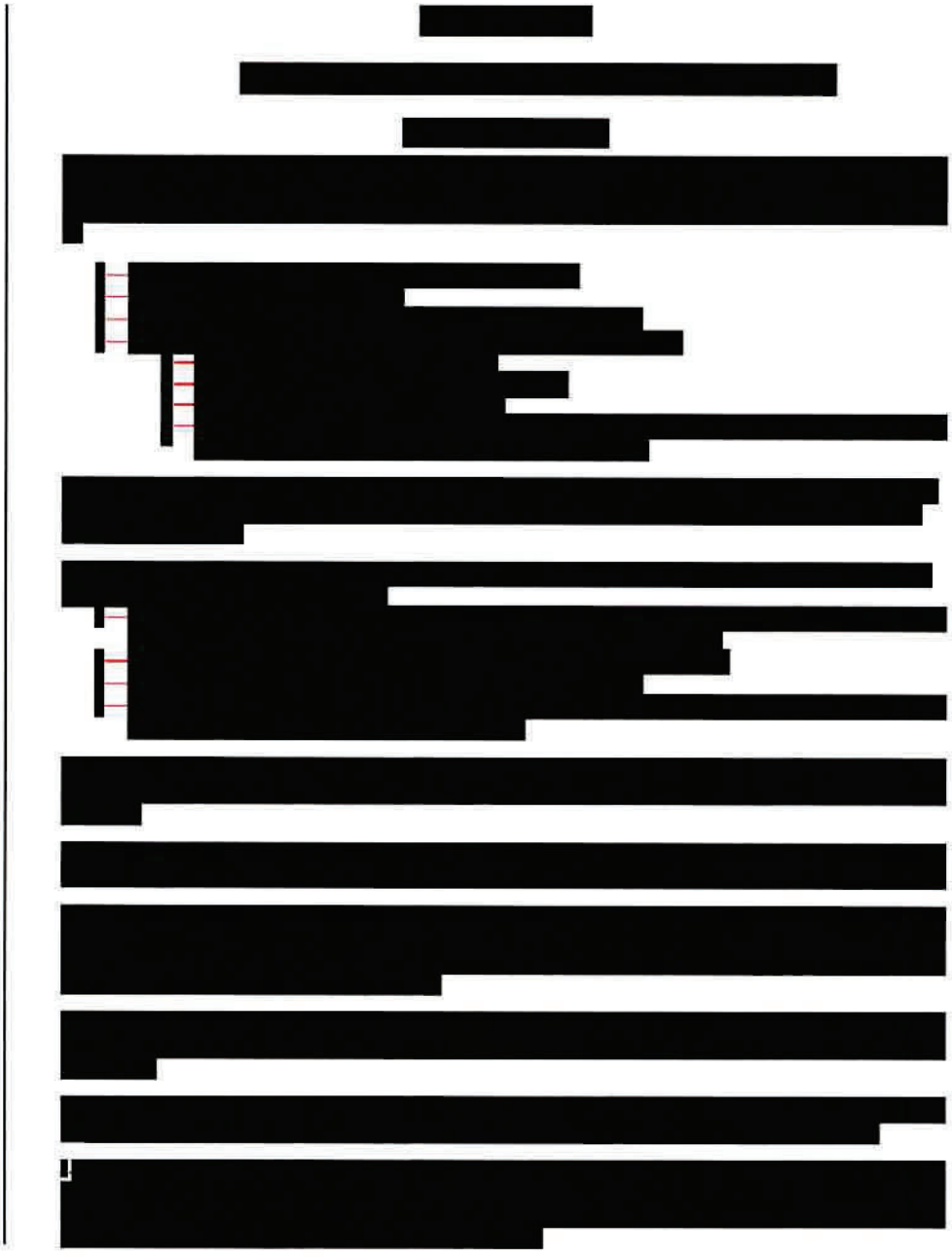

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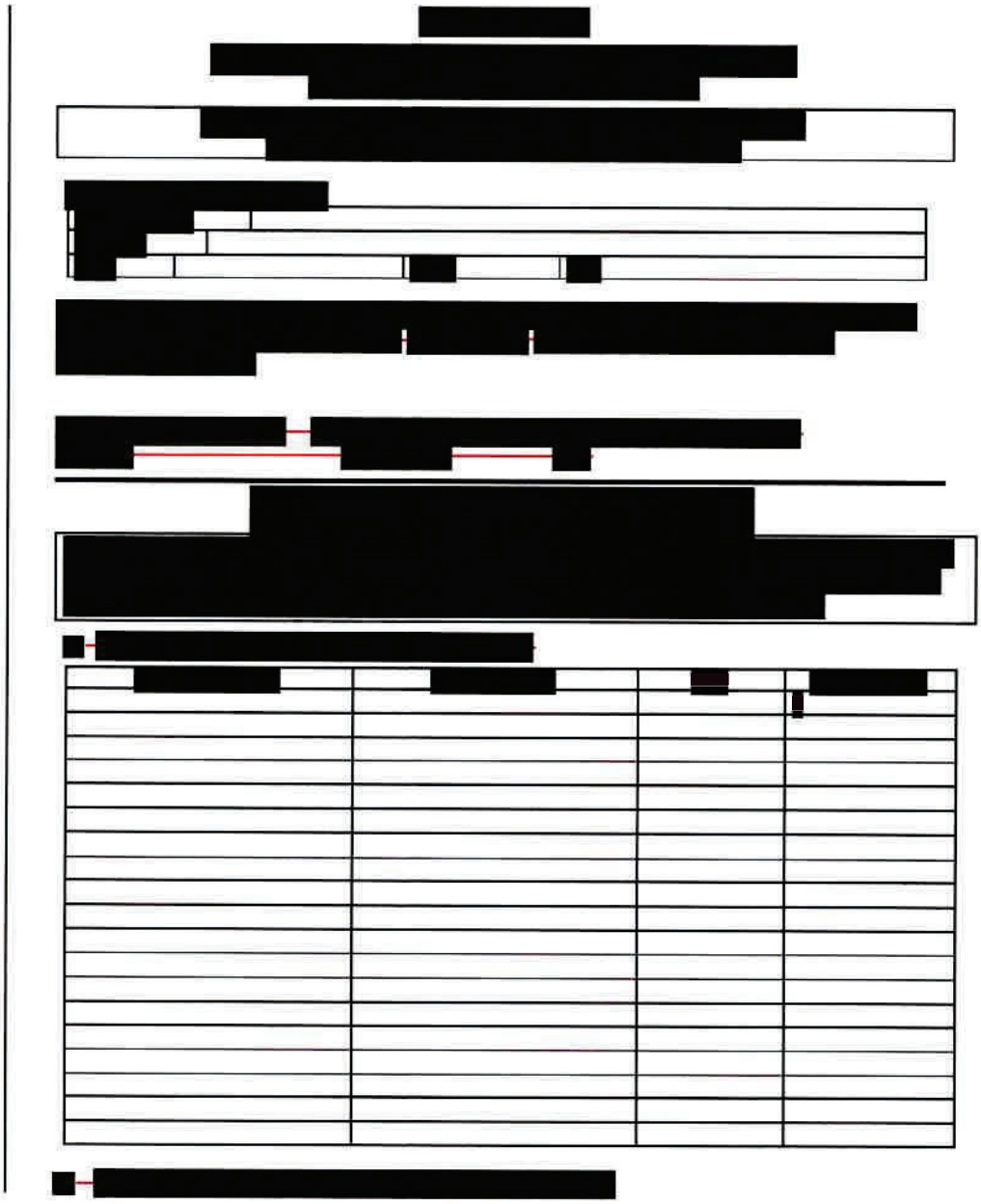
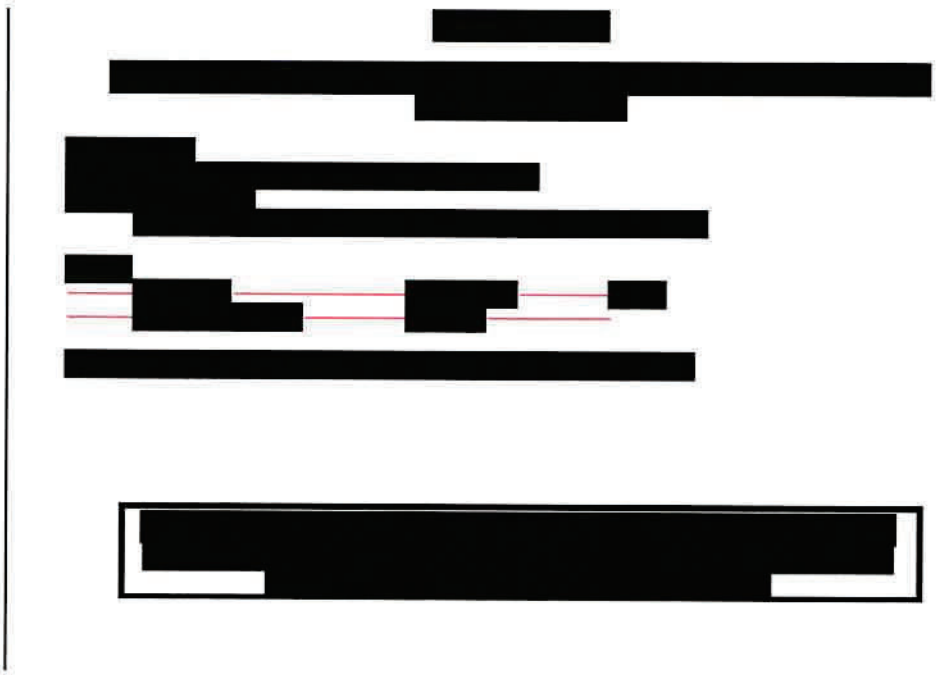




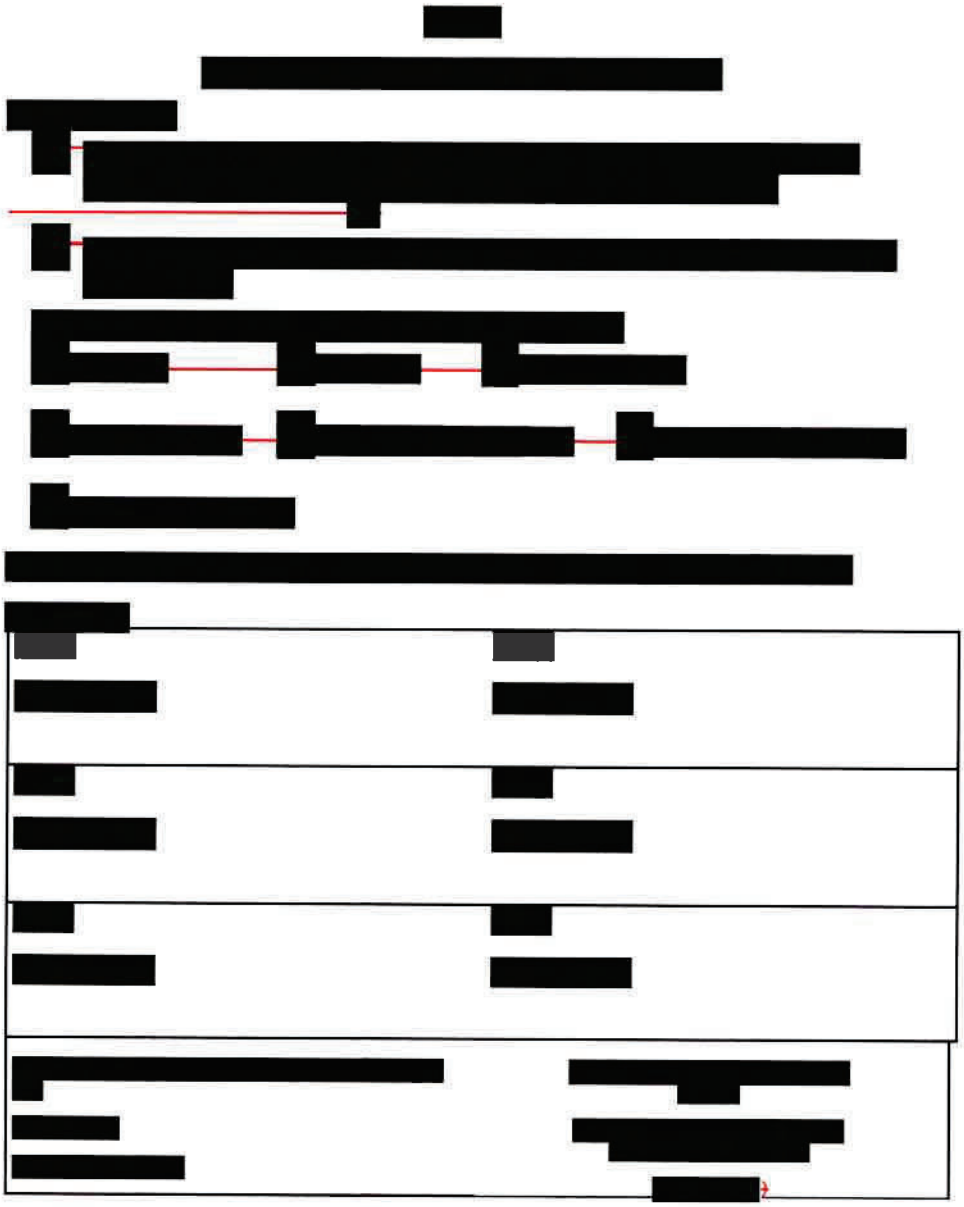
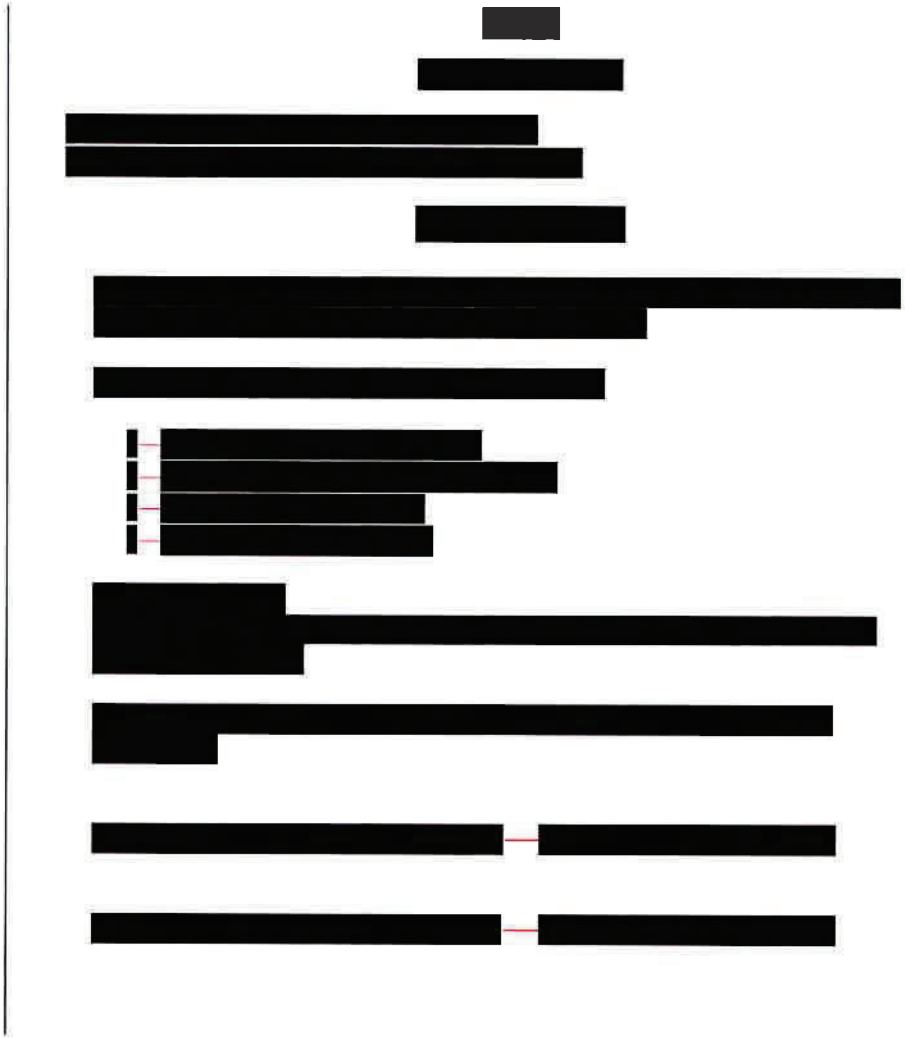


EXHIBIT 1



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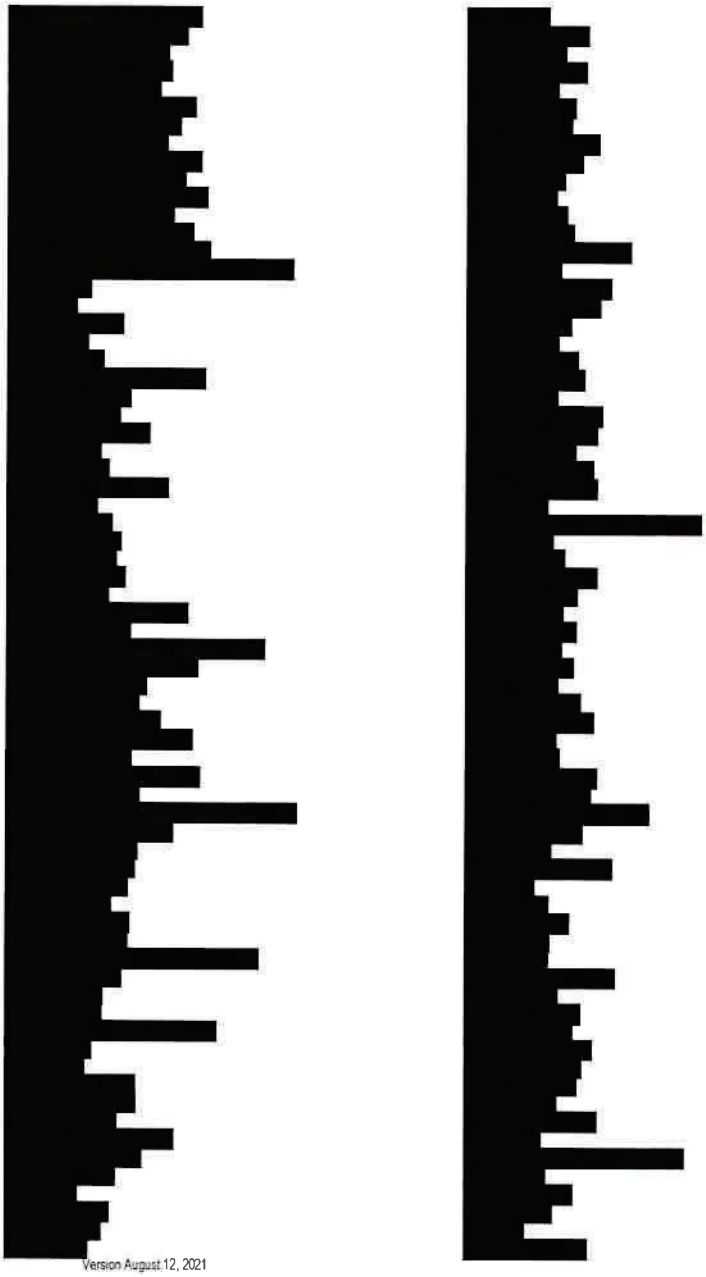

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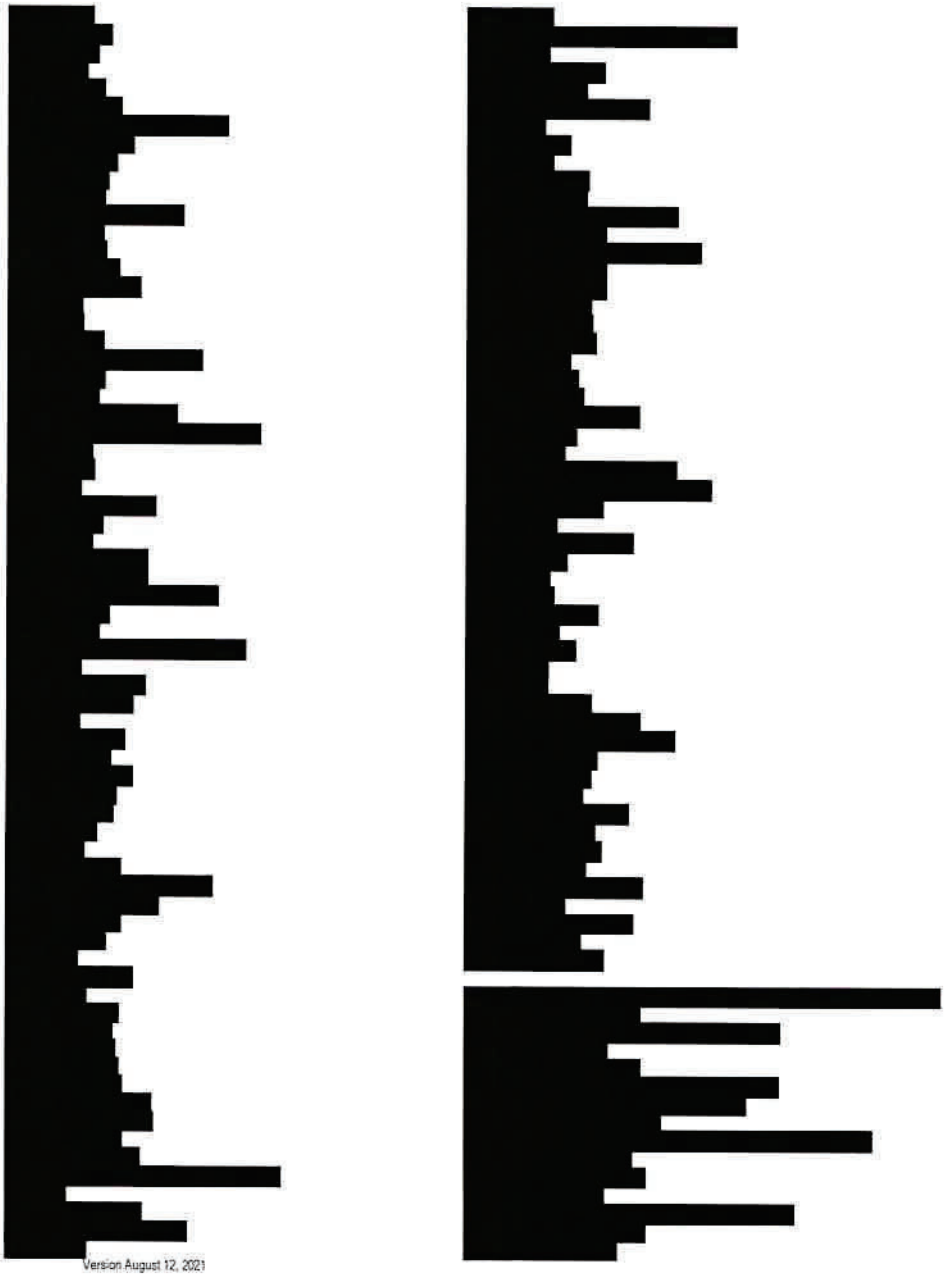

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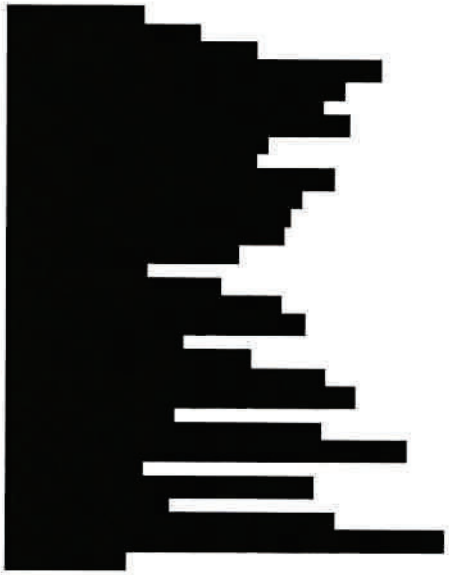

Version August 12, 2021

EXHIBIT 1

Response to evaluation criteria

1. Transmittal Letter
2. Response to Questions
3. Marketing Proposal
4. ESG Report
5. Education Segment Lookbook

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TRANSMITTAL LETTER

December 20, 2022

University of Nebraska
Procurement Services
1700 Y Street
Lincoln, NE 68588

RE: E- Bid # 3702-22-4618

To whom it may concern,

I want to begin by thanking you for considering Cintas as your provider for rental of uniforms, floor mats, mops, towels and related services. We are proud to present this comprehensive response as it specifically relates to your needs. These services are part of our core business offering for our company and we are committed to providing you and your staff with the most professional level of service possible. Please accept this proposal and understand that Cintas would like to review any questions or concerns identified. We are excited at the prospect of partnering with you and look forward to presenting our capabilities to you in this process.

In addition to the responses we have provided, it is important to us that we highlight a few Cintas uniqueness's that make Cintas the leader and best in the industry and uniquely qualified to support the University of Nebraska.

- [redacted]
- **Breadth of Products & Services** – Our expansive offering of innovative products and services makes Cintas a true "One Stop Shop" for the University of Nebraska. In addition to the products and services outlined in this solicitation, Cintas offers unique and innovative rental solutions that include exclusive products and partnerships with companies like Carhartt, Chefworks & Rubbermaid, to name a few. Cintas can also support the University of Nebraska for First Aid and Fire Life Safety needs.

- **Total Cost of Ownership** – Pricing in the industrial uniform industry is often deceptive and challenging to compare amongst companies given different billing methods, product offerings, quality control measures and processes. Our commitment is to provide a fair and competitive price point that is exclusive of hidden charges or shortcuts in quality. Cintas uniqueness, like our TruCount inventory management system, quality control processes and billing methods allow us to provide a competitive price point and more importantly, a commitment to provide the lowest total cost of ownership.

Thank you again for your consideration. We are available to meet should a meeting be required to review our service capabilities.

Best regards,

Loka Mistretta
Global Account Manager
Cintas Corporation

3.0 SUPPLIER RESPONSE

3.1 Company

3.1.A. Brief history and description of Supplier to include experience providing similar products and services.

Company Name: Cintas Corporation
Year Founded: 1929

Cintas is a publicly held company traded over the Nasdaq Global Select Market under the symbol CTAS and is a Nasdaq-100 company and component of the Standard & Poor's 500 Index.

Cintas started from very humble beginnings in 1929 when "Doc" and Amelia Farmer established a small business to reclaim and clean rags for local factories. Their son, Hershell became president of the company in 1952 after his father's death and, after 23 years of continued success, turned the helm over to his son, Richard "Dick" Farmer. The company entered the uniform rental business in 1965, a move that would dramatically reshape the company and revolutionize the uniform marketplace. For example, Cintas was the industry pioneer in introducing polyester-cotton blend fabric that doubled the life of uniforms and made cleaning more efficient.

In 1983, the company made its initial public offering of stock.

Todd Schneider currently serves as Chief Executive Officer and Chairman.

Fortune magazine listed Cintas among America's "Most Admired" companies and also gave Cintas a well-deserved spot on their Fortune 500 list for the third year in a row. Other awards won in 2020 include "2021 Military Friendly Employer", "DEI Best Places to Work", and "Best Employer for Diversity" by Forbes Magazine.

At Cintas, we are dedicated to helping businesses across North America stay clean, prepared and looking professional. Through our innovative solutions and routine service visits, we take care of the important tasks that help our customers like the Kinetic GPO keep their agencies running smoothly — so they have more time to focus on their business.

Headquartered in Cincinnati, Ohio, our Fortune 500 company serves more than one million businesses in all types of industries. Our diverse customer base ranges from small manufacturing companies to mid- sized hotel chains to major corporations with thousands of employees, and we are known for providing them with an endless array of products and services.

We offer rental apparel programs that include professional laundering, inspection, and delivery -- along with stylish apparel purchase collections that combine custom designs with ready-to-wear styles. We replenish essential cleaning supplies and hand sanitizer, and stock restrooms with hygiene and paper products. We routinely deliver freshly laundered entrance mats and reusable microfiber products and apply disinfectant spray and sanitizer spray to common

touchpoints and surfaces. We restock first aid & safety supplies and PPE, and a comprehensive fire life safety service.

Cintas is uniquely positioned in the marketplace because we're a vertically integrated supplier primarily for the manufacture of rental garments. To remain globally competitive, we rely on the services of a broad range of both domestic and international suppliers. We own, operate or do business with contractors in hundreds of cases overseas, and we manufacture production on five continents in more than 30 countries. Of course, our supplier contract base is subject to changes at any given time, based on the best interests of our customers and company.

At Cintas we believe in leading by example and that is why Cintas makes contributions to support science education, takes active roles in professional societies, standards writing committees, and constantly conducts original research projects aimed at delivering better, cleaner products to our customers.

OMNIA Partners – Public Sector

Cintas began providing products/services to the public market with its relationship with US Communities in 2012. US Communities was a platform for Cintas to sell all of its enterprise to a market that, to that point, the company had not penetrated. [redacted]

In 2018, OMNIA Partners, Public Sector purchased US Communities leading to the strategic relationship that Cintas and OMNIA now share. From the CEO, Senior Leadership, Marketing, Operations, and Field Sales, the two organizations are inextricably linked in a relationship that maximizes the benefit for not only the two companies, but mostly importantly, the provision of world-class value to the public agencies that are served.

Cintas has been recognized by OMNIA on a number of occasions. Cintas won Supplier of the Year in 2019, denoting Cintas' efforts in supporting OMNIA with both our public agency and private company clients. In 2021, Cintas won OMNIA's Public Supplier of the year. The criterion for this award is visually noted by the following:

[redacted]

3.1.B Total number and location of salesperson employed by Supplier.

Cintas has over 400 locations and 40,000 + partners across the country. A list of our locations can be provided upon request.

3.1.C. Number and location of support centers (if applicable) and location of corporate office.

Cintas owns and operates over 500 facilities across the US and Canada and our corporate office is located at 6800 Cintas Blvd. Mason, OH 45040. The Cintas facilities are supported by a network of 100% wholly owned distribution centers [redacted]

[redacted]

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[redacted]

3.1.D Annual Sales for the three previous fiscal years.

(In thousands)	2021	2020	2019
Uniform Rental and Facility Services	$ 5,689,632	$ 5,643,494	$ 5,552,430
First Aid and Safety Services	784,291	708,569	619,470
All Other	642,417	733,057	720,403
Total Revenue	$ 7,116,340	$ 7,085,120	$ 6,892,303

Cintas financial reports can be found online at our website: https://www.cintas.com/investors/financials.aspx . Our FEIN is 31-1703809 and a Dunn & Bradstreet report has been included for reference as well.

3.1.E. Describe any green or environmental initiatives or policies.

Please reference the attached ESG report. In addition to our goal of achieving Net Zero Emissions by 2050 mentioned; the magnitude of preserving and protecting the environment has a long history at Cintas.

3.1.F. Describe any diversity programs or partners supplier does business with and how Participating Agencies may use diverse partners through the Master Agreement. Indicate how, if at all, pricing changes when using the diversity program. If there are any diversity programs, provide a list of diversity alliances and a copy of their certifications.

At Cintas, we know that having a strong supplier network plays a direct role in our business performance and global competitiveness. And we have a long history of relying on the services of a broad range of both domestic and international suppliers — owning, operating or doing business with contractors in hundreds of cases overseas, and manufacturing production in five continents in more than 30 countries.

We believe the more diverse our supply chain, the more competitive we are as a company. That is why we put every effort into making sure this chain is as robust and varied as possible, with a supplier network that includes a wealth of women-owned and ethnically diverse businesses. We also know that securing a diverse supplier base is more reflective of our dynamic business community and helps us better serve our customers.

This is a commitment that starts at the top, with our Supplier Diversity Executive Steering Committee. Members of this committee are proactive change agents who work to ensure that our employee-partners are aligned on the many advantages of giving diverse suppliers equal access to Cintas partnerships.

Relevant Data

- Cintas is a member of the National Minority Supplier Development Council, the Women's Business Enterprise National Council and the Veteran-Owned Business Association.
- Since fiscal year 2007, we have spent more than $1.9 billion with certified diverse suppliers.
- In fiscal year 2018, we spent $231 million with diverse suppliers — totaling 12.06% of external domestic spend.
- We spent $99.1 million with women business enterprises in FY '18.
- We spent $130.3 million with minority business enterprises in FY '18.
- We spent $2 million with veteran business enterprises in FY '18.
- We continually invest in development courses — offering training to more than 1,900 minority- and women-owned businesses across the country since 2009.

Relevant Awards

- Included in Corporate 101: America's Most Admired Corporations for Supplier Diversity, 2017.
- Recognized as Military Friendly® Supplier Diversity by the National Veteran-Owned Business Association for 2017
- Ranked among Women's Enterprise magazine's Top 100 Corporations for Women's Business Enterprises for 2018.
- Ranked among Women's Enterprise magazine's Top 100 Leaders in Corporate Supplier Diversity for 2018.
- Included in Diversity Plus magazine's Top 30 Champions of Diversity ranking, 2017.
- Awarded as 2018 corporate buyer of the year from MBN USA

Upon RFP award we can discuss in more detail the opportunity to leverage our diverse supply chain to meet any internal initiative you may have.

DIVERSITY & INCLUSION at CINTAS

Our diversity programming isn't limited to ethnicity, nationality, gender or age — it's also focused on recruiting military veterans and employees with differing abilities. In addition, our robust Management Trainee (MT) program reflects our commitment, with a large number of trainees from traditionally under-represented groups helping us ensure that we tap into the best talent for our leadership pipeline. In 1990, we established one of the first programs dedicated to military recruiting in corporate America — which has resulted in the honor of being included on GI Jobs Top 25 Military-Friendly Employer list every year since 2005. We've also been ranked a Top 100 Military-Friendly Employer for 11 consecutive years. To date we have achieved: 134 Cintas locations in 110 national cities participating, 1,009 Cintas leaders trained on autism and disability awareness, 18.85% increase in autism and disability awareness, 34.10% decrease in concern about hiring individuals with autism and other disabilities, 2,053 community disability support professionals connected to Cintas locations, 524 job seekers with disabilities attended Cintas disability focused hiring events since June 2017 and 483* employee-partners with disabilities hired in fiscal 2019. Cintas works with regional advocacy groups to offer development courses to business owners. Our dedicated team of professionals works hard to promote awareness in many different ways:

- Monthly Newsletters to celebrate awareness
- Spotlight a partner
- Explain the holiday or observance

- Activity corner – engage partners to participate in activity to educate partners about observance
- Explain the history of awareness
- Videos from an executive that are 60 – 90m minutes along celebrating holidays & awareness
- Videos that further explain DEI subject matter
- Social Media
- Linked In, Twitter, IG posts that raise awareness of holidays and observances being celebrated throughout the year
- Weekly DEI Q&A Series
- Feature a partner that is part of a community being highlighted to show case their story, perspectives and career progression at Cintas

As an organization, we have developed our 5 Pillars of Diversity and Inclusion:

Employee-Partner Engagement
Employee-partner recruitment, retention, development and promotion
Supplier Diversity
Economic inclusion, innovation and value
Corporate Citizenship
Grassroots and corporate-sponsored philanthropy, volunteerism and social responsibility
Multicultural Marketing
Listening to our customers and delivering innovative products and services that exceed their expectations
Governance
Inclusion policies that provide equal opportunity for all partners and applicants

We also enrich our product and service offerings by relying on a supplier network that includes women-owned and ethnically diverse businesses. Partnering with these varied suppliers not only bolsters economic inclusion and increases innovation, but it also makes us more fully equipped for a changing landscape and helps us better serve our richly varied customer base.

Supplier Diversity

Cintas uses many suppliers to fulfill its business needs and one metric we have prioritized is our spend with certified diverse suppliers. To qualify as a diverse supplier at Cintas, the vendor must be a for-profit business headquartered in the USA or its trust territories and be at least 51% owned, operated, and controlled by a US citizen who is a minority, woman or veteran. In FY21, we spent $387.7 million dollars with certified diverse suppliers, which represents 16.9% of our total US spend - setting records for both total spend and spend percentage. To champion and promote our supplier diversity initiatives, we've created our Supplier Diversity Executive Steering Committee, a group of more than 35 Cintas executives who serve as change agents and advocates for diverse suppliers throughout our company. They help educate employee-partners on the value proposition and competitive advantage that supplier diversity offers.

Social Equity

Cintas is committed to upholding and promoting human rights and workplace rights and safety, both in our own facilities and in those we do business with around the world. Our requirements incorporate many key International Labour Organizations, some of which include Forced Labour Convention (No.29), Freedom of Association and Protection of the Right to Organise Convention (No. 87), Right to Organise and Collective Bargaining Convention (No. 98), Minimum Age Convention (No.138) Minimum Wage Fixing Convention (No. 131), and Abolition of Forced Labour Convention (No. 105) just to name a new. We also support international human rights principles, including the United Nations Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGP), the European Convention of Human Rights and other notable human rights accords. Our Vendor Code of Conduct strictly prohibits the use of prison labor, forced labor, enslaved labor, or trafficked labor. It also prohibits knowingly utilizing or purchasing materials or products manufactured from companies that use uncompensated prison workers, indentured servitude, or enslaved trafficked labor. As it our policy at Cintas, we expect our Global Supply Chain Suppliers to respect their workers' rights to organise and collective bargaining. All workers must have the right to make an informed decision on the matter, have the right to free, fair, and government-supervised elections, and not be subject to representation that has been adopted unilaterally.

Supplier Diversity at Cintas Corporation – Good Faith Efforts

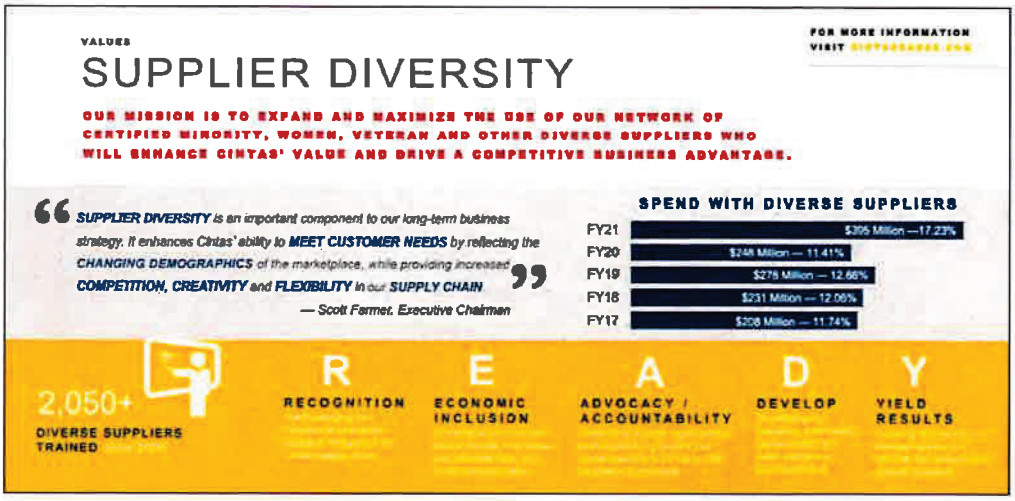
As an international company, we source globally with long term strategic supply partners in order to ensure supply chain continuity. Many of these strategic partners are diverse businesses supporting all categories of goods and services needed to manufacture our products and support general administrative operations. For manufacture of our products, we provide these as commercially available products for all customers, and we do not create unique, individual subcontract agreements associated with the manufacture of the products we sell based on individual customers. Additionally, with customers located across the country, we have very limited opportunity to modify our supply base to create new sourcing lots in order seek new bids to favor an individual state, country, or region specific to an individual customer's request. For these reasons we believe our products cannot fit into individual requests for local/regional sourcing subcontracting and we submit that we do not intend to use subcontractors.

At Cintas, we promote and support the growth and development of minority, women, and veteran owned businesses. Our mission is to expand and maximize the utilization of our network of certified minority, women, veteran, and other diverse suppliers who will enhance Cintas' value and drive a competitive business advantage.

Supplier Diversity is a corporate initiative with executive sponsorship. Widespread commitment is demonstrated through the development and engagement of the Supplier Diversity Executive Steering Committee, our Champions. They are senior-level change agents that have the ability to align employee-partners on the value proposition and competitive advantage of supplier diversity. The committee meets on a bi-annual basis to extensively discuss our journey to world class.

Cintas is a corporate member of NMSDC and WBENC and actively participates and supports these organizations locally and nationally. We have access to their databases of certified suppliers and additionally, we attend business expos locally and nationally to identify qualified diverse suppliers. We also identify DMWBE suppliers by utilizing the online databases of state and local government agencies.

The mission of Cintas' Supplier Diversity Program is to expand and maximize the utilization of our network of certified minority, women, veteran and other diverse suppliers who will enhance Cintas' value and drive a competitive business advantage. At the corporate level, we are members of the National Minority Supplier Development Council (NMSDC), Women's Business Enterprise National Council (WBENC), and National Veteran-Owned Business Association (NaVOBA). In FY22, Cintas spent over $318 million with diverse owned businesses, which reflect 11.6% of total external domestic spend.



3.1.G. Indicate if supplier holds any of the below certifications in any classified areas and include proof of such certification in the response:

a. Minority Women Business Enterprise Yes X No
If yes, list certifying agency:

b. Small Business Enterprise (SBE) or Disadvantaged Business Enterprise (DBE) Yes X No
If yes, list certifying agency:

c. Historically Underutilized Business (HUB) Yes X No
If yes, list certifying agency:

d. Historically Underutilized Business Zone Enterprise (HUBZone) Yes X No
If yes, list certifying agency:

e. Other recognized diversity certificate holder Yes X No
If yes, list certifying agency:

3.1.H. List any relationships with subcontractors or affiliates intended to be used when providing services and identify if subcontractors meet minority-owned standards. If any, list which certifications subcontractors hold and certifying agency.

No subcontractors will be used.

3.1.I. Describe how supplier differentiates itself from its competitors

There are many factors that separate Cintas from our competitors.

- Our Culture
- Our Solutions
- Six Sigma Process Improvement
- Financial Strength

Our Culture: Since 1929, a key to our success has been a culture that encourages meaningful, respectful relationships between our company and our employee-partners and the commitment to always do what's right. This spirit of teamwork, camaraderie and trust is the cornerstone of our culture, and our team's passion for our customers is what sets us apart.

Our Solutions: The focus and the markets we serve have continued to evolve over the years, from our legacy business of uniform rental to our current product and service offerings that help

enhance our customers' image and help keep their facilities and employees clean and safe — every day. Specifically:

Clean: Every minute our customers spend shopping for cleaning supplies and managing inventory is time away from their business. Our trusted services, smarter products and expert training deliver a cleaner, better image — faster.

Safe: We help keep our customers' businesses running safe and sound with programs built just for them. We don't just deliver. We stock and inventory customers' first aid & safety products and conduct emergency first aid training — giving them peace of mind and making sure they're always prepared.

Image: Image is everything. We know that how our customers dress — along with a clean, professional looking facility — makes a positive impact on their customers, business and staff. Our job as a business partner is to drive value for our customers, both directly and indirectly as their business needs dictate.

Six Sigma: Cintas is committed to the Six Sigma process of continuous improvement. This process allows us to stay lean as a company, allows us to leverage the tools and our talents towards our customer opportunities. These Six Sigma disciplines are portable and deliver best in class, for operating and execution strategies in support of our partnership.

Financial Strength: Cintas' financial position is strong. Cash flows provided by operating activities have historically supplied us with a significant source of liquidity. We generally use these cash flows to fund most, if not all, of our operations and expansion activities and dividends on our common stock. We may also use cash flows provided by operating activities, as well as proceeds from long-term debt and short- term borrowings, to fund growth and expansion opportunities, as well as other cash requirements such as the repurchase of our common stock. We do not anticipate having difficulty in obtaining financing in the future in view of our favorable experiences in the debt markets in the recent past.

Our company's mission statement: To serve each customer with the knowhow and care they deserve and value; or in shorthand – Deeper knowhow. Caring service™. This means that we lead with our commitment to delivering relevant service based on a personal understanding of our customers' unique

needs. Then we emphasize our support of our customers, and our belief in providing care that goes above and beyond. By leveraging our deeper knowhow and caring service, we ensure that nothing distracts our customers from having a productive workday.

3.1J. Describe any present or past litigation, bankruptcy or reorganization involving supplier.

Cintas is currently subject to legal proceedings and claims arising from the ordinary course of its business, typical of claims faced by other companies of Cintas' size. None of these investigations or claims is material to Cintas' business or this bid. In addition, Cintas is subject to litigation that is not in the ordinary course of business and which is described in the Company's 10-K and 10-Q filed with the SEC.

3.1.K Felony Conviction Notice.

Cintas is a publicly held corporation and this reporting requirement is not applicable.

3.1.L Describe any debarment or suspension actions taken against supplier.

There are none.

3.2 Distribution, Logistics

A. **Each offeror awarded an item under this solicitation may offer their complete product and service offering/a balance of line. Describe the full line of products and services offered by supplier.**

   Cintas provides a vast variety of additional products and services that we are able to offer at fair market local price. For items with high usage, Cintas will work with the University of Nebraska and negotiate pricing for those specific items.

B. **Describe how supplier proposes to distribute the products/service nationwide. Include any states where products and services will not be offered under the Master Agreement, including U.S. Territories and Outlying Areas.**

   Cintas is able to self-perform service for the University of Nebraska.

C. **Describe how Participating Agencies are ensured they will receive the Master Agreement pricing; include all distribution channels such as direct ordering, retail or in-store locations, through distributors, etc. Describe how Participating Agencies verify and audit pricing to ensure its compliance with the Master Agreement.**

Upon contract award the Cintas location receives all details necessary to implement and manage your program to conform with the national agreement. Details are provided in a concise, comprehensive format we refer to as the Program Requirements Document or PRD. The PRD is revised whenever a change is made to the program.

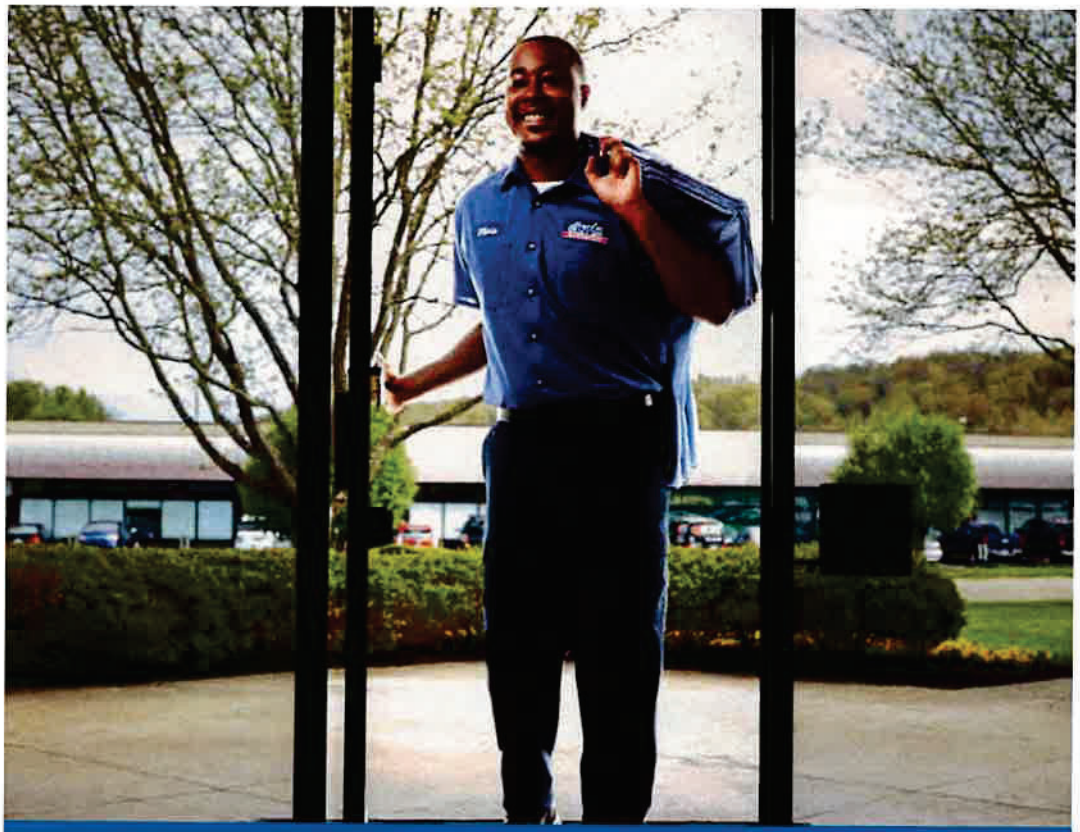
Cintas also maintains tight controls over contracted products and pricing with the ability to centrally put a "computer lock" on all aspects of your program. This will ensure all locations are offered only the products you have approved at the prices outlined in the contract.

D. **Identify all other companies that will be involved in processing, handling or shipping the products/service to the end user.**

Cintas plans to self-perform all services included in this RFP.

E. **Provide the number, size and location of Supplier's distribution facilities, warehouses and retail network as applicable.**

EXHIBIT 1



OMNIA public sector marketing plan

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CINTAS
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IX. [redacted]

CINTAS
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I. [redacted]

J. **State the amount of Supplier's Public Agency sales for the previous fiscal year. Provide a list of Supplier's top 10 Public Agency customers, the total purchases for each for the previous fiscal year along with a key contact for each.**

Cintas holds our customer spend to be confidential. Cintas financial reports can be found online at our website: https://www.cintas.com/investors/financials.aspx .

K. **Describe Supplier's information systems capabilities and limitations regarding order management through receipt of payment, including description of multiple platforms that may be used for any of these functions.**

[redacted]

L. **Provide the Contract Sales (as defined in Section 12 of the OMNIA Partners Administration Agreement) that Supplier will guarantee each year under theMaster Agreement for the initial three years of the Master Agreement ("Guaranteed Contract Sales").**

$_____.00 in year one

$_____.00 in year two

$_____.00 in year three

To the extent Supplier guarantees minimum Contract Sales, the Administrative Fee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

Cintas will market the program based upon our experience and knowledge in the public space and the objectives of each qualifying public agency.

M. Even though it is anticipated many Public Agencies will be able to utilize the Master Agreement without further formal solicitation, there may be circumstances where Public Agencies will issue their own solicitations. The following options are available when responding to a solicitation for Products covered under the Master Agreement.

I. Respond with Master Agreement pricing (Contract Sales reported to OMNIA Partners).

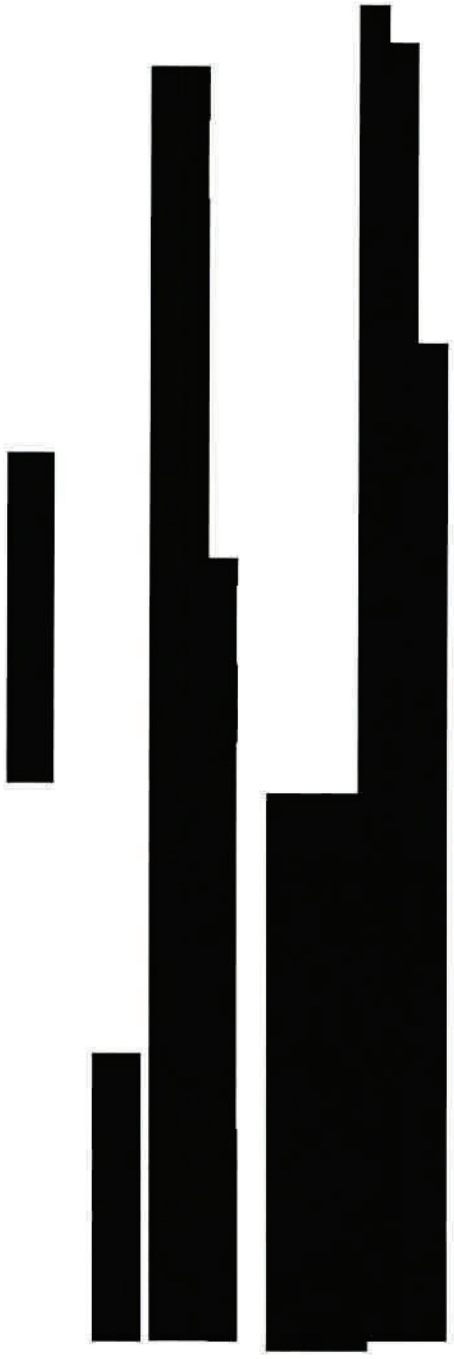
II. If competitive conditions require pricing lower than the standard Master Agreement not-to-exceed pricing, Supplier may respond with lower pricing through the Master Agreement. If Supplier is awarded the contract, the sales are reported as Contract Sales to OMNIA Partners under the Master Agreement.

III. Respond with pricing higher than Master Agreement only in the unlikely event that the Public Agency refuses to utilize Master Agreement (Contract Sales are not reported to OMNIA Partners).

IV. If alternative or multiple proposals are permitted, respond with pricing higher than Master Agreement, and include Master Agreement as the alternate or additional proposal.

Detail Supplier's strategies under these options when responding to a solicitation.

EXHIBIT 1



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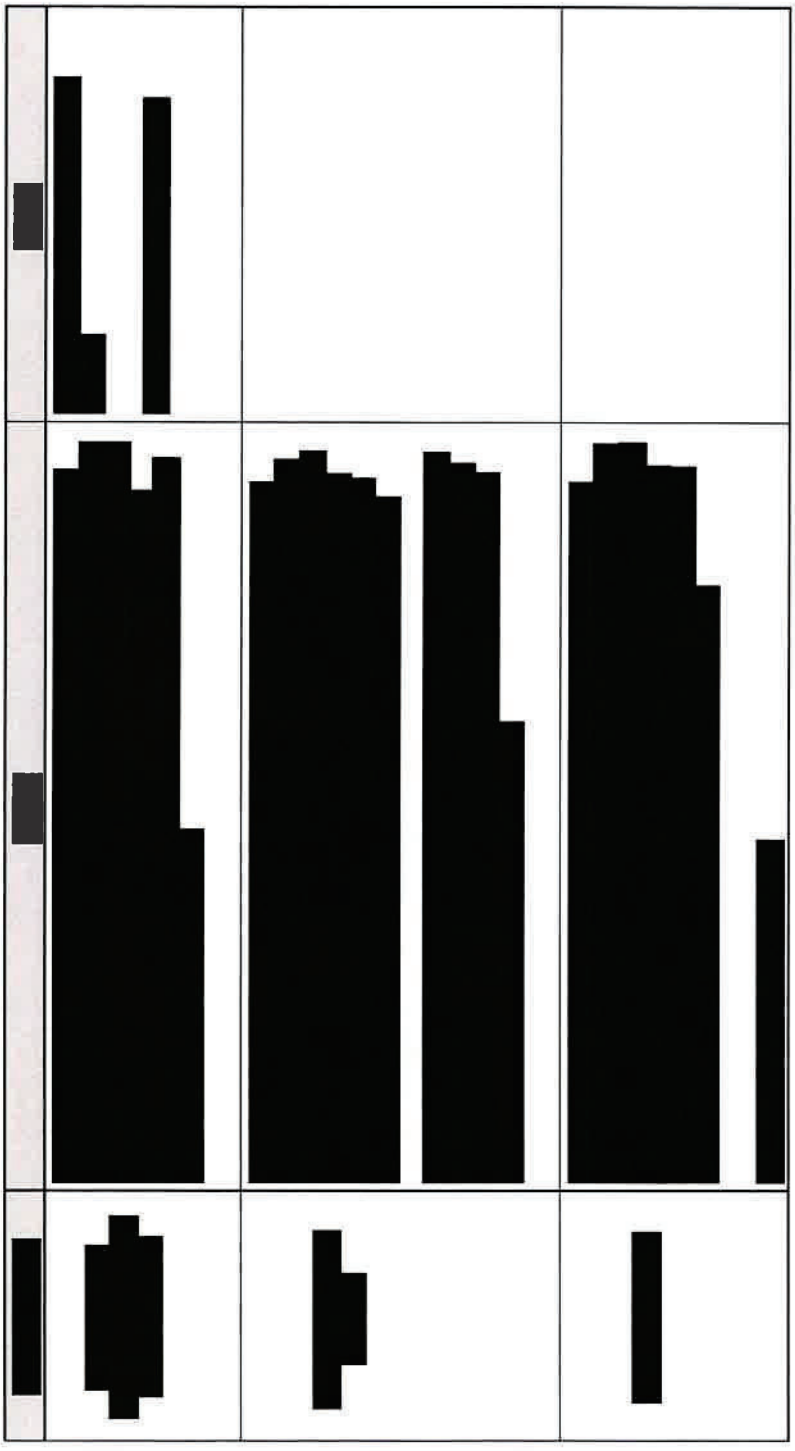

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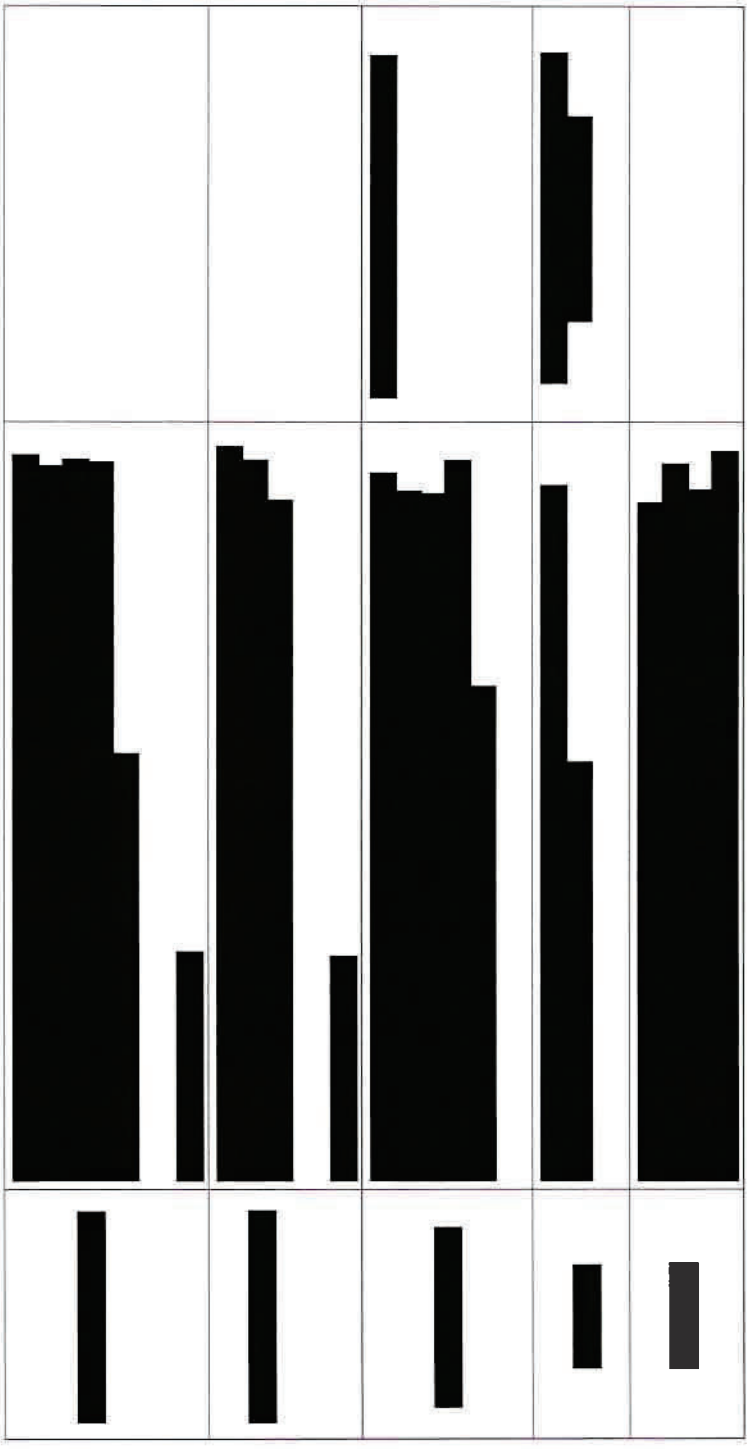

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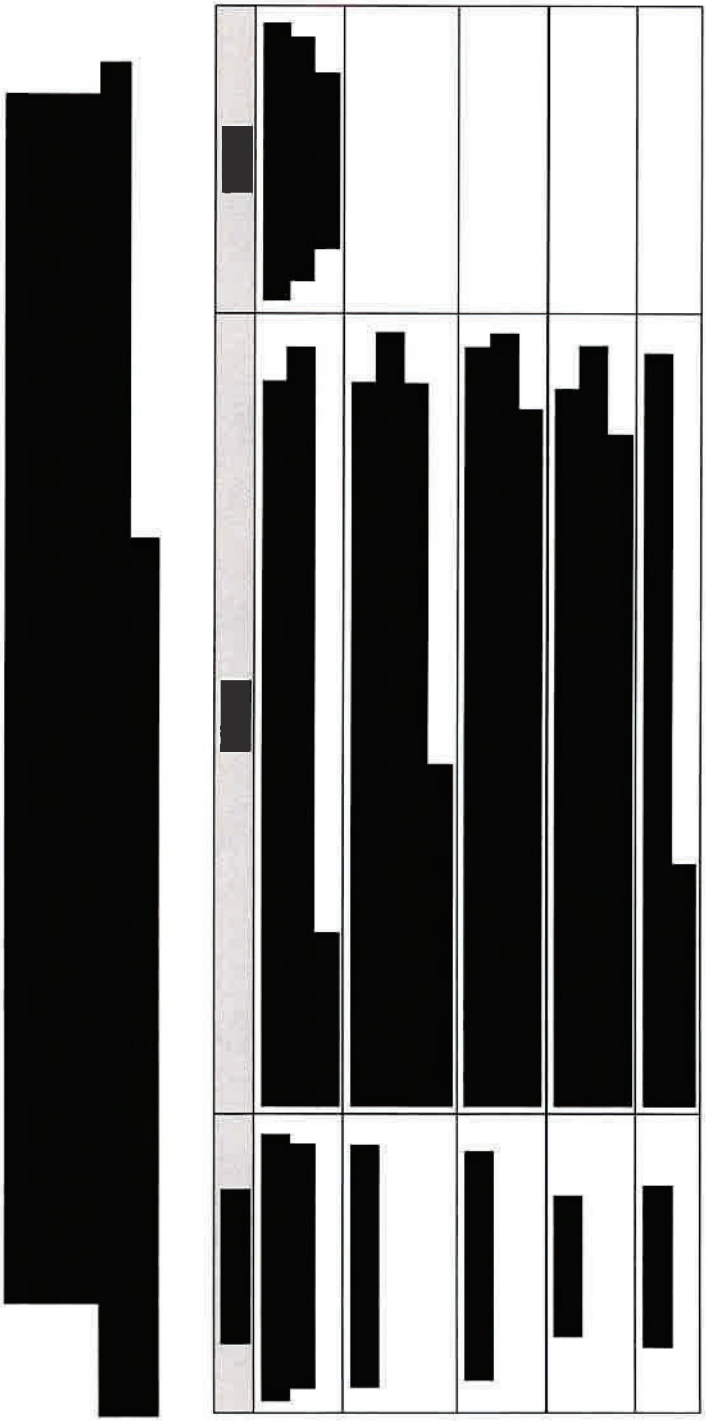

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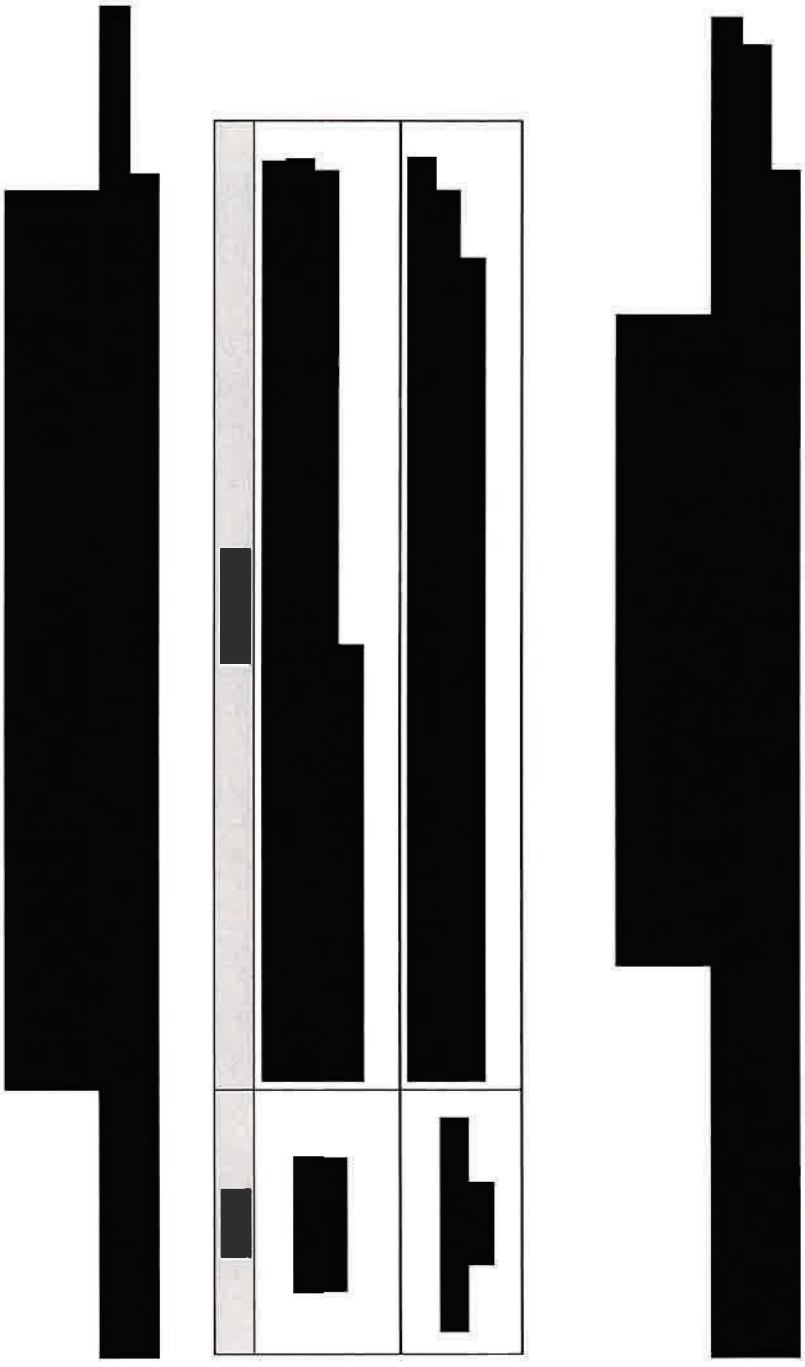

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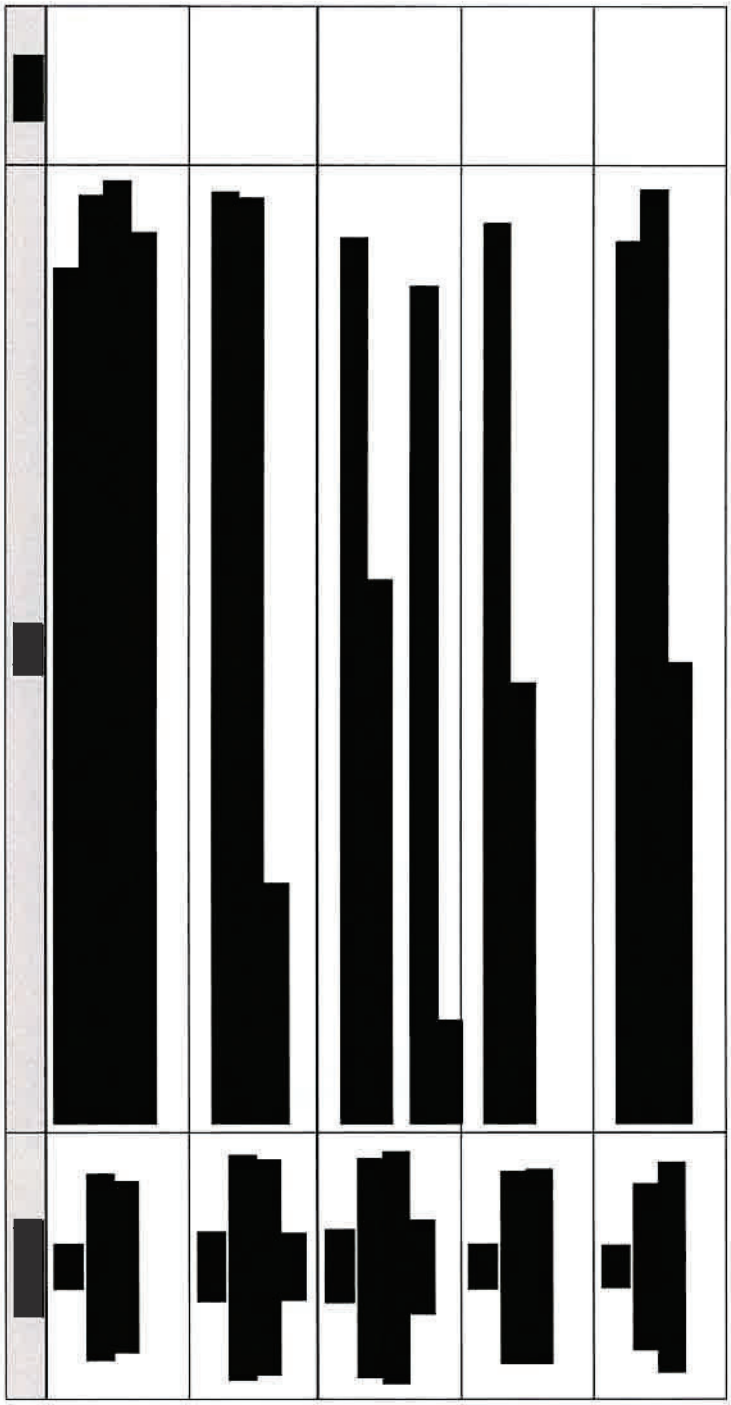

EXHIBIT 1

OMNIA PARTNERS

Start your workday with a trusted leader

By utilizing Cintas' cooperative agreement through OMNIA Partners, Public Sector, agencies eliminate duplication of effort, saving valuable time, resources and money. OMNIA Partners delivers superior value and savings for public agencies nationwide. The collective buying power of more than 60,000 entities helps you do more with less by saving time and reducing administrative costs.

UNIFORM RENTAL

Enhance your image with retail-inspired uniforms that keep your employees looking sharp. In addition to best-in-class rental service, our TruCount™ Inventory Management System assures that every garment is scanned on every service visit and accounted for at all times.

carhartt

Chef Works® Rental Culinary Apparel | Flame Resistant Clothing | Women's Garments | Classic Workwear | High-Visibility Uniforms | Lab Coats | Isolation Gowns

FACILITY SERVICES

Trust Cintas to help you reduce the chance of contamination and keep your schools and public agencies stocked – with innovative solutions, scheduled service visits and routine product replenishment.

Signature Series® Dispensers | Microfiber | Restroom Cleaning | Cleaning Chemicals | Spray Service | Restroom Supplies | Mat Service | Mop Service | Towel Service

Pursuant to OSHA regulations, 29 CFR 1910.132 (Subpart I), an employer bears sole responsibility for selecting the type(s) of personal protective equipment to be used by its employees. All purchasers of FRC garments and/or laundering services from Cintas bear full responsibility for selecting the PPE appropriate for use by their employees. Cintas makes no representation, warranty, or covenant with respect to the flame-resistant qualities of the garments or with respect to the fitness or suitability of the garments for any particular use or purpose. The purchase of any goods or services from Cintas is subject to Cintas's Standard Terms and Conditions and/or any other applicable written contract executed between the purchaser and Cintas relating to such purchase.

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS
READY FOR THE WORKDAY

Help keep your schools and public agencies safe and prepared with an excellent value

OMNIA PARTNERS

FIRST AID & SAFETY

Make sure you're stocked up on supplies and prepared to respond quickly. Our regular on-site service has you covered – including replenishment of the first aid supplies you select, restocking of the safety products and PPE of your choice, AED servicing, and safety training.

First Aid Cabinets | Vehicle First Aid Kits | Safety Supplies & PPE | AED Products & Services | Safety Training | WaterBreak* | Emergency Eyewash Service

FIRE PROTECTION

Your commitment to keeping your employees, students, and community safe has never been stronger, and that means having fully integrated fire protection services you can count on. With Cintas, you have the convenience of one vendor testing and inspecting an extensive list of equipment and systems – along with detailed documentation that includes inspection reports, identified maintenance or repairs, regular service reminders and more.

CINTAS PROVIDES TEST, INSPECTION, MAINTENANCE AND REPAIR FOR*:

Fire Extinguishers | Exit & Emergency Lighting | Fire Alarm & Monitoring | Fire Sprinkler | Kitchen Suppression | Special Hazard Suppression

For more information to get started contact Cintas at OmniaPartners@cintas.com.

* Services offered may vary depending on service location. Services provided are limited to those explicitly contracted for by customer

Pursuant to OSHA regulations, 29 CFR 1910.132 (Subpart I), an employer bears sole responsibility for selecting the type(s) of personal protective equipment to be used by its employees. All purchasers of gloves and personal protective equipment from Cintas bear full responsibility for selecting the PPE appropriate for use by their employees. Cintas makes no representation, warranty, or covenant with respect to the protective or flame-resistant qualities of the items or with respect to the fitness or suitability of the items for any particular use or purpose. The purchase of any goods or services from Cintas is subject to Cintas's Standard Terms and Conditions and/or any other applicable written contract executed between the purchaser and Cintas relating to such purchase

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS
READY FOR THE WORKDAY

OMNIA PARTNERS

Keeping you **ready**™ with an excellent value

OMNIA Partners delivers superior value and savings for public agencies nationwide. The collective buying power of more than 60,000 entities helps you do more with less by saving time and reducing administrative costs.

By utilizing Cintas' cooperative agreement through OMNIA Partners, Public Sector, agencies eliminate duplication of effort, saving valuable time, resources and money.

ELIGIBLE PUBLIC AGENCIES INCLUDE:

- States and state agencies
- Cities, counties, municipalities/townships
- Public and private higher education institutions and systems
- Public and private primary education schools, districts and systems
- Nonprofit agencies and charitable organizations
- Special districts such as fire, water, sewer, etc.

CONTRACT NUMBER:

R-BB-19002: Facilities Management Products and Solutions

PARTICIPATION:

There is no cost to register, no commitments and no minimum orders.

For more information to get started contact Cintas at **OmniaPartners@cintas.com.**

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS
READY FOR THE WORKDAY

EXHIBIT 1

Keep your schools and public agencies clean, stocked and prepared

OMNIA PARTNERS

Your commitment to meeting expectations for a clean, prepared environment has never been stronger. Make sure you exceed those expectations, and give your employees, students and community peace of mind, with the help of essential products and scheduled service visits from Cintas.

FIRST AID & SAFETY

Make sure you're stocked up on supplies and prepared to respond quickly. Our regular on-site service has you covered — including replenishment of the first aid supplies you select, restocking of the safety products and PPE of your choice, AED servicing, and safety training.

First Aid Cabinets

Safety Supplies & PPE

AED Products & Services

Safety Training

WaterBreak®

Emergency Eyewash Service

Vehicle First Aid Kits

OMNIA PARTNERS

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UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS
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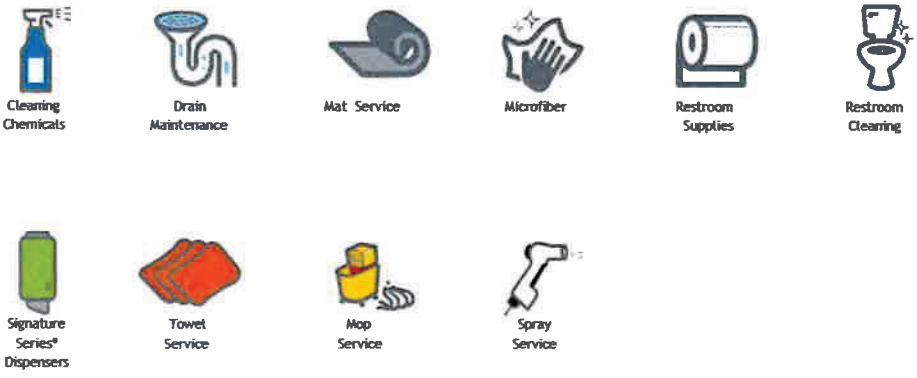

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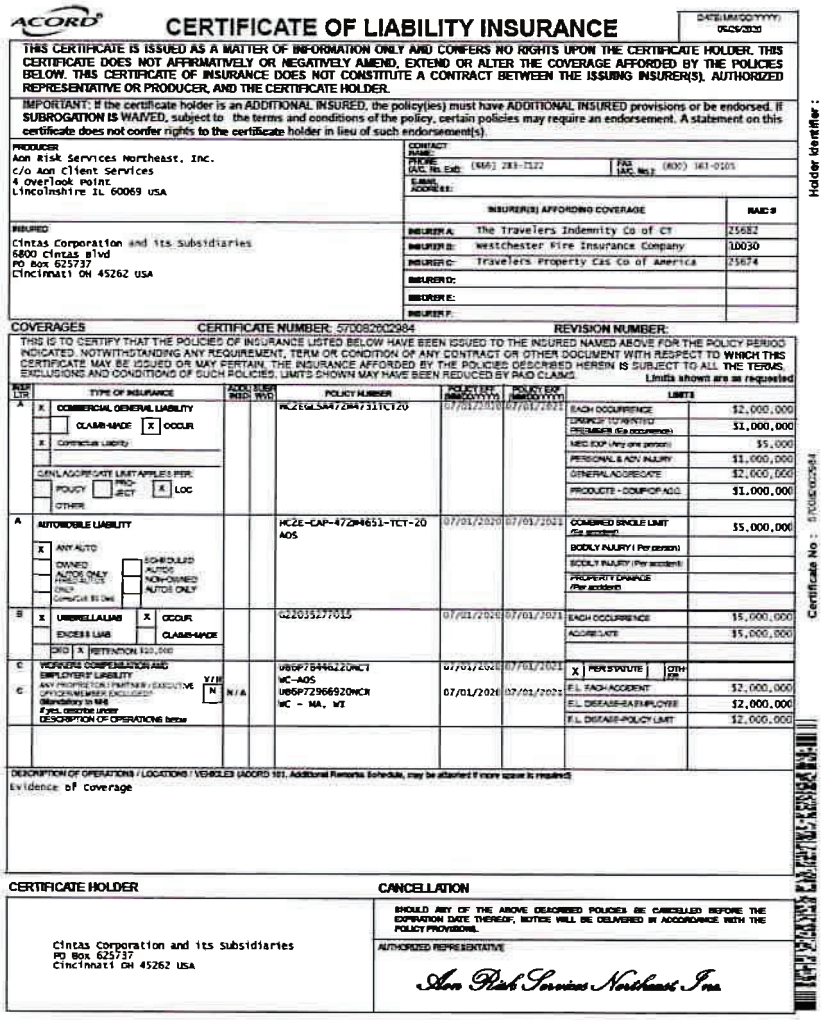
ADDITIONAL INFO



ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 06/26/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Aon Risk Services Northeast, Inc.
c/o Aon Client Services
4 Overlook Point
Lincolnshire IL 60069 USA

CONTACT NAME:
PHONE (A/C, No, Ext): (866) 283-7122 FAX (A/C, No): (800) 363-0105
E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A:	The Travelers Indemnity Co of CT	25682
INSURER B:	Westchester Fire Insurance Company	10030
INSURER C:	Travelers Property Cas Co of America	25674
INSURER D:		
INSURER E:		
INSURER F:		

INSURED
Cintas Corporation and its Subsidiaries
6800 Cintas Blvd
PO Box 625737
Cincinnati OH 45262 USA

COVERAGES CERTIFICATE NUMBER: 570082902984 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. Limits shown are as requested

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY			HC2EGLSA472M4731TCT20	07/01/2020	07/01/2021	EACH OCCURRENCE	$2,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$1,000,000
	X Connecticut Liability						MED EXP (Any one person)	$5,000
							PERSONAL & ADV INJURY	$1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$2,000,000
	POLICY PRO-JECT X LOC						PRODUCTS - COMP/OP AGG	$1,000,000
	OTHER:							
A	AUTOMOBILE LIABILITY			HC2E-CAP-472M4651-TCT-20 AOS	07/01/2020	07/01/2021	COMBINED SINGLE LIMIT (Ea accident)	$5,000,000
	X ANY AUTO						BODILY INJURY (Per person)	
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	
	HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	
	Comp/Coll $1 Ded							
B	X UMBRELLA LIAB X OCCUR			02E055277015	07/01/2020	07/01/2021	EACH OCCURRENCE	$5,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$5,000,000
	DED X RETENTION $10,000							
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N			UB6P7844622ONCT	07/01/2020	07/01/2021	X PER STATUTE / OTH-ER	
C	ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? N	N/A		WC-AOS			E.L. EACH ACCIDENT	$2,000,000
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			UB6P7296692ONCR	07/01/2020	07/01/2021	E.L. DISEASE-EA EMPLOYEE	$2,000,000
				WC - MA, WI			E.L. DISEASE-POLICY LIMIT	$2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Evidence of Coverage

CERTIFICATE HOLDER

Cintas Corporation and its Subsidiaries
PO Box 625737
Cincinnati OH 45262 USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Aon Risk Services Northeast Inc

Holder Identifier :

Certificate No : 570082902984

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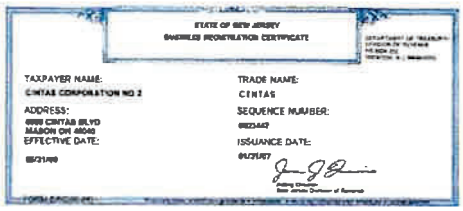
ACORD 25 (2016/03) The ACORD name and logo are registered marks of ACORD

EXHIBIT 1

New Jersey Business Certificate



STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

TAXPAYER NAME:
CINTAS CORPORATION NO 2

TRADE NAME:
CINTAS

ADDRESS:
6800 CINTAS BLVD
MASON OH 45040

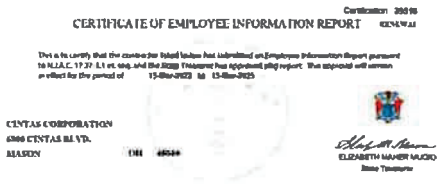
SEQUENCE NUMBER:

EFFECTIVE DATE:

ISSUANCE DATE:

EXHIBIT 1

Certificate of Employee Information Report



CERTIFICATE OF EMPLOYEE INFORMATION REPORT

CINTAS CORPORATION
6800 CINTAS BLVD.
MASON OH

ELIZABETH MAHER MUOIO

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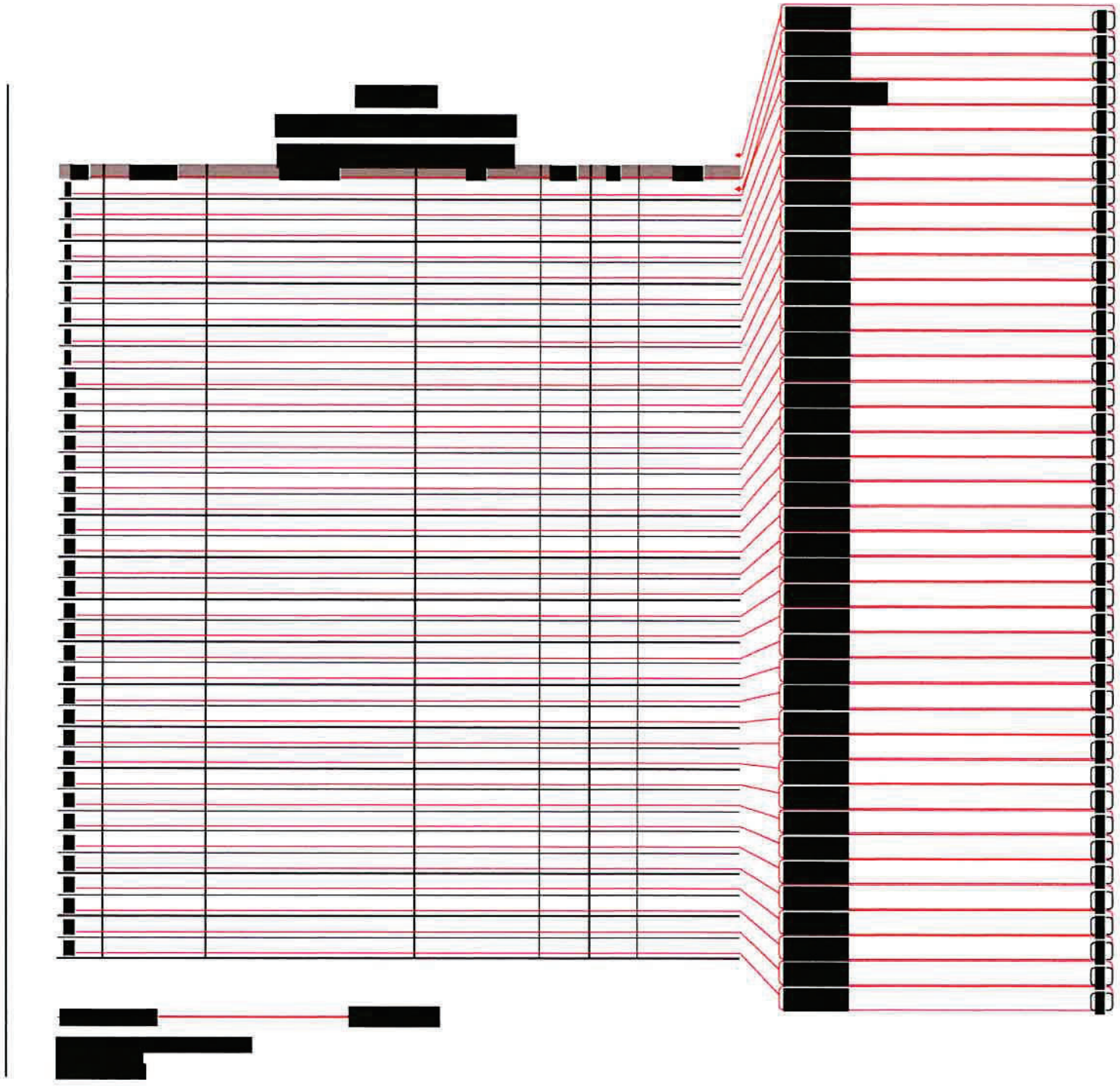

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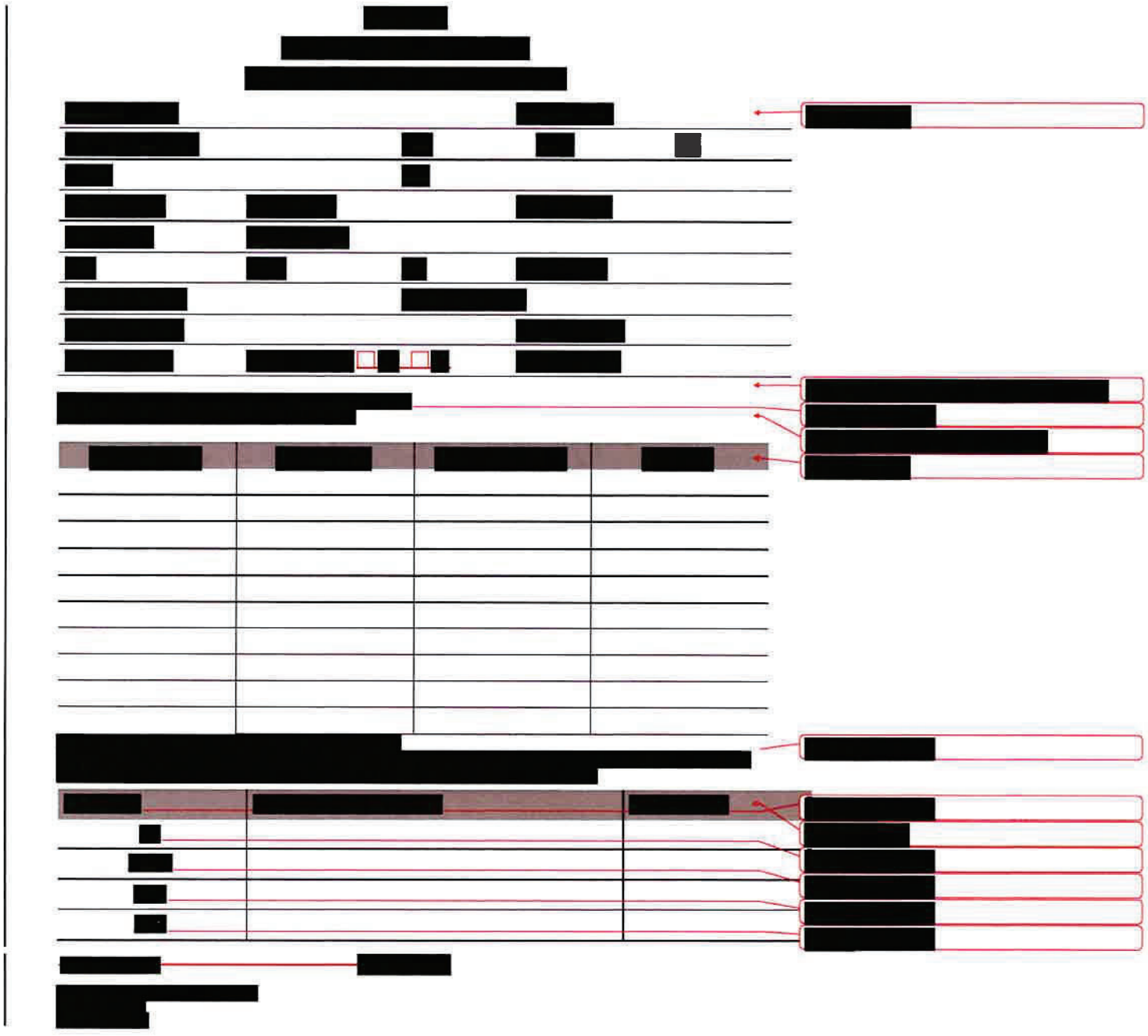

EXHIBIT 1

Site Usage Terms and Conditions for NU eBID (UNL eBID)

The following Terms and Conditions of use (the "Terms and Conditions") are provided by The Board of Regents of the University of Nebraska (hereinafter referred to as "NU") and shall be acknowledged and agreed to by all users (each a "Supplier") of NU's online bidding application (the "Web Site"), as defined below.

1. Web Site Application Terms and Conditions of Access and Use

1.1 Only individuals with the authority to accept this agreement and abide by its Terms and Conditions may register. Registering with the online bidding Web Site alone does not constitute NU's acceptance of the registrant as an approved supplier for future bidding notifications.

1.2 To use this site, your browser must support JavaScript, allow Popup Windows and Session Cookies. A current internet browser is recommended. Visit the "Browser Requirements" link located on the login page for a complete listing of recommended and supported internet browsers.

1.3 **Use of Pop-Up Blocking Software**: Supplier agrees to disable pop-up blocking software when accessing and using this site.

1.4 Trusted Site: Supplier agrees to make this site a "trusted" site in your browser's internet options configuration.

1.5 **Use of Spam Filters:** Supplier agrees to enable the delivery and acceptance of all email coming from NU, email addresses include but are not limited to ebid@customer.ionwave.net and ebid@nebraska.edu; email domains can also include @customer.ionwave.net, @ionwave.net, @nebraska.edu, @unmc.edu, @unk.edu, @unomaha.edu, @unl.edu.

2. Using NU's Online Bidding Web Site Application:

2.1 NU's Web Site is powered by software provided by Ion Wave Technologies, Inc. (IWT) http://www.ionwave.net. These Terms and Conditions represent the terms and conditions of use of NU and IWT as designated agent.

2.2 The following Terms and Conditions apply to your use of any part of this online bidding system (herein referred to as the "Web Site") each time that you use it. By registering as a Supplier, you accept and agree to be bound by these Terms and Conditions.

2.3 The following Terms and Conditions are not NU's Bid Terms and Conditions. Bid Terms and Conditions will be included within the application and attached to each bid opportunity.

3. Registration Obligations:

3.1 NU is not responsible for and accepts no liability for any technical problems that result from using the online bidding Web Site application.

Site Usage Terms and Conditions for NU eBID (UNL eBID)

3.2 In consideration of your use of the Web Site, you agree to provide true, accurate, current, and complete information about your organization. If you provide any information that is untrue, inaccurate, not current, or is incomplete, or NU has reasonable grounds to suspect that such information is untrue, inaccurate, not current, or incomplete, NU has the right to suspend or terminate your account and refuse any and all current or future use of the Web Site (or any portion thereof). Suppliers are responsible for keeping their information current on this Web Site. Suppliers are encouraged to utilize an email address or set up multiple email accounts that are regularly read to ensure that incoming mail notices are read on a regular basis.

3.3 The supplier will be financially and legally responsible for damages resulting in the supplier's illicit or willful misuse of the Web Site, including but not limited to hacking attempts, attempts to gain unauthorized access to the Web Site, directories, and/or encrypted data, attempts to change system-generated documents and reports, attempts to change the text of email notifications, and changes and/or any misrepresentation of attached files. NU and/or its agents reserve the right to fully prosecute any such attempts of the law.

4. Amending This Agreement:

4.1 From time to time, NU may make changes to these Terms and Conditions. NU reserves the right to amend the provisions of these Terms and Conditions at any time by posting amendments on the NU Procurement Services website. The amended Terms and Conditions shall become effective immediately, and it is your responsibility to monitor the Web Site for notices of such amendments.

5. Eligibility:

5.1 The Web Site is available only to NU, its designated agents, and properly registered Suppliers who desire to, enter, or have entered into legally binding contracts with NU under applicable law for legitimate business purposes. If the supplier does not qualify under the foregoing, the supplier may not use NU's online sourcing system, including the Web Site.

6. Nature of Site:

6.1 Venue Only. The Web Site acts as an electronic marketplace for NU, its components, and registered Suppliers.

6.2 No Liability. NU's Web Site utilizes the Internet and the World Wide Web which is comprised of systems that are out of NU's control including but not limited to NU, its agents, and registered Suppliers' respective internet service providers. NU and its agents are not responsible for Internet outages, hardware failures, software failures, downtime, acts of God, power failures, and/or user errors. All bids must be submitted before the due date regardless of your organization's ability to submit bids online. It is the Suppliers' responsibility to ensure that bid documents arrive before the due date and time (the "Bid Deadline").

Site Usage Terms and Conditions for NU eBID (UNL eBID)

6.3 Rights to Extend or Cancel. NU reserves the right to extend the Bid Deadline, issue bid addenda, or cancel and reissue bid opportunities when NU determines the act to be in the best interest of NU, its agents, its component and registered suppliers.

6.4 Email. NU's Web Site utilizes email to distribute bid notifications and related information. Supplier recognizes and agrees that neither NU, nor its agents, can guarantee email delivery because the internet is comprised of systems that are out of NU's control including but not limited to: NU, its agents, and registered suppliers' respective internet service and email providers. NU and its agents are not responsible for email failures, email delivery failures, Internet outages, hardware failures, software failures including but not limited to operating systems and internet browsers, downtime, acts of God, power failures, and/or user errors including, but not limited to, Supplier's failure to provide the correct email address or failure to update such address.

6.5 **Time Remaining.** NU's Web Site displays the date, hour, minutes, and seconds remaining for each event. **This is NU's Official Time remaining for the sourcing event.** No other time clock, regardless of reputation, will be considered.

6.6 **Time Remaining Display.** The time remaining includes the date, hour, minutes, and seconds remaining and is displayed within the user's browser. Supplier acknowledges that various internet browsers may not accurately display the time remaining on the screen. Due to various browser and operating system configurations some internet browsers may display the time remaining several seconds behind the actual time. Supplier also acknowledges that internet connection speeds and operating systems may also affect the time remaining display. Again, the time on NU's Web Site shall be the official time for all events." The "Submission Button" in the University's eBid system will be inoperable when the deadline for submission has ended.

6.7 **Time Zone Setting.** NU's Web Site includes capabilities for suppliers to see the Server Time in the Supplier's native time zone. It is the Suppliers' responsibility to adequately set the proper Time Zone Setting for your company and Web Site users.

6.8 **Electronic Signature (Digital Signature)**. Supplier acknowledges that the user identification, password, entry of the user's full name, and entry of the user's email address serves as their unique electronic signature for all bid responses and submissions. Supplier further agrees that only individuals with signature authority will submit a response.

6.9 **Bid/Proposal Award Notifications**. NU will furnish the successful bidder/offer or with a formal Purchase Order. In no case shall delivery or fulfillment be made to any location without a Purchase Order number and prior approval of NU Procurement Services. BE ADVISED THAT A PURCHASE ORDER OR CONTRACT IS REQUIRED PRIOR TO THE DELIVERY OF ANY GOODS AND/OR SERVICES. IF YOU PROVIDE GOODS AND/OR SERVICES FOR NU WITHOUT A PURCHASE ORDER OR CONTRACT FROM NU

PROCUREMENT SERVICES, YOU DO SO AT YOUR OWN RISK AND HAVE NO ASSURANCE OF PAYMENT.

6.10 **No Commitment/Guaranteed Participation**. Supplier registration does not constitute a commitment by NU or imply your guaranteed participation in all bids/proposals within your registered commodity.

6.11 **Support.** Supplier understands and agrees that technical support may not be readily available at any particular time prior to a bid closing time (the "Bid Deadline"). Supplier also understands and agrees that Supplier's internet access, browsers, and operating systems are not supported by NU and/or its agents. Suppliers are strongly encouraged to review, create, and submit all electronic bid responses several days in advance of the due date and time.

6.12 **File Attachments.** Supplier agrees to attach file(s) to their bid response only when requested by NU. Supplier agrees to limit file sizes to less than 100MB.

7. [redacted]

[redacted]

8. **Supplier's Information:**

8.1 "Supplier's Information" includes any information Supplier provides to NU during the use of the Web Site. With respect to Supplier's Information:

8.2 Supplier is solely responsible for Supplier's Information, and Web Site acts as a passive conduit for Supplier's online distribution and publication of Supplier's information. However, NU may take any action with respect to such information NU deems necessary or appropriate in NU's sole discretion if NU believes it may create liability for, or loss to, NU, its agents, or other suppliers, or may cause NU to lose (in whole or in part) the services of NU's ISPs or other suppliers.

8.3 Supplier's information and Supplier's products and/or services listed in a submitted bid or for sale on the Web Site:

8.3.1 shall not be false, inaccurate, or misleading.

8.3.2 shall not be fraudulent or involve the sale of counterfeit or stolen items.

8.3.3 shall not infringe any third party's copyright, patent, trademark, trade secret, or other proprietary rights, or rights of publicity or privacy.

8.3.4 shall not violate any law, statute, ordinance, or regulation of any jurisdiction (including without limitation those governing export control, consumer protection, unfair competition, anti-discrimination, or false advertising).

8.3.5 shall not be defamatory, trade libelous, unlawfully threatening, or unlawfully harassing.

8.3.6 shall not contain pornography or otherwise be harmful to minors.

8.3.7 shall not contain any viruses or computer programming routines that are intended to damage, detrimentally interfere with, surreptitiously intercept, or expropriate any system, data, or personal information.

8.3.8 shall not include illegal weapons or explosives; any illegal drugs or drug paraphernalia; and

8.3.9 shall not link directly or indirectly to or include descriptions of products or services:

8.3.9.1 that are prohibited under these Terms and Conditions or are the fruits of such prohibited products or services, or

8.3.9.2 to which Supplier does not have a right to link or include. Furthermore, Supplier may not post on the Web Site or sell through the Web Site any product or service that could cause NU to violate any applicable law, statute, ordinance, or regulation of any jurisdiction.

8.4 Supplier's Information will be used by NU. Supplier agrees that NU is not violating any rights Supplier might have in that information by NU's use thereof.

9. Links to Third Party Sites:

9.1 NU's Web Site may contain links to third-party websites that are not under the control or operation of NU. NU provides any such links only as a convenience and does not endorse and is not responsible for the contents of any linked site or any site linked to from a linked site.

10. Copyright:

10.1 The online bidding software is copyrighted and protected by United States copyright laws. IWT is the exclusive owner, authorized licensor, or licensee of any and all copyrights, trademarks, service marks, and any other intellectual property right in the software. Supplier may print and download portions of the materials contained on the Web Site for Supplier's non-commercial use provided Supplier

maintains the copyright notice and any other notices that appear on any such copies. Any other copying, redistribution, publication, or retransmission of any portion of the materials on the Web Site is strictly prohibited without the express written permission of IWT.

11. **CLICKING TO AGREE WITH THE TERMS AND CONDITIONS OF USE STATED ABOVE COMMITS YOU AND YOUR ORGANIZATION TO NU'S TERMS AND CONDITIONS FOR USE OF THE WEB SITE.**

BID TERMS AND CONDITIONS

The information contained in this section is a partial listing of standard terms commonly appearing in contracts awarded by University of Nebraska (NU). All proposals are subject to these terms, unless otherwise explicitly stated.

1. General:

The specifications, terms, and conditions set forth in this bid and any related award document shall be incorporated by reference, without Bidder exception, into any resulting contract between the University and the successful Bidder. Any additional or different terms proposed by the successful Bidder are not accepted, unless the same are expressly accepted in writing by NU. The contract may not be changed in any way except by an instrument in writing signed by both parties. The contract cancels and supersedes any prior understandings or agreements between the parties with respect to the subject matter hereof. Failure of any party to enforce its rights under the contract shall not constitute a waiver of such rights or of any other rights under the contract.

2. Termination for Cause:

NU may terminate the contract at any time if the successful Bidder fails to carry out its terms or fails to make substantial progress toward the fulfillment of those terms. In such an event, NU shall provide the successful Bidder with a thirty (30) day written notice of the terms in breach. If after such notice, the successful Bidder fails to remedy the breach within those 30 days, NU may immediately cancel the contract.

3. Contract Assignment:

Contracts granted pursuant to this bid shall not be transferred or assigned without prior written consent of NU.

4. [redacted]

[redacted]

BID TERMS AND CONDITIONS

5. Governing Law; Venue:

The laws of the State of Nebraska shall govern any contract awarded to the successful Bidder. Any dispute arising under any contract awarded, which is not settled by agreement of the parties, shall be resolved in forums (except for applicable federal appellate courts) located in the State of Nebraska.

6. Force Majeure:

Neither party to the contract shall be liable to the other for damages for any delay in performance directly arising out of causes beyond its reasonable control and without its fault or negligence, including without limitation: (1) fire, flood or water damage, elements of nature or other acts of God, including any of the foregoing that are harmful to electronic circuitry; (2) outbreak or escalation of hostilities, war, riots, or civil disorders in any country; (3) act or omission of the other party or any governmental authority, (4) labor disputes (whether or not the employees' demands are reasonable or within the party's power to satisfy), (5) non-performance by a third party (including any voice or data telecommunications common carrier), (6) failures or fluctuations in telephone, computer or other telecommunications equipment or lines or other equipment, (7) the real, potential, or credible threat of terrorist activity, or (8) a health emergency (e.g. serious outbreak of contagious disease such as a influenza pandemic) which in the judgment of NU poses a serious threat to the public health. In the case of any such excusable delay, the non-performing party will be excused from performance of any affected obligation only for so long as the cause of the excusable delay prevails and such party continues to use commercially reasonable efforts to re-commence performance of its obligations as soon as possible; provided however, that the parties may mutually agree that such excusable delay is cause to cancel the contract in its entirety, in which case neither party shall be liable to the other for any further performance in relation obligations arising after cancellation.

[redacted]

8. Sexual Harassment:

BID TERMS AND CONDITIONS

State and federal law, as well as the policies of the Board of Regents of the University of Nebraska, prohibit sexual harassment of members of the NU community. Sexual harassment includes any unwelcome sexual advance, any request for a sexual favor, or any other verbal or physical conduct of a sexual nature that is so pervasive as to create a hostile or offensive environment. NU contractors, subcontractors and suppliers for this project are required to exercise control over their employees so as to prohibit acts of sexual harassment of NU employees, students and other members of the NU community. The employer of any person who NU, in its reasonable judgment, determines has committed an act of sexual harassment agrees as a term and condition of any contract awarded hereunder to cause such person to be removed from the project site and from NU premises and to take such other action as may be reasonably necessary to cause the sexual harassment to cease.

9. Drug Free Workplace:

The successful Bidder agrees that in the performance of this contract, neither the Bidder nor any of its employees shall engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity covered by the contract. NU reserves the right to request a copy of the Bidder's Drug Free Workplace Policy. The Bidder further agrees to insert a provision similar to this statement in all subcontracts or services required in response to this bid.

10. Weapons Policy:

Possession of dangerous weapons (concealed or unconcealed) on NU property, on the work site, in NU vehicles, or in personal vehicles when on NU property shall be a violation of NU policy. (A dangerous weapon shall include guns, knives, explosives, or any other device as determined by NU, which in the manner used or intended is capable of producing death or bodily injury. Devices authorized by the Vice Chancellor for Business and Finance and/or provided to its employees for the purpose of carrying out work responsibilities shall not be deemed dangerous weapons for the purpose of this policy.) Violations of this policy shall make the offender subject to appropriate disciplinary action. Should NU in its reasonable judgment determine that the Bidder or its employee or agent has committed an act in violation of this policy, the Bidder agrees as a term and condition of the contract awarded hereunder to cause such person and weapon to be removed from the project site and from NU premises and to take such other action as may be reasonably necessary to ensure compliance with this weapons policy.

11. **Equal Opportunity in Procurement and Contracts:**

Service Provider shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.

BID TERMS AND CONDITIONS

Accordingly, the University of Nebraska reaffirms its policy of providing equal opportunity to small business enterprises and to minority, disadvantaged and women owned business enterprises in all aspects of the University of Nebraska's procurement and contracting activities. This includes procurement of contracts for operational supplies and equipment, construction projects and materials, service contracts and License agreements.

12. Proprietary Information; Confidential Employee Information; HIPAA; FERPA:

It is to be expected that the parties to the contract may find it necessary to reveal certain proprietary information to each other. The contract may, when proprietary information is exchanged, include certain provisions to mutually protect against the use and disclosure of the proprietary information of each party. In the unusual circumstance that the contract should result in the sharing of employee information protected by the law or University of Nebraska policy, information protected by the Health Insurance Portability and Accountability Act, information protected by the Family Educational Rights and Privacy Act of 1974, or any other information deemed confidential and protected by the law, the parties to the contract agree to maintain the confidentiality of such information to the extent and manner required by the law and University policy.

13. Subcontractors:

The successful Bidder shall not subcontract all or substantially all of any facet of the proposed goods or services without the prior written approval of NU. The successful Bidder shall be fully responsible for the acts and omissions of its subcontractors and of the persons directly or indirectly employed by them. Every subcontractor shall be bound by the terms of any contract awarded under this bid; provided however, that no contractual relationship shall exist between any subcontractor and NU, unless it is evidenced in a separate contract independent of the contract with the successful Bidder.

14. Legislative Funding Out Clause:

Notwithstanding any provision in the contract to the contrary, if the legislative body appropriating funds, does not allocate sufficient funds to allow NU to make any periodic payment agreed to in the contract for any future fiscal period, NU will not be obligated to pay the contract balance remaining at the time of the governmental funding short-fall.

15. Parking:

NU shall not be responsible for providing parking for successful Bidder's parking needs. The successful Bidder and/or its employees and agents will be solely responsible for any fines resulting from parking violations occurring on NU property. It is recommended that the successful Bidder and any temporary employees contact the Parking and Transit Services at Stadium Drive Parking Garage, Lincoln, Nebraska, phone (402) 472-1800 to obtain information regarding parking and to obtain permits.

16. Building Rules and Regulations; Tobacco Use:

Employees of the successful Bidder and any subcontractors shall comply with all NU rules and regulations pertaining to conduct in NU's facilities. NU reserves the right to request the removal

BID TERMS AND CONDITIONS

or replacement of any Bidder or subcontractor employee who fails to comply with such rules and regulations.

All buildings and University owned vehicles on the NU campus are tobacco-free. Use of tobacco products is not permitted inside any NU facility. The successful Bidder is expected to respect this tobacco-free policy and fully comply with it.

17. Use of Premises:

To the extent that any contract awarded requires the successful Bidder or its employees or agents to be present on or within NU's properties, then the Bidder shall limit its presence and activities to such areas as are reasonably necessary in order to perform under the contract. The successful Bidder shall take such precautions as are required to avoid damage to buildings, facilities, utilities, ground resources, trees and landscape amenities, and other properties adjacent to the Bidder's activities within the scope of the contract and agrees to be responsible and/or carry out any repairs for which it is liable, as a result of its performance under the contract.

18. Hazardous Waste:

Any hazardous waste that is generated from the performance of any contract awarded shall be properly disposed of by the successful Bidder in a timely fashion and in accordance with applicable hazardous waste laws and regulations. The cost for hazardous waste management and disposal is successful Bidder's responsibility. Should NU deem it prudent to dispose of any hazardous waste left on its property, as a result of the successful Bidder's failure to meet its responsibilities, all costs associated with such disposal shall be deducted from any amount yet to be paid to the Bidder and/or billed to the Bidder. University Environmental Health Services is to be notified of all hazardous waste issues.

Any non-hazardous waste generated in the performance of this contract must be disposed of off campus by the successful Bidder.

19. Delivery: F.O.B.: Shipping:

The successful Bidder shall bear all costs of transportation, packing, crating, delivery, installation, storage, and service under warranty for any goods or related services, delivered pursuant to the contract. The successful Bidder shall be responsible for and make delivery, including costs of delivery, cartage, temporary storage, off-loading costs, and insurance, F.O.B. destination as indicated in the Event Details tab. Unless otherwise specified, all shipments will utilize best commercial practices to insure safe arrival at the NU delivery point.

20. Quantity:

With respect to the quantity of any good purchased under the contract, NU need not accept any variation in quantity except as specified in the contract. Over-shipments may be returned to the Bidder at the Bidder's expense, which shall include a reasonable cost for NU handling, or may be retained by NU at no increase in price.

21. Inspection:

BID TERMS AND CONDITIONS

NU may, at any time in the course of the contract, inspect and test materials and supplies being used in the performance of the contract. [redacted] If inspection and tests are made on contractor's premises, successful Bidder without additional charge, shall provide reasonable facilities and assistance for the safety and convenience of the testing/inspection personnel. Except as otherwise agreed in writing, all goods, equipment and supplies furnished under the contract shall be subject to final inspection and acceptance by NU at the delivery destination.

[redacted]

23. Liens:

Successful Bidder warrants that it has title to any goods delivered under the contract and shall deliver same free of all liens, claims, and encumbrances.

24. Federal, State and Local Sales Taxes; Federal Excise Taxes:

Purchases made by the University of Nebraska are exempt from the payment of State Sales and Use Taxes and Federal Excise Taxes. Certification of these exemptions will be provided to the successful Bidder upon request.

25. Ambiguities:

Should the successful Bidder perceive an ambiguity in the contract, the successful Bidder shall request an interpretation from NU before proceeding. If a successful Bidder fails to make such a request, failure to perform with respect to the alleged ambiguity shall not be excused.

26. Recycling Policy:

BID TERMS AND CONDITIONS

When purchasing products, materials, or supplies for use, the University, when making such purchases shall actively pursue the purchase of products, materials, or supplies which are manufactured or produced with at least 10% post-consumer recycled materials. This policy shall not operate when it would result in the purchase of products, materials, or supplies that are of inadequate quality, not readily available or substantially higher in cost. It is the intent of the University to continually increase the percentage produced from post-consumer recycled material, and, to increase each year the types and variety of products, materials, or supplies purchased with post-consumer recycled material.

27. Successful Bidder Identification:

The successful Bidder shall cause each of its employees or any person acting on behalf of the successful Bidder, while providing goods/services to the University under the contract and working on University property, to carry identification, with photo, showing that the individual is an employee or person acting on behalf of the successful Bidder. A badge worn outside of clothing is appropriate for this purpose. Such identification shall be produced upon request of any University representative, in order to confirm that the successful Bidder's representative is authorized to be present on University property and/or performing as authorized by the contract. Whereas campus security is of utmost importance, failure of any successful Bidder representative to produce the requisite identification upon request, shall be a material breach of the contract and shall be cause, at the discretion of the University, for immediate termination of the contract. For those who commonly wear a work uniform, such uniform shall be worn while providing the services related to the contract in order that the University may quickly and clearly identify successful Bidder's service representatives when necessary. A uniform, however, does not take the place of a photo identification badge.

28. Legal Relationship:

The successful Bidder shall under no circumstances be considered as an agent or employee of the University and shall have no right or authority to, in any manner, obligate the University to any person or company except as authorized in writing by the University.

[redacted]

30. Improper Business Relationships and Conflict of Interest Prohibited:

In connection with this bid, each Bidder shall ensure that no improper, unethical, or illegal relationships, or conflict of interest exists between or among the Bidders, the University and any staff and faculty, and any other party to this bid. The University reserves the right to determine the materiality of such relationships, when discovered or disclosed, whether intended or not; and to decide whether or not Bidder disqualification and/or cancellation of award shall result. Such disqualification and/or cancellation shall be at no fault or liability whatsoever to the University.

BID TERMS AND CONDITIONS

31. Electronic and Information Technology Accessibility:

All electronic and information technology procurements, agreements, and contracts shall comply with Americans with Disabilities, Section 508 or the Rehabilitation Act of 1998 as amended and the Nebraska Accessibility Policy to be found at: http://www.nitc.state.ne.us/standards/accessibility/accessibility_standards.pdf.

32. LB403 Compliance:

The successful Bidder, on behalf of itself and any subcontractor to the Contract agrees that it shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. 4-108 to 4-114 as amended.

33. Equal Opportunity Clause Certification of Non-Segregated Facilities, Executive Order 11246:

This will be provided and shall be executed by the successful Bidder upon notice of award.

[redacted]

35. Debarment:

Each Bidder certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in the transaction (contract), by any governmental department or agency. If the Bidder cannot certify this statement, such Bidder must submit a written explanation for review by NU.

36. Qualified to Do Business in Nebraska:

Each Bidder certifies that they are qualified to do business in Nebraska (http://www.sos.ne.gov or contact Nebraska Secretary of State, Corporations Division, State Capital 1301, Lincoln NE 68509 phone 402- 471-2554 or fax 402-471-3666). If the bidder cannot validate they are certified to do business in Nebraska they must submit a written explanation. A bidder shall be solely responsible for providing the defense to any challenge regarding their qualification to do business in the State of Nebraska.

37. LB429 Compliance:

BID TERMS AND CONDITIONS

Pursuant to Nebraska's Taxpayer Transparency Act (Neb. Rev. Stat. §84-602.01, as may be amended), as of July 1, 2014, the University of Nebraska is required to provide the Nebraska Department of Administrative Services with a copy of each contract that is a basis for an expenditure of state funds, including any documents incorporated by reference in the contract. Copies of all such contracts and documents are published by the Nebraska Department of Administrative Services at www.nebraskaspending.gov. It shall be the sole responsibility of the Contractor to notify the University of any redactions to such contracts and documents under Neb. Rev. Stat. 84-712.05(3) prior to contract execution.

CINTAS
READY FOR THE WORKDAY

OMNIA PARTNERS

FIRE PROTECTION ACCEPTANCE AGREEMENT

Location No._____
Contract No._____
Customer No._____

Date_____

Participating OMNIA Member:_____ Phone_____

Address_____ _ City State Zip_____

FIRE PROTECTION PRICING:

Item #	Description	Unit Price

- This Fire Protection Acceptance Agreement (this "Agreement") is effective as of this date from to_____, with a minimum term of 12 months. The length of this Agreement will commence with the actual start of services, regardless of the start date of the OMNIA Vendor Agreement executed between Cintas Corporation and University of Nebraska Master Agreement (the "**Master Agreement**"). In the event of any conflict between this Agreement and the Master Agreement, the Master Agreement shall prevail, except to the extent this Agreement specifically provides that it is superseding a provision in the Master Agreement. Any negotiations of price, terms or discounts must be approved by OMNIA for the Master Agreement. Any such changes shall take effect on the anniversary date of the Master Agreement.
- This Agreement covers the following locations:

SAMPLE

Location Name	Address	City	State	Phone	Contact Name

- This Agreement covers the following inspection, testing, maintenance services and new equipment (check all that apply):

Item	Yes or No	Frequency
Portable Fire Extinguishers		
Exit and Emergency Lighting		
Fire Sprinkler Systems		
Fire Alarm Systems		
Kitchen Suppression Systems		
Backflow Prevention Devices		
Special Hazard Systems		
Fire Training		

Cintas Loc. No:

CUSTOMER:
Please Sign Name_____

By: _____ Please Print Name _____

Title: Please Print Title_____

Accepted-GM: _____ Email_____

EXHIBIT 1

Supplier General Service Terms Section

1. **Customer Obligations:** Customer shall make its premises and facilities available to Company for the performance by Company of the Services. If Customer cancels a scheduled service appointment without providing prior notice or if Company is prevented from performing any Services upon arrival by Customer or conditions at the location, then Company may charge a cancellation fee or trip charge.
2. **Equipment Exchange**: Customer hereby agrees that in servicing Customer's portable fire extinguishers, Company may exchange Customer's portable fire extinguishers for Company's portable fire extinguishers of similar kind and quality. Customer further acknowledges and agrees that upon completion of such exchange that all right, title and interest in the Customer's portable fire extinguishers so exchanged will belong to Company and all right, title and interest in Company's portable fire extinguishers so exchanged will belong to Customer.

SAMPLE

CINTAS

Facilities Solutions Cooperative Acceptance Agreement

Date _____
Location No._____
Contract No._____
Customer No._____

CC #13779 – Agreement #210926207

GPO CC #13779 – GPO Agreement #210925701

Customer/Participating Agency _____

Address_____City_____State_____Zip_____
Phone_____

UNIFORM PRODUCT RENTAL PRICING:

Item #	Description	Unit Price

SAMPLE

This Agreement is effective as of the date of execution for a term of 60 months from the date of installation

- Standard Name Emblem $_____ea
- Standard Agency Emblem $_____ea
- Custom Agency Emblem $_____ea
- Embroidery $_____ea
- Uniform Advantage: Item_____ $_____Ea. per week
- Premium Uniform Advantage Item_____ $_____Ea. per week
- Emblem Advantage: Item_____ $_____Ea. per week
- Prep Advantage: Item_____ $_____Ea. per week
- Minimum Charge $35.00_____per delivery or 50% of initial invoice (the greater of the two).
- Make-Up charge $_____per garment.
- Non-Standard/Special Cut Garment (i.e., non-standard, non-stocked unusually small or large sizes, unusually short or long sleeve or length, etc.) premium $_____per garment.
- Seasonal Sleeve Change $_____per garment.
- Under no circumstances will the Company accept textiles bearing free liquid. Shop towels may not be used to clean up oil or solvent spills.
- Artwork Charge for Logo Mat $_____
- Payment Terms Net 30

- Size Change: Customer agrees to have employees measured by a Cintas representative using garment "size samples" or Cintas TruFit. A charge of $_____per garment will be assessed for employee's size changed within 4 weeks of installation.
- Other

FACILITY SERVICES PRODUCTS PRICING:

Item #	Description	Rental Freq.	Inventory	Unit Price

Cintas Representative Signature_____ Customer Signature _____

- Automatic Lost Replacement Charge: Item_____ % of Inventory_____ $_____Ea.
- Automatic Lost Replacement Charge: Item_____ % of Inventory_____ $_____Ea.

__/__ ☐ ____Initial and check box if Unilease. All Garments will be cleaned by customer
Date

__/__ ☐ ____Initial and check box if receiving Linen Service. Company will take periodic physical inventories of items in possession or under control
Date customer.

__/__ ☐ ____Initial and check box if receiving direct embroidery. If service is discontinued for any employee or Customer deletes any of the garments
Date direct embroidery for any reason, or terminates this Agreement for any reason or fails to renew this Agreement, Customer will purchase all direct embroidered garments at the time they are removed from service at the then current replacement values. (See term #4 below).

SAMPLE

Cintas Representative Signature_____ Customer Signature _____

Omnia Participating Public Agencies Terms

1. Participating Public Agencies: Supplier agrees to extend the same terms, covenants agreed to under the OMNIA Vendor Agreement executed between Cintas Corporation and University of Nebraska (the "Master Agreement") to other government agencies ("Participating Public Agencies") that, in their discretion, desire to access the Master Agreement in accordance with all terms and conditions contained herein or attached hereto. Each participating Public Agency will be exclusively responsible and deal directly with Supplier on matters relating to length of agreement, ordering, delivery, inspection, acceptance, invoicing, and payment for products and services in accordance with the terms and conditions of the Master Agreement. Any disputes between a Participating Public Agency and Supplier will be resolved directly between them in accordance with and governed by the laws of the State in which the Participating Public Agency exists.
2. Master Agreement available at https://www.omniapartners.com/publicsector.
3. In the event of any conflict between this Facilities Solutions Cooperative Acceptance Agreement (this "Agreement") and the Master Agreement, the Master Agreement shall prevail, except to the extent this Agreement specifically provides that it is superseding a provision in the Master Agreement.

Supplier General Service Terms Section

4. **Prices** Customer agrees to rent from Company, and Company agrees to provide to Customer, the Merchandise, inventory and services on the Master Agreement and / or outlined above. There will be a minimum charge of thirty-five dollars ($35.00) or 50% of initial invoice (whichever is greater) per week for each Customer location required to purchase its rental services from Company as set forth in this Agreement.
5. **Buyback of Non-Standard Garments (if applicable)** Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit Buyback of Non-Standard Garments (if applicable). In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values.
6. **Garments' Lack of Flame Retardant or Acid Resistant Features** Unless specified otherwise in writing by the Company, the garments supplied under this Agreement are not flame retardant or acid resistant and contain no special flame retardant or acid resistant features. They are not designed for use in areas of flammability risk or where contact with hazardous materials is possible. Flame resistant and acid resistant garments are available from Company upon request. Customer warrants that none of the employees for whom garments are supplied pursuant to this Agreement require flame retardant or acid resistant clothing.
7. **Logo Mats** In the event that Customer decides to discontinue the use of any mat bearing the Customer's logo (Logo Mat) from the rental program, changes the design of the Logo Mat, terminates this agreement for any reason or fails to renew this Agreement, the Customer will purchase at the time of deletion, design change, termination all remaining Logo mats that the Company has in service and out of service held in inventory at the then current Loss/Damage Replacement Value.
8. **Adding Employees** Additional employees and Merchandise may be added to this Agreement upon written or oral request by the Customer to the Company. Any such additional employees or Merchandise shall automatically become a part of and subject to the terms of this Agreement. If such employees are employed at a Customer location that is then participating under this Agreement, the Customer shall pay Company the one-time preparation fee indicated on the Master Agreement and / or outlined above. Customer shall not pay Company any one-time preparation fee for garments for employees included in the initial installation of a Customer location. There will be a one-time charge for name and/or company emblems when employees are added to the program in garments requiring emblems.
9. **Emblem Guarantee** Customer has requested that Company supply emblems designed exclusively for Customer featuring Customer's logo or other specific identification (hereinafter "Customer Emblems"). Company will maintain a sufficient quantity of Customer Emblems in inventory to provide for Customer's needs and maintain a low cost per emblem through quantity purchases.
10. In the event Customer decides to discontinue the use of Customer Emblems, changes the design of the Customer Emblems, terminates this Agreement for any reason or fails to renew this Agreement, the Customer will purchase at the time of deletion, design change, termination or expiration, all remaining Customer Emblems that the Company allocated to Customer at the price indicated on the Master Agreement and / or outlined above of this Agreement. In no event shall the number of Customer Emblems allocated to Customer exceed the greater of (a) twelve (12) months' volume for each unique Customer Emblem or (b) a quantity agreed to by Company and Customer and noted on the Master Agreement and / or outlined above.
11. **Terminating Employees** Subject to the provisions of this Agreement, the weekly rental charge attributable to any individual leaving the employ of the Customer, or on a temporary leave of absence of three (3) weeks or more, shall be terminated upon oral or written notice by the Customer to the Company but only after all garments issued to that individual, or value of same at the then current Loss/Damage Replacement Values, are returned to Company.
12. **Replacement** In the event any Merchandise is lost, stolen or is not returned to Company, or is destroyed or damaged by fire, welding damage, acid, paint, ink, chemicals, neglect or otherwise, the Customer agrees to pay for said Merchandise at the then current Loss/Damage Replacement Values.
13. **Indemnification** To the fullest extent permitted by law, Company agrees to defend, indemnify, pay on behalf of and save harmless the Participating Public Agency, its elected and appointed officials, agents, employees and authorized volunteers against any and all claims, liability, demands, suits or loss, including reasonable attorneys' fees and all other costs connected therewith, arising out of or connected to the services provided by Company under this Contract, but only to the extent of Company's negligence.
14. **Additional Customer Locations**. Notwithstanding anything to the contrary contained herein, there will be a minimum term equal to the greater of thirty-six (36) months or the remainder of the term for any individual Customer location added after the date of this Agreement.
15. **Additional Items:** Additional customer employees, products and services may be added to this Agreement and shall automatically

SAMPLE

Cintas Representative Signature_____ Customer Signature _____

become a part of and subject to the terms hereof and all of its provisions. If this Agreement is terminated early for convenience, the parties agree that the damages sustained by Company will be substantial and difficult to ascertain. Therefore, if this Agreement is terminated by Customer prior to the applicable expiration date for any reason other than documented quality of service reasons which are not cured, or terminated by Company for non-payment by Customer at any time Customer will pay to Company, as termination charges and not as a penalty based upon the following schedule:

- If this Agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 52 weeks of rental service.
- If this Agreement is cancelled for convenience in months thirteen (13) through twenty-four (24) of the term, Customer shall pay as termination charges equal to thirty-nine (39) weeks of rental service.
- If this Agreement is cancelled for convenience in months twenty-five (25) through thirty-six (36) of the term, Customer shall pay as termination charges equal to twenty-six (26) weeks of rental service.
- If this Agreement is cancelled for convenience after forty-eight (48) months of service, Customer shall pay as termination charges of thirteen (13) weeks of rental service.
- Customer shall also be responsible to return all of the Merchandise allocated to such Customer locations terminating this Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.

CUSTOMER:

Cintas Loc. No: _____ Please Sign Name _____

By: _____ Please Print Name _____

Title: _____ Please Print Title _____

Accepted-GM: _____ Email _____

SAMPLE

Cintas Representative Signature_____ Customer Signature _____

INTERNAL USE ONLY
PRO-SERVICE-001299

University of Nebraska Contract Summary

CONTRACTOR/COMPANY INFORMATION			
Supplier	CINTAS	**Contact**	Ryan Duncan
		Email	duncanr@cintas.com

REQUESTING DEPARTMENT	
Participating Campuses	UNMC, UNL, UNO, UNK, UNOP
Administrative Unit/Dept.	P2P
Primary Contact Name	Sydney Zach
Primary Contact Email	sydney.zach@nebraska.edu

CONTRACT DESCRIPTION/INFORMATION					
Contract Summary ***(brief description and/ or event name)***	The entirety of this Uwide contract covers workforce solutions products and services to include, but not limited to: uniforms, cleaning mops and cloths, first aid and safety, and fire protection services, as well as the complete balance of line of parts and pieces. Estimated spend over the life of the contract is $2.5M for the University System. The University of Nebraska is the Omnia Partners Lead Agency for this contract. We will receive group-share rebates from the Omnia "WeShare" program, in addition to revenue as a lead agency.				
Purchase Category	Safety				
Total Amount of Spend	2,500,000.00 USD	**Start Date**	Upon Execution	**End Date**	1/31/2033 11:59 PM

BID INFORMATION	
Bid Number	3702-22-4618
Competitive Review Findings	Formal Bid Awarded
Contract Information	this is an OMNIA cooperative contract

University of Nebraska/OMNIA Partners, Public Sector Contract with Cintas Corporation No. 2 under RFP No. 3702-22-4618, Workplace Solutions

This Master Agreement ("Master Agreement") is by and between the Board of Regents of the University of Nebraska, a public body corporate and governing body of the University of Nebraska ("University"), and Cintas Corporation No. 2 ("Cintas" or "Supplier").

This Master Agreement shall be made available to additional state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit (referenced herein as "Participating Public Agencies") through the cooperative purchasing program administered by the National Intergovernmental Purchasing Alliance Company d/b/a OMNIA Partners, Public Sector.

The following documents are incorporated by reference into this Master Agreement:

1. University of Nebraska-Cintas Master Agreement
2. Exhibit A to University of Nebraska-Cintas Master Agreement, Alarm Monitoring Terms and Conditions (Inclusive of Schedules A and B)
3. Cintas Workplace Solutions RFP Pricing Sheet
4. Cintas Response to University of Nebraska RFP No. 3702-22-4618, Workplace Solutions/eBid Invitation
5. University of Nebraska RFP No. No. 3702-22-4618, Workplace Solutions
6. Attachment A to Solicitation (Requirements for National Cooperative Contract to be Administered by OMNIA Partners; inclusive of Exhibits A through H), as modified by Cintas and agreed by OMNIA ("Attachment A")

Order of Precedence: Any ambiguity, conflict, or inconsistency between the documents comprising this Master Agreement shall be resolved according to the following order of precedence:

1. Exhibit A to University of Nebraska-Cintas Master Agreement, Alarm Monitoring Terms and Conditions (not applicable to University of Nebraska, only to other Participating Public Agencies)
2. University of Nebraska-Cintas Master Agreement
3. Attachment A
4. Cintas Workplace Solutions RFP Pricing Sheet
5. Cintas Response to University of Nebraska RFP No. 3702-22-4618, Workplace Solutions/eBid Invitation
6. University of Nebraska RFP No. No. 3702-22-4618, Workplace Solutions

Acceptance Agreements: Sample Acceptance Agreements are attached to this Master Agreement but are not included in the Master Agreement order of precedence as these are exemplars only. The actual Acceptance Agreements signed by Participating Public Agencies may differ, and the precedence of those Acceptance Agreements relative to the Master Agreement is to be determined in accordance with the relevant Acceptance Agreement terms.

[*Signature Page to Follow*]

IN WITNESS WHEREOF, the parties have entered into this Master Agreement as of the date set forth below.

Board of Re ersity of Nebraska

Signature: _ Chris Kabourek

Printed Name: Chris Kabourek

Title: Senior VP | CFO

Date: 06/01/23 | 17:12 CDT

Cintas Corp

Signature: _

Printed Name: Joe Cerni

Title: VP Higher Education & Public Sector

Date: 06/01/23 | 14:42 CDT

RP

1. University of Nebraska-Cintas Master Agreement

University of Nebraska-Cintas Master Agreement – RFP 3702-22-4618

This University of Nebraska Master Agreement - Expenditure ("Agreement") dated as of the date of the last signature set forth below (the "Effective Date") sets forth the terms of purchase between the Board of Regents of the University of Nebraska a public body corporate and governing body of the University of Nebraska ("University"), which is composed of a chief governing administrative unit (University of Nebraska System), four universities (University of Nebraska at Kearney, University of Nebraska-Lincoln, University of Nebraska Medical Center, and University of Nebraska at Omaha), and such other institutions and units as may be designated by the Nebraska Legislature (each a "Campus" and collectively the "Campuses"), and Cintas Corporation No. 2 ("Supplier"). University and Supplier are collectively referred to as "parties."

WHEREAS, the terms and conditions of this Agreement shall be made available to additional state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit (each a "Public Agency) through the cooperative purchasing program administered by the National Intergovernmental Purchasing Alliance Company d/b/a OMNIA Partners, Public Sector ("OMNIA");

WHEREAS, the terms and conditions set forth in this Agreement shall apply to any Public Agency that uses this Agreement through OMNIA's cooperative purchase program (each a "Participating Public Agency"), provided, University shall not be considered a Participating Public Agency;

WHEREAS, each Participating Public Agency shall execute one or more Facilities Solutions Cooperative Acceptance Agreement or Fire Protection Acceptance Agreement (collectively, "Acceptance Agreements"), as applicable, in the then-current format provided by Supplier (sample Acceptance Agreements attached hereto for general reference only);

WHEREAS, such Acceptance Agreements shall continue in force pursuant to their applicable term, notwithstanding the termination or expiration of this Agreement; and

WHEREAS, with respect to each Participating Public Agency subject to the terms and conditions of this Agreement, all references to "University" shall be deemed to refer to each Participating Public Agency except where (1) specifically noted or differentiated herein (including, without limitation, Sections 2, 14 and 46), or (2) where the terms and conditions on their face pertain specifically only to the University of Nebraska (e.g. Nebraska governing law). In the latter case, the intent is to modify such term for each Participating Public Agency as required by law, unless otherwise agreed in the Acceptance Agreement between Supplier and such Participating Public Agency.

NOW, THEREFORE, in consideration of the mutual covenants set forth in this Agreement the parties agree as follows:

1. **Description of Deliverables**. Supplier agrees to provide the services, goods, or both identified in any applicable purchase order or Acceptance Agreement (collectively, "Deliverables"). Supplier agrees to perform services under this Agreement to the satisfaction of University during the Term of this Agreement and with the standard of professional care and skill customarily provided in the performance of such service.

2. **Payment**. In full consideration for the Deliverables provided by Supplier under this Agreement, University shall pay or cause to be paid to Supplier a fee, pursuant to the Statement of Work and any subsequent proposal or statement of work incorporated by reference into this Agreement, within forty-five (45) days after Supplier's submission of an accurate invoice to University and all requested supporting documentation. Participating Public Agencies payment terms, consistent with the Acceptance Agreements, are Net 30. Along with its invoice, Supplier shall submit adequate receipts and documentation as requested by University to support reimbursement of all previously agreed upon reimbursable expenses. Supplier is expected to comply with applicable policies and procedures provided in writing to Supplier, including those stated within the University of Nebraska Travel Policy (located at https://nebraska.edu/-

/media/unca/docs/offices-and-policies/policies/policies/university-of-nebraska-travel-policy.pdf).University, in its discretion, may decline to reimburse expenses that are not pre-approved or fail to comply with applicable policies and procedures. Supplier agrees that it is solely responsible for payment of income, social security, and other employment taxes due to the proper taxing authorities, and that University will not deduct such taxes from any payments to Supplier hereunder, unless required by law.

3. **Purchase Order Requirement**.

a. A purchase order shall be issued by University to Supplier for payment in accordance with the terms of this Agreement. All invoices submitted by Supplier shall make reference to the appropriate purchase order number to be eligible for payment.

b. The parties agree that the terms and conditions of this Agreement shall prevail, notwithstanding contrary or additional terms, in any purchase order, sales acknowledgment, confirmation or any other document issued by either party affecting the products and services provided under this Agreement.

4. **Term**. The initial term of this Agreement shall commence on the Effective Date and continue for 5 years thereafter ("Initial Term"). This Agreement may be renewed for an additional 5 year term (the "Renewal Term") by mutual written agreement of the parties. Collectively the Initial Term and Renewal Term(s) shall be referred to as the "Term."

5. **Confidentiality.** "Confidential Information" shall mean any materials, written information, and data marked "Confidential" by University or non-written information and data disclosed by University that is identified at the time of disclosure to Supplier as confidential or is reasonably understood by Supplier to be confidential. Supplier agrees to protect and maintain Confidential Information in strict confidence for a period of three (3) years from the date of expiration or earlier termination of this Agreement and, upon request of University, return or destroy all materials containing such Confidential Information. Notwithstanding the foregoing, Supplier shall be entitled to retain archival copies of Confidential Information for legal, regulatory, or compliance purposes. The obligations of this paragraph do not apply to information that is in the public domain; independently known, obtained, or discovered by Supplier; or hereafter supplied to Supplier by a third party without restriction. If Supplier is compelled by law to disclose any Confidential Information, it shall provide University with prior notice of such compelled disclosure (to the extent legally permitted) and reasonable assistance, at University's cost, if University wishes to contest the disclosure.

6. **Property Rights.**

a. For purposes of this Section 6, "Intellectual Property" shall mean, whether or not reduced to writing, all copyrights, patent applications, issued patents, including reissues, renewals, continuations, and divisions of the foregoing, know-how, proprietary data, ideas, discoveries, inventions, improvements, technology, trade secrets, methods, procedures, formulae, processes, technical and non-technical data, trade secrets, design rights, trademarks, trade names, trade dress, related source identifiers, works, and other proprietary rights relating to intangible property, and any applications or registrations of the foregoing, any rights arising from registration of any of the foregoing, and any right to sue for past or future infringement of the foregoing.

b. University acknowledges and agrees that, as between the parties, Supplier owns all Intellectual Property that (i) was the property of Supplier prior to the execution of this Agreement and (ii) is independently developed or acquired outside the scope of this Agreement ("Pre-Existing Intellectual Property"). In addition, Supplier shall own any Intellectual Property, developed in connection with this Agreement, that is an improvement of, or direct derivative of, Supplier's Pre-Existing Intellectual Property and know-how.

c. This Section 6.c shall be subject to Section 6.b in all respects. University will possess all rights to any creations, inventions, or other intellectual property and materials, including copyright, trade secrets, or patents in the same, which arise out of, are prepared by, or are developed in the course of Supplier's performance. Supplier and University acknowledge and agree that work created by Supplier in connection with its performance under this Agreement shall belong to University as "work-made-for-hire" as such term is defined under 17 USC § 201, as amended. In the event such works are not copyrightable subject matter or for any reason cannot legally be considered a work-made-for-hire, Supplier hereby assigns all right, title, and interest in and to work created by Supplier in connection with its performance under this Agreement to University and agrees to execute all documents required to evidence such assignment. University's rights to any creations, inventions, or other intellectual property and materials, including copyright, trade secrets, or patents in the same, which arise out of, are prepared by, or are developed in the course of Supplier's performance under this Agreement shall be exclusive and Supplier will not use, license, or permit such works to be used for any other purpose. Upon termination of this Agreement for any reason, University shall have the exclusive right, without further obligation to Supplier, throughout the world, in all languages, and in perpetuity to use the work created by Supplier in connection with its performance under this Agreement in any manner it deems appropriate, including, without limitation, editing, altering and revising such work. This provision shall survive the termination of this Agreement.

7. **Termination**. In the event that either party commits a material breach of this Agreement and fails to remedy or cure such breach within thirty (30) days after receipt of written notice thereof from the non-breaching party, the non-breaching party may, at its option and in addition to any other remedies which it may have at law or in equity, terminate this Agreement by sending written notice of termination to the other party. Such termination shall be effective as of the date of its receipt. Additionally, University may terminate this Agreement for its convenience upon thirty (30) days' prior written notice to Supplier. Upon termination, University shall promptly pay Supplier for all fees incurred up to and including the effective date of termination or Supplier will refund to University a prorated share of any prepaid fees.

a. If University terminates this Agreement for convenience, the parties agree that the damages sustained by Supplier will be substantial and difficult to ascertain. Therefore, if this Agreement is terminated by University for convenience in whole or in part, for any reason other than as set forth in Section 36, University will pay to Supplier as termination charges and not as a penalty the following termination charges based on the particular products and services terminated for convenience:

7.a.1. Rental Products and Services:

7.a.1.1. If this Agreement is terminated for convenience in the first twelve months of the term, University shall pay as termination charges equal to 52 weeks of rental service.

7.a.1.2. If this Agreement is terminated for convenience in months thirteen (13) through twenty-four (24) of the term, University shall pay as termination charges equal to thirty-nine (39) weeks of rental service.

7.a.1.3. If this Agreement is terminated for convenience in months twenty-five (25) through thirty-six (36) of the term, University shall pay as termination charges equal to twenty-six (26) weeks of rental service.

7.a.1.4. If this Agreement is terminated for convenience after forty-eight (48) months of service, University shall pay as termination charges of thirteen (13) weeks of rental service.

7.a.1.5. University shall also be responsible to return all of the merchandise allocated to such University locations terminating this Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on University's account prior to termination.

First and Aid and Safety: Twenty-five percent (25%) of the unexpired term based on the previous six (6) months average revenue.

8. **Representations and Warranties**. Supplier warrants that it will convey good title to all direct sale goods, free of all encumbrances. Except as otherwise noted in this Agreement, at the time of delivery (i) all goods delivered shall be free from defects in workmanship, material, and manufacture, (ii) shall comply with the requirements of this Agreement, including any drawings or specifications incorporated or samples furnished by the Supplier, (iii) shall be free from defects in design, and (iv) shall be merchantable. In the event Supplier is providing University with services, Supplier warrants and represents that each of its employees and agents to perform any services under the terms of this Agreement shall have the skills, training, and background reasonably commensurate with their level of performance or responsibility, to be able to perform in a competent and professional manner that is consistent with industry standards. Supplier further warrants the services provided will conform to the requirements of this Agreement and that in performing the services Supplier will not be in breach of any agreement with a third party. The foregoing warranties are conditions to this Agreement. All warranties provided by Supplier shall run to University. Supplier will pass through to University all manufacturer warranties for the materials covered hereunder to the extent Supplier has the right to do so. Supplier does not adopt, guarantee or represent that the manufacturer will comply with any of the terms of the warranty of such manufacturer. If any warranties specified herein or otherwise applicable are breached by Supplier, University may, at its election, require Supplier to correct at Supplier's sole expense any defect or nonconformance by repair or replacement or return any defective or nonconforming goods to Supplier at Supplier's expense and recover from Supplier the purchase price or, in the case of services, require re-performance of the services or terminate this Agreement and receive a full refund. The foregoing remedies are in addition to all other remedies University may have at law or in equity. Except for the warranties specifically set forth in this Agreement, Supplier makes no other warranties and disclaims all other warranties, express or implied by law, course of dealing, course of performance, usage of trade or otherwise, including without limitation any warranty of merchantability or fitness for a particular purposes.

9. **Relationship of Parties**. No agency, partnership, or joint venture is created by this Agreement. The parties affirmatively disclaim any intent to form such relationship. Supplier is solely responsible for maintenance and payment of insurance and the like that may be required by federal, state, or local law with respect to any sums paid hereunder. Supplier is not University's agent or representative and has no authority to bind or commit University to any agreements or other obligations.

10. **Liability**. To the fullest extent allowed by law, Supplier shall defend, indemnify, and hold harmless University, its regents, officers, employees, agents, and students, for any loss, claim, damage, expense, or liability of any kind, including reasonable attorneys' fees and costs, to the extent caused by the negligence or willful misconduct of Supplier and its officers, employees, agents, and subcontractors.

11. **Insurance**. Supplier shall at its own expense obtain and maintain throughout the Term of this Agreement general commercial liability insurance against claims for bodily injury, death, and property damage with limits of not less than one million dollars ($1,000,000.00) per occurrence, and three million dollars ($3,000,000.00) general aggregate to cover such liability caused by, or arising out of, activities of Supplier and its agents and/or employees while engaged in or preparing for the provision of the Deliverables. Upon request by University, Supplier shall furnish to University certificates of insurance evidencing that such insurance is effective prior to provision of the Deliverables. By requiring such minimum insurance, University shall not be deemed or construed to have assessed the risk or limited the liability that may be applicable to Supplier under this Agreement. Supplier shall assess its own risks and, if it deems appropriate, maintain higher limits or broader coverages. Supplier further agrees, upon request, to include University as an additional insured on its general liability insurance policy on a primary and non-contributory basis. Supplier is not relieved of any liability or other obligations assumed or pursuant to this Agreement by reason of its failure to obtain or maintain insurance in sufficient amounts, duration, or types.

12. **Assignment**. This Agreement is non-assignable and non-transferrable unless agreed to in writing by the parties. Any attempt by either party to assign its rights or obligations hereunder without the consent of the other party shall be void.

13. **Amendment**. This Agreement constitutes the entire understanding between University and Supplier with respect to the subject matter hereof and may not be amended except by an agreement signed by Supplier and an authorized representative of University.

14. **Disputes; Governing Law and Forum**.

A. As pertains solely to disputes between the University and Supplier, this Agreement shall be governed by the laws of the State of Nebraska without giving effect to its conflicts of law provisions. Any legal actions brought by University or by Supplier shall be instituted in the state courts located in Lancaster County, Nebraska. It is understood and agreed that any legal action by Supplier in relation to this Agreement may only be instituted in accordance with the provisions of the State Contract Claims Act (Neb. Rev. Stat. §§ 81-8,302 to 81-8,306), as amended.

B. As pertains to disputes between any other Participating Public Agency and Supplier, the dispute shall be resolved consistent with the dispute resolution provisions set forth in the applicable Acceptance Agreement, which calls for binding arbitration, to the extent permitted under applicable law, or, where arbitration is not legally permissible, in accordance with the contracts disputes process required under applicable state law for the Participating Public Agency and, in either case, subject to that state's substantive law. As set forth in the Acceptance Agreement, any such dispute arising from or related to this Agreement shall be determined on an individual, non-class basis, whether in arbitration or in any court, shall be considered unique as to its facts, and shall not be consolidated in any arbitration or other legal proceeding with any claim or controversy of any other party.

15. **Conflict of Interest**. Supplier certifies, to the best of its knowledge and belief, that there are no potential organizational conflicts of interest related to this Agreement. If Supplier cannot so certify, it shall provide to University a disclosure statement that describes all relevant information concerning any potential conflict of interest under this Agreement. In the event the potential conflict of interest cannot be resolved, University may declare this Agreement void and of no further force or effect and University shall have no further obligations under this Agreement.

16. **Work Status Verification**. Supplier and its subcontractors shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. §§ 4-108 to 4-114, as amended.

17. **Debarment List**. Supplier certifies and warrants that it has not been debarred, suspended, or declared ineligible as defined in the Federal Acquisition Regulation 48 CFR Ch.1 Subpart 9.4. Supplier also certifies that Supplier, its partners, directors, officers, employees, licensees, subcontractors, or agents have not been excluded or debarred or otherwise become ineligible to participate in Federal health care programs pursuant to 42 USC § 1320a-7. This shall be an ongoing certification and warranty during the Term of the Agreement and Supplier shall immediately notify University of any change in the status of the certification and warranty set forth in this section. If Supplier becomes excluded from Federal health care program participation or placed on the Consolidated List of Debarred, Suspended, and Ineligible Contractors, the Agreement may be terminated immediately, for cause, by University. If any partners, directors, officers, employees, licensees, subcontractors, personnel, or agents of Supplier become excluded from Federal health care program participation, such individual shall be removed from participating in this Agreement immediately. Failure by Supplier to remove such excluded individual immediately shall provide University the right to terminate the Agreement immediately for cause.

18. **Taxpayer Transparency Act**. Under Neb. Rev. Stat. §§ 84-602.01 to 84-602.04, University is required to provide the Nebraska Department of Administrative Services with a copy of each contract that

is a basis for an expenditure of state funds, including any amendments and documents incorporated by reference in the contract. Copies of all such contracts and documents will be published by the Nebraska Department of Administrative Services at https://statecontracts.nebraska.gov/. It shall be the sole responsibility of Supplier (a) to notify University of any requested redactions to such contracts and documents and (b) to indicate the legal basis for such requested redactions at the time of execution. In addition, Supplier agrees to defend any challenge to such redactions at its own expense.

19. **Public Records**. Under Neb. Rev. Stat. §§ 84-712 to 84-712.09, information or records of or belonging to University regarding, related to, or part of the Agreement will be open to public inspection and copying unless exempted from disclosure in accordance with the University's interpretation and application of applicable law. It shall be the sole responsibility of Supplier (a) to notify University of requested redactions to any such information or records that may otherwise be required to be open to public inspection and copying and (b) to indicate the legal basis for such requested redactions. In addition, Supplier agrees to defend any challenge to such requested redactions at its own expense.

20. **Nondiscrimination**. Supplier agrees that neither it nor any of its subcontractors shall discriminate against any employee, or applicant for employment to be employed in the performance of this Agreement, with respect to hire, tenure, terms, conditions, or privilege of employment because of the race, color, religion, sex, disability, or national origin of the employee or applicant in accordance with the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. § 48-1122, as amended.

21. **Discrimination including Sexual Harassment.** State and federal law, as well as University of Nebraska Bylaws, policies, and guidelines prohibit discrimination (as defined therein) including harassment and retaliation, against students, employees, and other members of the University community. Prohibited types of discrimination include discrimination on the basis of race, color, ethnicity, national origin, sex (including sexual harassment), pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, political affiliation, and any other protected status. Supplier shall exercise control over itself, its employees, agents, contractors, and affiliated parties to prohibit acts of discrimination, including sexual harassment, against University students, employees, and other members of the University community. Supplier shall cooperate with the University following any report of discrimination. In the event University determines that Supplier or an employee, agent, contractor, or other person affiliated with Supplier has engaged in discrimination, including harassment, or other inappropriate conduct, Supplier will take prompt and effective action, in accordance with the University's direction, to prevent recurrence of the conduct and to correct its effects, which may include removal of Supplier or the employee, agent, contractor, or other person affiliated with Supplier from providing the Deliverables. Supplier's failure to comply with the University's directive or any other part of this provision may be cause for immediate termination of this Agreement. Supplier acknowledges that the University may have obligations to report any allegations or incidents of discrimination, including sexual harassment. Supplier and employees, agents, contractors, and other persons affiliated with Supplier who are directly providing the Deliverables or present on University premises shall participate in any training as may be required by the University from time to time, including training regarding sexual harassment and diversity and inclusion.

22. **Criminal Background Investigations.** If applicable, Supplier represents and warrants that Supplier has obtained, at its own expense and in a manner compliant with all applicable laws, a background screening for all of its employees who will be present on University premises. Such background screenings shall be completed consistent with current industry standards and shall, at a minimum, include the same degree of thoroughness as the background checks University conducts for its newly hired staff. Supplier agrees to update any background screening upon reasonable request by University, it being agreed that any request based upon the occurrence of any illegal activity involving Supplier or its personnel, or the reasonable suspicion of illegal activity would be deemed reasonable. Supplier shall provide University with evidence of the completion of the required background screenings upon University's request. Alternatively, in the event Supplier is an individual, University may require Supplier complete a background check

consistent with current industry standards at University's request. Supplier shall not hire, retain, or engage any individual directly involved in the performance of services under the Agreement who has been convicted (felony or misdemeanor) of or entered into a court-supervised diversion program for any sexual offense, felony assault (including domestic violence related incidents), child abuse, molestation or other crime involving endangerment of a minor, murder, or kidnapping. Supplier and Supplier's employees or agents directly performing services under the Agreement cannot be listed on any sex offender registry. Other convictions, such as misdemeanor assault, drug distribution activity, felony drug possession, and any other felony or crime involving moral turpitude may also render Supplier and Supplier's employees or agents ineligible to directly perform services under the Agreement, taking into consideration (a) the nature and gravity of the offense(s), (b) the time that has passed since the offense or conduct and/or completion of the sentence, and (c) the nature of the services being performed. Supplier and Supplier's employees or agents cannot be listed on any sex offender registry. Supplier agrees to ensure any third party with whom Supplier engages to provide any part of services provided under the Agreement agrees to the same restrictions, conditions, and requirements of this section in the same capacity as Supplier.

23. **Equal Opportunity (intentionally bolded).** Supplier shall comply with 41 CFR §§ 60-1.4(a), 60-300.5(a), and 60-741.5(a), incorporated by reference with the following statement: **"This contractor and subcontractor shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60- 741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, national origin or for inquiring about, discussing, or disclosing compensation. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status."**

24. **Logos or University Marks**. Supplier shall not use or display any University name, logo, trademark, service mark (individually a "Mark" and collectively the "Marks") and/or other indicia designated by University as a source identifier, unless expressly authorized in writing by University. Any unauthorized use of Marks is expressly prohibited. Supplier agrees it will not use University's name in any manner that acts as an endorsement or is an appearance of any endorsement in any promotion, advertisement, solicitation, or other communication, especially as it relates to Supplier's business.

25. **Right to Audit Privilege**. The University reserves the right to audit or inspect work performed by the Supplier under the Agreement. The University may participate directly or through an appointed representative in order to verify that services related to the Agreement have been performed in accordance with the procedures indicated.

26. **Affiliates.** "Affiliates" for the purposes of this Agreement are agents, contractors, consultants, or other entities or individuals who are authorized by University to use the Deliverables. Affiliates may be added by University upon written notice to Supplier. The parties agree Affiliates may avail themselves to the benefits of this Agreement by way of a separate agreement between Affiliate and Supplier. Affiliates include, without limitation, any public agency or instrumentality of the government of the State of Nebraska or political subdivisions within the State of Nebraska, any entity in which the Board of Regents of University has at least a fifty percent (50%) controlling interest, and The Nebraska Medical Center d/b/a Nebraska Medicine.

27. **Campuses.** By virtue of the authority granted by the Board of Regents of University of Nebraska, each Campus may execute certain contracts on their own behalf. Supplier acknowledges one or more Campuses may participate under this Agreement. The Campuses shall not be considered "Affiliates" for purposes of this Agreement.

28. **Compliance**. Supplier and its employees and agents will comply with all laws, ordinances, codes, rules, regulations, and licensing requirements that are applicable to the conduct of its business, including those of federal, state, and local agencies having jurisdiction and/or authority, as well as applicable University policies.

29. **Pricing and Annual Price Negotiations**. The contract item pricing as set forth in the RFP Pricing Worksheet incorporated herein shall remain firm for the first year of the Agreement. In advance of each contract year anniversary, price adjustments shall not exceed the lesser of three percent (3%) or the percentage increase in the Consumer Price Index for all Urban Consumers (CPI-U), U.S. City Average, All Items, Unadjusted, for the most recent twelve months for which data that is not subject to revision is available as published by the U.S. Department of Labor, Bureau of Labor Statistics. Any contract item price adjustments will be made to the then-current pricing in effect prior to the adjustment. Non-contract pricing is subject to adjustment by Supplier as described in the RFP Pricing Worksheet. Supplier shall provide at least thirty (30) days' written notice to University prior to the effective date of any increase.

30. **Severability.** The terms of the Agreement are severable. If any term or provision is declared by a court of competent jurisdiction to be illegal, void, or unenforceable the remainder of the provisions shall continue to be valid and enforceable.

31. **Survival.** Provisions surviving termination or expiration of this Agreement are those which on their face affect rights and obligations after termination or expiration and also include provisions concerning indemnification, confidentiality, representations and warranties, and governing law and venue.

32. **Waiver.** A waiver of any term or provision of this Agreement by University shall not be deemed to be a waiver of such provision on any subsequent breach of the same or any other provision contained in this Agreement. Any such waiver must be in writing to be effective, and no such waiver or waivers shall serve to establish a course of performance between the parties contradictory to the terms hereof.

33. **Notices.** Any notice required or permitted to be given under this Agreement shall be in writing, sent via certified mail, overnight courier, or hand delivery, effective when received, and delivered to the addresses provided on the signature page of this Agreement.

34. **Electronic Signatures.** Each party agrees that this Agreement and any other documents to be delivered in connection herewith may be electronically signed, and that any electronic signatures appearing on this Agreement or such other documents are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

35. **Subcontractors**. Supplier shall not subcontract all or substantially all of any facet of the services without the prior written approval of University. Supplier shall be fully responsible for the acts and omissions of its subcontractors and of the persons directly or indirectly employed by them. Every subcontractor shall be bound by the terms of this Agreement; provided, however, that no contractual relationship shall exist between any subcontractor and University, unless evidenced in a separate contract independent of this Agreement with Supplier.

36. **Unavailability of Funding**. Due to possible future reductions in State and/or Federal funds, University cannot guarantee the continued availability of funding of this Agreement notwithstanding the consideration contained within this Agreement. In the event funds to finance this Agreement become unavailable, either in full or in part, due to such reductions, University may terminate the Agreement or reduce the consideration upon notice in writing to Supplier. Said notice shall be delivered by certified mail (return receipt requested) or in person (with proof of delivery). University shall be the final authority as to the availability of funds. The effective date of such Agreement, termination, or reduction in consideration shall be the actual effective date of the elimination or reduction of funding. In the event of a reduction in consideration, Supplier may cancel this Agreement as of the effective date of the proposed reduction upon the provision of advance written notice to University. Supplier shall be entitled to receive just and equitable

compensation for any satisfactory work performed up to the date of the notice of termination. In the event of unavailability of funding, the University shall not be liable for any penalty, expense, or liability, or for general, special, incidental, consequential, or other damages resulting therefrom.

37. **Delivery.** All shipments are to be made F.O.B. destination, freight prepaid, according to the delivery information provided in the applicable purchase order. Supplier shall make no partial deliveries under this Agreement without the University's consent unless otherwise indicated in the applicable purchase order. University may, but shall not be obligated to, inspect Supplier's performance under this Agreement from time to time. University's inspection, or lack of inspection, will not constitute an acceptance of any Deliverable or a waiver of any right or warranty or preclude University from rejecting any defective Deliverable. Supplier will coordinate lead times and delivery dates with the University.

38. **Flame Resistant Garments.** University agrees it bears sole responsibility for selecting the flame resistant clothing and fabrics ("FRC") under this Agreement and determining whether such items are appropriate for use by its employees and agents in their applicable work environment(s). UNIVERSITY ACKNOWLEDGES THAT SUPPLIER HAS MADE NO REPRESENTATION, WARRANTY, OR COVENANT WITH RESPECT TO THE FLAME RESISTANT QUALITIES OR OTHER CHARACTERISTICS OF THE FRC OR WITH RESPECT TO THEIR FITNESS OR SUITABILITY FOR THIS OR ANY OTHER PURPOSE. SUPPLIER MAKES NO REPRESENTATION WHETHER THE FRC CONSTITUTES APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT FOR THE ENVIRONMENT(S) TO WHICH UNIVERSITY'S EMPLOYEES OR AGENTS MAY BE EXPOSED OR AS TO THE FRC'S ABILITY TO PROTECT USERS FROM INJURY OR DEATH. University agrees to notify all employees and other agents of University who may wear or will be wearing the FRC that it is not designed for substantial heat exposure or for use around open flames. University acknowledges that compliance with any and all OSHA or other similar regulations or requirements relating to personal protective equipment is the sole responsibility of University. Further, University releases Supplier from any and all liability to University that results or may result from the use of the FRC, including but not limited to any alleged failure of the FRC to function as flame resistant or provide protection against fire and/or heat. In addition to the foregoing release, disclaimers, and agreements related to FRC, and to the extent permitted by applicable law, each Participating Public Agency hereby agrees to defend, indemnify and hold harmless Supplier from any claims and damages arising out of or associated with the FRC or resulting from the Participating Public Agency's or its employees' use of the FRC.

39. **High Visibility Garments.** University bears sole responsibility for: (a) determining the level of visibility needed by wearers of the high visibility garments (the "Garments") for their specific work conditions or uses; (b) identifying and selecting which Garments meet the required level of visibility for any particular work conditions or uses; and (c) determining when Garments require repair or replacement to meet the required level of visibility. University acknowledges and understands that the Garments alone do not ensure visibility of the wearer. University further acknowledges that Supplier is relying upon University to determine whether any Garments need repair or replacement to maintain the required level of visibility. Supplier represents only that the Garments supplied satisfy certain ANSI/ISEA standards to the extent the Garments are so labeled. University acknowledges that Supplier has made no other representations, covenants, or warranties, whether express or implied, related to the Garments. Further, University hereby releases Supplier from any and all liability to University that results or might result from the failure of the garments to function per ANSI/ISEA standards. In addition to the foregoing release, disclaimers, and agreements related to the Garments, and to the extent permitted by applicable law, each Participating Public Agency agrees to defend, indemnify, and hold Supplier harmless from any claims that result or might result from the failure of the Garments to function per ANSI/ISEA standards.

40. **AED Warranty; AED Release; AED Release and Indemnification.** University acknowledges that all AED purchases, if any, made will be subject to the warranty provided by the manufacturer of the AED and not Supplier. University acknowledges that Supplier makes no warranty, representation or covenant, express or implied, with respect to the AED products. In addition, Supplier warrants that the services performed by it will be performed in a professional, workmanlike manner and will substantially conform to the specifications of the services at the time of performance.

a. As it pertains to University's use of the AEDs, the following shall apply:

40.a.1. RELEASE OF SUPPLIER BY UNIVERSITY. UNIVERSITY RELEASES SUPPLIER AND ALL OF ITS SUBCONTRACTORS, AGENTS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES (COLLECTIVELY, "**REPRESENTATIVES**") OF ANY TYPE FROM LIABILITY TO UNIVERSITY FOR ANY AND ALL LOSS, DAMAGE, OR EXPENSE OF ANY KIND OR TYPE, UNDER ANY LEGAL, EQUITABLE OR OTHER THEORY, THAT MAY OCCUR PRIOR TO, CONTEMPORANEOUSLY WITH, OR AFTER THE EXECUTION OF THIS AGREEMENT RELATED IN ANY WAY TO THE USE OF THE AED PRODUCTS AND AED SERVICES. THIS RELEASE INCLUDES BUT (BUT IS NOT LIMITED TO) ANY CLAIM, DEMAND, SUIT, LIABILITY, DAMAGE, JUDGMENT, LOSS, EXPENSES, ATTORNEYS' FEES, AND COSTS, THAT MAY BE ASSERTED AGAINST SUPPLIER OR ITS REPRESENTATIVES BY UNIVERSITY FOR ANY EXPENSE, LOSS, OR DAMAGE CAUSED BY OR CONTRIBUTED TO IN ANY WAY, OR ALLEGED TO BE CAUSED BY OR CONTRIBUTED TO IN ANY WAY, BY ANY ACT, OMISSION, OR FAULT OF SUPPLIER OR ITS REPRESENTATIVES.

b. As it pertains to any Participating Public Agency's use of the AEDs, the following shall apply:

40.b.1. RELEASE AND INDEMNIFICATION OF SUPPLIER BY PARTICIPATING PUBLIC AGENCY. PARTICIPATING PUBLIC AGENCY RELEASES AND, TO THE EXTENT PERMITTED BY APPLICABLE LAW, AGREES TO DEFEND, INDEMNIFY, AND HOLD HARMLESS SUPPLIER AND ALL OF ITS SUBCONTRACTORS, AGENTS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES (COLLECTIVELY, "**REPRESENTATIVES**") OF ANY TYPE FROM LIABILITY FOR ANY AND ALL LOSS, DAMAGE, OR EXPENSE OF ANY KIND OR TYPE, UNDER ANY LEGAL, EQUITABLE OR OTHER THEORY, THAT MAY OCCUR PRIOR TO, CONTEMPORANEOUSLY WITH, OR AFTER THE EXECUTION OF THIS AGREEMENT RELATED IN ANY WAY TO THE USE OF THE AED PRODUCTS AND AED SERVICES. THIS OBLIGATION INCLUDES (BUT IS NOT LIMITED TO) ANY CLAIM, DEMAND, SUIT, LIABILITY, DAMAGE, JUDGMENT, LOSS, EXPENSES, ATTORNEYS' FEES, AND COSTS, THAT MAY BE ASSERTED AGAINST OR INCURRED BY SUPPLIER OR ITS SUBCONTRACTORS, AGENTS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES BY PARTICIPATING PUBLIC AGENCY OR ANY PERSON OR ENTITY NOT A PARTY TO THIS AGREEMENT (INCLUDING, BUT NOT LIMITED TO, PARTICIPATING PUBLIC AGENCY'S INSURANCE COMPANY, ADMINISTRATIVE BODY OR AUTHORITY, OR PARTICIPATING PUBLIC AGENCY'S EMPLOYEES) FOR ANY EXPENSE, LOSS, OR DAMAGE CAUSED BY OR CONTRIBUTED TO IN ANY WAY, OR ALLEGED TO BE CAUSED BY OR CONTRIBUTED TO IN ANY WAY, BY ANY ACT, OMISSION, OR FAULT OF SUPPLIER OR ITS SUBCONTRACTORS, AGENTS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES. THIS OBLIGATION EXTENDS TO, WITHOUT LIMITATION, STATUTORY CIVIL DAMAGES, ECONOMIC DAMAGES, PERSONAL INJURY, DEATH, OR PROPERTY DAMAGE (REAL AND PERSONAL) ARISING OUT OF OR RELATED TO THIS AGREEMENT, INCLUDING (BUT NOT LIMITED TO) ANY CLAIMS BASED UPON BREACH OF THE AGREEMENT, STRICT LIABILITY, REQUESTS FOR OR RIGHTS OF SUBROGATION OR CONTRIBUTION, INDEMNIFICATION, WRONGFUL DEATH, AND NEGLIGENCE (WHETHER ACTIVE OR PASSIVE, AND INCLUDING CLAIMS BASED UPON SUPPLIER'S SOLE, PARTIAL, OR JOINT AND SEVERAL NEGLIGENCE OF ANY TYPE OR DEGREE), AND ANY OTHER CLAIM, WHETHER BASED UPON OR ARISING UNDER CONTRACT, TORT, LAW, OR EQUITY. PARTICIPATING PUBLIC AGENCY FURTHER RELEASES AND WAIVES ANY RIGHT OF SUBROGATION THAT IT, ANY INSURER, OR ANY OTHER THIRD PARTY MAY HAVE DUE TO OR FOR ANY SUCH CLAIM, LOSS, OR DAMAGE. THE PARTICIPATING PUBLIC AGENCY'S DEFENSE, HOLD HARMLESS AND INDEMNIFICATION OBLIGATIONS SHALL ALSO EXTEND TO INJURIES OR DEATH SUSTAINED BY PARTICIPATING PUBLIC AGENCY'S EMPLOYEES AND SHALL NOT BE LIMITED BY ANY APPLICABLE WORKERS' COMPENSATION LAW AND PARTICIPATING PUBLIC AGENCY EXPRESSLY WAIVES ANY STATUTORY OR CONSTITUTIONAL WORKERS' COMPENSATION IMMUNITY UNDER APPLICABLE LAW WHICH WOULD OTHERWISE LIMIT ITS INDEMNIFICATION OBLIGATIONS HEREUNDER. Supplier reserves the right to select counsel to represent it in any such action.

41. **Cleanroom Garments**. University will bear the full responsibility for selecting cleanroom apparel appropriate to its application. University hereby releases Supplier from any and all liability to University that results or might result from the failure of the cleanroom garment to function as intended.

42. **Eyewash Services**. The following terms and conditions shall apply to any Self-Contained The Safety Director® Station(s) ("Eyewash Station(s)") and any Eyewash Services (defined below) provided under this Agreement.

a. Service; Frequency. Supplier will provide periodic service visits to perform the actions identified in this Section 42.a ("Eyewash Service"). During each Eyewash Service, Supplier shall confirm the following relating to the Eyewash Station: (a) a sign is still present; (b) deployment manifold with both nozzles is in the upright position and both nozzles are covered; (c) water flows continuously from both nozzles; and (d) deployment occurs upon drop of manifold and water continuously flows without use of hands. Supplier shall also drain water from the Eyewash Station and replace the water with University-supplied potable water and add water additive solution. Upon completion of the Eyewash Service, Supplier shall apply a tamper-evident seal, and date and initial the service tag. Each Eyewash Service will be performed quarterly, with each Eyewash Service being completed within 120 days following the prior Eyewash Service. If University performs its own inspection and/or University identifies any concern with the Eyewash Products, University shall contact Supplier during normal business hours and Supplier will respond to University by the first business day following receipt of notice.

b. Scope and Limitations of Service. With each Eyewash Station, Supplier shall also provide: one stand; one fluid disposal cart; one eyewash identification sign; and one eyewash mat (together, including the Eyewash Station, the "Eyewash Products") The scope of Supplier's responsibilities under this Agreement is limited to delivering the Eyewash Products and performing Eyewash Services. University acknowledges that the scope of services expressly excludes: performance of a risk or hazard analysis of any kind or type; determining whether the Eyewash Station(s) exists on the same level as a hazard or is accessible within 10 seconds of any given hazard; monitoring the water temperature; providing regulatory guidance; or providing recommendations regarding the type, number, and placement or location of Eyewash Stations at University's facility. University further agrees that Supplier has no responsibility to monitor the condition of the Eyewash Products between Supplier's periodic service visits. University further acknowledges that it bears sole responsibility for ensuring that Eyewash Stations, Eyewash Products, and other eyewash equipment and other equipment at its facility satisfy ANSI, OSHA and all other applicable requirements. University expressly acknowledges that the status of the Eyewash Products can change at any time subsequent to a service visit by Supplier and that Supplier is not responsible or liable for any such change in status, including but not limited to any change in signage.

43. **Fire Services.** The following terms and conditions shall apply to any fire protection products and services provided under this Agreement:

a. Inspection. Supplier shall not be responsible for the consequences of University's failure to inspect the goods or services or for any defects, malfunctions, inaccuracies, insufficiencies or omissions. Where inspection and/or test services are provided, such inspection and/or test shall be documented on Supplier's then-current form, which shall be given to University, and, where required, Supplier may submit a copy thereof to the local authority having jurisdiction. The report and findings by Supplier ARE ONLY ADVISORY IN NATURE and are intended to assist University in reducing the risk of loss to property by indicating obvious defects or impairments noted to the system and equipment inspected and/or tested. It is University's responsibility to provide the Supplier with all municipal specific documentation and to ensure such municipal specific documentation for device certification is on site and available to Supplier at the time of inspection.

b. Deficiencies. REPORTED DEFICIENCIES ARE NOT INTENDED TO IMPLY THAT NO OTHER DEFECTS OR HAZARDS EXIST OR THAT ALL ASPECTS OF THE COVERED SYSTEM(S) ARE UNDER CONTROL AT THE TIME OF INSPECTION. RESPONSIBILITY FOR THE CONDITION AND OPERATION OF THE SYSTEM(S) LIES WITH THE UNIVERSITY. University shall promptly notify Supplier of any malfunction which comes to University's attention regarding the Systems.

c. Repair. This Agreement assumes the Systems and related equipment are in operational and maintainable condition as of the Agreement date. If, during the inspection process, Supplier determines that repairs are necessary, Supplier will perform those repairs subject to any applicable Not to Exceed (NTE) Allowance guidelines or notify the University with repair recommendations. Supplier shall have first right of refusal for all recommended repairs authorized by University. Supplier, at its option, may match any quotation provided to University by an alternate Supplier for the repair scope of work or alternate scope of work proposed by an alternate Supplier. Ensuring that recommended repairs are performed is the responsibility of the University. Supplier disclaims any liability which arises from repair recommendations which are not performed.

d. Limited Warranty. Because of the great number and variety of applications for which Supplier's goods and services are purchased, Supplier does not recommend specific applications or assume any responsibility for use, results obtained or suitability for specific applications. University is cautioned to determine the appropriateness of Supplier's goods and services for University's specific application before ordering and to test and evaluate thoroughly all goods before use. Supplier warrants that title to all goods sold by Supplier shall be good and marketable. Except for the warranties specifically set forth in this Agreement, THERE ARE NO OTHER WARRANTIES EXPRESSED OR IMPLIED IN CONNECTION WITH THE SALE OF GOODS AND SERVICES, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. NO DISCLAIMER, EXCLUSION, LIMITATION OR MODIFICATION OF ANY OF THE AFORESAID WARRANTIES SHALL BE DEEMED EFFECTIVE UNLESS IN WRITING SIGNED BY SUPPLIER.

44. **Alarm Monitoring Services.** As it pertains to any Participating Public Agency's use of alarm monitoring services, the terms and conditions set forth in Exhibit A and all attached schedules shall apply. University is not using any alarm monitoring services under this Agreement and in no event shall Exhibit A and all attached schedules apply to University.

45. **Supplier Not an Insurer.** University agrees that neither Supplier nor its contractors or assignees, including, without limitation, those providing monitoring services, (collectively, "Subcontractors") are insurers and no insurance coverage is provided by this Agreement. UNIVERSITY ACKNOWLEDGES AND AGREES THAT SUPPLIER AND ITS CONTRACTORS DO NOT ASSUME ANY RESPONSIBILITY NOR SHALL THEY HAVE ANY LIABILITY FOR CLAIMS MADE AGAINST THEM CLAIMING THAT THEY ARE AN INSURER OF UNIVERSITY'S SYSTEMS, THE FAILURE OF SUCH SYSTEMS TO OPERATE EFFECTIVELY, OR ANY OTHER TYPE OF INSURANCE COVERAGE AS AN INSURER. University acknowledges that during the term of the Agreement, it will maintain a policy of insurance covering public liability, bodily injury, sickness or death, losses for property damage, fire, water damage, and loss of property in amounts that are sufficient to cover all claims of University for any losses sustained. Supplier shall not be responsible for any claims of University against the Subcontractors nor for any portion of any loss or damage that is required to be insured, is insured or insurable by University pursuant to this Section. In addition to the foregoing release and agreements, and to the extent permitted by applicable law, Participating Public Agency agrees to defend, indemnify, and hold Supplier harmless from any claims of Participating Public Agency against the Subcontractors and for any portion of any loss or damage that is required to be insured, is insured or insurable by Participating Public Agency pursuant to this Section.

University may satisfy its insurance obligations under the first paragraph of this Section 46 through a self-insurance program established under Neb. Rev. St. § 85-1,126 (the "Program"). Subject to the terms, conditions, exclusions, and limits of the Program, the Program shall pay on behalf of University, during any of its fiscal years, all sums for which University shall become legally obligated to pay as damages for liability occurrences, up to the limits of $1,000,000 per liability occurrence and $3,000,000 in the aggregate of liability occurrences in any fiscal year. The Program may be evidenced by a Statement of Self-Insurance Coverage.

46. **Limitation of Liability of Supplier.**

a. As it pertains to University, the following limitation of liability shall apply:

46.a.1. IF SUPPLIER OR ITS REPRESENTATIVES ARE HELD LIABLE FOR ANY REASON FOR ANY LOSS, INJURY, OR DAMAGES OF ANY KIND THAT ARISES OUT OF, RESULTS FROM, OR IS RELATED TO THIS AGREEMENT (INCLUDING, WITHOUT LIMITATION, LOSSES, INJURIES OR DAMAGES RESULTING FROM SUPPLIER'S SOLE OR PARTIAL NEGLIGENCE, WHETHER ACTIVE OR PASSIVE), UNIVERSITY AGREES AND WARRANTS THAT SUPPLIER'S AND ITS REPRESENTATIVE'S COLLECTIVE LIABILITY TO UNIVERSITY, ITS AGENTS, OFFICERS, DIRECTORS, AND EMPLOYEES SHALL BE LIMITED EXCLUSIVELY TO $2,000,000; PROVIDED, HOWEVER, THAT THE FOREGOING LIMITATION OF LIABILITY SHALL NOT APPLY TO: (1) DAMAGES ARISING FROM THE GROSS NEGLIGENCE OR WILLFUL MISCONDUCT OF SUPPLIER, ITS EMPLOYEES, ITS SUBCONTRACTORS, OR ITS AGENTS; (2) CLAIMS FOR PERSONAL INJURY, INCLUDING DEATH, ARISING FROM THE NEGLIGENCE OF SUPPLIER, ITS EMPLOYEES, ITS SUBCONTRACTORS, OR ITS AGENTS; (3) AND CLAIMS FOR DAMAGE TO REAL PROPERTY OR TANGIBLE OR INTANGIBLE PROPERTY ARISING FROM SUPPLIER'S ACTS OR OMISSIONS UNDER THE AGREEMENT. If University wishes to increase the limitation of liability, Supplier and University may negotiate a supplemental written agreement to increase the limit of Supplier's liability, but no such agreed upon increase to the limit of Supplier's liability shall be interpreted to find Supplier or its subcontractors or representatives to be insurers. Neither party shall be liable to the other or any other person for any incidental, punitive, speculative, or consequential damages of any type, including, but not limited to, loss of profits or business opportunity.

b. As it pertains to Participating Public Agencies, the following limitation of liability shall apply:

46.b.1. Participating Public Agency acknowledges that Supplier's service fees/purchase prices are based on the value of services or goods provided and the limited liability provided under this Agreement and not on the value of the Participating Public Agency's premises or its contents, or the likelihood or potential extent or severity of injury (including death) to Participating Public Agency or others. Participating Public Agency further acknowledges and agrees that Supplier cannot predict the potential amount, extent, or severity of any damages or injuries that Participating Public Agency or others may incur due to the failure of the goods, systems, or services to work as intended. IF SUPPLIER OR ITS REPRESENTATIVES ARE HELD LIABLE FOR ANY REASON FOR ANY LOSS, INJURY, OR DAMAGES OF ANY KIND THAT ARISES OUT OF, RESULTS FROM, OR IS RELATED TO THIS AGREEMENT (INCLUDING, WITHOUT LIMITATION, LOSSES, INJURIES OR DAMAGES RESULTING FROM SUPPLIER'S SOLE OR PARTIAL NEGLIGENCE, WHETHER ACTIVE OR PASSIVE), PARTICIPATING PUBLIC AGENCY AGREES AND WARRANTS THAT SUPPLIER'S AND ITS REPRESENTATIVE'S COLLECTIVE LIABILITY TO PARTICIPATING PUBLIC AGENCY, ITS AGENTS, OFFICERS, DIRECTORS, EMPLOYEES, INVITEES, AND ANY THIRD PARTY SHALL BE LIMITED EXCLUSIVELY TO 25% OF PARTICIPATING PUBLIC AGENCY'S SPEND IN THE TWELVE (12) MONTHS IMMEDIATELY PRECEDING THE DATE ON WHICH THE LIABILITY AROSE. If Participating Public Agency wishes to increase the limitation of liability, Supplier and Participating Public Agency may negotiate a supplemental written agreement to increase the limit of Supplier's liability, but no such agreed upon increase to the limit of Supplier's liability shall be interpreted to find Supplier or its subcontractors or representatives to be insurers. PARTICIPATING PUBLIC AGENCY AGREES THAT THE LIMITS ON THE LIABILITY OF SUPPLIER AND THE WAIVERS AND INDEMNITIES SET FORTH IN THIS AGREEMENT ARE A FAIR ALLOCATION OF RISKS AND LIABILITIES BETWEEN SUPPLIER, PARTICIPATING PUBLIC AGENCY, AND ANY OTHER AFFECTED PARTIES. PARTICIPATING PUBLIC AGENCY ACKNOWLEDGES AND AGREES THAT WERE SUPPLIER TO HAVE LIABILITY GREATER THAN THAT STATED ABOVE, IT WOULD NOT PROVIDE THE GOODS AND SERVICES. Neither party shall be liable to the other or any other person for any incidental, punitive, speculative, or consequential damages of any type, including, but not limited to, loss of profits or business opportunity.

47. **No Federal Contractor**. As a material condition of this Agreement, University represents and warrants that: (a) University is not an agency or instrumentality of the United States government; and (b) this Agreement does not constitute, and is not entered to support, a federal government contract,

subcontract or third party contract. In the event that this Agreement is considered or alleged to be a federal government contract, subcontract or third party contract, Supplier shall have the option unilaterally to terminate this Agreement without penalty. Further, in no event will Supplier act as a subcontractor under a U.S. federal prime contractor or a subrecipient under a U.S. federal grant or cooperative agreement in connection with this Agreement, whether as relates to the University or any other Participating Public Agency.

[Signature page to follow]

IN WITNESS WHEREOF, the parties have entered into this Agreement as of the date set forth below.

Board of Re[illegible]sity of Nebraska

Signature: Chris Kabourek

Printed Name: Chris Kabourek

Title: Senior VP | CFO

Date: 06/01/23 | 17:12 CDT

Cintas Cor[illegible]

Signature:

Printed Name: Joe Cerni

Title: VP Higher Education & Public Sector

Date: 06/01/23 | 14:42 CDT

Notices to the University shall be sent to:

[Name][Department]
[Address]
[City, State, Zip]

With copy to:

Legal Notices
C/O P2P Procurement Contracts
1700 Y Street, BSC 125
Lincoln, NE 68588-0645

Notices to Supplier shall be sent to:

Cintas Corporation No. 2 – General Counsel
6800 Cintas Boulevard, Mason, Ohio 45262-5737

2. Exhibit A to Master Agreement, Alarm Monitoring Terms and Conditions (Inclusive of Schedules A and B)

Exhibit A
Alarm Monitoring Terms and Conditions

Cintas Corporation No. 2, d/b/a Cintas Fire Protection, and its parents, subsidiaries, and affiliates ("Cintas") agree to perform fire alarm monitoring services and other related services (collectively, "Monitoring Services") for a commercial signaling system ("System") located at the premises listed on Schedule A of this Alarm Monitoring Agreement (the "Premises") at the prices and on the terms and conditions set forth in this Alarm Monitoring Agreement ("Alarm Monitoring Agreement"). In the event of a conflict on inconsistency between terms and conditions in this Alarm Monitoring Agreement and the terms and conditions set forth in the master Agreement between Cintas and Customer, this Alarm Monitoring Agreement shall control with respect to any Monitoring Services.

Customer Name:			Effective Date:	
Monitored Address:		City:	State:	Zip:
Phone:		Fax:		
Contact Name:	Contact Title:		Contact Email:	
Billing Name:	Billing Address:			
City:	State:	Zip:	Billing Phone:	
AP Contact Name:		AP Contact Phone:		
AP Contact Email:			Payment Terms:	
Purchase Order: CHOOSE ONE	Payment Portal:	☐ yes ☒ no	Name of Portal:	

SERVICE	# OF UNITS		PRICE		COST
		x		x 12 =	/year
		x		x 12 =	/year
		x		x 12 =	/year
			TOTAL ANNUAL COST	=	/year
			/one time		
			/one time		
			/one time		
			TOTAL ONE TIME	=	

1. Annual Monitoring Fee. Cintas bills annually for monitoring services. The Customer must pay a one-time service activation fee and the entire annual monitoring fee, both of which are due thirty (30) days prior to the Alarm Monitoring Agreement Effective Date. Upon request to Cintas and Cintas's written approval, Customer may be permitted to pay the annual maintenance fee in periodic payment. If periodic payments are elected, Customer must pay the one-time service activation fee and first periodic payment thirty (30) days prior to the Alarm Monitoring Agreement Start Date. Subsequent periodic payments are due upon receipt of each invoice. Quarterly or monthly payments shall include a surcharge of 4% per payment. For any payment that is not paid within thirty (30)days of the invoice date, Cintas shall be entitled to assess, and Customer shall pay, a service charge of 5% of the amount of the unpaid amount due and a finance charge of 1-1/2% per month on the unpaid amount due. Cintas has the right to increase periodic charges at any time or times (i) after expiration of one (1) year from the Alarm Monitoring Agreement Start Date; provided, that any increase shall not exceed the greater of 6% or the increase in CPI for all urban consumers in the United States for the period since any prior increase and (ii) at any time for any new or increased pass-through fees, costs and expenses.
2. Rented Cintas Net Equipment. For rented Cintas Net units, Cintas shall retain exclusive ownership, title, and control of the Cintas Net units at all times. If repair or replacement of the Cintas Net units is required for any reason other than ordinary wear and tear, the Customer shall pay for any such repair or replacement at Cintas's then-prevailing charges for time and/or material. For purposes of this paragraph, "ordinary wear and tear" does not include obsolete units or units that have reached the end of their useful life.

3. False Alarms. In the event the System is activated for any reason, other than activation caused by Cintas during a service inspection, Customer shall pay or reimburse Cintas for any and all fees, fines, costs, expenses, penalties and other charges assessed against Customer or Cintas pursuant to any law or by any governmental entity, court, or administrative agency.
4. Emergency Contact Information. Customer shall (i) furnish Cintas with all contact information for the Monitoring Services to Cintas in writing, including contact numbers for the person(s) identified by Customer as Customer's emergency contacts ("Customer Contacts") and contact numbers for the responsible police, sheriff, fire, medical, ambulance, guard, patrol, and response services and other governmental, private, or volunteer departments and organizations ("First Responders") requested on the Customer's Contact and First Responder's List, attached as Schedule "B" of this Alarm Monitoring Agreement ("Call List") and (ii) keep all information on the Call List current by submitting any changes in writing to the servicing Cintas location. Customer acknowledges and agrees that no such submission is deemed complete or effective until it receives written acknowledgment from Cintas that the information or changes have been received and entered. Customer further acknowledges and agrees that it has the sole responsibility for determining and providing the proper emergency contact information to Cintas in writing, regardless of whether it has Schedule "B" of the Alarm Monitoring Agreement available. Customer acknowledges that it can contact Cintas if it requires copies of Schedule B to comply with the provisions of this paragraph. Customer further acknowledges and agrees that Cintas has no responsibility for determining, evaluating, or confirming whether the "First Responders" identified are the proper or responsible authority for the Premises in question or whether any of the contact information provided is correct. Customer acknowledges and agrees that Cintas will rely solely upon the contact information provided by customer to perform the Monitoring Services. Customer bears all responsibility in the event that any of the information listed on the Call List is incorrect, inaccurate, expired, or illegible/unintelligible.
5. Term; Renewal. The Term of this Alarm Monitoring Agreement shall match the term of the master Agreement.
6. Cancellation. Customer may terminate this Alarm Monitoring Agreement or the Monitoring Service to any Premises covered by this Alarm Monitoring Agreement for its convenience at anytime with a sixty (60) day advance written notification. With the notice, Customer shall pay to Cintas (i) all charges then due, and (ii) 90% of all periodic payments which would be due for the unexpired term of this Alarm Monitoring Agreement, if this Alarm Monitoring Agreement is terminated, or the unexpired term related to the Premises, as liquidated damages and not as a penalty. Cintas shall have no further obligation to perform Monitoring Services for the Premises on and after the termination date, whether under this Alarm Monitoring Agreement or any obligation at law or in equity. In addition, for rented Cintas Net Units, on and after the last date of Monitoring Services, Customer shall permit Cintas access to the Premises during regular business hours to remove any and all such Cintas Net units. Customer shall pay Cintas $1,500 per Cintas Net unit that is damaged or is determined, in Cintas's sole and absolute discretion, to be not in good and proper working order after it is removed from the Premises.
7. Subcontractors. Cintas may subcontract the services to be performed under this Alarm Monitoring Agreement. Customer acknowledges and agrees that all provisions of this Alarm Monitoring Agreement inure to the benefit of and are applicable to any subcontractors engaged by Cintas to provide any service to Customer ("Subcontractor") and that they bind Customer to each such Subcontractor(s) with the same force and effect as they bind Customer to Cintas. (Accordingly, when used in this Alarm Monitoring Agreement, the term "Cintas" includes any such Subcontractors, Cintas employees, and agents.) Customer acknowledges that Subcontractors are independent companies and have no affiliation with Cintas. Customer irrevocably appoints Cintas as its agent to communicate with the Subcontractor(s)concerning all matters related to this Alarm Monitoring Agreement including, without limitation, Monitoring Services.
8. Monitoring Services. Customer acknowledges and agrees that the scope of the Monitoring Services Cintas has agreed to provide pursuant to this Alarm Monitoring Agreement is limited. For the purposes of this Alarm Monitoring Agreement, Cintas's Monitoring Service personnel ("Operators") will only (i) monitor a computer screen that may display specific codes ("Listed Codes") transmitted by Customer's alarm system at the Premises and/or (ii) monitor incoming telephone calls for voice communications from the Premises requesting assistance ("Voice Communications"), as applicable. Upon receiving Listed Codes or Voice Communications that, in the Operator's sole and absolute discretion, clearly and unambiguously constitute a valid alarm condition or request for assistance, the Operator is only required to communicate electronically and/or telephonically with First Responders or call by telephone the telephone numbers supplied by Customer in writing on the Call List within a reasonable period of time, given the circumstances existing at that time at the monitoring facility and the priority of the Listed Codes and/or Voice Communications. Customer understands and agrees that no Monitoring Services shall or need be rendered for signals received that are not Listed Codes or for Voice Communications that do not clearly and unambiguously request assistance, in Cintas's sole and absolute determination. Notwithstanding anything contained herein to the contrary, (a) upon receipt of a Listed Code or Voice Communication, and prior to contacting and/or telephoning First Responders, Cintas may, in its sole and absolute discretion and without any liability, contact or attempt to contact the Premises and/or the Customer Contacts (whether by telephone, electronic mail, or other contact information provided by Customer) as frequently as Cintas(in its sole and absolute discretion) deems appropriate to verify the necessity to report the receipt of a Listed Code or Voice Communication to the First Responders and/or the Customer Contacts, and (b) upon receipt of an abort code or Voice Communication from the Premises, the Customer, a Customer representative, a First Responder, and/or a Customer Contact, Cintas may, in its sole and absolute discretion and without any liability, refrain from contacting First Responders or advise First Responders of receipt of an abort code or Voice Communication or other communication instructing Cintas and/or First Responders to disregard the receipt of a Listed Code. Customer irrevocably agrees that any person at the Premises, Customer's representatives, and all of the Customer Contacts and First Responders have Customer's authority and consent to instruct Cintas to disregard the receipt of a Listed Code and/or Voice Communication informing of an alarm condition or otherwise requesting assistance. Customer acknowledges and agrees that Cintas has no responsibility for providing, establishing, determining, auditing, or otherwise evaluating in any way the Listed Codes that are provided and/or by Customer's system. Customer, for him/her/itself and as the authorized agent of his/her/its representatives and each person on the Customer's Call List at any time, consents to Cintas (i) calling each such person's cell phone, other mobile

device, or phone of any type; (ii) using automatic dialers; and (iii)using a technology known as "robocalling" (unless such person notifies Cintas that he/she opts out of this clause (iii))

Customer acknowledges and agrees that Cintas's efforts to notify First Responders shall be satisfied by attempting telephone contact with any person answering the telephone at the telephone number(s) provided to Cintas in writing or by leaving a message with a telephone answering service or any mechanical, electrical, electronic or other technology permitting the recording of voice and/or data communications. Customer acknowledges and agrees that in no event is Cintas respons ble for documenting its attempts to make the contact(s) referred to herein; to make any specific number of attempts at such contact(s); or for ensuring or documenting a response to any such attempted contact(s).

If the Premises is/are located in a jurisdiction that requires a personal verified on-site response ("Verified Response") prior to dispatching a Proper Authority, Customer has the sole responsibility to engage a service to provide such Verified Response. All fees, costs, and expenses incurred in obtaining or providing a Verified Response shall be borne solely by Customer. Customer understands and agrees that First Responders may not be dispatched or respond to the Premises after notice to First Responders unless there is independent confirmation of an incident at the Premises, such as an on-site witness's report, that a reason for response exists.

Customer further acknowledges and agrees that (i) all software, hardware, firmware, codes, data, audio and voice communications, video images, information and documentation arising out of or from, in connection with, related to, as a consequence of, or resulting from execution of this Alarm Monitoring Agreement or the Monitoring Services (collectively, "Intellectual Property") are the sole and exclusive property of Cintas, and Customer has no rights whatsoever in any of the Intellectual Property, and (ii) Cintas shall have the right, in its sole and absolute discretion, to destroy, delete, erase, or otherwise compromise (collectively, "Destruction") the Intellectual Property at any time without notice to Customer. If Cintas receives a written request from Customer to retain any specific Intellectual Property prior to the Destruction thereof, Cintas agrees to use commercially reasonable efforts to store the specific Intellectual Property as requested by Customer on the condition precedent that Customer pay all fees, costs, and expenses of any kind related to the request.

9. Run-Away Systems. If Cintas notifies Customer by telephone, electronically, or otherwise that its System is excessively transmitting signals to Cintas's monitoring facility (a "Run-Away System") and Customer fails to (i) immediately authorize Cintas to provide repair service to the Run-Away System, and (ii) provide reasonable unrestricted access to the Premises and the Run-Away System within four (4) hours after such notice, Customer agrees to pay to Cintas its then-prevailing charges for each signal transmitted to Cintas's monitoring facility by the Run-Away System.
10. **DISCLAIMER OF WARRANTIES AND REPRESENTATIONS.** Because of the great number and variety of applications for which Cintas's goods and services are purchased, Cintas does not design goods or services, does not recommend specific applications of goods or services, or and does not assume any responsibility for use, results obtained, or suitability for specific applications of goods or services. Customer acknowledges and agrees that Cintas has not made any representations or warranties to Customer regarding any fire suppression system or alarm system (or components thereof) at the Premises, its fitness for any purpose, or its suitability or effectiveness as designed. Customer further acknowledges and agrees that it has the sole responsibility for determining the appropriateness of Cintas's goods and services for Customer's specific application(s) before ordering and to test and evaluate thoroughly all goods before use. Cintas warrants that title to all goods it sells to Customer shall be good and marketable. CUSTOMER ACKNOWLEDGES AND AGREES THAT CINTAS MAKES NO GUARANTEES, REPRESENTATIONS, OR OTHER WARRANTIES OF ANY KIND, EXPRESSED OR IMPLIED, IN CONNECTION WITH THE SALE OF THE GOODS AND/OR SERVICES PURSUANT TO THIS ALARM MONITORING AGREEMENT, INCLUDING (BUT NOT LIMITED TO) ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE, OTHER THAN AS SPECIFICALLY ENUMERATED ELSEWHERE IN THIS ALARM MONITORING AGREEMENT. NO MODIFICATION, WAIVER, OR AMENDMENT OF THIS DISCLAIMER SHALL BE DEEMED EFFECTIVE UNLESS MADE IN A WRITING DRAFTED BY CINTAS FOR THIS EXPRESS PURPOSE THAT IS (I) SIGNED BY CINTAS, (II) EXPLICITLY USES THE TERM "WARRANTY" IN ITS TITLE, (III) SPECIFICALLY REFERENCES THIS ALARM MONITORING AGREEMENT; AND (IV) EXPLICITLY AND UNAMBIGUOUSLY DESCRIBES WHAT ADDITIONAL WARRANTY(IES) ARE BEING OFFERED TO CUSTOMER PURSUANT TO THIS ALARM MONITORING AGREEMENT. CUSTOMER FURTHER AGREES THAT THIS EXPLICITLY EXCLUDES ANY OF CINTAS'S SALES MATERIALS, CIRCULARS, WEBSITES, OR OTHER ADVERTISING MATERIALS OF ANY TYPE FROM CREATING ANY WARRANTIES UNDER THIS ALARM MONITORING AGREEMENT, AND CUSTOMER WARRANTS THAT IT IS NOT RELYING UPON ANY SUCH MATERIALS FOR THIS PURPOSE.
11. **CINTAS NOT AN INSURER; CUSTOMER'S OBLIGATION TO OBTAIN INSURANCE AS SOLE RECOVERY FOR ANY LOSS AND WARRANTY OF SAME.** Customer acknowledges and agrees that neither Cintas nor its Subcontractors or assignees, including, without limitation, those providing monitoring services are insurers and that no insurance coverage is provided by this Alarm Monitoring Agreement. CUSTOMER ACKNOWLEDGES AND AGREES THAT CINTAS ASSUMES NO RESPONSIBILITY FOR, NOR SHALL IT HAVE ANY LIABILITY FOR, CLAIMS MADE AGAINST IT CLAIMING THAT IT IS AN INSURER OF CUSTOMER'S SYSTEMS OR ANY OTHER PROPERTY FOR ANY PURPOSE, INCLUDING, BUT NOT LIMITED TO, THE FAILURE OF SUCH SYSTEMS TO OPERATE EFFECTIVELY OR AS DESIGNED. Customer acknowledges that during the term of the Alarm Monitoring Agreement, it is the specific intent of the parties that the Customer will obtain and maintain insurance coverage with minimum coverage of at least two million dollars (U.S.), at the Customer's expense, that will cover any and all losses, damages, and expense arising out of or from, in connection with, related to, as a consequence of, or resulting from this Alarm Monitoring Agreement in any way, including, but not limited to, public liability, bodily injury, sickness or death, losses for property damage, fire, water damage, and loss of property, and Customer agrees to and warrants that it will obtain and maintain such insurance coverage at all times at no cost to Cintas. Customer shall name Cintas as an additional insured by endorsement on any

such policy(ies). This endorsement shall be without limitation or restriction of any type, and Cintas shall be exempt from, and in no way liable for, any sums of money related to this policy(ies) and associated coverage of any type, including, but not limited to, premium payments, deductible, co-payments, or self-insured retention, all of which are the sole respons bility of Customer. Customer agrees that recovery for all such injuries, losses, and damages shall be limited to this insurance coverage only and that it will look exclusively to its insurer(s) to recover for any such injuries, losses, and damages. CUSTOMER RELEASES AND AGREES TO INDEMNIFY AND HOLD HARMLESS CINTAS FROM AND AGAINST ALL COSTS, EXPENSES (INCLUDING REASONABLE ATTORNEY'S FEES), AND LIABILITY ARISING FROM CLAIMS REQUIRED TO BE COVERED BY INSURANCE PURSUANT TO THIS SECTION, INCLUDING ANY CLAIMS FOR DAMAGES ATTRIBUTABLE TO PUBLIC LIABILITY, BODILY INJURY, SICKNESS, OR DEATH, OR THE DESTRUCTION OF ANY REAL OR PERSONAL PROPERTY, INCLUDING, BUT NOT LIMITED TO, THOSE THAT ARE ATTRIBUTABLE TO CINTAS'S PARTIAL OR SOLE NEGLIGENCE. CUSTOMER FURTHER RELEASES AND WAIVES ANY RIGHT OF SUBROGATION THAT IT, ANY INSURER, OR ANY OTHER THIRD PARTY MAY HAVE DUE TO OR FOR ANY SUCH CLAIM, LOSS, OR DAMAGE. CINTAS SHALL NOT BE RESPONSIBLE FOR ANY CLAIMS OF CUSTOMER, ANY LOSSES, OR ANY DAMAGES THAT IS REQUIRED TO BE INSURED UNDER THIS ALARM MONITORING AGREEMENT, IS INSURED, OR IS INSURABLE. CUSTOMER AGREES TO INDEMNIFY CINTAS AGAINST ANY AND ALL SUCH CLAIMS, INCLUDING CLAIMS OF THIRD PARTIES, THAT MAY ARISE THAT ARE RELATED TO THE ALARM MONITORING AGREEMENT OR THE PROVISION OF THE SERVICES IN ANY WAY THAT MAY ARISE DUE TO CUSTOMER'S BREACH OF THESE OBLIGATIONS.

12. RELEASE AND INDEMNIFICATION OF CINTAS BY CUSTOMER. CUSTOMER RELEASES AND AGREES TO DEFEND, INDEMNIFY, AND HOLD HARMLESS CINTAS AND ANY/ALL OF ITS SUBCONTRACTORS, AGENTS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES OF ANY TYPE FROM LIABILITY FOR ANY AND ALL LOSS, DAMAGE, OR EXPENSE OF ANY KIND OR TYPE, UNDER ANY LEGAL, EQUITABLE OR OTHER THEORY, THAT MAY OCCUR PRIOR TO, CONTEMPORANEOUSLY WITH, OR AFTER THE EXECUTION OF THIS ALARM MONITORING AGREEMENT RELATED IN ANY WAY TO THE SUBJECT MATTER OF THIS ALARM MONITORING AGREEMENT OR PERFORMANCE UNDER THE ALARM MONITORING AGREEMENT, INCLUDING (BUT NOT LIMITED TO) THE IMPROPER OPERATION OR NON-OPERATION OF THE FIRE SUPPRESSION, ALARM, MONITORING OR OTHER SYSTEM(S) OR ANY FAILURE OF THE MONITORING SERVICE FOR ANY REASON WHATSOEVER. THIS OBLIGATION INCLUDES (BUT IS NOT LIMITED TO) ANY CLAIM, DEMAND, SUIT, LIABILITY, DAMAGE, JUDGMENT, LOSS, EXPENSES, ATTORNEY'S FEES, AND COSTS, THAT MAY BE ASSERTED AGAINST OR INCURRED BY CINTAS OR ITS SUBCONTRACTORS, AGENTS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES BY CUSTOMER OR ANY PERSON OR ENTITY NOT A PARTY TO THIS ALARM MONITORING AGREEMENT (INCLUDING, BUT NOT LIMITED TO, CUSTOMER'S INSURANCE COMPANY, ADMINISTRATIVE BODY OR AUTHORITY, OR CUSTOMER'S EMPLOYEES) FOR ANY EXPENSE, LOSS, OR DAMAGE CAUSED BY OR CONTRIBUTED TO IN ANY WAY, OR ALLEGED TO BE CAUSED BY OR CONTRIBUTED TO IN ANY WAY, BY ANY ACT, OMISSION, OR FAULT OF CINTAS OR ITS SUBCONTRACTORS, AGENTS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES. THIS OBLIGATION EXTENDS TO, WITHOUT LIMITATION, STATUTORY CIVIL DAMAGES, ECONOMIC DAMAGES, PERSONAL INJURY, DEATH, OR PROPERTY DAMAGE (REAL AND PERSONAL) ARISING OUT OF OR RELATED TO THIS ALARM MONITORING AGREEMENT, INCLUDING (BUT NOT LIMITED TO) ANY CLAIMS BASED UPON BREACH OF THE ALARM MONITORING AGREEMENT, STRICT LIABILITY, REQUESTS FOR OR RIGHTS OF SUBROGATION OR CONTRIBUTION, INDEMNIFICATION, WRONGFUL DEATH, AND NEGLIGENCE (WHETHER ACTIVE OR PASSIVE, AND INCLUDING CLAIMS BASED UPON CINTAS'S SOLE, PARTIAL, OR JOINT AND SEVERAL NEGLIGENCE OF ANY TYPE OR DEGREE), AND ANY OTHER CLAIM, WHETHER BASED UPON OR ARISING UNDER CONTRACT, TORT, LAW, OR EQUITY. CUSTOMER FURTHER RELEASES AND WAIVES ANY RIGHT OF SUBROGATION THAT IT, ANY INSURER, OR ANY OTHER THIRD PARTY MAY HAVE DUE TO OR FOR ANY SUCH CLAIM, LOSS, OR DAMAGE. CINTAS RESERVES THE RIGHT TO SELECT COUNSEL TO REPRESENT ITSELF IN ANY SUCH ACTION.

13. DISCLAIMER/LIMITATION OF LIABILITY. CUSTOMER UNDERSTANDS AND AGREES AS FOLLOWS: (I) NEITHER CINTAS NOR ITS DIRECTORS, OFFICERS, SHAREHOLDERS, PARTNERS OR EMPLOYEES (COLLECTIVELY, "REPRESENTATIVES") IS AN INSURER; (II) IT IS THE SPECIFIC INTENT OF THE PARTIES THAT (A) INSURANCE COVERING ALL LOSS, DAMAGE AND EXPENSE ARISING OUT OF OR FROM, IN CONNECTION WITH, RELATED TO, AS A CONSEQUENCE OF OR RESULTING FROM THIS ALARM MONITORING AGREEMENT, SHALL BE OBTAINED AND CONTINUOUSLY MAINTAINED BY THE CUSTOMER, (B) RECOVERY FOR ALL SUCH LOSS, DAMAGE AND EXPENSE SHALL BE LIMITED TO ANY SUCH INSURANCE COVERAGE ONLY, AND (C) CINTAS AND REPRESENTATIVES ARE RELEASED FROM ANY AND ALL LIABILITY FOR ALL SUCH LOSS, DAMAGE AND EXPENSE; (III) CINTAS AND REPRESENTATIVES, EXCEPT AS SET FORTH HEREIN, MAKE NO GUARANTEE, REPRESENTATION OR WARRANTY INCLUDING, WITHOUT LIMITATION, ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR PURPOSE; (IV) CINTAS AND REPRESENTATIVES ARE RELEASED FOR ALL LOSS, DAMAGE OR EXPENSE WHICH MAY OCCUR PRIOR TO, CONTEMPORANEOUSLY WITH, OR SUBSEQUENT TO THE EXECUTION OF THIS ALARM MONITORING AGREEMENT DUE TO THE IMPROPER OPERATION OR NON-OPERATION OF THE SYSTEM (INCLUDING, WITHOUT LIMITATION OR EXAMPLE, THE COMMUNICATIONS EQUIPMENT OR SERVICES NECESSARY TO TRANSMIT TO OR FROM OR RECEIVE ANY DATA AT THE PREMISES OR THE MONITORING FACILITY); AND (V) SHOULD THERE ARISE ANY LIABILITY ON THE PART OF CINTAS OR REPRESENTATIVES FOR ECONOMIC LOSSES, PERSONAL INJURY, INCLUDING DEATH, OR PROPERTY DAMAGE (REAL OR PERSONAL) WHICH IS IN CONNECTION WITH, ARISES OUT OF OR FROM, RESULTS FROM, IS RELATED TO OR IS A CONSEQUENCE OF THE ACTIVE OR PASSIVE SOLE, JOINT OR SEVERAL NEGLIGENCE OF ANY KIND OR DEGREE OF CINTAS OR REPRESENTATIVES INCLUDING, WITHOUT LIMITATION, ACTS, ERRORS OR OMISSIONS WHICH OCCUR PRIOR TO, CONTEMPORANEOUSLY WITH OR SUBSEQUENT TO THE EXECUTION OF THIS ALARM MONITORING AGREEMENT, OR BREACH OF THIS ALARM MONITORING AGREEMENT, OR ANY CLAIM BROUGHT IN PRODUCT OR STRICT LIABILITY, SUBROGATION, CONTRIBUTION OR INDEMNIFICATION, WHETHER IN CONTRACT, TORT OR EQUITY, INCLUDING, WITHOUT

LIMITATION, ANY GENERAL, DIRECT, SPECIAL, INCIDENTAL, EXEMPLARY, PUNITIVE, STATUTORY OR CONSEQUENTIAL DAMAGES, IRRESPECTIVE OF CAUSE, SUCH LIABILITY SHALL BE LIMITED TO THE MAXIMUM SUM OF $1,000.00 COLLECTIVELY FOR CINTAS AND REPRESENTATIVES, AND THIS LIABILITY SHALL BE EXCLUSIVE. IF CUSTOMER WISHES TO INCREASE THE LIMITATION OF LIABILITY, CINTAS AND CUSTOMER MAY NEGOTIATE A SUPPLEMENTAL WRITTEN AGREEMENT TO INCREASE THE LIMIT OF CINTAS'S LIABILITY BUT NO SUCH AGREED UPON INCREASE TO THE LIMIT OF CINTAS'S LIABILITY SHALL BE INTERPRETED TO FIND CINTAS OR ITS SUBCONTRACTORS OR REPRESENTATIVES TO BE INSURERS.

14. Central Control Panel. Customer understands, acknowledges, and agrees that Customer shall provide an undamaged and fully operational System compliant with law including, without limitation, a central control panel compliant with law (the "Panel") useable by Cintas without any cost or expense to Cintas, e.g., if the Panel is programmed with proprietary data and not fully accessible or useable by Cintas, Customer shall promptly have the Panel reprogrammed so that it is fully accessible and useable by Cintas or, if necessary, replaced by Customer or replaced by Cintas at an additional charge to Customer.
15. Communication Path and Signals, Electrical Connections, and Systems. Customer acknowledges and agrees that during the term of this Alarm Monitoring Agreement, it is Customer's sole responsibility to provide and maintain the communication path (e.g., telephone lines, radio signal path, VOIP, etc.) for all monitoring signals. In all cases, Customer acknowledges and agrees that it has the sole responsibility to provide and maintain all required dedicated electrical connections to the System and equipment necessary or as required by applicable local, state, NFPA, insurance, and any other applicable standards and codes. Customer further acknowledges and agrees that Cintas has no responsibility to notify Customer of any failures in the communication path or signals received, including, but not limited to, failures of the System to send any periodic confirmation that the communication path and/or System is operational.
16. NO WARRANTIES OR REPRESENTATIONS BY CINTAS REGARDING SYSTEM. CUSTOMER ACKNOWLEDGES AND AGREES THAT CINTAS HAS NOT MADE ANY REPRESENTATION OR WARRANTIES (EXPRESS OR IMPLIED) TO CUSTOMER OF ANY KIND REGARDING THE SYSTEM AT THE PREMISES IDENTIFIED UNDER THIS ALARM MONITORING AGREEMENT, INCLUDING, BUT NOT LIMITED TO, ITS FITNESS FOR ANY PURPOSE, ITS MERCHANTABILITY, OR ITS SUITABILITY OR EFFECTIVENESS AS AN ALARM SYSTEM. UNDER THE TERMS OF THIS ALARM MONITORING AGREEMENT, NEITHER CINTAS NOR ANY SUBCONTRACTOR IS RESPONSIBLE FOR THE MAINTENANCE, SERVICE, REPAIR, OR OPERATION OF THE SYSTEM AND SHALL NOT BE LIABLE FOR ANY FAILURE OR MALFUNCTION OF THE SYSTEM TO DETECT AND COMMUNICATE SIGNALS TO THE MONITORING FACILITY.
17. Suspension of Service. Customer agrees that (i) Cintas's obligations hereunder are waived automatically without notice, and (ii) Cintas is released for and from all loss, damage, and expense in the event of a default or breach of this Alarm Monitoring Agreement by Customer or if the monitoring facility, transmission medium between the System and the monitoring facility, or the System are destroyed, damaged, altered, rendered inoperable, or malfunction for any reason whatsoever, for the duration of such interruption of service, and Customer shall be entitled to reimbursement of the unearned charge paid for the period of interruption upon Customer's request. CUSTOMER AGREES THAT THIS SHALL BE THE LIMIT OF CINTAS'S LIABILITY FOR ANY SUCH EVENT.
18. Delay or Interruption of Service. Cintas and its Subcontractors shall not be liable for delays in or interruption of Monitoring Service caused, in whole or in part, by riots, strikes, lockouts, other labor disputes, civil unrest, terrorism, war (declared or undeclared), insurrections, weather, natural phenomena, earthquakes, lightning, storms, power failures, hurricanes, tornadoes, interruption of communications (including, but not limited to, telephone, cable, cellular, satellite, internet, radio service or the malfunction of any or all such communications or communication devices for any reason whatsoever), acts of God, social instability, casualty, governmental orders, laws, rules, regulations, transportation, environmental conditions, or any other causes beyond the reasonable control of Cintas or its Subcontractors ("Force Majeure"), and all Monitoring Services shall be suspended during Force Majeure. Customer acknowledges and agrees that during any interruption of Monitoring Services for any reason including, without limitation, Force Majeure, Cintas has no duty or obligation to notify Customer of any such interruption or to supply Customer with alternative or substitute Monitoring Services, and has no liability for declining or failing to do so.
19. Consent to Intercept, Record, Disclose and Use Contents of Communications. Customer, for itself and as the authorized agent of its employees, invitees, guests, and representatives (individually and collectively, "Any Person"), consents to Cintas and any Subcontractor recording, retrieving, reviewing, copying, disclosing, and/or using the contents of all telephone and other forms of transmission or communication to which Customer and/or Any Person and Cintas or any Subcontractor are parties.
20. Default of Customer. In the event of any default by Customer, without limiting the rights of Cintas under this Alarm Monitoring Agreement or at law or equity, Cintas shall be entitled to retain all prepayments received, and Customer shall immediately pay to Cintas (i) all payments then due and payable, and (ii) ninety percent(90%) of all payments which would be due under this Alarm Monitoring Agreement for the unexpired term as liquidated damages and not as a penalty. In any such event, Cintas shall have no further obligation to perform under this Alarm Monitoring Agreement. In addition, if any suit or alternative dispute resolution proceeding is instituted and Cintas is the substantially prevailing party by judgment, award, finding, or settlement, Customer shall pay directly or reimburse Cintas for all of its costs and expenses, including, without limitation or example, consultants' and professionals' fees and costs including, without limitation or example, reasonable attorneys' fees and costs.
21. Governing Law. To the greatest extent permitted by law, this Alarm Monitoring Agreement shall be governed by the laws of the Customer is located, and it explicitly excludes any reference or resort to choice of law rules that suggest or require that the laws of another jurisdiction be applied.
22. Intentionally Omitted.
23. LIMITATION OF ACTION. ANY ACTION BY CUSTOMER AGAINST CINTAS OR ANY SUBCONTRACTOR MUST BE COMMENCED WITHIN ONE YEAR OF THE ACCRUAL OF THE CAUSE OF ACTION OR THE ACTION SHALL BE BARRED, REGARDLESS OF ANY OTHER STATUTE OF LIMITATION OR REPOSE THAT MAY APPLY TO THE CLAIM UNDER STATE OR FEDERAL LAW.

24. Authority to Execute Alarm Monitoring Agreement. Each party represents and warrants to the other party that (i) the execution, delivery, and performance of this Alarm Monitoring Agreement have been duly authorized by all necessary entity action(s), and (ii) this Alarm Monitoring Agreement constitutes a valid and binding obligation as to it, enforceable against it in accordance with its terms. The person signing this Alarm Monitoring Agreement on behalf of Customer expressly represents and warrants that he or she has all authority necessary to bind Customer to its terms.
25. Assignment. This Alarm Monitoring Agreement cannot be assigned by the Customer without the prior written consent of Cintas, which will not be unreasonably withheld. Cintas has the right to assign this Alarm Monitoring Agreement, and it may do so in its sole and absolute discretion. The Alarm Monitoring Agreement shall inure to the benefit of and be binding on the parties and their respective successors and permitted assigns
26. Waiver. No waiver of any provision of this Alarm Monitoring Agreement by a party shall be valid unless the same is in writing and signed by the party against whom it is sought to be enforced. No waiver of any provision of this Alarm Monitoring Agreement at any time will be deemed a waiver of any other provision of this Alarm Monitoring Agreement at such time, nor will it be deemed a waiver of that same provision at any other time.
27. Severability. The invalidity or unenforceability of any provision, section, or portion of a section of this Alarm Monitoring Agreement shall not affect the validity or enforceability of any other provision or section; provided, however, in the event one or more of the paragraphs "Disclaimer of Warranties and Representations," "Cintas Not an Insurer; Customer's Obligation To Obtain Insurance As Sole Recovery For Any Loss And Warranty Of Same," "Release And Indemnification Of Cintas By Customer," "Limitation Of Cintas's Liability; Liquidated Damages," and/or "No Warranties Or Representations By Cintas Regarding System" (or any portion thereof) are held by a court or other authority to be invalid or unenforceable (whether in an action involving the parties, any action involving Cintas, or any other action involving similar provisions), Cintas shall have the right to terminate this Alarm Monitoring Agreement without any liability of any type upon thirty (30) days prior written notice to Customer. Furthermore, the parties agree that in the event any of the interest rate provisions, cancellation fees, rate increases, renewal term lengths, or any other calculation of amounts due and owing Cintas under Paragraphs 1, 5, 6, or 20 are deemed to be excessive and/or unenforceable under applicable law, any such rate, fee, increase, term, or other calculation will be reduced to the maximum rate, value, or amount permitted by applicable law and will be binding upon them.
28. Prior Agreements With Others. Customer represents and warrants that (i) its cancellation or termination of any contract, and/or (ii) its execution of this Alarm Monitoring Agreement does not breach and will not breach any contract with or obligation to any other person. Customer agrees to protect, defend, indemnify, and hold harmless Cintas from and against and pay (without any condition that Cintas first pay) for all claims, demands, suits, liabilities, losses, damages, judgments, costs, and expenses, including, without limitation, attorneys' fees and court costs, arising out of or from, in connection with, as a result of, related to, or as a consequence of Customer's breach of this representation and warranty.
29. Updated Terms and Conditions and Policies. Customer acknowledges and agrees that Cintas may send copies of its various policies to Customer, including, but not limited to, amendments to these Terms and Conditions via e-mail or make them available via a web portal or other similar mechanism and that these policies are incorporated and made part of this Alarm Monitoring Agreement. To be effective, however, amendments to the Terms and Conditions must be expressly referred to as such in the e-mail, web portal, or other similar mechanism. Customer acknowledges and agrees that its continued request for service pursuant to this Alarm Monitoring Agreement and/or use and/or acceptance of the goods and/or services provided under this Alarm Monitoring Agreement constitute acceptance of any such updated Terms and Conditions and/or policies.
30. Internet Services. Cintas grants to Customer a non-exclusive, non-transferable license to use the Cintas portal via the Internet to access, input, delete, and modify Information through the internet related to the Services. Except for Customer's (a) failure to keep confidential all Intellectual Property, passwords, and other information related to the Services, (b) use of the license, the Intellectual Property, or other information related to or used in provision of the Services in any manner that negatively affects Cintas, (c) use of the license, the Intellectual Property, or other information related to or used in provision of the Services for any illegal purpose, or (d) violation of any applicable law, this license shall continue and be coextensive with the term of this Alarm Monitoring Agreement. Customer shall be solely and absolutely responsible for any information which it inputs, deletes, or modifies. Customer agrees that upon termination of this Alarm Monitoring Agreement or termination or suspension of the license by Cintas, Cintas may immediately, and without notice, disable Customer's access to the portal and cancel all passwords or other access codes.
31. Cross-Default. If Cintas and Customer are or become parties to any other agreement, Customer acknowledges and agrees that a default by Customer under this Alarm Monitoring Agreement or any other agreement between the parties shall be deemed to be a default by Customer under all such agreements, permitting Cintas, in its sole and absolute discretion, to exercise any or all of its rights under any or all of such agreements.
32. Electronic Mail Notice. If Customer elects to receive automatic electronic mail notice of certain System events (e.g., the arming or disarming of the System), Customer acknowledges, understands, and agrees that (i) any such notice is conditioned on (a) receipt of the data at Cintas's central station, (b)the proper operation of communication equipment, services, systems and networks including, without limitation, the Internet, and (c) lack of any failure, malfunction, or delay in processing or transmitting the data by Cintas's equipment or software, and (ii) Cintas is released from any liability arising out of or from, resulting from, or arising in connection with the failure, malfunction, or delay of any such notice for any reason, including Cintas's or Representative's sole, joint, or several negligence of any kind or degree.
33. Storage of Agreement and Information. Customer authorizes Cintas to store or retain this Alarm Monitoring Agreement and all information and other written materials on electronic data or other storage media and, in Cintas's sole and absolute discretion, to destroy all written documents or materials which have been stored or retained on electronic data or other storage media.
34. Intentionally Omitted.
35. Consent to Communicate to Others. Customer irrevocably authorizes and consents to Cintas communicating with U.L. (as necessary or appropriate) and Customer's insurance company and/or broker in connection with this Alarm Monitoring Agreement and/or the relationship between Cintas and Customer arising out of or from or as a result of this Alarm Monitoring Agreement; provided, that Cintas shall not be obligated or required to communicate with any other person or

entity including, without limitation, U.L. and Customer's insurance company or broker, and all such communication shall be in Cintas' sole and absolute discretion. Customer agrees that all such communications or failures to communicate shall not result in any liability of Cintas or Representatives. No third party including, without limitation, U.L. and Customer's insurance company and broker, are third-party beneficiaries of this section.

36. Taxes. Customer shall pay, remit to Cintas, or reimburse Cintas for all sales, use, value added, and any and all similar taxes (including any tax liability, interest, penalties, costs and expenses including, without limitation, reasonable attorneys', consultants', accountants', and other professional fees).
37. Time. The parties agree that time is of the essence of this Alarm Monitoring Agreement.
38. Video Systems. If the System records and/or transmits video images and/or audio, electronic, or the other forms of communication, Customer represents, warrants, covenants, and agrees that it shall at all times (i) provide and maintain adequate power and sufficient lighting for all cameras, audio devices, or other video-related equipment as recommended by the manufacturer; (ii) inform all persons who enter the Premises that their image and/or communications may be recorded and/or transmitted to others by video and/or audio equipment located on the Premises; (iii) comply with all privacy rights and laws and not use or permit the use of video and/or audio equipment where or in circumstances any person may have a reasonable expectation of privacy; (iv) use broadband (or similar transmission rate connectivity) exclusively to transmit video images and audio from any video system; (v) use the video and/or audio system for security, surveillance, and/or management services only; (vi) not use the video and/or audio system for any criminal, illegal, or otherwise unlawful activity; and (vii) obtain and keep in effect all permits or licenses required for the installation and operation of the video and/or audio system.

    Customer understands and agrees that (i) a video and/or audio system enables Customer and/or Cintas to record, store, and review images and/or communications of people on the Premises and outside of the Premises, and Customer agrees, authorizes, and consents to Cintas recording, storing, and reviewing video images and communications recorded and/or transmitted from the video and/or audio system at the Premises; (ii) video system services are limited to the area of the Premises covered by the video system images, and such coverage and/or images may be adversely affected by the camera angle, glare, lighting, contrast, etc., any of which may result in less than adequate images for the Operator to ascertain the necessity for video system services; (iii) Cintas is not liable for any delay or failure of notification due to in whole or in part to (a) any Force Majeure event including, without limitation or example, cellular provider transmission or network malfunctions, including overload of the cellular network, or (b) invalid electronic mail, text, or other electronic addresses; and (iv) any and all third-party claims related to the video and/or audio system asserted against Cintas are subject to all of the paragraphs of this Alarm Monitoring Agreement, including (but not limited to) paragraphs 11, 12, and 13, entitled "Cintas Not an Insurer; Customer's Obligation To Obtain Insurance As Sole Recovery For Any Loss And Warranty Of Same," "Release and Indemnification of Cintas by Customer." and "Limitation of Cintas's Liability; Liquidated Damages," respectively.

39. Mutual Drafting and Understanding of Alarm Monitoring Agreement. The parties acknowledge and agree that this Alarm Monitoring Agreement and all of its terms and conditions are the result of arms-length bargaining between sophisticated business entities. As a result, both parties shall be considered to be drafters of the Alarm Monitoring Agreement for purposes of interpretation, application, construction, or construing of the Alarm Monitoring Agreement. The parties also acknowledge that they have had an opportunity to consult with legal counsel of their choice regarding this Alarm Monitoring Agreement and that they have read and understand all of the terms of this Alarm Monitoring Agreement.
40. Entire Agreement; Modifications. This Alarm Monitoring Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes any and all other agreements, understandings, or representations, whether oral or in writing, between the parties. Any prior agreements, promises, negotiations, or representations, either oral or in writing, not expressly set forth in this Alarm Monitoring Agreement are of no force or effect. No modification or amendment to this Alarm Monitoring Agreement shall be effective unless drafted by Cintas for this express purpose and signed by an authorized representative of Cintas, except as described in paragraph 29 ("Updated Terms and Conditions and Policies") above. For the purposes of this paragraph, "authorized representative" is the General Manager of the Cintas location(s) providing the goods and/or services or higher management or executive personnel of Cintas. The parties specifically agree that any document sent to Cintas by Customer subsequent to execution of this Alarm Monitoring Agreement that contains different or additional terms or that purports to modify or amend the terms of this Alarm Monitoring Agreement in any way, such as a purchase order or conditional payment, shall be of no force and effect and will not modify the terms of this Alarm Monitoring Agreement. No course of prior dealings between the parties and no usage of the trade shall be relevant or used to supplement or explain any terms used in this Alarm Monitoring Agreement. Acceptance or acquiescence in a course of performance rendered under this Alarm Monitoring Agreement shall not be relevant to determine the meaning of this Alarm Monitoring Agreement even though the accepting or acquiescing party has knowledge of the nature of the performance and the opportunity for objection.
41. Customer's Acceptance by Allowing Performance. Customer agrees that engaging, requesting, or allowing Cintas to begin any work or provide any goods or services under this Alarm Monitoring Agreement and/or compensating Cintas for any such work, goods, and/or services constitutes acceptance of the Alarm Monitoring Agreement and all of its terms and conditions.
42. **Dispute Resolution – Arbitration and Class Waiver**. This provision shall take precedence over and supersede any contrary or conflicting provision in the Master Agreement.

    a. **Arbitration Notice**. Customer agrees to the maximum extent permitted by law that any dispute, controversy, or claim arising out of or relating to this Agreement (including its enforcement, performance, breach, arbitrability, or interpretation) or to the products or services provided hereunder will be submitted to and resolved by final and binding individual arbitration. ARBITRATION MEANS THAT AN ARBITRATOR, AND NOT A JUDGE OR A JURY, WILL DECIDE THE DISPUTE,

CONTROVERSY, OR CLAIM. BY ACCEPTING THESE TERMS, YOU AND CINTAS ARE EACH EXPRESSLY WAIVING THE RIGHT TO A TRIAL BY JURY AND TO PURSUE OR PARTICIPATE IN ANY CLASS ACTION, COLLECTIVE ACTION, OR REPRESENTATIVE CLAIMS OR PROCEEDINGS EITHER IN ARBITRATION OR IN ANY COURT. To the extent a class or collective action or representative claim or proceeding may not be waived, you agree to stay any such actions, claims, and proceedings until after all actions, claims, and proceedings subject to arbitration are fully resolved.

b. **Arbitration Procedures**. Any arbitration between Customer and Cintas will be governed by the Commercial Dispute Resolution Procedures and the Supplementary Procedures for Consumer Related Disputes (collectively, "AAA Rules") of the American Arbitration Association ("AAA"), as modified by this Agreement, and will be administered by the AAA. The AAA Rules and filing forms are available online at www.adr.org, by calling the AAA at 1-800-778-7879, or by contacting Cintas. Any arbitration hearings will take place in the state in which the Customer is located; provided, however, that if the claim is for $10,000 or less, Customer may choose for the arbitration instead to conducted: (i) solely on the basis of documents submitted to the arbitrator; or (ii) through a telephonic hearing. The arbitrator must issue a reasoned written decision sufficient to explain the essential findings and conclusions on which the decision and award, if any, are based.

c. **Fees**. If Customer commences arbitration in accordance with this Agreement, arbitration fees will be assessed consistent with the AAA Rules.

d. **No Class Actions in Arbitration or in Any Court, No Jury Trial**. CUSTOMER AND CINTAS AGREE THAT, TO THE MAXIMUM EXTENT PERMITTED BY LAW, EACH MAY BRING CLAIMS AGAINST THE OTHER ONLY IN THEIR INDIVIDUAL CAPACITIES AND NOT AS A PLAINTIFF OR CLASS MEMBER IN ANY PURPORTED CLASS OR REPRESENTATIVE PROCEEDING, WHETHER IN ARBITRATION OR IN ANY COURT. FURTHER, UNLESS BOTH CUSTOMER AND CINTAS AGREE OTHERWISE, AN ARBITRATOR OR JUDGE MAY NOT CONSOLIDATE MORE THAN ONE PARTICIPATING PUBLIC AGENCY'S CLAIMS AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF A REPRESENTATIVE OR CLASS PROCEEDING.
FOR THE AVOIDANCE OF DOUBT, CUSTOMER AND CINTAS AGREE TO RESOLVE ANY DISPUTE ON AN INDIVIDUAL, NON-REPRESENTATIVE, NON-CLASS BASIS IN ARBITRATION, BUT IF FOR ANY REASON SUCH DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO HAVE THE DISPUTE PROCEED AS A CLASS ACTION OR IN ANY REPRESENTATIVE CAPACITY WHATSOEVER. IF THE DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO A TRIAL BY JURY.

e. **Enforceability.** If the requirement to submit any and all disputes, controversies, and claims to binding arbitration is found to be unenforceable or contrary to applicable law, the dispute, controversy or claim will be resolved in accordance with, and governed by, the laws of the State in which the Participating Public Agency exists.

f. **Severability**. If any section or provision of this ¶ 2, Dispute Resolution – Arbitration and Class Waiver, is found to be unenforceable or invalid, the parties will substitute an enforceable provision that, to the maximum extent possible under applicable law, preserves the original intentions of the parties, and the remainder will be given full force and effect.

43. **Federal Funds.** In no event will Cintas act as a subcontractor under a U.S. federal prime contractor or a subrecipient under a U.S. federal grant or cooperative agreement.

44. **Customer Funding Source**. Customer must select the appropriate response below:
Is Customer a United States federal government agency or instrumentality, or will Customer pay for the goods and services ordered under this Agreement with any United States government funds?

___No

___Yes (If Yes, Customer must provide any applicable U.S. government flowdown terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this agreement).

45. **Additional Terms.** Customer must select the appropriate response below:
Does Customer require any additional terms and conditions to be incorporated into this Agreement, or is Customer accepting the Agreement without additional terms?

___ No additional terms needed

___ Additional terms required (If so, Customer must provide any applicable additional terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this agreement).

NOTICE TO CUSTOMER. BY AGREEING TO THIS ALARM MONITORING AGREEMENT, CUSTOMER EXPLICITLY ACKNOWLEDGES AND ACCEPTS PARAGRAPHS 10-13 AND 15

OF THIS ALARM MONITORING AGREEMENT, WHICH DISCLAIM WARRANTIES AND REPRESENTATIONS, ACKNOWLEDGE CINTAS IS NOT AN INSURER AND REQUIRES CUSTOMER TO OBTAIN INSURANCE, LIMIT CINTAS'S LIABILITY FOR AND/OR RELEASE CINTAS FROM ANY LIABILITY RELATED IN ANY WAY TO THE ALARM MONITORING AGREEMENT, AND REQUIRE CUSTOMER TO INDEMNIFY CINTAS FOR ANY LOSSES RELATED IN ANY WAY TO THE ALARM MONITORING AGREEMENT. READ THE ENTIRE AGREEMENT BEFORE SIGNING.

CUSTOMER:

Cintas Loc. No: _____Please Sign
Name_____

By: _____Please Print Name
_____

Title: _____Please Print
Title_____

Accepted-GM:
_____Email
_____

SCHEDULE A

Alarm Monitoring Service Agreement

Monitored Premises Address List

SITE	SITE NAME	SITE ADDRESS	CITY	STATE	ZIP	PHONE
1						
2						
3						
4						
5						
6						
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SCHEDULE B

Alarm Monitoring Service Agreement

Customer Contact List and First Responders List

Customer Name:			Effective Date:	
Monitored Address:		City:	State:	Zip:
Phone:		Fax:		
Contact Name:	Contact Title:		Contact Email:	
Billing Name:	Billing Address:			
City:	State:	Zip:	Billing Phone:	
AP Contact Name:		AP Contact Phone:		
AP Contact Email:			Payment Terms:	
Purchase Order:	Payment Portal: ☐ yes ☐ no		Name of Portal:	

Enter Telephone Contact Numbers for Desired Customer Contacts Below:
NOTE: Each Call List contact must have a distinct passcode.

CONTACT NAME	CELL PHONE #	LANDLINE PHONE #	PASSCODE

Enter Telephone Contact Numbers for First Responder Agencies Below:
NOTE: Cintas has no responsibility for determining or verifying whether the agencies, first responders, or the numbers you provide below are the proper authorities or first responder agencies for the jurisdiction where the Premise(s) are located.

AGENCY TYPE	FIRST RESPONDER AGENCY NAME	AGENCY PHONE #
Fire		
Medical		
Police		
Other		

3. Cintas Workplace Solutions RFP Pricing Sheet

Workplace Solutions RFP Pricing Sheet

University of Nebraska Pricing

Pricing provided on National Pricing sheets must be used to determine pricing provided for University of Nebraska items and will be verified.

Item	U/M	Description	Vendor ID/ Part Number	Sizes Available	Unit Weekly Rental Cost (Cost for 1)	Unit Weekly Rental Cost for Extended Sizes (Cost for 1)	Rental Cost for 11 Regular Sizes (Unit Weekly Rental Cost x 11)	Rental Cost for 11 Extended Sizes (Unit Weekly Rental Cost x 11)	Purchase Unit Cost	Estimated Usage per Year
1.	PR	Coveralls, 65% Polyester - 35% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors Dark Blue, Orange, Light Blue.	912	36-56, 40-52 Long	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
2.	PR	Coveralls, 65% Polyester - 35% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors Dark Blue Orange.	912	36-56, 40-52 Long	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
3.	PR	Coveralls, 100% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors Dark Blue, Orange, Light Blue.	910	36-56, 42-48 Long	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
4.	PR	Coveralls, 100% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors Dark Blue, Orange, Light Blue.	910	36-56, 42-48 Long	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
5.	EA	Shirts, 65% Polyester - 35% Cotton, Long Sleeve, 7 button closure with top button snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors Light Blue, White, Navy Blue, Postman Blue, Forest Green, Orange, Khaki, Gray w/Red & White Stripes, Light Gray.	935	S-4XL, Reg and Long	[redacted]					1
6.		Shirts, 65% Polyester - 35% Cotton, Short Sleev 7 button closure wi h top button snap, 2 breast pockets wi h button down flaps, Men's and Women's Styles. Colors Light Blue, Whi e, Na Blue, Postman Blue, Forest Green, Orange, Kha , Gray w/Red & White Stripes, Light Gray.	935	S-4XL, Reg d Long						1
7.	EA	Shirts, 100% Cotton, Long Sleeve, 7 button closure with top snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors White, Light Blue with Dark Blue Pinstripes, Khaki, Light Blue, Light Gray, Traffic Orange.	330	S-3XL	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
8.	EA	Shirts, 100% Cotton, Short Sleeve, 7 button closure with top snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors White, Light Blue with Dark Blue Pinstripes, Khaki, Light Blue, Light Gray, Navy Blue, Postman Blue, Forest Green, Traffic Orange.	330	S-3XL	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
9.	EA	Shirts, Polo, 100% Spun Polyester Knit pique, hemmed sleeve, no curl collar, soil release, moisture management, 3 tortoiseshell type buttons. Colors Determined upon award.	275	S-5XL, L-5XL Long	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
10.	EA	Shirts, Polo, 50% Polyester - 50% Cotton, Long Sleeve. Colors Determined upon award.	259	S-5XL, L-5XL Long	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	3068
11.	EA	Shirts, Polo, 50% Polyester - 50% Cotton, Short Sleeve. Colors Determined upon award.	259	S-3XL	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
12.	EA	Jacket, Industrial, Zipper Closure. Colors Dark Blue, Hunter Green.	970	XS-4XL, S-4XL Long	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
13.	PR	Pants, 65% Polyester - 35% Cotton, perma press, zipper fly with button closure, 4 lined pockets, five (5) 1-1/2" belt loops. Men's and Women's (women's elastic waist shall be optional). Colors Dark Blue, Hunter Green, Charcoal, additional colors determined upon award.	945	28-50	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
14.	PR	Pants, 100% Heavyweight Denim Cotton, two (2) lined 6" deep front pockets, 2 rear lined pockets, 1 watch pocket, seven (7) 2" belt loops, pre-washed/shrunk, zipper fly with metal post closure, Dickies or equal, Men's and Women's styles (women's elastic waist shall be optional). Colors Dark blue, Hunter Green, Charcoal.	340	28-56	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1
15.	PR	Pant, Painters, 100% Cotton. Color White	945	30-50	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1

16	EA	Lab Coat, Industrial, 65% Polyester 35% Cotton, Long Sleeve 2 pockets button down Color White	72174	XS-6XL	[redacted]						
17	EA	Patches - University Seal, Cloth, 4" Diameter, stiff backing, sewn onto left shoulder of all shirts and coveralls	N/A	N/A	[redacted]						1
18	EA	Patches - Department Logos, cloth, 3" Diameter, stiff backing, sewn onto right shoulder of all shirts and coveralls	N/A	N/A	[redacted]						1
19	EA	Patches - Park & Recreation, Cloth, 6-1/4" x 4", white background and green lettering and embroidered design per attached example, sewn on left sleeve of shirts and jackets.	N/A	N/A	[redacted]						1
20	EA	Patches - Name Cloth, 1-1/2" x 3-1/2", stiff backing. Sewn approximately 3/4" above wearer's left pocket of all shirts and coveralls	N/A	N/A	[redacted]						1
21	EA	Bath Towels, Absorbent white, cotton, loop weave approximately 20" x 40"	TBD	N/A	[redacted]						1
22	EA	Dish Towels, White Cotton or Microfiber approximately 12" x 20"	2700	N/A	[redacted]						1
23	EA	Shop Towel, Standard, Reusable Industrial, 100% cotton, minimum 15" x 17", orange, free of metal cuttings or shavings	2160	N/A	[redacted]						16966(
24	EA	Floor Mats 3' x 4', rubberized backing, good quality black, gray or brown	843XX	N/A	[redacted]						1
25	EA	Floor Mats, 3' x 5', rubberized backing, good quality, dark blue or black, grey or brown	843XX	N/A	[redacted]						11
26	EA	Floor Mats, 3' x 10', rubberized backing, good quality, dark blue or black, grey or brown	840XX	N/A	[redacted]						114
27	EA	Floor Mats 4' x 6', rubberized backing, good quality, dark blue black mocha, grey or brown.	844XX	N/A	[redacted]						39(
28	EA	Anti-Fatigue Mats 2 ½' x 3', nitrile rubber, black	1801	N/A	[redacted]						1
29	EA	Scraper Mats, 3' x 5', skid resistant, black	2477	N/A	[redacted]						1
30	EA	Safety Mats 3' x 5'	84302	N/A	[redacted]						1
31	EA	Flow-Thru Shower Mat 3' x 5', rubber, slip resistant, black	1810	N/A	[redacted]						1
32	EA	Prep charges per shirt, coveralls and jacket for removal and reapplication of patches & emblems to garment based on size color change, or from short sleeve to long sleeve garment permitted one-time per year per employee	One Time Cost	N/A	[redacted]						N/A
					GRAND TOTAL:						

***We have included the low replacement rates for each of the items listed. Purchase rates for garments listed are for garments that meet the required specifications but are not manufactured for an industrial wash.*

**** Most products available in multiple colors and size options*

University of Nebraska Pricing - University Owned

	U/M	Description	Unit Cost	Extension	Estimated Usage per Year
	EA	Weekly laundering of University-Owned Jacket, if required.	[redacted]		1
	EA	Weekly laundering of University-Owner Safety Vests, if required.	[redacted]		1
	EA	Application/Sewing of University-Provided Patches to Contractor-furnished clothing , if required.	[redacted]		1

Cintas has the ability to apply emblems but the pricing will be determined on a case by case basis.

University of Nebraska Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*	**Estimated Usage Per Year**
Anti - Fatigue Mats	[redacted]	[redacted]	1
Scraper Mats	[redacted]	[redacted]	1147
Safety Mats	[redacted]	[redacted]	1
Flow - Thru Shower Mats	[redacted]	[redacted]	1
Bar Mats	[redacted]	[redacted]	1
List other product categories not listed above and their corresponding discount			

Cintas proposed pricing on University Pricing - Discounts tab is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

University of Nebraska - Towels & Linens

Instructions Provide the percentage discount off a verifiable price ist for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*	**Estimated Usage Per Year**
Table Linens & Napkins	[redacted]	[redacted]	1
Bed Linens	[redacted]	[redacted]	1
Towels and Wiping Cloths	[redacted]	[redacted]	1
Industrial Towels	[redacted]	[redacted]	1
Towel Cans	[redacted]	[redacted]	1
List other product categories not listed above and their corresponding discount			

Cintas proposed pricing on University Pricing - Discounts tab is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.
***N/A denotes products that Cintas does not rent.**

University of Nebraska Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	Purchase *indicate if Purchase is not available in a category with "n/a"*	Estimated Usage per Year
Treated Dust Mops	[redacted]	[redacted]	1
Wet Mops			1
Handles for Mops			1
List other product categories not listed above and their corresponding discount			

Cintas proposed pricing on University Pricing - Discounts tab is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

University of Nebraska Pricing - Safety Supplies

Description	U/M	Unit Cost	Make/Model of Quote Item	Estimated Usage Per Year	Notes | Pertaining to all items: only billing on service
Heavy Duty Soap Scrub Service - 1000 mL	EA	[redacted]	9314	1	*Quoting on svc not refill
Moisturizing Soap Refill - 1000 mL	EA		9312	1	*Quoting on svc not refill
Antibacterial Gel Soap Service - 1000 mL	EA	$	9326	1	*Quoting on svc not refill
Lens/Screen Pads 100/BX	EA	$	280020	2	
Burn Relief Packet/6PK	BAG	$	163050	1	
Woundseal Pour Pack (2)	EA	$	1030300	2	
Allergy Relief Tablet Med	BX	$	119260	4	
Aleve Small	BAG	$	121220	1	
Dayquil Severe Small	BAG	$	573772	1	
Mucinex Small	BAG	$	79191	1	
Ibuprofen Tabs Small	BX	$	111929	1	
Ibuprofen Tabs Medium	BX	$	111989	1	
Ibuprofen Tabs Large	BX	$	111999	1	
Cold Relief Mav/Str Small	BX	$	113029	1	
Cold Relief Mav/Str Medium	BX	$	112039	1	
Liquid Bandage Small	BAG	$	12221	1	
Tweezers, Metal IND/3PK	PAC	$	150110	2	
Hand Sanitizer Small	BAG	$	51030	1	
Eyewash, 1/2oz medium	BX	$	130100	1	
Glucose, Small	PAC	$	122249	1	
Lipaid, Small	BAG	$	102435	1	
Biofreeze Muscle Relief, Small	BAG	$	102640	1	
Anti-Diarrheal Caplets, Small	BX	$	119250	1	
X-Long Bandage Medium	BX	$	43729	1	
Cool & Soothe 6/BOX	BX	$	164010	1	
Pain Away X-Strength Small	BAG	$	111659	1	
Waterproof Clear Strips	BX	$	43658	1	
Elastic Strip Medium	BX	$	44269	1	
Aspirin Org St. 50 CT	BX	$	111230	1	
Thera Tears Small	PAC	$	130000	1	
Triple Antibiotic Ointment Medium	BX	$	100019	1	
Large Patch 2"x3", Medium	BX	$	44429	1	

University Pricing - Category & Other Discounts

Category	Discount (% from published /book rate)	Verifiable Published Price List ID	Comments
Uniform Rental	See column D&E	[redacted]	[redacted]
Uniform Leasing			
Uniform Purchase			
Shoe Purchase			
Mat/Mop Rental			
Mat/Mop Leasing	Service not available		
Mat/Mop Purchase	See column D&E	[redacted]	
Restroom Supplies			
Restroom Services			
Deep Cleaning Services			
First Aid/Safety Supplies		[redacted]	[redacted]
AEDs			
Fire Protection Services		[redacted]	[redacted]
Promotional Produ		[redacted]	
Miscel aneous			
Other		[redacted]	
Additoinal Discounts Offered	Please see details above by product category		
Volume Discount			
Ecommerce Rebate			
Sole Vendor Dicsount			
Other			

University of Nebraska Pricing - Miscellaneous

State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	***Please see "University Pricing - Discounts" tab for details by product category***
Catalog(s) Name: *Catalog(s) Name:* *Online Catalog Website:*	
Agency Owned Garment - Contractor Laundered	
Custom embroidering of logos and/or names	
Preparation charges per garment for removal and application of new patches and emblems on the same garment heat s aled or ewn.	
R mova of patc es and embl ms from one garment and reapplication on a different garment, heat sealed or sewn.	
Application of a new patch or emblem to a garment, heat sealed or sewn.	
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	
Uniform color change per garment (e.g. change one shirt from grey to blue)	
Steam Tunneling garments	
Pressing of garments	
Garment Loss Protection Program	

Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Premium Charge	$
Uniform Advantage	
Emblems	
Emblem/Prep Advantage	
Minimum Stop	$

Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.
Cintas rental service programs provide personal delivery at a predefined frequency on a regularly scheduled day and time. Temporary garments are used only if there is a shortage of clean delivered garments, and this is a rare occurrence. The need for temporary garments is known by Cintas prior to clean delivery by the use of our garment inventory control process. If needed, the garments used for temporary replacement will be a used garment of like quality to the garment that is being replaced. Cintas rarely experiences backorders in our core rental product line however in the event there is a backorder our goal is to replenish in 30 days or less.
One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.
The program will be communicated to the local sales force via a "Program Requirements Document" which will contain details of the program. This serves to ensure that the service and the pricing at each of your locations conforms to the Master Service Agreement and is controlled by our Account Team.
Describe how rental uniforms are amortized and how Replacement Charges are calculated.
If Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit C. In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values. Cintas deems a garment "damaged" if it is beyond normal repair and not due to normal wear and tear. Specifically, as noted on the Cintas general agreement, "In the event any Merchandise is lost, stolen or is not returned to Company, or is destroyed or damaged by fire, acid, paint, ink, chemicals, neglect or otherwise, the Customer agrees to pay for said Merchandise at the then current Loss/Damage Replacement Values."
Describe how emergency requests for uniforms are handled.
Local facilities should direct rush requests to the local Customer Service Departments of their corresponding Cintas service centers. Every effort will be made locally to accommodate rush requests.

Items not specifically listed in catalogs are available under the contract as "specialty items."

****Cintas proposed pricing is structured to allow any participating agency, regardles of size, volume etc. to benefit from the same competitive and consistent rates.***

National Pricing - Uniforms

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-5,000 shirts = X% off each shirt; 5,001-10,000 shirts = X% off each shirt, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*		**Purchase** *indicate if Purchase is not available in a category with "n/a"*	
	Regular Size	**Extended Size**	**Regular Size**	**Extended Size**
Industrial Wear				
Belts	Please see University Pricing - Discounts Tab for details by product category			
Coveralls				
Jackets				
Pants				
Shirts				
Shorts				
Safety and Protective Wear (including Flame Resistant clothing)				
Belts	Please see University Pricing - Discounts Tab for details by product category			
Coveralls				
Jackets				
Pants				
Shirts				
Arc Suit				
Vests				
Caps and Headwear				
Corporate Casual Wear				
Accessories	Please see University Pricing - Discounts Tab for details by product category			
Belts				
Dresses				
Jackets				
Pants				
Polo's and T-shirts				
Sweatshirts				
Shirts				
Skirts				
Slacks				
Sweaters				
Vests				

Executive Wear	
Accessories	Please see University Pricing - Discounts Tab for details by product category
Belts	
Blazers	
Blouses/Tops	
Dresses	
Jackets	
Neckwear	
Pants	
Shirts	
Skirts	
Slacks	
Sweaters	
Vests	
Healthcare	
Lab Coats	Please see University Pricing - Discounts Tab for details by product category
Scrubs, top	
Scrubs, pant	
Chef and Kitchen Wear	
Aprons	Please see University Pricing - Discounts Tab for details by product category
Caps and Headwear	
Chef Coats	
Neckwear	
Chef Pants	
Shirts	
Food Service	
Aprons	Please see University Pricing - Discounts Tab for details by product category
Belts	
Blouses/Tops	
Caps and Headwear	
Shirts	
Pants	
Shorts	
Skirts	
Housekeeping	
Aprons	Please see University Pricing - Discounts Tab for details by product category
Dresses	
Pants	
Shirts & Tunics	

Outerwear				
Caps and Headwear	Please see University Pricing - Discounts Tab for details by product category			
Coats				
Gloves				
Jackets				
Sweat Shirts				
Swimwear				
Other:				
Laundry Racks	Please see University Pricing - Discounts Tab for details by product category			
List other product categories not listed above and their corresponding discount				

All products and services are available to the University of Nebraska
State the name of the Price List from which discounts shall be taken: TBD
Submit instructions on accessing your on-line Price List or Catalog with your proposal.

National Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Anti - Fatigue Mats		
Scraper Mats		
Safety Mats		
Flow - Thru Shower Mats		
Bar Mats		
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing on University Pricing - Discounts tab is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

National Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Treated Dust Mops	[redacted]	[redacted]
Wet Mops		
Handles for Mops		
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing on University Pricing - Discounts tab is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size volume etc.

National Pricing - Towels & Linens

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Table Linens & Napkins	[redacted]	[redacted]
Bed Linens		
Towels and Wiping Cloths		
Industrial Towels		
Towel Cans		
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing on University Pricing - Discounts tab is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

National Pricing - Safety Supplies

Description	UM	[redacted]	Make/Model of Quote Item	Notes | Pertaining to all items: only billing on service
Heavy Duty Soap Scrub Service - 1000 mL	EA		9314*	*Quoting on svc not refill
Moisturizing Soap Refill - 1000 mL	EA		9312*	*Quoting on svc not refill
Antibacterial Gel Soap Service - 1000 mL	EA		9326*	*Quoting on svc not refill
Lens/Screen Pads 100/BX	EA		280020	
Burn Relief Packet/6PK	BAG		163050	
Woundseal Pour Pack (2)	EA		1030500	
Allergy Relief Tablet Med	BX		119260	
Aleve Small	BAG		121220	
Dayquil Severe Small	BAG		573772	
Mucinex Small	BAG		79191	
Ibuprofen Tabs Small	BX		111929	
Ibuprofen Tabs Medium	BX		111989	
Ibuprofen Tabs Large	BX		111999	
Cold Relief MaxSte Small	BX		113029	
Cold Relief MaxSte Medium	BX		112039	
Liquid Bandage Small	BAG		12221	
Tweezers, Metal IND/3PK	PAC		150110	
Hand Sanitizer Small	BAG		51030	
Eyewash, 1/2oz medium	BX		130190	
Glucose, Small	PAC		122249	
Lupaid Small	BAG		102425	
Biofreeze Muscle Relief, Small	BAG		102640	
Anti-Diarrheal Caplets, Small	BX		119250	
X-Long Bandage Medium	BX		43729	
Cool & Soothe 6/BOX	BX		164010	
Pain Away X-Strength Small	BAG		111659	
Waterproof Clear Strips	BX		43658	
Elastic Strp Medium	BX		44269	
Aspirin Org St. 50 CT	BX		111230	
Theri Tears Small	PAC		130000	
Triple Antibiotic Ointment Medium	BX		100819	
Large Patch 2"x3", Medium	BX		44429	

Uniform Rental	See column D&E	[redacted]
Uniform Leasing		
Uniform Purchase		
Shoe Purchase		
Mat/Mop Rental		
Mat/Mop Leasing	Service not available	
Mat/Mop Purchase	See column D&E	
Restroom Supplies		
Restroom Services		
Deep Cleaning Services		
First Aid/Safety Supplies		
AEDs		
Fire Protection Services		
Promotional Products		
Miscellaneous		
Other		
Additginal Discounts Offered	Please see details above by product category	
Volume Discount		
Ecommerce Rebate		
Sole Vendor Dicsount		
Other		

National Pricing - Miscellaneous

State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	***Please see "University Pricing - Discounts" tab for details by product category***
*Catalog(s) Name:*_____ *Catalog(s) Name:* *Online Catalog Website:*	
Agency Owned Garment - Contractor Laundered	
Custom embroidering of logos and/or names	
Preparation charges per garment for removal and application of new patches and emblems on the same garment heat s aled or ewn.	
R mova of patc es and embl ms from one garment and reapplication on a different garment, heat sealed or sewn.	
Application of a new patch or emblem to a garment, heat sealed or sewn.	
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	
Uniform color change per garment (e.g. change one shirt from grey to blue)	
Steam Tunneling garments	
Pressing of garments	
Garment Loss Protection Program	
Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Premium Charge	$
Uniform Advantage	
Emblems	
Emblem/Prep Advantage	
Minimum Stop	$

Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.
Cintas rental service programs provide personal delivery at a predefined frequency on a regularly scheduled day and time. Temporary garments are used only if there is a shortage of clean delivered garments, and this is a rare occurrence. The need for temporary garments is known by Cintas prior to clean delivery by the use of our garment inventory control process. If needed, the garments used for temporary replacement will be a used garment of like quality to the garment that is being replaced. Cintas rarely experiences backorders in our core rental product line however in the event there is a backorder our goal is to replenish in 30 days or less.
One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.
The program will be communicated to the local sales force via a "Program Requirements Document" which will contain details of the program. This serves to ensure that the service and the pricing at each of your locations conforms to the Master Service Agreement and is controlled by our Account Team.
Describe how rental uniforms are amortized and how Replacement Charges are calculated.
If Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit C. In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values. Cintas deems a garment "damaged" if it is beyond normal repair and not due to normal wear and tear. Specifically, as noted on the Cintas general agreement, "In the event any Merchandise is lost, stolen or is not returned to Company, or is destroyed or damaged by fire, acid, paint, ink, chemicals, neglect or otherwise, the Customer agrees to pay for said Merchandise at the then current Loss/Damage Replacement Values."
Describe how emergency requests for uniforms are handled.
Local facilities should direct rush requests to the local Customer Service Departments of their corresponding Cintas service centers. Every effort will be made locally to accommodate rush requests.

Items not specifically listed in catalogs are available under the contract as "specialty items."

4. Cintas Response to University of Nebraska RFP No. 3702-22-4618, Workplace Solutions/eBid Invitation

Separately Attached.

5. University of Nebraska RFP No. No. 3702-22-4618, Workplace Solutions

Separately Attached.

6. Attachment A to Solicitation (Requirements for National Cooperative Contract to be Administered by OMNIA Partners; inclusive of Exhibits A through H), as modified by Cintas and agreed by OMNIA ("Attachment A")

ATTACHMENT A

OMNIA® PARTNERS

Requirements for National Cooperative Contract To Be Administered by OMNIA Partners

The following documents are used in evaluating and administering national cooperative contracts and are included for Supplier's review and response.

Exhibit A – Response for National Cooperative Contract

Exhibit B – Administration Agreement, Example

Exhibit C – Master Intergovernmental Cooperative Purchasing Agreement, Example

Exhibit D – Principal Procurement Agency Certificate, Example

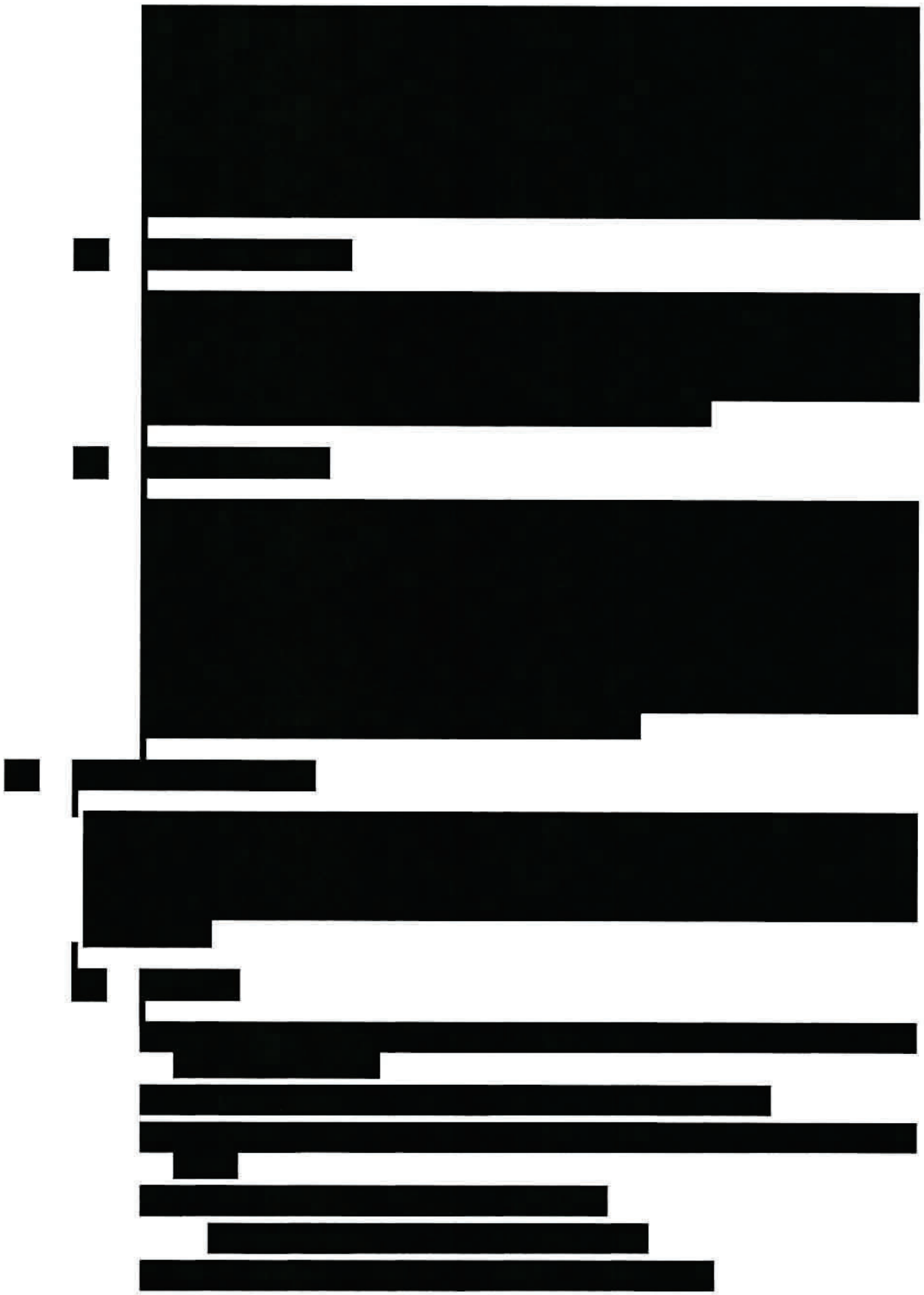
Exhibit E – Contract Sales Reporting Template

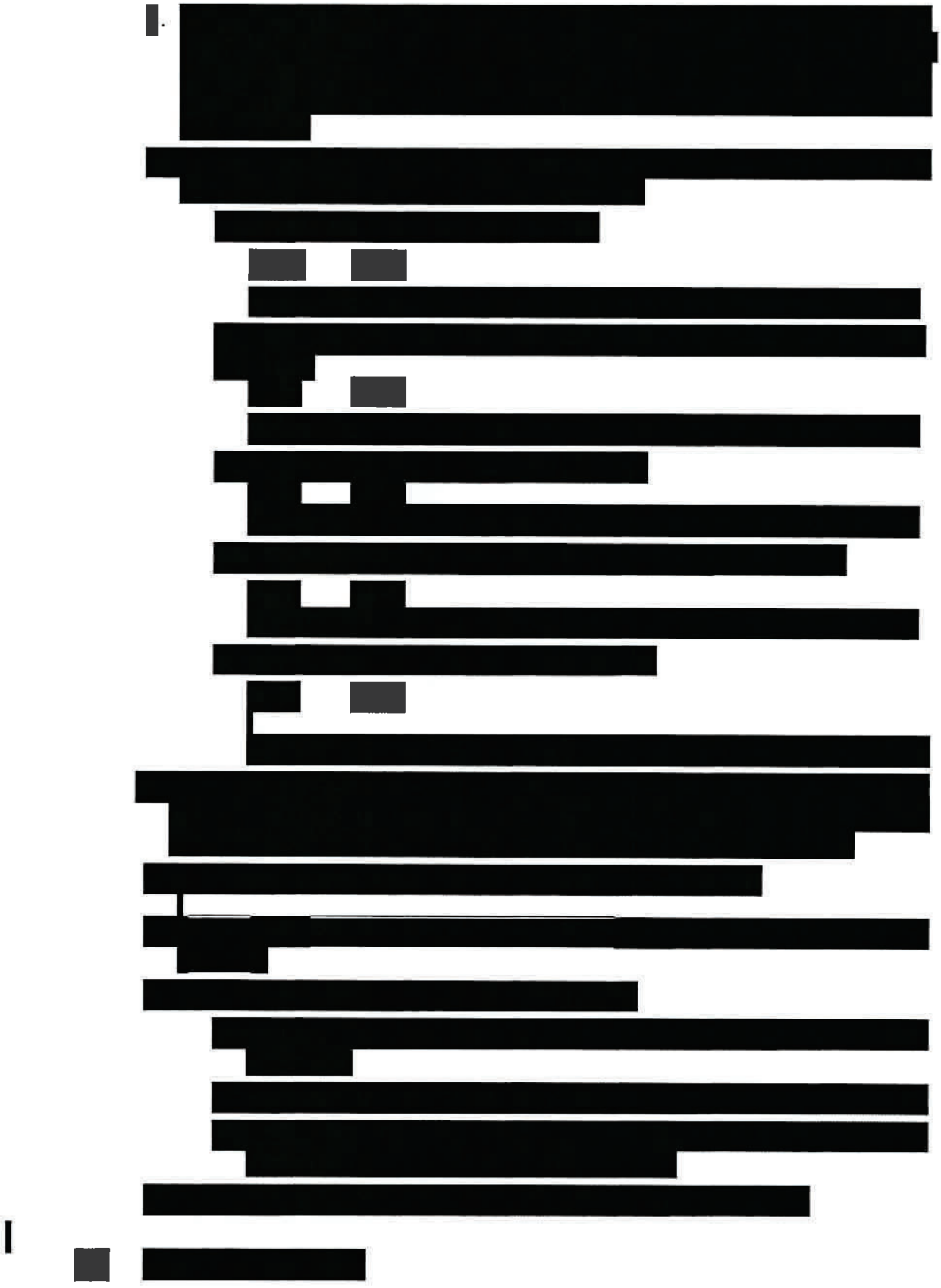
Exhibit F – Federal Funds Certifications

Exhibit G – New Jersey Business Compliance

Exhibit H – Advertising Compliance Requirement

These requirements are incorporated into and are considered an integral part of this





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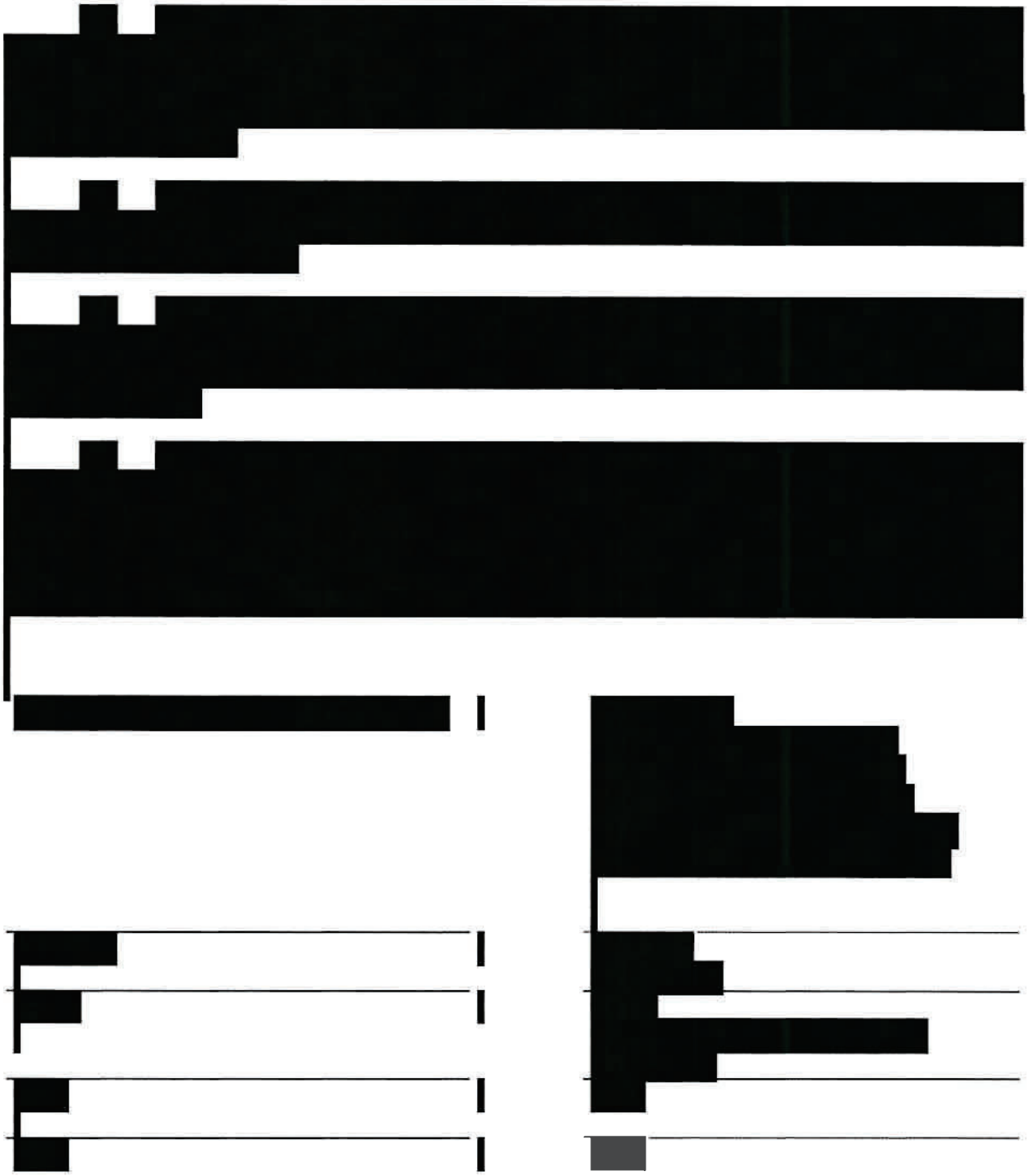

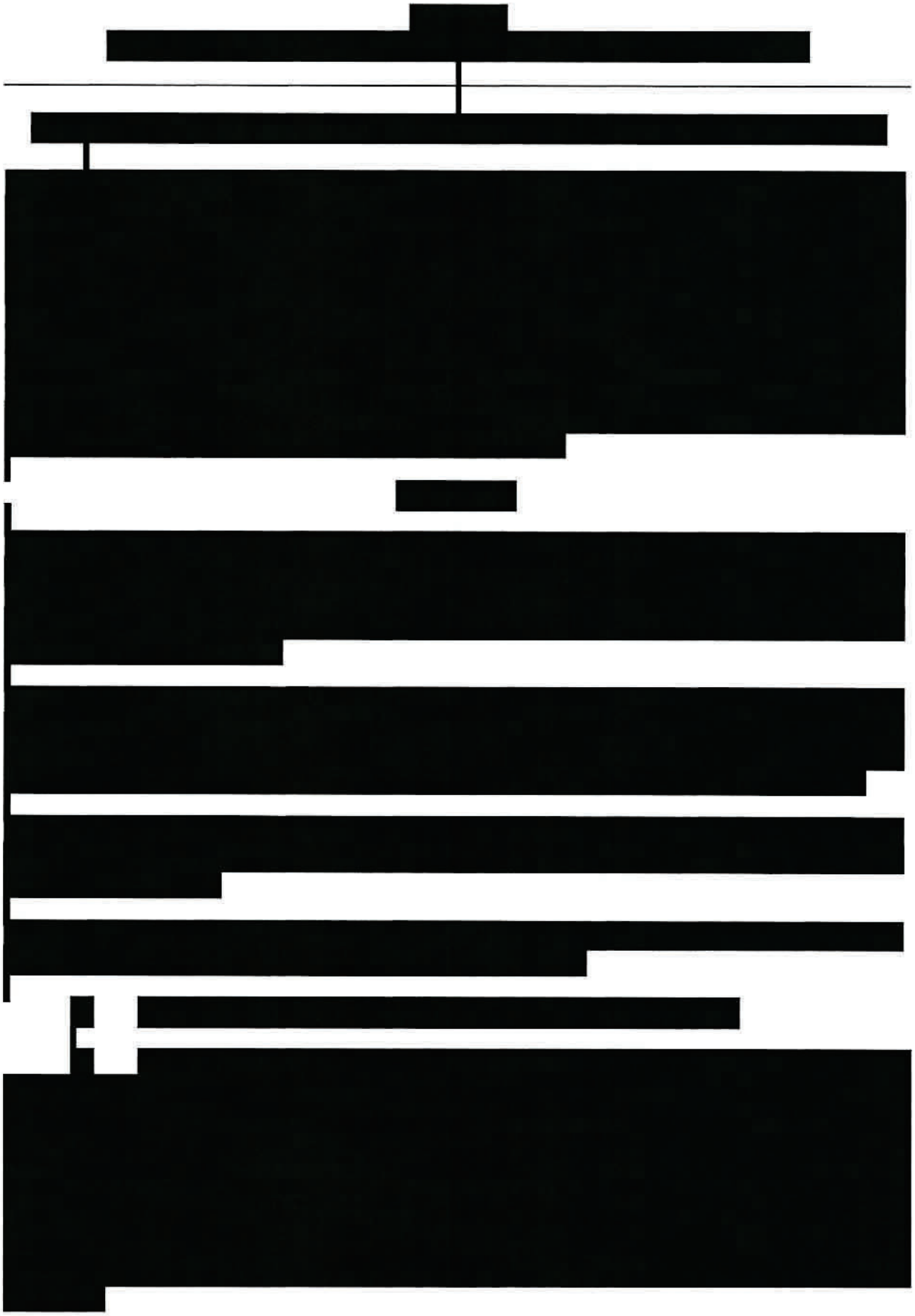

EXHIBIT 1

EXHIBIT 1

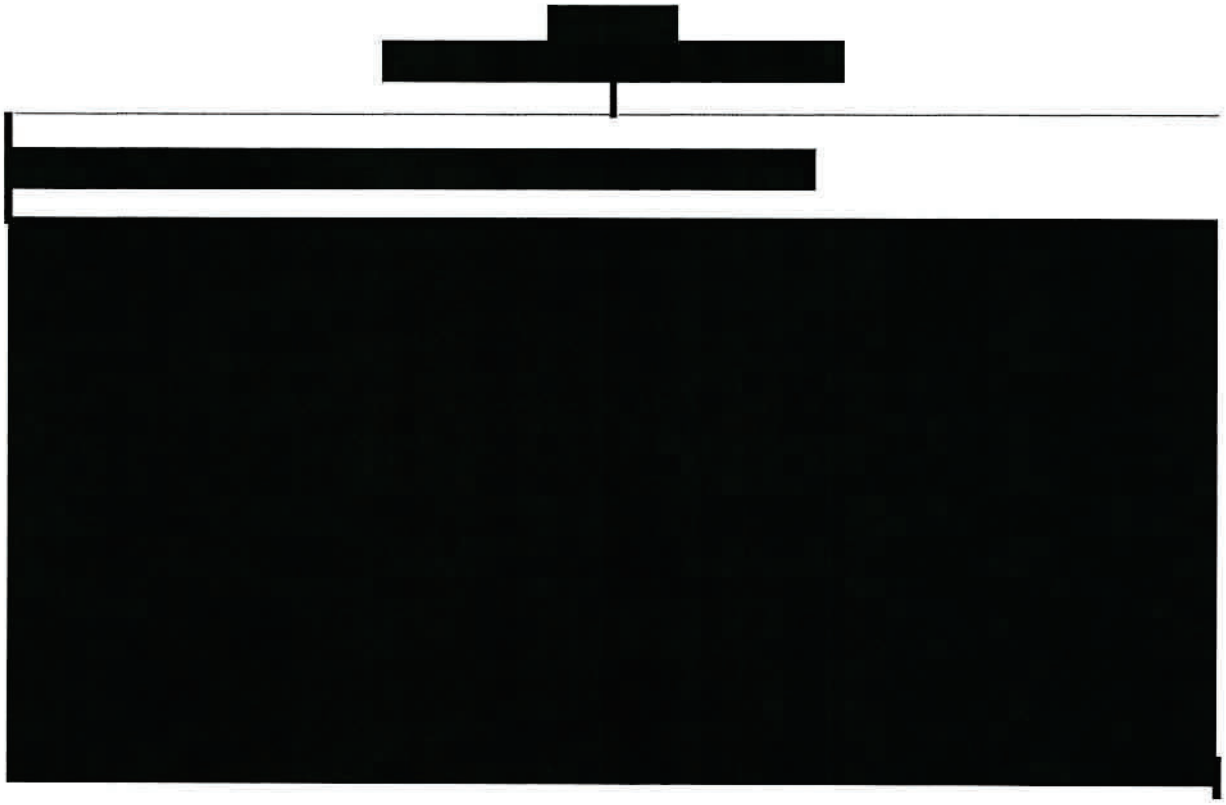

Exhibit F
Federal Funds Certifications

FEDERAL CERTIFICATIONS

ADDENDUM FOR AGREEMENT FUNDED BY U.S. FEDERAL GRANT

The following certifications and provisions may be required and apply when Participating Agency expends federal funds for any purchase resulting from this procurement process. Pursuant to 2 C.F.R. § 200.326, all contracts, including small purchases, awarded by the Participating Agency and the Participating Agency's subcontractors shall contain the procurement provisions of Appendix II to Part 200, as applicable.

In no event will Supplier act as a subcontractor under a U.S. federal prime contractor or a subrecipient under a U.S. federal grant or cooperative agreement.

The foregoing certifications apply only to Uniform Rental, Facilities Solutions, and First Aid and Safety products and services, and specifically do not apply to Fire products and services.

APPENDIX II TO 2 CFR PART 200

(A) Contracts for more than the simplified acquisition threshold currently set at $250,000, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Pursuant to Federal Rule (A) above, when a Participating Agency expends federal funds, the Participating Agency reserves all rights and privileges under the applicable laws and regulations with respect to this procurement in the event of breach of contract by either party.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(B) Termination for cause and for convenience by the grantee or subgrantee including the manner by which it will be effected and the basis for settlement. (All contracts in excess of $10,000)

Pursuant to Federal Rule (B) above, when a Participating Agency expends federal funds, the Participating Agency reserves the right to immediately terminate any agreement in excess of $10,000 resulting from this procurement process in the event of a breach or default of the agreement by Offeror as detailed in the terms of the contract.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(C) Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 CFR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

Pursuant to Federal Rule (C) above, when a Participating Agency expends federal funds on any federally assisted construction contract, the equal opportunity clause is incorporated by reference herein.

Does offeror agree to abide by the above? YES _____ Initials of Authorized Representative of offeror

(D) Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non- Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole

or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.
Pursuant to Federal Rule (D) above, when a Participating Agency expends federal funds during the term of an award for all contracts and subgrants for construction or repair, offeror will be in compliance with all applicable Davis-Bacon Act provisions.

Does offeror agree? N/A _____ Initials of Authorized Representative of offeror

(E) Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Pursuant to Federal Rule (E) above, when a Participating Agency expends federal funds, offeror certifies that offeror will be in compliance with all applicable provisions of the Contract Work Hours and Safety Standards Act during the term of an award for all contracts by Participating Agency resulting from this procurement process.

Does offeror agree? N/A _____ Initials of Authorized Representative of offeror

(F) Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of "funding agreement" under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

Pursuant to Federal Rule (F) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (F) above.

Does offeror agree? N/A _____ Initials of Authorized Representative of offeror

(G) Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended—Contracts and subgrants of amounts in excess of $150,000 must contain a provision that requires the non- Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA)

Pursuant to Federal Rule (G) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency member resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (G) above.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(H) Debarment and Suspension (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the Executive Office of the President Office of Management and Budget (OMB) guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Pursuant to Federal Rule (H) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency. If at any time during the term of an award the offeror or its principals becomes debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal

department or agency, the offeror will notify the Participating Agency.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(l) Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding $100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

Pursuant to Federal Rule (l) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term and after the awarded term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that it is in compliance with all applicable provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). The undersigned further certifies that:

(1) No Federal appropriated funds have been paid or will be paid for on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all covered sub-awards exceeding $100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

RECORD RETENTION REQUIREMENTS FOR CONTRACTS INVOLVING FEDERAL FUNDS

When federal funds are expended by Participating Agency for any contract resulting from this procurement process, offeror certifies that it will comply with the record retention requirements detailed in 2 CFR § 200.333. The offeror further certifies that offeror will retain all records as required by 2 CFR § 200.333 for a period of three years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH THE ENERGY POLICY AND CONSERVATION ACT

When Participating Agency expends federal funds for any contract resulting from this procurement process, offeror certifies that it will comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6321 et seq.; 49 C.F.R. Part 18).

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH BUY AMERICA PROVISIONS

To the extent purchases are made with Federal Highway Administration, Federal Railroad Administration, or Federal Transit Administration funds, offeror certifies that its products comply with all applicable provisions of the Buy America Act and agrees to provide such certification or applicable waiver with respect to specific products to any Participating Agency upon request. Purchases made in accordance with the Buy America Act must still follow the applicable procurement rules calling for free and open competition.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF ACCESS TO RECORDS – 2 C.F.R. § 200.336

Offeror agrees that the Inspector General of the Agency or any of their duly authorized representatives shall have access to any documents, papers, or other records of offeror that are pertinent to offeror's discharge of its obligations under the Contract for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to

offeror's personnel for the purpose of interview and discussion relating to such documents.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF APPLICABILITY TO SUBCONTRACTORS

Offeror agrees that all contracts it awards pursuant to the Contract shall be bound by the foregoing terms and conditions.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

Offeror certifies compliance with all provisions, laws, acts, regulations, etc. as specifically noted above.

Offeror's Name: _____

Address, City, State, and Zip Code: _____

Phone Number: _____ Fax Number: _____

Printed Name and Title of Authorized Representative: _____

Email Address: _____

Signature of Authorized Representative: _____ Date: _____

Exhibit G
Intentionally Omitted

Exhibit H
Advertising Compliance Requirement

Pursuant to certain state notice provisions, including but not limited to Oregon Revised Statutes Chapter 279A.210, Chapter 279A.220, and other related provisions, the following public agencies and political subdivisions of the referenced public agencies are eligible to register with OMNIA Partners and access the Master Agreement contract award made pursuant to this solicitation, and are hereby given notice of the foregoing request for proposals for purposes of complying with the procedural requirements of said statutes:

Nationwide:

State of Alabama	State of Hawaii	Commonwealth of Massachusetts	State of New Mexico	State of South Dakota
State of Alaska	State of Idaho	State of Michigan	State of New York	State of Tennessee
State of Arizona	State of Illinois	State of Minnesota	State of North Carolina	State of Texas
State of Arkansas	State of Indiana	State of Mississippi	State of North Dakota	State of Utah
State of California	State of Iowa	State of Missouri	State of Ohio	State of Vermont
State of Colorado	State of Kansas	State of Montana	State of Oklahoma	Commonwealth of Virginia
State of Connecticut	Commonwealth of Kentucky	State of Nebraska	State of Oregon	State of Washington
State of Delaware	State of Louisiana	State of Nevada	Commonwealth of Pennsylvania	State of West Virginia
State of Florida	State of Maine	State of New Hampshire	State of Rhode Island	State of Wisconsin
State of Georgia	State of Maryland	State of New Jersey	State of South Carolina	State of Wyoming
District of Columbia				

Lists of political subdivisions and local governments in the above referenced states / districts may be found at http://www.usa.gov/Agencies/State_and_Territories.shtml and https://www.usa.gov/local-governments.

Certain Public Agencies and Political Subdivisions:

CITIES, TOWNS, VILLAGES AND BOROUGHS INCLUDING BUT NOT LIMITED TO:

BAKER CITY GOLF COURSE, OR
CITY OF ADAIR VILLAGE, OR
CITY OF ASHLAND, OR
CITY OF AUMSVILLE, OR
CITY OF AURORA, OR
CITY OF BAKER, OR
CITY OF BATON ROUGE, LA
CITY OF BEAVERTON, OR
CITY OF BEND, OR
CITY OF BOARDMAN, OR
CITY OF BONANAZA, OR
CITY OF BOSSIER CITY, LA
CITY OF BROOKINGS, OR
CITY OF BURNS, OR
CITY OF CANBY, OR
CITY OF CANYONVILLE, OR
CITY OF CLATSKANIE, OR
CITY OF COBURG, OR
CITY OF CONDON, OR
CITY OF COQUILLE, OR
CITY OF CORVALLI, OR
CITY OF CORVALLIS PARKS AND RECREATION DEPARTMENT, OR
CITY OF COTTAGE GROVE, OR
CITY OF DONALD, OR
CITY OF EUGENE, OR
CITY OF FOREST GROVE, OR
CITY OF GOLD HILL, OR
CITY OF GRANTS PASS, OR
CITY OF GRESHAM, OR
CITY OF HILLSBORO, OR
CITY OF INDEPENDENCE, OR
CITY AND COUNTY OF HONOLULU, HI
CITY OF KENNER, LA
CITY OF LA GRANDE, OR
CITY OF LAFAYETTE, LA
CITY OF LAKE CHARLES, OR
CITY OF LEBANON, OR
CITY OF MCMINNVILLE, OR
CITY OF MEDFORD, OR
CITY OF METAIRIE, LA
CITY OF MILL CITY, OR
CITY OF MILWAUKIE, OR
CITY OF MONROE, LA
CITY OF MOSIER, OR
CITY OF NEW ORLEANS, LA
CITY OF NORTH PLAINS, OR
CITY OF OREGON CITY, OR
CITY OF PILOT ROCK, OR
CITY OF PORTLAND, OR
CITY OF POWERS, OR
CITY OF PRINEVILLE, OR
CITY OF REDMOND, OR
CITY OF REEDSPORT, OR
CITY OF RIDDLE, OR
CITY OF ROGUE RIVER, OR
CITY OF ROSEBURG, OR
CITY OF SALEM, OR
CITY OF SANDY, OR
CITY OF SCAPPOOSE, OR
CITY OF SHADY COVE, OR
CITY OF SHERWOOD, OR

CITY OF SHREVEPORT, LA
CITY OF SILVERTON, OR
CITY OF SPRINGFIELD, OR
CITY OF ST. HELENS, OR
CITY OF ST. PAUL, OR
CITY OF SULPHUR, LA
CITY OF TIGARD, OR
CITY OF TROUTDALE, OR
CITY OF TUALATIN, OR
CITY OF WALKER, LA
CITY OF WARRENTON, OR
CITY OF WEST LINN, OR
CITY OF WILSONVILLE, OR
CITY OF WINSTON, OR
CITY OF WOODBURN, OR
LEAGUE OF OREGON CITES
THE CITY OF HAPPY VALLEY OREGON
ALPINE, UT
ALTA, UT
ALTAMONT, UT
ALTON, UT
AMALGA, UT
AMERICAN FORK CITY, UT
ANNABELLA, UT
ANTIMONY, UT
APPLE VALLEY, UT
AURORA, UT
BALLARD, UT
BEAR RIVER CITY, UT
BEAVER, UT
BICKNELL, UT
BIG WATER, UT
BLANDING, UT
BLUFFDALE, UT
BOULDER, UT
CITY OF BOUNTIFUL, UT
BRIAN HEAD, UT
BRIGHAM CITY CORPORATION, UT
BRYCE CANYON CITY, UT
CANNONVILLE, UT
CASTLE DALE, UT
CASTLE VALLEY, UT
CITY OF CEDAR CITY, UT
CEDAR FORT, UT
CITY OF CEDAR HILLS, UT
CENTERFIELD, UT
CENTERVILLE CITY CORPORATION, UT
CENTRAL VALLEY, UT
CHARLESTON, UT
CIRCLEVILLE, UT
CLARKSTON, UT
CLAWSON, UT
CLEARFIELD, UT
CLEVELAND, UT
CLINTON CITY CORPORATION, UT
COALVILLE, UT
CORINNE, UT
CORNISH, UT
COTTONWOOD HEIGHTS, UT
DANIEL, UT
DELTA, UT
DEWEYVILLE, UT
DRAPER CITY, UT
DUCHESNE, UT
EAGLE MOUNTAIN, UT
EAST CARBON, UT
ELK RIDGE, UT
ELMO, UT
ELSINORE, UT
ELWOOD, UT
EMERY, UT
ENOCH, UT
ENTERPRISE, UT
EPHRAIM, UT
ESCALANTE, UT
EUREKA, UT
FAIRFIELD, UT
FAIRVIEW, UT
FARMINGTON, UT
FARR WEST, UT
FAYETTE, UT
FERRON, UT
FIELDING, UT
FILLMORE, UT
FOUNTAIN GREEN, UT
FRANCIS, UT
FRUIT HEIGHTS, UT
GARDEN CITY, UT
GARLAND, UT
GENOLA, UT
GLENDALE, UT
GLENWOOD, UT
GOSHEN, UT
GRANTSVILLE, UT
GREEN RIVER, UT
GUNNISON, UT
HANKSVILLE, UT
HARRISVILLE, UT
HATCH, UT
HEBER CITY CORPORATION, UT
HELPER, UT
HENEFER, UT
HENRIEVILLE, UT
HERRIMAN, UT
HIDEOUT, UT
HIGHLAND, UT
HILDALE, UT
HINCKLEY, UT
HOLDEN, UT
HOLLADAY, UT
HONEYVILLE, UT
HOOPER, UT
HOWELL, UT
HUNTINGTON, UT
HUNTSVILLE, UT
CITY OF HURRICANE, UT
HYDE PARK, UT
HYRUM, UT
INDEPENDENCE, UT
IVINS, UT
JOSEPH, UT
JUNCTION, UT
KAMAS, UT
KANAB, UT
KANARRAVILLE, UT
KANOSH, UT
KAYSVILLE, UT
KINGSTON, UT
KOOSHAREM, UT
LAKETOWN, UT
LA VERKIN, UT
LAYTON, UT
LEAMINGTON, UT
LEEDS, UT
LEHI CITY CORPORATION, UT
LEVAN, UT

LEWISTON, UT
LINDON, UT
LOA, UT
LOGAN CITY, UT
LYMAN, UT
LYNNDYL, UT
MANILA, UT
MANTI, UT
MANTUA, UT
MAPLETON, UT
MARRIOTT-SLATERVILLE, UT
MARYSVALE, UT
MAYFIELD, UT
MEADOW, UT
MENDON, UT
MIDVALE CITY INC., UT
MIDWAY, UT
MILFORD, UT
MILLVILLE, UT
MINERSVILLE, UT
MOAB, UT
MONA, UT
MONROE, UT
CITY OF MONTICELLO, UT
MORGAN, UT
MORONI, UT
MOUNT PLEASANT, UT
MURRAY CITY CORPORATION, UT
MYTON, UT
NAPLES, UT
NEPHI, UT
NEW HARMONY, UT
NEWTON, UT
NIBLEY, UT
NORTH LOGAN, UT
NORTH OGDEN, UT
NORTH SALT LAKE CITY, UT
OAK CITY, UT
OAKLEY, UT
OGDEN CITY CORPORATION, UT
OPHIR, UT
ORANGEVILLE, UT
ORDERVILLE, UT
OREM, UT
PANGUITCH, UT
PARADISE, UT
PARAGONAH, UT
PARK CITY, UT
PAROWAN, UT
PAYSON, UT
PERRY, UT
PLAIN CITY, UT
PLEASANT GROVE CITY, UT
PLEASANT VIEW, UT
PLYMOUTH, UT
PORTAGE, UT
PRICE, UT
PROVIDENCE, UT
PROVO, UT
RANDOLPH, UT
REDMOND, UT
RICHFIELD, UT
RICHMOND, UT
RIVERDALE, UT
RIVER HEIGHTS, UT
RIVERTON CITY, UT
ROCKVILLE, UT
ROCKY RIDGE, UT
ROOSEVELT CITY CORPORATION, UT
ROY, UT
RUSH VALLEY, UT
CITY OF ST. GEORGE, UT
SALEM, UT
SALINA, UT
SALT LAKE CITY CORPORATION, UT
SANDY, UT
SANTA CLARA, UT
SANTAQUIN, UT
SARATOGA SPRINGS, UT
SCIPIO, UT
SCOFIELD, UT
SIGURD, UT
SMITHFIELD, UT
SNOWVILLE, UT
CITY OF SOUTH JORDAN, UT
SOUTH OGDEN, UT
CITY OF SOUTH SALT LAKE, UT
SOUTH WEBER, UT
SPANISH FORK, UT
SPRING CITY, UT
SPRINGDALE, UT
SPRINGVILLE, UT
STERLING, UT
STOCKTON, UT
SUNNYSIDE, UT
SUNSET CITY CORP, UT
SYRACUSE, UT
TABIONA, UT
CITY OF TAYLORSVILLE, UT
TOOELE CITY CORPORATION, UT
TOQUERVILLE, UT
TORREY, UT
TREMONTON CITY, UT
TRENTON, UT
TROPIC, UT
UINTAH, UT
VERNAL CITY, UT
VERNON, UT
VINEYARD, UT
VIRGIN, UT
WALES, UT
WALLSBURG, UT
WASHINGTON CITY, UT
WASHINGTON TERRACE, UT
WELLINGTON, UT
WELLSVILLE, UT
WENDOVER, UT
WEST BOUNTIFUL, UT
WEST HAVEN, UT
WEST JORDAN, UT
WEST POINT, UT
WEST VALLEY CITY, UT
WILLARD, UT
WOODLAND HILLS, UT
WOODRUFF, UT
WOODS CROSS, UT

COUNTIES AND PARISHES INCLUDING BUT NOT LIMITED TO:

ASCENSION PARISH, LA
ASCENSION PARISH, LA, CLEAR OF COURT
CADDO PARISH, LA
CALCASIEU PARISH, LA
CALCASIEU PARISH SHERIFF'S OFFICE, LA
CITY AND COUNTY OF HONOLULU, HI
CLACKAMAS COUNTY, OR
CLACKAMAS COUNTY DEPT OF TRANSPORTATION, OR

CLATSOP COUNTY, OR
COLUMBIA COUNTY, OR
COOS COUNTY, OR
COOS COUNTY HIGHWAY DEPARTMENT, OR
COUNTY OF HAWAII, OR
CROOK COUNTY, OR
CROOK COUNTY ROAD DEPARTMENT, OR
CURRY COUNTY, OR
DESCHUTES COUNTY, OR
DOUGLAS COUNTY, OR
EAST BATON ROUGE PARISH, LA
GILLIAM COUNTY, OR
GRANT COUNTY, OR
HARNEY COUNTY, OR
HARNEY COUNTY SHERIFFS OFFICE, OR
HAWAII COUNTY, HI
HOOD RIVER COUNTY, OR
JACKSON COUNTY, OR
JEFFERSON COUNTY, OR
JEFFERSON PARISH, LA
JOSEPHINE COUNTY GOVERNMENT, OR
LAFAYETTE CONSOLIDATED GOVERNMENT, LA
LAFAYETTE PARISH, LA
LAFAYETTE PARISH CONVENTION & VISITORS COMMISSION
LAFOURCHE PARISH, LA
KAUAI COUNTY, HI
KLAMATH COUNTY, OR
LAKE COUNTY, OR
LANE COUNTY, OR
LINCOLN COUNTY, OR
LINN COUNTY, OR
LIVINGSTON PARISH, LA
MALHEUR COUNTY, OR
MAUI COUNTY, HI
MARION COUNTY, SALEM, OR
MORROW COUNTY, OR
MULTNOMAH COUNTY, OR
MULTNOMAH COUNTY BUSINESS AND COMMUNITY SERVICES, OR
MULTNOMAH COUNTY SHERIFFS OFFICE, OR
MULTNOMAH LAW LIBRARY, OR
ORLEANS PARISH, LA
PLAQUEMINES PARISH, LA
POLK COUNTY, OR
RAPIDES PARISH, LA
SAINT CHARLES PARISH, LA
SAINT CHARLES PARISH PUBLIC SCHOOLS, LA
SAINT LANDRY PARISH, LA
SAINT TAMMANY PARISH, LA
SHERMAN COUNTY, OR
TERREBONNE PARISH, LA
TILLAMOOK COUNTY, OR
TILLAMOOK COUNTY SHERIFF'S OFFICE, OR
TILLAMOOK COUNTY GENERAL HOSPITAL, OR
UMATILLA COUNTY, OR
UNION COUNTY, OR
WALLOWA COUNTY, OR
WASCO COUNTY, OR
WASHINGTON COUNTY, OR
WEST BATON ROUGE PARISH, LA
WHEELER COUNTY, OR
YAMHILL COUNTY, OR
COUNTY OF BOX ELDER, UT
COUNTY OF CACHE, UT
COUNTY OF RICH, UT
COUNTY OF WEBER, UT
COUNTY OF MORGAN, UT
COUNTY OF DAVIS, UT
COUNTY OF SUMMIT, UT
COUNTY OF DAGGETT, UT
COUNTY OF SALT LAKE, UT
COUNTY OF TOOELE, UT
COUNTY OF UTAH, UT
COUNTY OF WASATCH, UT
COUNTY OF DUCHESNE, UT
COUNTY OF UINTAH, UT
COUNTY OF CARBON, UT
COUNTY OF SANPETE, UT
COUNTY OF JUAB, UT
COUNTY OF MILLARD, UT
COUNTY OF SEVIER, UT
COUNTY OF EMERY, UT
COUNTY OF GRAND, UT
COUNTY OF BEVER, UT
COUNTY OF PIUTE, UT
COUNTY OF WAYNE, UT
COUNTY OF SAN JUAN, UT
COUNTY OF GARFIELD, UT
COUNTY OF KANE, UT
COUNTY OF IRON, UT
COUNTY OF WASHINGTON, UT

OTHER AGENCIES INCLUDING ASSOCIATIONS, BOARDS, DISTRICTS, COMMISSIONS, COUNCILS, PUBLIC CORPORATIONS, PUBLIC DEVELOPMENT AUTHORITIES, RESERVATIONS AND UTILITIES INCLUDING BUT NOT LIMITED TO:

ADAIR R.F.P.D., OR
ADEL WATER IMPROVEMENT DISTRICT, OR
ADRIAN R.F.P.D., OR
AGNESS COMMUNITY LIBRARY, OR
AGNESS-ILLAHE R.F.P.D., OR
AGRICULTURE EDUCATION SERVICE EXTENSION DISTRICT, OR
ALDER CREEK-BARLOW WATER DISTRICT NO. 29, OR
ALFALFA FIRE DISTRICT, OR
ALSEA R.F.P.D., OR
ALSEA RIVIERA WATER IMPROVEMENT DISTRICT, OR
AMITY FIRE DISTRICT, OR
ANTELOPE MEADOWS SPECIAL ROAD DISTRICT, OR
APPLE ROGUE DISTRICT IMPROVEMENT COMPANY, OR
APPLEGATE VALLEY R.F.P.D. #9, OR
ARCH CAPE DOMESTIC WATER SUPPLY DISTRICT, OR
ARCH CAPE SANITARY DISTRICT, OR
ARNOLD IRRIGATION DISTRICT, OR
ASH CREEK WATER CONTROL DISTRICT, OR
ATHENA CEMETERY MAINTENANCE DISTRICT, OR
AUMSVILLE R.F.P.D., OR
AURORA R.F.P.D., OR
AZALEA R.F.P.D., OR
BADGER IMPROVEMENT DISTRICT, OR
BAILEY-SPENCER R.F.P.D., OR
BAKER COUNTY LIBRARY DISTRICT, OR
BAKER R.F.P.D., OR
BAKER RIVERTON ROAD DISTRICT, OR
BAKER VALLEY IRRIGATION DISTRICT, OR
BAKER VALLEY S.W.C.D., OR
BAKER VALLEY VECTOR CONTROL DISTRICT, OR
BANDON CRANBERRY WATER CONTROL DISTRICT, OR
BANDON R.F.P.D., OR
BANKS FIRE DISTRICT, OR
BANKS FIRE DISTRICT #13, OR
BAR L RANCH ROAD DISTRICT, OR
BARLOW WATER IMPROVEMENT DISTRICT, OR
BASIN AMBULANCE SERVICE DISTRICT, OR
BASIN TRANSIT SERVICE TRANSPORTATION DISTRICT, OR
BATON ROUGE WATER COMPANY
BAY AREA HEALTH DISTRICT, OR

BAYSHORE SPECIAL ROAD DISTRICT, OR
BEAR VALLEY SPECIAL ROAD DISTRICT, OR
BEAVER CREEK WATER CONTROL DISTRICT, OR
BEAVER DRAINAGE IMPROVEMENT COMPANY, INC., OR
BEAVER SLOUGH DRAINAGE DISTRICT, OR
BEAVER SPECIAL ROAD DISTRICT, OR
BEAVER WATER DISTRICT, OR
BELLE MER S.I.G.L. TRACTS SPECIAL ROAD DISTRICT, OR
BEND METRO PARK AND RECREATION DISTRICT
BENTON S.W.C.D., OR
BERNDT SUBDIVISION WATER IMPROVEMENT DISTRICT, OR
BEVERLY BEACH WATER DISTRICT, OR
BIENVILLE PARISH FIRE PROTECTION DISTRICT 6, LA
BIG BEND IRRIGATION DISTRICT, OR
BIGGS SERVICE DISTRICT, OR
BLACK BUTTE RANCH DEPARTMENT OF POLICE SERVICES, OR
BLACK BUTTE RANCH R.F.P.D., OR
BLACK MOUNTAIN WATER DISTRICT, OR
BLODGETT-SUMMIT R.F.P.D., OR
BLUE MOUNTAIN HOSPITAL DISTRICT, OR
BLUE MOUNTAIN TRANSLATOR DISTRICT, OR
BLUE RIVER PARK & RECREATION DISTRICT, OR
BLUE RIVER WATER DISTRICT, OR
BLY R.F.P.D., OR
BLY VECTOR CONTROL DISTRICT, OR
BLY WATER AND SANITARY DISTRICT, OR
BOARDMAN CEMETERY MAINTENANCE DISTRICT, OR
BOARDMAN PARK AND RECREATION DISTRICT
BOARDMAN R.F.P.D., OR
BONANZA BIG SPRINGS PARK & RECREATION DISTRICT, OR
BONANZA MEMORIAL PARK CEMETERY DISTRICT, OR
BONANZA R.F.P.D., OR
BONANZA-LANGELL VALLEY VECTOR CONTROL DISTRICT, OR
BORING WATER DISTRICT #24, OR
BOULDER CREEK RETREAT SPECIAL ROAD DISTRICT, OR
BRIDGE R.F.P.D., OR
BROOKS COMMUNITY SERVICE DISTRICT, OR
BROWNSVILLE R.F.P.D., OR
BUELL-RED PRAIRIE WATER DISTRICT, OR
BUNKER HILL R.F.P.D. #1, OR
BUNKER HILL SANITARY DISTRICT, OR
BURLINGTON WATER DISTRICT, OR
BURNT RIVER IRRIGATION DISTRICT, OR
BURNT RIVER S.W.C.D., OR
CALAPOOIA R.F.P.D., OR
CAMAS VALLEY R.F.P.D., OR
CAMELLIA PARK SANITARY DISTRICT, OR
CAMMANN ROAD DISTRICT, OR
CAMP SHERMAN ROAD DISTRICT, OR
CANBY AREA TRANSIT, OR
CANBY R.F.P.D. #62, OR
CANBY UTILITY BOARD, OR
CANNON BEACH R.F.P.D., OR
CANYONVILLE SOUTH UMPQUA FIRE DISTRICT, OR
CAPE FERRELO R.F.P.D., OR
CAPE FOULWEATHER SANITARY DISTRICT, OR
CARLSON PRIMROSE SPECIAL ROAD DISTRICT, OR
CARMEL BEACH WATER DISTRICT, OR
CASCADE VIEW ESTATES TRACT 2, OR
CEDAR CREST SPECIAL ROAD DISTRICT, OR
CEDAR TRAILS SPECIAL ROAD DISTRICT, OR
CEDAR VALLEY - NORTH BANK R.F.P.D., OR
CENTRAL CASCADES FIRE AND EMS, OR
CENTRAL CITY ECONOMIC OPPORTUNITY CORP, LA
CENTRAL LINCOLN P.U.D., OR
CENTRAL OREGON COAST FIRE & RESCUE DISTRICT, OR
CENTRAL OREGON INTERGOVERNMENTAL COUNCIL
CENTRAL OREGON IRRIGATION DISTRICT, OR
CHAPARRAL WATER CONTROL DISTRICT, OR
CHARLESTON FIRE DISTRICT, OR
CHARLESTON SANITARY DISTRICT, OR
CHARLOTTE ANN WATER DISTRICT, OR
CHEHALEM PARK & RECREATION DISTRICT, OR
CHEHALEM PARK AND RECREATION DISTRICT
CHEMULT R.F.P.D., OR
CHENOWITH WATER P.U.D., OR
CHERRIOTS, OR
CHETCO COMMUNITY PUBLIC LIBRARY DISTRICT, OR
CHILOQUIN VECTOR CONTROL DISTRICT, OR
CHILOQUIN-AGENCY LAKE R.F.P.D., OR
CHINOOK DRIVE SPECIAL ROAD DISTRICT, OR
CHR DISTRICT IMPROVEMENT COMPANY, OR
CHRISTMAS VALLEY DOMESTIC WATER DISTRICT, OR
CHRISTMAS VALLEY PARK & RECREATION DISTRICT, OR
CHRISTMAS VALLEY R.F.P.D., OR
CITY OF BOGALUSA SCHOOL BOARD, LA
CLACKAMAS COUNTY FIRE DISTRICT #1, OR
CLACKAMAS COUNTY SERVICE DISTRICT #1, OR
CLACKAMAS COUNTY VECTOR CONTROL DISTRICT, OR
CLACKAMAS RIVER WATER
CLACKAMAS RIVER WATER, OR
CLACKAMAS S.W.C.D., OR
CLATSKANIE DRAINAGE IMPROVEMENT COMPANY, OR
CLATSKANIE LIBRARY DISTRICT, OR
CLATSKANIE P.U.D., OR
CLATSKANIE PARK & RECREATION DISTRICT, OR
CLATSKANIE PEOPLE'S UTILITY DISTRICT
CLATSKANIE R.F.P.D., OR
CLATSOP CARE CENTER HEALTH DISTRICT, OR
CLATSOP COUNTY S.W.C.D., OR
CLATSOP DRAINAGE IMPROVEMENT COMPANY #15, INC., OR
CLEAN WATER SERVICES
CLEAN WATER SERVICES, OR
CLOVERDALE R.F.P.D., OR
CLOVERDALE SANITARY DISTRICT, OR
CLOVERDALE WATER DISTRICT, OR
COALEDO DRAINAGE DISTRICT, OR
COBURG FIRE DISTRICT, OR
COLESTIN RURAL FIRE DISTRICT, OR
COLTON R.F.P.D., OR
COLTON WATER DISTRICT #11, OR
COLUMBIA 911 COMMUNICATIONS DISTRICT, OR
COLUMBIA COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
COLUMBIA DRAINAGE VECTOR CONTROL, OR
COLUMBIA IMPROVEMENT DISTRICT, OR
COLUMBIA R.F.P.D., OR
COLUMBIA RIVER FIRE & RESCUE, OR
COLUMBIA RIVER PUD, OR
COLUMBIA S.W.C.D., OR
COLUMBIA S.W.C.D., OR
CONFEDERATED TRIBES OF THE UMATILLA INDIAN RESERVATION
COOS COUNTY AIRPORT DISTRICT, OR
COOS COUNTY AIRPORT DISTRICT, OR
COOS COUNTY AREA TRANSIT SERVICE DISTRICT, OR
COOS COUNTY AREA TRANSIT SERVICE DISTRICT, OR
COOS FOREST PROTECTIVE ASSOCIATION
COOS S.W.C.D., OR
COQUILLE R.F.P.D., OR
COQUILLE VALLEY HOSPITAL DISTRICT, OR
CORBETT WATER DISTRICT, OR
CORNELIUS R.F.P.D., OR
CORP RANCH ROAD WATER IMPROVEMENT, OR
CORVALLIS R.F.P.D., OR
COUNTRY CLUB ESTATES SPECIAL WATER DISTRICT, OR

COUNTRY CLUB WATER DISTRICT, OR
COUNTRY ESTATES ROAD DISTRICT, OR
COVE CEMETERY MAINTENANCE DISTRICT, OR
COVE ORCHARD SEWER SERVICE DISTRICT, OR
COVE R.F.P.D., OR
CRESCENT R.F.P.D., OR
CRESCENT SANITARY DISTRICT, OR
CRESCENT WATER SUPPLY AND IMPROVEMENT DISTRICT, OR
CROOK COUNTY AGRICULTURE EXTENSION SERVICE DISTRICT, OR
CROOK COUNTY CEMETERY DISTRICT, OR
CROOK COUNTY FIRE AND RESCUE, OR
CROOK COUNTY PARKS & RECREATION DISTRICT, OR
CROOK COUNTY S.W.C.D., OR
CROOK COUNTY VECTOR CONTROL DISTRICT, OR
CROOKED RIVER RANCH R.F.P.D., OR
CROOKED RIVER RANCH SPECIAL ROAD DISTRICT, OR
CRYSTAL SPRINGS WATER DISTRICT, OR
CURRY COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
CURRY COUNTY PUBLIC TRANSIT SERVICE DISTRICT, OR
CURRY COUNTY S.W.C.D., OR
CURRY HEALTH DISTRICT, OR
CURRY PUBLIC LIBRARY DISTRICT, OR
DALLAS CEMETERY DISTRICT #4, OR
DARLEY DRIVE SPECIAL ROAD DISTRICT, OR
DAVID CROCKETT STEAM FIRE COMPANY #1, LA
DAYS CREEK R.F.P.D., OR
DAYTON FIRE DISTRICT, OR
DEAN MINARD WATER DISTRICT, OR
DEE IRRIGATION DISTRICT, OR
DEER ISLAND DRAINAGE IMPROVEMENT COMPANY, OR
DELL BROGAN CEMETERY MAINTENANCE DISTRICT, OR
DEPOE BAY R.F.P.D., OR
DESCHUTES COUNTY 911 SERVICE DISTRICT, OR
DESCHUTES COUNTY R.F.P.D. #2, OR
DESCHUTES PUBLIC LIBRARY DISTRICT, OR
DESCHUTES S.W.C.D., OR
DESCHUTES VALLEY WATER DISTRICT, OR
DEVILS LAKE WATER IMPROVEMENT DISTRICT, OR
DEXTER R.F.P.D., OR
DEXTER SANITARY DISTRICT, OR
DORA-SITKUM R.F.P.D., OR
DOUGLAS COUNTY FIRE DISTRICT #2, OR
DOUGLAS S.W.C.D., OR
DRAKES CROSSING R.F.P.D., OR
DRRH SPECIAL ROAD DISTRICT #6, OR
DRY GULCH DITCH DISTRICT IMPROVEMENT COMPANY, OR
DUFUR RECREATION DISTRICT, OR
DUMBECK LANE DOMESTIC WATER SUPPLY, OR
DUNDEE R.F.P.D., OR
DURKEE COMMUNITY BUILDING PRESERVATION DISTRICT, OR
EAGLE POINT IRRIGATION DISTRICT, OR
EAGLE VALLEY CEMETERY MAINTENANCE DISTRICT, OR
EAGLE VALLEY R.F.P.D., OR
EAGLE VALLEY S.W.C.D., OR
EAST FORK IRRIGATION DISTRICT, OR
EAST MULTNOMAH S.W.C.D., OR
EAST SALEM SERVICE DISTRICT, OR
EAST UMATILLA CHEMICAL CONTROL DISTRICT, OR
EAST UMATILLA COUNTY AMBULANCE AREA HEALTH DISTRICT, OR
EAST UMATILLA COUNTY R.F.P.D., OR
EAST VALLEY WATER DISTRICT, OR
ELGIN COMMUNITY PARKS & RECREATION DISTRICT, OR
ELGIN HEALTH DISTRICT, OR
ELGIN R.F.P.D., OR
ELKTON ESTATES PHASE II SPECIAL ROAD DISTRICT, OR
ELKTON R.F.P.D., OR
EMERALD P.U.D., OR
ENTERPRISE IRRIGATION DISTRICT, OR
ESTACADA CEMETERY MAINTENANCE DISTRICT, OR
ESTACADA R.F.P.D. #69, OR
EUGENE R.F.P.D. # 1, OR
EUGENE WATER AND ELECTRIC BOARD
EVANS VALLEY FIRE DISTRICT #6, OR
FAIR OAKS R.F.P.D., OR
FAIRVIEW R.F.P.D., OR
FAIRVIEW WATER DISTRICT, OR
FALCON HEIGHTS WATER AND SEWER, OR
FALCON-COVE BEACH WATER DISTRICT, OR
FALL RIVER ESTATES SPECIAL ROAD DISTRICT, OR
FARGO INTERCHANGE SERVICE DISTRICT, OR
FARMERS IRRIGATION DISTRICT, OR
FAT ELK DRAINAGE DISTRICT, OR
FERN RIDGE PUBLIC LIBRARY DISTRICT, OR
FERN VALLEY ESTATES IMPROVEMENT DISTRICT, OR
FOR FAR ROAD DISTRICT, OR
FOREST GROVE R.F.P.D., OR
FOREST VIEW SPECIAL ROAD DISTRICT, OR
FORT ROCK-SILVER LAKE S.W.C.D., OR
FOUR RIVERS VECTOR CONTROL DISTRICT, OR
FOX CEMETERY MAINTENANCE DISTRICT, OR
GARDINER R.F.P.D., OR
GARDINER SANITARY DISTRICT, OR
GARIBALDI R.F.P.D., OR
GASTON R.F.P.D., OR
GATES R.F.P.D., OR
GEARHART R.F.P.D., OR
GILLIAM S.W.C.D., OR
GLENDALE AMBULANCE DISTRICT, OR
GLENDALE R.F.P.D., OR
GLENEDEN BEACH SPECIAL ROAD DISTRICT, OR
GLENEDEN SANITARY DISTRICT, OR
GLENWOOD WATER DISTRICT, OR
GLIDE - IDLEYLD SANITARY DISTRICT, OR
GLIDE R.F.P.D., OR
GOLD BEACH - WEDDERBURN R.F.P.D., OR
GOLD HILL IRRIGATION DISTRICT, OR
GOLDFINCH ROAD DISTRICT, OR
GOSHEN R.F.P.D., OR
GOVERNMENT CAMP ROAD DISTRICT, OR
GOVERNMENT CAMP SANITARY DISTRICT, OR
GRAND PRAIRIE WATER CONTROL DISTRICT, OR
GRAND RONDE SANITARY DISTRICT, OR
GRANT COUNTY TRANSPORTATION DISTRICT, OR
GRANT S.W.C.D., OR
GRANTS PASS IRRIGATION DISTRICT, OR
GREATER BOWEN VALLEY R.F.P.D., OR
GREATER ST. HELENS PARK & RECREATION DISTRICT, OR
GREATER TOLEDO POOL RECREATION DISTRICT, OR
GREEN KNOLLS SPECIAL ROAD DISTRICT, OR
GREEN SANITARY DISTRICT, OR
GREENACRES R.F.P.D., OR
GREENBERRY IRRIGATION DISTRICT, OR
GREENSPRINGS RURAL FIRE DISTRICT, OR
HAHLEN ROAD SPECIAL DISTRICT, OR
HAINES CEMETERY MAINTENANCE DISTRICT, OR
HAINES FIRE PROTECTION DISTRICT, OR
HALSEY-SHEDD R.F.P.D., OR
HAMLET R.F.P.D., OR
HARBOR R.F.P.D., OR
HARBOR SANITARY DISTRICT, OR
HARBOR WATER P.U.D., OR
HARNEY COUNTY HEALTH DISTRICT, OR

HARNEY S.W.C.D., OR
HARPER SOUTH SIDE IRRIGATION DISTRICT, OR
HARRISBURG FIRE AND RESCUE, OR
HAUSER R.F.P.D., OR
HAZELDELL RURAL FIRE DISTRICT, OR
HEBO JOINT WATER-SANITARY AUTHORITY, OR
HECETA WATER P.U.D., OR
HELIX CEMETERY MAINTENANCE DISTRICT #4, OR
HELIX PARK & RECREATION DISTRICT, OR
HELIX R.F.P.D. #7-411, OR
HEPPNER CEMETERY MAINTENANCE DISTRICT, OR
HEPPNER R.F.P.D., OR
HEPPNER WATER CONTROL DISTRICT, OR
HEREFORD COMMUNITY HALL RECREATION DISTRICT, OR
HERMISTON CEMETERY DISTRICT, OR
HERMISTON IRRIGATION DISTRICT, OR
HIDDEN VALLEY MOBILE ESTATES IMPROVEMENT DISTRICT, OR
HIGH DESERT PARK & RECREATION DISTRICT, OR
HIGHLAND SUBDIVISION WATER DISTRICT, OR
HONOLULU INTERNATIONAL AIRPORT
HOOD RIVER COUNTY LIBRARY DISTRICT, OR
HOOD RIVER COUNTY TRANSPORTATION DISTRICT, OR
HOOD RIVER S.W.C.D., OR
HOOD RIVER VALLEY PARKS & RECREATION DISTRICT, OR
HOODLAND FIRE DISTRICT #74
HOODLAND FIRE DISTRICT #74, OR
HORSEFLY IRRIGATION DISTRICT, OR
HOSKINS-KINGS VALLEY R.F.P.D., OR
HOUSING AUTHORITY OF PORTLAND
HUBBARD R.F.P.D., OR
HUDSON BAY DISTRICT IMPROVEMENT COMPANY, OR
I N (KAY) YOUNG DITCH DISTRICT IMPROVEMENT COMPANY, OR
ICE FOUNTAIN WATER DISTRICT, OR
IDAHO POINT SPECIAL ROAD DISTRICT, OR
IDANHA-DETROIT RURAL FIRE PROTECTION DISTRICT, OR
ILLINOIS VALLEY FIRE DISTRICT
ILLINOIS VALLEY R.F.P.D., OR
ILLINOIS VALLEY S.W.C.D., OR
IMBLER R.F.P.D., OR
INTERLACHEN WATER P.U.D., OR
IONE LIBRARY DISTRICT, OR
IONE R.F.P.D. #6-604, OR
IRONSIDE CEMETERY MAINTENANCE DISTRICT, OR
IRONSIDE RURAL ROAD DISTRICT #5, OR
IRRIGON PARK & RECREATION DISTRICT, OR
IRRIGON R.F.P.D., OR
ISLAND CITY AREA SANITATION DISTRICT, OR
ISLAND CITY CEMETERY MAINTENANCE DISTRICT, OR
JACK PINE VILLAGE SPECIAL ROAD DISTRICT, OR
JACKSON COUNTY FIRE DISTRICT #3, OR
JACKSON COUNTY FIRE DISTRICT #4, OR
JACKSON COUNTY FIRE DISTRICT #5, OR
JACKSON COUNTY LIBRARY DISTRICT, OR
JACKSON COUNTY VECTOR CONTROL DISTRICT, OR
JACKSON S.W.C.D., OR
JASPER KNOLLS WATER DISTRICT, OR
JEFFERSON COUNTY EMERGENCY MEDICAL SERVICE DISTRICT, OR
JEFFERSON COUNTY FIRE DISTRICT #1, OR
JEFFERSON COUNTY LIBRARY DISTRICT, OR
JEFFERSON COUNTY S.W.C.D., OR
JEFFERSON PARK & RECREATION DISTRICT, OR
JEFFERSON R.F.P.D., OR
JOB'S DRAINAGE DISTRICT, OR
JOHN DAY WATER DISTRICT, OR
JOHN DAY-CANYON CITY PARKS & RECREATION DISTRICT, OR
JOHN DAY-FERNHILL R.F.P.D. #5-108, OR
JORDAN VALLEY CEMETERY DISTRICT, OR
JORDAN VALLEY IRRIGATION DISTRICT, OR
JOSEPHINE COMMUNITY LIBRARY DISTRICT, OR
JOSEPHINE COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
JOSEPHINE COUNTY 911 AGENCY, OR
JUNCTION CITY R.F.P.D., OR
JUNCTION CITY WATER CONTROL DISTRICT, OR
JUNIPER BUTTE ROAD DISTRICT, OR
JUNIPER CANYON WATER CONTROL DISTRICT, OR
JUNIPER FLAT DISTRICT IMPROVEMENT COMPANY, OR
JUNIPER FLAT R.F.P.D., OR
JUNO NONPROFIT WATER IMPROVEMENT DISTRICT, OR
KEATING R.F.P.D., OR
KEATING S.W.C.D., OR
KEIZER R.F.P.D., OR
KELLOGG RURAL FIRE DISTRICT, OR
KENO IRRIGATION DISTRICT, OR
KENO PINES ROAD DISTRICT, OR
KENO R.F.P.D., OR
KENT WATER DISTRICT, OR
KERBY WATER DISTRICT, OR
K-GB-LB WATER DISTRICT, OR
KILCHIS WATER DISTRICT, OR
KLAMATH 9-1-1 COMMUNICATIONS DISTRICT, OR
KLAMATH BASIN IMPROVEMENT DISTRICT, OR
KLAMATH COUNTY DRAINAGE SERVICE DISTRICT, OR
KLAMATH COUNTY EXTENSION SERVICE DISTRICT, OR
KLAMATH COUNTY FIRE DISTRICT #1, OR
KLAMATH COUNTY FIRE DISTRICT #3, OR
KLAMATH COUNTY FIRE DISTRICT #4, OR
KLAMATH COUNTY FIRE DISTRICT #5, OR
KLAMATH COUNTY LIBRARY SERVICE DISTRICT, OR
KLAMATH COUNTY PREDATORY ANIMAL CONTROL DISTRICT, OR
KLAMATH DRAINAGE DISTRICT, OR
KLAMATH FALLS FOREST ESTATES SPECIAL ROAD DISTRICT UNIT #2, OR
KLAMATH INTEROPERABILITY RADIO GROUP, OR
KLAMATH IRRIGATION DISTRICT, OR
KLAMATH RIVER ACRES SPECIAL ROAD DISTRICT, OR
KLAMATH S.W.C.D., OR
KLAMATH VECTOR CONTROL DISTRICT, OR
KNAPPA-SVENSEN-BURNSIDE R.F.P.D., OR
LA GRANDE CEMETERY MAINTENANCE DISTRICT, OR
LA GRANDE R.F.P.D., OR
LA PINE PARK & RECREATION DISTRICT, OR
LA PINE R.F.P.D., OR
LABISH VILLAGE SEWAGE & DRAINAGE, OR
LACOMB IRRIGATION DISTRICT, OR
LAFAYETTE AIRPORT COMMISSION, LA
LAFOURCHE PARISH HEALTH UNIT – DHH-OPH REGION 3
LAIDLAW WATER DISTRICT, OR
LAKE CHINOOK FIRE & RESCUE, OR
LAKE COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
LAKE COUNTY LIBRARY DISTRICT, OR
LAKE CREEK R.F.P.D. - JACKSON, OR
LAKE CREEK R.F.P.D. - LANE COUNTY, OR
LAKE DISTRICT HOSPITAL, OR
LAKE GROVE R.F.P.D. NO. 57, OR
LAKE GROVE WATER DISTRICT, OR
LAKE LABISH WATER CONTROL DISTRICT, OR
LAKE POINT SPECIAL ROAD DISTRICT, OR
LAKESIDE R.F.P.D. #4, OR
LAKESIDE WATER DISTRICT, OR
LAKEVIEW R.F.P.D., OR
LAKEVIEW S.W.C.D., OR
LAMONTAI IMPROVEMENT DISTRICT, OR
LANE FIRE AUTHORITY, OR

LANE LIBRARY DISTRICT, OR
LANE TRANSIT DISTRICT, OR
LANGELL VALLEY IRRIGATION DISTRICT, OR
LANGLOIS PUBLIC LIBRARY, OR
LANGLOIS R.F.P.D., OR
LANGLOIS WATER DISTRICT, OR
LAZY RIVER SPECIAL ROAD DISTRICT, OR
LEBANON AQUATIC DISTRICT, OR
LEBANON R.F.P.D., OR
LEWIS & CLARK R.F.P.D., OR
LINCOLN COUNTY LIBRARY DISTRICT, OR
LINCOLN S.W.C.D., OR
LINN COUNTY EMERGENCY TELEPHONE AGENCY, OR
LINN S.W.C.D., OR
LITTLE MUDDY CREEK WATER CONTROL, OR
LITTLE NESTUCCA DRAINAGE DISTRICT, OR
LITTLE SWITZERLAND SPECIAL ROAD DISTRICT, OR
LONE PINE IRRIGATION DISTRICT, OR
LONG PRAIRIE WATER DISTRICT, OR
LOOKINGGLASS OLALLA WATER CONTROL DISTRICT, OR
LOOKINGGLASS RURAL FIRE DISTRICT, OR
LORANE R.F.P.D., OR
LOST & BOULDER DITCH IMPROVEMENT DISTRICT, OR
LOST CREEK PARK SPECIAL ROAD DISTRICT, OR
LOUISIANA PUBLIC SERVICE COMMISSION, LA
LOUISIANA WATER WORKS
LOWELL R.F.P.D., OR
LOWER MCKAY CREEK R.F.P.D., OR
LOWER MCKAY CREEK WATER CONTROL DISTRICT, OR
LOWER POWDER RIVER IRRIGATION DISTRICT, OR
LOWER SILETZ WATER DISTRICT, OR
LOWER UMPQUA HOSPITAL DISTRICT, OR
LOWER UMPQUA PARK & RECREATION DISTRICT, OR
LOWER VALLEY WATER IMPROVEMENT DISTRICT, OR
LUCE LONG DITCH DISTRICT IMPROVEMENT CO., OR
LUSTED WATER DISTRICT, OR
LYONS R.F.P.D., OR
LYONS-MEHAMA WATER DISTRICT, OR
MADRAS AQUATIC CENTER DISTRICT, OR
MAKAI SPECIAL ROAD DISTRICT, OR
MALHEUR COUNTY S.W.C.D., OR
MALHEUR COUNTY VECTOR CONTROL DISTRICT, OR
MALHEUR DISTRICT IMPROVEMENT COMPANY, OR
MALHEUR DRAINAGE DISTRICT, OR
MALHEUR MEMORIAL HEALTH DISTRICT, OR
MALIN COMMUNITY CEMETERY MAINTENANCE DISTRICT, OR
MALIN COMMUNITY PARK & RECREATION DISTRICT, OR
MALIN IRRIGATION DISTRICT, OR
MALIN R.F.P.D., OR
MAPLETON FIRE DEPARTMENT, OR
MAPLETON WATER DISTRICT, OR
MARCOLA WATER DISTRICT, OR
MARION COUNTY EXTENSION & 4H SERVICE DISTRICT, OR
MARION COUNTY FIRE DISTRICT #1, OR
MARION JACK IMPROVEMENT DISTRICT, OR
MARION S.W.C.D., OR
MARY'S RIVER ESTATES ROAD DISTRICT, OR
MCDONALD FOREST ESTATES SPECIAL ROAD DISTRICT, OR
MCKAY ACRES IMPROVEMENT DISTRICT, OR
MCKAY DAM R.F.P.D. # 7-410, OR
MCKENZIE FIRE & RESCUE, OR
MCKENZIE PALISADES WATER SUPPLY CORPORATION, OR
MCMINNVILLE R.F.P.D., OR
MCNULTY WATER P.U.D., OR
MEADOWS DRAINAGE DISTRICT, OR
MEDFORD IRRIGATION DISTRICT, OR
MEDFORD R.F.P.D. #2, OR
MEDFORD WATER COMMISSION
MEDICAL SPRINGS R.F.P.D., OR
MELHEUR COUNTY JAIL, OR
MERLIN COMMUNITY PARK DISTRICT, OR
MERRILL CEMETERY MAINTENANCE DISTRICT, OR
MERRILL PARK DISTRICT, OR
MERRILL R.F.P.D., OR
METRO REGIONAL GOVERNMENT
METRO REGIONAL PARKS
METROPOLITAN EXPOSITION RECREATION COMMISSION
METROPOLITAN SERVICE DISTRICT (METRO)
MID COUNTY CEMETERY MAINTENANCE DISTRICT, OR
MID-COLUMBIA FIRE AND RESCUE, OR
MIDDLE FORK IRRIGATION DISTRICT, OR
MIDLAND COMMUNITY PARK, OR
MIDLAND DRAINAGE IMPROVEMENT DISTRICT, OR
MILES CROSSING SANITARY SEWER DISTRICT, OR
MILL CITY R.F.P.D. #2-303, OR
MILL FOUR DRAINAGE DISTRICT, OR
MILLICOMA RIVER PARK & RECREATION DISTRICT, OR
MILLINGTON R.F.P.D. #5, OR
MILO VOLUNTEER FIRE DEPARTMENT, OR
MILTON-FREEWATER AMBULANCE SERVICE AREA HEALTH DISTRICT, OR
MILTON-FREEWATER WATER CONTROL DISTRICT, OR
MIROCO SPECIAL ROAD DISTRICT, OR
MIST-BIRKENFELD R.F.P.D., OR
MODOC POINT IRRIGATION DISTRICT, OR
MODOC POINT SANITARY DISTRICT, OR
MOHAWK VALLEY R.F.P.D., OR
MOLALLA AQUATIC DISTRICT, OR
MOLALLA R.F.P.D. #73, OR
MONITOR R.F.P.D., OR
MONROE R.F.P.D., OR
MONUMENT CEMETERY MAINTENANCE DISTRICT, OR
MONUMENT S.W.C.D., OR
MOOREA DRIVE SPECIAL ROAD DISTRICT, OR
MORO R.F.P.D., OR
MORROW COUNTY HEALTH DISTRICT, OR
MORROW COUNTY UNIFIED RECREATION DISTRICT, OR
MORROW S.W.C.D., OR
MOSIER FIRE DISTRICT, OR
MOUNTAIN DRIVE SPECIAL ROAD DISTRICT, OR
MT. ANGEL R.F.P.D., OR
MT. HOOD IRRIGATION DISTRICT, OR
MT. LAKI CEMETERY DISTRICT, OR
MT. VERNON R.F.P.D., OR
MULINO WATER DISTRICT #1, OR
MULTNOMAH COUNTY DRAINAGE DISTRICT #1, OR
MULTNOMAH COUNTY R.F.P.D. #10, OR
MULTNOMAH COUNTY R.F.P.D. #14, OR
MULTNOMAH EDUCATION SERVICE DISTRICT
MYRTLE CREEK R.F.P.D., OR
NEAH-KAH-NIE WATER DISTRICT, OR
NEDONNA R.F.P.D., OR
NEHALEM BAY FIRE AND RESCUE, OR
NEHALEM BAY HEALTH DISTRICT, OR
NEHALEM BAY WASTEWATER AGENCY, OR
NESIKA BEACH-OPHIR WATER DISTRICT, OR
NESKOWIN REGIONAL SANITARY AUTHORITY, OR
NESKOWIN REGIONAL WATER DISTRICT, OR
NESTUCCA R.F.P.D., OR
NETARTS WATER DISTRICT, OR
NETARTS-OCEANSIDE R.F.P.D., OR
NETARTS-OCEANSIDE SANITARY DISTRICT, OR
NEW BRIDGE WATER SUPPLY DISTRICT, OR
NEW CARLTON FIRE DISTRICT, OR
NEW ORLEANS REDEVELOPMENT AUTHORITY, LA
NEW PINE CREEK R.F.P.D., OR

NEWBERG R.F.P.D., OR
NEWBERRY ESTATES SPECIAL ROAD DISTRICT, OR
NEWPORT R.F.P.D., OR
NEWT YOUNG DITCH DISTRICT IMPROVEMENT COMPANY, OR
NORTH ALBANY R.F.P.D., OR
NORTH BAY R.F.P.D. #9, OR
NORTH CLACKAMAS PARKS & RECREATION DISTRICT, OR
NORTH COUNTY RECREATION DISTRICT, OR
NORTH DOUGLAS COUNTY FIRE & EMS, OR
NORTH DOUGLAS PARK & RECREATION DISTRICT, OR
NORTH GILLIAM COUNTY HEALTH DISTRICT, OR
NORTH GILLIAM COUNTY R.F.P.D., OR
NORTH LAKE HEALTH DISTRICT, OR
NORTH LEBANON WATER CONTROL DISTRICT, OR
NORTH LINCOLN FIRE & RESCUE DISTRICT #1, OR
NORTH LINCOLN HEALTH DISTRICT, OR
NORTH MORROW VECTOR CONTROL DISTRICT, OR
NORTH SHERMAN COUNTY R.F.P.D, OR
NORTH UNIT IRRIGATION DISTRICT, OR
NORTHEAST OREGON HOUSING AUTHORITY, OR
NORTHEAST WHEELER COUNTY HEALTH DISTRICT, OR
NORTHERN WASCO COUNTY P.U.D., OR
NORTHERN WASCO COUNTY PARK & RECREATION DISTRICT, OR
NYE DITCH USERS DISTRICT IMPROVEMENT, OR
NYSSA ROAD ASSESSMENT DISTRICT #2, OR
NYSSA RURAL FIRE DISTRICT, OR
NYSSA-ARCADIA DRAINAGE DISTRICT, OR
OAK LODGE WATER SERVICES, OR
OAKLAND R.F.P.D., OR
OAKVILLE COMMUNITY CENTER, OR
OCEANSIDE WATER DISTRICT, OR
OCHOCO IRRIGATION DISTRICT, OR
OCHOCO WEST WATER AND SANITARY AUTHORITY, OR
ODELL SANITARY DISTRICT, OR
OLD OWYHEE DITCH IMPROVEMENT DISTRICT, OR
OLNEY-WALLUSKI FIRE & RESCUE DISTRICT, OR
ONTARIO LIBRARY DISTRICT, OR
ONTARIO R.F.P.D., OR
OPHIR R.F.P.D., OR
OREGON COAST COMMUNITY ACTION
OREGON HOUSING AND COMMUNITY SERVICES
OREGON INTERNATIONAL PORT OF COOS BAY, OR
OREGON LEGISLATIVE ADMINISTRATION
OREGON OUTBACK R.F.P.D., OR
OREGON POINT, OR
OREGON TRAIL LIBRARY DISTRICT, OR
OTTER ROCK WATER DISTRICT, OR
OWW UNIT #2 SANITARY DISTRICT, OR
OWYHEE CEMETERY MAINTENANCE DISTRICT, OR
OWYHEE IRRIGATION DISTRICT, OR
PACIFIC CITY JOINT WATER-SANITARY AUTHORITY, OR
PACIFIC COMMUNITIES HEALTH DISTRICT, OR
PACIFIC RIVIERA #3 SPECIAL ROAD DISTRICT, OR
PALATINE HILL WATER DISTRICT, OR
PALMER CREEK WATER DISTRICT IMPROVEMENT COMPANY, OR
PANORAMIC ACCESS SPECIAL ROAD DISTRICT, OR
PANTHER CREEK ROAD DISTRICT, OR
PANTHER CREEK WATER DISTRICT, OR
PARKDALE R.F.P.D., OR
PARKDALE SANITARY DISTRICT, OR
PENINSULA DRAINAGE DISTRICT #1, OR
PENINSULA DRAINAGE DISTRICT #2, OR
PHILOMATH FIRE AND RESCUE, OR
PILOT ROCK CEMETERY MAINTENANCE DISTRICT #5, OR
PILOT ROCK PARK & RECREATION DISTRICT, OR
PILOT ROCK R.F.P.D., OR
PINE EAGLE HEALTH DISTRICT, OR
PINE FLAT DISTRICT IMPROVEMENT COMPANY, OR
PINE GROVE IRRIGATION DISTRICT, OR
PINE GROVE WATER DISTRICT-KLAMATH FALLS, OR
PINE GROVE WATER DISTRICT-MAUPIN, OR
PINE VALLEY CEMETERY DISTRICT, OR
PINE VALLEY R.F.P.D., OR
PINEWOOD COUNTRY ESTATES SPECIAL ROAD DISTRICT, OR
PIONEER DISTRICT IMPROVEMENT COMPANY, OR
PISTOL RIVER CEMETERY MAINTENANCE DISTRICT, OR
PISTOL RIVER FIRE DISTRICT, OR
PLEASANT HILL R.F.P.D., OR
PLEASANT HOME WATER DISTRICT, OR
POCAHONTAS MINING AND IRRIGATION DISTRICT, OR
POE VALLEY IMPROVEMENT DISTRICT, OR
POE VALLEY PARK & RECREATION DISTRICT, OR
POE VALLEY VECTOR CONTROL DISTRICT, OR
POLK COUNTY FIRE DISTRICT #1, OR
POLK S.W.C.D., OR
POMPADOUR WATER IMPROVEMENT DISTRICT, OR
PONDEROSA PINES EAST SPECIAL ROAD DISTRICT, OR
PORT OF ALSEA, OR
PORT OF ARLINGTON, OR
PORT OF ASTORIA, OR
PORT OF BANDON, OR
PORT OF BRANDON, OR
PORT OF BROOKINGS HARBOR, OR
PORT OF CASCADE LOCKS, OR
PORT OF COQUILLE RIVER, OR
PORT OF GARIBALDI, OR
PORT OF GOLD BEACH, OR
PORT OF HOOD RIVER, OR
PORT OF MORGAN CITY, LA
PORT OF MORROW, OR
PORT OF NEHALEM, OR
PORT OF NEWPORT, OR
PORT OF PORT ORFORD, OR
PORT OF PORTLAND, OR
PORT OF SIUSLAW, OR
PORT OF ST. HELENS, OR
PORT OF THE DALLES, OR
PORT OF TILLAMOOK BAY, OR
PORT OF TOLEDO, OR
PORT OF UMATILLA, OR
PORT OF UMPQUA, OR
PORT ORFORD CEMETERY MAINTENANCE DISTRICT, OR
PORT ORFORD PUBLIC LIBRARY DISTRICT, OR
PORT ORFORD R.F.P.D., OR
PORTLAND DEVELOPMENT COMMISSION, OR
PORTLAND FIRE AND RESCUE
PORTLAND HOUSING CENTER, OR
POWDER R.F.P.D., OR
POWDER RIVER R.F.P.D., OR
POWDER VALLEY WATER CONTROL DISTRICT, OR
POWERS HEALTH DISTRICT, OR
PRAIRIE CEMETERY MAINTENANCE DISTRICT, OR
PRINEVILLE LAKE ACRES SPECIAL ROAD DISTRICT #1, OR
PROSPECT R.F.P.D., OR
QUAIL VALLEY PARK IMPROVEMENT DISTRICT, OR
QUEENER IRRIGATION IMPROVEMENT DISTRICT, OR
RAINBOW WATER DISTRICT, OR
RAINIER CEMETERY DISTRICT, OR
RAINIER DRAINAGE IMPROVEMENT COMPANY, OR
RALEIGH WATER DISTRICT, OR
REDMOND AREA PARK & RECREATION DISTRICT, OR
REDMOND FIRE AND RESCUE, OR
RIDDLE FIRE PROTECTION DISTRICT, OR

RIDGEWOOD DISTRICT IMPROVEMENT COMPANY, OR
RIDGEWOOD ROAD DISTRICT, OR
RIETH SANITARY DISTRICT, OR
RIETH WATER DISTRICT, OR
RIMROCK WEST IMPROVEMENT DISTRICT, OR
RINK CREEK WATER DISTRICT, OR
RIVER BEND ESTATES SPECIAL ROAD DISTRICT, OR
RIVER FOREST ACRES SPECIAL ROAD DISTRICT, OR
RIVER MEADOWS IMPROVEMENT DISTRICT, OR
RIVER PINES ESTATES SPECIAL ROAD DISTRICT, OR
RIVER ROAD PARK & RECREATION DISTRICT, OR
RIVER ROAD WATER DISTRICT, OR
RIVERBEND RIVERBANK WATER IMPROVEMENT DISTRICT, OR
RIVERDALE R.F.P.D. 11-JT, OR
RIVERGROVE WATER DISTRICT, OR
RIVERSIDE MISSION WATER CONTROL DISTRICT, OR
RIVERSIDE R.F.P.D. #7-406, OR
RIVERSIDE WATER DISTRICT, OR
ROBERTS CREEK WATER DISTRICT, OR
ROCK CREEK DISTRICT IMPROVEMENT, OR
ROCK CREEK WATER DISTRICT, OR
ROCKWOOD WATER P.U.D., OR
ROCKY POINT FIRE & EMS, OR
ROGUE RIVER R.F.P.D., OR
ROGUE RIVER VALLEY IRRIGATION DISTRICT, OR
ROGUE VALLEY SEWER SERVICES, OR
ROGUE VALLEY SEWER, OR
ROGUE VALLEY TRANSPORTATION DISTRICT, OR
ROSEBURG URBAN SANITARY AUTHORITY, OR
ROSEWOOD ESTATES ROAD DISTRICT, OR
ROW RIVER VALLEY WATER DISTRICT, OR
RURAL ROAD ASSESSMENT DISTRICT #3, OR
RURAL ROAD ASSESSMENT DISTRICT #4, OR
SAINT LANDRY PARISH TOURIST COMMISSION
SAINT MARY PARISH REC DISTRICT 2
SAINT MARY PARISH REC DISTRICT 3
SAINT TAMMANY FIRE DISTRICT 4, LA
SALEM AREA MASS TRANSIT DISTRICT, OR
SALEM MASS TRANSIT DISTRICT
SALEM SUBURBAN R.F.P.D., OR
SALISHAN SANITARY DISTRICT, OR
SALMON RIVER PARK SPECIAL ROAD DISTRICT, OR
SALMON RIVER PARK WATER IMPROVEMENT DISTRICT, OR
SALMONBERRY TRAIL INTERGOVERNMENTAL AGENCY, OR
SANDPIPER VILLAGE SPECIAL ROAD DISTRICT, OR
SANDY DRAINAGE IMPROVEMENT COMPANY, OR
SANDY R.F.P.D. #72, OR
SANTA CLARA R.F.P.D., OR
SANTA CLARA WATER DISTRICT, OR
SANTIAM WATER CONTROL DISTRICT, OR
SAUVIE ISLAND DRAINAGE IMPROVEMENT COMPANY, OR
SAUVIE ISLAND VOLUNTEER FIRE DISTRICT #30J, OR
SCAPPOOSE DRAINAGE IMPROVEMENT COMPANY, OR
SCAPPOOSE PUBLIC LIBRARY DISTRICT, OR
SCAPPOOSE R.F.P.D., OR
SCIO R.F.P.D., OR
SCOTTSBURG R.F.P.D., OR
SEAL ROCK R.F.P.D., OR
SEAL ROCK WATER DISTRICT, OR
SEWERAGE AND WATER BOARD OF NEW ORLEANS, LA
SHANGRI-LA WATER DISTRICT, OR
SHASTA VIEW IRRIGATION DISTRICT, OR
SHELLEY ROAD CREST ACRES WATER DISTRICT, OR
SHERIDAN FIRE DISTRICT, OR
SHERMAN COUNTY HEALTH DISTRICT, OR
SHERMAN COUNTY S.W.C.D., OR
SHORELINE SANITARY DISTRICT, OR
SILETZ KEYS SANITARY DISTRICT, OR
SILETZ R.F.P.D., OR
SILVER FALLS LIBRARY DISTRICT, OR
SILVER LAKE IRRIGATION DISTRICT, OR
SILVER LAKE R.F.P.D., OR
SILVER SANDS SPECIAL ROAD DISTRICT, OR
SILVERTON R.F.P.D. NO. 2, OR
SISTERS PARKS & RECREATION DISTRICT, OR
SISTERS-CAMP SHERMAN R.F.P.D., OR
SIUSLAW PUBLIC LIBRARY DISTRICT, OR
SIUSLAW S.W.C.D., OR
SIUSLAW VALLEY FIRE AND RESCUE, OR
SIXES R.F.P.D., OR
SKIPANON WATER CONTROL DISTRICT, OR
SKYLINE VIEW DISTRICT IMPROVEMENT COMPANY, OR
SLEEPY HOLLOW WATER DISTRICT, OR
SMITH DITCH DISTRICT IMPROVEMENT COMPANY, OR
SOUTH CLACKAMAS TRANSPORTATION DISTRICT, OR
SOUTH COUNTY HEALTH DISTRICT, OR
SOUTH FORK WATER BOARD, OR
SOUTH GILLIAM COUNTY CEMETERY DISTRICT, OR
SOUTH GILLIAM COUNTY HEALTH DISTRICT, OR
SOUTH GILLIAM COUNTY R.F.P.D. VI-301, OR
SOUTH LAFOURCHE LEVEE DISTRICT, LA
SOUTH LANE COUNTY FIRE & RESCUE, OR
SOUTH SANTIAM RIVER WATER CONTROL DISTRICT, OR
SOUTH SHERMAN FIRE DISTRICT, OR
SOUTH SUBURBAN SANITARY DISTRICT, OR
SOUTH WASCO PARK & RECREATION DISTRICT, OR
SOUTHERN COOS HEALTH DISTRICT, OR
SOUTHERN CURRY CEMETERY MAINTENANCE DISTRICT, OR
SOUTHVIEW IMPROVEMENT DISTRICT, OR
SOUTHWEST LINCOLN COUNTY WATER DISTRICT, OR
SOUTHWESTERN POLK COUNTY R.F.P.D., OR
SOUTHWOOD PARK WATER DISTRICT, OR
SPECIAL ROAD DISTRICT #1, OR
SPECIAL ROAD DISTRICT #8, OR
SPRING RIVER SPECIAL ROAD DISTRICT, OR
SPRINGFIELD UTILITY BOARD, OR
ST. PAUL R.F.P.D., OR
STANFIELD CEMETERY DISTRICT #6, OR
STANFIELD IRRIGATION DISTRICT, OR
STARR CREEK ROAD DISTRICT, OR
STARWOOD SANITARY DISTRICT, OR
STAYTON FIRE DISTRICT, OR
SUBLIMITY FIRE DISTRICT, OR
SUBURBAN EAST SALEM WATER DISTRICT, OR
SUBURBAN LIGHTING DISTRICT, OR
SUCCOR CREEK DISTRICT IMPROVEMENT COMPANY, OR
SUMMER LAKE IRRIGATION DISTRICT, OR
SUMMERVILLE CEMETERY MAINTENANCE DISTRICT, OR
SUMNER R.F.P.D., OR
SUN MOUNTAIN SPECIAL ROAD DISTRICT, OR
SUNDOWN SANITATION DISTRICT, OR
SUNFOREST ESTATES SPECIAL ROAD DISTRICT, OR
SUNNYSIDE IRRIGATION DISTRICT, OR
SUNRISE WATER AUTHORITY, OR
SUNRIVER SERVICE DISTRICT, OR
SUNSET EMPIRE PARK & RECREATION DISTRICT, OR
SUNSET EMPIRE TRANSPORTATION DISTRICT, OR
SURFLAND ROAD DISTRICT, OR
SUTHERLIN VALLEY RECREATION DISTRICT, OR
SUTHERLIN WATER CONTROL DISTRICT, OR
SWALLEY IRRIGATION DISTRICT, OR
SWEET HOME CEMETERY MAINTENANCE DISTRICT, OR
SWEET HOME FIRE & AMBULANCE DISTRICT, OR
SWISSHOME-DEADWOOD R.F.P.D., OR
TABLE ROCK DISTRICT IMPROVEMENT COMPANY, OR

TALENT IRRIGATION DISTRICT, OR
TANGENT R.F.P.D., OR
TENMILE R.F.P.D., OR
TERREBONNE DOMESTIC WATER DISTRICT, OR
THE DALLES IRRIGATION DISTRICT, OR
THOMAS CREEK-WESTSIDE R.F.P.D., OR
THREE RIVERS RANCH ROAD DISTRICT, OR
THREE SISTERS IRRIGATION DISTRICT, OR
TIGARD TUALATIN AQUATIC DISTRICT, OR
TIGARD WATER DISTRICT, OR
TILLAMOOK BAY FLOOD IMPROVEMENT DISTRICT, OR
TILLAMOOK COUNTY EMERGENCY COMMUNICATIONS DISTRICT, OR
TILLAMOOK COUNTY S.W.C.D., OR
TILLAMOOK COUNTY TRANSPORTATION DISTRICT, OR
TILLAMOOK FIRE DISTRICT, OR
TILLAMOOK P.U.D., OR
TILLER R.F.P.D., OR
TOBIN DITCH DISTRICT IMPROVEMENT COMPANY, OR
TOLEDO R.F.P.D., OR
TONE WATER DISTRICT, OR
TOOLEY WATER DISTRICT, OR
TRASK DRAINAGE DISTRICT, OR
TRI CITY R.F.P.D. #4, OR
TRI-CITY WATER & SANITARY AUTHORITY, OR
TRI-COUNTY METROPOLITAN TRANSPORTATION DISTRICT OF OREGON
TRIMET, OR
TUALATIN HILLS PARK & RECREATION DISTRICT
TUALATIN HILLS PARK & RECREATION DISTRICT, OR
TUALATIN S.W.C.D., OR
TUALATIN VALLEY FIRE & RESCUE
TUALATIN VALLEY FIRE & RESCUE, OR
TUALATIN VALLEY IRRIGATION DISTRICT, OR
TUALATIN VALLEY WATER DISTRICT
TUALATIN VALLEY WATER DISTRICT, OR
TUMALO IRRIGATION DISTRICT, OR
TURNER FIRE DISTRICT, OR
TWIN ROCKS SANITARY DISTRICT, OR
TWO RIVERS NORTH SPECIAL ROAD DISTRICT, OR
TWO RIVERS S.W.C.D., OR
TWO RIVERS SPECIAL ROAD DISTRICT, OR
TYGH VALLEY R.F.P.D., OR
TYGH VALLEY WATER DISTRICT, OR
UMATILLA COUNTY FIRE DISTRICT #1, OR
UMATILLA COUNTY S.W.C.D., OR
UMATILLA COUNTY SPECIAL LIBRARY DISTRICT, OR
UMATILLA HOSPITAL DISTRICT, OR
UMATILLA R.F.P.D. #7-405, OR
UMATILLA-MORROW RADIO AND DATA DISTRICT, OR
UMPQUA S.W.C.D., OR
UNION CEMETERY MAINTENANCE DISTRICT, OR
UNION COUNTY SOLID WASTE DISPOSAL DISTRICT, OR
UNION COUNTY VECTOR CONTROL DISTRICT, OR
UNION GAP SANITARY DISTRICT, OR
UNION GAP WATER DISTRICT, OR
UNION HEALTH DISTRICT, OR
UNION R.F.P.D., OR
UNION S.W.C.D., OR
UNITY COMMUNITY PARK & RECREATION DISTRICT, OR
UPPER CLEVELAND RAPIDS ROAD DISTRICT, OR
UPPER MCKENZIE R.F.P.D., OR
UPPER WILLAMETTE S.W.C.D., OR
VALE OREGON IRRIGATION DISTRICT, OR
VALE RURAL FIRE PROTECTION DISTRICT, OR
VALLEY ACRES SPECIAL ROAD DISTRICT, OR
VALLEY VIEW CEMETERY MAINTENANCE DISTRICT, OR
VALLEY VIEW WATER DISTRICT, OR
VANDEVERT ACRES SPECIAL ROAD DISTRICT, OR
VERNONIA R.F.P.D., OR
VINEYARD MOUNTAIN PARK & RECREATION DISTRICT, OR
VINEYARD MOUNTAIN SPECIAL ROAD DISTRICT, OR
WALLA WALLA RIVER IRRIGATION DISTRICT, OR
WALLOWA COUNTY HEALTH CARE DISTRICT, OR
WALLOWA LAKE COUNTY SERVICE DISTRICT, OR
WALLOWA LAKE IRRIGATION DISTRICT, OR
WALLOWA LAKE R.F.P.D., OR
WALLOWA S.W.C.D., OR
WALLOWA VALLEY IMPROVEMENT DISTRICT #1, OR
WAMIC R.F.P.D., OR
WAMIC WATER & SANITARY AUTHORITY, OR
WARMSPRINGS IRRIGATION DISTRICT, OR
WASCO COUNTY S.W.C.D., OR
WATER ENVIRONMENT SERVICES, OR
WATER WONDERLAND IMPROVEMENT DISTRICT, OR
WATERBURY & ALLEN DITCH IMPROVEMENT DISTRICT, OR
WATSECO-BARVIEW WATER DISTRICT, OR
WAUNA WATER DISTRICT, OR
WEDDERBURN SANITARY DISTRICT, OR
WEST EAGLE VALLEY WATER CONTROL DISTRICT, OR
WEST EXTENSION IRRIGATION DISTRICT, OR
WEST LABISH DRAINAGE & WATER CONTROL IMPROVEMENT DISTRICT, OR
WEST MULTNOMAH S.W.C.D., OR
WEST SIDE R.F.P.D., OR
WEST SLOPE WATER DISTRICT, OR
WEST UMATILLA MOSQUITO CONTROL DISTRICT, OR
WEST VALLEY FIRE DISTRICT, OR
WESTERN HEIGHTS SPECIAL ROAD DISTRICT, OR
WESTERN LANE AMBULANCE DISTRICT, OR
WESTLAND IRRIGATION DISTRICT, OR
WESTON ATHENA MEMORIAL HALL PARK & RECREATION DISTRICT, OR
WESTON CEMETERY DISTRICT #2, OR
WESTPORT FIRE AND RESCUE, OR
WESTRIDGE WATER SUPPLY CORPORATION, OR
WESTWOOD HILLS ROAD DISTRICT, OR
WESTWOOD VILLAGE ROAD DISTRICT, OR
WHEELER S.W.C.D., OR
WHITE RIVER HEALTH DISTRICT, OR
WIARD MEMORIAL PARK DISTRICT, OR
WICKIUP WATER DISTRICT, OR
WILLAKENZIE R.F.P.D., OR
WILLAMALANE PARK & RECREATION DISTRICT, OR
WILLAMALANE PARK AND RECREATION DISTRICT
WILLAMETTE HUMANE SOCIETY
WILLAMETTE RIVER WATER COALITION, OR
WILLIAMS R.F.P.D., OR
WILLOW CREEK PARK DISTRICT, OR
WILLOW DALE WATER DISTRICT, OR
WILSON RIVER WATER DISTRICT, OR
WINCHESTER BAY R.F.P.D., OR
WINCHESTER BAY SANITARY DISTRICT, OR
WINCHUCK R.F.P.D., OR
WINSTON-DILLARD R.F.P.D., OR
WINSTON-DILLARD WATER DISTRICT, OR
WOLF CREEK R.F.P.D., OR
WOOD RIVER DISTRICT IMPROVEMENT COMPANY, OR
WOODBURN R.F.P.D. NO. 6, OR
WOODLAND PARK SPECIAL ROAD DISTRICT, OR
WOODS ROAD DISTRICT, OR
WRIGHT CREEK ROAD WATER IMPROVEMENT DISTRICT, OR
WY'EAST FIRE DISTRICT, OR
YACHATS R.F.P.D., OR
YAMHILL COUNTY TRANSIT AREA, OR
YAMHILL FIRE PROTECTION DISTRICT, OR
YAMHILL SWCD, OR
YONCALLA PARK & RECREATION DISTRICT, OR

YOUNGS RIVER-LEWIS & CLARK WATER DISTRICT, OR
ZUMWALT R.F.P.D., OR

K-12 INCLUDING BUT NOT LIMITED TO:

ACADIA PARISH SCHOOL BOARD
BEAVERTON SCHOOL DISTRICT
BEND-LA PINE SCHOOL DISTRICT
BOGALUSA HIGH SCHOOL, LA
BOSSIER PARISH SCHOOL BOARD
BROOKING HARBOR SCHOOL DISTRICT
CADDO PARISH SCHOOL DISTRICT
CALCASIEU PARISH SCHOOL DISTRICT
CANBY SCHOOL DISTRICT
CANYONVILLE CHRISTIAN ACADEMY
CASCADE SCHOOL DISTRICT
CASCADES ACADEMY OF CENTRAL OREGON
CENTENNIAL SCHOOL DISTRICT
CENTRAL CATHOLIC HIGH SCHOOL
CENTRAL POINT SCHOOL DISTRICT NO.6
CENTRAL SCHOOL DISTRICT 13J
COOS BAY SCHOOL DISTRICT NO.9
CORVALLIS SCHOOL DISTRICT 509J
COUNTY OF YAMHILL SCHOOL DISTRICT 29
CULVER SCHOOL DISTRICT
DALLAS SCHOOL DISTRICT NO.2
DAVID DOUGLAS SCHOOL DISTRICT
DAYTON SCHOOL DISTRICT NO.8
DE LA SALLE N CATHOLIC HS
DESCHUTES COUNTY SCHOOL DISTRICT NO.6
DOUGLAS EDUCATIONAL DISTRICT SERVICE
DUFUR SCHOOL DISTRICT NO.29
EAST BATON ROUGE PARISH SCHOOL DISTRICT
ESTACADA SCHOOL DISTRICT NO.10B
FOREST GROVE SCHOOL DISTRICT
GEORGE MIDDLE SCHOOL
GLADSTONE SCHOOL DISTRICT
GRANTS PASS SCHOOL DISTRICT 7
GREATER ALBANY PUBLIC SCHOOL DISTRICT
GRESHAM BARLOW JOINT SCHOOL DISTRICT
HEAD START OF LANE COUNTY
HIGH DESERT EDUCATION SERVICE DISTRICT
HILLSBORO SCHOOL DISTRICT
HOOD RIVER COUNTY SCHOOL DISTRICT
JACKSON CO SCHOOL DIST NO.9
JEFFERSON COUNTY SCHOOL DISTRICT 509-J
JEFFERSON PARISH SCHOOL DISTRICT
JEFFERSON SCHOOL DISTRICT
JUNCTION CITY SCHOOLS, OR
KLAMATH COUNTY SCHOOL DISTRICT
KLAMATH FALLS CITY SCHOOLS
LAFAYETTE PARISH SCHOOL DISTRICT
LAKE OSWEGO SCHOOL DISTRICT 7J
LANE COUNTY SCHOOL DISTRICT 4J
LINCOLN COUNTY SCHOOL DISTRICT
LINN CO. SCHOOL DIST. 95C
LIVINGSTON PARISH SCHOOL DISTRICT
LOST RIVER JR/SR HIGH SCHOOL
LOWELL SCHOOL DISTRICT NO.71
SALEM-KEIZER PUBLIC SCHOOLS 24J
MARION COUNTY SCHOOL DISTRICT 103
MARIST HIGH SCHOOL, OR
MCMINNVILLE SCHOOL DISTRICT NOAO
MEDFORD SCHOOL DISTRICT 549C
MITCH CHARTER SCHOOL
MONROE SCHOOL DISTRICT NO.1J
MORROW COUNTY SCHOOL DIST, OR
MULTNOMAH EDUCATION SERVICE DISTRICT
MULTISENSORY LEARNING ACADEMY
MYRTLE PINT SCHOOL DISTRICT 41
NEAH-KAH-NIE DISTRICT NO.56
NEWBERG PUBLIC SCHOOLS
NESTUCCA VALLEY SCHOOL DISTRICT NO.101
NOBEL LEARNING COMMUNITIES
NORTH BEND SCHOOL DISTRICT 13
NORTH CLACKAMAS SCHOOL DISTRICT
NORTH DOUGLAS SCHOOL DISTRICT
NORTH WASCO CITY SCHOOL DISTRICT 21
NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT
ONTARIO MIDDLE SCHOOL
OREGON TRAIL SCHOOL DISTRICT NOA6
ORLEANS PARISH SCHOOL DISTRICT
PHOENIX-TALENT SCHOOL DISTRICT NOA
PLEASANT HILL SCHOOL DISTRICT
PORTLAND JEWISH ACADEMY
PORTLAND PUBLIC SCHOOLS
RAPIDES PARISH SCHOOL DISTRICT
REDMOND SCHOOL DISTRICT
REYNOLDS SCHOOL DISTRICT
ROGUE RIVER SCHOOL DISTRICT
ROSEBURG PUBLIC SCHOOLS
SCAPPOOSE SCHOOL DISTRICT 1J
SAINT TAMMANY PARISH SCHOOL BOARD, LA
SEASIDE SCHOOL DISTRICT 10
SHERWOOD SCHOOL DISTRICT 88J
SILVER FALLS SCHOOL DISTRICT 4J
SOUTH LANE SCHOOL DISTRICT 45J3
SOUTHERN OREGON EDUCATION SERVICE DISTRICT
SPRINGFIELD PUBLIC SCHOOLS
SUTHERLIN SCHOOL DISTRICT
SWEET HOME SCHOOL DISTRICT NO.55
TERREBONNE PARISH SCHOOL DISTRICT
THE CATLIN GABEL SCHOOL
TIGARD-TUALATIN SCHOOL DISTRICT
UMATILLA MORROW ESD
WEST LINN WILSONVILLE SCHOOL DISTRICT
WILLAMETTE EDUCATION SERVICE DISTRICT
WOODBURN SCHOOL DISTRICT
YONCALLA SCHOOL DISTRICT
ACADEMY FOR MATH ENGINEERING & SCIENCE (AMES), UT
ALIANZA ACADEMY, UT
ALPINE DISTRICT, UT
AMERICAN LEADERSHIP ACADEMY, UT
AMERICAN PREPARATORY ACADEMY, UT
BAER CANYON HIGH SCHOOL FOR SPORTS & MEDICAL SCIENCES, UT
BEAR RIVER CHARTER SCHOOL, UT
BEAVER SCHOOL DISTRICT, UT
BEEHIVE SCIENCE & TECHNOLOGY ACADEMY (BSTA) , UT
BOX ELDER SCHOOL DISTRICT, UT
CBA CENTER, UT
CACHE SCHOOL DISTRICT, UT
CANYON RIM ACADEMY, UT
CANYONS DISTRICT, UT
CARBON SCHOOL DISTRICT, UT
CHANNING HALL, UT
CHARTER SCHOOL LEWIS ACADEMY, UT
CITY ACADEMY, UT
DAGGETT SCHOOL DISTRICT, UT
DAVINCI ACADEMY, UT
DAVIS DISTRICT, UT
DUAL IMMERSION ACADEMY, UT
DUCHESNE SCHOOL DISTRICT, UT
EARLY LIGHT ACADEMY AT DAYBREAK, UT
EAST HOLLYWOOD HIGH, UT
EDITH BOWEN LABORATORY SCHOOL, UT
EMERSON ALCOTT ACADEMY, UT
EMERY SCHOOL DISTRICT, UT

ENTHEOS ACADEMY, UT
EXCELSIOR ACADEMY, UT
FAST FORWARD HIGH, UT
FREEDOM ACADEMY, UT
GARFIELD SCHOOL DISTRICT, UT
GATEWAY PREPARATORY ACADEMY, UT
GEORGE WASHINGTON ACADEMY, UT
GOOD FOUNDATION ACADEMY, UT
GRAND SCHOOL DISTRICT, UT
GRANITE DISTRICT, UT
GUADALUPE SCHOOL, UT
HAWTHORN ACADEMY, UT
INTECH COLLEGIATE HIGH SCHOOL, UT
IRON SCHOOL DISTRICT, UT
ITINERIS EARLY COLLEGE HIGH, UT
JOHN HANCOCK CHARTER SCHOOL, UT
JORDAN DISTRICT, UT
JUAB SCHOOL DISTRICT, UT
KANE SCHOOL DISTRICT, UT
KARL G MAESER PREPARATORY ACADEMY, UT
LAKEVIEW ACADEMY, UT
LEGACY PREPARATORY ACADEMY, UT
LIBERTY ACADEMY, UT
LINCOLN ACADEMY, UT
LOGAN SCHOOL DISTRICT, UT
MARIA MONTESSORI ACADEMY, UT
MERIT COLLEGE PREPARATORY ACADEMY, UT
MILLARD SCHOOL DISTRICT, UT
MOAB CHARTER SCHOOL, UT
MONTICELLO ACADEMY, UT
MORGAN SCHOOL DISTRICT, UT
MOUNTAINVILLE ACADEMY, UT
MURRAY SCHOOL DISTRICT, UT
NAVIGATOR POINTE ACADEMY, UT
NEBO SCHOOL DISTRICT, UT
NO UT ACAD FOR MATH ENGINEERING & SCIENCE (NUAMES), UT
NOAH WEBSTER ACADEMY, UT
NORTH DAVIS PREPARATORY ACADEMY, UT
NORTH SANPETE SCHOOL DISTRICT, UT
NORTH STAR ACADEMY, UT
NORTH SUMMIT SCHOOL DISTRICT, UT
ODYSSEY CHARTER SCHOOL, UT
OGDEN PREPARATORY ACADEMY, UT
OGDEN SCHOOL DISTRICT, UT
OPEN CLASSROOM, UT
OPEN HIGH SCHOOL OF UTAH, UT
OQUIRRH MOUNTAIN CHARTER SCHOOL, UT
PARADIGM HIGH SCHOOL, UT
PARK CITY SCHOOL DISTRICT, UT
PINNACLE CANYON ACADEMY, UT
PIUTE SCHOOL DISTRICT, UT
PROVIDENCE HALL, UT
PROVO SCHOOL DISTRICT, UT
QUAIL RUN PRIMARY SCHOOL, UT
QUEST ACADEMY, UT
RANCHES ACADEMY, UT
REAGAN ACADEMY, UT
RENAISSANCE ACADEMY, UT
RICH SCHOOL DISTRICT, UT
ROCKWELL CHARTER HIGH SCHOOL, UT
SALT LAKE ARTS ACADEMY, UT
SALT LAKE CENTER FOR SCIENCE EDUCATION, UT
SALT LAKE SCHOOL DISTRICT, UT
SALT LAKE SCHOOL FOR THE PERFORMING ARTS, UT
SAN JUAN SCHOOL DISTRICT, UT
SEVIER SCHOOL DISTRICT, UT
SOLDIER HOLLOW CHARTER SCHOOL, UT
SOUTH SANPETE SCHOOL DISTRICT, UT
SOUTH SUMMIT SCHOOL DISTRICT, UT
SPECTRUM ACADEMY, UT
SUCCESS ACADEMY, UT
SUCCESS SCHOOL, UT
SUMMIT ACADEMY, UT
SUMMIT ACADEMY HIGH SCHOOL, UT
SYRACUSE ARTS ACADEMY, UT
THOMAS EDISON - NORTH, UT
TIMPANOGOS ACADEMY, UT
TINTIC SCHOOL DISTRICT, UT
TOOELE SCHOOL DISTRICT, UT
TUACAHN HIGH SCHOOL FOR THE PERFORMING ARTS, UT
UINTAH RIVER HIGH, UT
UINTAH SCHOOL DISTRICT, UT
UTAH CONNECTIONS ACADEMY, UT
UTAH COUNTY ACADEMY OF SCIENCE, UT
UTAH ELECTRONIC HIGH SCHOOL, UT
UTAH SCHOOLS FOR DEAF & BLIND, UT
UTAH STATE OFFICE OF EDUCATION, UT
UTAH VIRTUAL ACADEMY, UT
VENTURE ACADEMY, UT
VISTA AT ENTRADA SCHOOL OF PERFORMING ARTS AND TECHNOLOGY, UT
WALDEN SCHOOL OF LIBERAL ARTS, UT
WASATCH PEAK ACADEMY, UT
WASATCH SCHOOL DISTRICT, UT
WASHINGTON SCHOOL DISTRICT, UT
WAYNE SCHOOL DISTRICT, UT
WEBER SCHOOL DISTRICT, UT
WEILENMANN SCHOOL OF DISCOVERY, UT

HIGHER EDUCATION

ARGOSY UNIVERSITY
BATON ROUGE COMMUNITY COLLEGE, LA
BIRTHINGWAY COLLEGE OF MIDWIFERY
BLUE MOUNTAIN COMMUNITY COLLEGE
BRIGHAM YOUNG UNIVERSITY - HAWAII
CENTRAL OREGON COMMUNITY COLLEGE
CENTENARY COLLEGE OF LOUISIANA
CHEMEKETA COMMUNITY COLLEGE
CLACKAMAS COMMUNITY COLLEGE
COLLEGE OF THE MARSHALL ISLANDS
COLUMBIA GORGE COMMUNITY COLLEGE
CONCORDIA UNIVERSITY
GEORGE FOX UNIVERSITY
KLAMATH COMMUNITY COLLEGE DISTRICT
LANE COMMUNITY COLLEGE
LEWIS AND CLARK COLLEGE
LINFIELD COLLEGE
LINN-BENTON COMMUNITY COLLEGE
LOUISIANA COLLEGE, LA
LOUISIANA STATE UNIVERSITY
LOUISIANA STATE UNIVERSITY HEALTH SERVICES
MARYLHURST UNIVERSITY
MT. HOOD COMMUNITY COLLEGE
MULTNOMAH BIBLE COLLEGE
NATIONAL COLLEGE OF NATURAL MEDICINE
NORTHWEST CHRISTIAN COLLEGE
OREGON HEALTH AND SCIENCE UNIVERSITY
OREGON INSTITUTE OF TECHNOLOGY
OREGON STATE UNIVERSITY
OREGON UNIVERSITY SYSTEM
PACIFIC UNIVERSITY
PIONEER PACIFIC COLLEGE
PORTLAND COMMUNITY COLLEGE
PORTLAND STATE UNIVERSITY
REED COLLEGE
RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAII

ROGUE COMMUNITY COLLEGE
SOUTHEASTERN LOUISIANA UNIVERSITY
SOUTHERN OREGON UNIVERSITY (OREGON UNIVERSITY SYSTEM)
SOUTHWESTERN OREGON COMMUNITY COLLEGE
TULANE UNIVERSITY
TILLAMOOK BAY COMMUNITY COLLEGE
UMPQUA COMMUNITY COLLEGE
UNIVERSITY OF HAWAII BOARD OF REGENTS
UNIVERSITY OF HAWAII-HONOLULU COMMUNITY COLLEGE
UNIVERSITY OF OREGON-GRADUATE SCHOOL
UNIVERSITY OF PORTLAND
UNIVERSITY OF NEW ORLEANS
WESTERN OREGON UNIVERSITY
WESTERN STATES CHIROPRACTIC COLLEGE
WILLAMETTE UNIVERSITY
XAVIER UNIVERSITY
UTAH SYSTEM OF HIGHER EDUCATION, UT
UNIVERSITY OF UTAH, UT
UTAH STATE UNIVERSITY, UT
WEBER STATE UNIVERSITY, UT
SOUTHERN UTAH UNIVERSITY, UT
SNOW COLLEGE, UT
DIXIE STATE COLLEGE, UT
COLLEGE OF EASTERN UTAH, UT
UTAH VALLEY UNIVERSITY, UT
SALT LAKE COMMUNITY COLLEGE, UT
UTAH COLLEGE OF APPLIED TECHNOLOGY, UT

STATE AGENCIES
ADMIN. SERVICES OFFICE
BOARD OF MEDICAL EXAMINERS
HAWAII CHILD SUPPORT ENFORCEMENT AGENCY
HAWAII DEPARTMENT OF TRANSPORTATION
HAWAII HEALTH SYSTEMS CORPORATION
OFFICE OF MEDICAL ASSISTANCE PROGRAMS
OFFICE OF THE STATE TREASURER
OREGON BOARD OF ARCHITECTS
OREGON CHILD DEVELOPMENT COALITION
OREGON DEPARTMENT OF EDUCATION
OREGON DEPARTMENT OF FORESTRY
OREGON DEPT OF TRANSPORTATION
OREGON DEPT. OF EDUCATION
OREGON LOTTERY
OREGON OFFICE OF ENERGY
OREGON STATE BOARD OF NURSING
OREGON STATE DEPT OF CORRECTIONS
OREGON STATE POLICE
OREGON TOURISM COMMISSION
OREGON TRAVEL INFORMATION COUNCIL
SANTIAM CANYON COMMUNICATION CENTER
SEIU LOCAL 503, OPEU
SOH- JUDICIARY CONTRACTS AND PURCH
STATE DEPARTMENT OF DEFENSE, STATE OF HAWAII
STATE OF HAWAII
STATE OF HAWAII, DEPT. OF EDUCATION
STATE OF LOUISIANA
STATE OF LOUISIANA DEPT. OF EDUCATION
STATE OF LOUISIANA, 26TH JUDICIAL DISTRICT ATTORNEY
STATE OF UTAH

EXHIBIT 1

Sample Cintas Facilities Solutions Cooperative Acceptance Agreement

CINTAS

Facilities Solutions Cooperative Acceptance Agreement

Date _____
Location No._____
Contract No._____
Customer No._____

CC # Agreement #
GPO CC # GPO Agreement

Customer/Participating Agency_____Phone_____

Address_____City_____State_____Zip_____

UNIFORM PRODUCT RENTAL PRICING:

Item #	Description	Unit Price

This Agreement is effective as of the date of execution for a term of 60 mon from the date of installation or renewal.

- Standard Name Emblem $_____ea • Standa Agency E blem $_____ea
- Custom Agency Emblem $_____ea • Embroid ry $_____ea
- Uniform Advantage: Item_____ $_____Ea. per week
- Premium Uniform Advantage Item_____ $_____Ea. per week
- Emblem Advantage: Item_____ $_____Ea. per week
- Prep Advantage: Ite _____ $_____Ea. per week
- Minimum Charge $35.00_____per delivery or 50% r initial invoice (the greater of the two).
- Make-Up charge $_____per garment.
- Non-Standard/Special Cut Garment (i.e., non-s ndard, -stocked unusually small or large sizes, unusually short or long sleeve or length, etc.) premium $_____p garm t.
- Seasonal Sleeve Change $_____per garment.
- Under no circumstances will the C mpany accept t tiles bearing free liquid. Shop towels may not be used to clean up oil or solvent spills.
- Artwork Charge for Logo Mat $_____
- Payment Terms Net
- Size Change: Customer agrees to have employ s measured by a Cintas representative using garment "size samples" or Cintas TruFit. A charge of $_____per garment will be assessed for employee's size changed within 4 weeks of installation.
- Other_____

FACILITY SERVICES PRODUCTS PRICING:

Item #	Description	Rental Freq.	Inventory	Unit Price

- Automatic Lost Replacement Charge: Item_____% of Inventory_____$_____Ea.
- Automatic Lost Replacement Charge: Item_____% of Inventory_____$_____Ea.

__/__ ☐ ____Initial and check box if Unilease. All Garments will be cleaned by customer
Date

__/__ ☐ ____Initial and check box if receiving Linen Service. Company will take periodic physical inventories of items in possession or under control
Date customer.

__/__ ☐ ____Initial and check box if receiving direct embroidery. If service is discontinued for any employee or Customer deletes any of the garments
Date direct embroidery for any reason, or terminates this Agreement for any reason or fails to renew this Agreement, Customer will purchase all direct embroidered garments at the time they are removed from service at the then current replacement values. (See term #4 below).

Cintas Representative Initial_____ Customer Initial _____

SAMPLE

Omnia Participating Public Agencies Terms

1. Participating Public Agencies: Supplier agrees to extend the same terms, covenants agreed to under the OMNIA Vendor Agreement executed between Cintas Corporation and University of Nebraska (the "Master Agreement") to other government agencies ("Participating Public Agencies") that, in their discretion, desire to access the Master Agreement in accordance with all terms and conditions contained herein or attached hereto. Each participating Public Agency will be exclusively responsible and deal directly with Supplier on matters relating to length of agreement, ordering, delivery, inspection, acceptance, invoicing, and payment for products and services in accordance with the terms and conditions of the Master Agreement.
2. **Dispute Resolution – Arbitration and Class Waiver**. This provision shall take precedence over and supersede any contrary or conflicting provision in the Master Agreement.
    a. **Arbitration Notice**. Customer agrees to the maximum extent permitted by law that any dispute, controversy, or claim arising out of or relating to this Agreement (including its enforcement, performance, breach, arbitrability, or interpretation) or to the products or services provided hereunder will be submitted to and resolved by final and binding individual arbitration. ARBITRATION MEANS THAT AN ARBITRATOR, AND NOT A JUDGE OR A JURY, WILL DECIDE THE DISPUTE, CONTROVERSY, OR CLAIM. BY ACCEPTING THESE TERMS, YOU AND CINTAS ARE EACH EXPRESSLY WAIVING THE RIGHT TO A TRIAL BY JURY AND TO PURSUE OR PARTICIPATE IN ANY CLASS ACTION, COLLECTIVE ACTION, OR REPRESENTATIVE CLAIMS OR PROCEEDINGS EITHER IN ARBITRATION OR IN ANY COURT. To the extent a class or collective action or representative claim or proceeding may not be waived, you agree to stay any such actions, claims, and proceedings until after all actions, claims, and proceedings subject to arbitration are fully resolved.
    b. **Arbitration Procedures**. Any arbitration between Customer and Cintas will be governed by the Commercial Dispute Resolution Procedures and the Supplementary Procedures for Consumer Related Disputes (collectively, "AAA Rules") of the American Arbitration Association ("AAA"), as modified by this Agreement, and will be administered by the AAA. The AAA Rules and filing forms are available online at www.adr.org, by calling the AAA at 1-800-778-7879, or by contacting Cintas. Any arbitration hearings will take place in the state in which Customer is located; provided, however, that if the claim is for $10,000 or less, Customer may choose for the arbitration instead to be conducted: (i) solely on the basis of documents submitted to the arbitrator; or (ii) through a telephonic hearing. The arbitrator must issue a reasoned written decision sufficient to explain the essential findings and conclusions on which the decision and award, if any, are based.
    c. **Fees**. Arbitration fees will be assessed consistent with the AAA Rules.
    d. **No Class Actions in Arbitration or in Any Court, No Jury Trial**. CUSTOMER AND CINTAS AGREE THAT, TO THE MAXIMUM EXTENT PERMITTED BY LAW, EACH MAY BRING CLAIMS AGAINST THE OTHER ONLY IN THEIR INDIVIDUAL CAPACITIES AND NOT AS A PLAINTIFF OR CLASS MEMBER IN ANY PURPORTED CLASS OR REPRESENTATIVE PROCEEDING, WHETHER IN ARBITRATION OR IN ANY COURT. FURTHER, UNLESS BOTH CUSTOMER AND CINTAS AGREE OTHERWISE, AN ARBITRATOR OR JUDGE MAY NOT CONSOLIDATE MORE THAN ONE PARTICIPATING PUBLIC AGENCY'S CLAIMS AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF A REPRESENTATIVE OR CLASS PROCEEDING.
    FOR THE AVOIDANCE OF DOUBT, CUSTOMER AND CINTAS AGREE TO RESOLVE ANY DISPUTE ON AN INDIVIDUAL, NON-REPRESENTATIVE, NON-CLASS BASIS IN ARBITRATION. BUT IF FOR ANY REASON SUCH DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO HAVE THE DISPUTE PROCEED AS A CLASS ACTION OR IN ANY REPRESENTATIVE CAPACITY WHATSOEVER. IF THE DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO A TRIAL BY JURY.
    e. **Enforceability.** If the requirement to submit any and all disputes, controversies, and claims to binding arbitration is found to be unenforceable or contrary to applicable law, the dispute, controversy or claim will be resolved in accordance with, and governed by, the laws of the State in which the Participating Public Agency exists.
    f. **Severability**. If any section or provision of this ¶ 2, Dispute Resolution – Arbitration and Class Waiver, is found to be unenforceable or invalid, the parties will substitute an enforceable provision that, to the maximum extent possible under applicable law, preserves the original intentions of the parties, and the remainder will be given full force and effect.
3. **Dispute Resolution – Timing of invoice challenges:** Requests for an invoice adjustment or challenges to invoice amounts must be received by Cintas within 60 days of Customer's receipt of the contested invoice, or any billing dispute is waived. Notification to Cintas of a request for an invoice adjustment must be made in writing and must include the invoice number, disputed amount, and the reason for the disputed charge.
4. Master Agreement available at https://www.omniapartners.com/publicsector.
5. In the event of any conflict between this Facilities Solutions Cooperative Acceptance Agreement (this "Agreement") and the Master Agreement, the Master Agreement shall prevail, except to the extent this Agreement specifically provides that it is superseding a provision in the Master Agreement.

Supplier General Service Terms Section

6. **Prices** Customer agrees to rent from Company, and Company agrees to provide to Customer, the Merchandise, inventory and services on the Master Agreement and / or outlined above. There will be a minimum charge of thirty-five dollars ($35.00) or 50% of initial invoice (whichever is greater) per week for each Customer location required to purchase its rental services from Company as set forth in this Agreement.

Cintas Representative Initial_____ Customer Initial _____

7. **Buyback of Non-Standard Garments (if applicable)** Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit Buyback of Non-Standard Garments (if applicable). In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values.
8. **Garments' Lack of Flame Retardant or Acid Resistant Features** Unless specified otherwise in writing by the Company, the garments supplied under this Agreement are not flame retardant or acid resistant and contain no special flame retardant or acid resistant features. They are not designed for use in areas of flammability risk or where contact with hazardous materials is possible. Flame resistant and acid resistant garments are available from Company upon request. Customer warrants that none of the employees for whom garments are supplied pursuant to this Agreement require flame retardant or acid resistant clothing.
9. **Logo Mats** In the event that Customer decides to delete any mat bearing the Customer's logo (Logo Mat) from the rental program, changes the design of the Logo Mats, terminates this Agreement for any reason or fails to renew this Agreement, the Customer will purchase at the time of deletion, design change or termination, all remaining Logo mats that the Company has in service and out of service held in inventory at the then current Loss/Damage Replacement Value.
10. **Adding Employees** Additional employees and Merchandise may be added to this Agreement at any time upon written or oral request by the Customer to the Company. Any such additional employees or Merchandise shall automatically become a part of and subject to the terms of this Agreement. If such employees are employed at a Customer location that is then participating under this Agreement, the Customer shall pay Company the one-time preparation fee indicated on the Master Agreement and / or outlined above. Customer shall not pay Company any one-time preparation fee for garments for employees included in the initial installation of a Customer location. There will be a one-time charge for name and/or company emblems when employees are added to the program in garments requiring emblems.
11. **Emblem Guarantee** Customer has requested that Company supply emblems desi ..ed exclusively for Customer featuring Customer's logo or other specific identification (hereinafter "Customer Emblems"). Company will maintain a sufficient quantity of Customer Emblems in inventory to provide for Customer's needs and maintain a low cost per emblem through quantity purchases.
12. In the event Customer decides to discontinue the use of Customer Emblems, changes the design of the Customer Emblems, terminates this Agreement for any reason or fails to renew this Agreement, the Customer will purchase at the tim of deletion, design change, termination or expiration, all remaining Customer Emblems that the Company allocated to Customer at the price indicated on the Master Agreement and / or outlined above of this Agreement. In no event shall the number of Customer Emblems allocated to Customer exceed the greater of (a) twelve (12) months' volume for each unique Customer .m lem or (b) a quantity agreed to by Company and Customer and noted on the Master Agreement and / or outlined above.
13. **Terminating Employees** Subject to the provisions of t .is Agreement, the weekly rental charge attributable to any individual leaving the employ of the Customer, or on a temporary leave of .osence of three (3) weeks r more, shall be terminated upon oral or written notice by the Customer to the Company but only after all garments issued to that individual, or value of same at the then current Loss/Damage Replacement Values, are returned to Company.
14. **Replacement** In the event any Merchandise is lost, stolen or is not returned to Company, or is destroyed or damaged by fire, welding damage, acid, paint, ink, chemicals, neglect or otherwise, the Custor er agrees to pay for said Merchandise at the then current Loss/Damage Replacement Values.
15. **Indemnification** To the fullest extent permitted by law, Company agrees to defend, indemnify, pay on behalf of and save harmless the Participating Public Agency, its elected and appointed officials, agents, employees and authorized volunteers against any and all claims, liability, demands, suits or loss, including reasonable attorneys' fees and all other costs connected therewith, arising out of or connected to the services provided by Company under this Contract, but only to the extent of Company's negligence.
16. **Additional Customer Locations**. Notwithstanding anything to the contrary contained herein, there will be a minimum term equal to the greater of thirty-six (36) months or the remainde of the term for any individual Customer location added after the date of this Agreement.
17. **Additional Items:** Additional customer employees, products and services may be added to this Agreement and shall automatically become a part of and subject to the terms hereof and all of its provisions. If this Agreement is terminated early for convenience, the parties agree that the damages sustained by Company will be substantial and difficult to ascertain. Therefore, if this Agreement is terminated by Customer prior to the applicable expiration date for any reason other than documented quality of service reasons which are not cured, or terminated by Company for non-payment by Customer at any time Customer will pay to Company, as termination charges and not as a penalty based upon the following schedule:
    - If this Agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 52 weeks of rental service.
    - If this Agreement is cancelled for convenience in months thirteen (13) through twenty-four (24) of the term, Customer shall pay as termination charges equal to thirty-nine (39) weeks of rental service.
    - If this Agreement is cancelled for convenience in months twenty-five (25) through thirty-six (36) of the term, Customer shall pay as termination charges equal to twenty-six (26) weeks of rental service.
    - If this Agreement is cancelled for convenience after forty-eight (48) months of service, Customer shall pay as termination charges of thirteen (13) weeks of rental service.
    - Customer shall also be responsible to return all of the Merchandise allocated to such Customer locations terminating this Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.
18. **Federal Funds.** In no event will Cintas act as a subcontractor under a U.S. federal prime contractor or a subrecipient under a U.S. federal grant or cooperative agreement.
19. **Customer Funding Source**. Customer must select the appropriate response below:
    Is Customer a United States federal government agency or instrumentality, or will Customer pay for the goods and services ordered

Cintas Representative Initial_____ Customer Initial _____

under this Agreement with any United States government funds?

___No

___Yes (If Yes, Customer must provide any applicable U.S. government flowdown terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this agreement).

20. **Additional Terms.** Customer must select the appropriate response below:

Does Customer require any additional terms and conditions to be incorporated into this Agreement, or is Customer accepting the Agreement without additional terms?

___ No additional terms needed

___ Additional terms required (If so, Customer must provide any applicable additional terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this agreement).

21. I authorize Cintas to verify my credit on Credit net and/or by contacting the parties provided. I am authorized to sign on behalf of this company. In addition, I authorize Cintas to open a new account on behalf of the company and deliver the products or services listed above at the agreed upon pricing and delivery terms.

Cintas Loc. No: _____ Please Sign Name _____

By: _____ Please Print Name _____

Title: _____ Please Print Title _____

Accepted-GM: _____ Email _____

Cintas Matrix Account ☐ Yes ☐ No

Customer Contact _____

Cintas MAM Partner Name _____

Customer Contact Email _____

SAMPLE

Cintas Representative Initial_____ Customer Initial _____

CINTAS
READY FOR THE WORKDAY

Accounts Payable Contact/ Billing Information

How should the Business Name read on the invoice?

Do you have other sites/locations within your agency that are set up for billing with Cintas? **YES** **NO** **UNSURE**

Are you Tax Exempt? **YES** **NO** **If Yes**, where can I get a copy of your tax-exempt form?

PAYER INFORMATION: This section covers the address where the person who pays the bills is and their contact information.

Account Payable Contact Name:

Account Payable Contact Phone #:

Account Payable Email:

Payer Street Address:

City: ST/PROV: ZIP/PC:

We will use the Payer address above as the address that is used for credit reference/credit check if it is different from service address.

BILL-TO INFORMATION: This section covers **where the bill will be mailed/sent to.**

Same as Payer OR **Same as Sold-To**

Bill-To Street Address:

City: ST/PROV: ZIP/PC:

WE CAN CUSTOMIZE HOW YOU RECEIVE YOUR BILL FOR PAYMENT PROCESSING

Invoice Delivery (choose one): **Leave at Site and Email** **Email Only** **Physically Mail** **Leave at site after service**

Do invoices require a purchase order? **YES** **NO** **If yes**, please provide PO#

Will the same PO need to appear on each invoice? **YES** **NO** Is there an expiration date?

NET TERMS: Net 30 Standard

SAMPLE

Cintas Representative Initial_____ Customer Initial _____

PAYMENT OPTIONS

Check

ACH/EFT - We will have our ACH/EFT team contact the AP contact above with ACH/EFT payment details

Credit Card - We will have our Payment Center contact the AP Contact above for credit card details

Unless noted below, your AP contact above will be automatically registered to manage your Cintas account online with myCintas Billing. myCintas allows you to conveniently access your account anytime using your computer, tablet, or mobile device!

Do not send information about Online Bill Pay (US Only)

SAMPLE

Cintas Representative Initial_____ **Customer Initial** _____

EXHIBIT 1

Sample Cintas Fire Protection Acceptance Agreement

EXHIBIT 1

CINTAS
READY FOR THE WORKDAY

OMNIA PARTNERS

FIRE PROTECTION ACCEPTANCE AGREEMENT

Location No._____
Contract No._____
Customer No._____

Date_____

Participating OMNIA Member:_____ Phone_____

Address_____ _ City_____ State_____ Zip_____

FIRE PROTECTION PRICING:

Item #	Description	Unit Price

- This Fire Protection Acceptance Agreement (this "Agreement") is effective as of this d e from_to_____, with a minimum term of 12 months. The length of this Agreement will commence with the actual start of services, regardle of the start date of the OMNIA Vendor Agreement executed between Cintas Corporation and University of Nebraska Master Agreem nt (the "M ster Agreement"). In the event of any conflict between this Agreement and the Master Agreement, the Master Agreement shal p ail, excep to the extent this Agreement specifically provides that it is superseding a provision in the Master Agreement. Any negotiations of p te s or discounts must be approved by OMNIA for the Master Agreement. Any such changes shall take effect on the anniversa ate of Master Agreement.
- This Agreement covers the following locations:

Location Name	Address	City	Stat	Zip	Phone	Contact Name

- This Agreement covers the following inspectio tes g mainten ce services and new equipment (check all that apply):

Item	Yes or N	Frequency
Portable Fire Extinguishers		
Exit and Emergency Lighting		
Fire Sprinkler Systems		
Fire Alarm Systems		
Kitchen Suppression Systems		
Backflow Prevention Devices		
Special Hazard Systems		
Fire Training		

- I authorize Cintas to verify my credit on Credit net and/or by contacting the parties provided. I am authorized to sign on behalf of this company. In addition, I authorize Cintas to open a new account on behalf of the company and deliver the products or services listed above at the agreed upon pricing and delivery terms.

CUSTOMER:

Cintas Loc. No: _____ Please Sign Name_____

By: _____ Please Print Name _____

Title: _____ Please Print Title_____

Accepted-GM: _____ Email_____

Cintas Representative_____ Customer_____

PLEASE READ THESE TERMS CAREFULLY. BY SIGNING THIS AGREEMENT, YOU ACKNOWLEDGE THAT YOU HAVE READ, AND THAT YOU UNDERSTAND AND AGREE TO BE BOUND BY, THESE TERMS.

Omnia Participating Public Agencies Terms

1. **Participating Public Agencies**: Supplier agrees to extend the same terms, covenants agreed to under the Master Agreement to other government agencies ("Participating Public Agencies") that, in their discretion, desire to access the Master Agreement in accordance with all terms and conditions contained herein or attached hereto. Each participating Public Agency will be exclusively responsible and deal directly with Supplier on matters relating to length of agreement, ordering, delivery, inspection, acceptance, invoicing, and payment for products and services in accordance with the terms and conditions of the Master Agreement.
2. **Dispute Resolution – Arbitration and Class Waiver**. This provision shall take precedence over and supersede any contrary or conflicting provision in the Master Agreement.
    a. **Arbitration Notice**. Customer agrees to the maximum extent permitted by law that any dispute, controversy, or claim arising out of or relating to this Agreement (including its enforcement, performance, breach, arbitrability, or interpretation) or to the products or services provided hereunder will be submitted to and resolved by final and binding individual arbitration. ARBITRATION MEANS THAT AN ARBITRATOR, AND NOT A JUD E OR A JURY, WILL DECIDE THE DISPUTE, CONTROVERSY, OR CLAIM. BY ACCEPTING THESE TERMS, YOU AND CINTAS ARE EACH EXPRESSLY WAIVING THE RIGHT TO A TRIAL BY JURY AND TO PURSUE OR PARTICIPATE IN ANY CLASS ACTION, COLLECTIVE ACTION, OR REPRESENTATIVE CLAIMS OR PROCEEDINGS EITHER IN ARBITRATION OR IN ANY COURT. To the extent a class or collective action or representative claim or proceedi g may not be waived, you agree to stay any such actions, claims, and proceedings until after all actions, clai s, and proceedings subject to arbitration are fully resolved.
    b. **Arbitration Procedures**. Any arbitration between Customer and Cintas will be governed by the Commercial Dispute Resolution Procedures and the Supplementary Procedures for Consumer Related Disputes (collectively, "AAA Rules") of the American Arbitration Association ("AAA"), as modified by this Agreement, and will be administered by the AAA. The AAA Rules and filing forms are available onli at www.adr.org, by calling the AAA at 1-800-778-7879, or by contacting Cintas. Any arbitration hearings will take place in the state in which the Customer is located; provided, however, that if the claim is for $10,000 or less, Customer may choose for the arbitration instead to conducted: (i) solely on the basis of documents submitted to the arbitrator; or (ii) through a telephonic hearing. The arbitrator must issue a reasoned written decision sufficient to explain the essential findings and conclusions on which the decision and award, if any, are based.
    c. **Fees**. If Customer commences arbitration in accordance with this Agreement, arbitration fees will be assessed consistent with the AAA Rules.
    d. **No Class Actions in Arbit ation or in Any Court, No Jury Trial**. CUSTOMER AND CINTAS AGREE THAT, TO THE MAXIMUM EXTENT PERMITTED BY LAW, EACH MAY BRING CLAIMS AGAINST THE OTHER ONLY IN THEIR INDIVIDUAL C P CITIES AND NOT AS A PLAINTIFF OR CLASS MEMBER IN ANY PURPORTED CLASS OR REPRESENTATIVE PROCEEDING, WHETHER IN ARBITRATION OR IN ANY COURT. FURTHER, UNLESS BOTH CUSTOMER AND CINTAS AGREE OTHERWISE, AN ARBITRATOR OR JUDGE MAY NOT CONSOLIDATE MORE THAN ONE PARTICIPATING PUBLIC AGENCY'S CLAIMS AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF A REPRESENTATIVE OR CLASS PROCEEDING.
    FOR THE AVOIDANCE OF DOUBT, CUSTOMER AND CINTAS AGREE TO RESOLVE ANY DISPUTE ON AN INDIVIDUAL, NON-REPRESENTATIVE, NON-CLASS BASIS IN ARBITRATION, BUT IF FOR ANY REASON SUCH DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO HAVE THE DISPUTE PROCEED AS A CLASS ACTION OR IN ANY REPRESENTATIVE CAPACITY WHATSOEVER. IF THE DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO A TRIAL BY JURY.
    e. **Enforceability.** If the requirement to submit any and all disputes, controversies, and claims to binding arbitration is found to be unenforceable or contrary to applicable law, the dispute, controversy or claim will be resolved in accordance with, and governed by, the laws of the State in which the Participating Public Agency exists.
    f. **Severability**. If any section or provision of this ¶ 2, Dispute Resolution – Arbitration and Class Waiver, is found to be unenforceable or invalid, the parties will substitute an enforceable provision that, to the maximum extent possible under applicable law, preserves the original intentions of the parties, and the remainder will be given full force and effect.
3. **Dispute Resolution – Timing of invoice challenges:** Requests for an invoice adjustment or challenges to invoice amounts must be received by Cintas within 60 days of Customer's receipt of the contested invoice, or any billing dispute is waived. Notification to Cintas of a request for an invoice adjustment must be made in writing and must include the invoice number, disputed amount, and the reason for the disputed charge.
4. Master Agreement available at https://www.omniapartners.com/publicsector.

Supplier General Service Terms Section

Cintas Representative_____ Customer_____

EXHIBIT 1

1. **Customer Obligations:** Customer shall make its premises and facilities available to Company for the performance by Company of the Services. If Customer cancels a scheduled service appointment without providing prior notice or if Company is prevented from performing any Services upon arrival by Customer or conditions at the location, then Company may charge a cancellation fee or trip charge.
2. **Equipment Exchange**: Customer hereby agrees that in servicing Customer's portable fire extinguishers, Company may exchange Customer's portable fire extinguishers for Company's portable fire extinguishers of similar kind and quality. Customer further acknowledges and agrees that upon completion of such exchange that all right, title and interest in the Customer's portable fire extinguishers so exchanged will belong to Company and all right, title and interest in Company's portable fire extinguishers so exchanged will belong to Customer.
3. **Federal Funds.** In no event will Cintas act as a subcontractor under a U.S. federal prime contractor or a subrecipient under a U.S. federal grant or cooperative agreement.
4. **Customer Funding Source.** Customer must select the appropriate response below:
   Is Customer a United States federal government agency or instrumentality, or will Customer pay for the goods and services ordered under this Agreement with any United States government funds?
   ___No
   ___Yes (If Yes, Customer must provide any applicable U.S. government flowdown terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this agreement).
5. **Additional Terms.** Customer must select the appropriate response below:
   Does Customer require any additional terms and conditions to be incorporated into this Agreement, or is Customer accepting the Agreement without additional terms?
   ___ No additional terms needed
   ___ Additional terms required (If so, Customer must provide any applicable additional terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this agreement).

SAMPLE

Cintas Representative_____ Customer_____

EXHIBIT 1

CINTAS
READY FOR THE WORKDAY

Accounts Payable Contact/ Billing Information

How should the Business Name read on the invoice?

Do you have other sites/locations within your agency that are set up for billing with Cintas? **YES** **NO** **UNSURE**

Are you Tax Exempt? **YES** **NO** **If Yes**, where can I get a copy of your tax-exempt form?

PAYER INFORMATION: This section covers the address where the person who pays the bills is and their contact information.

Account Payable Contact Name:

Account Payable Contact Phone #:

Account Payable Email:

Payer Street Address:

City: ST/P .OV: ZIP/PC:

We will use the Payer address above as the address that is used for cre efere ce/credit h ck if it is different from service address.

BILL-TO INFORMATION: This section covers **where the bill will be mailed/sent to.**

Same as Payer OR **Same as Sold-To**

Bill-To Street Address:

City: T/PROV: ZIP/PC:

WE CAN CUSTOMIZE HOW YOU RE EIVE YOUR BILL FOR PAYMENT PROCESSING

Invoice Delivery (choose one): **ve at Sit and Email** **Email Only** **Physically Mail** **Leave at site after service**

Do invoices require a purchase order? **YES** **NO** **If yes**, please provide PO#

Will the same PO need to appear on each invoice? **YES** **NO** Is there an expiration date?

NET TERMS: Net 30 Standard

PAYMENT OPTIONS

Cintas Representative_____ Customer_____

SAMPLE

Check

ACH/EFT - We will have our ACH/EFT team contact the AP contact above with ACH/EFT payment details

Credit Card - We will have our Payment Center contact the AP Contact above for credit card details

Unless noted below, your AP contact above will be automatically registered to manage your Cintas account online with myCintas Billing. myCintas allows you to conveniently access your account anytime using your computer, tablet, or mobile device!

Do not send information about Online Bill Pay (US Only)

SAMPLE

Cintas Representative_____ Customer_____

DocuSign

Certificate Of Completion

Envelope Id: B74BB212C8C04F089970DD8D5B4527AB
Status: Completed
Subject: Signature request on Contract Cintas Workplace Solutions - University of Nebraska - 02092023
Source Envelope:
Document Pages: 103
Signatures: 4
Certificate Pages: 5
Initials: 4
AutoNav: Enabled
EnvelopeId Stamping: Disabled
Time Zone: (UTC-06:00) Central Time (US & Canada)

Envelope Originator:
University of Nebraska Contracts Service Account
1400 R St.
Lincoln, NE 68588
contracts@nebraska.edu
IP Address: 35.170.89.44

Record Tracking

Status: Original
5/31/2023 2:31:44 PM

Holder: University of Nebraska Contracts Service Account
contracts@nebraska.edu

Location: DocuSign

Signer Events	Signature	Timestamp
Doug Carlson dougcarlson@nebraska.edu AVP & Chief Procurement Officer University of Nebraska Security Level: Email, Account Authentication (Optional)	 Signature Adoption: Drawn on Device Using IP Address: 129.93.161.221	Sent: 5/31/2023 2:46:30 PM Viewed: 5/31/2023 5:13:38 PM Signed: 5/31/2023 5:37:01 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Robyn Pitzer PitzerR@cintas.com Security Level: Email, Account Authentication (Optional)	RP Signature Adoption: Pre-selected Style Using IP Address: 155.190.22.3	Sent: 5/31/2023 5:37:05 PM Viewed: 6/1/2023 6:37:27 AM Signed: 6/1/2023 2:33:26 PM
Electronic Record and Signature Disclosure: Accepted: 6/1/2023 6:37:27 AM ID: eb366584-76a7-4adc-be13-8a3285a3a902		
Joe Cerni cern j@cintas.com VP Higher Education & Public Sector Security Level: Email, Account Authentication (Optional)	 Signature Adoption: Uploaded Signature Image Using IP Address: 155.190.18.58	Sent: 6/1/2023 2:33:31 PM Viewed: 6/1/2023 2:40:06 PM Signed: 6/1/2023 2:42:57 PM
Electronic Record and Signature Disclosure: Accepted: 6/1/2023 2:40:06 PM ID: c549043b-053e-461e-82f1-2ca7cb7d21f7		
Chris Kabourek ckabourek@nebraska.edu Senior VP | CFO University of Nebraska Security Level: Email, Account Authentication (Optional)	Chris Kabourek Signature Adoption: Pre-selected Style Using IP Address: 129.93.161.221	Sent: 6/1/2023 2:43:03 PM Viewed: 6/1/2023 5:00:08 PM Signed: 6/1/2023 5:12:06 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	**Status**	**Timestamp**
Agent Delivery Events	**Status**	**Timestamp**
Intermediary Delivery Events	**Status**	**Timestamp**
Certified Delivery Events	**Status**	**Timestamp**
Carbon Copy Events	**Status**	**Timestamp**
Ryan Duncan duncanr@cintas.com Major Account Manager Security Level: Email, Account Authentication (Optional) **Electronic Record and Signature Disclosure:** Accepted: 12/9/2021 3:34:02 PM ID: 4e79445d-dc86-45fa-8f51-63721fb91094	COPIED	Sent: 6/1/2023 5:12:11 PM Viewed: 6/1/2023 5:36:23 PM
Sydney Zach sydney.zach@nebraska.edu Senior Sourcing Agent University of Nebraska Security Level: Email, Account Authentication (Optional) **Electronic Record and Signature Disclosure:** Not Offered via DocuSign	COPIED	Sent: 6/1/2023 5:12:12 PM Viewed: 6/1/2023 5:12:58 PM
Witness Events	**Signature**	**Timestamp**
Notary Events	**Signature**	**Timestamp**
Envelope Summary Events	**Status**	**Timestamps**
Envelope Sent	Hashed/Encrypted	5/31/2023 2:46:30 PM
Certified Delivered	Security Checked	6/1/2023 5:00:08 PM
Signing Complete	Security Checked	6/1/2023 5:12:06 PM
Completed	Security Checked	6/1/2023 5:12:12 PM
Payment Events	**Status**	**Timestamps**
Electronic Record and Signature Disclosure		

EXHIBIT 1

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Internet 2 OBO University of Nebraska - Lincoln (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a $0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Internet 2 OBO University of Nebraska - Lincoln:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:
To contact us by email send messages to: esignature@nebraska.edu

To advise Internet 2 OBO University of Nebraska - Lincoln of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at esignature@nebraska.edu and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Internet 2 OBO University of Nebraska - Lincoln

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to esignature@nebraska.edu and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Internet 2 OBO University of Nebraska - Lincoln

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to esignature@nebraska.edu and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: https://support.docusign.com/guides/signer-guide-signing-system-requirements.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Internet 2 OBO University of Nebraska - Lincoln as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Internet 2 OBO University of Nebraska - Lincoln during the course of your relationship with Internet 2 OBO University of Nebraska - Lincoln.

CONTRACT ADDENDUM

CONTRACT # 001299 - 01
CONTRACT ADDENDUM NUMBER: ONE (1)
PAGE 1 of 1
SENIOR VP | CFO: CHRIS KABOUREK

WORKPLACE SOLUTIONS
THE UNIVERSITY OF NEBRASKA

THIS CONTRACT IS AMENDED AS FOLLOWS:

ITEM ONE (1): PRICE ADJSUTMENT

In accordance with University of Nebraska/OMNIA Partners Public Sector Contract with Cintas Corporation #2 Workplace Solutions Contract # 001299, Section #29 Pricing and Annual Price Negotiations, the University of Nebraska hereby authorizes a price adjustment of 3% to all contracted items effective June 1, 2024. All non-contracted items are subject to the price adjustment and are priced pursuant to the structure detailed in the Master Contract # 001299.

*****END OF ADDENDUM ITEMS*****

ALL OTHER PROVISIONS OF THE CONTRACT SHALL REMAIN IN THEIR ENTIRETY.

Board of Regents of the University of Nebraska

Signature: Chris Kabourek

Printed Name: Chris Kabourek

Title: Interim President

Date: 05/16/24 | 08:48 CDT

05/16/24 | 08:39 CDT

Cintas Corporation No. 2

Signature:

Printed Name: Ryan Duncan

Title: Major Account Manager

Date: 05/16/24 | 08:41 CDT

Customer Agreement Addendum No. 2

This Customer Agreement Addendum No. 2 (hereinafter "Addendum") made this [**20**] of [**August**] (hereinafter "Execution Date"), by and between Cintas Corporation No. 2, a corporation organized and existing under the laws of the State of Nevada with its principal office located at 6800 Cintas Blvd., Cincinnati, Ohio 45262-5737, or any of its subsidiaries, successors and assigns, (hereinafter "Cintas" or "Supplier") and the Board of Regents of the University of Nebraska, a public body corporate and governing body of the University of Nebraska (hereinafter, "University"), through the cooperative purchasing program administered by the National Intergovernmental Purchasing Alliance Company d/b/a OMNIA Partners, Public Sector, (collectively "Parties"), amends the existing *Workplace Solutions Agreement under RFP No. 3702-22-4618, (hereinafter, "Agreement")* between Cintas and University dated June 1, 2023.

WITNESSETH:

WHEREAS, The Parties agree that the intention of Section 7.a.1.4 of the Agreement was to describe University's termination charge obligations to Cintas upon the University's invocation of its termination for convenience right after month thirty-six (36) of the term;

WHEREAS, The Parties agree that Section 7.a.1.4 of the Agreement contained an error describing such termination charge obligations after month forty-eight (48) of the term;

WHEREAS, The Parties agree that the same error occurred in the Agreement Exhibit titled "Sample Cintas Facilities Solutions Cooperative Acceptance Agreement" (the "Sample Acceptance Agreement");

NOW, THEREFORE, for the mutual promises and covenants and other good and valuable consideration set forth herein, the Parties agree as follows:

1. Section 7.a.1.4 of the Agreement shall be replaced in its entirety with the following: "If this Agreement is terminated for convenience after thirty-six (36) months of service, University shall pay as termination charges the amount equal to thirteen (13) weeks of rental service.

2. Section 17, ("Additional Items") of the exhibit Sample Acceptance Agreement, shall be modified by replacing the words "forty-eight (48) months" with the words "thirty-six (36) months".

3. The Sample Acceptance Agreement shall be renamed "Workplace Solutions Cooperative Acceptance Agreement".

4. If any of the terms of this Addendum conflict with the terms of the Agreement,

the terms of this Addendum shall be controlling.

5. This document may be executed in any number of counterparts.

CINTAS:

CINTAS CORPORATION NO 2

BY: _____

NAME: Ryan Duncan

TITLE: Global Account Manager

DATE: 08/22/24 | 12:19 CDT

08/22/24 | 07:09 PDT

UNIVERSITY:

BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA

BY: Chris Kabourek

NAME: Chris Kabourek

TITLE: Interim President

DATE: 08/22/24 | 12:30 CDT

| 08:47 CDT

CONTRACT ADDENDUM

CONTRACT # 001299 - 03
CONTRACT ADDENDUM NUMBER: THREE (3)

WORKPLACE SOLUTIONS
THE UNIVERSITY OF NEBRASKA

THIS CONTRACT IS AMENDED AS FOLLOWS:

ITEM ONE (1): PRICE ADJSUTMENT

In accordance with University of Nebraska/OMNIA Partners Public Sector Contract with Cintas Corporation #2 Workplace Solutions Contract # 001299, Section #29 Pricing and Annual Price Negotiations, the University of Nebraska hereby authorizes a price adjustment of 2.8% to all contracted items effective June 2, 2025. All non-contracted items are subject to the price adjustment and are priced pursuant to the structure detailed in the Master Contract # 001299.

*****END OF ADDENDUM ITEMS*****

ALL OTHER PROVISIONS OF THE CONTRACT SHALL REMAIN IN THEIR ENTIRETY.

University of Nebraska

Board of Regents of the University of Nebraska

Signature: _____

Printed Name: Doug Carlson

Title: AVP & Director of University Services

Date: 04/08/25 | 08:43 CDT

Cintas Corporation No. 2

Signature: _____

Printed Name: Ryan Duncan

Title: Global Account Manager

Date: 03/24/25 | 14:23 CDT

TW

EXHIBIT B
INSURANCE REQUIREMENTS

Exhibit B:
Insurance Requirements
(Laundry & Dry Cleaning Services)

Contractor shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees or subcontractors.

MINIMUM SCOPE AND LIMIT OF INSURANCE

Coverage shall be at least as broad as:

1. **Commercial General Liability (CGL)**: Insurance Services Office Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than **$2,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 or 25 04) or the general aggregate limit shall be twice the required occurrence limit.

2. **Automobile Liability**: ISO Form Number CA 00 01 covering any auto (Code 1), or if Contractor has no owned autos, hired, (Code 8) and non-owned autos (Code 9), with limit no less than **$1,000,000** per accident for bodily injury and property damage.

3. **Workers' Compensation**: as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than **$1,000,000** per accident for bodily injury or disease.

If the Contractor maintains broader coverage and/or higher limits than the minimums shown above, the City of Stockton requires and shall be entitled to the broader coverage and/or the higher limits maintained by the contractor. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the City of Stockton.

Other Insurance Provisions

The insurance policies are to contain, or be endorsed to contain, the following provisions:

Additional Insured Status
The City of Stockton, its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or

equipment furnished in connection with such work or operations. Coverage can be provided in the form of an endorsement to the Contractor's insurance (at least as broad as ISO Form CG 20 10 11 85 or the addition of **both** CG 20 10, CG 20 26, CG 20 33, or CG 20 38; **and** CG 20 37 if a later edition is used). Additional insured Name of Organization shall read "City of Stockton, its officers, officials, employees, and volunteers." Policy shall cover City of Stockton, its officers, officials, employees, and volunteers for all locations work is done under this contract.

Primary Coverage

For any claims related to this contract, the **Contractor's insurance coverage shall be primary and non-contributory** and at least as broad as ISO CG 20 01 12 19 as respects the City of Stockton, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City of Stockton, its officers, officials, employees, or volunteers shall be excess of the Contractor's insurance and shall not contribute with it. This requirement shall also apply to any Excess or Umbrella liability policies. The City of Stockton does not accept endorsements limiting the Contractor's insurance coverage to the sole negligence of the Named Insured.

Umbrella or Excess Policy

The Contractor may use Umbrella or Excess Policies to provide the liability limits as required in this agreement. The Umbrella or Excess policies shall be provided on a true "following form" or broader coverage basis, with coverage at least as broad as provided on the underlying Commercial General Liability insurance.

Notice of Cancellation

Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the City of Stockton.

Waiver of Subrogation

Contractor hereby grants to City of Stockton a waiver of any right to subrogation which any insurer of said Contractor may acquire against the City of Stockton by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the City of Stockton has received a waiver of subrogation endorsement from the insurer.

Self-Insured Retentions

Self-insured retentions must be declared to and approved by the City of Stockton. The City of Stockton may require the Contractor to purchase coverage with a lower retention or provide proof of ability to pay losses and related expenses within the retention. The policy language shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or City of Stockton.

Acceptability of Insurers
Insurance is to be placed with insurers authorized to conduct business in the state with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the City of Stockton.

Claims Made Policies (Professional & Pollution only)
If any of the required policies provide claims-made coverage:

1. The Retroactive Date must be shown and must be before the date of the contract or the beginning of contract work.

2. Insurance must be maintained, and evidence of insurance must be provided *for at least five (5) years after completion of the contract of work*.

3. If coverage is canceled or non-renewed, and not replaced *with another claims-made policy form with a Retroactive Date prior to* the contract effective date, the Contractor must purchase "extended reporting" coverage for a minimum of *five (5)* years after completion of work.

Verification of Coverage

Contractor shall furnish the City of Stockton with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause All documents are to be received and approved by the City of Stockton before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor's obligation to provide them. The City of Stockton reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Special Risks or Circumstances
City of Stockton reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

Certificate Holder Address

The address for mailing certificates, endorsements and notices shall be:

City of Stockton
Its Officers, Officials, Employees, and Volunteers
425 N El Dorado Street
Stockton, CA 95202

EXHIBIT 1

EXHIBIT C

Item 1: Cintas Contract Update

Item 2: City of Stockton Current Pricing

EXHIBIT 1

Workplace Solutions
Cooperative Acceptance Agreement

CINTAS® READY FOR THE WORKDAY®

Location #: 922
Contract #:
Customer #:
Main Corporate Code → **Omnia Nebraska Rental/FS MLA CC #13897 MLA Agreement #211011348**
GPO CC #13897 GPO Agreement #211011196

(If locally managed MLA please replace agreement # with current Locally Managed MLA)

Date:

Customer/Participating Agency: ("Customer") Phone:

Address: City: State: Zip:

UNIFORM PRODUCT RENTAL PRICING:

ITEM #	DESCRIPTION	STANDARD ITEM	UNIT PRICE	LOSS/DAMAGE REPLACE. VALUE
	EXHIBIT A	☑ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		

Space for additional entries provided on page 5

This Workplace Solutions Cooperative Acceptance Agreement (this "Acceptance Agreement") is effective as of the date of execution for a term of 60 months from the date of installation or renewal (the "Term").				
Standard Name Emblem	$ 1.50 ea	Standard Agency Emblem	$ 2.50	ea
Custom Agency Emblem	$ 3.50 ea	Embroidery	$ NA	ea
Uniform Advantage	Item: 2		$ .06	ea per week
Premium Uniform Advantage	Item: 13		$ .12	ea per week
Emblem Advantage	Item: 14		$ .05	ea per week
Prep Advantage	Item: 7074		$ .05	ea per week
Minimum Charge	$35 per delivery or 50% of initial invoice (the greater of the two).			
Make-Up Charge	$ 1.55 per garment			
Non-Standard/Special Cut Garment (i.e., non-standard, non-stocked unusually small or large sizes, unusually short or long sleeve or length, etc.) premium			$ .155	per garment
Under no circumstances will Cintas accept textiles bearing free liquid. Shop towels may not be used to clean up oil or solvent spills.				
Artwork Charge for Logo Mat	$ NA			
Payment Terms: Net 30				
Size Change	Customer agrees to have employees measured by a Cintas representative using garment "size samples" or Cintas TruFit. A charge of $ 5.00 per garment will be assessed for employee's size changed within 4 weeks of installation.			
Other				

WORKPLACE SERVICES PRODUCTS PRICING:

ITEM #	DESCRIPTION	RENTAL FREQ.	INVENTORY	UNIT PRICE
	EXHIBIT A			

Space for additional entries provided on page 5

Automatic Lost Replacement Charge	Item:	% of inventory	$	ea
Automatic Lost Replacement Charge	Item:	% of inventory	$	ea

	CHECKBOX	INITIALS	DATE
Initial and check box if Unilease. All Garments will be cleaned by customer.	☐		
Initial and check box if receiving Linen Service. Company will take periodic physical inventories of items in possession or under control.	☑		
Initial and check box if receiving direct embroidery. If service is discontinued for any employee or Customer deletes any of the garments direct embroidery for any reason, or terminates this Acceptance Agreement for any reason or fails to renew this Acceptance Agreement, Customer will purchase all direct embroidered garments at the time they are removed from service at the then current replacement values. (See Section 6 of Cintas General Service Terms Section).	☐		

Cintas Representative Initials: Customer Initials:

PLEASE READ THESE TERMS CAREFULLY. BY SIGNING THIS ACCEPTANCE AGREEMENT, YOU ACKNOWLEDGE THAT YOU HAVE READ, AND THAT YOU UNDERSTAND AND AGREE TO BE BOUND BY, THESE TERMS.

EXHIBIT 1

OMNIA PARTICIPATING PUBLIC AGENCIES TERMS

1. **Participating Public Agencies:** Cintas Corporation No. 2 ("Cintas") agrees to extend the same terms, conditions, and covenants agreed to under the OMNIA Vendor Agreement executed between Cintas and University of Nebraska (the "Master Agreement") to other government agencies ("Participating Public Agencies") that, in their discretion, desire to access the Master Agreement in accordance with all terms and conditions contained herein or attached hereto. Each Participating Public Agency will be exclusively responsible and deal directly with Cintas on matters relating to length of agreement, ordering, delivery, inspection, acceptance, invoicing, and payment for products and services in accordance with the terms and conditions of the Master Agreement. By executing this Acceptance Agreement, the Customer identified on Page 1 herein agrees to be bound by the terms and conditions set forth in the Master Agreement as a Participating Public Agency and the terms and conditions set forth in this Acceptance Agreement. Master Agreement #001299 available at https://www.omniapartners.com/publicsector.
2. **Dispute Resolution – Arbitration and Class Waiver:** This provision shall take precedence over and supersede any contrary or conflicting provision in the Master Agreement.
   a. **Arbitration Notice:** Customer agrees to the maximum extent permitted by law that any dispute, controversy, or claim arising out of or relating to this Acceptance Agreement (including its enforcement, performance, breach, arbitrability, or interpretation) or to the products or services provided hereunder will be submitted to and resolved by final and binding individual arbitration. ARBITRATION MEANS THAT AN ARBITRATOR, AND NOT A JUDGE OR A JURY, WILL DECIDE THE DISPUTE, CONTROVERSY, OR CLAIM. BY ACCEPTING THESE TERMS, YOU AND CINTAS ARE EACH EXPRESSLY WAIVING THE RIGHT TO A TRIAL BY JURY AND TO PURSUE OR PARTICIPATE IN ANY CLASS ACTION, COLLECTIVE ACTION, OR REPRESENTATIVE CLAIMS OR PROCEEDINGS EITHER IN ARBITRATION OR IN ANY COURT. To the extent a class or collective action or representative claim or proceeding may not be waived, you agree to stay any such actions, claims, and proceedings until after all actions, claims, and proceedings subject to arbitration are fully resolved.
   b. **Arbitration Procedures:** Any arbitration between Customer and Cintas will be governed by the Commercial Dispute Resolution Procedures and the Supplementary Procedures for Consumer Related Disputes (collectively, "AAA Rules") of the American Arbitration Association ("AAA"), as modified by this Acceptance Agreement, and will be administered by the AAA. The AAA Rules and filing forms are available online at www.adr.org, by calling the AAA at 1-800-778-7879, or by contacting Cintas. Any arbitration hearings will take place in the state in which Customer is located; provided, however, that if the claim is for $10,000 or less, Customer may choose for the arbitration instead to conducted: (i) solely on the basis of documents submitted to the arbitrator; or (ii) through a telephonic hearing. The arbitrator must issue a reasoned written decision sufficient to explain the essential findings and conclusions on which the decision and award, if any, are based.
   c. **Fees:** Arbitration fees will be assessed consistent with the AAA Rules.
   d. **No Class Actions in Arbitration or in Any Court, No Jury Trial:** CUSTOMER AND CINTAS AGREE THAT, TO THE MAXIMUM EXTENT PERMITTED BY LAW, EACH MAY BRING CLAIMS AGAINST THE OTHER ONLY IN THEIR INDIVIDUAL CAPACITIES AND NOT AS A PLAINTIFF OR CLASS MEMBER IN ANY PURPORTED CLASS OR REPRESENTATIVE PROCEEDING, WHETHER IN ARBITRATION OR IN ANY COURT. FURTHER, UNLESS BOTH CUSTOMER AND CINTAS AGREE OTHERWISE, AN ARBITRATOR OR JUDGE MAY NOT CONSOLIDATE MORE THAN ONE PARTICIPATING PUBLIC AGENCY'S CLAIMS AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF A REPRESENTATIVE OR CLASS PROCEEDING.

      FOR THE AVOIDANCE OF DOUBT, CUSTOMER AND CINTAS AGREE TO RESOLVE ANY DISPUTE ON AN INDIVIDUAL, NON-REPRESENTATIVE, NON-CLASS BASIS IN ARBITRATION, BUT IF FOR ANY REASON SUCH DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO HAVE THE DISPUTE PROCEED AS A CLASS ACTION OR IN ANY REPRESENTATIVE CAPACITY WHATSOEVER. IF THE DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO A TRIAL BY JURY.
   e. **Enforceability:** If the requirement to submit any and all disputes, controversies, and claims to binding arbitration is found to be unenforceable or contrary to applicable law, the dispute, controversy or claim will be resolved in accordance with, and governed by, the laws of the State in which the Participating Public Agency exists.
   f. **Severability:** If any section or provision of this ¶ 2, Dispute Resolution – Arbitration and Class Waiver, is found to be unenforceable or invalid, the parties will substitute an enforceable provision that, to the maximum extent possible under applicable law, preserves the original intentions of the parties, and the remainder will be given full force and effect.
3. **Dispute Resolution – Timing of invoice challenges:** Requests for an invoice adjustment or challenges to invoice amounts must be received by Cintas within 60 days of Customer's receipt of the contested invoice, or any billing dispute is waived. Notification to Cintas of a request for an invoice adjustment must be made in writing and must include the invoice number, disputed amount, and the reason for the disputed charge.
4. In the event of any conflict between this Acceptance Agreement and the Master Agreement, the Master Agreement shall prevail, except to the extent this Acceptance Agreement specifically provides that it is superseding a provision in the Master Agreement.

CINTAS GENERAL SERVICE TERMS SECTION

1. **Prices:** Customer agrees to rent from Cintas, and Cintas agrees to provide to Customer, all of Customer's requirements for uniform rental products and services at the prices listed in the Master Agreement, including annual price adjustments. An amendment to this Acceptance Agreement is not required when pricing in the Master Agreement is updated and adjusted. There will be a minimum charge of thirty-five dollars ($35.00) or 50% of initial invoice (whichever is greater) per delivery (the "Minimum Stop Charge") for each Customer location required to purchase its rental services from Cintas as set forth in this Acceptance Agreement. The Minimum Stop Charge shall supersede any conflicting or different term in the Master Agreement.
2. **Buyback of Non-Standard Garments:** Customer has ordered from Company a garment rental service requiring garments that may not be standard to Company's normal rental product line or include direct embroidery or an unusual emblem placement. Non-standard items will also include standard garments that have been embroidered. Those non-standard products will be designated as such under Garment Description in the Uniform Product Rental Pricing Chart(s). In the event the Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement in whole or in part for any reason, the Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values.
3. **Garments' Lack of Flame Retardant or Acid Resistant Features:** Unless specified otherwise in writing by Cintas, the garments supplied under this Acceptance Agreement are not flame retardant or acid resistant and contain no special flame retardant or acid resistant features. They are not designed for use in areas of flammability risk or where contact with hazardous materials is possible. Flame resistant and acid resistant garments are available from Cintas upon request. Customer warrants that none of the employees for whom garments are supplied pursuant to this Acceptance Agreement require flame retardant or acid resistant clothing.
4. **Logo Mats:** In the event that Customer decides to delete any mat bearing the Customer's logo (Logo Mat) from the rental program, changes the design of the Logo Mats, terminates this Acceptance Agreement for any reason or fails to renew this Acceptance Agreement, the Customer will purchase at the time of deletion, design change or termination, all remaining Logo mats that Cintas has in service and out of service held in inventory at the then current Loss/Damage Replacement Value.
5. **Adding Employees:** Additional employees and merchandise may be added to this Acceptance Agreement at any time upon written or oral request by the Customer to Cintas. Any such additional employees or merchandise shall automatically become a part of and subject to the terms of this Acceptance Agreement. If such employees are employed at a Customer location that is then participating under this Acceptance Agreement, the Customer shall pay Cintas the one-time preparation fee indicated on the Master Agreement and / or outlined above. Customer shall not pay Cintas any one-time preparation fee for garments for employees included in the initial installation of a Customer location. There will be a one-time charge for name and/or company emblems when employees are added to the program in garments requiring emblems.
6. **Emblem Guarantee:** If Customer has requested that Cintas supply emblems designed exclusively for Customer featuring Customer's logo or other specific identification (hereinafter "Customer Emblems"), Cintas will maintain a sufficient quantity of Customer Emblems in inventory to provide for Customer's needs and maintain a low cost per emblem through quantity purchases.

   In the event Customer decides to discontinue the use of Customer Emblems, changes the design of the Customer Emblems, terminates this Acceptance Agreement for any reason or fails to renew this Acceptance Agreement, the Customer will purchase at the time of deletion, design change, termination or expiration, all remaining Customer Emblems that Cintas allocated to Customer at the price indicated on the Master Agreement and / or outlined above of this Acceptance Agreement. In no event shall the number of Customer Emblems allocated to Customer exceed the greater of (a) twelve (12) months' volume for each unique Customer Emblem or (b) a quantity agreed to by Cintas and Customer and noted on the Master Agreement and / or outlined above.
7. **Terminating Employees:** Subject to the provisions of this Acceptance Agreement, the weekly rental charge attributable to any individual leaving the employ of the Customer, or on a temporary leave of absence of three (3) weeks or more, shall be terminated upon oral or written notice by the Customer to Cintas but only after all garments issued to that individual, or value of same at the then current Loss/Damage Replacement Values, are returned to Cintas.
8. **Replacement:** In the event any merchandise is lost, stolen or is not returned to Cintas, or is destroyed or damaged by fire, welding damage, acid, paint, ink, chemicals, neglect or otherwise, the Customer agrees to pay for said merchandise at the then current Loss/Damage Replacement Values.
9. **Additional Customer Locations:** Notwithstanding anything to the contrary contained herein, there will be a minimum term equal to the greater of thirty-six (36) months or the remainder of the Term for any individual Customer location added after the date of this Acceptance Agreement.

Cintas Representative Initials: _____ Customer Initials: _____

10. **Additional Items:** Additional Customer employees, products and services may be added to this Acceptance Agreement and shall automatically become a part of and subject to the terms hereof and all of its provisions. If this Acceptance Agreement is terminated early for convenience, the parties agree that the damages sustained by Cintas will be substantial and difficult to ascertain. Therefore, if this Acceptance Agreement is terminated by Customer prior to the applicable expiration date for any reason other than documented quality of service reasons which are not cured, or terminated by Cintas for non-payment by Customer at any time Customer will pay to Cintas, as termination charges and not as a penalty based upon the following schedule:
    - If this Acceptance Agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 52 weeks of rental service.
    - If this Acceptance Agreement is cancelled for convenience in months thirteen (13) through twenty-four (24) of the term, Customer shall pay as termination charges equal to thirty-nine (39) weeks of rental service.
    - If this Acceptance Agreement is cancelled for convenience in months twenty-five (25) through thirty-six (36) of the term, Customer shall pay as termination charges equal to twenty-six (26) weeks of rental service.
    - If this Acceptance Agreement is cancelled for convenience after thirty-six (36) months of service, Customer shall pay as termination charges of thirteen (13) weeks of rental service.
    - Customer shall also be responsible to return all of the merchandise allocated to such Customer locations terminating this Acceptance Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.
11. **No Federal Contractor:** As a material condition of this Agreement, Customer represents and warrants that: (a) this Agreement is not federally funded; (b) this Agreement does not constitute, and is not entered into to support a federal government contract, subcontract or third party contract; (c) Cintas does not hereby become a subrecipient, subgrantee, project participant, or third party contractor or subcontractor in relation to any contract with the federal government; and (d) by entering this Agreement, Cintas does not become obligated to comply with federal regulations or federal laws (including specifically the Service Contact Act), whether by virtue of such obligation flowing down from a contract between Customer and any third party, by virtue of federal funding being used in relation to this project, or otherwise. In the event that any of the foregoing is or becomes untrue, Cintas shall have the option to unilaterally terminate this Agreement.
12. **Prevailing Wage/Living Wage:** Customer represents and warrants that this agreement is not subject to laws pertaining to prevailing wages, living wages, or other wage and/or benefit requirements established by law ("Wage Statutes"). Customer agrees and acknowledges that it will not attempt to enforce any Wage Statutes in relation to this agreement and Customer hereby waives and releases Cintas from any and all fines, penalties, interest, or other costs, expenses, or charges of any type imposed by any federal, state, or local authority in relation to Cintas's failure to satisfy any such Wage Statute in relation to agreement.
13. **Customer Type:** Customer must select the appropriate response below:
    Is Customer a United States federal government agency or instrumentality?

    ☐ Yes ☑ No

    (If Yes, Customer must provide any applicable U.S. government flowdown terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this Acceptance Agreement).
14. **Customer Funding Source:** Customer must select the appropriate response below:
    Will Customer pay for the goods and services ordered under this Acceptance Agreement with any United States government funds?

    ☐ Yes ☑ No

    (If Yes, Customer must provide any applicable U.S. government flowdown terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this Acceptance Agreement).
15. **Additional Terms:** Customer must select the appropriate response below:
    Does Customer require any additional terms and conditions to be incorporated into this Acceptance Agreement, or is Customer accepting the Agreement without additional terms?

    ☐ Yes, additional terms required
    ☐ No additional terms needed

    (If Yes, Customer must provide any applicable additional terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this Acceptance Agreement).
16. I authorize Cintas to verify my credit on Credit.net and/or by contacting the parties provided. I am authorized to sign on behalf of this company. In addition, I authorize Cintas to open a new account on behalf of the company and deliver the products or services listed above at the agreed upon pricing and delivery terms.

Cintas Location #: 922	Customer Signature:
Cintas Representative Signature: Kelli Brown/ Francisco Manzo	Print Name:
Title: Service Manager/ KAM	Print Title:
Accepted-GM: Randy Galvin	Email:
Cintas Enterprise Account: ☑ Yes ☐ No	Customer Contact:
Cintas Enterprise Partner Name: Amanda Smith C1259016	Customer Contact Email:

Cintas Representative Initials: _____ Customer Initials: _____

Accounts Payable Contact Billing Information

EXHIBIT 1

How should the Business Name read on the invoice? CURRENT CUSTOMER - NO CHANGES

Do you have other sites/locations within your company that are set up for billing with Cintas? ☑ **YES** ☐ **NO** ☐ **UNSURE**

Are you Tax Exempt? ☐ YES ☑ NO If Yes, where can I get a copy of your tax-exempt form?

PAYER INFORMATION: This section covers the address where the person who pays the bills is and their contact information.

Account Payable Contact Name: NO CHANGES

Account Payable Contact Phone #:

Account Payable Email:

Payer Street Address:

City: ST/PROV: ZIP/PC:

We will use the Payer address above as the address that is used for credit reference/credit check if it is different from service address.

BILL-TO INFORMATION: This section covers **where the bill will be mailed/sent to.**

☑ **Same as Payer** OR ☐ **Same as Sold-To**

Bill-To Street Address:

City: ST/PROV: ZIP/PC:

WE CAN CUSTOMIZE HOW YOU RECEIVE YOUR BILL FOR PAYMENT PROCESSING

Invoice Delivery (choose one): ☑ **Leave at Site and Email** ☐ **Email Only** ☐ **Physically Mail** ☐ **Leave at site after service**

Do invoices require a purchase order? ☐ **YES** ☐ **NO** **If yes,** please provide PO#

Will the same PO need to appear on each invoice? ☐ **YES** ☐ **NO** Is there an expiration date?

PAYMENT TERMS: Net 30 Standard

PAYMENT OPTIONS

☐ **Check**

☐ **ACH/EFT -** We will have our ACH/EFT team contact the AP contact above with ACH/EFT payment details

☐ **Credit Card -** We will have our Payment Center contact the AP Contact above for credit card details

Unless noted below, your AP contact above will be automatically registered to manage your Cintas account online with myCintas Billing. myCintas allows you to conveniently access your account anytime using your computer, tablet, or mobile device!

Do not send information about Online Bill Pay (US Only)

Cintas Representative Initials: Customer Initials:

UNIFORM PRODUCT RENTAL PRICING (cont.):

EXHIBIT 1

Continued from page 1

ITEM #	DESCRIPTION	STANDARD ITEM	UNIT PRICE	LOSS/DAMAGE REPLACE. VALUE
	EXHIBIT A	☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		

WORKPLACE SERVICES PRODUCTS PRICING (cont.):

Continued from page 1

ITEM #	DESCRIPTION	RENTAL FREQ.	INVENTORY	UNIT PRICE
	EXHIBIT A			

Additional sites added at a later date will be required to sign the attached Exhibit A with a minimum term of 36 months.

Cintas Representative Initials: _____ Customer Initials: _____

22436095 CITY OF STOCKTON 11373 N LOWER SACRAMENTO RD LODI CA

25684974 CITY OF STOCKTON 1465 S LINCOLN ST STOCKTON CA

24035982 CITY OF STOCKTON 1465 S LINCOLN ST STOCKTON CA

22445523 CITY OF STOCKTON 1465 S LINCOLN ST STOCKTON CA

22439669 CITY OF STOCKTON MUD NAVY 2500 NAVY DR STOCKTON CA

22449489 CITY OF STOCKTON MUD WFO 7400 WEST LN STOCKTON CA

25061297 CITY OF STOCKTON MUNICIPAL UTILITIE 2500 NAVY DR STOCKTON CA

Workplace Solutions, Agreement Number 001299

EXHIBIT A CITY OF STOCKTON - UPDATED PRICE LIST 2026 (FEB)			
SOLD TO	**NAME**	**ADDRESS**	**SAVING ESTIMATE/ YEAR**
25061297	CITY OF STOCKTON MUNICIPAL UTILITIE	2500 NAVY DR	-$217.88
Material Numbe	**Material Desc.**	**CURRENT BASE**	**Future Base Unit**
X106	SERVICE CHARGE	$0.000	$0.000
X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X84435	4X6 BLACK MAT	$6.347	$2.255
X22935	MENS COMFORTFLEX WORK SHIRT	$0.243	$0.243
X23270	MENS CMFORTFLX PRO CARGO PANT	$0.849	$0.849
X84301	3X5 LOGO MAT	$2.969	$2.969
22436095	CITY OF STOCKTON	11373 N LOWER SACRAMENTO RD	-$453.44
X106	SERVICE CHARGE	$0.000	$0.000
X259	MENS PROKNIT NG SHIRTS	$0.285	$0.254
X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X2700	TERRY TOWEL	$0.296	$0.138
X280	FR CARHARTT JEAN	$0.634	$0.634
X370	MENS CARGO SHORT	$0.383	$0.383
X382	CARHARTT CARP JN	$0.423	$0.423
X387	FRCVRLCRHRTT5.3INHRT	$1.587	$1.587
X392	FRSHRTCRHRTT5.3INHRT	$0.740	$0.740
X396	CARHARTT RIPSTP SHRT	$0.847	$0.847
X74008	M FR FULL SWING QUICK DUCK JCK	$2.116	$2.116
X74533	CARHARTT PANT STRETCH RPSTP	$0.899	$0.899
X10196	3X5 TRAFFIC MAT	$2.474	$2.474
X10197	4X6 TRAFFIC MAT	$10.049	$10.049
X10198	3X10 TRAFFIC MAT	$11.484	$11.484
22449489	CITY OF STOCKTON MUD WFO	7400 WEST LN	$0.00
X106	SERVICE CHARGE	$0.000	$0.000
X970	MENS LINED SERVICE JACKET	$0.466	$0.466
X22935	MENS COMFORTFLEX WORK SHIRT	$0.244	$0.244
X370	MENS CARGO SHORT	$0.765	$0.765
X382	CARHARTT CARP JN	$0.424	$0.424
X386	CARHARTT RUGGED FLEX PANT	$0.901	$0.901
X387	FRCVRLCRHRTT5.3INHRT	$1.588	$1.588
X396	CARHARTT RIPSTP SHRT	$0.847	$0.847
X65418	MENS HIVIS SHRT CLASS 3 TYPE R	$1.588	$1.588

X74533	CARHARTT PANT STRETCH RPSTP	$0.901	$0.901
X10189	3X5 XTRAC MAT ONYX	$9.000	$9.000
X10192	4X6 XTRAC MAT ONYX	$10.029	$10.029
X10202	3X10 XTRAC MAT ONYX	$11.828	$11.828
22439669	CITY OF STOCKTON MUD NAVY	2500 NAVY DR	-$4,611.36
X106	SERVICE CHARGE	$0.000	$0.000
X259	MENS PROKNIT NG SHIRTS	$0.264	$0.254
X275	MENS SNAG RESISTANT MM POLO	$0.412	$0.402
X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X2477	3X5 SCRAPER MAT	$3.885	$2.531
X84035	3X10 BLACK MAT	$8.462	$3.484
X84335	3X5 BLACK MAT	$5.289	$2.372
X84435	4X6 BLACK MAT	$6.347	$2.255
X22935	MENS COMFORTFLEX WORK SHIRT	$0.243	$0.243
X23270	MENS CMFORTFLX PRO CARGO PANT	$0.849	$0.849
X23273	MENS COMFORTFLEX PRO SHIRT	$0.650	$0.650
X23945	MENS CMFORTFLX PRO WORK PANT	$0.373	$0.381
X23945	MENS CMFORTFLX PRO WORK PANT	$0.381	$0.381
X273	CINTAS WRINKLEFREE SHIRT	$0.309	$0.309
X280	FR CARHARTT JEAN	$0.634	$0.634
X290	CARHARTT FR CARPENTR	$0.634	$0.634
X344	CARHARTT FR CARGO PANT	$0.853	$0.853
X374	MENS DRESS OXFORD	$0.309	$0.309
X376	CARHARTT ACTIVE JACKET	$0.476	$0.476
X378	MENS TRADESMAN JACKET	$1.766	$1.766
X382	CARHARTT CARP JN	$0.423	$0.423
X386	CARHARTT RUGGED FLEX PANT	$0.899	$0.899
X387	FRCVRLCRHRTT5.3INHRT	$1.587	$1.587
X392	FRSHRTCRHRTT5.3INHRT	$0.740	$0.740
X59925	MENS UNISEX LAB COAT	$0.582	$0.582
X65418	MENS HIVIS SHRT CLASS 3 TYPE R	$1.640	$1.640
X65493	MENS FOOD PROCESSING POLO	$0.214	$0.214
X74008	M FR FULL SWING QUICK DUCK JCK	$2.116	$2.116
X74533	CARHARTT PANT STRETCH RPSTP	$0.897	$0.897
X10188	3X5 XTRAC MAT COPPER	$7.671	$7.671
X10198	3X10 TRAFFIC MAT	$10.927	$10.927
X1917	3X5 WELLNESS AF MAT ONYX	$3.808	$3.808
X2719	REGULAR BATH TOWEL	$1.426	$1.426
22445523	CITY OF STOCKTON	1465 S LINCOLN ST	-$16,902.73
X106	SERVICE CHARGE	$0.000	$0.000
X275	MENS SNAG RESISTANT MM POLO	$0.412	$0.402
X275	MENS SNAG RESISTANT MM POLO	$0.421	$0.402
X330	MENS COTTON WORK SHIRT	$0.306	$0.275

X330	MENS COTTON WORK SHIRT	$0.297	$0.275
X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X2477	3X5 SCRAPER MAT	$3.885	$2.531
X84035	3X10 BLACK MAT	$8.462	$3.484
X84335	3X5 BLACK MAT	$5.289	$2.372
X84435	4X6 BLACK MAT	$6.347	$2.255
X23945	MENS CMFORTFLX PRO WORK PANT	$0.369	$0.369
X280	FR CARHARTT JEAN	$0.634	$0.634
X290	CARHARTT FR CARPENTR	$0.634	$0.634
X299	CINTAS POLO	$0.412	$0.412
X382	CARHARTT CARP JN	$0.423	$0.423
X386	CARHARTT RUGGED FLEX PANT	$0.899	$0.899
X387	FRCVRLCRHRTT5.3INHRT	$1.587	$1.587
X392	FRSHRTCRHRTT5.3INHRT	$0.740	$0.740
X59912	MENS REFLECTIVE VIS COVERALL	$1.798	$1.798
X65418	MENS HIVIS SHRT CLASS 3 TYPE R	$1.640	$1.640
X65493	MENS FOOD PROCESSING POLO	$0.208	$0.208
X74008	M FR FULL SWING QUICK DUCK JCK	$2.116	$2.116
X74331	MENS CARPENTER PANTS	$0.912	$0.912
X74533	CARHARTT PANT STRETCH RPSTP	$0.899	$0.899
X2590	36" DUST MOP	$2.116	$2.116
24035982	CITY OF STOCKTON	1465 S LINCOLN ST	$0.00
X106	SERVICE CHARGE	$0.000	$0.000
X23945	MENS CMFORTFLX PRO WORK PANT	$0.369	$0.369
X383	CARHARTT DUNGAREE PANT	$0.519	$0.519
X59935	MENS REFLCTV VIS COMFORT SHIRT	$0.867	$0.867
X59970	MENS PRMA LND JCK RFLCTVE STRP	$0.149	$0.149
X74533	CARHARTT PANT STRETCH RPSTP	$0.899	$0.899

EXHIBIT A CITY OF STOCKTON - UPDATED PRICE LIST 2026 (FEB)			
SOLD TO	**NAME**	**ADDRESS**	**SAVING ESTIMATE/ YEAR**
25061297	CITY OF STOCKTON MUNICIPAL UTILITIE	2500 NAVY DR	-$217.88
Material Numbe	**Material Desc.**	**CURRENT BASE**	**Future Base Unit**
X106	SERVICE CHARGE	$0.000	$0.000
X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X84435	4X6 BLACK MAT	$6.347	$2.255
X22935	MENS COMFORTFLEX WORK SHIRT	$0.243	$0.243
X23270	MENS CMFORTFLX PRO CARGO PANT	$0.849	$0.849
X84301	3X5 LOGO MAT	$2.969	$2.969
22436095	CITY OF STOCKTON	11373 N LOWER SACRAMENTO RD	-$453.44
X106	SERVICE CHARGE	$0.000	$0.000
X259	MENS PROKNIT NG SHIRTS	$0.285	$0.254
X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X2700	TERRY TOWEL	$0.296	$0.138
X280	FR CARHARTT JEAN	$0.634	$0.634
X370	MENS CARGO SHORT	$0.383	$0.383
X382	CARHARTT CARP JN	$0.423	$0.423
X387	FRCVRLCRHRTT5.3INHRT	$1.587	$1.587
X392	FRSHRTCRHRTT5.3INHRT	$0.740	$0.740
X396	CARHARTT RIPSTP SHRT	$0.847	$0.847
X74008	M FR FULL SWING QUICK DUCK JCK	$2.116	$2.116
X74533	CARHARTT PANT STRETCH RPSTP	$0.899	$0.899
X10196	3X5 TRAFFIC MAT	$2.474	$2.474
X10197	4X6 TRAFFIC MAT	$10.049	$10.049
X10198	3X10 TRAFFIC MAT	$11.484	$11.484
22449489	CITY OF STOCKTON MUD WFO	7400 WEST LN	$0.00
X106	SERVICE CHARGE	$0.000	$0.000
X970	MENS LINED SERVICE JACKET	$0.466	$0.466
X22935	MENS COMFORTFLEX WORK SHIRT	$0.244	$0.244
X370	MENS CARGO SHORT	$0.765	$0.765
X382	CARHARTT CARP JN	$0.424	$0.424
X386	CARHARTT RUGGED FLEX PANT	$0.901	$0.901
X387	FRCVRLCRHRTT5.3INHRT	$1.588	$1.588
X396	CARHARTT RIPSTP SHRT	$0.847	$0.847
X65418	MENS HIVIS SHRT CLASS 3 TYPE R	$1.588	$1.588

X74533	CARHARTT PANT STRETCH RPSTP	$0.901	$0.901
X10189	3X5 XTRAC MAT ONYX	$9.000	$9.000
X10192	4X6 XTRAC MAT ONYX	$10.029	$10.029
X10202	3X10 XTRAC MAT ONYX	$11.828	$11.828
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X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X2477	3X5 SCRAPER MAT	$3.885	$2.531
X84035	3X10 BLACK MAT	$8.462	$3.484
X84335	3X5 BLACK MAT	$5.289	$2.372
X84435	4X6 BLACK MAT	$6.347	$2.255
X22935	MENS COMFORTFLEX WORK SHIRT	$0.243	$0.243
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X23945	MENS CMFORTFLX PRO WORK PANT	$0.373	$0.381
X23945	MENS CMFORTFLX PRO WORK PANT	$0.381	$0.381
X273	CINTAS WRINKLEFREE SHIRT	$0.309	$0.309
X280	FR CARHARTT JEAN	$0.634	$0.634
X290	CARHARTT FR CARPENTR	$0.634	$0.634
X344	CARHARTT FR CARGO PANT	$0.853	$0.853
X374	MENS DRESS OXFORD	$0.309	$0.309
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X378	MENS TRADESMAN JACKET	$1.766	$1.766
X382	CARHARTT CARP JN	$0.423	$0.423
X386	CARHARTT RUGGED FLEX PANT	$0.899	$0.899
X387	FRCVRLCRHRTT5.3INHRT	$1.587	$1.587
X392	FRSHRTCRHRTT5.3INHRT	$0.740	$0.740
X59925	MENS UNISEX LAB COAT	$0.582	$0.582
X65418	MENS HIVIS SHRT CLASS 3 TYPE R	$1.640	$1.640
X65493	MENS FOOD PROCESSING POLO	$0.214	$0.214
X74008	M FR FULL SWING QUICK DUCK JCK	$2.116	$2.116
X74533	CARHARTT PANT STRETCH RPSTP	$0.897	$0.897
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X935	CINTAS COMFORT MENS SHIRT	$0.191	$0.191
X970	MENS LINED SERVICE JACKET	$0.476	$0.466
X2477	3X5 SCRAPER MAT	$3.885	$2.531
X84035	3X10 BLACK MAT	$8.462	$3.484
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X280	FR CARHARTT JEAN	$0.634	$0.634
X290	CARHARTT FR CARPENTR	$0.634	$0.634
X299	CINTAS POLO	$0.412	$0.412
X382	CARHARTT CARP JN	$0.423	$0.423
X386	CARHARTT RUGGED FLEX PANT	$0.899	$0.899
X387	FRCVRLCRHRTT5.3INHRT	$1.587	$1.587
X392	FRSHRTCRHRTT5.3INHRT	$0.740	$0.740
X59912	MENS REFLECTIVE VIS COVERALL	$1.798	$1.798
X65418	MENS HIVIS SHRT CLASS 3 TYPE R	$1.640	$1.640
X65493	MENS FOOD PROCESSING POLO	$0.208	$0.208
X74008	M FR FULL SWING QUICK DUCK JCK	$2.116	$2.116
X74331	MENS CARPENTER PANTS	$0.912	$0.912
X74533	CARHARTT PANT STRETCH RPSTP	$0.899	$0.899
X2590	36" DUST MOP	$2.116	$2.116
24035982	CITY OF STOCKTON	1465 S LINCOLN ST	$0.00
X106	SERVICE CHARGE	$0.000	$0.000
X23945	MENS CMFORTFLX PRO WORK PANT	$0.369	$0.369
X383	CARHARTT DUNGAREE PANT	$0.519	$0.519
X59935	MENS REFLCTV VIS COMFORT SHIRT	$0.867	$0.867
X59970	MENS PRMA LND JCK RFLCTVE STRP	$0.149	$0.149
X74533	CARHARTT PANT STRETCH RPSTP	$0.899	$0.899