

STATEMENT OF QUALIFICATIONS FOR ENGINEERING SERVICES - RFQ #37-2016

PREPARED FOR:
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT



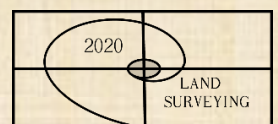
SOUTHLAND AREA STORM DRAINAGE PROJECT – WOLF RUN WATERSHED



PREPARED BY:



NOVEMBER 11, 2016





November 11, 2016

Mr. Brian Marcum – Buyer Senior
Lexington-Fayette Urban County Government
Room 338, Government Center
200 East Main Street
Lexington, KY 40507

RE: RFQ #37-2016 Engineering Services for Southland Area Storm Drainage Project –
Wolf Run Watershed

Mr. Marcum:

Banks Engineering is pleased to submit the enclosed Statement of Qualifications (SOQ) in response to your Request for Qualifications. To facilitate your review, we have formatted the SOQ in accordance with instructions in the RFQ and includes the following information:

- Firm Qualifications, with an executive summary describing our unique qualifications
- Project Team, with an organizational chart and resumes of key team members
- List of Clients and reference project descriptions
- Details related to our team's location and DBE commitments
- Listing of hourly rates and a fee schedule
- Supporting information and required forms

Our team includes *Strand Associates* and *Third Rock Consultants* as part of an integrated *Banks Engineering* design team to complete the public involvement, watershed modeling and assessments, and development of improvement recommendations; and *2020 Land Surveying*, a local veteran-owned business that will complete the field surveys and base plans. All of these firms have the experience and qualifications to provide excellent service to the Urban County Government.

We believe our team is the most qualified to assist the Urban County Government with this project due to our comprehensive public involvement experience, our extensive experience and familiarity in the Wolf Run watershed, our expertise in XP-SWMM modeling and green infrastructure solutions in urban areas, and in-depth understanding of the project issues to be addressed.

Thank you for considering our qualifications. If you have any questions or need additional information, please contact me at (859) 881-0020 or by email at jsteinmetz@banksengineering.net.

Very truly yours,

Banks Engineering, Inc.

John B. Steinmetz, P.E.
Senior Engineer

FIRM QUALIFICATIONS

The Banks Engineering Team is comprised of four accomplished and experienced firms that have significant relevant experience for the Urban County Government in general, and within the Wolf Run Watershed. The team was assembled to ensure project success by providing the best qualifications in these critical elements:

- Unparalleled, intimate knowledge of the Wolf Run Watershed and its drainage systems
- Comprehensive public involvement experience in the project area and elsewhere
- Hydrologic and hydraulic modeling experience to assess watersheds and improvement alternatives
- Urban green infrastructure design / construction expertise
- Stormwater BMP expertise
- Context-sensitive design approach that minimizes property impacts
- Unique Section 319 funding and administration expertise

Banks Engineering is a Central Kentucky consulting engineering firm established in 2009 by Jason and Josh Banks, providing surveying and engineering services for a variety of public and private clients. This project will be led by John Steinmetz and Frank Pruitt, who have worked together to provide excellent service to LFUCG and other Central Kentucky communities since 1996. Recent LFUCG projects managed by them include:

- Euclid Avenue Multi-Modal Improvements (current)
- Sanitary Sewer Remedial Measures Plans
- Clays Mill Road Improvements
- Southland Drive Bike Lanes

John and Frank also managed several LFUCG neighborhood drainage projects in the past, including Elkhorn Park Phases 1 and 2, and Liberty Heights Drainage Improvements.

Strand Associates, Inc. is a familiar partner to LFUCG having supported its infrastructure needs continuously since 1968. Their Lexington office offers full multidisciplinary capabilities that include specialization in stormwater, streetscape/trails, roadway, water/wastewater and facilities engineering. They bring familiarity to this project most recently through their highly visible accomplishments with the new HealthFirst Primary Care Clinic, which required extensive outreach with neighborhoods and special interest groups. Their credentials with large-scale stormwater master planning and green infrastructure initiatives makes them an ideal teaming partner in supporting the objectives for this project.

Third Rock Consultants is a certified woman-owned business located just minutes from the project area. It has served LFUCG's Division of Water Quality since it was established in 2000 by Molly Foree Cummins, **including the Wolf Run and Cane Run Watershed Based Plan** and the LFUCG watershed-focused monitoring program. Third Rock's strong background in permitting has been demonstrated on numerous Remedial Measure Plan projects by Gina Morris and Rain Storm.

2020 Land Surveying is a veteran-owned Lexington firm that is assisting Banks with another LFUCG project and has provided

surveying services for the Central Kentucky area since 2000. Norman Drury (PLS 2020), licensed for 30 plus years and independently in business for more than 20 years, and Justin Drury (PLS 3843) lead 2020's efforts.

EXECUTIVE SUMMARY

Qualifications of the firms and professional personnel

The Banks Team consists of firms with excellent experience working with the Urban County Government on water resource projects, as well as experience in the Wolf Run watershed.

John Steinmetz, P.E. will serve as project manager. John has assisted LFUCG with improvement projects related to stormwater, sanitary sewers, and roadways for over 20 years. He managed the initial scoping study and design of the Clays Mill Road Improvements, including an extensive public involvement process, and more recently developed the Sanitary Sewer Remedial Measures Plans. John is currently serving as project manager for the Euclid Avenue multimodal project.

At the recent Clays Mill Road dedication ceremony Councilperson Jennifer Mossotti gave a great deal of credit for the project's success to the dedication and efforts of Banks' project manager.

John has proven repeatedly to the Urban County Government that he can manage large and diverse projects, meeting all budgets and schedules. **His management of the Sanitary Sewer Remedial Measures Project met all EPA Consent Decree deadlines with no change orders.** He has also shown that he can coordinate comprehensive public involvement programs and provide solutions that satisfy affected property owners while accomplishing the primary project objectives.

Familiarity with Wolf Run Watershed brings implicit understanding of keys to successful outcome

The Banks Project Team is unique in that three of its key team members bring recent applicable experience to this watershed-based initiative. This prior experience has demonstrated the importance of facilitated stakeholder relationships in fostering success with project outcomes specifically in this area of the city.



With many active neighborhood associations and advocacy groups for Wolf Run Creek, our approach is designed to embrace the importance of this key project facet. To illustrate this point, outreach with neighborhood associations was a key consideration during John Steinmetz's role as Project Manager for the Clays Mill Road Corridor Improvement project. Similarly, Strand fostered a meaningful working relationship with Friends of Wolf Run through the green infrastructure solutions that were integrated for the HealthFirst Community Health Center project, prompting Ken Cooke's public endorsement for this successful achievement. Finally, Third Rock's efforts with the Wolf Run Watershed Council were instrumental in achieving buy-in for the watershed

plan recommendations that this RFQ has been founded upon. This collective body of work highlights that our Team is up to the challenge of building on this positive momentum going forward.

Team's Regional Master Planning credentials support objectives for holistic watershed-based solutions

Having served communities throughout Kentucky and the Midwest on large-scale stormwater master planning initiatives, Strand brings a comprehensive approach to solutions development. Many of these undertakings have involved integration of watershed-based green infrastructure programs as part of a holistic strategy for SSO / CSO abatement, flooding and in-stream water quality improvement. With notable achievements for the likes of Louisville-Jefferson County MSD, Sanitation District No. 1, Metropolitan Sewer District of Greater Cincinnati and Columbus Ohio Public Utilities, they have developed a proven process to identify, evaluate and implement projects ranging from storm sewer separation initiatives to stream restoration, wetlands, and detention basin retro-fits, that respond to community concerns for flood abatement and enhancement to area receiving streams.

Their ability to successfully undertake these projects has been founded on careful development and implementation of CIP plans tailored to each community's needs. Using this strategic mindset in combination with the extensive Wolf Run Watershed framework plan developed by Third Rock, we will outline and develop targeted solutions designed to achieve multiple benefits once completed.

Community outreach approach maximizes understanding of problem identification and recommended improvement options

Relying on our Team's familiarity with Wolf Run stakeholder interests, we propose to employ a tailored outreach approach to build support for recommended improvements. Our strategy involves use of the XPSWMM 2D modeling platform to leverage the graphical interface this tool offers. This allows us to visually communicate extents of documented historical flood events to build confidence in our planning methodologies. Then using this tool in subsequent steps of the process, we are able to advance various recommended solutions for a given level of performance to increase understanding of important CIP considerations such as cost and benefits. Combining this approach in a workshop setting, we will seek to build a level of understanding that is designed to manage expectations for the ultimate outcome with LFUCG's desired implementation approach for watershed improvements.

Proven track record with funding and implementation achievements brings value-added benefits

Through our Team members' services to similar clientele we have directly assisted in the procurement of variety of grants and other funding sources for stormwater-related improvements. Our Team's experience has included assistance with funding awards from the 319 Watershed Fund, FEMA Hazard Mitigation Grant Program, KIA SRF Loan Program, and CDBG program as well as green infrastructure stormwater grants through various programs administered directly by the federal government. Oftentimes, these grant requests and awards are supported by watershed-based plans

that validate the basis of need and intended purpose, such as the Wolf Run Watershed Plan prepared by Third Rock. Our Team's grant assistance efforts have also culminated in successfully completed capital improvement projects including Strand's award winning achievements for multiple projects in SD1's Willow Run Watershed. Using our Team's collective insights, we will help LFUCG plant its best foot forward in pursuing similar grant awards for the Wolf Run Watershed.

Project Methodology Familiarity

Key project elements include public involvement, watershed modeling, green infrastructure flow reduction through infiltration and detention, watershed modeling, and the development of implementable solutions.

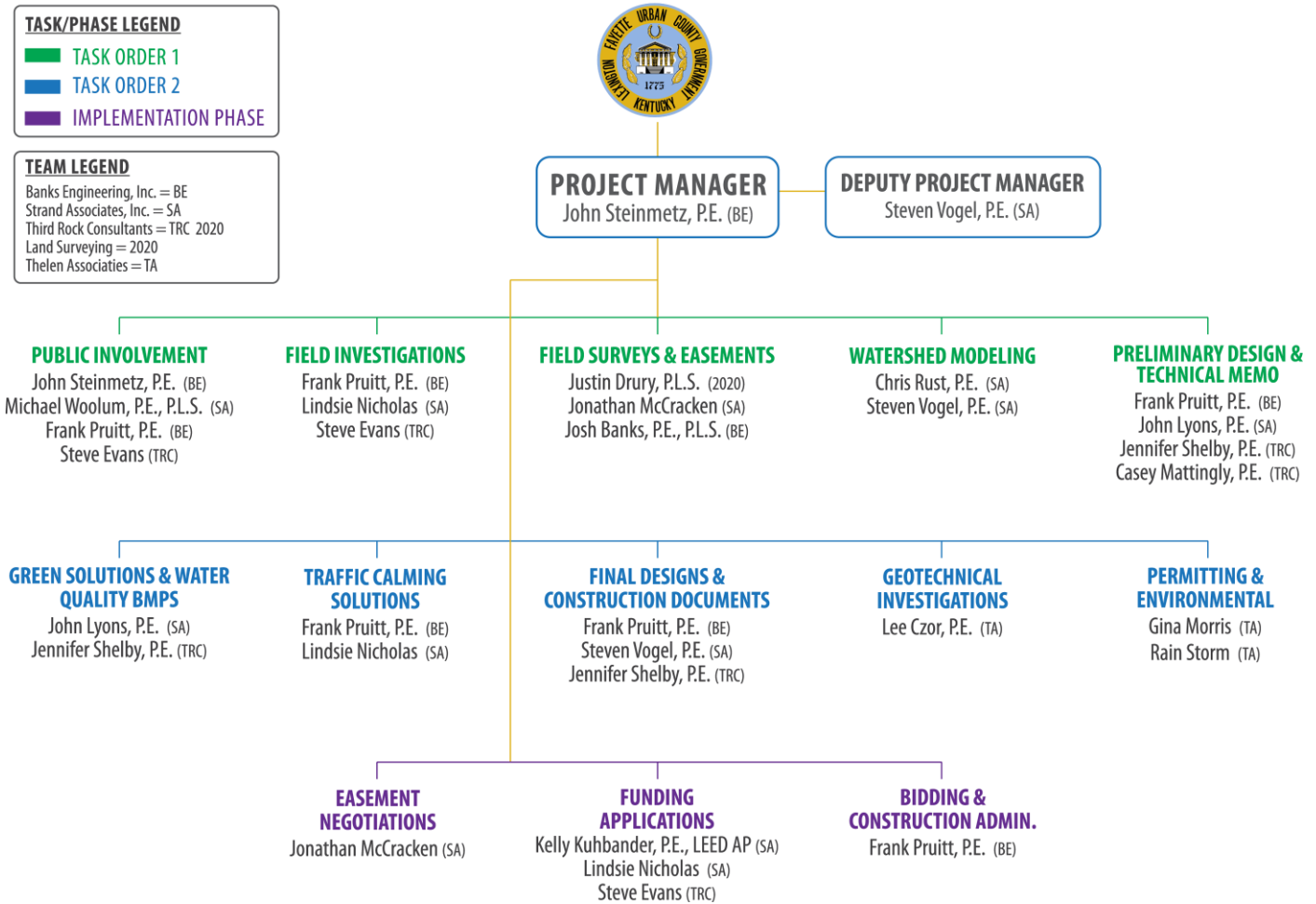
- **Public Involvement** – John Steinmetz attended the October 25, 2016 public meeting where Councilperson Bledsoe and Division of Water Quality staff presented the project objectives to local residents, and heard many of their concerns related to flooding and traffic. This project will include significant public involvement through the design and construction phases and it will be important to properly document problem areas and develop appropriate solutions that minimize impacts.
- **Watershed Modeling** – Strand brings specialized skillsets to watershed modeling including recent experience with Wolf Run along Southland Drive. Their prior efforts will be expanded to evaluate other areas of concern while incorporating recent improvements in the watershed that may offer additional opportunities for retro-fit and flow optimization benefits.
- **Green Infrastructure** – Third Rock identified green infrastructure opportunities and collaborated with Friends of Wolf Run and local stakeholders to identify 29 locations for water quality BMPs within the project areas through a series of public meetings and technical workshops as part of the watershed plan.
- **Implementable Solutions** – Much of the existing drainage system is outside of public rights-of-way and often is located under buildings. A successful solution set would likely include:
 - Optimizing detention to reduce flood flows and mitigate increased drainage capacity
 - Flow reduction through green infrastructure
 - Limited property purchases to acquire homes that cannot be cost-effectively protected from flooding
 - Providing supplementary (or replacement) drainage systems that is more accessible and easier to maintain, to the extent practicable

Current workload and project commitments – Banks Engineering's key personnel have a combined available capacity of approximately 50% dedicated to the time necessary to complete this project within the time frame noted in the RFQ. The current Euclid Avenue project has a completion date of 2019, leaving ample time to provide expeditious service on the Southland Area Drainage Project.

PROJECT TEAM

Organizational Chart

The following graphic illustrates the proposed staffing for the Southland Area Storm Drainage Project. Each of these personnel have excellent qualifications for their role in the project, and has confirmed that their current and anticipated workload will



Risk Management Plan

The Banks Engineering Team will operate as a truly integrated team, with the individuals operating as an extension of Banks Engineering's staff. This approach was successfully used by our Project Manager on two significant LFUCG projects – the recent Sanitary Sewer Remedial Measures Plan and the current Euclid Avenue / Avenue of Champions Streetscape Improvements. With this approach the team has redundancy in all critical areas, including project management.

Steven Vogel, as Deputy Project Manager, will be involved in each significant task in the project and can serve as a surrogate project manager, if necessary. Frank Pruitt, as Senior Engineer and Task Leader, is also a proven project manager for LFUCG and will be poised to provide project leadership, if needed for some unlikely circumstances. All significant elements of the project, including field surveys, watershed modeling, public involvement, green infrastructure designs, etc. have redundancy within the team and between the firms. The Southland Area Storm Drainage Project is an extremely high priority for the Banks Team and our commitment will ensure its success for the Urban County Government.

**John Steinmetz, P.E.****PROJECT MANAGER****Education**

B.S. Civil Engineering
Univ. of Kentucky, 1982

**Field of Expertise**

Mr. Steinmetz has **34** years of relevant experience in a variety of infrastructure projects for LFUCG and other municipal clients. He has successfully managed some of the largest and high-profile projects in recent Lexington history including the Sanitary Sewer Remedial Measures Plans and the Clays Mill Road Improvements. Both of these projects, along with many others, included comprehensive public involvement efforts. Mr. Steinmetz also managed numerous neighborhood drainage improvement projects in Lexington, Nashville, and other communities and has served as City Engineer for several medium-sized cities in the region. These experiences provide a unique toolbox of sensitive solutions to provide assistance to local residents and businesses.

Relevant Project Experience

- ***Elkhorn Park Drainage Improvements – LFUCG***
Project manager for major drainage system improvements to alleviate residential flooding in north Lexington.
- ***Clays Mill Road Improvements – LFUCG***
Project Manager for the reconstruction of the urban minor arterial, including extensive public involvement to develop a design that addresses congestion and safety issues while maintaining the character of the corridor.
- ***Lakewood Stormwater Improvements – Nashville, TN***
Project Manager for over 10,000 linear feet of drainage systems in a residential and commercial neighborhood
- ***SSSA Reports and Remedial Measures Plans – LFUCG***
Project Manager for assessment reports and master plans for three separate groups of watersheds. The Remedial Measures Plans included master planning and conceptual designs for improvements necessary to eliminate all recurring sanitary sewer overflows in the system. Initial estimates for the improvements totaled \$591 million.
- ***Goetz Road Drainage Improvements – Owensboro, KY***
Master planning, preliminary design, modeling, and final designs to eliminate residential flooding.
- ***Liberty Heights Drainage Improvements – LFUCG***
Project Manager for drainage improvements to address residential flooding in an east Lexington neighborhood.
- ***Stormwater Master Plans – Nicholasville, Danville, and Owensboro, KY and Reading, OH***
Project Manager for solutions to residential flooding.

**Frank Pruitt, P.E.****TASK LEADER****Education**

B.S. Civil Engineering
Univ. of Kentucky, 1998

**Field of Expertise**

Mr. Pruitt has **18** years of experience and is very familiar with the project area, having grown up and attended schools in the watershed. He has a variety of stormwater management and transportation experience with infrastructure projects for LFUCG, and has proven his commitment to the success of Urban County Government projects. Mr. Pruitt is well versed in conducting public meetings and coordinating with property owners. Relevant experience includes serving as project manager or project engineer on the following projects:

Relevant Project Experience

- ***Elkhorn Park Drainage Improvements – LFUCG***
Project Engineer and construction administration for upgrades to the existing drainage systems in two adjoining neighborhoods. Construction involved approximately 2,000 feet of storm sewer, 3 box culverts, channel improvements, and two detention ponds. This project included extensive coordination with property owners and the acquisition of multiple homes for the detention basins.
- ***Clays Mill Road Improvements – LFUCG***
Project Engineer / Project Manager for final designs and construction services for approximately 4 miles of 3-lane urban roadways. Mr. Pruitt completed the stormwater management designs including post-construction BMPs. The project involved numerous meetings with an appointed advisory committee and numerous public meetings to present designs of alternates and gather feedback.
- ***Liberty Heights Drainage Improvements – LFUCG***
Project Engineer for a rehabilitation of approximately 1,100 feet of storm sewers to address street and property flooding in a residential subdivision.
- ***Stormwater and Roadway Designs – Multiple Projects***
Project Engineer or Project Manager for drainage designs on numerous roadway projects in Central Kentucky:
 - Woodland Triangle Intersection – LFUCG
 - Southland Drive Bike Lanes – LFUCG
 - Parkers Mill Road (KY 1968) Widening – LFUCG
 - Mason Headley Road Improvements – LFUCG
 - Cigar Lane Improvements – Kentucky Horse Park
 - Berea Bypass Phases I and II – Berea, KY
 - US 25 Widening – Berea, Kentucky
 - Bratcher Lane Improvements – Berea, KY
 - Menelaus Road Improvements – Berea, KY



Mike Woolum, P.E., P.L.S.
SENIOR PROJECT ENGINEER

Education

B.S. Civil Engineering
Univ. of Kentucky, 1983



Field of Expertise

Mr. Woolum is a licensed Professional Engineer and Land Surveyor with over **33** years of experience including planning and design for a range of projects including; roadways; dams; and stormwater management facilities. Mike has also been involved in a number of capital improvements planning initiatives up to \$195 Million in overall project scope.

Relevant Project Experience

- **Woodlawn Creek Watershed Study – City of Newport, KY**
Project Manager for an intensive study and master plan for the 2,700 acre Woodlawn Creek watershed as part of a high profile public/private partnership between the City of Newport, SD1 and a private commercial developer. The project scope involved update and refinement to SD1s existing XPSWMM model to evaluate various stormwater control alternatives in the watershed. The resulting master plan identified a number of offsite projects, including a high hazard dam that were ultimately implemented.
- **Upper South Elkhorn Creek Stormwater Master Plan – NDC**
Project Manager for a large community infill/redevelopment initiative with an extensive history of downstream flooding issues. The approach included an extensive study of the 2,200 acre Stonewall and Monticello tributaries to S. Elkhorn Creek including detailed inventory and assessments of existing channels, pipe systems and detention basins. The final master plan included 17 capital improvement projects and 7-regional detention basins that removed 14 homes from the existing 100 year floodplain.
- **Meadows, Northland, Arlington Stormwater Master Plan – LFUCG**
As Project Manager for this neighborhood planning initiative, Mike led development of a comprehensive \$15 Million Capital Improvements Plan for a 510 acre flood prone area tributary to Cane Run Creek. This master plan included detailed modeling and analysis culminating in concept plans for an infrastructure program funded through the CDBG program. The project has been successfully ongoing since 2004 with Strand being responsible for Phase 1 program implementation.
- **Stormwater Master Plan – City of Georgetown, KY** – As Principal in charge, Mike is guiding Strand's efforts in preparing a Comprehensive Stormwater Master Plan for the City. This study was prompted by needs to document flooding and infrastructure-related needs throughout the community and to help inform capital improvements planning requirements for future funding of the City's stormwater program.



Steven Vogel, P.E.
DEPUTY PROJECT MANAGER

Education

B.S., Civil Engineering, Univ. of Kentucky, 2005
M.S., Secondary Education, Univ. of Kentucky, 2011



Field of Expertise

Mr. Vogel has over **five** years of applied experience, having a strong emphasis in the area of stormwater management. In addition to general civil engineering strengths. His background includes hydrologic and hydraulic modeling, stormwater management systems analysis and design, floodplain analysis and preparation of FEMA CLOMR/LOMR requests and local, state and federal permitting. Steve possesses extensive working knowledge of modelling platforms including XPSWMM, HydroCAD, HEC-RAS, HEC-HMS, DAMBRK and HY8 among others.

Relevant Project Experience

- **Woodlawn Creek Watershed Study – City of Newport, KY**
Project Engineer for watershed master plan for the 2,700 acre Woodlawn Creek watershed as part of a high profile public/private partnership between the City of Newport and a private commercial developer. Assisted with update and refinement to SD1s existing XPSWMM model to evaluate various stormwater control alternatives in the watershed to mitigate loss of natural valley storage lost to the project.
- **Waterworks Drainage Improvements – City of Newport, KY**
Project Engineer involved in the study and evaluation of the 45 acre-foot Waterworks Road Regional Detention Basin project. Efforts included assistance with XPSWMM evaluation of the proposed project in relation to the parallel Newport Pavilion Project and assistance with permitting which required HEC-RAS and DAMBRK breach analysis of the downstream area. The completed project also helped mitigate existing flooding for existing downstream homes along the Waterworks Tributary.
- **Valvoline Corporate Headquarters – Verus Partners**
Lead Engineer and design team manager for planning and design of Valvoline's World Headquarters Campus. The project required early due diligence efforts to evaluate existing drainage conditions to validate a suitable site for the 165,000 SF office building and 1,000 space parking facility required to meet their programmed needs. The H&H analysis included detailed evaluation of a series of existing lakes on the property culminating in a retrofit design of an existing basin area for stormwater management.
- **Bedford Acres Flood Mitigation Study – Bourbon County**
Design Engineer for planning and analysis of alternatives to alleviate flooding in an existing neighborhood area. Using HydroCAD, developed alternatives for a FEMA Hazard Mitigation Grant Application for a major storm sewer conveyance improvements initiative estimated at \$3 Million to augment the County's pledged \$1 Million in support of the program.



John Lyons, P.E.
SENIOR PROJECT ENGINEER

Education

B.S., Civil Engineering
Univ. of Massachusetts, 1987

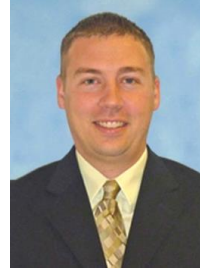


Field of Expertise

Mr. Lyons has over **29** years of experience in the civil/environmental field, as a senior project manager and principal for sustainable infrastructure and stormwater master planning and design. He is nationally recognized by his peers, colleagues, and Environmental Project Agency regulators as an expert in stormwater management. John's experience in developing and implementing cohesive and multi-purpose, large scale stormwater management systems will be a tremendous asset to this project. He is a recognized leader in the use of 'green' infrastructure to reduce CSOs and was recently invited by the White House Council of Environmental Quality and EPA to participate in a White House Conference on Green Infrastructure in September 2012.

Relevant Project Experience

- **Lick Run Watershed Valley Conveyance System – MSDGC**
As the Principal-in-Charge for this project, John led the planning and preliminary engineering efforts to identify and evaluate opportunities in the Lick Run watershed that would provide CSO reduction as well as 100-year stormwater conveyance with economic development and urban renewal. This includes restoring 5,600 linear feet of the historical Lick Run stream, installing 55,000 linear feet of separate storm sewers, modifying bridges, improving roadways, providing green controls for water quantity and quality benefits, and providing redevelopment opportunities.
- **Stormwater Master Planning Program – Northeast Ohio Regional Sewer District** John served as the Project Manager for NEORSD's stormwater master plan and green infrastructure design program identifying nearly \$80 million in projects that will remove hundreds of millions of gallons of stormwater runoff from the combined system, capture and treat stormwater runoff, and improve flooding issues. This has led to the design of three Green Ambassador Projects, totaling more than \$10 million; which includes more than 15,000 linear feet of storm sewer and the construction of four large scale bioretention basins and five site scale rain gardens, and the preliminary engineering of ten other green projects.
- **Rapid Run Watershed Evaluation and Preliminary Engineering – MSDGC** John led the planning evaluation for stormwater conveyance along Rapid Run Road. Including the creation of segments of open channel stream, totaling over 2,200 linear feet to safely convey the 100-year storm event and mimic the functionality of a natural stream, areas of sewer separation, enhancement of detention basins for added water quality and quantity benefits. The project utilizes 34 FEMA buyout properties that currently experience flooding problems and 41 non-FEMA properties.



Chris Rust, P.E.
DESIGN ENGINEER

Education

M.S., B.S., Civil Engineering
Univ. of Louisville, KY, 2006



Field of Expertise

Mr. Rust has over **10** years of experience as a civil engineer, specializing in stormwater management planning and design. His stormwater experience has included a blend of project management, stormwater modeling, planning and technical design. Chris has been both a project manager and lead technical engineer on cost-effective and sustainable stormwater management planning projects that have included stormwater modeling of a variety of improvement strategies to improve water quality and to reduce / minimize the impacts of flooding.

Relevant Project Experience

- **Upper Woolper Creek Watershed Analysis – SDI** – Chris served as the project manager and lead modeling engineer for this project. He led the data gathering and review, site investigations, and the development of a SWMM model to evaluate detention basin and culvert retrofit opportunities with the goal of providing improved stormwater management for flood control and water quality improvement within the Upper Woolper Creek watershed. The SWMM model was used to evaluate existing and proposed conditions for a variety of storm events to quantify the anticipated water quality and water quantity benefits.
- **Banklick Creek Watershed-Based Plan – Banklick Watershed Council** – Chris has performed a variety of stormwater modeling efforts to assist in development and justification of stormwater management improvement projects within the Banklick Creek watershed. These modeling efforts include analyzing the impacts of projects such as bank-full wetlands and detention basin retrofits to reduce water quantity and reduce downstream impacts of hydromodification and flooding.
- **Blue Print Columbus Clintonville-Morse/Dominion, Division of Sewerage and Drainage – Columbus, OH** – Chris led the PCSWMM modeling for the Morse/Dominion neighborhood of the Clintonville Area Pilot Project to assess existing and proposed conditions with new stormwater management controls in place. The objective of the overall study is to eliminate SSOs to the Adena Brook through a combination of both gray and green infrastructure stormwater management controls.
- **Allen Fork Watershed and South Fork Gunpowder Watershed Studies – SDI** – Chris served as the project manager and lead modeling engineer for watershed studies within the Allen Fork watershed and the South Fork Gunpowder Creek watershed. He assisted with data gathering in the field, evaluations of existing conditions, and modeling of proposed stormwater management improvement projects throughout the watersheds.

**Lindsie Nicholas, E.I.T.****PROJECT ENGINEER****Education**

B.S. Civil Engineering
Univ. of Dayton, 2012

**Field of Expertise**

Ms. Nicholas is a Project Engineer with **four** years of experience in planning and design for site development, stormwater, and green infrastructure related interests. Her experience includes feasibility studies, community master planning, stormwater modeling, and stormwater conveyance and treatment infrastructure design for several projects in Lexington, KY and surrounding communities.

Relevant Project Experience

- **HealthFirst Primary Community Health Center – HealthFirst Bluegrass, Inc.** – Lindsie’s role included preliminary analysis of the watershed, hydraulic modeling of pre and post developed conditions, evaluation of the site for the use of Low Impact Development practices, design of four water quality features, site grading, inline stormwater detention system design, and permitting assistance. The HealthFirst site has been hailed by environmental advocacy groups in the area as a leading example for stormwater management in the Wolf Run Watershed.
- **Town Branch Commons (TBC) Feasibility Study – LFUCG**
As Stormwater Concept Engineer, Lindsie took a creative approach to investigating opportunities using available right-of-way for green infrastructure and trail space applications along the buried Town Branch Creek. Her role included an analysis of existing hydrology studies within the project area, a regulatory pathway evaluation, a data needs assessment, and a preliminary green infrastructure opportunities analysis and overall watershed analysis for each of the four key areas of TBC. This included facilitation of stormwater discussions at key coordination meetings with the City and other local and state agencies.
- **Rupp Arena and Convention Center – LFUCG** – Lindsie was the Project Engineer and Stormwater Management Coordinator for this project where her role included integration of Town Branch Commons (TBC) concepts into the redeveloped design for the Rupp District. Key tasks included an analysis of the Town Branch watershed, integration of the TBC overflow stormwater relief channel feature, proposed drainage and grading design for the overflow passage and preparation of schematic design documents.
- **Stormwater Master Plan and MS4 Permit Compliance Assistance – City of Georgetown** – Lindsie is the Project Manager for Georgetown’s stormwater engineering assisting with the community’s stormwater program, MS4 permit, and other related tasks to maintain compliance and assist the City in developing a comprehensive and effective stormwater management program.

**Steve Evans****ENVIRONMENTAL SCIENTIST****Education**

M.A. Education, Georgetown College, 2004
B.S. Biology, Univ. of Kentucky, 2001

**Field of Expertise**

Mr. Evans is an environmental scientist with **15** years of experience who specializes in watershed planning, monitoring, and public outreach. He knows this area intimately, having authored the Wolf Run Watershed Based Plan and has a proven relationship with LFUCG through his work with their Stormwater Program. He has conducted many public meetings with Friends of Wolf Run and is well aquaited with navigating 319(h) funding for water quality projects. He is a current member of Wolf Run Watershed Council.

Relevant Project Experience

- **Wolf Run Watershed Based Plan – LFUCG**
Lead author and project manager for the Wolf Run Watershed Based Plan and the associated technical reports. This project required extensive public involvement including stakeholder surveys, public meetings, cooperative monitoring with Friends of Wolf Run volunteers, and development of a BMP plan for the watershed with public input. Assessed sources of water quality impairment and stream hydrography. Developed a stage-discharge curve for Wolf Run at Faircrest Drive as part of evaluation of relationship between surface and groundwater flow. Worked with stakeholders to develop an implemantion plan which included 29 water quality BMPs within the Southland Area Storm Drainage Project area.
- **Stormwater Program Management Team – LFUCG**
To ensure MS4 / Consent Decree compliance, he has led in the development of the following programs and tasks:
 - Watershed assessment for six watersheds
 - Visual stream assessments of stormwater infrastructure
 - Developed watershed-focused monitoring program with volunteer training and sampling coordination
- **Cane Run Watershed Based Planning, Lexington, KY**
Lead author and project manager for the Cane Run Watershed Based Plan. Developed public survey tools to solicit feedback on stakeholder values and vision and stewardship of homeowners, farm owners, and business owners with written questionnaire, online, and face-to-face interview contacts. Substantial public involvement through council meetings, listserv, technical meetings, watershed festivals, and field days.
- **Watershed Based Planning, KY**
In addition to Wolf Run and Cane Run, Steve has authored multiple other watershed plans in Kentucky including Chestnut Creek, Hanging Fork, Clarks Run, and Little River (in progress).

**Jennifer Shelby, P.E.**
SENIOR PROJECT ENGINEER**Education**

M.S. Biological Eng., N. Carolina State Univ., 2002
B.S. Biosys. and Ag. Engr., Univ. of Kentucky, 1998

**Field of Expertise**

Ms. Shelby is a water resource engineer with **17** years of experience specializing in green infrastructure planning and design and large-scale stream and wetland restorations. She has designed and constructed projects in Kentucky, Tennessee, and North Carolina. She is experienced with utilizing 319(h) funding and other grant sources to implement projects. She has designed over 12 miles of stream in Kentucky.

Relevant Project Experience**• E.G. Fisher Public Library, Athens, TN**

Designed a 5.3-acre stormwater wetland to effectively treat surface runoff from paved surfaces and flood flows from adjacent Oostanaula Creek through 319(h) funding. Awarded the 2012 TN Governor's Environmental Stewardship Award for Excellence in Natural Heritage. The design incorporates a previous trail, public education kiosks, rain gardens, an outdoor classroom, and amphitheatre. Prepared and coordinated construction inspection, permitting, invasive species management, and volunteer plantings.

• Little Laurel River Watershed Plan Implementation, London, KY – Authored watershed based plan for Little Laurel River Watershed. Subsequently awarded three 319(h) grants to implement the plan. She designed and supervised construction of:

- Levi Jackson State Park Stormwater Wetland - a 1-acre wetland to treat runoff from adjacent roadway and parking lot with boardwalk design and educational signage
- Whitley Branch Wetland – restored 2,200 linear feet of stream and 25 acres of wetland, with cooperative funding from a Heritage Land Conservation Fund Grant
- Town Branch Remediation - hydrodynamic separator to treat runoff from waste transfer station and design

• Wolf Run Watershed Based Plan – LFUCG

Authored hydrogeomorphic assessment of Wolf Run in the project area to identify areas with stream restoration potential. Evaluated water quality BMP locations in development of the implementation plan

• Town Branch Distillery District – LFUCG

Provided services related to BMP planning, evaluating stream restoration opportunities, and assessing feasibility of those opportunities for the Town Branch Distillery District Redevelopment.

**Casey Mattingly, P.E.**
SENIOR PROJECT ENGINEER**Education**

B.S. Biosys. and Ag. Engineering
Univ. of Kentucky, 2004
B.S. Physics, Morehead State Univ., 2005

**Field of Expertise**

Mr. Mattingly is a water resource engineer with **13** years of experience specializing in natural stream restoration, urban stream restoration, storm water management plans, and green infrastructure designs. Mr. Mattingly has successfully restored streams and wetlands in Kentucky, Ohio, Missouri, Pennsylvania, and Maryland totaling more than 20 miles.

Relevant Project Experience**• Twin Creek Preserve, Sharonville, OH**

Led and managed design team for more than 5,000 ft of urban stream restoration and approximately 8 acres of wetland restoration. Awarded 2012 Non-Profit Project Excellence Award from the Ohio Stormwater Association and the 2012 Innovation in Floodplain Management Award from the Ohio Floodplain Management Association. Utilized over \$2.2 million in 319(h) grants and state funding.

• MSD of Greater Cincinnati, Cincinnati, OH

Led design and construction oversight of 2 miles of stream restoration along the urban Mill Creek corridor. On design team for 500 ft of stream restoration to the urban Muddy Creek. Provided design and evaluation of alternatives for stormwater BMPs and green infrastructure associated with CSO #24.

• Sanitation District #1, Northern KY

Part of the design team for multiple stream stabilization projects. Responsibilities included alternatives analyses, technical reviews, design, permitting, cost estimates, plan development, specifications, and construction oversight. Projects included bio-engineering, constructed riffles, flow diversion structures, and riparian zone buffer enhancement.

• KDFWR FILO Stream Projects, KY

Engineer for design and construction oversight for multiple projects for the Fee-in-Lieu-Of (FILO) program including:

- East Fork Little Sandy – over 10,000 ft of rural stream in Lawrence County
- Whites Creek – over 2 miles of stream in Boyd County
- Blue Springs – nearly 30,000 ft located within the Lake Barkley State Resort Park and Golf Course
- Goose Creek – over 16,000 ft of steam with wetland enhancement and restoration

LIST OF CLIENTS FOR SIMILAR WORK

Lexington-Fayette Urban County Government
 Division of Water Quality
 Mr. Charles Martin, P.E., Director
 (859) 425-2455
chmartin@lexingtonky.gov

City of Berea, KY
 Mr. Randy Stone, City Administrator
 (859) 986-8528
rstone@bereaky.gov

City of Owensboro, KY
 Mr. Joseph Schepers, P.E.
 (270) 687-8440
schepersjg@rwra.org

Louisville & Jefferson County MSD
 Mr. Wes Sydnor, P.E.
 (502) 540-6274
wesley.sydnor@louisvillemad.org

Sanitation District No. 1 of Northern Kentucky
 Mr. Jim Gibson, P.E.
 (859) 578-6882
jgibson@sd1.org

City of Columbus, OH
 Jeremy Cawley, P.E.
 (614) 645-5642
jkcawley@columbus.gov

RELEVANT PROJECT EXAMPLES	KEY TEAM MEMBERS										RELEVANT SERVICES									
	JOHN STEINMETZ	FRANK PRUITT	STEVEN VOGEL	JOHN LYONS	MIKE WOOLUM	CHRIS RUST	STEVE EVANS	JENNIFER SHELBY	PUBLIC INVOLVEMENT	SWMM/2D MODELING	GI MASTER PLANNING	STREAM RESTORATION	SURVEYING / GIS	FLOOD REDUCTION	FLOODPLAIN MAPPING	CIP PLANNING	401/404/FEMA PERMITTING	FUNDING ASSISTANCE		
Elkhorn Park Drainage Improvements – LFUCG	✓	✓								✓		✓	✓	✓	✓	✓	✓			
Goetz Ditch Improvements – Owensboro, KY	✓									✓	✓	✓	✓	✓	✓	✓	✓			
Lakewood Stormwater Improvements – Nashville, TN	✓									✓	✓		✓	✓		✓				
South Cumberland Drainage Improvements - Berea, KY	✓	✓								✓			✓	✓						
Upper Woolper Creek Watershed Analysis – Boone County, KY				✓		✓				✓	✓	✓	✓	✓	✓					
Banklick Creek Watershed Based Plan – Bank. Water. Council				✓	✓	✓				✓		✓	✓	✓		✓		✓		
Meadows, Northland, Arlington Stormwater MP – LFUCG					✓					✓		✓	✓	✓	✓	✓	✓	✓		
Blue Print Columbus Clintonville – City of Columbus, OH			✓	✓	✓	✓				✓	✓		✓	✓		✓				
Stormwater Master Planning Program – NEORS				✓	✓	✓				✓	✓		✓	✓		✓				
Lick Run Watershed Valley Conveyance System – MSDGC				✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓			
Louisville Regional Green - Louisville-Jefferson County MSD				✓	✓	✓				✓			✓	✓		✓				
Woodlawn Creek Watershed Study – City of Newport, KY			✓		✓	✓				✓		✓	✓	✓	✓	✓	✓	✓		
Wolf Run Watershed Based Plan – LFUCG							✓	✓		✓	✓		✓					✓		
E. G. Fisher Library Stormwater Wetland - Athens, TN								✓	✓	✓	✓	✓	✓	✓			✓	✓		
Little Laurel River Watershed Plan – London, KY							✓	✓		✓	✓	✓	✓	✓			✓	✓		
Cane Run Watershed Based Plan – Lexington, KY							✓	✓		✓	✓		✓					✓		

FIRM REFERENCE PROJECTS

ELKHORN PARK DRAINAGE IMPROVEMENTS

CLIENT: Lexington-Fayette Urban County Government

DATE COMPLETED: 2004 PROJECT COST: \$900,000.

While with another firm, Banks Engineering's senior engineers served as project manager and lead engineer for the design of this project to improve the drainage system capacity while maintaining a stable stream system in the Elkhorn Park and Radcliffe neighborhoods. The main drainage system in this area is a major tributary of Cane Run Creek. Numerous properties in the two subdivisions experienced flooding problems during and after large rainfall events.

Services included surveys, extensive public involvement, watershed modeling, design of storm sewers with increased capacity, stream restoration, and two detention basins.



GOETZ DITCH IMPROVEMENT PROJECT

CLIENT: City of Owensboro, KY

DATE COMPLETED: 2008 PROJECT COST: \$4.2 million

While with another firm, Banks Engineering's Senior Engineer directed the development of this project to improve the drainage system capacity and alleviate flooding in the Goetz Ditch watershed.

The solution consisted of storm sewer upgrades in the urban area of town, channel improvements through the suburbs, and the construction of a large detention basin/wetlands downstream. The detention basin effectively will serve as a large drain that allows the water upstream a place to drain. The wetlands cells in the detention basin will serve to allow some grade drop in the channel upstream and to provide water quality treatment of the storm water before it leaves the city and drains into Panther Creek. Services included:

- Field surveys of the existing storm sewer system
- Development of a detailed SWMM model of the existing system and proposed improvements
- Construction drawings of the proposed storm water improvements in the Goetz Ditch watershed, designed to be constructed in three phases over several years
- Construction administration services

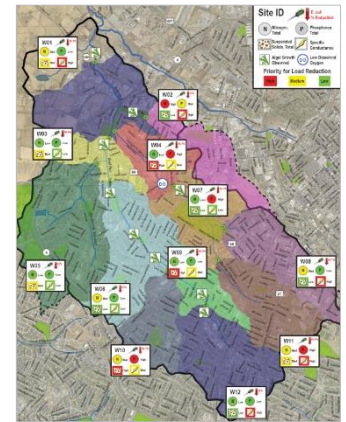
WOLF RUN WATERSHED BASED PLAN

CLIENT: Lexington-Fayette Urban County Government

DATE COMPLETED: 2013 PROJECT COST: \$110,000

All available data was compiled and evaluated to characterize the watershed and assess the water quality. Based on data gaps, water quality monitoring was performed for one year with volunteer participation after Third Rock led-training. Pollutant loads were calculated and allocated to sources and impairments were identified based on this monitoring. Stage-discharge curves were developed, hydrogeomorphic assessments were performed, and the aquatic macroinvertebrate community was assessed.

Third Rock worked with LFUCG and Friends of Wolf Run to establish the Wolf Run Watershed Council to prioritize goals, objectives, BMPs, and provide local knowledge of problems and solutions. Quarterly meetings were held over two years and technical subcommittees were organized to identify and prioritize 138 unique BMP opportunities for implementation.



E. G. FISHER LIBRARY STORMWATER WETLAND

CLIENT: City of Athens, TN Department of Public Works

DATE COMPLETED: 2012 PROJECT COST: \$170,000

To address significant flooding in downtown Athens from Oostanula Creek and siltation impairments in the stream, a 319(h) grant was utilized to convert and empty field into a stormwater wetland and mosaic of ecosystems. The 5.3-acre stormwater wetland is designed to capture and filter stormwater runoff from the library parking lot and to receive, store, and treat flood waters through a small, low-gradient back channel.

The design incorporates a previous trail, public education kiosks, rain gardens, an outdoor classroom, and pervious amphitheatre. Services provided including survey coordination, H&H analysis (HEC RAS), invasive species management and planting plan, and construction drawings, inspection, and administration



Project received the 2012 TN Governor's Environmental Stewardship Award for Excellence in Natural Heritage.

UPPER WOOLPER CREEK WATERSHED ANALYSIS

CLIENT: Boone County Fiscal Court

DATE COMPLETED: 2016 PROJECT COST: \$40,000

Strand initiated the development of a SWMM model to evaluate detention basin and culvert retrofit opportunities with the goal of providing additional stormwater management for flood control and water quality improvement within the Upper Woolper Creek watershed. The SWMM model was used to evaluate existing and proposed conditions for a variety of storm events ranging from a 3-month to a 100-year event. The watershed analysis included an evaluation of the hydraulic capacity of storm sewers 24-inches in diameter and larger, which resulted in the identification of locations throughout the watershed where hydraulic bottlenecks are occurring. Alternative strategies to culvert replacements were explored, with a heavy focus on low-cost improvements to existing detention basins throughout the watershed.



BANKLICK CREEK WATERSHED BASED PLAN DEVELOPMENT AND IMPLEMENTATION

CLIENT: Banklick Watershed Council

DATE COMPLETED: Ongoing

PROJECT COST: \$600,000 federal funds/ \$400,000 local match
 Strand helped the Banklick Watershed Council (BWC) obtain a \$1Million 319(h) EPA Nonpoint source grant with the objective of developing and implementing a watershed based plan for the Banklick Creek Watershed. The watershed plan is intended to track the changes in the watershed, evaluate stream water quality, and provide future direction for implementing controls. As part of the watershed based plan, Strand has completed several stormwater management improvement projects to reduce downstream flooding, hydromodification, and water quality issues. These projects included stormwater modeling and design of detention basin retrofits, bank-full wetlands, and various other green infrastructure strategies. BWC and Strand have been commended by KDOW and US EPA for preparing a comprehensive and meaningful watershed plan that will be used as a model for the rest of the watershed groups in the state.

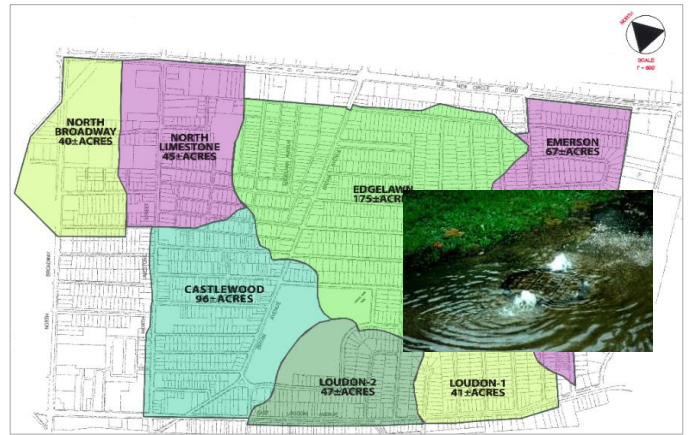


MEADOWS-NORTHLAND-ARLINGTON-NEIGHBORHOOD STORMWATER MASTER PLAN

CLIENT: Lexington-Fayette Urban County Government

DATE COMPLETED: 2004 PROJECT COST: \$15 Million CIP

Neighborhood planning initiative for a 510-acre flood prone area tributary to Cane Run Creek. This master plan included detailed modeling and analysis culminating in concept plans for 3 regional detention basin projects and a comprehensive storm drainage infrastructure program to mitigate flooding and SSO conditions in the area. This project is being funded through the CDBG program and has been successfully ongoing since 2004 with Strand being responsible for Phase 1 program implementation.



BLUEPRINT CLINTONVILLE

CLIENT: City of Columbus, OH

DATE COMPLETED: Ongoing

PROJECT COST: \$5 Million (Design and Construction)

As part of City of Columbus Wet Weather Management Plan, Division of Sewerage and Drainage was granted permission from the Ohio EPA to implement the Blueprint program. This first pilot project, directed toward the Clintonville area, is designed to target the reduction of sanitary sewer and combined sewer overflows. This will be accomplished through the management of stormwater flooding, the lining of all sanitary mainlines and laterals, redirection all downspouts to the street instead of splash out or underground connections, the addition or improvement storm sewers. Most significantly, green infrastructure will be used to treat the additional stormwater being sent to the storm sewers and to meet EPA requirement for Total Maximum Daily Load (TMDL) on the receiving streams. PCSWMM modeling for the Morse/Dominion neighborhood of the Clintonville Area Pilot Project was completed to assess existing and proposed conditions with new stormwater management controls in place. Chris was also involved in the local stormwater modeling guidance meetings to help develop program policy. The objective of the overall study is to eliminate SSOs to the Adena Brook through a combination of both gray and green infrastructure stormwater management controls.

LOCAL OFFICE (Attachment 1)

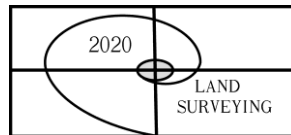
Prime Consultant	Location (City, State)	Date Office Established	Total Number of Employees	No. of Employees expected to work on DWQ projects
Headquarters	Nicholasville, KY	2009	12	8
Local Office	Nicholasville, KY	2009	12	8
PM Location	Nicholasville, KY			
Sub Consultants:				
Strand Associates, Inc. <i>(Public Involvement, Green Solutions, Watershed Modeling, Funding Applications, Preliminary Design, Easement Negotiations)</i>				
Headquarters	Madison, WI	1946	380	0
Local Office	Lexington, KY	1968	16	7
Third Rock Consultants <i>(Public Involvement, Green Solutions, Funding Applications, Preliminary Design, Permitting)</i>				
Headquarters	Lexington, KY	2000	17	9
Local Office	Lexington, KY	2000	17	9
2020 Land Surveying <i>(Surveying)</i>				
Headquarters	Lexington, KY	2000	2	2
Local Office	Lexington, KY	2000	2	2

Notes:

1. “Headquarters” refers to the corporate office that provides project support to the local office, if applicable. If support comes from multiple locations, use the blank spaces in the form to provide relevant information.
2. Listing of sub-consultants is optional and should only be provided if the prime consultant considers the sub-consultant(s) services to be essential to meeting the required qualifications. In this event, documentation from the subconsultant(s) shall be submitted in the SOQ that provides a commitment to be a part of the prime consultant’s team in providing the stated services. In such cases, for the purpose of evaluating the proposals, committed sub-consultants will be considered to be part of the prime consultant’s workforce. Prime consultants face potential disqualification from future work if DWQ finds that the identified sub-consultants are not being utilized to deliver assigned work products.

DBE INVOLVEMENT

Banks Engineering is fully committed to meeting or exceeding the DBE goals of the Urban County Government, as proven in past and current projects. For the Southland Area Storm Drainage project, we will work with Third Rock Consultants (a certified woman-owned business) who will participate in numerous project elements. We expect their involvement to significantly exceed the desired 10 percent minimum contribution, although the exact participation will not be known until the final design scope of work is negotiated. We will also contract with 2020 Land Surveying, a veteran-owned business for field surveys and easement descriptions. Their participation is also expected to exceed the desired minimum of 3 percent.

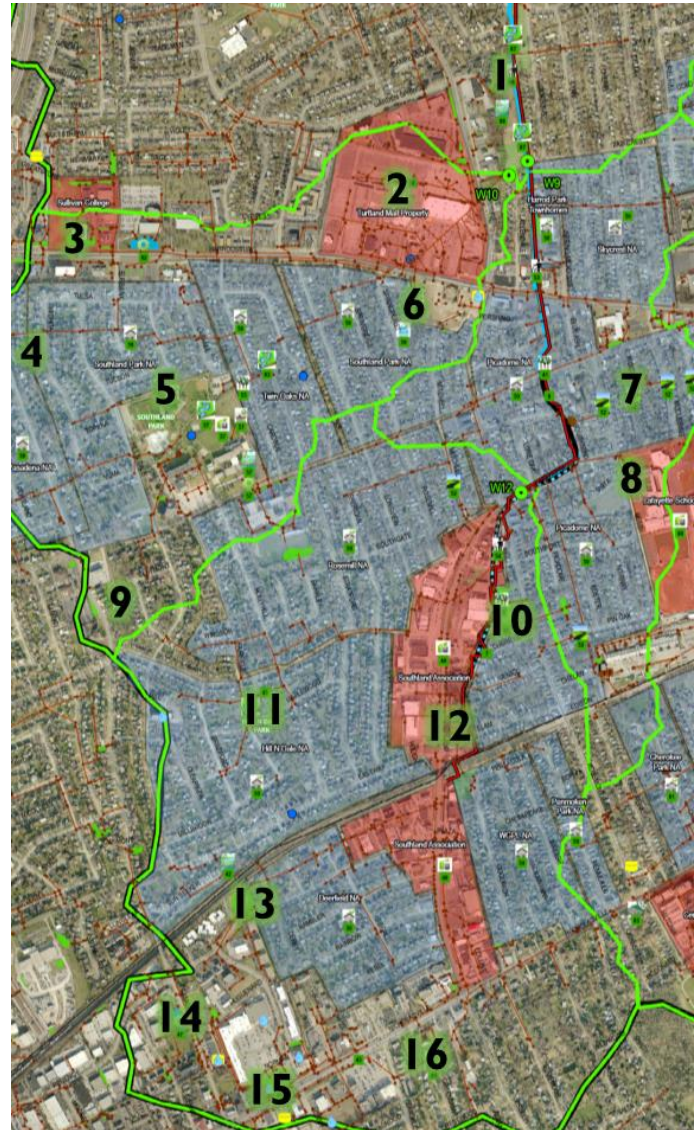


Third Rock's Wolf Run Project Experience Will Guide the Banks Team Strategy for Recommended Improvements

Third Rock has served LFUCG's Division of Water Quality since it was established in 2000 by Molly Foree Cummins. Under Steve Evans's guidance, they have facilitated numerous public involvement projects including the Wolf Run and Cane Run Watershed Based Plans, and the LFUCG watershed-focused monitoring program. Staff members, Jennifer Shelby and Casey Mattingly also bring award winning experience to this project for green infrastructure design and urban stream restoration. Third Rock's strong background in permitting has also been demonstrated on numerous Remedial Measure Plan projects by Gina Morris and Rain Storm. Relying on these specialized skillsets, the Banks Team is poised to deliver highly informed solutions to this project.

To illustrate the integrated approach, we intend to follow the graphic to the right and corresponding project list highlight a sampling of recommended improvements outline in the Wolf Run Watershed Plan. Our alternatives evaluation strategy will leverage the knowledge Third Rock brings to enable us to efficiently consider a wide range of potential solutions that target both flooding and water quality impairment issues. This holistic approach will in-turn help LFUCG maximize the value of its stormwater investment for this identified consent decree supplemental environmental project watershed-based initiative.

Please refer to the LFUCG MWDBE Participation Forms located in the Appendix for Third Rock Consultants and 2020 Land Surveying.



Key Locations for Green Infrastructure and Water Quality Improvements in the Project Area:

- | | |
|---|--|
| 1. Allendale Greenway Stream Restoration | 10. Goodrich Ave Detention Basin Retrofit |
| 2. Turftland Mall Green Infrastructure | 11. Hill-N-Dale Park Stream Resotration |
| 3. Sullivan College Green Infrastructure | 12. Southland Association Green Infrastructure |
| 4. Phoenix Drive Traffic Calming | 13. Regency Road Detention Basin Retrofit |
| 5. Southland Park Bioswale | 14. Pasadena Drive Retention Basin Retrofit |
| 6. Kay Spring Bioswale | 15. Regency Center Detention Basin Retrofit |
| 7. Picadome Traffic Calming | 16. Wolf Run Stream Restoration |
| 8. Lafayette Schools Green Infrastructure | |
| 9. Claymont Drive Bioswale | |

STATEMENT OF HOURLY RATES

Hourly Rate Schedule for the Banks Engineering Team

STAFF POSITION	BANKS ENGINEERING	STRAND ASSOCIATES	THIRD ROCK CONSULTANTS	2020 LAND SURVEYING
Principal	\$160	\$225	\$250	\$95
Sr. Engineer/Env. Planner I	\$160	\$195	\$200	N/A
Sr. Engineer/Env. Planner II	\$150	\$140	\$125	N/A
Prof. Engineer/Land Surveyor I	\$130	\$125	\$125	\$95
Project Engineer (EIT) II	\$110	\$115	\$90	N/A
Environmental Scientist I	N/A	N/A	\$90	N/A
Environmental Scientist II	N/A	N/A	\$75	N/A
Senior Technician	\$120	\$120	\$65	N/A
Technician/CAD	\$80	\$115	\$55	\$45
Survey Crew	\$140	N/A	N/A	\$95
Clerical	\$50	\$60	\$45	N/A

Reimbursable expenses will be the direct costs of printing / duplication services, with no markup, and postage for mailings to residents.

NOTE: Rates shown are valid through 2017 but may be adjusted on an annual basis thereafter.

Assumptions used in developing fees on the following table:

1. Task Order I surveying and modeling limits are the drainage systems shown on the map on page 1 of the RFQ scope, extending downstream to the Beacon Hill Road culvert.
2. Task Order II survey limits are 50 feet each side of the drainage systems shown within the shaded project areas shown on the map on page 1 of the RFQ scope.
3. Easement development unit price shall be \$400 per parcel and is not included in the following Fee Schedule. Easement negotiations shall be at the unit price per parcel shown on the Fee Schedule.
4. Fees for the bidding and construction administration assistance shown on the Fee Schedule are based on one contract advertisement and award, for a nine-month construction period.
5. Rock sounding unit price is based on the assumption that no traffic control will be required, and that accessible to a track mounted drill rig, and that no specialty clearing (dozer, chainsaw, etc.) work will be required.
6. In fee schedule, the asterisks in the Task Order 2, Part I subtotal indicates that this cost is a combination of the lump sum and unit prices that are listed.

Company: Banks Engineering, Inc.

 Signature: 

 Date November 11, 2016

RFP #37-2016
Engineering Services- Stormwater Analysis and Design
Proposed Fee Schedule

	Task	Description	Fee	Sub/Total
TASK ORDER 1				
Part I	1	File Review & Technical Memorandum	\$62,000	
	2	Project Area Investigation	\$32,000	
	3	Stakeholder Meetings (Assume 3)	\$15,000	
		Part I - Project Area Investigation		\$109,000
Part II	4	Surveying	\$32,000	
	5	H & H Modeling	\$61,000	
	6	Preliminary Design Alternates	\$138,000	
	7	Stakeholder Meetings (Assume 3)	\$15,000	
	8	Stream/ Precipitation Gage	\$25,000	
		Part II-Preliminary Design		\$271,000
		Part I and II Fee Totals		\$380,000
	Meetings			
		Stakeholder Meeting with Residents (each additional)	\$5,000	
		Meet with LFUCG (each additional)	\$1,800	
TASK ORDER 2				
Part I	1	Surveying	\$25,000	
	2	Easement/ Right of Way Acquisition (per parcel)	\$4,300	
	3	Final Design (to be negotiated)	TBD	
	4	Rock Soundings (unit price)	\$150	
	5	Stakeholder Meetings (Assume 3)	\$15,000	
		Part I - Design Alternatives		***\$44,450
Part II	6	Bidding and Construction Administration Assistance	\$18,000	
		Part II- Bidding and Construction Administration Assistance		\$18,000
	Meetings			
		Stakeholder Meeting with Residents (each additional)	\$5,000	
		Meet with LFUCG (each additional)	\$1,800	

MAYOR JIM GRAY



LEXINGTON

TODD SLATIN
DIRECTOR
CENTRAL PURCHASING

ADDENDUM #1

RFP#37-2016

Date: October 28, 2016

Subject: Southland Area Storm water Project

Address inquiries to:
Brian Marcum
(859) 258-3320

TO ALL PROSPECTIVE SUBMITTERS:

Please be advised of the following clarifications to the above referenced rfp:

Please replace the Engineering Services agreement in the issued rfp document with the attached Engineering Services Agreement with Consent Decree language, this is Consent Decree work.

On page 7, Section 3 h of the Scope of Services, a document is referenced for consultants to review. With the new website, the link has changed to the one below.

<https://www.lexingtonky.gov/wolf-run-watershed-plan>

There is a 3% Veteran Owned business goal and 10% Minority & Woman Owned business goal.

Todd Slatin, Director
Division of Central Purchasing

All other terms and conditions of the Quote and specifications are unchanged.


This letter should be signed, attached to and become a part of your Quote.

COMPANY NAME: Banks Engineering, Inc.

ADDRESS: 1211 Jessamine Station, Nicholasville, KY 40356



SIGNATURE OF BIDDER:

 11-9-16





ADDENDUM #2

RFP#37-2016

Date: November 1, 2016

Subject: Southland Area Storm water Project

Address inquiries to:
Brian Marcum
(859) 258-3320

TO ALL PROSPECTIVE SUBMITTERS:

Please be advised of the following clarifications to the above referenced rfp:

There are differences between the Selection Criteria (point system) shown on page 6 and the RFQ Categories and maximum page numbers for each section shown on pages 2 and 3 of the Scope of Services Section. As an example, Selection Criteria items 3 (Project Familiarity), 5 (Current and Projected Workloads) and 6 (Project Manager Expertise), three categories worth 45 of the total 100 points, are not mentioned on pages 2 and 3 of the Scope of Services Section. Also, considering that this is a RFQ, why is there a Statement of Hourly Rates requested

It's is each responder's responsibility to demonstrate their project familiarity, capacity to perform and expertise within the context of the requested Scope of Services. The Division of Water Quality has found that a Scope of Services that mirrors the stated selection criteria results in "check the box" responses as opposed to responses that more clearly demonstrate a firm's understanding and ability to deliver the expected work product.

The hourly rates for various employee classifications are requested for use in calculating additional work to be performed, if needed during the project.

Todd Slatin, Director
Division of Central Purchasing



All other terms and conditions of the Quote and specifications are unchanged.

This letter should be signed, attached to and become a part of your Quote.

COMPANY NAME: Banks Engineering, Inc.

ADDRESS: 1211 Jessamine Station, Nicholasville, KY 40356

SIGNATURE OF BIDDER: *Jan 2* 11-9-16





ADDENDUM #3

RFP#37-2016

Date: November 1, 2016

Subject: Southland Area Storm water Project

Address inquiries to:
Brian Marcum
(859) 258-3320

TO ALL PROSPECTIVE SUBMITTERS:

Please be advised of the following clarifications to the above referenced rfp:

1. The SOQ instructions on page 2, item 3 – Project Team require an organizational chart, 1-page resumes for key staff members, and a risk management plan. Are partial-page resumes allowable to be able to include more staff, and to prevent the risk management plan from taking up a full page? **Yes**
2. In item 6 of the SOQ instructions, at the top of page 3, Attachment 1 is to be used to provide local office information. Where can Attachment 1 be found? **The form for local office information is attached.**
3. Is item 7 of the SOQ instructions (DBE Involvement) intended to be the MWDBE Participation Form included on page 20 of the front-end RFQ document? **Item 7 may be addressed through a statement referring to the MBE/WBE Participation Form.**
4. The Proposed Fee Schedule on the last page of the RFQ is not included in the SOQ instructions, and the instructions account for all 15 allowable pages. What are we to do with the fee schedule form? **The fee schedule may be included in the SOQ, one (1) page. SOQ may be maximum sixteen (16) pages total.**





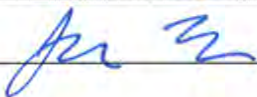
Todd Slatin, Director
Division of Central Purchasing

All other terms and conditions of the Quote and specifications are unchanged.

This letter should be signed, attached to and become a part of your Quote.

COMPANY NAME: Banks Engineering, Inc.

ADDRESS: 1211 Jessamine Station, Nicholasville, KY 40356

SIGNATURE OF BIDDER:  11-9-16



MAYOR JIM GRAY



TODD SLATIN
DIRECTOR
CENTRAL PURCHASING

ADDENDUM #4

RFP#37-2016

Date: November 8, 2016

Subject: Southland Area Storm water Project

Address inquiries to:
Brian Marcum
(859) 258-3320

TO ALL PROSPECTIVE SUBMITTERS:

Please be advised of the following clarifications to the above referenced rfp:

Attached are the meeting notes and a revised fee schedule.

Revised Selection Criteria

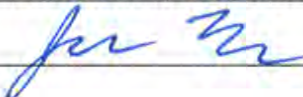
Todd Slatin, Director
Division of Central Purchasing

All other terms and conditions of the Quote and specifications are unchanged.

This letter should be signed, attached to and become a part of your Quote.

COMPANY NAME: Banks Engineering, Inc.

ADDRESS: 1211 Jessamine Station, Nicholasville, KY 40356

SIGNATURE OF BIDDER:  11-9-16





ADDENDUM #5

RFP#37-2016

Date: November 9, 2016

Subject: Southland Area Storm water Project

Address inquiries to:
Brian Marcum
(859) 258-3320

TO ALL PROSPECTIVE SUBMITTERS:

Please be advised of the following clarifications to the above referenced rfp:

- 1- Does the Stream/Precipitation Gage (Part II- Task Item 8) be considered to be in Part I? **The Stream/Precipitation Gage is in Task Order 1, Part II. It goes along with the Hydrologic/Hydraulic modeling.**
- 2- Part II-Design and Construction Fees, at the completion of the public engagement and H/H study, there might be one or multiples of stormwater improvement projects that need to be designed and constructed; the line item related to the Design and Construction Fee, would the fee be related to only one or multiples of potential project (s)? **The requested design fee in Task Order 2 is for whatever number of discrete design projects are developed. This fee estimate will be used as a starting point for negotiating the fee for Task Order 2.**

Todd Slatin, Director
Division of Central Purchasing

All other terms and conditions of the Quote and specifications are unchanged.

This letter should be signed, attached to and become a part of your Quote.

COMPANY NAME: Banks Engineering, Inc.

ADDRESS: 1211 Jessamine Station, Nicholasville, KY 40356

SIGNATURE OF BIDDER:



AFFIDAVIT

Comes the Affiant, Banks Engineering, Inc., and after being first duly sworn, states under penalty of perjury as follows:

1. His/her name is Jason D. Banks, PE, PLS and he/she is the individual submitting the proposal or is the authorized representative of Banks Engineering, Inc., the entity submitting the proposal (hereinafter referred to as "Proposer").

2. Proposer will pay all taxes and fees, which are owed to the Lexington-Fayette Urban County Government at the time the proposal is submitted, prior to award of the contract and will maintain a "current" status in regard to those taxes and fees during the life of the contract.

3. Proposer will obtain a Lexington-Fayette Urban County Government business license, if applicable, prior to award of the contract.

4. Proposer has authorized the Division of Central Purchasing to verify the above-mentioned information with the Division of Revenue and to disclose to the Urban County Council that taxes and/or fees are delinquent or that a business license has not been obtained.

5. Proposer has not knowingly violated any provision of the campaign finance laws of the Commonwealth of Kentucky within the past five (5) years and the award of a contract to the Proposer will not violate any provision of the campaign finance laws of the Commonwealth.

6. Proposer has not knowingly violated any provision of Chapter 25 of the Lexington-Fayette Urban County Government Code of Ordinances, known as "Ethics Act."

Continued on next page

7. Proposer acknowledges that "knowingly" for purposes of this Affidavit means, with respect to conduct or to circumstances described by a statute or ordinance defining an offense, that a person is aware or should have been aware that his conduct is of that nature or that the circumstance exists.

Further, Affiant sayeth naught.

STATE OF Kentucky
COUNTY OF Jessamine

The foregoing instrument was subscribed, sworn to and acknowledged before me
by Jason Banks on this the 9 day
of November, 2016.

My Commission expires: 1-26-20

Michelle M. Gifford
NOTARY PUBLIC, STATE AT LARGE



**MICHELLE M. GIFFORD
NOTARY PUBLIC**

STATE AT LARGE
KENTUCKY
MY COMMISSION EXPIRES 1-26-20
NOTARY ID# 549303

EQUAL OPPORTUNITY AGREEMENT

The Law

- Title VII of the Civil Rights Act of 1964 (amended 1972) states that it is unlawful for an employer to discriminate in employment because of race, color, religion, sex, age (40-70 years) or national origin.
- Executive Order No. 11246 on Nondiscrimination under Federal contract prohibits employment discrimination by contractor and sub-contractor doing business with the Federal Government or recipients of Federal funds. This order was later amended by Executive Order No. 11375 to prohibit discrimination on the basis of sex.
- Section 503 of the Rehabilitation Act of 1973 states:

The Contractor will not discriminate against any employee or applicant for employment because of physical or mental handicap.

- Section 2012 of the Vietnam Era Veterans Readjustment Act of 1973 requires Affirmative Action on behalf of disabled veterans and veterans of the Vietnam Era by contractors having Federal contracts.
- Section 206(A) of Executive Order 12086, Consolidation of Contract Compliance Functions for Equal Employment Opportunity, states:

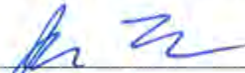
The Secretary of Labor may investigate the employment practices of any Government contractor or sub-contractor to determine whether or not the contractual provisions specified in Section 202 of this order have been violated.

The Lexington-Fayette Urban County Government practices Equal Opportunity in recruiting, hiring and promoting. It is the Government's intent to affirmatively provide employment opportunities for those individuals who have previously not been allowed to enter into the mainstream of society. Because of its importance to the local Government, this policy carries the full endorsement of the Mayor, Commissioners, Directors and all supervisory personnel. In following this commitment to Equal Employment Opportunity and because the Government is the benefactor of the Federal funds, it is both against the Urban County Government policy and illegal for the Government to let contracts to companies which knowingly or unknowingly practice discrimination in their employment practices. Violation of the above mentioned ordinances may cause a contract to be canceled and the contractors may be declared ineligible for future consideration.

Please sign this statement in the appropriate space acknowledging that you have read and understand the provisions contained herein. Return this document as part of your application packet.

Bidders

I/We agree to comply with the Civil Rights Laws listed above that govern employment rights of minorities, women, Vietnam veterans, handicapped and aged persons.



Signature

Banks Engineering, Inc.
Name of Business

WORKFORCE ANALYSIS FORM

Name of Organization: Banks Engineering, Inc.

Categories	Total	White (Not Hispanic or Latino)		Hispanic or Latino		Black or African-American (Not Hispanic or Latino)		Native Hawaiian and Other Pacific Islander (Not Hispanic or Latino)		Asian (Not Hispanic or Latino)		American Indian or Alaskan Native (not Hispanic or Latino)		Two or more races (Not Hispanic or Latino)		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Administrators																	
Professionals		6															6
Superintendents																	
Supervisors																	
Foremen																	
Technicians		5															5
Protective Service																	
Para-Professionals																	
Office/Clerical			1														1
Skilled Craft																	
Service/Maintenance																	
Total:		11	1														11

Prepared by: Jason D. Banks, PE, PLS, President Date: 11 / 10 / 16

(Name and Title)

Revised 2015-Dec-15

**DIRECTOR, DIVISION OF CENTRAL PURCHASING
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
200 EAST MAIN STREET
LEXINGTON, KENTUCKY 40507**

**NOTICE OF REQUIREMENT FOR AFFIRMATIVE ACTION TO ENSURE EQUAL
EMPLOYMENT OPPORTUNITIES AND DBE CONTRACT PARTICIPATION**

Notice of requirement for Affirmative Action to ensure Equal Employment Opportunities and Disadvantaged Business Enterprises (DBE) Contract participation. Disadvantaged Business Enterprises (DBE) consists of Minority-Owned Business Enterprises (MBE) and Woman-Owned Business Enterprises (WBE).

The Lexington-Fayette Urban County Government has set a goal that not less than ten percent (10%) of the total value of this Contract be subcontracted to Disadvantaged Business Enterprises, which is made up of MBEs and WBEs. The Lexington Fayette Urban County Government also has set a goal that not less than three percent (3%) of the total value of this Contract be subcontracted to Veteran-owned Small Businesses. The goal for the utilization of Disadvantaged Business Enterprises as well Veteran –owned Small Businesses as subcontractors is a recommended goal. Contractor(s) who fail to meet such goal will be expected to provide written explanations to the Director of the Division of Purchasing of efforts they have made to accomplish the recommended goal, and the extent to which they are successful in accomplishing the recommended goal will be a consideration in the procurement process. Depending on the funding source, other DBE goals may apply.

For assistance in locating Disadvantaged Business Enterprises Subcontractors contact:

Sherita Miller, MPA, Division of Central Purchasing
Lexington-Fayette Urban County Government
200 East Main Street, 3rd Floor, Room 338
Lexington, Kentucky 40507
smiller@lexingtonky.gov



LFUCG MWDBE PARTICIPATION FORM

Bid/RFQ/Quote Reference # 37-2016

The MWDBE and/or veteran subcontractors listed have agreed to participate on this Bid/RFQ/Quote. If any substitution is made or the total value of the work is changed prior to or after the job is in progress, it is understood that those substitutions must be submitted to Central Purchasing for approval immediately. **Failure to submit a completed form may cause rejection of the bid.**

MWDBE Company, Name, Address, Phone, Email	MBE WBE or DBE	Work to be Performed	Total Dollar Value of the Work	% Value of Total Contract
1. Third Rock Consultants 2526 Regency Road Lexington, KY 40503 (859) 977-2000 mforee@thirdrockconsultants.com	WBE	Green Infrastructure Water quality BMPs Stream evaluations	\$58,000 +/-	15% +/-
2. 2020 Land Surveying 2216 Young Drive Lexington, KY 40505 (859) 351-2171 jdd75@msn.com	VOB	Field Surveys	\$20,600 +/-	6% +/-
3.				
4.				

The undersigned company representative submits the above list of MWDBE firms to be used in accomplishing the work contained in this Bid/RFQ/Quote. Any misrepresentation may result in the termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and false claims.

Banks Engineering, Inc.
Company

11/10/16
Date


Company Representative

President
Title



November 6, 2016

John Steinmetz, PE
Banks Engineering, Inc.
1211 Jessamine Station
Nicholasville, Kentucky 40356

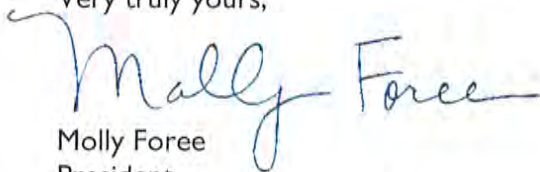
Re: LFUCG RFP #37-2016
Engineering Services for Southland Area Storm Drainage Project
Wolf Run Watershed

Dear John:

Please accept this letter as my formal commitment to partner with Banks Engineering, Inc. as a subconsultant in pursuit of the above-referenced project. Third Rock Consultants, LLC will provide environmental consulting services in support of the public involvement/outreach, restoration/BMP design, and permitting tasks described in the request for proposal.

I look forward to the opportunity to work with you on this exciting project.

Very truly yours,

A handwritten signature in blue ink that reads "Molly Foree". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.

Molly Foree
President

GENERAL PROVISIONS

1. Each Respondent shall comply with all Federal, State & Local regulations concerning this type of service or good.

The Respondent agrees to comply with all statutes, rules, and regulations governing safe and healthful working conditions, including the Occupational Health and Safety Act of 1970, *29 U.S.C. 650 et. seq.*, as amended, and KRS Chapter 338. The Respondent also agrees to notify the LFUCG in writing immediately upon detection of any unsafe and/or unhealthful working conditions at the job site. The Respondent agrees to indemnify, defend and hold the LFUCG harmless from all penalties, fines or other expenses arising out of the alleged violation of said laws.

2. Failure to submit ALL forms and information required in this RFQ may be grounds for disqualification.
3. Addenda: All addenda, if any, shall be considered in making the proposal, and such addenda shall be made a part of this RFQ. Before submitting a proposal, it is incumbent upon each proposer to be informed as to whether any addenda have been issued, and the failure to cover in the bid any such addenda may result in disqualification of that proposal.
4. Proposal Reservations: LFUCG reserves the right to reject any or all proposals, to award in whole or part, and to waive minor immaterial defects in proposals. LFUCG may consider any alternative proposal that meets its basic needs.
5. Liability: LFUCG is not responsible for any cost incurred by a Respondent in the preparation of proposals.
6. Changes/Alterations: Respondent may change or withdraw a proposal at any time prior to the opening; however, no oral modifications will be allowed. Only letters, or other formal written requests for modifications or corrections of a previously submitted proposal which is addressed in the same manner as the proposal, and received by LFUCG prior to the scheduled closing time for receipt of proposals, will be accepted. The proposal, when opened, will then be corrected in accordance with such written request(s), provided that the written request is contained in a sealed envelope which is plainly marked "modifications of proposal".
7. Clarification of Submittal: LFUCG reserves the right to obtain clarification of any point in a bid or to obtain additional information from a Respondent.
8. Bribery Clause: By his/her signature on the bid, Respondent certifies that no employee of his/hers, any affiliate or Subcontractor, has bribed or attempted to bribe an officer or employee of the LFUCG.

9. Additional Information: While not necessary, the Respondent may include any product brochures, software documentation, sample reports, or other documentation that may assist LFUCG in better understanding and evaluating the Respondent's response. Additional documentation shall not serve as a substitute for other documentation which is required by this RFQ to be submitted with the proposal,
10. Ambiguity, Conflict or other Errors in RFQ: If a Respondent discovers any ambiguity, conflict, discrepancy, omission or other error in the RFQ, it shall immediately notify LFUCG of such error in writing and request modification or clarification of the document if allowable by the LFUCG.
11. Agreement to Bid Terms: In submitting this proposal, the Respondent agrees that it has carefully examined the specifications and all provisions relating to the work to be done attached hereto and made part of this proposal. By acceptance of a Contract under this RFQ, proposer states that it understands the meaning, intent and requirements of the RFQ and agrees to the same. The successful Respondent shall warrant that it is familiar with and understands all provisions herein and shall warrant that it can comply with them. No additional compensation to Respondent shall be authorized for services or expenses reasonably covered under these provisions that the proposer omits from its Proposal.
12. Cancellation: If the services to be performed hereunder by the Respondent are not performed in an acceptable manner to the LFUCG, the LFUCG may cancel this contract for cause by providing written notice to the proposer, giving at least thirty (30) days notice of the proposed cancellation and the reasons for same. During that time period, the proposer may seek to bring the performance of services hereunder to a level that is acceptable to the LFUCG, and the LFUCG may rescind the cancellation if such action is in its best interest.

A. Termination for Cause

- (1) LFUCG may terminate a contract because of the contractor's failure to perform its contractual duties
- (2) If a contractor is determined to be in default, LFUCG shall notify the contractor of the determination in writing, and may include a specified date by which the contractor shall cure the identified deficiencies. LFUCG may proceed with termination if the contractor fails to cure the deficiencies within the specified time.
- (3) A default in performance by a contractor for which a contract may be terminated shall include, but shall not necessarily be limited to:
 - (a) Failure to perform the contract according to its terms,

- conditions and specifications;
- (b) Failure to make delivery within the time specified or according to a delivery schedule fixed by the contract;
 - (c) Late payment or nonpayment of bills for labor, materials, supplies, or equipment furnished in connection with a contract for construction services as evidenced by mechanics' liens filed pursuant to the provisions of KRS Chapter 376, or letters of indebtedness received from creditors by the purchasing agency;
 - (d) Failure to diligently advance the work under a contract for construction services;
 - (e) The filing of a bankruptcy petition by or against the contractor; or
 - (f) Actions that endanger the health, safety or welfare of the LFUCG or its citizens.

B. At Will Termination

Notwithstanding the above provisions, the LFUCG may terminate this contract at will in accordance with the law upon providing thirty (30) days written notice of that intent, Payment for services or goods received prior to termination shall be made by the LFUCG provided these goods or services were provided in a manner acceptable to the LFUCG. Payment for those goods and services shall not be unreasonably withheld.

- 13. Assignment of Contract: The contractor shall not assign or subcontract any portion of the Contract without the express written consent of LFUCG. Any purported assignment or subcontract in violation hereof shall be void. It is expressly acknowledged that LFUCG shall never be required or obligated to consent to any request for assignment or subcontract; and further that such refusal to consent can be for any or no reason, fully within the sole discretion of LFUCG.
- 14. No Waiver: No failure or delay by LFUCG in exercising any right, remedy, power or privilege hereunder, nor any single or partial exercise thereof, nor the exercise of any other right, remedy, power or privilege shall operate as a waiver hereof or thereof. No failure or delay by LFUCG in exercising any right, remedy, power or privilege under or in respect of this Contract shall affect the rights, remedies, powers or privileges of LFUCG hereunder or shall operate as a waiver thereof.
- 15. Authority to do Business: The Respondent must be a duly organized and authorized to do business under the laws of Kentucky. Respondent must be in good standing and have full legal capacity to provide the services specified under this Contract. The Respondent must have all necessary right and lawful authority to enter into this Contract for the full term hereof and that proper corporate or other action has been duly taken authorizing the Respondent to enter into this

Contract. The Respondent will provide LFUCG with a copy of a corporate resolution authorizing this action and a letter from an attorney confirming that the proposer is authorized to do business in the State of Kentucky if requested. All proposals must be signed by a duly authorized officer, agent or employee of the Respondent.

16. **Governing Law:** This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Kentucky. In the event of any proceedings regarding this Contract, the Parties agree that the venue shall be the Fayette County Circuit Court or the U.S. District Court for the Eastern District of Kentucky, Lexington Division. All parties expressly consent to personal jurisdiction and venue in such Court for the limited and sole purpose of proceedings relating to this Contract or any rights or obligations arising thereunder. Service of process may be accomplished by following the procedures prescribed by law.
17. **Ability to Meet Obligations:** Respondent affirmatively states that there are no actions, suits or proceedings of any kind pending against Respondent or, to the knowledge of the Respondent, threatened against the Respondent before or by any court, governmental body or agency or other tribunal or authority which would, if adversely determined, have a materially adverse effect on the authority or ability of Respondent to perform its obligations under this Contract, or which question the legality, validity or enforceability hereof or thereof.
18. Contractor understands and agrees that its employees, agents, or subcontractors are not employees of LFUCG for any purpose whatsoever. Contractor is an independent contractor at all times during the performance of the services specified.
19. If any term or provision of this Contract shall be found to be illegal or unenforceable, the remainder of the contract shall remain in full force and such term or provision shall be deemed stricken.



Signature

11/10/16

Date



**2016 Affirmative Action Program
for Women and Minorities**

**Banks Engineering
1211 Jessamine Station
Nicholasville, KY 40356**

KEY PERSONNEL

Jason Banks, President

Josh Banks, Vice President

FACILITY DATA

EIN 01-0925655

EEO-1 Number A123456

Dun and Bradstreet

831786863

NAICS 541330

SIC 8711

**EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION POLICY
STATEMENT**

It is the policy of Banks Engineering to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, or veteran status. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

Banks Engineering is committed to the EQUAL EMPLOYMENT OPPORTUNITY POLICY and as part of the Affirmative Action plan will:

- recruit, hire, upgrade, train, and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, or veteran status;
- base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the company's commitment to affirmative action and workplace diversity;
- ensure that all other personnel actions such as compensation benefits, company-sponsored training, educational tuition assistance, social and recreational programs, shall be administered without regard to race, color, sex, religion, age, national origin, veteran status, or disability;
- take affirmative action to ensure that minority group individuals, women, veterans of the Vietnam Era, qualified persons with a disability, and disabled veterans are introduced into the workforce and that these employees are encouraged to aspire for promotion and are considered, as promotional opportunities arise; and
- ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity, or opposed any act or practice made unlawful by VEVRAA 503. 60-741.44 (a) and 503. 60-250.44 (a).

In keeping with the above commitments and policy, Banks Engineering will analyze its personnel transactions once a year to ensure equal opportunity for all individuals. As with any other company goals, management's performance regarding the Affirmative Action Program will be evaluated.

Banks Engineering will ensure that the intent and practice of this policy is carried out. The ultimate responsibility for fulfilling the intent of this policy, however, lies with every department head and supervisor.



Signature

11-9-16

Date

President

Title