

EXHIBIT C

PROPOSAL OF ENGINEERING SERVICES

AND RELATED MATTERS

How will a firm be ranked if there is a joint venture?	DWQ will require that the Contract be executed with a single consultant. In the case of a team, the prime consultant must be identified and must execute the Contract. Joint Ventures will not be considered due to the contractual requirements.
George Woolwine (HDR) asked Mr. Martin to further define Category 2 and distinguish the work in Category 2 from Category 4. Mr. Martin said that Category 2 is dig and replace while Category 4 is rehabilitation for the purpose of reducing I&I (Inflow and Infiltration) in the collection system. Cole Mitcham (OBG) asked if the hourly rates within 15% were plus or minus, and if there was a prime that teamed how would we establish the mean rate?	Regarding the difference between Category Nos. 2 and 4, see the response to question No. 2 above. Regarding the question on hourly rates, see the response to question No. 9 above.

SPECIAL NOTE TO PROPOSER: Please note that the Selection Criteria (attachment 2 – RFP Scoring Sheet) have been revised – hourly rates have been removed and the points assigned have been changed.



Todd Slatin, Acting Director
Division of Central Purchasing

All other terms and conditions of the RFP and specifications are unchanged. This letter should be signed, attached to and become a part of your RFP.

COMPANY: Florence & Hutcheson, Inc.

ADDRESS: 2550 Irvin Cobb Drive - Paducah, KY 42003

SIGNATURE OF PROPOSER: Shawn P. Washburn



Section 1 - Letter of Transmittal

November 13, 2012

Mr. Todd Slatin
Acting Director, Division of Central Purchasing
Lexington-Fayette Urban County Government
200 East Main Street, 3rd Floor
Lexington, KY 40507

**RE: RFP #33-2012 RFQ for Professional Engineering Services
Category 4 - Pipeline, Manhole, Inlet and Junction Chamber Rehabilitation Projects**

Dear Mr. Slatin:

The Florence & Hutcheson (F&H) Team is pleased to submit this Proposal to the Lexington-Fayette Urban County Government to provide professional engineering services for RFP #33-2012 Category 4 - Pipeline, Manhole, Inlet, and Junction Chamber Rehabilitation Projects.

F&H was established in Paducah, Kentucky in 1965. In addition to our corporate office in Paducah, our Kentucky operation includes offices in Danville and Lexington. The Lexington office was established in 2004 and has been at its present location on Newtown Pike since it was established.

Both F&H and its parent company, Infrastructure Corporation of America (ICA), have invested heavily in growing a major infrastructure solutions practice in the Lexington area. We look forward to the continued execution of our business plan for the Lexington practice through participation in the Wastewater/Stormwater program described in the Request for Proposal. F&H understands the magnitude of the \$600 million investment that the Lexington-Fayette Urban County Government is making in its infrastructure and what it means to the local area. We are proud to submit our qualifications and look forward to assisting in the eventual success of the program.

In addition to our experienced regional and local in-house engineering staff, the F&H Team includes the local firms of Magna Engineers, Salt River Engineering, Hall-Harmon Engineers and Abbie Jones Consulting. All members of the F&H Team understand the critical role these wastewater/stormwater projects have in maintaining compliance with the Consent Decree and are fully committed to meeting the goals of the program.

We look forward to the opportunity of serving the Lexington-Fayette Urban County Government. We believe the qualifications brought forth for conducting Pipeline, Manhole, Inlet Projects in this response to the RFP demonstrates the F&H Team can meet the goals of your program.

Sincerely,
FLORENCE & HUTCHESON

A handwritten signature in black ink, appearing to read "Shawn P. Washer".

Shawn Washer, PE
Vice-President, Kentucky Operations



Section 2 – Firm Qualifications

Florence & Hutcheson

Founded in 1965, Florence & Hutcheson (F&H), with a staff of over 300 professionals, provides civil and environmental engineering services to municipal and other governmental and private clients from 17 offices in 8 states primarily in the Southeastern United States. F&H is a wholly owned subsidiary of Infrastructure Corporation of America (ICA), a Brentwood Tennessee company.

In addition to our other service lines, F&H has a well-known water and wastewater practice that has performed work on a wide range of large and small wastewater projects. *The F&H water/wastewater group has all services in-house to take a client from concept through completion.*

The F&H water/wastewater group currently is working in several Consent Decree areas serving clients in Frankfort, Kentucky, Nashville, Tennessee and Columbia, South Carolina. In Frankfort, F&H has been prequalified in the same categories it is seeking in Lexington. In Nashville, F&H is prequalified in Gravity Sewer Conveyance and Sewer Rehabilitation and is also working in a subconsultant role in Storage and Pump Station Projects. In Columbia, F&H is working in sewer system categorization and treatment plant design and operator training.

Over the last few years F&H has completed over 176,000 feet of sewer system interceptor and collection system projects ranging in size from 48 inches to 8 inches. Many of these projects included new pump stations. More recently, several projects have been conducted which focus on infiltration and inflow removal using a combination of relining pipes, pipe bursting, and digging and replacing pipes. Many of these projects also included the rehabilitation of pump stations. Several of these F&H projects are highlighted in the Project Team section of this statement of qualifications.

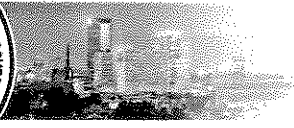
Salt River Engineering

Salt River Engineering is a small woman-owned engineering firm located in Harrodsburg, Kentucky, and dedicated to providing responsible utility financial management advice and dependable engineering design solutions. Salt River Engineering provides water distribution hydraulic modeling and storage design as well as sewer collection and pump station design. In addition to design services, Salt River Engineering offers funding application assistance and construction management services for utilities seeking the greatest return for infrastructure investments. Salt River Engineering also provides rate setting and cost-of-service studies as well as regional facilities plans, system evaluations, preliminary engineering and asset management plans.

Salt River Engineering has been included on the F&H team as a local firm to assume responsibility for the construction management for projects awarded to the team. Having Connie Allen on the team gives the F&H team an advanced level of construction management as evidenced by her being the only Certified Construction Manager in the Lexington area. Examples of projects Connie has completed for other firms are shown on her resume.

Hall-Harmon Engineers

Hall-Harmon Engineers, Inc. (HHE) is a Lexington, Kentucky firm specializing in civil engineering and land surveying with major emphasis in site development, site utilities and land surveying. HHE has extensive experience with providing engineering design and surveying services on various types of projects for the Lexington-Fayette Urban



CATEGORY 4 - Pipeline, Manhole & Inlet Projects

County Government (LFUCG) as both prime consultant and as a subconsultant which include boundary and topographic surveys, roadway design, stormwater and sanitary sewer design.

Even though a high level of surveying will be provided by DWQ, some surveying will be necessary for each project. Hall-Harmon Engineering has been included on the F&H team as a local firm to assume responsibility for any necessary surveying. Hall-Harmon has been conducting surveying in the LFUCG sewer system for many years and is very familiar with the system as well as LFUCG Practices and Policies, Standard Drawings and Infrastructure Manuals. As evidenced by the projects highlighted in the Project Team section of this statement of qualifications, Hall-Harmon Engineering provides a high level of expertise and experience in surveying in the Lexington area.

Magna Engineers

Magna Engineers is a woman-owned consulting engineering company providing electrical, mechanical, and instrumentation/controls engineering services. The staff of three professional and LEED accredited engineers has a combined experience of over 70 years, and have completed several wastewater projects.

Magna Engineers has been included on the F&H team as a local firm to assume responsibility for any electrical, mechanical, and control system design necessary for a project. As evidenced by the projects highlighted in the Project Team section of this statement of qualifications, Magna Engineers provides a high level of expertise in electrical and control systems design.

Abbie Jones Consulting

Abbie Jones Consulting is a woman-owned consulting firm established in Lexington in 2011. The firm specializes in planning, surveying, engineering design, permitting, erosion and sediment control designs, and stormwater management plans. With a staff of 5 the firm provides a high level of services to a spectrum of clients including the Lexington-Fayette Urban County Government.

Abbie Jones Consulting has been included on the F&H team as a local firm to assume responsibility for preparation of permit applications for the Corps of Engineers, Division of Water, Transportation Cabinet, Lexington-Fayette Urban County Government, Railroad, and others. The firm will also prepare the Stormwater Management Plans and Erosion and Sediment Control Plans. Ms. Jones recently achieved became qualified as an Erosion Prevention and Sediment Control Inspector and will inspect erosion and sediment control facilities during construction.

Why Prequalify the F&H Team?

This section and the following sections of the statement of qualifications answer the question. In summary, the reasons are

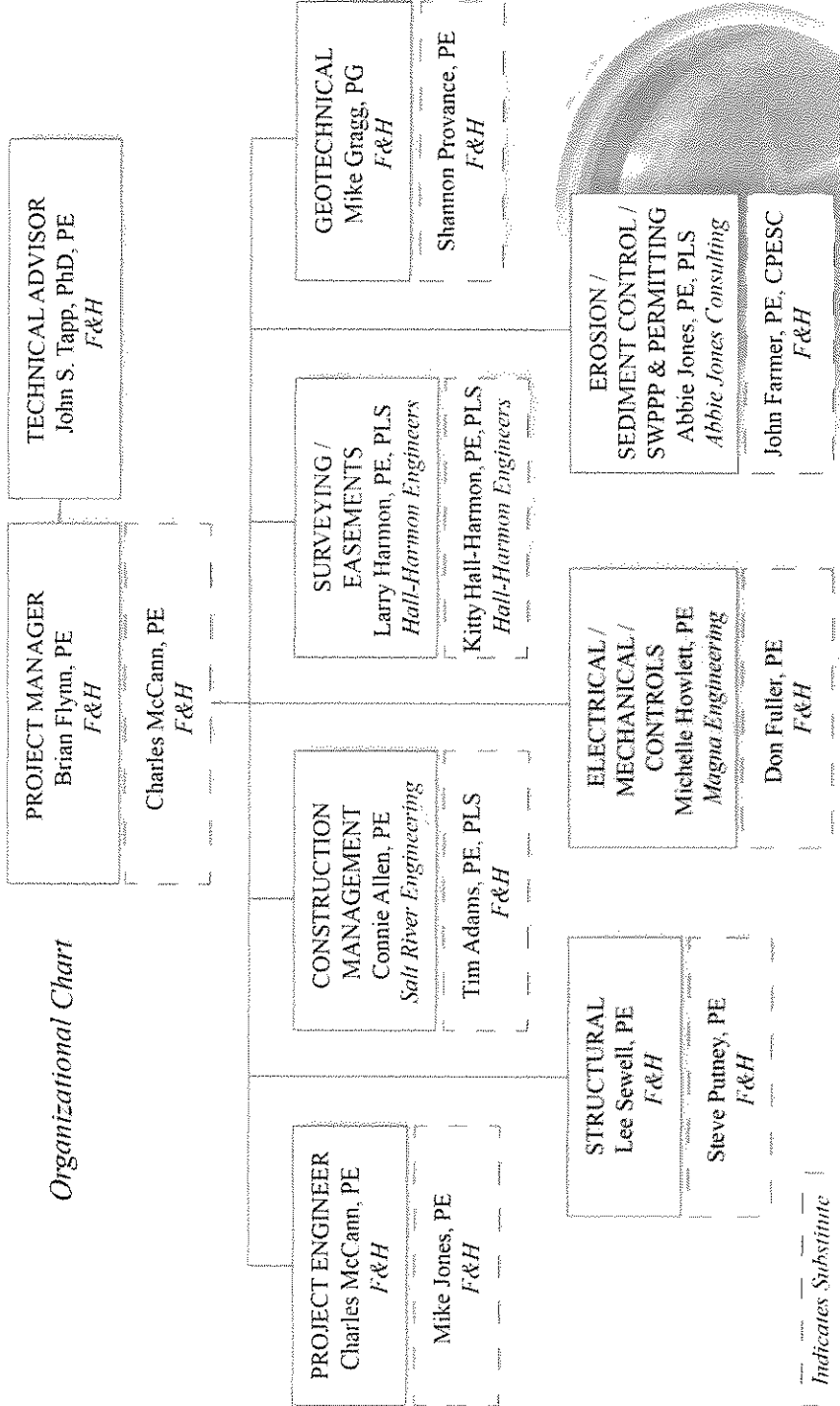
- *The F&H Team has the manpower and expertise to successfully complete assigned task orders,*
- *The F&H Project Manager is highly experienced in designing and managing wastewater projects,*
- *The F&H Team has lots of experience on similar wastewater and stormwater projects,*
- *The F&H Team is local (work done from local Lexington F&H and subconsultant offices),*
- *The local DBE firms on the F&H Team will have an integral role in the assigned task orders, and*
- *The F&H Team understands the goal of utilizing the large expenditure of funds as a local stimulus.*



CATEGORY 4 - Pipeline, Manhole, Inlet & Junction Chamber Rehabilitation

Section 3 - Project Team

Florence & Hutcheson (F&H) has assembled an excellent project team to assist the Division of Water Quality (DWQ) in accomplishing the projects in the Remedial Measures Plans submitted to EPA in accordance with the Consent Decree. The Organizational Chart below shows the team and each member's area of responsibility as well as the substitute staff listed as part of the staffing risk management plan. The team is composed of key F&H staff and four local WBE sub-consultants. The subconsultants were selected because of their expertise in the areas of work for this category. Abbreviated resumes for the F&H staff and the other team members are included in Table 1.





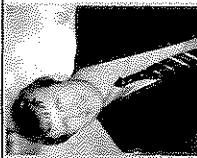
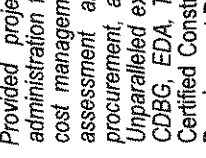


CATEGORY 4 - Pipeline, Manhole, Inlet & Junction Chamber Rehabilitation

TABLE 1 - PROJECT KEY STAFF

Name / Role / Location / Yrs. Exp. / Education / Registration	Brief Introduction	Project Experience
<p>Brian Flynn, PE Project Manager Lexington / 17 yrs exp. Education BSCE - U. of KY - 1994 PE Registration KY / MS / MO / TN</p>	<p>Since joining Florence & Hutcheson, Mr. Flynn has been actively involved with water and wastewater system planning, design and construction. Since 2000, Brian has been actively managing related projects and has led all project team activities through each integral phase of project implementation. Throughout his tenure with F&H, Mr. Flynn has gained expertise in all aspects of water and wastewater projects including client communications, planning, resource allocation, project management, assistance with funding and regulatory agencies, and supervising construction phase services.</p>	<ul style="list-style-type: none"> • Cypress Lakes Lift Station Modification & Force Main Replacement - Calvert City, KY • Red Duck Creek Interceptor Sewer Rehab - Mayfield, KY • Sanitary Sewer Rehabilitation - Phase II - Calvert City, KY • Sanitary Sewer Evaluation Study (SSES) & Rehab - Benton, KY • Wastewater Collection System Rehab, Phase II - Hickman, KY • Collection System Rehabilitation - Hazel, KY • Bridge Street Combined Sewer Separation - Paducah, KY • CSO/SSO Planning and Project Development - Henderson, KY • Canoe Creek Wastewater Conveyance and Storage - Henderson, KY • Canoe Creek Wastewater Interceptor and Pump Station - Henderson, KY • Kidd Road Trunk Sewer- (Project Manager) - Nashville Metro Water Services • US 60 Water & Sewer Relocation - Henderson, KY
<p>John S. Tapp, PhD., PE Technical Advisor Knoxville / 43 yrs. exp. Education MS, PhD - Agricultural Eng. & BSMS in Civil/Sanitary/Water Resources Eng. - U. of KY PE Registration KY / TN</p>	<p>Dr. Tapp serves as a technical advisor to F&H staff conducting wastewater projects, including collection system evaluation, system rehabilitation, and pipeline and pump station design. He advises in technical areas like water quality, erosion and sediment control, hydrology, hydraulic capacity, and in the practical aspects of collection system management based on his 6 years of experience as General Manager of the Henderson, KY Wastewater Utility. For the LFUGG, Dr. Tapp was the Technical Director and a significant contributor for the LFUGG Stormwater Manual and the Stormwater Management Plan for the LFUGG Expansion Area. Having served for 2 years with the Kentucky Infrastructure Authority, Dr. Tapp is very adept in project financing through KIA.</p>	<ul style="list-style-type: none"> • Red Duck Creek Interceptor Sewer Rehab - Mayfield, KY • Sanitary Sewer Rehabilitation - Phase II - Calvert City, KY • Sanitary Sewer Evaluation Study (SSES) & Rehab - Benton, KY • Bridge Street Sewer Separation - Paducah, KY • US 60 Highway Relocation Project - Henderson, KY • Sanitary Sewer Rehabilitation Phase 1 - Eddyville, KY
<p>Chad McCann, PE Project Engineer Paducah / 7 yrs. exp. Education MSCE-BSCE, So. IL U. PE Registration - KY / TN</p>	<p>Mr. McCann's education focused on environmental design with an emphasis on water/wastewater infrastructure design and groundwater remediation. He has served as Project Engineer/Design and Project Manager dealing with wastewater pipelines, wastewater system rehabilitation (including pipeline replacement and pipe bursting), and small and large wastewater pump stations. He has been in charge of several sewer system evaluation surveys and is NACP and PACP Certified.</p>	<ul style="list-style-type: none"> • Town Creek Interceptor, Benton, KY • Woodlawn Interceptor and Lift Station, Paducah, KY • Ground Storage Tank - Calvert City, KY • Reidland Water Storage Tank - Paducah, KY
<p>Mike Gragg, PG Geotechnical Danville / 35 yrs. exp. Education BS Geology-E. IL U.-1976 with Credits toward MS and MBA Professional Geologist ALARP/LJ/GAIL/IN/KY/MS/ MO/NC/SC/TN/TX/VA</p>	<p>Since joining Florence & Hutcheson, Mike has provided geotechnical design and supervision on major highway and infrastructure projects; environmental endeavors including remediation of groundwater contamination, site assessments, landfill construction and acid rock drainage recognition and mitigation; and exploration for native construction materials deposits. Mr. Gragg has extensive experience reviewing, inspecting, and logging complex rock outcrops and rock core from projects throughout the southeastern U.S. His knowledge and skill on strike/dip measurements, subsurface characteristics trends, and strata interpretation has proven invaluable for both rock cut designs and deep foundation analyses.</p>	<ul style="list-style-type: none"> • Town Creek Interceptor, Benton, KY • Woodlawn Interceptor and Lift Station, Paducah, KY • Ground Storage Tank - Calvert City, KY • Reidland Water Storage Tank - Paducah, KY




CATEGORY 4 - Pipeline, Manhole, Inlet & Junction Chamber Rehabilitation




<p>Lee Sewell, SE, PE Structural Lexington / 9 yrs. exp. Education MSCE-2003, BSCE-2002 U. of KY PE / SE Registration KY-IN-LA / IL</p>	 <p>Mr. Sewell serves as a Project Engineer with F&H's Structural Division with 9 years of experience as a structural engineer in research, specialized inspection and civil infrastructure design. He has designed several projects dealing with foundations, retaining walls, and other structures involved in the construction of wastewater pump stations and treatment plants. He is generally responsible for preliminary evaluation, structure optimization and production of final plans.</p>	<ul style="list-style-type: none"> • Naval Facilities Engineering Services Center – Waterfront Facilities Inspections and Assessments • Replacement Bridge - Allen & Pendleton Cos, KY • Underwater Bridge Inspections - KY and OH DOT's • US Army Corps of Engineers, Kentucky River Lock and Dam No. 6 - Woodford County, KY • University of KY Memorial Coliseum Expansion - Fayette Co.
<p>Connie Allen, PE Construction Mgmt. Harrodsburg / 22 yrs. exp. Education BA/1985/Political Science & BSCE/1990/U. of KY PE Registration KY / OH Certified Const. Manager</p>	 <p>Provided project planning, engineering design, construction management, and contract administration for municipal and private utility capital construction, including project, time, and cost management. Advised the Owner on design alternatives, quality assurance and risk assessment and management. Conducted contract administration throughout design, procurement, and construction for the Owner in cooperation with federal funding agencies. Unparalleled experience in securing funding for public infrastructure projects, including USDA, CDBG, EDA, TEA, federal funding and Kentucky Infrastructure Authority. ** One of only six Certified Construction Managers in Kentucky and the only one located in the Blue Grass Area Development District.</p>	<ul style="list-style-type: none"> • Irvine Municipal Utilities, Regional Wastewater Project • Northern Kentucky Water District, Lakeview Pump Station Surge Tanks (Construction Administration only) • Irvine Municipal Utilities, Mt. Scratchum Storage Tank and Line Extensions • City of Jackson, Water Treatment and Distribution Improvements • City of Jackson, Elkatawa Wastewater Collection System Improvements
<p>Larry Harmon, PE, PLS Survey/Easements Lexington / 35 yrs. exp. Education BSCE - U of KY - 1975 PE / PLS Registration KY / WV</p>	 <p>Larry is a principal engineer and project manager for HHE with over 37 years of relevant experience in civil engineering and land surveying, with specific work experience in site design, wastewater systems, storm water management, boundary surveys, topographic surveys, and construction document preparation. Clients with whom Larry has worked include the Lexington-Fayette Urban County Government (LFUCG), Kentucky Transportation Cabinet (KYTC), various A/E Firms and private client. Larry supervises all surveying and provides project management and QA/QC reviews for the firm. He has also written computer software for civil engineering design and surveying applications and is proficient with all CADD platforms.</p>	<ul style="list-style-type: none"> • Sheridan Drive Stormwater Improvements Survey and Design; Lexington, KY • Bahama Road Stormwater Improvements Survey and Design; Lexington, KY • Kentucky Horse Park Pump Station and Force Main Project Survey; Fayette County, KY • Meadows-Northland-Arlington Neighborhood Improvements and Stormwater Management Survey and Hydraulic Modeling; Lexington, KY
<p>Michelle Howlett, PE Electrical / Controls Lexington / 21 yrs. exp. Education BS in Electrical Eng. - U of KY - 1990 PE Registration Electrical - KY/IN/OH/TN NFPA Member LEED Accredited</p>	 <p>Ms. Howlett has over 21 years of experience as project manager and electrical engineer for a broad array of projects up to \$131M in scope. Ms. Howlett has experience with projects using design-bid-build, design-build, and construction management delivery methods. Ms. Howlett's technical areas of expertise include low and medium voltage power distribution, communications systems including fiber optic systems and wireless, fire alarm systems, power quality, security systems, closed circuit video, indoor and outdoor lighting systems, supervisory control and data acquisition systems, control systems, variable frequency drive systems, and instrumentation.</p>	<ul style="list-style-type: none"> • Deep Springs Wastewater Pump Station, Lexington KY • North Elkhorn Wastewater Pump Station, Lexington, KY • New Lower Howards Creek Wastewater Treatment Plant, Winchester, KY • Pump Station Improvements, Bluegrass Airport, Lexington KY • Meilwood Pump Station, Louisville, KY • Wastewater Treatment Plant Improvements, Irvine, KY



CATEGORY 4 - Pipeline, Manhole, Inlet & Junction Chamber Rehabilitation






<p>Abbie Jones, PE, PLS, CPESC ESC/SWPPP/Permitting Lexington / 12 yrs. Exp. Education BS in Civil & Environ. Eng. - TN Tech. U. - 2000 PE / PLS Registration KY Certified Floodplain Manager (CFM) Rdwy Inspctor (KPESCR)</p>	 <p>Abbie has worked in the survey and engineering industry for over twelve years, and has a solid background in all aspects of survey, project conception, design and implementation with a strong reputation of solid performance and accountability. Ms. Jones has previously worked as a consultant as well as a City Engineer for two cities: Hurst, TX and Milton, GA. Ms. Jones holds active surveying and engineering licenses in multiple states. Ms. Jones is experienced in permitting for various local, state and federal agencies including the US Army Corps of Engineers and FEMA. She also is an erosion control design professional and has been certified as an ESC inspector. She is very familiar with the LFUCG design manuals, especially the Stormwater Manual.</p>	<ul style="list-style-type: none"> • University of KY Dorms SWPPP & Construction Staking • DOW Permitting-North Madison County Shiloh Crest Sewer • KTC Permitting for Owingsville Downtown Streetscape • City of Hurst, TX Utility/Driveway Permitting as the City Engineer • BMP Updates for NCTCOG Regional Stormwater Manual • As City of Milton, GA's City Engineer, managed utility and driveway permitting, performed erosion inspections and oversight, and floodplain administrator.
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Risk Management Plan for Substitute Staffing - This risk management plan for substitute staffing has been prepared to demonstrate the depth of staff available to the project team should one of the key staff leave the project team prior to the completion of a Task Order. The substitute staff were shown on the organizational chart. Their qualifications are described in Table 2. The substitute staff are experienced F&H employees, except Ms. Hall-Harmon

TABLE 2 - RISK MANAGEMENT		
<p>Chad McCann, PE Project Engineer Paducah / 7 yrs. exp. Education MSCE-BSCE, So. IL U. PE Registration - KY / TN</p>	 <p>Mr. McCann's education focused on environmental design with an emphasis on water/wastewater infrastructure design and groundwater remediation. He has served as Project Engineer/Design and Project Manager dealing with wastewater pipelines, wastewater system rehabilitation (including pipeline replacement and pipe bursting), and small and large wastewater pump stations. He has been in charge of several sewer system evaluation surveys and is MACP and PACP Certified. PM Substitute.</p>	<ul style="list-style-type: none"> • Red Duck Creek Interceptor Sewer Rehab - Mayfield, KY • Sanitary Sewer Rehabilitation - Phase II - Calvert City, KY • Sanitary Sewer Evaluation Study (SSES) & Rehab - Benton, KY • Bridge Street Sewer Separation - Paducah, KY • US 60 Highway Relocation Project - Henderson, KY • Sanitary Sewer Rehabilitation Phase 1 - Eddyville, KY
<p>Mike Jones, PE Project Engineer Paducah / 19 yrs. Exp. Education BSCE - U of TN - 1993 PE Registration KY / TN / AR</p>	 <p>Upon graduation, Mr. Jones joined Centex Engineering and Construction in Dyersburg, TN where he served as design manager in responsible charge for design build of numerous civil, site, and structural projects. Since joining Florence & Hutcheson, Mike has been responsible for numerous water and wastewater infrastructure improvement projects including a recently completed wastewater treatment plant, influent and effluent submersible pump stations, 8-mile 10" diameter HDPE force main and phase I sanitary sewer system rehabilitation. PE Substitute.</p>	<ul style="list-style-type: none"> • Cypress Lakes Lift Station Modification & Force Main Replacement - Calvert City, KY • Bridge Street Combined Sewer Separation - Paducah, KY • Kidd Road Wastewater Interceptor - Metro Government of Nashville and Davidson Co., TN • Sewer Improvements - Barlow, KY • Meade Co. Riverport Sewer Imprv. - Brandenburg, KY • Sewer Improvements - Hazel, KY
<p>Shannon Provance, PE Geotechnical Paducah / 18+ yrs. exp. Education BS-Engineering - Arkansas State U., 1994 PE Registration AR/FL/GA/IL/IN/KY/LA/MO/NC/OH/SC/TN/TX/WV</p>	 <p>Mr. Provance leads F&H's Geotechnical Department and is in charge of the firm's overall Geotechnical operations. He joined as a Field Engineer, responsible for supervising drilling crews. Later, as a Project Engineer, he was responsible for geotechnical report preparation, including complex foundation design, slope stability, settlement, slide remediation, liquefaction potential, seismic analysis, ground improvement and other analyses. His foundation design experience has included spread foundations, driven steel and concrete piles, augercast piles, drilled shafts and caissons, and others. Geotechnical Substitute.</p>	<ul style="list-style-type: none"> • Canoe Creek Interceptor Phases I and II, Henderson, KY • Town Creek Interceptor, Benton, KY • Woodlawn Interceptor and Lift Station, Paducah, KY • Ground Storage Tank - Calvert City, KY • Reidland Water Storage Tank - Paducah, KY • Ground Storage Tank and Pump Station - Mayfield, KY • 4th and Clay and Wall Street Pump Stations - Barlow, KY • Cook Street Pump Station - Paducah, KY



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<p>Tim Adams, PE, PLS Construction Mgmt./Easements Lexington / 27 yrs. exp. Education BSCE - U of KY - 1988 PE / PLS Registration KY-IN-TN / KY</p>		<p>Tim has worked in engineering and management positions from Transportation Engineer Supervisor to Chief District Engineer involved in all areas of project development and delivery including: location/construction surveys, location and design, ROW mediation, contract document preparation and interpretation, constructability reviews, value engineering, field implementation / modification of traffic and erosion control plans. Tim reviewed and approved numerous utility permits that involved moving or replacing water, sewer, gas lines with road bores and road cuts and locations on highway RW.</p> <p>Construction Management Substitute.</p>	<ul style="list-style-type: none"> • Chief District Engineer, KYTC KYTC • On-Call CE&I Contract - Districts 4 & 5 (2010) • KYTC On-Call CE&I Contract - Districts 1 thru 5 (2009) • KY 52 - Lee County, KY (at Tallaga) • KY 1057 - Powell Co., KY BRZ 1003(110) • RS 5259(22) KY89 (MP 3.0, STA 678+96.93-695+00) Clark Co. KY • KY 1571 - Estill Co., KY BRZ 5302(9) • KY 594 - Estill Co., KY BRZ 1003(156)
<p>Don Fuller, PE Electrical Engineer Paducah / 46 yrs. exp. Education BSEE - U of Missouri- Rolla, 1966 PE Registration KY / IL / MS</p>		<p>Mr. Fuller serves as an electrical engineer in designing the electrical components of new and replacement wastewater facilities, including pump stations and wastewater treatment plants. Don is routinely responsible for new design and layout of electrical secondary distribution system, switchgear, motor control centers, computer control systems, closed circuit television security systems, area security lighting, standby electric generators and system controls.</p> <p>Electrical/Controls Substitute.</p>	<ul style="list-style-type: none"> • Riverport Pump Station - Calvert City, KY • Riverport Pump Station - Meade County, KY • Days Inn Pump Station - Kuttawa, KY • Moon Bay and Suwanee Pump Stations - Kuttawa, KY • Cypress Lake Pump Station - Calvert City, KY • Wastewater Treatment Plant - Barlow, KY • Wastewater Treatment Plant - Henderson, KY
<p>Steve Putney, PE Structural Nashville / 41 yrs. exp. Education BECE - Vanderbilt U., 1969 Graduate Crs. - U. of TN PE Registration AL/AR/MS/MO/TN/TX</p>		<p>Mr. Putney serves as a Senior Structural Engineer conducting designs for a variety of structures. He is presently managing engineer for structural design in Alabama, Arkansas, Mississippi and Tennessee. He has over 40 years experience in structural engineering design and in leadership, organization, and management skills application. He has a broad base of structural engineering knowledge developed through experience in a wide variety of project designs for transportation, public works, industry, buildings and water/wastewater.</p> <p>Structural Substitute.</p>	<ul style="list-style-type: none"> • Wastewater Tmt. Plant Structural - Expansion of 4th Creek Plant in Knoxville, TN from 5 MGD to 10.8 MGD. • Wastewater Tmt Plant Structural - Expansion of Brush Creek Plant in Johnson City, TN from 5.5 MGD to 11 MGD. • Wastewater Tmt Plant Structural - Expansion of Knob Creek Plant in Johnson City, TN from 1.0 MGD to 4.0 MGD. • Wastewater Conveyance - Design of bridge to carry 36 inch diameter waterline over the Stones River in Nashville, TN
<p>John Farmer, PE, CPESC ESC/ISWPPP/Permitting Nashville / 22 yrs. exp. Education BSB-Middle TN St., 1983 BSE-TN Tech, 1990 PE Registration AL/AR/KY/MS/TN/TX</p>		<p>Mr. Farmer currently serves Florence & Hutcheson as a Senior Environmental Engineer. His responsibilities include all aspects of environmental planning for state/federal highway projects and water/wastewater projects. His expertise includes jurisdictional wetland delineations, state and federal water source classifications and alteration permitting, work in compliance with the National Environmental Policy Act, stormwater pollution prevention planning & design and traditional environmental site assessments.</p> <p>ESC/ISWPPP/Permitting Substitute.</p>	<ul style="list-style-type: none"> • Relocation of Rocky Fork Road - Nolensville, TN • Rogers Property - Brentwood, TN • Tennessee Department of Transportation, Erosion Prevention & Sediment Control (EPSC) • SR 40 from SR 33 to West of the Ocoee River - Polk County, TN • Relocation of US 71 Between County Road 8 And Custer Blvd. - Sebastian County, AR
<p>Kitty Hall-Harmon Survey/Easements Education BSCE - U of KY - 1983 PE / PLS Registration KY / WV</p>		<p>Kitty is a Principal and Project Manager for HHE with 35+ years experience in land surveying, site development, site utilities, sanitary sewers, storm water management and ADA compliance. She is responsible for the firm's administration and provides mgmt. and QA/QC reviews. Clients include Lexington-Fayette Urban County Government, KY Finance & Administration Cabinet Blue Grass Airport, US Army Corps of Engineers, KY Department of Transportation, various A/E firms and private clients.</p> <p>Survey/Easements Substitute.</p>	<ul style="list-style-type: none"> • Jacobson Park Sanitary Sewer Easements; Lexington, KY • West Hickman Waste Water Treatment Plant Upgrade Survey and Site Design; Lexington, KY • Trafton Road Stormwater Project Easements; Lexington, KY

• Projects in red font have detailed information provided in Section 5 (Similar Projects).



CATEGORY 4 - Pipeline, Manhole, Inlet & Junction Chamber Rehabilitation

Section 4 - List of Clients for Similar Projects

Table 3 lists the clients with contact information for some examples of similar F&H projects described in Section 5 that follows. Additional projects and clients can be provided upon request. Due to space limitations, client lists have not been provided for the Subconsultants.

Table 3 - Client Information for Similar Projects				
Client Name	Contact Person	Contact Phone	E-mail Address	Similar Projects Completed (Titles)
South 641 Water District	Hank Stanfield - Superintendent	270-492-8857	So641@wk.net	Collection System Rehabilitation - Hazel, KY
City of Benton	Steve Cary - Mayor	270-537-8677	scary@cityofbenton.org	SSES Field Evaluations and Sewer Rehabilitation - Phases I and II - Benton, KY
Mayfield Electric & Water Systems (MEWS)	Marty Ivy - General Superintendent	270-247-4661	gensupt@newsbb.net	Red Duck Creek Interceptor Rehabilitation - Mayfield, KY
City of Hickman, KY	Larry Myatt - City Manager	270-236-2535	cohk@galaxycable.net	Wastewater Collection System Rehabilitation, Phase II - Hickman, KY
Calvert City Water & Sewer	Roger Colburn, PE - Manager	270-994-7482	rcolburn@calvertcity.com	Sanitary Sewer Rehabilitation, Phase II - Calvert City, KY



CATEGORY 4 - Pipeline, Manhole, Inlet & Junction Chamber Rehabilitation

Section 5 - Similar Projects

Table 4 provides a summary description of the components and services provided for example similar projects completed by F&H. A list of similar projects completed by the Subconsultants is shown in Table 5. Due to space limitations, descriptions of the subconsultant projects are not included.

Table 4 - Description of Components and Services for Similar Projects		Date / Cost / Key Staff
Project Name and Design Components	Services Provided	
<p>South 641 Water District - Collection System Rehabilitation - Hazel, KY - This project was the rehabilitation of the aged and deteriorated collection system in response to a KYDOW consent order.</p> <ul style="list-style-type: none"> • Development of GIS based sanitary sewer system map • Manhole inspections • Full system smoke testing • Flow monitoring • CCTV inspection and cleaning • CIPP sewer rehabilitation - 7,350 l.f. • Open cut sewer point repairs • Sanitary sewer lateral rehabilitation - top hats • Manhole rehabilitation 	<ul style="list-style-type: none"> • Sanitary sewer system mapping/manhole inspections-MapBook • Sanitary sewer smoke testing • Sewer flow monitoring • Engineering review and analysis of CCTV inspections • Engineering design including rehabilitation and replacement of sewer lines, sewer laterals, cleanouts and manholes • Procurement • Construction engineering & inspection 	<p>2012</p> <p>\$302,000</p> <p>Brian Flynn</p> <p>Mike Jones</p>
<p>SSES Field Evaluations and Sewer Rehabilitation - Phases I and II - Benton, KY - The project is for SSES evaluations and sewer rehabilitation design and construction to reduce system flows in compliance with an EPA mandated Agreed Order issued in 2009.</p> <ul style="list-style-type: none"> • Development of GIS based sanitary sewer system map • 850+ manhole inspections • 280,000 l.f. of smoke testing • Flow monitoring - 2 phases • 50,000 l.f. of CCTV inspection and cleaning • CIPP sewer rehabilitation - 19,000 l.f. • Open cut sewer point repairs • Sanitary sewer lateral rehabilitation - 100+ • Rehabilitation of 160 manholes 	<ul style="list-style-type: none"> • Development of CAP • Assisted with negotiations for development of Agreed Order • Coordination of monthly reporting to EPA • Sanitary sewer system mapping/manhole insp.-MapBook • Development of watershed and neighborhood based sanitary sewer sub-basins for project development and tracking • Sanitary sewer smoke testing (6"-24" sewers) • Sewer flow monitoring • Engineering review and analysis of CCTV inspections • Engineering design including rehabilitation and replacement of sewer lines, sewer laterals, cleanouts and manholes • Procurement - 3 rehabilitation contracts & 1 CCTV contract • Construction engineering & inspection • Development and tracking of project costs, timelines, forecasting, budgeting & funding 	<p>On-Going</p> <p>\$1,009,000</p> <p>Chad McCann</p>
<p>Red Duck Creek Interceptor Rehabilitation - Mayfield, KY - This project was developed to address known capacity issues along MEWS' 21-inch and 15-inch sanitary interceptor sewers along Red Duck Creek through downtown Mayfield, KY.</p> <ul style="list-style-type: none"> • CIPP sewer rehabilitation (8' thru 21") - 12,350 l.f. • Open cut sewer point repairs • Sanitary sewer lateral rehabilitation - top hats • Rehabilitation of 42 manholes 	<ul style="list-style-type: none"> • Preparation of ARRA grant application package • KIA grant administration • Engineering design including rehabilitation and replacement of sewer lines, sewer laterals and manholes • Permitting • Procurement • Engineering review and analysis of CCTV inspections • Construction engineering & inspection 	<p>2010</p> <p>\$898,000</p> <p>Brian Flynn</p> <p>Chad McCann</p>



CATEGORY 4 - Pipeline, Manhole, Inlet & Junction Chamber Rehabilitation

<p>Wastewater Collection System Rehabilitation, Phase II - Hickman, KY - Evaluation of data including the prioritization of improvements to aid in the City's efforts to eliminate sources of system infiltration and inflow.</p> <ul style="list-style-type: none"> Sanitary sewer flow monitoring Pipe bursting sewer replacement - 3,200 l.f. Open cut sewer point repairs Manhole rehabilitation 	<ul style="list-style-type: none"> Flow monitoring Engineering design including rehabilitation and replacement of sewer lines and manholes Procurement Engineering review and analysis of CCTV inspections Construction engineering & inspection 	<p>2011</p> <p>\$186,000</p> <p>Brian Flynn</p> <p>Chad McCann</p>
<p>Sanitary Sewer Rehabilitation, Phase II - Calvert City, KY - This project was developed to address known infiltration and inflow (I/I) issues, which were causing undesirable capacity issues at the City's wastewater treatment plant. The original project scope included an evaluation of approximately 20,000 l.f. of 6"-12" sanitary collector sewers and 60 manholes. Following a review of the CCTV footage and manhole inspection data, F&H coordinated with CCWSD to prioritize critical sanitary sewers and manholes for the development of this rehabilitation project.</p> <ul style="list-style-type: none"> Development of GIS based sanitary sewer system map 20,000 l.f. of CCTV inspection and cleaning CIPP sewer rehabilitation - 5,200 l.f. Open cut sewer point repairs Sanitary sewer lateral rehabilitation - 50 laterals Manhole rehabilitation 	<ul style="list-style-type: none"> Preparation of KIAARRA grant application package Coordination of monthly reporting to EPA Sewer flow monitoring Manhole inspections Engineering design & permitting Procurement Engineering review and analysis of CCTV inspections Construction engineering 	<p>2010</p> <p>\$365,000</p> <p>Brian Flynn</p> <p>Chad McCann</p>

Table 5 - List of Subconsultant Similar Projects

Magna Engineers - Regional Wastewater Treatment Plant - Irvine, KY
Magna Engineers - Deep Springs Pump Station - Lexington, KY
Magna Engineers - Mellwood Pump Station - Louisville, KY
Magna Engineers - Lower Howards Creek Wastewater Tmt. Plant and Influent Pump Station - Winchester, KY
Abbie Jones Consulting - University of KY Dorms-SMPPP and Construction Staking through excavation sub
Abbie Jones Consulting - DOW Permitting - North Madison County Shiloh Crest Sewer Project
Abbie Jones Consulting - KTC Permitting - City of Owingsville Downtown Streetscape
Abbie Jones Consulting - Cousins Master Plan and COE Permitting - Alpharetta, GA
Hall-Harmon Engineers - Sheridan Drive Stormwater Improvements Survey and Design, Lexington, KY
Hall-Harmon Engineers - Kentucky Horse Park Pump Station and Force Main Project Survey, Fayette County, KY
Hall-Harmon Engineers - Meadows-Northland-Arlington Neighborhood Improvements and Stormwater Management Survey and Hydraulic Modeling, Lexington, KY
Hall-Harmon Engineers - Jacobson Park Sanitary Sewer Easements, Lexington, KY
Hall-Harmon Engineers - West Hickman Creek Trunk Sewer System Rehabilitation Survey, Lexington, KY
Salt River Engineering - Irvine Municipal Utilities, Regional Wastewater Project
Salt River Engineering - Northern Kentucky Water District, Lakeview Pump Station Surge Tanks (Construction Administration only)
Salt River Engineering - Irvine Municipal Utilities, Mt. Scratchum Storage Tank and Line Extensions
Salt River Engineering - City of Jackson, Water Treatment and Distribution Improvements
Salt River Engineering - City of Jackson, Elkatawa Wastewater Collection System Improvements



CATEGORY 4 - Pipeline, Manhole & Inlet Projects

Section 6 – Team Locations

ATTACHMENT 1				
Prime Consultant	Location (City, State)	Date Office Established	Total Number of Employees	No. of Employees expected to work on DWQ Projects
Florence & Hutcheson, Inc.				
Headquarters	Paducah, KY	1965	88	2
Local Office	Lexington, KY	2004	9	9
Branch Office-TN	Nashville, TN	1994	20	1
PM Location	*Lexington, KY			
Magna Engineers				
Service provided	Electrical/Controls			
Headquarters	Lexington, KY	2011	3	3
Local Office				
Hall-Harmon Engineers, Inc.				
Service provided	Survey/Easement			
Headquarters	Lexington, KY	1994	6	6
Local Office				
Salt River Engineering				
Service provided	Construction Mgmt.			
Headquarters	Harrodsburg, KY	2010	1	1
Local Office				
Abbie Jones Consulting				
Service provided	Permits/ESC/SWPPP			
Headquarters	Lexington	2011	5	5
Local Office				

*The F&H Project Manager for the LFUCG DWQ Projects is currently located in Paducah. Beginning in January 2013, he will spend a minimum of two days each week in the Lexington, KY office. More than two days each week will be spent in Lexington, if necessary. The intent is to grow the Lexington office by the acquisition of additional staff, as necessary to complete assigned task orders.

NOTE: Does not include substitute employees.



CATEGORY 4 - Pipeline, Manhole & Inlet Projects

SECTION 7 – LFUCG Subconsultant Participation Form - Reference #33-2012

The Subconsultants listed have agreed to participate on this Bid/RFP/Quote. If any substitution is made prior to or after a job is in progress, it is understood that those substitutions must be submitted to Central Purchasing for approval immediately.

Company Name	Work to be Performed	Signature Verifying Commitment
WBE - Abbie Jones Consulting	Permit Applications, Stormwater Management Plans and Erosion & Sediment Control Plans.	<i>Abbie Jones</i>
WBE - Hall-Harmon Engineers	Surveying and Easement Descriptions	<i>Kitty Hall-Harmon</i>
WBE - Magna Engineers	Electrical, Mechanical and Control System Design	<i>Michelle Hordlett</i>
WBE - Salt River Engineering	Construction Management	<i>CA</i>

This form constitutes documentation from the Subconsultants that provides a commitment to be a part of the Prime Consultant's team to provide the above-stated services.

This form signifies Florence & Hutcheson's intent to satisfy the WBE/DBE - 10% of the total work conducted through the use of the WBE Firms indicated above.

Florence & Hutcheson, Inc.

 Company

Shawn P. Wosh

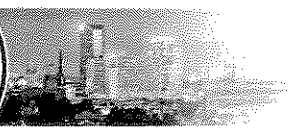
 Company Representative

November 9, 2012

 Date

Vice-President / Kentucky Operations

 Title



CATEGORY 4 - Pipeline, Manhole & Inlet Projects

SECTION 8 - Hourly Rate Schedule - Remedial Measures Plan and Related Projects

Job Classification	Hourly Rate
Principal	\$195.00
Project Manager	\$170.00
Project Engineer (PE)	\$130.00
Project Engineer (EIT)	\$100.00
Engineering Technician / CAD Technician	\$90.00
Survey Crew (2 men)	\$165.00
Clerical	\$55.00

AFFIDAVIT

Comes the Affiant, Shawn P. Washer, PE, and after being first duly sworn, states under penalty of perjury as follows:

1. His/her name is Shawn P. Washer, PE and he/she is the individual submitting the proposal or is the authorized representative of Florence & Hutcheson, 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.

Stewart P. Wosker

STATE OF Kentucky

COUNTY OF McCracken

The foregoing instrument was subscribed, sworn to and acknowledged before me by Angela Harris on this the 9th day of November , 2012.

My Commission expires: October 20, 2015

Angela Harris ID453637
NOTARY PUBLIC, STATE AT LARGE

AFFIRMATIVE ACTION

It is the policy of Florence & Hutcheson, Inc. (F&H) to insure that qualified applicants are employed, and that employees are treated during employment without regard to their race, religion, age, disability, gender, color, sexual orientation, genetic information, marital status, national origin, or qualified protected veteran. Such action shall include: employment, hiring, upgrading, promotion, demotion, or transfer; recruitment or recruitment advertising; lay-off, re-call, termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training at all levels of employment.

The company submits this plan to assure compliance with Executive Orders 11246 and 11375 and to reaffirm its longtime support for and commitment to equal opportunities for all. In addition to those actions set forth in its Equal Employment Opportunity policy,

In furtherance of the F&H policy regarding Affirmative Action and Equal Employment Opportunity, F&H has approved a written Affirmative Action Program which sets forth the policies, practices and procedures which F&H is committed to applying in order to ensure that its policy of non-discrimination and affirmative actions for qualified individuals is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment, upon request, during normal business hours in the accounting department.

Employees of and applicants to Florence & Hutcheson, Inc. will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals.

The Human Resources Director is designated as the EEO Officer and has the responsibility for designing and ensuring the effective implementation of Florence & Hutcheson, Inc.'s Affirmative Action Program (AAP). These responsibilities include, but are not limited to, the following:

- Developing Equal Employment Opportunity (EEO) policy statements, affirmative action programs and internal and external communication procedures;
- Assisting in the identification of AAP/EEO problem areas;
- Assisting management in arriving at effective solutions to AAP/EEO problems;
- Designing and implementing an internal audit and reporting system that;
 - * Measure the effectiveness of the F&H AAP;
 - * Determines the degree to which AAP goals and objectives are met; and
 - * Identifies the need for remedial action;

AFFIRMATIVE ACTION

- Keeps the F&H Board of Directors informed of equal opportunity progress and reporting potential problem areas within the company.
- Providing Office Managers, section managers and supervisors with a copy of the AAP and reviewing the program with them on an annual basis to ensure knowledge of their responsibilities for implementation of the program;
- Reviewing the company's AAP for qualified minorities, women, qualified individuals with a disability or qualified protected veterans with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;
- Auditing the contents of the company's bulletin board to ensure compliance information is posted and up-to-date; and serving as liaison between F&H and enforcement agencies.

Responsibilities of Managers and Supervisors

It is the responsibility of all managerial and supervisory staff to implement F&H's AAP. These responsibilities include, but are not limited to:

- 1) Review the company's Affirmative Action policy to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions.
- 2) Assisting in the identification of problem areas, formulating solutions, and establishing branch or departmental goals and objectives when necessary;
- 3) Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and
- 4) Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.

Training to Ensure AAP Implementation

Training is provided to all personnel involved in the recruitment, screening hiring, promotion, disciplinary and related employment processes, to ensure that the commitments made in F&H's AAP are implemented.

Action Oriented Programs

F & H has instituted action programs to eliminate identified problem areas and to help achieve specific affirmative action goals. These programs include:

AFFIRMATIVE ACTION

- 1) Conducting annual analyses of job descriptions to ensure they accurately reflect job functions;
- 2) Reviewing job descriptions by department and job title using job performance criteria;
- 3) Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes;
- 4) Evaluating the total selection process to ensure freedom from bias through:
 - a. Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
 - b. Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity;
 - c. Training personnel and management staff on proper interview techniques; and
 - d. Training in EEO for management and supervisory staff;
- 5) Using techniques to improve recruitment and increase the flow of minority and female applicants, F&H presently undertakes the following actions;
 - a) Public Notification: Florence & Hutcheson, Inc. will include in all advertisements for employees the notation: "An Equal Opportunity Employer" (or abbreviation thereof). This will include all such advertisements in newspapers or other publications having a large circulation among minority groups.
 - b) Disseminate information on job opportunities to organizations representing minorities, women and employment development agencies when job opportunities occur.
 - c) Encourage all employees to refer qualified applicants;
 - d) Actively recruit at secondary schools, junior colleges, colleges and universities with predominantly minority or female enrollments; and
 - e) Request employment agencies to refer qualified minorities and women.
- 6) Ensuring that all employees are given equal opportunity for promotion. This is achieved by:
 - a. Posting promotional opportunities;
 - b. Offering counseling to assist employees in identifying promotional opportunities, training and education programs to enhance promotions and opportunities for job rotation or transfer, and
 - c. Evaluating job requirements for promotion.

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INTERNAL AUDIT AND REPORTING SYSTEM

The Human Resource Manager has the responsibility for developing and preparing the formal documents of the AAP. The Human Resource Manager is responsible for the effective implementation of the AAP; however, responsibility is likewise vested with each branch manager, Office Managers manger and supervisor. F&H's audit and reporting system is designed to:

- Measure the effectiveness of the AAP/EEO program
- Document personnel activities;
- Identify problem areas where remedial action is needed; and
- Determine the degree to which F&H's AAP goals and objective have been obtained.

The following personnel activities are reviewed to ensure nondiscrimination and equal employment opportunity for all individuals without regard to their race, color, gender, religion, national origin, qualified disability or qualified veteran status:

- Recruitment, advertising, and job application procedures;
- Hiring, promotion, upgrading, award of tenure, layoff, recall from layoff;
- Rates of pay and any other forms of compensation including fringe benefits;
- Job assignments, job classifications, job descriptions, and seniority lists;
- Sick leave, leaves or absence, or any other leave;
- Training, apprenticeships, attendance at professional meetings and conferences; and
- Any other term condition or privilege of employment.
- Review of Personnel processes
- Review of physical and Mental Job Qualification Standards
- Review of reasonable accommodation to physical and mental limitation
- Review of Harassment prevention procedures
- Review of External dissemination of policy, outreach and positive recruitment
- Review of Internal dissemination of policy
- Review of Audit and reporting systems
- Review of Responsibility for implementation of AAP
- Review of Training to ensure AAP Implementation
- Review of Invitation to self-identify

The following documents are maintained as a component of F&H's internal audit process:

1. An applicant flow log showing the name, race, sex, date of application, job title, interview status and the action taken fro all individuals applying for job opportunities;

AFFIRMATIVE ACTION

2. Summary data of external job offers and hires, promotions, resignations, terminations, and layoffs by job group and by sex and minority group identification.
3. Summary data of applicant flow by identifying, at least, total applicants, total minority applicants, and total female applicants for each position;
4. Maintenance of employment applications (not to exceed one year); and
5. Records pertaining to F&H's compensation system.

F&H's audit system includes a quarterly report documenting F&H's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. If problem areas arise, the manager or supervisor is to report problem areas immediately to the Human Resource Director. During quarterly reporting, the following occurs:

- 1) The HR Director will discuss any problems relating to significant rejection ratios, EEO Charges, etc with the Board of Directors; and
- 2) The HR Director will report the status of F&H's AAP goals and objectives to the Board of Directors. The HR Director will recommend remedial actions for the effective implementation of the AAP.

GOALS AND OBJECTIVES

Goals include ensuring that minorities are placed on the job in all specific work classifications. All work classifications will be mixed where qualified minority labor is available.

Periodic audit of hiring and promotion patterns will be made to ensure goals and objectives are attained.

The goal of minority/female employment is at least 12% of the total workforce.

F& H will make an assertive effort to hire a percentage of minorities equal to or in excess of our local population percentages. Although we would like to set a timetable for this goal, it will depend on future employee needs and the technical experience and qualifications of those applying for any future positions.

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

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

Florence & Hutcheson, Inc.

Name of Business

WORKFORCE ANALYSIS FORM

Name of Organization: Florence & Hutcheson, Inc.

Date: 11 / 9 / 2012

Categories	Total	White		Latino		Black		Other		Total	
		M	F	M	F	M	F	M	F	M	F
Administrators	13	12	1	0	0	0	0	0	0	12	1
Professionals	115	97	10	1	0	3	0	4	0	105	10
Superintendents	n/a	-	-	-	-	-	-	-	-	-	-
Supervisors	21	17	3	0	0	0	0	1	0	18	3
Foremen	n/a	-	-	-	-	-	-	-	-	-	-
Technicians	104	85	12	1	0	2	2	2	0	90	14
Protective Service	n/a	-	-	-	-	-	-	-	-	-	-
Para-Professionals	n/a	-	-	-	-	-	-	-	-	-	-
Office/Clerical	21	4	15	0	4	0	0	0	1	4	17
Skilled Craft	n/a	-	-	-	-	-	-	-	-	-	-
Service/Maintenance	30	29	0	0	0	1	0	0	0	30	0
Total:	304	244	41	2	1	6	2	7	1	259	45

Prepared by: Shawn P. Woollen

Vice-President, Kentucky Operations
Name & Title