

RFP#31-2017

Lexington-Fayette

Urban County Government

Technical Search Specialist Course



Spec Rescue International
2697 International Pkwy 128-3
Virginia Beach, VA 23452
(757) 468-4513
www.specrescue.com



Spec.Rescue International

**High Performance Technical Rescue
Training, Consultation and Equipment**

**Lexington-Fayette Urban County Government
Division of Fire and Emergency Services
Technical Rescue Specialist Course**

Introduction:

Spec Rescue International – a Small Business Enterprise, incorporated in 1994 – provides technical rescue training, exercise design, support and training site development and construction to local, state, regional, national and international disaster assistance teams and the military. It has significant performance history of presenting FEMA Curriculum Equivalent training in all FEMA level venues and specifically for FEMA Curriculum Equivalent Technical Search Specialist training. The company acknowledges and supports the LDFES request for that training. The training has become the gold standard for all encompassing technical search activities nationally and internationally.

Technical Search Specialist Course

Course Requirements:

1. Spec Rescue provides the FEMA Curriculum Equivalent Technical Search Specialist Class sanctioned by the FEMA office for its 28 teams, meets and exceeds the Training Program Administration Manual – page 123 (TPAM). Additionally, the program groom's students to meet the Technical Search Specialist position description as outlined in the FEMA US&R Task Force Position Description manual.
2. Spec Rescue provides all Listening, Visual and Mapping/GPS equipment and materials used by search teams and required by for the course including 2 Hasty Search Kits – consisting of a Search Cam Recon III and Delsar MinLD; 2 Search Cam 3000s; a Leader Search Cam; 20 Garmin GPSs ETREX 20s and 60 CSXs, thermal imaging cameras and numerous maps and land navigation accessories. Additionally, SRI is a dealer for both Savox and Leader products, maintains definitive trade relationships with both and has access to supplemental search and rescue resources either or both.
3. Spec Rescue Search Specialist instructors are FEMA sanctioned and work in respective jurisdictions across the nation. Between their jurisdictional responsibilities and their interaction amongst national and international agencies, those instructors should be well versed in any communications equipment used by LFD.

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2697 International Parkway, Ste. 128-3
Virginia Beach, Virginia 23452

4. Upon award of training, Spec Rescue will consult with LFD to insure all training areas, classrooms, and props exist or are available or can be acquired. These classes have been presented in a host of different environments and at all manner of training facilities.
5. All instructors are FEMA sanctioned leads or adjuncts from the most recent list. Additionally, the lead - Jim Ingledue – is the chair of the FEMA Technical Search Specialist workgroup and chief author of the new rewritten program.
6. Training priced for 30 students.
7. Spec Rescue International is happy to provide training in Lexington, KY where it has worked previously.
8. Spec Rescue International can provide training within 30 days of award.
9. Spec Rescue International provides FEMA Curriculum Equivalent certificates for the current, rewritten, updated Technical Search Specialist training with FEMA sanctioned instructors.

RFP Requirements:

1. Spec Rescue will attach a "Quote Detail" document that includes all line item costs including a "grand total".
2. Past performance history for FEMA Curriculum Equivalent Technical Search Specialist Courses attached.
3. Sample resumes attached.
4. Course is the formal FEMA Curriculum Equivalent Technical Search Specialist course. Previous clients have been awarded DHS grant funding for the class.
5. The company believes the provided material, annexes and attachments meet and exceed Selection Criteria posted.



Spec.Rescue International

*High Performance Technical Rescue
Training, Consultation and Equipment*

RFP #31-2017

TECHNICAL SEARCH SPECIALIST COURSE

SPEC RESCUE EXCLUSIONS, ASSUMPTIONS AND CLARIFICATIONS

PREFACE: As noted in other documents of this RFP, Spec Rescue International has successful history of providing technical rescue and specialized training to the Lexington Fire Department and LFUCG. As with any lengthy Request for Proposal, the nature and narrative included warrant some address in the form or clarifications and explanations.

KENTUCKY EQUAL OPPORTUNITY ACT OF 1978. Spec Rescue International complies with and insures the company meets all direction and stipulations of various state Equal Opportunity statutes as well as multiple federal standards as represented in Federal Acquisition Regulations (FAR) and Defense Acquisition Regulations Systems (DFARS). Per direction on page 7 of the RFP, a copy of Spec Rescue's Affirmative Action and Equal Opportunity Policy is included.

AFFADAVIT: As it has in the past, Spec Rescue will purchase a LFUCG business license upon award of the training, thus complying with page 8, point 3 within Affidavit.

EQUAL OPPORTUNITY AGREEMENT AND WORKPLACE ANALYSIS FORM: Spec Rescue is compliant with the state EOA and has submitted signed agreement. Workplace Analysis Form includes only internal staff of Spec Rescue International. The company retains dozens of part time instructors, subject matter experts and professionals on a job by job basis.

NOTICE OF REQUIREMENT FOR AFFIRMATIVE ACTION...; MWDBE PARTICIPATION GOALS: PAGES 12-18. Spec Rescue International acknowledges the defined goals and directions to achieve such opportunities amongst the community. The company has submitted the required MWDBE Participation Form, and Quote Summary Form. However due to the type and nature of product and training, Spec Rescue invokes the use of clauses within **OBLIGATION OF BIDDER FOR GOOD EFFORTS** Page 8, (D) (1). Spec Rescue's proposed training as described in narrative to support the direction of the RFP is a very specialized FEMA designed and developed training program – taught by a sanctioned number of FEMA instructors, utilizing specific equipment and a focused program. Within those parameters, there are no opportunities to reach out to unqualified sub-contractors or personnel that would satisfy the LFUCG goals for AA and MWDBE participation. Equipment required is specific to FEMA program and caches of equipment for which the curriculum and instructors must adhere in meeting the requirements

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FEMA specifies for its "Curriculum Equivalent" training. FEMA acknowledges its position as a Federal leader in presenting and improving the socio-economic status of all MWDBEs. It reaches out daily to its federal USAR teams, to identify, encourage and include MWDBEs in and on its 28 teams and into their national training efforts. Spec Rescue International supports those goals as well. However, for this isolated sanctioned class there are only a limited number of currently sanctioned instructors and the field for inclusion is small. Spec Rescue does use and has used one female instructor from Florida Task Force I in the Tech Search Specialist class. Depending on award and subsequent training performance dates, the company would undoubtedly reach out to her.

MINORITY BUSINESS ENTERPRISE PROGRAM: Again, Spec Rescue International recognizes and acknowledges the attempts by LFUCG in promoting disadvantaged opportunities. Realistically and practically, providing the training and curriculum specified in the RFP reduces the options for incorporating companies or individuals in this program as is currently provided. Note above documentation and narrative.

LFUCG STATEMENT OF GOOD FAITH EFFORTS Pages 24, 25.

Spec Rescue International has reviewed the 18 opportunities and considerations for reaching out to disadvantaged companies and individuals. Due to type and nature of training, curriculum, instructors and equipment cited above, none of the 18 points apply or afford any defined opportunities.

SUMMARY: As supported by performance history and documentation, Spec Rescue International has worked with diverse state and federal and international agencies. The company has always met and exceeded all RFP requirements, stipulations, laws and regulations. With the number of state, regional, national and international clients it has served, Spec Rescue takes pride in its professional reputation and the services and products it presents.

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 RFP may be grounds for disqualification.
3. Addenda: All addenda and IonWave Q&A, if any, shall be considered in making the proposal, and such addenda shall be made a part of this RFP. 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 RFP to be submitted with the proposal,
10. Ambiguity, Conflict or other Errors in RFP: If a Respondent discovers any ambiguity, conflict, discrepancy, omission or other error in the RFP, 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 RFP, proposer states that it understands the meaning, intent and requirements of the RFP 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.
20. Contractor [or Vendor or Vendor's Employees] will not appropriate or make use of the Lexington-Fayette Urban County Government (LFUCG) name or any of its trade or service marks or property (including but not limited to any logo or seal), in any promotion, endorsement, advertisement, testimonial or similar use without the prior written consent of the government. If such consent is granted LFUCG reserves the unilateral right, in its sole discretion, to immediately terminate and revoke such use for any reason whatsoever. Contractor agrees that it shall cease and desist from any unauthorized use immediately upon being notified by LFUCG.



Signature



Date

WORKFORCE ANALYSIS FORM

Name of Organization: Spec Rescue International

| 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 | | 3 | 2 | | | | | | | | | | | | | 3 | 2 |
| Professionals | | | | | | | | | | | | | | | | | |
| Superintendents | | | | | | | | | | | | | | | | | |
| Supervisors | | | | | | | | | | | | | | | | | |
| Foremen | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | |
| Protective Service | | | | | | | | | | | | | | | | | |
| Para-Professionals | | | | | | | | | | | | | | | | | |
| Office/Clerical | | | | | | | | | | | | | | | | | |
| Skilled Craft | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | |
| Total: | | | | | | | | | | | | | | | | | |

Prepared by: L.M. Phillips Date: 08 / 17 / 2017

(Name and Title)

Revised 2015-Dec-15



LFUCG MWDBE PARTICIPATION FORM

Bid/RFP/Quote Reference # RFP 31-2017

The MWDBE and/or veteran subcontractors listed have agreed to participate on this Bid/RFP/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. NONE See attached Annex | | | | |
| 2. | | | | |
| 3. | | | | |
| 4. | | | | |

The undersigned company representative submits the above list of MWDBE firms to be used in accomplishing the work contained in this Bid/RFP/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.

Spec Rescue International
Company

Lawrence M. Phillips
Company Representative

August 17, 2017
Date

Vice President
Title



LFUCG MWDBE SUBSTITUTION FORM
 Bid/RFP/Quote Reference # RFP 31-2017

The substituted MWDBE and/or veteran subcontractors listed below have agreed to participate on this Bid/RFP/Quote. These substitutions were made prior to or after the job was in progress. These substitutions were made for reasons stated below and are now being submitted to Central Purchasing for approval. By the authorized signature of a representative of our company, we understand that this information will be entered into our file for this project.

| SUBSTITUTED MWDBE Company Name, Address, Phone, Email | MWDBE Formally Contracted/ Name, Address, Phone, Email | Work to Be Performed | Reason for the Substitution | Total Dollar Value of the Work | % Value of Total Contract |
|---|--|----------------------|-----------------------------|--------------------------------|---------------------------|
| 1. None See Attached | | | | | |
| 2. | | | | | |
| 3. | | | | | |
| 4. | | | | | |

The undersigned acknowledges that any misrepresentation may result in termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and false claims.

Spec Rescue International
 Company

August 17, 2017
 Date

Lawrence M. Phillips
 Company Representative

Vice President
 Title



MWDBE QUOTE SUMMARY FORM
 Bid/RFP/Quote Reference # RFP 31-2017

The undersigned acknowledges that the minority and/or veteran subcontractors listed on this form did submit a quote to participate on this project. Failure to submit this form may cause rejection of the bid.

| | |
|--|---|
| Company Name Spec Rescue International | Contact Person Lawrence M. Phillips |
| Address/Phone/Email 2967 International Pkwy, VB, VA 23452 757-468-4513; Larry@Specrescue.com | Bid Package / Bid Date Due 8/31/2017 |

| MWDBE Company Address | Contact Person | Contact Information (work phone Email, cell) | Date Contacted | Services to be performed | Method of Communication (email, phone meeting, ad, event etc) | Total dollars \$\$ Do Not Leave Blank (Attach Documentation) | MBE * AA HA AS NA Female | Veteran |
|-----------------------|----------------|--|----------------|--------------------------|---|--|---|---------|
| None | | | | | | | | |
| See Attached | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |

(MBE designation / AA=African American / HA= Hispanic American/AS = Asian American/Pacific Islander/ NA= Native American)

The undersigned acknowledges that all information is accurate. Any misrepresentation may result in termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and claims.

Spec Rescue International
 Company
August 17, 2017
 Date

L.M. Phillips
 Company Representative
Vice President
 Title

LFUCG STATEMENT OF GOOD FAITH EFFORTS

Bid/RFP/Quote # RFP 31-2017

By the signature below of an authorized company representative, we certify that we have utilized the following Good Faith Efforts to obtain the maximum participation by MWDBE and Veteran-Owned business enterprises on the project and can supply the appropriate documentation.

_____ Advertised opportunities to participate in the contract in at least two (2) publications of general circulation media; trade and professional association publications; small and minority business or trade publications; and publications or trades targeting minority, women and disadvantaged businesses not less than fifteen (15) days prior to the deadline for submission of bids to allow MWDBE firms and Veteran-Owned businesses to participate.

_____ Included documentation of advertising in the above publications with the bidders good faith efforts package

_____ Attended LFUCG Central Purchasing Economic Inclusion Outreach event

_____ Attended pre-bid meetings that were scheduled by LFUCG to inform MWDBEs and/or Veteran-Owned Businesses of subcontracting opportunities

_____ Sponsored Economic Inclusion event to provide networking opportunities for prime contractors and MWDBE firms and Veteran-Owned businesses

_____ Requested a list of MWDBE and/or Veteran subcontractors or suppliers from LFUCG and showed evidence of contacting the companies on the list(s).

_____ Contacted organizations that work with MWDBE companies for assistance in finding certified MWBDE firms and Veteran-Owned businesses to work on this project. Those contacted and their responses should be a part of the bidder's good faith efforts documentation.

_____ Sent written notices, by certified mail, email or facsimile, to qualified, certified MWDBEs soliciting their participation in the contract not less than seven (7) days prior to the deadline for submission of bids to allow them to participate effectively.

_____ Followed up initial solicitations by contacting MWDBEs and Veteran-Owned businesses to determine their level of interest.

_____ Provided the interested MWBDE firm and/or Veteran-Owned business with adequate and timely information about the plans, specifications, and requirements of the contract.

_____ Selected portions of the work to be performed by MWDBE firms and/or Veteran-Owned businesses in order to increase the likelihood of meeting the

contract goals. This includes, where appropriate, breaking out contract work items into economically feasible units to facilitate MWDBE and Veteran participation, even when the prime contractor may otherwise perform these work items with its own workforce

_____ Negotiated in good faith with interested MWDBE firms and Veteran-Owned businesses not rejecting them as unqualified without sound reasons based on a thorough investigation of their capabilities. Any rejection should be so noted in writing with a description as to why an agreement could not be reached.

_____ Included documentation of quotations received from interested MWDBE firms and Veteran-Owned businesses which were not used due to uncompetitive pricing or were rejected as unacceptable and/or copies of responses from firms indicating that they would not be submitting a bid.

_____ Bidder has to submit sound reasons why the quotations were considered unacceptable. The fact that the bidder has the ability and/or desire to perform the contract work with its own forces will not be considered a sound reason for rejecting a MWDBE and/or Veteran-Owned business's quote. Nothing in this provision shall be construed to require the bidder to accept unreasonable quotes in order to satisfy MWDBE and Veteran goals.

_____ Made an effort to offer assistance to or refer interested MWDBE firms and Veteran-Owned businesses to obtain the necessary equipment, supplies, materials, insurance and/or bonding to satisfy the work requirements of the bid proposal

_____ Made efforts to expand the search for MWBE firms and Veteran-Owned businesses beyond the usual geographic boundaries.

_____ Other--any other evidence that the bidder submits which may show that the bidder has made reasonable good faith efforts to include MWDBE and Veteran participation.

NOTE: Failure to submit any of the documentation requested in this section may be cause for rejection of bid. Bidders may include any other documentation deemed relevant to this requirement which is subject to approval by the MBE Liaison. Documentation of Good Faith Efforts must be submitted with the Bid, if the participation Goal is not met.

The undersigned acknowledges that all information is accurate. Any misrepresentations may result in termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and claims.

Spec Rescue International
Company
August 17, 2017
Date

Lawrence M. Phillips
Company Representative
Vice President
Title

**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

Firm Submitting Proposal: Spec Rescue International

Complete Address: 2697 International Pkwy, Ste 128, VB, VA 23452
Street City Zip

Contact Name: L.M. Phillips Title: Vice President

Telephone Number: 757-468-4513 Fax Number: 757-468-5708

Email address: Larry@Specrescue.com

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

Spec Rescue International

Name of Business

AFFIDAVIT

Comes the Affiant, Spec Rescue International, and after being first duly sworn, states under penalty of perjury as follows:

1. His/her name is Lawrence M. Phillips and he/she is the individual submitting the proposal or is the authorized representative of Spec Rescue International, 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. Spec Rescue International will obtain a business license upon award.

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

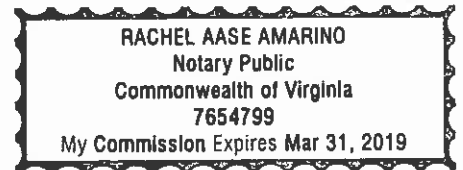
7. Proposer acknowledges that "knowingly" for purposes of this Affidavit means, with respect to conduct or to circumstances described by a statute or ordinance defining an offense, that a person is aware or should have been aware that his conduct is of that nature or that the circumstance exists.

Further, Affiant sayeth naught.

Lawrence Phillips

STATE OF Virginia

COUNTY OF City of Virginia Beach



The foregoing instrument was subscribed, sworn to and acknowledged before me
by Lawrence Phillips on this the 28 day
of August, 2017

My Commission expires: 03-31-2019

Rachel Aase Amarino
NOTARY PUBLIC, STATE AT LARGE

Executive Order 11246 Affirmative Action Program
For Minorities and Women

Spec Rescue International Inc
Virginia Beach, Va.

January 1, 2016 to December 31, 2016

EEO Contact:

Harold Dean Paderick
Affirmative Action Officer
Department of Human Resources
2697 International Parkway suite 128-3
Virginia Beach, Va. 23452

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SECTION I – Spec Rescue International INC RULES AND PROCEDURES

SUBJECT: Affirmative Action Plan

PURPOSE: To establish a comprehensive program to ensure Spec Rescue International INC State Corporation complies with state and federal equal employment opportunity and affirmative action guidelines.

RULE: Spec Rescue International Inc is governed by a strong commitment to equal employment opportunity and affirmative action, and this commitment is clearly expressed in its Affirmative Action Plan.

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

It is the policy of Spec Rescue International Inc to provide employment, training, levels of compensation, transfer and promotion opportunities, demotion, layoffs, terminations, and other employment actions without regard to race, color, religion, gender, national origin, age, disability status, or status as a veteran, including disabled veterans and Vietnam era veterans. Spec Rescue International INC now reaffirms its commitment to this policy of equal employment opportunity. Equal Opportunity is in full compliance with: the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973 (Section 503,504); the Vietnam Era Veterans Readjustment Assistance Act of 1974; V.A.T.S.; the Americans with Disabilities Act of 1990; Executive Order 11246, as amended by Executive Order 11375; Equal Pay Act of 1963; and the Family and Medical Leave Act of 1993.

I, as President of Spec Rescue International Inc, direct all administrators, faculty, and staff members to commit themselves to support Spec Rescue International INC. equal employment and educational admissions objectives. Specifically, the Director of Human Resources, who also serves as Spec Rescue International INC. Affirmative Action Officer, is charged with the administrative responsibility for ensuring compliance in both faculty and non-faculty employment activities. This individual also functions as the Corporation custodian of employment records, ensuring that all reporting requirements necessary to comply with the Affirmative Action Plan are met. A copy of the Affirmative Action Plan may be inspected during normal business hours by contacting the Affirmative Action Officer: by calling, (757) 468-4513; writing, Affirmative Action Officer, 2697 International Prkwy suite 128-3, Virginia Beach, Va. 23452; visiting, Spec Rescue International at 2697 International Parkway 128-3, Virginia Beach, VA. 23452 or visiting the Spec Rescue International INC web site at, www.Specrescue@specrescue.com.

Jamey Brads
President
Spec Rescue International Inc

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SECTION II - STATEMENT OF COMMITMENT

In an effort to develop an effective affirmative action program, Spec Rescue International Inc hereby reaffirms and formalizes its commitment to the principle of equal employment opportunity. Furthermore, it has been a longstanding policy of Spec Rescue International Inc to employ and promote qualified personnel without discrimination against any employee or applicant for employment because of his or her protected category or any other non-job-related characteristic.

In developing the affirmative action program, Spec Rescue International Inc commits to:

- Recruiting, hiring, training, and promoting persons in all job classifications without regard to their protected category, or any other non-job-related characteristic.
- Ensuring decisions regarding promotions are in accordance with equal employment opportunity requirements by imposing only valid, job-related requirements for such promotions.
- Ensuring all personnel actions relating to compensation, benefits, transfers, terminations, training, work conditions, and educational attainment are administered in a nondiscriminatory manner.
- Ensuring candidates representing all protected categories are reasonably recruited for job vacancies. Advertisements will not express a preference for applicants of a particular protected category.
- Ensuring related rules and procedures clearly include that there will be no discrimination on the basis of protected category status. The Affirmative Action Plan (AAP) is organized into interdependent sections, with each section set forth topically. For ease of accessibility, all sections are summarily listed, with page numbers, in the Table of Contents at the beginning of this document.

To ensure every employee has a clear understanding of the key terms and key laws associated with Spec Rescue International INC's AAP, we have included a "Definition of Terms" section as a reference.

While this document is not considered an employment contract between Spec Rescue International INC and its employees, Spec Rescue International INC views the principle of equal employment opportunity as a vital element in the employment process and as a hallmark of good management.

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To ensure equal employment opportunity is achieved through good faith efforts, Spec Rescue International INC has established various levels of responsibility to both direct and oversee its affirmative action efforts.

The Director of Human Resources, Mr. Dean Paderick, has been designated as the Affirmative Action Officer (AAO) for Spec Rescue International INC. The AAO is responsible for monitoring affirmative action efforts, providing equal opportunity training, and recommending the use of outside resources, where applicable. The Equal Employment Opportunity/Affirmative Action Committee (EEO/AAP), one of the standing committees of Spec Rescue International INC, will assist the AAO in overseeing various affirmative action efforts. Individual managers and supervisors are responsible for ensuring that their employment decisions comply with principles embodied in Spec Rescue International INC. Equal Employment Opportunity/Affirmative Action Statement and all applicable state law, federal law, The Spec Rescue International INC. System Policies and Regulations, and Spec Rescue International Inc Rules and Procedures. Each employee is responsible for bringing to the attention of the President, or his designee, any employment decision that he or she feels conflicts with the law. As affirmed in the Equal Employment Opportunity/Affirmative Action Statement preceding this Foreword, the President of this institution bears the final responsibility for ensuring that equal employment and affirmative action receive a sufficient level of attention and management support.

SECTION III – DESIGNATION OF RESPONSIBILITY 41 CFR 60-2.17(a)

The President of Spec Rescue International Inc is responsible for the implementation and administration of the AAP. As the chief administrator of the AAP, the President has delegated to the vice presidents, executive directors, deans, department heads, program directors, managers, supervisors, and faculty the authority and responsibility for carrying out this plan at each corresponding level.

As specified in the Equal Employment Opportunity/Affirmative Action Statement, the Affirmative Action Officer (AAO) is charged with the administrative responsibility for ensuring compliance in both faculty and non-faculty employment activities. In fulfilling these responsibilities, the AAO will:

1. Serve as liaison between Spec Rescue International INC and outside regulatory/enforcement agencies;
2. Prepare the annual AAP;
3. Review, or ensure the review of, all faculty and non-faculty hiring and promotion activities prior to job offers being extended, for compliance purposes;

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4. Chair Spec Rescue International INC. Equal Employment Opportunity/Affirmative Action Committee (EEO/AAC). A standing committee of the Corporation, whose role is delineated in the section of the AAP that immediately follows;

5. Require all Spec Rescue International INC employees to complete discrimination training within the first 30 days of hire and every two years.

6. Disseminate AAP statement, per the dissemination plan, to all employees annually.

7. Recommend affirmative action goals to the President;

8. Monitor personnel actions and determine the degree to which goals and objectives have been attained; The President annually appoints an EEO/AAC, chaired by the AAO. The EEO/AAC, which reports directly to the President of Spec Rescue International Inc, is responsible for assisting the AAO with:

1. Monitoring equal employment opportunity and affirmative action efforts at Spec Rescue International INC;

2. Advising the AAO of needs and problems in these areas:

4. Implementing specific aspects of the AAP;

5. Developing policy statements, affirmative action program efforts, and internal and external communications;

6. Assisting administrators and supervisors in arriving at solutions to identified problems;

7. Serving as liaison between the Corporation and minority organizations, women's organizations, veterans groups, groups concerned with the disabled and community action groups concerned with employment opportunities for minorities, women and other protected category persons.

The Executive/Administrative/Managerial Officers of Spec Rescue International Inc will:

1. Review and affirm on an annual basis the principles and institutional plan of affirmative action.

2. Ensure that minority and female employees are encouraged and given equal opportunities for transfers and promotions.

3. Encourage minority and women employees to participate in all Spec Rescue International INC sponsored educational and social activities.

4. Require supervisors to take actions to ensure that employees in protected categories are not harassed.

5. Work with local minority organizations, women's organizations, community action groups, and community service programs.

Spec Rescue International Inc will ensure an appropriate climate or environment by:

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1. Recognizing our obligation to provide a work atmosphere free from harassment and intimidation. Forms of sexual harassment, such as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature, that hinders Spec Rescue International INC's recruitment and retention efforts will not be tolerated;
2. Agreeing to make reasonable accommodations to the religious observances/practices of employees who regularly observe Friday evening and Saturday, or some other day of the week, as their Sabbath, and/or who observe certain religious holy days during the year, when such accommodations can be made without undue hardship on the conduct of the Corporation's business;
3. Agreeing to make reasonable accommodations to ensure compliance with the Americans with Disability Act when an employee makes such a request. In determining the extent of the hardship such accommodations might make, the Corporation considers the following factors; (a) business necessity; (b) financial costs and expenses; and (c) resulting staffing problems;
4. Ensuring its education and training programs provide equal access to all employees as we give employees the skills to make sound decisions regarding hiring and promoting without regard to protected status.

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A. Internal Dissemination

- a. The AAP is published on the Corporation web site and notice is sent to all employees via electronic mail of its availability.
- b. The statement that Spec Rescue International Inc is an EEO/AA institution of higher education will be documented in the Employee Handbook, the Staff Handbook, and on the Spec Rescue International Inc web site. Any supplemental affirmative action information during the course of the year will be disseminated through electronic mail, the Human Resources web page, and memoranda to department heads or supervisors. The AAP may be viewed at: <http://www.Spec Rescue International INC.edu/policy/affirmat.htm>.
- c. The President of Spec Rescue International Inc and each vice president will stress the importance of the AAP in meetings with the faculty, the administrative staff, and the student body.
- d. Spec Rescue International INC's affirmative action efforts are incorporated into new employee orientation and various management trainings held throughout the year.

B. External Dissemination

- a. In accordance with the Corporation's publications guidelines, all appropriate publications and printed materials will state the shortened version of the institution's EEO/AA Statement: "Spec Rescue International Inc, an Equal Employment Opportunity and Affirmative Action Employer and Educator, is committed to excellence through diversity."
- b. All contracts, leases and purchase orders will contain the shortened version of the EEO/AA statement.
- c. Spec Rescue International INC will periodically provide written information to minority organizations, women's organizations, veteran's groups, groups concerned with disabilities, and community agencies of its EEO/AA policies.
- d. The EEO/AA statement will be on Spec Rescue International INC's employment application form.
- e. Written notification of the Corporation EEO/AA policy will be sent to all subcontractors, vendors, and suppliers.
- f. Recruitment information, including videos and other electronic media, position announcements, and advertising will contain Spec Rescue International INC's EEO/AA statements.

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In addition to implementing the above mentioned action items, Spec Rescue International INC will ensure that its position descriptions and salary structures are accurate and up-to-date.

1. Each position description is reviewed when a vacancy occurs, and many are updated before the position is posted. In this way, accurate, up-to-date information is reflected in both the requisition/advertisement and the position description, and department heads and supervisors become fully involved in all aspects of the recruitment, screening, selection and promotion process.
2. Special attention is given to education and experience requirements, as well as necessary skills, to ensure that all information included in the job posting is essential. This seeks to exclude anything that might constitute inadvertent discrimination. If it is determined that a position is incorrectly classified, then a reclassification study of the position is undertaken, with the concurrence of the hiring department, before recruitment efforts begin.

SECTION VI - REPORTING AND INTERNAL AUDITING SYSTEMS –
41 CFR 60-2.17(d)

The Director of Human Resources/Affirmative Action Officer has the responsibility for developing and preparing the formal documents of the AAP. The Director of Human Resources/Affirmative Action Officer is responsible for the effective implementation of the AAP; however, responsibility is likewise vested with each department manager and supervisor. Spec Rescue International INC's compliance process is designed to:

- . Monitor the effectiveness of the AAP/EEO program;
- . Monitor records of all personnel activities, including referrals, placements, transfers, promotions, terminations and compensation at all levels;
- . Identify problem areas where remedial action is needed; and
- . Determine the degree to which Spec Rescue International INC's AAP goals and objectives have been obtained;
- . Review results with all levels of management;
- . Advise top management of program effectiveness and submit recommendations for improvement.

The following documents are maintained as a component of Spec Rescue International INC's internal audit process:

1. An applicant flow log showing the name, race, gender, date of application, job title, interview status and the action taken for all individuals applying for job opportunities;
2. Summary data of external hires, promotion, resignation, and terminations by job group and by gender and minority group identification;

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3. Summary data of applicant flow by identifying, at least, total applications, total minority applicants, and total female applicants for each position;
4. Maintenance of employment applications (not to exceed two years); and
5. Records pertaining to Spec Rescue International INC's compensation system.

SECTION VII - DEFINITION OF TERMS

Affirmative Action: Actions, policies, and procedures undertaken by Spec Rescue International Inc in recruiting, hiring, promotions and all other personnel actions that are designed to achieve equal employment opportunity and eliminate the present effects of past discrimination. Affirmative action requires: (1) thorough, systematic efforts to prevent discrimination from occurring or to detect and eliminate it as promptly as possible; and (2) recruitment and outreach measures. Affirmative Action Officer (AAO): responsible for monitoring affirmative action efforts, coordinating equal opportunity training, and recommending the use of outside resources, where applicable. Charged with administrative responsibility for ensuring compliance in both faculty and non-faculty employment activities this individual also functions as Spec Rescue International INC's custodian of employment records, ensuring that all reporting requirements necessary to comply with the Affirmative Action Plan are met.

Affirmative Action Plan (AAP): detailed set of objectives and plans designed to achieve prompt and full utilization of minorities and women at all levels and in all areas of the covered work force.

Applicable Labor Area: the domain (local, regional, state, or national) in which a particular job is advertised.

Applicant: An applicant is one who 1) either submits a written application or an expression of interest in employment through the Internet or related electronic data technologies; 2) is considered by the Corporation for employment in a particular position; 3) has an expression of interest that indicates the individual possesses the basic qualifications of the position; and 4) at no point in the selection process prior to receiving an offer of employment removes himself or herself from consideration or otherwise indicates that (s)he is no longer interested in the position.

Applicant Flow Log: A chronological listing that records each applicant who applies for employment or promotion. Data includes applicant's name, race, national origin, gender, referral source, date of application, job title applied for and disposition.

Availability: The availability of minorities or women for a job group means the percentage of minorities or women among persons in the relevant labor area and/or internal feeder pools having the requisite qualifications to perform the positions included in the job group. Availability figures are used in determining whether underutilization exists, and determining the level of the goal.

Disability: Individuals who have a physical or mental impairment that substantially limits one or more major life activities. One who has a record of, or is known to have, such impairment. And also, one who is regarded as having such impairment.

Discrimination: Illegal treatment of a person or group of persons based on race, sex, or membership in another protected class.

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Disparate Impact: Use of an otherwise neutral selection standard, such as a test, an interview, or a degree requirement, that unintentionally disqualifies members of a particular race or gender at a significantly higher rate than others and is not justified by business necessity or job-relatedness.

Disparate Treatment: Treating an individual or group of any protected class differently with the intent to discriminate.

Equal Employment Opportunity/Affirmative Action Committee (EEO/AAC): chaired by the AAO. Reports directly to the President of Spec Rescue International Inc. Responsible for monitoring equal employment opportunity and affirmative action efforts at Spec Rescue International INC and advising the AAO of needs and problems in these areas; helping disseminate Spec Rescue International INC's AAP; and assisting the AAO in implementing specific aspects of it. **EEOC Equal Employment Opportunity Commission:** federal **commission** which handles discrimination and harassment complaints, investigations, and legal action on behalf of employees.

Federal Laws:

1. Age Discrimination in Employment Act of 1967 (ADEA) (29 USC 621-633a)
Prohibits employers of 20 or more persons from discriminating against persons age 40 and over in any area of employment on account of age. Complaints are investigated by the EEOC.

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2. Americans with Disabilities Act (ADA) of 1990 (42 USC 12101-12213)
(47 USC 225,611)

Targets discrimination against the disabled in employment (Title I), public services and transportation, and public accommodations and services operated by private entities. The main focus of Title I of the ADA is to prohibit discrimination against qualified individuals with disabilities. A "qualified individual with a disability" is "an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires."

3. Civil Rights Act of 1866 (42 USC 1981)

This law, known as section 1981, guarantees all persons the same right to make and enforce contracts that "white citizens" enjoy. Race is covered but gender and religion are not.

4. Title VII, Civil Rights Act of 1964 (As Amended by the EEO Act, 1972)

(42 USC 2000e-2000e-17) Prohibits discrimination on the basis of race, color, religion, gender, or national origin. Covers all employers with 15 or more persons, all educational institutions, both public and private, state and local governments, public and private agencies, labor unions with one or more members and joint labor-management committees for apprenticeship and training. Prohibits practices identified by statistically determined adverse impact as well as intentional unequal treatment. Decisions concerning hiring, placement, training, promotion, termination and layoff are covered. Title VII established the EEOC (Equal Employment Opportunity Commission) to enforce the law. The amendment in 1972 enables the EEOC to enforce Title VII through court action.

5. Civil Rights Act of 1991 (CRA)

Provides additional remedies and protection, in addition to those previously available under Title VII, to applicants, employees, and former employees who contend they are victims of employment discrimination.

6. Executive Order 11246 (As Amended by Executive Order 11375) (30 Fed.

Reg. 12319) Requires an Affirmative Action Plan from all federal contractors and subcontractors with contracts over \$50,000 and 50 or more employees, which must develop and implement written programs to be monitored by the Department of Labor. Revised order 4 covers under representation of females and minorities and Rule 401:274 Executive Order 11246 is enforced through compliance reviews during which an employer's Affirmative Action Plan and supporting EEO policies and practices are closely scrutinized.

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7. Equal Pay Act of 1963 (29 USC 206d)

Requires that all employers subject to the Fair Labor Standards Act provide equal pay for men and women performing work substantially similar in skill, effort, responsibility, and working conditions, unless wage differentials are due to bona fide systems of seniority, merit, output or some business factor other than gender.

8. Family and Medical Leave Act of 1993 (29 USC 255 and 260)

Eligible employees are entitled to a maximum of 12 weeks of leave during the fiscal year for the birth of a child, placement of a child for adoption or foster care, an employee's serious health condition, or caring for a spouse, child or parent with a serious health condition.

9. Rehabilitation Act of 1973 (as amended) (29 USC 706, 791-795r)

This act is designed to promote the employment of disabled individuals. It bans discrimination on the basis of visible and non-visible disabilities which substantially limit one or more major life activities. Further, employers must actively pursue opportunities to employ qualified disabled individuals and modify their facilities to accommodate them. Disabled individuals are defined as persons who have a record of physical or mental impairment, history of alcoholism, asthma, diabetes, epilepsy and other diseases.

10. Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended

(38 USC 4212) The law requires that employers with Federal contracts or subcontracts of \$25,000 or more provide equal opportunity and affirmative action for Vietnam era veterans, special disabled veterans, and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

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Point Factor Analysis Plan: Developed by Spec Rescue International INC's Department of Human Resources, the plan is used for evaluating positions and assigning salary grades.

Protected Class/Categories: Although there is no single definition, this usually refers to segments of the general population, which have been determined by law to constitute legitimate minority groups.

Protected class/category is subject to interpretation and can refer to any, a part, or all of the following: race, color, religion, sex, or national origin under Title VII; persons who are age 40 and over under the Age Discrimination in Employment Act; the disabled under the Americans with Disabilities Act of 1990; women and minorities under Executive Order 11246; and veterans under the Vietnam Era Readjustment Assistance Veteran Act of 1974.

Reasonable Recruitment: A good faith effort made to extend the broadest possible search for candidates in protected categories in light of constraining factors, such as cost, size of applicant pool, and urgent need to fill a vacancy.

Under representation: Having fewer minorities or women in a particular job group than would reasonably be expected by their availability in the applicable labor area.

Utilization Analysis: An examination of data from the Department of Labor, and other regional and national sources, in comparison to the Workforce Analysis, to determine if protected category individuals are being employed at a percentage equivalent to the percentage available within the applicable labor area.

A Vietnam era veteran is a person who (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released with other than a dishonorable discharge; (2) was discharged or released from active duty for a service connected disability if any part of such active duty was performed between August 6, 1964 and May 7, 1975; or (3) served on active duty for more than 180 days and served in the Republic of Vietnam between February 28, 1961 and May 7, 1975.

H. Dean Paderick

CEO Signature

January 1, 2016

Date



SPEC RESCUE FEMA CURRICULUM EQUIVALENT COURSE HISTORY

| DATES | TYPE OF CLASS | COURSE LOCATION | CONTACT NAME | CONTACT NUMBER | INSTRUCTORS |
|--------------|-----------------------------|--|---------------------|----------------|---|
| 11/7-11/05 | TECHNICAL SEARCH SPECIALIST | VIRGINIA BEACH FIRE DEPT 927 S BIRDNECK RD VIRGINIA BEACH VA 23451 | PAUL GLEATON | 757-636-6972 | INGLEDUE, REHBECK, IANSON, HAUS |
| 4/1-4/06 | TECHNICAL SEARCH SPECIALIST | PORTLAND FIRE BUREAU 4800 NE 122ND AVE PORTLAND OR 97230 | ED FITZGERALD | 503-823-3901 | IANSON, SANDOVAL, FETTERS |
| 4/5-8/06 | TECHNICAL SEARCH SPECIALIST | PORTLAND FIRE BUREAU 4800 NE 122ND AVE PORTLAND OR 97230 | ED FITZGERALD | 503-823-3901 | IANSON, SANDOVAL, FETTERS |
| 4/10-14/06 | TECHNICAL SEARCH SPECIALIST | EUGENE FIRE DEPT 1705 W 2ND AVE EUGENE OR 97402 | DEREK GRAFTON | 541-682-7100 | IANSON, SANDOVAL, FETTERS |
| 6/26-30/06 | TECHNICAL SEARCH SPECIALIST | MOBILE FIRE DEPT 860 OWENS ST MOBILE AL 36604 | SHERRY CRUSH | 251-454-2654 | REHBECK, IANSON, SANDOVAL |
| 9/15-19/08 | TECHNICAL SEARCH SPECIALIST | MINNEAPOLIS FIRE DEPT 25 37TH AVE, NE MINNEAPOLIS MN 55421 | JOHN FRUETEL | 612-673-2028 | GLEATON, IANSON, INGLEDUE, SANDOVAL |
| 9/22-26/08 | TECHNICAL SEARCH SPECIALIST | MINNEAPOLIS FIRE DEPT 25 37TH AVE, NE MINNEAPOLIS MN 55421 | JOHN FRUETEL | 612-673-2028 | GLEATON, IANSON, INGLEDUE, SANDOVAL |
| 6/7-11/10 | TECHNICAL SEARCH SPECIALIST | LAKEHURST NAVAL AIR STATION HANGER 5, BLDG 194, DOOR 30 LAKEHURST NJ 08733 | JIM RILEY | 732-657-7001 | IANSON, REHBECK, SANDOVAL |
| 10/25-28/10 | TECHNICAL SEARCH SPECIALIST | INDIANA DEPT OF HOMELAND SEC 18355 AUTEN RD SOUTH BEND IN 46637 | BRIAN KAZMIERZAK | 574-272-2144 | FETTERS, GILGREN, GLEATON, INGLEDUE, RADELMAN |
| 5/20-24/13 | TECHNICAL SEARCH SPECIALIST | GEORGIA EMER MGMT AGENCY 2801 ALLEN CREEK RD GAINESVILLE GA 30507 | KEITH SMITH | 678-997-7018 | INGLEDUE, GILGREN, SANDOVAL, MARKS |
| 9/30-10/4/13 | TECHNICAL SEARCH SPECIALIST | LAKEHURST NAVAL AIR STATION HANGER 5, BLDG 194, DOOR 30 LAKEHURST NJ 08733 | JIM RILEY | 732-657-7001 | INGLEDUE, IRIZARRY, MARKS, SCHOFIELD |
| 3/10-14/14 | TECHNICAL SEARCH SPECIALIST | GEORGIA EMER MGMT AGENCY 2801 ALLEN CREEK RD GAINESVILLE GA 30507 | KEITH SMITH | 678-997-7018 | INGLEDUE, IRIZARRY, MARKS, SCHOFIELD |
| 3/31-4/4/14 | TECHNICAL SEARCH SPECIALIST | CHESTERFIELD FIRE & EMS 6610 PUBLIC SAFETY WAY CHESTERFIELD VA 23832 | KC SEHLHORST | 804-370-1269 | INGLEDUE, IRIZARRY, MARKS, SCHOFIELD |
| 4/21-25/14 | TECHNICAL SEARCH SPECIALIST | EAST-WEST GTWY COUN OF GOVTS 911 N SIXTH ST. CHARLES MO 63301 | GARY BIRD | 314-267-3658 | INGLEDUE, IRIZARRY, MARKS, SCHOFIELD, TURNER |
| 9/22-26/14 | TECHNICAL SEARCH SPECIALIST | OHIO REGION 2 USAR 4675 NEWTON RD RICHFIELD OH 44286 | BRIAN HARTING | 440-552-1134 | THOMAS, COPE |
| 10/27-31/14 | TECHNICAL SEARCH SPECIALIST | USMC CBIRF COMMAND 3399 STRAUSS AVE STE 219 INDIAN HEAD MD 20640 | MSGT RICHARD HO | 240-419-9038 | INGLEDUE, IRIZARRY, MARKS, GILGREN |
| 3/2-6/15 | TECHNICAL SEARCH SPECIALIST | EAST-WEST GTWY COUN OF GOVTS 911 N SIXTH ST. CHARLES MO 63301 | GARY BIRD | 314-267-3658 | INGLEDUE, IRIZARRY, MARKS, HALL |
| 5/4-9/15 | TECHNICAL SEARCH SPECIALIST | GEORGIA EMER MGMT AGENCY 2801 ALLEN CREEK RD GAINESVILLE GA 30507 | MARGIE BROWN | 404-407-6069 | INGLEDUE, IRIZARRY, HALL, GILGREN |
| 8/31-9/4/15 | TECHNICAL SEARCH SPECIALIST | USMC CBIRF COMMAND 3399 STRAUSS AVE STE 219 INDIAN HEAD MD 20640 | MSGT RICHARD HO | 240-419-9038 | INGLEDUE, IRIZARRY, HALL, MARKS, KIESLING |
| 9/14-18/15 | TECHNICAL SEARCH SPECIALIST | USMC CBIRF COMMAND 3399 STRAUSS AVE STE 219 INDIAN HEAD MD 20640 | MSGT RICHARD HO | 240-419-9038 | INGLEDUE, IRIZARRY, HALL, MARKS |



SPEC RESCUE FEMA CURRICULUM EQUIVALENT COURSE HISTORY

| DATES | TYPE OF CLASS | COURSE LOCATION | CONTACT NAME | CONTACT NUMBER | INSTRUCTORS |
|------------|-----------------------------|--|---------------------|----------------|---|
| 4/14-16/16 | TECHNICAL SEARCH SPECIALIST | SW PENNSYLVANIA TASK FORCE 6601 NEW STATE RD PHILADELPHIA PA 19135 | KEN PAGUREK | 215-437-2166 | INGLEDUE, IRIZARRY, MARKS, SCHOFIELD |
| 9/19-23/16 | TECHNICAL SEARCH SPECIALIST | USMC CBIRF COMMAND 3399 STRAUSS AVE STE 219 INDIAN HEAD MD 20640 | MSGT RICHARD HO | 240-419-9038 | INGLEDUE, IRIZARRY, MARKS, SCHOFIELD |
| 10/3-7/16 | TECHNICAL SEARCH SPECIALIST | GEORGIA EMER MGMT AGENCY 2801 ALLEN CREEK RD GAINESVILLE GA 30507 | MARGIE BROWN | 404-407-6069 | INGLEDUE, IRIZARRY, MARKS, SCHOFIELD |
| 4/24-27/17 | TECHNICAL SEARCH SPECIALIST | USMC CBIRF COMMAND 3399 STRAUSS AVE STE 219 INDIAN HEAD MD 20640 | MSGT RICHARD HO | 240-419-9038 | INGLEDUE, IRIZARRY, MARKS, HALL |
| 7/10-13/17 | TECHNICAL SEARCH SPECIALIST | MS DEPT OF HOMELAND SECURITY BRANDON MS | PIERCE CLARK | 601-416-1467 | INGLEDUE, IRIZARRY, MARKS, OATNMEYER |
| 8/1-3/17 | TECHNICAL SEARCH SPECIALIST | USMC CBIRF COMMAND 3399 STRAUSS AVE STE 219 INDIAN HEAD MD 20640 | MSGT RICHARD HO | 601-416-1467 | INGLEDUE, IRIZARRY, HALL, OATMEYER |
| 9/12-14/17 | TECHNICAL SEARCH SPECIALIST | LEXINGTON KY FD, SCHEDULED | MAJOR CHAD TRAYLOR | 859-274-6115 | TBD |
| TBD | TECHNICAL SEARCH SPECIALIST | ALLEGHENY COUNTY, PA, CONTRACTED, NOT SCHEDULED | CHIEF BRIAN KOKKILA | 412-303-7898 | TBD |
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Spec.Rescue International

2697 International Parkway Ste. 128-3
Virginia Beach, Virginia 23452
Office: 757-468-4513, Fax: 757-468-5708
Web: www.specrescue.com
E-mail: specrescue@specrescue.com

SPEC.RESCUE INTERNATIONAL

IS PLEASED TO PROVIDE THE FOLLOWING

PRICE QUOTE

FOR PROFESSIONAL SERVICES

Prepared for: **Lexington-Fayette Urban County Government**
RFP #31-2017
Technical Search Specialist Course
Division of Fire and Emergency Services

Course Information:

Name of course: FEMA Technical Search Specialist Class
Length of course: 4 days - 32 hours
Number of Students: 30
Number of Instructors: 5

| | | |
|---------------------------|--|--------------------|
| Costs: Per RFP direction: | Labor, Program Management, Administration | \$30,031.00 |
| | Travel, Lodging, Rentals: | \$ 7,520.00 |
| | Other Direct Costs, Shipping, Text books, Insurance | \$ 1,650.00 |
| | TOTAL | \$39,200.00 |

Special Instructions: Spec Rescue International to provide FEMA TSS training with FEMA certified and sanctioned instructors, all materials and equipment to support the training. Client to provide site, props and classrooms with AV capabilities. Students to have attended and provided certifications for on line Computer Based Training prior to entry into class.

Spec.Rescue International will provide Certificates of Completion for each Student who completes the class.



Spec.Rescue International

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Virginia Beach, Virginia 23452
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Web: www.specrescue.com
E-mail: specrescue@specrescue.com

Price Quotes are valid for 90 days from date of issue. Please note: Our schedule fills very fast and we cannot hold class dates without a signed contract.

Prepared by: L.M. Phillips

Date:8-28-2017