

REQUEST FOR PROPOSALS
FOR
BOOT CAMP SERVICES
FOR A PROJECT TO BE FUNDED BY
THE UNITED STATES DEPARTMENT OF LABOR
UNDER AN
H1-B TECHHIRE PARTNERSHIP GRANT

ISSUE DATE: Thursday, September 1, 2016
DUE DATE: Friday, October 7, 2016 at 12:00PM

ISSUED BY

The Westchester County
Department of Social Services
Office of Workforce Development
120 Bloomingdale Road
White Plains, New York 10605

ON BEHALF OF

The Westchester-Putnam
Local Workforce Development Board
120 Bloomingdale Road
White Plains, New York 10605

David Singer, Chair, Westchester-Putnam Local Workforce Development Investment Board
Kevin McGuire, Commissioner, Westchester County Department of Social Services
Philippe Gille, Deputy Commissioner, Westchester County Department of Social Services
Donnovan Beckford, Director, Westchester County Department of Social Services, Office of Workforce Investment

ROBERT P. ASTORINO
WESTCHESTER COUNTY EXECUTIVE

MARYELLEN ODELL
PUTNAM COUNTY EXECUTIVE

Equal Opportunity Employer/Program/ Auxiliary aids and services are available upon request for individuals with disabilities.

Programa y Empleador con Igualdad de Oportunidades, Asistencia y servicios para individuos con incapacidades estan disponibles al solicitarlos

I. PROPOSAL INFORMATION

The County of Westchester (the “County”), acting on behalf of the Westchester-Putnam Local Workforce Development Board (the “WPLWDB”), is requesting proposals from qualified entities to provide ‘boot camp’ services under one (1) grant (the “Grant”) funded by the United States Department of Labor (“USDOL”).

Funding to be provided under the H1-B TechHire Partnership Grant will be used to conduct a TechHire Boot Camp. The TechHire Boot Camp will be designed to accelerate re-employment, short-term and long-term training, and work opportunities in high-demand H-1B-eligible technology industries such as IT, healthcare, advanced manufacturing, financial services, and bio-technology (the “Sectors”).

The Hudson Valley TechHire Partnership will target low-income individuals 17 to 29 years of age who have barriers to training and employment. Outside of the target, it will serve persons who are unemployed, dislocated, and underemployed or are low-income incumbent workers in the Hudson Valley Region (Orange, Rockland, Sullivan, Ulster, Dutchess and Westchester Counties).

The boot camp will serve the following target populations (the “Target Population”):

1. Youth: Using READI youth model curriculum or a similar program: READI stands for Respect, Enthusiasm, Articulate, Dependable, and Initiative. The READI skill set constitutes the basic building blocks for personal and professional success. It covers what has been variously called “soft skills,” social emotional learning (SEL), Character Education, or 21st Century Skills (which will be made available to the successful proposer).
2. Hard to serve: Using the STRIVE© curriculum or a similar program. The core of the STRIVE employment model is a attitudinal and job readiness training, that takes a tough love, no excuses approach to work readiness (which the successful proposer need to acquire).
3. Long term unemployed: Using the P2E (Platform to Employment) or a similar program which the successful proposer needs to acquire.

This Request for Proposals (“RFP”) will be issued through the County’s website for RFPs: <http://www.westchestergov.com/rfp> This RFP may be found there under “Boot Camp Services” and downloaded.

A copy of this RFP is anticipated to also be posted on the WPLWIB’s website (<http://www.westchesterputnamonestop.com/about/doing-business-with-the-county>), where it can be downloaded.

The USDOL “Solicitation for Grant Application” (and any amendments thereto) for the above-mentioned grant, as well as the grant agreements (the “Grant Agreements”) to be entered into

between the County and the USDOL for the above-mentioned grant, will also be made available on both the County's website for RFPs and the WPLWIB's website.

A.) PROCUREMENT SCHEDULE

Issue Date: Thursday, September 1, 2016
Information Session: Friday, September 9, 2016 at 2:30pm
Requests for Clarification Deadline: 9/13/2016 by 5pm
Written Responses to Requests for Clarification Posted: 9/16/2016
Proposal Due Date: Friday, October 7, 2016 at 12:00pm

B.) INFORMATION SESSION

An information session will be held on Friday, September 9, 2016 at 2:30pm at the Westchester One-Stop Employment Center, 120 Bloomingdale Road, 2nd Floor Room E, White Plains, New York. Attendance at the information session is voluntary. Attendance at the information session is not required in order for an entity to submit a proposal. However, attendance is encouraged.

C.) REQUESTS FOR CLARIFICATION

All requests for clarification must be submitted, as set forth below, no later than 5:00pm on Tuesday, September 13, 2016. All requests for clarification must be written and emailed to att1@westchestergov.com

Formal written responses will be distributed by the County on or before Friday, September 16, 2016 by being posted on the County website for RFPs: <http://www.westchestergov.com/rfp>

A copy of the formal written responses is anticipated to also be posted on the WPLWDB's website: <http://www.westchesterputnamonestop.com/about/doing-business-with-the-county>

NO COMMUNICATIONS OF ANY KIND WILL BE BINDING AGAINST THE COUNTY, EXCEPT FOR THE FORMAL WRITTEN RESPONSES TO ANY REQUEST FOR CLARIFICATION.

D.) PROPOSAL SUBMISSION

Each proposer must submit one (1) original and three (3) copies of its proposal, and one electronic copy of its proposal on a compact disc (CD)/Memory stick, to:

Ali Tarchoun, Manager
Westchester Putnam Workforce Investment Board
120 Bloomingdale Rd
White Plains, New York 10605

The proposal must be in a sealed envelope clearly marked: "Proposal – TechHire Boot Camp Services".

The original and all copies of each proposer’s proposal must be received by the County by the stated due date and time. The County is not responsible for any internal or external delivery delays that may cause the proposer’s proposal to arrive beyond the deadline. By submitting a proposal in response to this RFP, the proposer is representing and warranting to the County that the proposer is not in arrears upon any debt or in default of any obligation owed to the County, or to the State of New York or the United States or any instrumentality thereof. No proposal will be accepted from nor any agreement awarded to any proposer that is in arrears upon any debt or in default of any obligation owed to the County, or to the State of New York or the United States or any instrumentality thereof. Additionally, no agreement will be awarded to any proposer that has failed to satisfactorily perform pursuant to any prior agreement with the County.

E.) RFP AMENDMENTS OR ADDENDA

Should the County find it necessary to amend this RFP and/or issue any addenda, such documents will be posted to the County’s website for RFPs: <http://www.westchestergov.com/rfp>

A copy of any such amendments and/or addenda is anticipated to also be posted on the WPLWDB’s website: <http://www.westchesterputnamonestop.com/about/doing-business-with-the-county>

II. BACKGROUND, SCOPE OF WORK, ANTICIPATED TERM, AND PROPOSAL CONTENT

A.) BACKGROUND

America has about 5.4 million open jobs today, substantially more than in any year since 2001. The new openings in information technology (IT) fields including software development, network administration, and cybersecurity are projected to grow at a rate that is two-thirds higher than the average for all jobs. The average salary in a job that requires IT skills – whether in manufacturing, advertising, retail or banking – is more than 50 percent higher than the average private-sector American job. Helping more Americans train and connect to these jobs is an important opportunity to get more people into the middle class, but it is also an economic imperative for America’s continued leadership in global innovation. Today our IT training pipeline is dramatically under-producing workers to fill these good jobs, which is costing employers, workers, and the U.S. economy. As this is the case, communities across the country are in need of more cost-effective, timely, agile, and market-responsive training pipelines for these jobs. In an effort to address this issue, the County recently applied for, and is expected to be awarded a grant from the USDOL under its H1-B TechHire Partnership Grant program. The Grant will be used to provide a TechHire boot camp, as described above in Section I and as further described below. The TechHire boot camp will be provided in coordination with the *Hudson Valley Tech-Hire Partnership* (the “HVTHP”). The HVTHP is comprised of the WPLWDB, the Yonkers Workforce Development Board, the Rockland Workforce Development Board, the Orange Workforce Development Board, the Sullivan Workforce Development Board, the Dutchess Workforce Development Board, the Ulster Workforce Development Board and the Westchester-Putnam Workforce Development Board and a host of training providers and employers in need of technologically trained workforces.

The County is now soliciting proposals from entities to provide the Work, as defined below.

B.) SCOPE OF WORK

The successful proposer will provide TechHire services, as specified below, through separate five-week boot camps that will be provided to the target population (the “Work”). The Boot Camp Services in each five-week boot camp will include but are not limited to:

Boot Camp Training

The successful proposer will be required to provide all the following boot camp program frameworks:

STRIVE curriculum or a similar program: The core of the STRIVE employment model is the Attitudinal and Job Readiness training, this workshop takes a tough love, no excuses approach to work readiness. This curriculum delves into the root causes of a person’s inability to obtain and keep a job, mentoring participants towards the attitudes and workplace behaviors they need to overcome employment obstacles and transform their lives. Participants learn how to follow instructions, accept criticism and function as team members, through role-playing and the performance of tasks in a simulated work environment. STRIVE also mentors clients in how to dress and speak in a work-appropriate manner and to write resumes, fill out job applications, and interview. STRIVE will be assigned to those participants in need of a tough love orientation in order to work successfully in a career oriented positions (which the successful proposer needs to acquire licensing).

READI (youth) model or a similar program: The READI program teaches work readiness skills to youth through interactive modules including: demonstrating and practicing respectful behaviors, well-being and self-care, stress management, developing a positive mental attitude, honing listening skills, following directions, promoting problem solving and communicating with confidence. The curriculum design employs a variety of teaching strategies including roleplaying, journaling, hands-on activities, instructional videos and discussions. Youth who are school drop-outs, at-risk of criminal behavior and adjudication and/or who have difficulty retaining a job may be assigned to the READI model program to build skills toward employment. (which will be made available to the successful proposer).

Platform to Employment (P2E) or a similar program: P2E is a vehicle to move the long-term unemployed into employment. The program is a five-week training course that emphasizes job-procurement skills: resume development, interviewing, self-esteem building. Following training, the participants are placed in eight week, subsidized work trials with local companies. The companies have the opportunity to pre-view candidates and decide to hire them or not. This program will be offered to individuals who have been separated from employment for more than a year (which the successful proposer needs to acquire).

Comprehensive Assessment

The successful proposer will be responsible for initiating and updating each boot camp participant's hard copy and electronic case records in OSOS to include a comprehensive assessment of the participant, including personal background information, education history and accomplishments, employment and work experience; special skills and certifications. The successful proposer will also capture information on the individual's special needs or classification based on military experience, criminal history and disabilities. This assessment is anticipated to take no more than one week. The successful proposer will use this information to determine each individual's readiness to participate in the boot camp and subsequent activities in other Grant-Funded Services. The successful proposer will use this information to develop the individual healthcare career plan and map, which is described below.

Individual Career Plan and Map

The successful proposer will be responsible for developing with each participant a career plan and map in the OSOS case management system that will provide the guiding paths to a career. The successful proposer will use the resources of the One-Stop Career Centers located in Westchester, Putnam, Rockland, Orange, Dutchess, Sullivan, and Ulster counties; including the center located at 120 Bloomingdale Road, White Plains, New York, and any other resource that may be deemed necessary for this individual to succeed in the selected career. The successful proposer will modify and update this document for each participant as elements of the individual career plan change.

Financial Planning

The successful proposer will offer financial planning training to all boot camp participants to help each to establish and appreciate his/her financial position and to incorporate this into his/her career plan. The successful proposer will be required to help each participant develop a document that reflects his/her current financial position and the plan to improve his/her financial position through a healthcare career. The successful proposer will have participants examine the financial impact of long-term unemployment, how to manage their households while engaging in education and credentialing, and how to plan for their financial future. This part of the Boot Camp Services is anticipated to be provided through a series of workshops.

Attitudinal and Resiliency Training

The successful proposer will be responsible for offering training (through mental health professionals, as appropriate) that will help each participant identify personal attributes that may contribute to his/her success in a career in one of the above mentioned sectors. The successful proposer will also help each individual to identify personal attributes that may affect the development of a career in one of the above mentioned sectors in a negative way. The successful proposer may use a recognized successful model or develop a training model on its own but, in either case, this offering must help each participant develop general self-confidence and a positive attitude toward the career that he/she is pursuing in one of the above mentioned sectors. This aspect of the Boot Camp Services is anticipated to be provided through workshops during the five-week boot camp. The successful proposer will be required to offer a series of up to ten private, one-on-one sessions to address ongoing depression, stress, fear of change, and/or other

issues. The successful proposer will be required to refer to appropriate providers those participants who need further assistance after the private, one-on-one sessions have been completed.

Community Building

The successful proposer is responsible for each participant completing a community based project that helps him/her learn more about the local economy, employment, education and businesses. The successful proposer must ensure that participants complete a community development project that reflects their apperception for their economic realities in the immediate community and their place in that system. The successful proposer will work with employer Partners to provide participants with introductions to targeted professions, including through off-site “Day on the Job” experiences that will allow participants to ‘see’ themselves in the field they choose from one of the above mentioned sectors.

Computer and Social Media Skills

The successful proposer must help each participant develop the competency he/she needs to use a computer and related social media resources to aid in job readiness preparation, job search, and finding and securing employment. This work must specifically include a primer on how to effectively use LinkedIn, Facebook, Google Hangout, and other social media to network, market, research, and continue skills training and education. Each participant must be able to successfully establish competency in basic computer skills and related social media applications. In addition, the successful proposer must introduce participants to the Connection’s online community, which is currently under development, and how to use that website to keep in touch with participant cohort members during the course of the Project.

C.) ANTICIPATED TERM

The term of any agreement resulting from this RFP is anticipated to be from October 1, 2016 through June 30, 2020.

D.) PROPOSAL CONTENT

Each proposal must include the items listed below. Proposals that do not contain everything specified below and/or do not conform to the below-described guidelines for proposals will not be reviewed or considered. Please be sure to include all information requested.

- 1.) Proposer Certification (Section IV)
- 2.) Schedule D: Questionnaire Regarding Business Enterprises Owned and Controlled by Persons of Color or Women
- 3.) Schedule E: Certification Regarding Business Dealings with Northern Ireland
- 4.) Schedule F: Disclosure of Relationships to County
- 5.) Schedule G: Criminal Background Disclosure
- 6.) The proposer’s responses to the questions outlined in Schedule “A”
- 7.) Price proposal, using the form provided in Schedule “B”

Please be advised that proposals must conform to the following guidelines:

- 1.) Proposals **MUST** be signed with **ORIGINAL SIGNATURES** on **ALL DOCUMENTS** that require signatures. The proposal must contain a cover letter, written on the proposer's letterhead, which states the date of submission of the proposal and states the following: "This proposal constitutes a valid, binding and continuing offer at the prices set forth in this proposal for a period of one hundred and twenty (120) days from the date of submission of this proposal." The cover letter must be signed by a person authorized by the proposer to make a binding proposal. Proposals that lack the required statement or have an unsigned cover letter will be rejected.
- 2.) Proposals must be typed or printed in black ink. All corrections made by the proposer must be made prior to the due date for proposals, and must be initialed and dated by the proposer. No changes will be allowed after the due date for proposals.

Proposers may be required to give an oral presentation to the County to clarify or elaborate on the written proposal.

III. LEGAL

A.) UNDERSTANDINGS

Please take notice, by submission of a proposal in response to this RFP, the proposer agrees to and understands that:

- any proposal, attachments, additional information, etc. submitted pursuant to this RFP constitute merely a suggestion to negotiate with the County of Westchester and is not a bid under Section 103 of the New York State General Municipal Law;
- submission of a proposal, attachments, and additional information shall not entitle the proposing entity to enter into a service agreement with the County of Westchester for the required services;
- by submitting a proposal, the proposing entity agrees and understands that the County of Westchester is not obligated to respond to the proposal, nor is it legally bound in any manner whatsoever by submission of same;
- any and all counter-proposals, negotiations or any communications received by a proposing entity, its officers, employees or agents from the County, its elected officials, officers, employees or agents, shall not be binding against the County of Westchester, its elected officials, officers, employees or agents unless and until a formal written agreement for the services sought by this RFP is duly executed by both parties and approved by the Westchester County Board of Acquisition & Contract and the Office of

the Westchester County Attorney.

In addition to the foregoing, by submitting a proposal, the proposing entity also understands and agrees that the County of Westchester reserves the right, and may at its sole discretion exercise, the following rights and options with respect to this RFP, except to the extent restricted by applicable law, including, but not limited to, the Westchester County Procurement Policy, as amended:

- To reject proposals that do not conform in all material respects to the RFP or meet the minimum requirements;
- To reject all proposals;
- To issue additional solicitations for proposals and/or amendments to this RFP;
- To waive any irregularities in proposals received;
- To negotiate for amendments or other modifications to proposals;
- To conduct investigations with respect to the qualifications of each proposer;
- To exercise its discretion and apply its judgment with respect to any aspect of this RFP, the evaluation of proposals, and the negotiations and award of any contract;
- To enter into one or more agreements, for all or only portions of the services solicited by this RFP, with one or more of the proposers, or to not to enter into an agreement for any of the services solicited by this RFP;
- To select the proposal from a responsible proposer that is most advantageous to the County and not necessarily on the basis of price or any other single factor or criterion;
- While this is an RFP and not a bid, the County reserves the right to apply the case law under General Municipal Law §103 regarding bidder responsibility in determining whether a proposer is a responsible vendor for the purpose of this RFP process;
- The County assumes no responsibility or liability of any kind for costs incurred in the preparation or submission of any proposal;
- The County is not responsible for any internal or external delivery delays which may cause any proposal to arrive beyond the stated deadline. To be considered, proposals MUST arrive at the place specified herein and be time stamped prior to the deadline.

B.) EVALUATION CRITERIA

In selecting a proposer with whom to commence contract negotiations, and in ultimately awarding a contract, the County will choose the proposal from a responsible proposer that is most advantageous to the County, and otherwise in accordance with the County's Procurement Policy.

In order to determine what proposal is most advantageous, the County will evaluate all proposals on the basis of the criteria specified below, and weigh those criteria in the manner specified below. As indicated below, while the costs associated with the services will be one of the criteria, it is not the sole criterion.

1.) (10 points out of 100) — Organizational or Individual History and Experience

- (3 points) Proposer's overall amount of experience in providing the services solicited

- by this RFP.
 - (3 points) Proposer’s amount of experience in providing the services solicited by this RFP, and provide examples of projects or programs involving such services that it provided, during the past five years.
 - (4 points) Proposer’s examples of projects which involved working with public employment centers; particularly, if it involved delivering the services in multiple locations across a given region.
- 2.) (10 points out of 100) — Overall Project Approach
- (3 points) Proposer’s overall approach and whether it’s consistent with the Partnership’s approach, as described in this RFP and the materials related to the Grant.
 - (3 points) Proposer’s identification of strategies to provide the services solicited by this RFP.
 - (4 points) Proposer’s identification of strategies for engaging and retaining participating individuals for the duration of the ‘boot camp’ and to ensure satisfactory completion.
- 3.) (12 points out of 100) — Comprehensive Assessment and Individual Career Plan and Map Services
- (4 points) Proposer’s experience in developing individual assessments, developing individual service plans, and tracking the progress and outcomes of each participant.
 - (4 points) Proposer’s proposed strategies for meeting the goals and objectives of the services solicited by this RFP.
 - (4 points) Proposer’s proposed approach for delivering the assessment, career planning, and tracking the progress and outcomes of each participant.
- 4.) (10 points out of 100) — Financial Planning Training Services
- (5 points) Proposer’s experience providing financial planning training.
 - (5 points) Proposer’s proposed strategies and approach for providing the financial planning training services solicited by this RFP.
- 5.) (15 points out of 100)- Boot Camp Training
- (5 points) - Proposer’s strategy for providing READI curriculum
 - (5 points) – Proposers strategy for providing STRIVE curriculum
 - (5points) – Proposers strategy for providing Platform2Employment curriculum
- 5.) (15points out of 100) — Attitudinal and Resiliency Training Services
- (3 points) Proposer’s strategy for providing the attitudinal and resiliency training services solicited by this RFP.
 - (3 points) Proposer’s strategy for providing the mental health services solicited by this RFP.

- (3 points) Proposer’s strategy for providing services to help participants identify personal attributes that may affect the development of a healthcare, advanced manufacturing, information technology, and biotechnology career in a negative way.
- (3 points) Proposer’s proposed training model to be used to help each participant develop a general self-confidence and a positive attitude toward the healthcare, advanced manufacturing, information technology, and biotechnology career that he/she is pursuing.
- (3 points) Proposer’s strategy for providing one-on-one services to help participants address ongoing depression, stress, fear of change and/or other issues common among long-term unemployed individuals.

6.) (7 points out of 100) — Community Building Training Services

- (3 points) Proposer’s strategy for helping each participant complete a community based project that helps him/her learn more about the local economy, employment, education and businesses.
- (4 points) Proposer’s strategy for engaging employer Partners to provide participants with introductions to targeted professions.

7.) (8 points out of 100) — Computer and Social Media Skills Training Services

- (8 points) Proposer’s strategy for helping each participant develop the competency he/she needs to use a computer and related social media sources to aid in the healthcare job readiness preparation, job search, and finding and securing healthcare employment.

8.) (13 points out of 100) — Price Proposal

- (6 points) The reasonableness of the proposer’s price proposal.
- (7 points) Proposer’s demonstrated fiscal soundness.

C.) CONTRACT

After selection of the successful proposer, and following contract negotiations, a formal written contract will be prepared by the County of Westchester and will not be binding until signed by both parties and approved by the Westchester County Board of Acquisition & Contract and the Office of the County Attorney. **NO RIGHTS SHALL ACCRUE TO ANY PROPOSER BY THE FACT THAT A PROPOSAL HAS BEEN SELECTED BY THE COUNTY FOR SUBMISSION TO THE BOARD OF ACQUISITION & CONTRACT FOR CONTRACT APPROVAL. SAID BOARD HAS THE RIGHT TO REJECT ANY RECOMMENDATION AND THE APPROVAL OF SAID BOARD IS NECESSARY BEFORE A VALID AND BINDING CONTRACT MAY BE EXECUTED BY THE COUNTY.**

Each proposer accepts and agrees that, if selected by the County, it will be asked to sign a contract containing the following, or language in substantially the following form:

1.) INSURANCE, INDEMNIFICATION, AND DEFENSE

“The Contractor agrees to procure and maintain insurance naming the County as additional insured, as provided and described in Schedule “C”, entitled "Standard Insurance Provisions", which is attached hereto and made a part hereof. In addition to, and not in limitation of the insurance provisions contained in Schedule “C”, the Contractor agrees:

(a) that except for the amount, if any, of damage contributed to, caused by, or resulting from the negligence of the County, the Contractor shall indemnify and hold harmless the County, its officers, employees, agents, and elected officials from and against any and all liability, damage, claims, demands, costs, judgments, fees, attorneys' fees or loss arising directly or indirectly out of the performance or failure to perform hereunder by the Contractor or third parties under the direction or control of the Contractor; and

(b) to provide defense for and defend, at its sole expense, any and all claims, demands or causes of action directly or indirectly arising out of this Agreement and to bear all other costs and expenses related thereto.”

See: Schedule “C” to this RFP for the “Standard Insurance Provisions”.

2.) NON-DISCRIMINATION

“The Contractor expressly agrees that neither it nor any contractor, subcontractor, employee, or any other person acting on its behalf shall discriminate against or intimidate any employee or other individual on the basis of race, creed, religion, color, gender, age, national origin, ethnicity, alienage or citizenship status, disability, marital status, sexual orientation, familial status, genetic predisposition or carrier status during the term of or in connection with this Agreement, as those terms may be defined in Chapter 700 of the Laws of Westchester County. The Contractor acknowledges and understands that the County maintains a zero tolerance policy prohibiting all forms of harassment or discrimination against its employees by co-workers, supervisors, vendors, contractors, or others.”

3.) COMPLIANCE WITH LAWS

“The Contractor shall comply, at its own expense, with the provisions of all applicable local, state and federal laws, rules and regulations, including, but not limited to, those applicable to the Contractor as an employer of labor. The Contractor shall further comply, at its own expense, with all applicable rules, regulations and licensing requirements pertaining to its professional status and that of its employees, partners, associates, subcontractors and others employed to render the Work hereunder.”

4.) RECORDS

“All records or recorded data of any kind compiled by the Contractor in

completing the Work described in this Agreement, including but not limited to written reports, studies, drawings, blueprints, computer printouts, graphs, charts, plans, specifications and all other similar recorded data, shall become and remain the property of the County. The Contractor may retain copies of such records for its own use and shall not disclose any such information without the express written consent of the Chief Information Officer. The County shall have the right to reproduce and publish such records, if it so desires, at no additional cost to the County.

Notwithstanding the foregoing, all work performed by Contractor under this Agreement by the Contractor are to be considered “works made for hire.” If any of the work performed does not qualify as “works made for hire,” the Contractor hereby assigns to the County all right, title and interest (including ownership of copyright) in such work and such assignment allows the County to obtain in its name copyrights, registrations and similar protections which may be available. The Contractor agrees to assist the County, if required, in perfecting these rights. The Contractor shall provide the County with at least one copy of each deliverable.

The Contractor agrees to defend, indemnify and hold harmless the County for all damages, liabilities, losses and expenses arising out of any claim that a deliverable infringes upon an intellectual property right of a third party. If such a claim is made, or appears likely to be made, the Contractor agrees to enable the County’s continued use of the deliverable, or to modify or replace it. If the County determines that none of these alternatives is reasonably available, the deliverable may be returned.”

5.) FUNDING AND APPROPRIATIONS

“The Contractor recognizes and acknowledges that the obligations of the County under this Agreement are subject to the County’s receipt of funds (the “Funds”) from the United States and New York State, and that no liability shall be incurred by the County beyond the Funds made available to the County for this Agreement. The Contractor agrees that the County shall not be liable for any of the payments hereunder unless and until the County Commissioner of Finance has received said Funds or the Funds have been made available to said commissioner. Without limiting the foregoing, in the event the County makes any payment(s) hereunder in advance of receiving all or part of the Funds, if the Funds for such payment(s) are not subsequently received by the Commissioner of Finance, the Contractor shall repay to the County such payment(s).

If, for any reason, the full amount of the Funds is not paid over or made available to the County, the County may terminate this Agreement immediately or reduce the amount payable to the Contractor, in the

discretion of the County. The County shall give prompt notice of any such termination or reduction to the Contractor. If the County subsequently offers to pay a reduced amount to the Contractor, then the Contractor shall have the right to terminate this Agreement upon reasonable prior written notice.

The parties also recognize and acknowledge that the obligations of the County under this Agreement are subject to annual appropriations by its Board of Legislators pursuant to the Laws of Westchester County. Therefore, this Agreement shall be deemed executory only to the extent of the monies appropriated and available. The County shall have no liability under this Agreement beyond funds appropriated and available for payment pursuant to this Agreement. The parties understand and intend that the obligation of the County hereunder shall constitute a current expense of the County and shall not in any way be construed to be a debt of the County in contravention of any applicable constitutional or statutory limitations or requirements concerning the creation of indebtedness by the County, nor shall anything contained in this Agreement constitute a pledge of the general tax revenues, funds or moneys of the County. The County shall pay amounts due under this Agreement exclusively from legally available funds appropriated for this purpose. The County shall retain the right, upon the occurrence of the adoption of any County Budget by its Board of Legislators during the term of this Agreement or any amendments thereto, and for a reasonable period of time after such adoption(s), to conduct an analysis of the impacts of any such County Budget on County finances. After such analysis, the County shall retain the right to either terminate this Agreement or to renegotiate the amounts and rates set forth herein. If the County subsequently offers to pay a reduced amount to the Contractor, then the Contractor shall have the right to terminate this Agreement upon reasonable prior written notice.

This Agreement is also subject to further financial analysis of the impact of any New York State Budget (the "State Budget") proposed and adopted during the term of this Agreement. The County shall retain the right, upon the occurrence of any release by the Governor of a proposed State Budget and/or the adoption of a State Budget or any amendments thereto, and for a reasonable period of time after such release(s) or adoption(s), to conduct an analysis of the impacts of any such State Budget on County finances. After such analysis, the County shall retain the right to either terminate this Agreement or to renegotiate the amounts and rates approved herein. If the County subsequently offers to pay a reduced amount to the Contractor, then the Contractor shall have the right to terminate this Agreement upon reasonable prior written notice."

D.) NON-COLLUSION

The proposer, by signing the proposal, does hereby warrant and represent that any ensuing agreement has not been solicited, secured or prepared directly or indirectly, in a manner contrary to the laws of the State of New York and the County of Westchester, and that said laws have not been violated and shall not be violated as they relate to the procurement or the performance of the agreement by any conduct, including the paying or the giving of any fee, commission, compensation, gift, gratuity or consideration of any kind, directly or indirectly, to any County employee, officer or official.

E.) CONFLICT OF INTEREST

The award of a contract is subject to provisions of all Federal, State and County laws. All proposers must disclose with their proposals the name of any officer, director or agent who is also an employee of the County of Westchester. Further, all proposers must disclose the name of any County officer, employee, or elected official who owns, directly or indirectly, an interest of ten percent or more in the proposer or any of its subsidiaries or affiliates.

F.) CONTENTS OF PROPOSAL AND FREEDOM OF INFORMATION LAW

The New York State Freedom of Information Law as set forth in Public Officers Law, Article 6, Sections 84-90, mandates public access to government records. However, proposals submitted in response to this RFP may contain technical, financial background or other data, public disclosure of which could cause substantial injury to the proposer's competitive position or constitute a trade secret. Proposers who have a good faith belief that information submitted in their proposals is protected from disclosure under the New York Freedom of Information Law shall:

a) Insert the following notice in the front of its proposal:

“NOTICE

The data on pages ___ of this proposal identified by an asterisk (*) contains technical or financial information constituting trade secrets or information the disclosure of which would result in substantial injury to the proposer's competitive position.

The proposer requests that such information be used only for the evaluation of the proposal, but understands that any disclosure will be limited to the extent that the County considers proper under the law. If the County enters into an agreement with this proposer, the County shall have the right to use or disclose such information as provided in the agreement, unless otherwise obligated by law.”

and

b) clearly identify the pages of the proposals containing such information by typing in bold face on the top of each page " *** THE PROPOSER BELIEVES THAT THIS INFORMATION IS**

PROTECTED FROM DISCLOSURE UNDER THE STATE FREEDOM OF INFORMATION LAW."

The County assumes no liability for disclosure of information so identified, provided that the County has made a good faith legal determination that the information is not protected from disclosure under applicable law or where disclosure is required to comply with an order or judgment of a court of competent jurisdiction.

The contents of the proposal which is accepted by the County, except portions "Protected from Disclosure", may become part of any agreement resulting from this RFP.

G.) MBE/WBE

Pursuant to Section 308.01 of the Laws of Westchester County, it is the goal of the County to use its best efforts to encourage, promote and increase the participation of business enterprises which are owned and controlled by persons of color or women in contracts and projects funded by the County. Therefore, all proposers are required to complete the questionnaire attached to this RFP as Schedule "D".

H.) MACBRIDE PRINCIPLES

Pursuant to Act No. 56-1999, no County procuring officer may award or recommend for award any contract not subject to competitive bidding to a proposer that does not execute a certification substantially in the form attached hereto as Schedule "E". Therefore, all proposers are required to submit with their proposal the Certification Form attached to this RFP as Schedule "E".

I.) REQUIRED DISCLOSURE OF RELATIONSHIPS TO COUNTY

All proposers are required to submit with their proposal the Disclosure Form attached to this RFP as Schedule "F".

J.) CRIMINAL BACKGROUND DISCLOSURE

All proposers are required to submit the Criminal Background Disclosure form attached to this RFP as Schedule "G".

K.) INDEPENDENT PRICE DETERMINATION

By submission of a proposal, the proposer certifies, and in the case of a joint proposal each party certifies as to its own organization, that in connection with this proposal:

1. The prices in the proposal have been arrived at independently, without consultation, communication, or agreement, for the purpose of restricting competition, as to any matter relating to such prices with any proposer; and
2. Unless otherwise required by law, the prices which have been quoted in the proposal have not been knowingly disclosed by the proposer and will not knowingly be disclosed

by the proposer prior to award directly or indirectly to any other proposer; and

3. No attempt has been made or will be made by the proposer to induce any other person or firm to submit or not to submit a proposal for the purpose of restricting competition.

[NO FURTHER TEXT ON THIS PAGE]

IV.) PROPOSER CERTIFICATION

The undersigned agrees and understands that this proposal and all attachments, additional information, etc. submitted herewith constitute merely an offer to negotiate with the County of Westchester and is NOT A BID. Submission of this proposal, attachments, and additional information shall not obligate or entitle the proposing entity to enter into a service agreement with the County of Westchester for the required services. The undersigned agrees and understands that the County of Westchester is not obligated to respond to this proposal nor is it legally bound in any manner whatsoever by the submission of same. Further, the undersigned agrees and understands that any and all proposals and negotiations shall not be binding or valid against the County of Westchester, its directors, officers, employees or agents unless an agreement is signed by a duly authorized officer of the County of Westchester and approved by the Westchester County Board of Acquisition & Contract and by the Office of the County Attorney.

It is understood and agreed that the County of Westchester reserves the right to reject consideration of any and all proposals including, but not limited to, proposals which are conditional or incomplete. It is further understood and agreed that the County of Westchester reserves all rights specified in the Request for Proposals.

It is represented and warranted by those submitting this proposal that except as disclosed in the proposal, no officer or employee of the County of Westchester is directly or indirectly a party to or in any other manner interested in this proposal or any subsequent service agreement that may be entered into.

Proposer Name

By: _____
Name:
Title:

You Must Complete the Applicable Acknowledgement and Certificate of Authority Document(s), Which Are on the Pages Following This Page

ACKNOWLEDGMENT

STATE OF _____)
) ss.:
COUNTY OF _____)

On the _____ day of _____ in the year 20__ before me, the undersigned, personally appeared _____, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is (are) subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person upon behalf of which the individual(s) acted, executed the instrument.

Date: _____

Notary Public

SOLE CORPORATE OFFICER ACKNOWLEDGMENT

STATE OF _____)
) ss.:
COUNTY OF _____)

On this _____ day of _____, 20____, before me, the undersigned,
personally appeared _____,
(Name of Sole Officer)

on the basis of satisfactory evidence to be the individual whose name is subscribed to the within
instrument and acknowledged to me that he/she executed the same in his/her capacity as

President and sole officer and director of _____,
(Name of Corporation)

the corporation described in and which executed the within instrument, and acknowledged that
he/she owns all the issued and outstanding capital stock of said corporation, and that by he/she
signed the within instrument on behalf of said corporation.

Notary Public

SOLE LLC MEMBER ACKNOWLEDGMENT

STATE OF _____)
) ss.:
COUNTY OF _____)

On this _____ day of _____, 20____, before me, the undersigned,
personally appeared _____,
(Name of Sole Member)

on the basis of satisfactory evidence to be the individual whose name is subscribed to the within
instrument and acknowledged to me that he/she executed the same in his/her capacity as

Managing Member and sole member of _____,
(Name of LLC)

the LLC described in and which executed the within instrument, and acknowledged that he/she
owns the entire ownership interest in the LLC, and that by he/she signed the within instrument
on behalf of said LLC.

Notary Public

CERTIFICATE OF AUTHORITY
(CORPORATION)

I, _____,
(Officer other than officer signing document for the corporation)

certify that I am the _____ of
(Title)
the _____ a corporation duly
(Name of Corporation)

organized and in good standing under the _____
(Law under which organized, e.g., the New York Business Corporation Law)

named in the foregoing document; that _____
(Person signing the document for the corporation)

who signed said document on behalf of the _____
(Name of Corporation)

was, at the time of signing _____
(Title of such person)

of the Corporation and that said document was duly signed for and on behalf of said Corporation by authority of its Board of Directors, thereunto duly authorized and that such authority is in full force and effect at the date hereof.

(Signature)

STATE OF NEW YORK)
) ss.:
COUNTY OF)

On the _____ day of _____ in the year 20__ before me, the undersigned, a Notary Public in and for said State, _____ personally appeared, personally known to me or proved to me on the basis of satisfactory evidence to be the officer described in and who executed the above certificate, who being by me duly sworn did depose and say that he/she resides at _____, and he/she is an officer of said corporation; that he/she is duly authorized to execute said certificate on behalf of said corporation, and that he/she signed his/her name thereto pursuant to such authority.

Notary Public

CERTIFICATE OF AUTHORITY
(LIMITED LIABILITY COMPANY)

I, _____,
(member or manager other than person signing the document for the LLC)

certify that I am a _____ of _____
(member/manager) (Name of Limited Liability Company)

(the "LLC") duly organized under the Laws of the State of _____; that
(Name of State)

_____ who signed said the document on behalf of the LLC
(Person signing the document)

was, at the time of signing, a manager of the LLC; that said document was duly signed for and on behalf of said LLC and as the act of said LLC for the purposes therein mentioned.

(Signature)

STATE OF NEW YORK)
) ss.:
COUNTY OF)

On the _____ day of _____ in the year 20__ before me, the undersigned, a Notary Public in and for said State, _____ personally appeared, personally known to me or proved to me on the basis of satisfactory evidence to be the member/manager described in and who executed the above certificate, who being by me duly sworn did depose and say that he/she resides at _____, and he/she is a member/manager of said LLC; that he/she is duly authorized to execute said certificate on behalf of said LLC, and that he/she signed his/her name thereto pursuant to such authority.

Notary Public

CERTIFICATE OF AUTHORITY
(PARTNERSHIP)

I, _____,
(Partner other than Partner signing the document for the partnership)

certify that I am a General Partner of _____,
(Name of Partnership)

a partnership duly organized under _____,
(Law under which partnership is organized)

and named in the foregoing document; that _____,
(Partner signing the document)

who signed said document on behalf of the Partnership was, at the time of signing, a General Partner of said Partnership; that said document was duly signed for and in behalf of said Partnership and as the act and deed of said proposer for the purposes therein mentioned.

(Signature)

STATE OF NEW YORK)
) ss.:
COUNTY OF)

On this _____ day of _____, in the year 20__ before me, the undersigned, a Notary Public in and for said State, _____ personally appeared, personally known to me or proved to me on the basis of satisfactory evidence to be the General Partner described in and who executed the above certificate, who being by me duly sworn did depose and say that he/she resides at _____, and he/she is a general partner of said Partnership; that he/she is duly authorized to execute said certificate on behalf of said Partnership, and that he/she signed his/her name thereto pursuant to such authority.

Notary Public

CERTIFICATE OF AUTHORITY
(LIMITED LIABILITY PARTNERSHIP)

I, _____ certify that I am a
 (Partner other than Partner signing the document for the LLP)

Partner of _____
 (Name of Limited Liability Partnership)

(the "LLP"), a partnership duly organized under _____,
 (Law under which partnership is organized)

and named in the foregoing document; that _____,
 (Partner signing the document)

who signed said document on behalf of the LLP was, at the time of signing, a Partner of said
 LLP; that said document was duly signed for and in behalf of said LLP and as the act and deed of
 said firm for the purposes therein mentioned.

 (Signature)

STATE OF _____)
) ss.:
 COUNTY OF _____)

On this _____ day of _____, in the year 20__ before me, the
 undersigned, a Notary Public in and for said State, _____ personally
 appeared, personally known to me or proved to me on the basis of satisfactory evidence to be the
 Partner described in and who executed the above certificate, who being by me duly sworn did
 depose and say that he/she resides at _____, and he/she
 is a partner of said LLP; that he/she is duly authorized to execute said certificate on behalf of
 said LLP, and that he/she signed his/her name thereto pursuant to such authority.

 Notary Public

SCHEDULE "A"

Proposer's Name: _____

Address: _____

Telephone: _____ Fax: _____

Designated Contact Person: _____

Contact Person Telephone (if different): _____

Contact Person E-mail: _____

Please note: If the proposer intends to use one or more independent contractors or subcontractors in providing the Work, the proposer must also provide all of the above-requested information for each such entity.

PLEASE NOTE:

In addition to its full answers to the questions in Schedule "A", the proposer must provide, on a separate sheet of paper, a one (1) page executive summary of the proposer's proposal.

SCHEDULE “A”
(continued)

On one or more separate sheets of paper, please answer each question listed below. Please be sure to thoroughly answer each question and provide all necessary information. If the proposer intends to use one or more independent contractors or subcontractors in providing the Work, please provide all necessary information about any such entities as part of the answer to all pertinent questions below.

Organizational or Individual History and Experience

- 1.) Please describe the proposer’s overall amount of experience in providing the services solicited by this RFP.
- 2.) Please describe the proposer’s amount of experience in providing the services solicited by this RFP, and examples of projects or programs involving such services that it provided, during the past five years.
- 3.) Please describe the proposer’s experience (citing all relevant examples) of projects which involved working with public employment centers particularly, if it involved delivering the services in multiple locations across a given region.

Overall Project Approach

- 4.) Please describe the proposer’s overall approach and whether it’s consistent with the Partnership’s approach, as described in this RFP and the materials related to the Grant.
- 5.) Please describe the strategies the proposer has identified to provide the services solicited by this RFP.
- 6.) Please describe the strategies the proposer has identified for engaging and retaining participating individuals for the duration of the ‘boot camp’ and to ensure satisfactory completion.

Comprehensive Assessment and Career Plan and Map Services

- 7.) Please describe the proposer’s experience in developing individual assessments, developing individual service plans, and tracking the progress and outcomes of each participant.
- 8.) Please describe the proposer’s proposed strategies for meeting the goals and objectives of the services solicited by this RFP.
- 9.) Please describe the proposer’s proposed approach for delivering the assessment, career planning, and tracking the progress and outcomes of each participant.

Financial Planning Training Services

- 10.) Please describe the proposer’s experience (citing all relevant examples) providing financial planning training.
- 11.) Please describe the proposer’s proposed strategies and approach for providing the financial planning training services solicited by this RFP.

Attitudinal and Resiliency Training Services

- 12.) Please describe the proposer's strategy for providing the attitudinal and resiliency training services solicited by this RFP.
- 13.) Please describe the proposer's proposed strategy for providing the mental health services solicited by this RFP.
- 14.) Please describe the proposer's proposed strategy for providing services to help participants identify personal attributes that may affect the development of a career in one of the above mentioned sectors in a negative way.
- 15.) Please describe the proposer's proposed training model to be used to help each participant develop a general self-confidence and a positive attitude toward the career that he/she is pursuing in one of the above mentioned sectors.
- 16.) Please describe the proposer's proposed strategy for providing one-on-one services to help participants address ongoing depression, stress, fear of change and/or other issues.

Community Building Training Services

- 17.) Please describe the proposer's proposed strategy for helping each participant complete a community based project that helps him/her learn more about the local economy, employment, education and businesses.
- 18.) Please describe the proposer's proposed strategy for engaging employer Partners to provide participants with introductions to targeted professions.

Computer and Social Media Skills Training Services

- 19.) Please describe the proposer's proposed strategy for helping each participant develop the competency he/she needs to use a computer and related social media sources to aid in the healthcare job readiness preparation, job search, and finding and securing employment in one of the above mentioned sectors.

Budget/Financial Information

- 20.) Please provide a narrative justification that explains the proposed budget and why it is reasonable.
- 21.) Please provide all relevant information and documentation necessary to demonstrate the proposer's fiscal soundness. This must include, at a minimum, a copy of the proposer's most recent financial statement and financial audit.

SCHEDULE “B”
PRICE PROPOSAL

Please use the price proposal forms on the following pages to prepare your price proposal for the TechHire Boot Camp. The budget for any agreement resulting from this RFP is intended to be a cost reimbursement budget, to be established based upon the successful proposer’s price proposal, subject to subsequent negotiations.

If the proposer intends to use one or more independent contractors or subcontractors in providing the Work, the proposer should note the proposed costs under the “Other Than Personnel Services” category.

As noted in Section II(C), the term of any agreement resulting from this RFP is anticipated to be for term commencing on October 1, 2016 and continuing through June 30, 2020. Each proposer must propose total costs for the term of the Agreement.

[NO FURTHER TEXT ON THIS PAGE]

Overall Budget Summary for TechHire Boot Camp
 / /16 through / /

A. PERSONNEL (full time)			
Title	# of Staff	% of Time Charged	Total Amount
Total fringe for full-time personnel (at _____%) :			
Subtotal personnel (full time) :			
B. PERSONNEL (part time)			
Title	# of Staff	% of Time Charged	Total Amount
Total fringe for part-time personnel (at _____%) :			
Subtotal personnel (part time) :			
C. OTHER THAN PERSONNEL SERVICES (OTPS)			
Items	% Charged		Total Amount
Subtotal OTPS :			
GRAND TOTAL :			

SCHEDULE "C"
STANDARD INSURANCE PROVISIONS
(Contractor)

1. Prior to commencing work, the Contractor shall obtain at its own cost and expense the required insurance from insurance companies licensed in the State of New York, carrying a Best's financial rating of A or better, and shall provide evidence of such insurance to the County of Westchester, as may be required and approved by the Director of Risk Management of the County. The policies or certificates thereof shall provide that thirty days prior to cancellation or material change in the policy, notices of same shall be given to the Director of Risk Management of the County of Westchester by registered mail, return receipt requested, for all of the following stated insurance policies. All notices shall name the Contractor and identify the Agreement.

If at any time any of the policies required herein shall be or become unsatisfactory to the County, as to form or substance, or if a company issuing any such policy shall be or become unsatisfactory to the County, the Contractor shall upon notice to that effect from the County, promptly obtain a new policy, submit the same to the Department of Risk Management of the County of Westchester for approval and submit a certificate thereof. Upon failure of the Contractor to furnish, deliver and maintain such insurance, the Agreement, at the election of the County, may be declared suspended, discontinued or terminated. Failure of the Contractor to take out, maintain, or the taking out or maintenance of any required insurance, shall not relieve the Contractor from any liability under the Agreement, nor shall the insurance requirements be construed to conflict with or otherwise limit the contractual obligations of the Contractor concerning indemnification. All property losses shall be made payable to and adjusted with the County.

In the event that claims, for which the County may be liable, in excess of the insured amounts provided herein are filed by reason of Contractor's negligent acts or omissions under the Agreement or by virtue of the provisions of the labor law or other statute or any other reason, the amount of excess of such claims or any portion thereof, may be withheld from payment due or to become due the Contractor until such time as the Contractor shall furnish such additional security covering such claims in form satisfactory to the County of Westchester.

2. The Contractor shall provide proof of the following coverage (if additional coverage is required for a specific agreement, those requirements will be described in the "Special Conditions" of the contract specifications):

(a) Workers' Compensation. Certificate form C-105.2 or State Fund Insurance Company form U-26.3 is required for proof of compliance with the New York State Workers' Compensation Law. State Workers' Compensation Board form DB-120.1 is required for proof of compliance with the New York State Disability Benefits Law. Location of operation shall be "All locations in Westchester County, New York."

Where an applicant claims to not be required to carry either a Workers' Compensation Policy or Disability Benefits Policy, or both, the employer must complete NYS form CE-200, available to download at: <http://www.wcb.ny.gov/>

If the employer is self-insured for Worker's Compensation, he/she should present a certificate from the New York State Worker's Compensation Board evidencing that fact (Either SI-12, Certificate of Workers' Compensation Self-Insurance, or GSI-105.2, Certificate of Participation in Workers' Compensation Group Self-Insurance).

(b) Employer's Liability with minimum limit of \$100,000.

(c) Commercial General Liability Insurance with a minimum limit of liability per occurrence of \$1,000,000 for bodily injury and \$100,000 for property damage or a combined single limit of \$1,000,000 (c.s.1), naming the County of Westchester as an additional insured. This insurance shall include the following coverages:

- (i) Premises - Operations.
- (ii) Broad Form Contractual.
- (iii) Independent Contractor and Sub-Contractor.
- (iv) Products and Completed Operations.

(d) Automobile Liability Insurance with a minimum limit of liability per occurrence of \$1,000,000 for bodily injury and a minimum limit of \$100,000 per occurrence for property damage or a combined single limit of \$1,000,000 unless otherwise indicated in the contract specifications. This insurance shall include for bodily injury and property damage the following coverages:

- (i) Owned automobiles.
- (ii) Hired automobiles.
- (iii) Non-owned automobiles.

(e) Contractor's Professional Liability. The Contractor shall provide proof of such insurance. (Limits of \$1,000,000 per occurrence/\$3,000,000 aggregate).

3. All policies of the Contractor shall be endorsed to contain the following clauses:

(a) Insurers shall have no right to recovery or subrogation against the County of Westchester (including its employees and other agents and agencies), it being the intention of the parties that the insurance policies so effected shall protect both parties and be primary coverage for any and all losses covered by the above-described insurance.

(b) The clause "other insurance provisions" in a policy in which the County of Westchester is named as an insured, shall not apply to the County of Westchester.

(c) The insurance companies issuing the policy or policies shall have no recourse against the County of Westchester (including its agents and agencies as aforesaid) for payment of any premiums or for assessments under any form of policy.

(d) Any and all deductibles in the above described insurance policies shall be assumed by and be for the account of, and at the sole risk of, the Contractor.

[NO FURTHER TEXT ON THIS PAGE]

SCHEDULE “D”

**QUESTIONNAIRE REGARDING BUSINESS ENTERPRISES
OWNED AND CONTROLLED BY WOMEN OR PERSONS OF COLOR**

As part of the County’s program to encourage the meaningful and significant participation of business enterprises owned and controlled by persons of color or women in County contracts, and in furtherance of Section 308.01 of the Laws of Westchester County, completion of this form is required.

A “business enterprise owned and controlled by women or persons of color” means a business enterprise, including a sole proprietorship, limited liability partnership, partnership, limited liability corporation, or corporation, that either:

- 1.) meets the following requirements:
 - a. is at least 51% owned by one or more persons of color or women;
 - b. is an enterprise in which such ownership by persons of color or women is real, substantial and continuing;
 - c. is an enterprise in which such ownership interest by persons of color or women has and exercises the authority to control and operate, independently, the day-to-day business decisions of the enterprise; and
 - d. is an enterprise authorized to do business in this state which is independently owned and operated.

- 2.) is a business enterprise certified as a minority business enterprise (“MBE”) or women business enterprise (“WBE”) pursuant to Article 15-a of the New York State Executive Law and the implementing regulations, 9 New York Code of Rules and Regulations subtitle N Part 540 et seq., **OR**

- 3.) is a business enterprise certified as a small disadvantaged business concern pursuant to the Small Business Act, 15 U.S.C. 631 et seq., and the relevant provisions of the Code of Federal Regulations as amended.

Please note that the term “persons of color,” as used in this form, means a United States citizen or permanent resident alien who is and can demonstrate membership of one of the following groups:

- (a) Black persons having origins in any of the Black African racial groups;
- (b) Hispanic persons of Mexican, Puerto Rican, Dominican, Cuban, Central or South American descent of either Indian or Hispanic origin regardless of race;
- (c) Native American or Alaskan native persons having origins in any of the original peoples of North America; or
- (d) Asian or Pacific Islander persons having origins in any of the Far East countries, South East Asia, the Indian subcontinent or the Pacific Islands.

1. Are you a business enterprise owned and controlled by women or persons of color in accordance with the standards listed above?

_____ No

_____ Yes

Please note: If you answered “yes” based upon certification by New York State and/or the Federal government, official documentation of the certification must be attached.

2. If you answered “Yes” above, please check off below whether your business enterprise is owned and controlled by women, persons of color, or both.

_____ Women

_____ Persons of Color (*please check off below all that apply*)

_____ Black persons having origins in any of the Black African racial groups

_____ Hispanic persons of Mexican, Puerto Rican, Dominican, Cuban, Central or South American descent of either Indian or Hispanic origin regardless of race

_____ Native American or Alaskan native persons having origins in any of the original peoples of North America

_____ Asian or Pacific Islander persons having origins in any of the Far East countries, South East Asia, the Indian sub-continent or the Pacific Islands

Name of Business Enterprise: _____

Address: _____

Name and Title of person completing questionnaire: _____

Signature: _____

Notary Public

Date

SCHEDULE "E"

CERTIFICATION REGARDING BUSINESS DEALINGS WITH NORTHERN IRELAND

A. The Contractor and any individual or legal entity in which the Contractor holds a ten percent (10%) or greater ownership interest and any individual or legal entity that holds a ten percent (10%) or greater ownership interest in the Contractor (a) has no business operations in Northern Ireland, or (b) shall take lawful steps in good faith to conduct any business operations in Northern Ireland in accordance with the MacBride Principles.

B. For purposes of this Certification, "MacBride Principles" shall mean those principles relating to nondiscrimination in employment and freedom of workplace opportunity which require employers doing business in Northern Ireland to:

(1) increase the representation of individuals from underrepresented religious groups in the work force, including managerial, supervisory, administrative, clerical and technical jobs;

(2) take steps to promote adequate security for the protection of employees from underrepresented religious groups both at the workplace and while traveling to and from work;

(3) ban provocative religious or political emblems from the workplace;

(4) publicly advertise all job openings and make special recruitment efforts to attract applicants from underrepresented religious groups;

(5) establish layoff, recall and termination procedures which do not in practice favor a particular religious group;

(6) abolish all job reservations, apprenticeship restrictions and differential employment criteria which discriminate on the basis of religion;

(7) develop training programs that will prepare substantial numbers of current employees from underrepresented religious groups for skilled jobs, including the expansion of existing programs and the creation of new programs to train, upgrade and improve the skills of workers from underrepresented religious groups;

(8) establish procedures to assess, identify and actively recruit employees from underrepresented religious groups with potential for further advancement; and

(9) appoint a senior management staff member to oversee affirmative action efforts and develop a timetable to ensure their full implementation.

C. For purposes of this Certification, "Northern Ireland" shall be understood to be the six counties partitioned from the Irish Province of Ulster, and administered from London and/or from Stormont.

D. The Contractor agrees that the warranties and representation in paragraph "A" are material conditions of this Agreement. If the County receives information that the Contractor is in violation of paragraph "A," the County shall review such information and give the Contractor opportunity to respond. If the County finds that such a violation has occurred, the County may declare the Contractor in default, and/or terminate this Agreement. In the event of any such termination, the County may procure the supplies, services or work from another source in accordance with applicable law. The Contractor shall pay to the County the difference between

the contract price for the uncompleted portion of this Agreement and the cost to the County of completing performance of this Agreement either by itself or by engaging another contractor. If this is a contract other than a construction contract, the Contractor shall be liable for the difference in price if the cost of procurement from another source is greater than what the County would have paid the Contractor plus any reasonable costs the County incurs in any new procurement and if this is a construction contract, the County shall also have the right to hold the Contractor in partial or total default in accordance with the default provisions of this Agreement. In addition, the Contractor may be declared not to be a responsible bidder or proposer for up to three (3) years, following written notice to the Contractor, giving the Contractor the opportunity for a hearing at which the Contractor may be represented by counsel. The rights and remedies of the County hereunder shall be in addition to, and not in lieu of, any rights and remedies the County has pursuant to this Agreement or by operation of law or in equity.

Agreed:

Name of Contractor: _____

Signature: (Authorized Representative) _____

Title: _____ Date: _____

Contract #: _____
Name of Contractor: _____

SCHEDULE "F"
REQUIRED DISCLOSURE OF RELATIONSHIPS TO COUNTY

A potential County contractor must complete this form as part of the proposed County contract.

1.) Are any of the employees that the Contractor will use to carry out this contract also a County officer or employee, or the spouse, child, or dependent of a County officer or employee?

Yes _____ No _____

If yes, please provide details (attach extra pages, if necessary): _____

2.) Are any of the owners of the Contractor or their spouses a County officer or employee?

Yes _____ No _____

If yes, please provide details (attach extra pages, if necessary): _____

3.) Do any County officers or employees have an **interest**¹ in the Contractor or in any approved subcontractor that will be used for this contract?

Yes _____ No _____

If yes, please provide details (attach extra pages, if necessary): _____

By signing below, I hereby certify that I am authorized to complete this form for the Contractor.

Signature: _____

Name: _____

Title: _____

Date: _____

¹ "Interest" means a direct or indirect pecuniary or material benefit accruing to a County officer or employee, his/her spouse, child or dependent, whether as the result of a contract with the County or otherwise. For the purpose of this form, a County officer or employee shall be deemed to have an "interest" in the contract of:

- 1.) His/her spouse, children and dependents, except a contract of employment with the County;
- 2.) A firm, partnership or association of which such officer or employee is a member or employee;
- 3.) A corporation of which such officer or employee is an officer, director or employee; and
- 4.) A corporation of which more than five (5) percent of the outstanding capital stock is owned by any of the aforesaid parties.

SCHEDULE "G"

CRIMINAL BACKGROUND DISCLOSURE INSTRUCTIONS

Pursuant to Executive Order 1-2008, the County is required to maintain a record of criminal background disclosure from all persons providing work or services in connection with any County contract, including leases of County-owned real property and licenses:

- a.) If any of the persons providing work or services to the County in relation to a County contract are not subject to constant monitoring by County staff while performing tasks and/or while such persons are present on County property pursuant to the County contract; and
- b.) If any of the persons providing work or services to the County in relation to a County contract may, in the course of providing those services, have access to sensitive data (for example SSNs and other personal/secure data); facilities (secure facilities and/or communication equipment); and/or vulnerable populations (for example, children, seniors, and the infirm).

In those situations, the persons who must provide a criminal background disclosure ("Persons Subject to Disclosure") include the following:

- a.) Consultants, Contractors, Licensees, Lessees of County-owned real property, their principals, agents, employees, volunteers or any other person acting on behalf of said Contractor, Consultant, Licensee, or Lessee who is at least sixteen (16) years old, including but not limited to Subconsultants, Subcontractors, Sublessees, or Sublicensees who are providing services to the County, and
- b.) Any family member or other person, who is at least sixteen (16) years old, residing in the household of a County employee who lives in housing provided by the County located on County property.

Under Executive Order 1-2008, it is the duty of every County Consultant, Contractor, Licensee, or Lessee to inquire of each and every Person Subject to Disclosure and disclose whether they have been convicted of a crime or whether they are subject to pending criminal charges, and to submit this form with that information.¹ Accordingly, you are required to complete the attached Criminal Background Disclosure Form and Certification.

Please note that under no circumstances shall the existence of a language barrier serve as a basis for the waiver of or an exception from the disclosure requirements of Executive Order 1-2008. If translation services are required by the Consultant, Contractor, Licensee, or Lessee to fulfill this obligation, it shall be at the sole cost and expense of the Consultant, Contractor, Licensee, or Lessee.

Please also note that the conviction of a crime(s) and/or being subject to a pending criminal

¹ For these disclosures, a "crime" or "pending criminal charge" includes all felonies and misdemeanors as defined under the New York State Penal Law or the equivalent under Federal law or the laws of any other State.

charge(s) will not automatically result in a denial of a person's right to work on a County contract, right to be on County property, or license, but may, if the County determines that the prior conviction(s) or pending criminal charge(s) create an unacceptable risk. However, if a person fails to list or falsifies any part of his/her conviction history or any pending criminal charge(s) for any reason, he/she may be prohibited from working or being on County property without any risk assessment. If it is later determined that a Person Subject to Disclosure failed to disclose a criminal conviction or pending criminal charge for any reason, his/her right to work on a County contract, be on County property, or license may be terminated at any time.

Please further note that, pursuant to Executive Order 1-2008, and subject to the applicable provisions of New York Correction Law §§ 752 and 753, the County has the right to bar a Person Subject to Disclosure from providing work or services to the County or from being on County property if any such person has:

- a.) A conviction of a crime(s);
- b.) A pending criminal proceeding for a crime(s); or
- c.) Refused to answer questions concerning his/her criminal background

Please finally note that any failure by a County Consultant, Contractor, Licensee, or Lessee to comply with the disclosure requirements of Executive Order 1-2008 may be considered by the County to be a material breach and shall be grounds for immediate termination by the County of the related County contract.

Exemptions

Executive Order 1-2008 exempts from the aforementioned disclosure requirements Persons Subject to Disclosure:

- a.) for whom the County has already conducted a background check and issued a security clearance that is in full force and effect; and
- b.) for whom another state or federal agency having appropriate jurisdiction has conducted a security and/or background clearance or has implemented other protocols or criteria for this purpose that apply to the subject matter of a County contract that is in full force and effect.

If you are claiming an exemption for one or more Persons Subject to Disclosure, you must notify the Procuring Officer². The Procuring Officer will then determine whether the Person(s) Subject to Disclosure are actually exempt, and provide written notification of his/her determination. If the Procuring Officer determines that a Person Subject to Disclosure is not exempt, the Procuring Officer will notify you of that determination, and you will have to include disclosures for that person on your Criminal Background Disclosure Form and Certification.

Subconsultants, Subcontractors, Sublessees, or Sublicensees

² Procuring Officer" shall mean the head of the department or the individual or individuals authorized by the head(s) of the department(s) undertaking the procurement and with respect to those matters delegated to the Bureau of Purchase and Supply pursuant to Section 161.11(a) of the Laws of Westchester County, the Purchasing Agent.

Under Executive Order 1-2008, it is your duty to ensure that any and all approved subconsultants, subcontractors, sublessees, or sublicensees complete and submit the attached Criminal Background Disclosure Form and Certification for all of their respective Persons Subject to Disclosure. This must be done before such a subconsultant, subcontractor, sublessees, or sublicensees can be approved to perform work on a contract.

New Persons Subject to Disclosure

Under Executive Order 1-2008, you have a **CONTINUING OBLIGATION** to maintain the accuracy of the Criminal Background Disclosure Form and Certification (and any accompanying documentation) for the duration of this contract, including any amendments or extensions thereto. Accordingly, it is your duty to complete and submit an updated Criminal Background Disclosure Form and Certification whenever there is a new Person Subject to Disclosure for this contract. **NO NEW PERSON SUBJECT TO DISCLOSURE SHALL PERFORM WORK OR SERVICES OR ENTER ONTO COUNTY PREMISES UNTIL THE UPDATED CRIMINAL BACKGROUND DISCLOSURE FORM AND CERTIFICATION IS FILED WITH THE PROCURING OFFICER.** You shall also provide the County with any other updates that may be necessary to comply with the disclosures required by Executive Order 1-2008.

PLEASE CONTINUE TO THE

Criminal Background Disclosure Form and Certification

BEGINNING ON THE NEXT PAGE

Contract #: _____
Name of Consultant, Contractor, Lessee, or Licensee: _____

CRIMINAL BACKGROUND DISCLOSURE
FORM AND CERTIFICATION

If this form is being completed by a subconsultant, subcontractor, sublessee, or sublicensee, please consider all references in this form to “consultant, contractor, lessee, or licensee” to mean “subconsultant, subcontractor, sublessee, or sublicensee” and check here:

I, _____, certify that I am a principal or a
(Name of Person Signing Below)

representative of the Consultant, Contractor, Lessee, or Licensee and I am authorized to complete and execute this Criminal Background Disclosure Form and Certification. I certify that I have asked each Person Subject to Disclosure the following questions:

- **Have you or your company ever been convicted of a crime (all felonies and misdemeanors as defined under the New York State Penal Law or the equivalent under Federal law or the laws of any other State) including, but not limited to, conviction for commission of fraud, embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements or receiving stolen property?**

- **Are you or your company subject to any pending criminal charges (all felonies and misdemeanors as defined under the New York State Penal Law or the equivalent under Federal law or the laws of any other State)?**

I certify that the names and titles of Persons Subject to Disclosure who refused to answer **either** of the questions above are:

1. _____
2. _____
3. _____
4. _____
5. _____

(If more space is needed, please attach separate pages labeled “REFUSED to Answer - Continued.”)

I certify that the names and titles of Persons Subject to Disclosure who answered “Yes” to **either of the** questions above are:

1. _____
2. _____
3. _____
4. _____
5. _____

(If more space is needed, please attach separate pages labeled “YES Answers - Continued.”)

Each Person Subject to Disclosure listed above who has either **been convicted of a crime(s)** and/or **is subject to a pending criminal charge(s)** must answer additional questions. Those questions are below.

A Person Subject to Disclosure who has **been convicted of a crime(s)** must respond to the following (please attach separate pages with responses for each person, with their name and title):

- 1.) Describe the reason for being on County property if applicable, identify the specific duties and responsibilities on this project which you intend to perform for the County, including but not limited to, access to sensitive data and facilities and access to vulnerable populations.
- 2.) Please list all criminal convictions along with a brief description of the crime(s) (including all felonies and misdemeanors as defined under the New York State Penal Law or the equivalent under Federal law or the laws of any other State).
- 3.) Please provide the date and place of each conviction.
- 4.) Please provide your age at the time of each crime for which you were convicted.
- 5.) Please provide the legal disposition of each case.
- 6.) Please provide any information either produced by yourself or someone on your behalf in regards to your rehabilitation and good conduct.

A Person Subject to Disclosure who **is subject to a pending criminal charge(s)** must respond to the following (please attach separate pages with responses for each person, with their name and title):

- 1.) Describe the reason for being on County property and if applicable, identify the specific duties and responsibilities on this project which you intend to perform for the County, including but

not limited to, access to sensitive data and facilities and access to vulnerable populations.

- 2.) Please identify all pending criminal charges (all felonies and misdemeanors as defined under the New York State Penal Law or the equivalent under Federal law or the laws of any other State).
- 3.) Please briefly describe the nature of the pending charges and the date upon which it is alleged that a crime was committed.

I hereby certify that all of the information provided herein (and in any and all attachments) is true and accurate and that all disclosures required by Executive Order 1-2008 and this Criminal Background Disclosure Form and Certification have been completed. By my signature below, I hereby affirm that all of the facts, statements and answers contained herein (and in any and all attachments) are true and correct. I understand that providing false or incomplete information or withholding by omission or intention pertinent information will be cause for refusing further consideration of my being utilized under this contract.

It is understood and agreed that no Person Subject to Disclosure shall perform work or services or enter onto County property until this required Criminal Background Disclosure Form and Certification is filed with the Procuring Officer.

It is understood and agreed that to the extent that new Persons Subject to Disclosure are proposed to perform work or provide services under this contract after filing of this Criminal Background Disclosure Form and Certification with the Procuring Officer, such new Persons Subject to Disclosure shall not perform work or provide services or enter into County property until an updated Criminal Background Disclosure Form and Certification has been filed with the Procuring Officer.

It is further understood and agreed that the consultant, contractor, lessee, or licensee has a continuing obligation to maintain the accuracy of the Criminal Background Disclosure Form and Certification for the duration of this contract, including any amendments or extensions thereto, and shall provide any updates to the information to the County as necessary to comply with the requirements of Executive Order 1-2008.

Signature: _____

Name: _____

Title: _____

Date: _____

Notary Public

Date