

## MASTER AGREEMENT

#: VCU-FM-6143

This Master Agreement (this “Agreement” or “Contract”), effective as of July 1, 2025 (“Effective Date”), is between Virginia Commonwealth University, a corporation and an institution of higher education of the Commonwealth of Virginia, whose address is 912 West Grace Street, Richmond, VA 23298 (“VCU”, or “University”), and BNBL II Inc. DBA ServiceMaster Services a corporation, with offices located at 2109-C North Hamilton St. Richmond, VA 23230, (“BNBL II Inc. DBA ServiceMaster Services” or “Firm”). VCU and Firm are sometimes referred to individually as a “Party” and collectively as the “Parties.”

WHEREAS, VCU issued a Request for Proposals to solicit proposals for VCU Athletic Facilities Custodial Services (the “Services/Goods”), RFP # 197203210SL issued February 21, 2025 (the RFP); and

WHEREAS, Firm submitted its proposal dated March 27, 2025, (the “Proposal”) wherein it wished to be considered, among other things, for the Services/Goods as more fully specified therein; and

WHEREAS, VCU considered all proposals submitted, including the Firm’s Proposal, and VCU now desires to award to Firm, as set forth in greater detail below; and

WHEREAS, Firm desires to perform the Services/Goods as set forth herein.

NOW THEREFORE, in consideration of the mutual promises set forth herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

- I. **AGREEMENT DOCUMENTS:** The following documents are integrated into and made part of this Agreement:
  - A. ATTACHMENT A: General Contractual Provisions
  - B. ATTACHMENT B: Specific Contractual Provisions
  - C. ATTACHMENT C: Pricing Matrix
  - D. RFP# 197203210SL issued February 21, 2025, in its entirety (incorporated herein by reference);
  - E. Firm’s RFP Proposal, dated March 27, 2025, in its entirety (incorporated herein by reference);Should a conflict arise among the foregoing documents, this Agreement, to include the General Contractual Provisions (Attachment A), shall control.
- II. **TERM and RENEWAL OF CONTRACT:** This Contract shall have a one (1) year initial term (the “Initial Term”) and may be renewed by VCU upon mutual written agreement of authorized representatives of both Parties for four (4) successive one (1) year periods (each a “Renewal Term”) under the terms and conditions of this Contract or as otherwise agreed in writing by the Parties at such time.
- III. **SERVICES/GOODS AND RESPONSIBILITIES:** Firm shall adhere to [Virginia Occupational Safety and Health](#) (VOSH) standards and provide all necessary labor, supervision, equipment, materials (tools of the trade), and other incidentals, and these costs shall be included in the Firm’s hourly rates. Paper towels, toilet paper, hand soap, and trash bags for trash receptacles shall be provided by VCU and should not be included in the Firm’s hourly rate. The Firm shall ensure the complete and satisfactory performance of premium custodial services for VCU Athletic Facilities, either on a routine schedule or on an as-needed/hourly basis, depending on the location, event schedule, and time of year, in accordance with the requirements, terms, and conditions set forth herein.

A. Designated VCU Athletic Facilities:

1. Basketball Development Center - 1300 W. Marshall St.
2. Bowe St. Baseball Performance Center & Athletic Locker Rooms - 609 Bowe St. Parking Deck
3. Golf Practice Facility at First Tee Richmond - 100 Everett St.
4. Marshall Street Lockers - 1109 W. Marshall St.
5. Sports Backers Stadium - 100 Avenue of Champions
6. Sports Medicine Building - 1300 W. Broad St.
7. Stuart C. Siegel Center - 1200 W. Broad St.
8. Thalhimer Tennis Center - 920 W. Cary St.

NOTE: VCU reserves the right to add and/or remove athletic facilities requiring custodial services on an as needed basis. VCU reserves the right to negotiate revised pricing, should a substantive change in services occur. Locate VCU buildings at: <https://maps.vcu.edu/>

B. Quality of Work

1. The Firm shall provide high-quality custodial services in accordance with industry standards, plans, directions, and instructions as provided by the VCU Contract Administrator and/or designee.
2. Firm shall maintain a "Level of Clean" between Level 1 (Orderly Spotlessness) and Level 2 (Ordinary Tidiness) on a consistent basis, as defined by the [APPA](#) – Leadership in Educational Facilities:
  - a. Level 1 – Orderly Spotlessness: Establishes cleaning at the highest level. It was developed for the corporate suite, the donated building, or the historical focal point. This is show-quality cleaning for that prime facility.
    - i. Floors and baseboard moldings shine and/or are bright and clean; colors are fresh. There is no buildup in corners or along walls.
    - ii. All vertical and horizontal surfaces have a freshly cleaned or polished appearance and no accumulation of dust, dirt, marks, streaks, smudges, or fingerprints.
    - iii. Washroom and shower tile and fixtures gleam and are odor-free. Supplies are adequate.
    - iv. Waste containers are empty, clean and odor-free.
  - b. Level 2 – Ordinary Tidiness:
    - i. Floors and baseboard moldings shine and/or are bright and clean. There is no

build-up in corners or along walls, but there can be up to two (2) days' worth of dirt, dust, stains, or streaks.

- ii. All vertical and horizontal surfaces are clean, but marks, dust, smudges, and fingerprints are noticeable upon close observation.
- iii. Washroom and shower tile and fixtures gleam and are odor-free. Supplies are adequate.
- iv. Waste containers are empty, clean and odor-free.

C. Service Locations

1. Basketball Development Center (62,000 square feet) Administer, manage, and provide routine custodial services in accordance with event schedule including, but not limited to the following areas:

- a. Entrance
- b. Lobbies
- c. Common area corridors
- d. Stairwells
- e. Conference rooms
- f. Copy room
- g. Restrooms
- h. Hydration stations
- i. Kitchen and break areas
- j. Locker rooms and related areas
- k. Elevators
- l. Dining hall
- m. Skywalk
- n. Weight room
- o. Gymnasiums
- p. Training room
- q. Jacuzzi room
- r. Exam rooms
- s. Media room
- t. Player lounges

General Hours of Normal Operation:

Players have access to the facility 24/7

2. Bowe St. Baseball Performance Center (4,346 square feet) Administer, manage, and provide routine custodial services including, but not limited to the following areas:

- a. Turf surface areas
- b. Glass wall facing Marshall St.
- c. Windows connected to the entrance of the building
- d. Hydration station
- e. Small countertop surface

General Hours of Normal Operation:

7:00 AM - 7:00 PM (EST) Monday - Sunday

Players have access to the facility 24/7

3. Bowe St. Athletic Locker Rooms (5,877 square feet) Administer, manage, and provide routine custodial services including, but not limited to the following areas:
  - a. Locker rooms
  - b. Office
  - c. Training Room / Physical Therapy Area

General Hours of Normal Operation:

7:00 AM - 7:00 PM (EST) Monday - Friday

Various weekend hours

4. Golf Practice Facility at First Tee Richmond Administer, manage, and provide à la carte custodial services under hourly rates, on an as needed basis, including but not limited to the following areas:
  - a. Garage space

General Hours of Normal Operation:

Based upon event schedule

5. Marshall Street Lockers (4,300 square feet) Administer, manage, and provide routine custodial services including, but not limited to the following areas:
  - a. Entrance, lobbies and common area corridors
  - b. Offices and cubicles
  - c. Conference rooms
  - d. Copy room
  - e. Restrooms
  - f. Hydration stations
  - g. Kitchen and break areas
  - h. Locker rooms and related areas

General Hours of Normal Operation:

7:00 AM - 10:00 PM (EST) Monday - Friday

Various weekend hours

Players have access to the facility 24/7

6. Sports Backers Stadium Administer, manage, and provide à la carte custodial services under hourly rates, on an as needed basis, including but not limited to the following areas:
  - a. Storage facility (2) restrooms
  - b. Stadium stands
  - c. Stadium restrooms

- d. Official's locker room
- e. Team locker rooms
- f. Playing surface and surrounding track

General Hours of Normal Operation:

Based upon event schedule

7. Sports Medicine Building (15,556 square feet) Administer, manage, and provide routine custodial services including, but not limited to the following areas:

- a. Parlors
- b. Room 166
- c. Lobby and adjacent hallway
- d. Elevator
- e. Main stairway
- f. Restrooms
- g. 2nd Fl. Athletics and Center for Sports Leadership offices and hallway
- h. 2nd Fl. Lobby and restrooms

General Hours of Normal Operation:

8:00 AM - 5:00 PM (EST) Monday - Friday

Various night and weekend hours

8. Stuart C. Siegel Center (198,000 square feet) Administer, manage, and provide custodial services including, but not limited to the following areas:

- a. Administrative offices
- b. Academic center
- c. Arena floor, seating, stairways, and aisle ways
- d. Lobby, concourses, and restrooms
- e. Ancillary rooms (locker rooms, media room, theater, etc.)
- f. Miscellaneous spaces (stairways, inside and outside entranceways, loading dock, mechanical rooms, etc.
- g. VCU orders and provides all paper supplies and the Firm shall stock the paper supplies, as needed
- h. The Firm shall maintain all venetian blinds; however, the cloth blinds are not the responsibility of the Firm.

General Hours of Normal Operation:

Athletic Offices / Academic Center

8:00 AM - 5:00 PM (EST) Monday - Friday

Various night and weekend hours

9. Thalhimer Tennis Center (Clubhouse 1,200 square feet & Courts 36,000 square feet) Administer, manage, and provide routine custodial services including, but not limited to the following areas:

- a. Courts when bubble is in use, approximately November through March
- b. Main lobby, locker rooms and conference room on year-round basis

General Hours of Normal Operation:

9:00 AM - 9:00 PM (EST) Monday - Sunday

D. Firm Requirements

1. Provide custodial services during and promptly after all special and/or athletic events.
2. Properly maintain and preserve all hardwood floors, as needed.
3. Properly clean all sports competition surfaces, including but not limited to hardwood maple courts, to meet National Collegiate Athletic Association (NCAA) requirements, and/or specifications designated by court maintenance contractor and/or floor coating manufacturer.
4. Properly maintain and preserve all other types of flooring, including but not limited to carpets, ceramic tile, linoleum, etc., to meet building requirements.
5. Clean all areas, to include but not limited to all drinking fountains, light fixtures, furniture, venetian blinds, window sills, walls, trash cans, including entrance trash cans.
6. Provide all appropriate cleaning equipment and supplies to perform outlined services, as needed.
7. Provide routine custodial services at other VCU Athletic venues upon request.
8. The Firm shall provide emergency cleaning service 365 days a year, 24/7, including but not limited to, mopping and/or cleaning all designated areas to be safe, dry, and tidy. Firm agrees to acknowledge emergency requests within 1 hour of notice, to schedule service response. Emergency service may include cleaning-up water and/or debris caused by inclement weather, precipitation, wind, broken or leaking pipes, sinks, toilets, or drinking fountains, mud or water tracked through buildings, spillages, and any other occurrences requiring immediate attention. Areas near doors and in corridors that become wet and dirty due to foot traffic during inclement weather shall be mopped as necessary, to reduce safety hazards and to prevent damage and/or deterioration to the floor surfaces. Firm shall provide names and phone numbers for emergency personnel, both on and off shift, to the VCU Contract Administrator and/or designee. Firm is responsible for conveying changes to emergency personnel contacts, as needed, to the VCU Contract Administrator and/or designee.

E. Personnel Requirements

1. VCU reserves the right to approve or disapprove Contract employees that perform services for VCU, based on their adherence to Contract standards and/or if a personality conflict arises. Disapproval would apply solely to this Contract and shall have no bearing on the Firm's employment of an individual outside of this Contract.
2. If, in the sole opinion of VCU, an employee of the Firm is determined not to be qualified, competent, and/or acceptable for other reasons, the Firm shall not assign that individual for

further service at VCU.

3. Re-assignment would apply solely to this Contract and shall have no bearing on the Firm's employment of an individual outside of this Contract. The Firm shall be responsible for all dealings with their employees concerning this matter.
4. Firm personnel assigned to this Contract shall wear a VCU ID badge while performing work on VCU property and all badge costs, including rebadging for any reason, are the Firm's responsibility. The Firm shall provide required information for VCU badge requests to the VCU Contract Administrator and/or designee. Under no circumstances is badge sharing permitted for any Firm personnel. Firm shall immediately notify the VCU Contract Administrator and/or designee of any lost or stolen badges.
5. All employees of the Firm, including both permanent and temporary staff, shall wear a tidy uniform that clearly identifies the name and/or logo of the contracting company. Newly hired employees will be permitted to wear smocks for a period of fourteen (14) days while awaiting the issuance of their uniforms.
6. The Firm shall designate an individual to serve as the primary point of contact for receiving notices, reports, and special requests. This individual shall be available to meet with designated VCU staff for facility inspections and will communicate professionally regarding inspection results (daily/weekly as needed) and any other relevant matters. The designated contact must also be available for phone communication daily, during agreed-upon hours between 8:00 am and 4:30 pm (EST).
7. The personnel employed by the Firm shall be capable employees, trained and qualified in custodial type work. The facility shall be fully staffed beginning the first day of work under this Contract. Initially, not less than fifty percent (50%) of the staff shall be trained and experienced personnel, who shall exhibit the capability of operating with minimum supervision. The remainder of the staff shall be fully trained and qualified within thirty (30) days after the initial start date. All personnel shall receive close and continuing first-line supervision by the Firm.
8. Confidential or proprietary information belongs to VCU and that information may include but is not limited to, information regarding employees, students, patients, and campus visitors. Firm personnel are prohibited from disclosing any such information as a result of direct contact with VCU and its employees, students, patients, or others. Such disclosure of confidential or proprietary information may cause irreparable harm and VCU may seek legal remedies available to it should such disclosure occur.
9. The Firm's personnel shall not access data that is unrelated to their job duties at VCU. Firm's personnel shall not disclose to any other person, or allow any other person access to, VCU property and any information related to VCU that is proprietary or confidential. Disclosure of such information includes, but is not limited to, verbal discussions, electronic messages, voicemail communication, written documentation, ID badges, access codes, and/or other transmissions of shared data.
10. The Department of Athletics shall provide the Firm with the agreed-upon number of keys for

buildings under this Contract, as mutually determined between the Firm and the Department of Athletics. Keys shall not be duplicated. Firm is required to report any lost and/or misplaced keys within 12 hours. In the event the issuance of keys to the Firm or the loss of keys by the Firm, requires re-keying of any number of rooms and/or buildings, the cost of re-keying and damages shall be the Firm's responsibility. Firm shall be responsible for any damages resulting from lost and/or misplaced keys, including but not limited to re-keying of buildings and new keys for building occupants.

11. Upon termination of any Contract employee, Firm shall notify designated staff from the Department of Athletics in writing. This information will be supplied to the VCU Police Department for the sole purpose of maintaining their database.
12. Firm shall reimburse VCU for any loss, theft and/or damage to property, real or personal, fixtures or premises caused by Firm's agents, employees and/or subcontractors. Firm must turn in any found property to a designated secure central location, as specified by Contract Administrator, so a process may take place to identify the owner and return the property.

**IV. FEES:** VCU shall pay Firm in accordance with rates established in the Pricing Matrix (Attachment C). Firm agrees to maintain pricing established in the Pricing Matrix (Attachment C) for the initial term period and the first renewal term, should VCU so elect to renew, contingent upon minimum wage increases per state and/or federal legislation.

If VCU elects to exercise its second through fourth options to renew the Contract for an additional one (1) year period, the Contract price(s) for the additional one (1) year shall not exceed the Contract price(s) of the previous Contract period increased/decreased by more than the percentage increase/decrease of the Services /Goods category of the CPI-U section of the Consumer Price Index of the United States Bureau of Labor Statistics for the latest twelve months for which statistics are available.

**V. ACCEPTANCE OF VCU PURCHASE ORDERS:** The Firm will provide a detailed statement of work prior to any project summarizing specific services, deliverables, delivery dates, and cost. The Firm will do so without introducing additional terms or conditions and will not require VCU to sign any separate agreements.

**VI. PAYMENT METHOD AND PAYMENT TERMS:**

- A. VCU shall pay Firm within the net days specified below following receipt of a proper invoice, services rendered, or goods delivered, whichever is later pursuant to and in accordance with §§ 42-45 of the *Rules Governing Procurement of Goods, Services, Insurance and Construction by a Public Institution of Higher Education of the Commonwealth* (similar to the Virginia Prompt Payment Act).
- B. All payments will be made based on the net terms agreed upon in this Agreement, starting from after receipt of invoice or delivery, whichever occurs last. This shall not affect offers for early payment discounts, however.
- C. Fees appearing to be incorrect will be researched and challenged, and that portion of the invoice held in abeyance until a settlement can be reached.
- D. Specific Terms:
  1. Payment Method: ACH - Paymode-X Basic
  2. Payment Terms: Net 35



- VII. **INVOICING:** All invoices will reflect the VCU Purchase Order number and will be emailed to [VCU.Invoices@trustflowds.com](mailto:VCU.Invoices@trustflowds.com) or mailed to Accounts Payable, Box 3985, Scranton, PA 18505. For additional information regarding proper invoicing practices follow the link below:

<https://procurement.vcu.edu/for-suppliers/vendor-invoicing--payment/>

- VIII. **CONTRACTS ADMINISTRATOR:** The Firm will not make any commitments/comments or take actions on behalf of the University without the explicit direction of the Contract Administrator.

A. Primary Administrator:

The Primary Administrator is the point of contact for day-to-day operations under this Agreement. The Firm and the Primary Administrator acknowledge that no binding changes or amendments to this Agreement can be made without approval of the Office of Procurement Services. The Primary Administrator is:

Nate Doughty, Associate Athletic Director

[ncdoughty@vcu.edu](mailto:ncdoughty@vcu.edu)

B. Secondary Administrator:

Firm will channel all Contract questions not pertaining to a specific service or department request through the VCU's Procurement Office and the individual named below:

Susan Lewis, Senior Buyer

[sfclark@vcu.edu](mailto:sfclark@vcu.edu)

Any updates to the information in this section may be provided to the Firm in writing. A formal amendment to this Agreement is not required to do so.

- IX. **NOTICES:** Notices, requests, claims, legal notices, and other communications not related to the day-to-day operations, but required or permitted under this Agreement, shall be in writing, shall refer specifically to this Agreement, and shall be deemed delivered upon receipt. Any such notices, requests, and other communications shall be addressed as follows:

**FOR VCU:**

Director  
Office of Procurement Services  
912 West Grace Street, 5<sup>th</sup> Floor  
Richmond, Virginia 23298-0327  
(804) 828-1077  
[contracts@vcu.edu](mailto:contracts@vcu.edu)

**FOR FIRM:**

Justin Foster  
EVP & Owner  
BNBL II Inc. DBA ServiceMaster Services  
2109-C North Hamilton Street  
Richmond, VA 23230  
[jfoster@svmservices.net](mailto:jfoster@svmservices.net)

Any notice sent by any other means shall not be considered duly given or delivered unless the receiving party affirmatively acknowledges receipt.

- X. SMALL BUSINESS AND SUPPLIER DIVERSITY (SBSD) CERTIFIED BUSINESSES REPORTING:** The Firm will identify and fairly consider SBSD Firms for subcontracting opportunities when qualified SBSD firms are available to perform a given task required under this Agreement. Firm will submit a quarterly SBSD business report to the University by the 8th of the month following each calendar quarter, specifically the months of April, July, October, and January.

Firm will submit the quarterly SBSD business reports, based upon the Firm's proposed commitment to:

VCU SBSD Reporting  
[swamreporting@vcu.edu](mailto:swamreporting@vcu.edu)


The quarterly SBSD business reports will contain the following information:

- A. SBSD firms' name, address and phone number with which Firm has contracted over the specified quarterly period.
- B. Contact person at the SBSD firm who has knowledge of the specified information.
- C. Type of goods and/or services provided over the specified period of time.
- D. Total amount paid to the SBSD firm as it relates to the University's account.

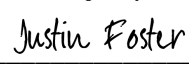
Firm's failure to provide SBSD reports on a quarterly basis which contain the information required by this section and/or Firm's failure to comply with the plan for utilizing SBSD businesses submitted by Firm as part of its proposal and/or negotiation response may be grounds for debarment pursuant to Section 9(G)(4) of the [Purchasing Manual](#).


**IN WITNESS WHEREOF**, the Parties agree that this Agreement contains the entire understanding between the Parties and may only be modified upon mutual agreement and executed in writing by authorized representatives of each Party. By signing below, the signatories affirm that they are the authorized representatives of their respective party and have been delegated authority to bind their respective parties in contract.


**VIRGINIA COMMONWEALTH UNIVERSITY**


By:   
A5F198A1803A4CD...  
 Name: Michael Rao  
 Title: President  
 Date: 6/19/2025

**BNBL II Inc. DBA ServiceMaster Services**

By:   
0A5D4AAD3EE9444...  
 Name: Justin Foster  
 Title: EVP & Owner  
 Date: 6/15/2025

Seen/Approved:   
 John McHugh, Executive Director  
 VCU Office of Procurement Services

Seen/Agreed:   
 Edward McLaughlin, Vice President and Director of Athletics  
 VCU Athletics

Seen/Agreed:   
 Meredith Weiss, Senior Vice President  
 for Finance and Administration and CFO  
 Division of Finance and Administration

## ATTACHMENT A GENERAL CONTRACTUAL PROVISIONS

- A. **COMPLIANCE.** Firm<sup>1</sup> will comply with all applicable laws, regulations, industry codes, and guidance in performing services under this Agreement.
- B. **CONFLICT OF INTERESTS.** The Firm attests represents to the University that its entering into this Agreement with the University and its performance through its agents, officers and employees does not and will not involve, contribute to nor create a conflict of interest prohibited by the Virginia State and Local Government Conflict of Interests Act (§ 2.2-3100 *et seq* of the *Code of Virginia (Virginia Code)*, the Virginia Ethics In Public Contracting Act (*Virginia Code § 2.2-4367 et seq*), the Virginia Governmental Frauds Act (*Virginia Code § 18.2-498.1 et seq*) or any other applicable law or regulation. Should circumstances change, the Firm will notify the University of any potential conflict of interests prohibited under law.
- C. **INDEPENDENT CONTRACTOR:** Firm is not an employee of the University, but is engaged as an independent contractor. The Firm will indemnify and hold harmless the Commonwealth of Virginia, the University, and its employees and agents, with respect to all withholding, Social Security, unemployment compensation and all other taxes or amounts of any kind relating to the Firm's performance of this Agreement. Nothing in this Agreement will be construed as authority for the Firm to make commitments which will bind the University, or to otherwise act on behalf of the University, except as the University may expressly authorize in writing.
- D. **WAIVER OF CLAIMS:** No waiver of any right will be deemed a continuing waiver, and no failure on the part of either party to exercise wholly or in part any right will prevent a later exercise of such or any other right.
- Notwithstanding anything contained herein to the contrary, VCU is an agency of the Commonwealth of Virginia and as such, pursuant to *Virginia Code § 2.2-514*, cannot waive or settle legal claims that VCU may have against another party nor may VCU bestow any right or obligation that is beyond the duly granted authority of the signatory to bestow or incur on behalf of the Commonwealth of Virginia.
- E. **NONDISCRIMINATION/ANTI-DISCRIMINATION:** During the performance of this Agreement, Firm will comply with the provisions of the Federal Civil Rights Act of 1964, as amended, as well as the Virginia Fair Employment Contracting Act of 1975 (VFECA), as amended, the Virginians With Disabilities Act (VDA), the Americans With Disabilities Act (ADA) and § 9 of the *Rules Governing Procurement of Goods, Services, Insurance and Construction by a Public Institution of Higher Education of the Commonwealth (Governing Rules)*.

If the award is made to a faith-based organization, the organization shall not discriminate against any recipient of goods, services, or disbursements made pursuant to the contract on the basis of the recipient's religion, religious belief, refusal to participate in a religious practice, or on the basis of race, age, color, gender or national origin and shall be subject to the same rules as other organizations that contract with public bodies to account for the use of the funds provided; however, if the faith-based organization segregates public funds into separate accounts, only the accounts and programs funded with public funds shall be subject to audit by the public body. (*Governing Rules § 36*)

In every contract over \$10,000, the provisions below apply.

1. During the performance of this Agreement, the Firm agrees as follows:
  - a. The Firm will not discriminate against any employee or applicant for employment because of race, religion, color, gender, gender identity, national origin, age, disability or other basis prohibited by state law relating discrimination, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of the Firm. The Firm agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.
  - b. The Firm, in all solicitations or advertisements for employees placed by or on behalf of the Firm, will

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<sup>1</sup> The term "Firm" shall have the same meaning and be interchangeable with the terms "Vendor", "Supplier" and/or "Firm" as such terms may be used/referenced in this Agreement or any underlying agreement documents.

state that such Firm is an equal opportunity employer.

- c. Notices, advertisements, and solicitations placed in accordance with federal law, rule or regulation shall be deemed sufficient for the purpose of meeting these requirements.
  - d. If Firm employs more than five employees, Firm shall (i) provide annual training on Firm's sexual harassment policy to all supervisors and employees providing services in the Commonwealth of Virginia, except such supervisors or employees that are required to complete sexual harassment training provided by the Department of Human Resource Management, and (ii) post Firm's sexual harassment policy in (a) a conspicuous public place in each building located in the Commonwealth of Virginia that Firm owns or leases for business purposes and (b) Firm's employee handbook.
2. The Firm will include the provisions of a through d above in every subcontract or purchase order over \$10,000 so that the provisions will be binding upon each subcontractor or vendor.

- F. **IMMIGRATION REFORM AND CONTROL ACT OF 1986:** Firm warrants and certifies that it does not and will not during the performance of this contract employ unauthorized alien workers, as defined by the federal Immigration Reform and Control Act of 1986 or violate any other provisions of the Act.
- G. **ANTITRUST:** By entering into a contract, Firm conveys, sells, assigns, and transfers to the Commonwealth of Virginia all rights, title and interest in and to all causes of the action it may now have or hereafter acquire under the antitrust laws of the United States and the Commonwealth of Virginia, relating to the particular goods or services purchased or acquired by the Commonwealth of Virginia under this Agreement.
- H. **NON-APPROPRIATION:** Funding for any Agreement between the University and a Firm is dependent at all times upon the appropriation of funds by the Virginia General Assembly and/or any other organization of the Commonwealth authorized to appropriate such funds. In the event that funding to support this Agreement is not appropriated, whether in whole or in part, then the Agreement may be terminated by the University effective the last day for which appropriated funding is available.
- I. **VIRGINIA MINIMUM WAGE ACT:** All Firms must comply with the state and federal minimum wage requirements. Every Firm shall pay to each of their employee's wages at a rate not less than the greater of (i) the adjusted state hourly minimum wage or (ii) the federal minimum wage as prescribed by Virginia Minimum Wage Act (Virginia Code § 40.1-28.8 et seq.) and the U.S. Fair Labor Standards Act (29 U.S.C. § 201 et seq.), respectively. For details on minimum wage law requirements, contact the Department of Labor & Industry at: <https://doli.virginia.gov>.
- J. **WORKERS' COMPENSATION:** Firm will (i) obtain and maintain a workers' compensation policy for all employees in accordance with applicable law, and (ii) comply with all federal and/or state laws and regulations pertaining to Workers' Compensation requirements for insured or self-insured programs.
- K. **DRUG-FREE WORKPLACE:** Firm, its agents and employees are prohibited, pursuant to *Governing Rules* §11, and the Commonwealth of Virginia, Department of Human Relations Management Policy No. 1.05, from manufacturing, distributing, dispensing, possessing, or using any unlawful or unauthorized drugs or alcohol while on University property.

During the performance of this Agreement, the Firm agrees to (i) provide a drug-free workplace for the Firm's employees; (ii) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the Firm's workplace and specifying the actions that will be taken against employees for violation of such prohibition; (iii) state in all solicitations or advertisements for employees placed by or on behalf of the Firm that the Firm maintains a drug-free workplace; and (iv) includes the provisions of the foregoing clauses in every subcontract or purchase order of over \$10,000, so that the provisions will be binding upon each subcontractor or vendor providing services under this Agreement.

For the purposes of this section, "drug-free workplace" means a site for the performance of work done in connection with a specific agreement awarded to a Firm, the employees of whom are prohibited from engaging in the unlawful manufacture, sale, distribution, dispensation, possession or use of any controlled substance or marijuana during the performance of the Agreement.

- L. **VIRGINIA FOIA:** Nothing contained herein is intended to limit VCU's compliance with the Virginia Freedom of Information Act ("VFOIA"). For clarity, agreements and pricing between VCU and its vendors are not considered to be exempt from VFOIA requests.
- M. **STATUTORY DAMAGES:** VCU is not authorized to waive damages granted or otherwise available by statute.
- N. **SOVEREIGN IMMUNITY:** VCU is an agency of the Commonwealth of Virginia and is afforded the protection of sovereign immunity under Virginia law. Any claims against VCU or the Commonwealth are subject to the requirements established under Virginia law for bringing such claims against VCU or the Commonwealth, including the Virginia Tort Claims Act (Virginia Code §§ 8.01-195.1 et seq.) and other applicable statutes relating to claims against the Commonwealth or its agencies. Notwithstanding any other provision, nothing in this Agreement shall be deemed to be or construed as a waiver of VCU's or the Commonwealth's sovereign immunity, or any other applicable requirements under Virginia law for bringing claims against VCU or the Commonwealth. The total cumulative liability of the University, its officers, employees, and agents in connection with this Agreement or in connection with any goods, services, actions or omissions relating to this Agreement, shall not under any circumstance exceed payment of the maximum purchase price.
- O. **REPRESENTATIONS AND WARRANTIES:** All representations and warranties made by the University are made to the best of its knowledge at the time the representation or warranty is made. University will use its best efforts to comply with all conditions and restrictions on its accounts and the services provided hereunder.
- P. **INFORMATION TECHNOLOGY ACCESS:** All electronic and information technology procured through this agreement must meet the applicable accessibility standards of Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d) as amended and is viewable at <http://www.section508.gov>. If requested, the Firm must provide a detailed explanation of how compliance with Section 508 of the Rehabilitation Act is achieved and a validation of concept demonstration. Additionally, in accordance with § 2.2-3504 of the Code of Virginia, the following will apply to all information technology Agreements:

All information technology ("Technology") which is purchased or upgraded by the University will comply with the following non-visual access standards from the date of purchase or upgrade until the expiration of this Agreement:

1. effective, interactive control and use of the Technology shall be readily achievable by nonvisual means;
2. the Technology equipped for nonvisual access shall be compatible with information technology used by other individuals with whom any blind or visually impaired user of the Technology interacts;
3. nonvisual access technology shall be integrated into any networks used to share communications among employees, program participants or the public; and
4. the technology for nonvisual access shall have the capability of providing equivalent access by nonvisual means to telecommunications or other interconnected network services used by persons who are not blind or visually impaired.

Compliance with the foregoing nonvisual access standards shall not be required if University's Executive Director of Procurement Services determines (i) the Technology is not available with nonvisual access because the essential elements of the Technology are visual and (ii) nonvisual equivalence is not available.

Installation of hardware, software, or peripheral devices used for nonvisual access is not required when the Technology is being used exclusively by individuals who are not blind or visually impaired, but applications programs and underlying operating systems (including the format of the data) used for the manipulation and presentation of information shall permit the installation and effective use of nonvisual access software and peripheral devices.

If requested, the Firm must provide a detailed explanation of how compliance with the foregoing nonvisual access standards is achieved and a validation of concept demonstration. The requirements of this Paragraph shall be construed to achieve full compliance with the Information Technology Access Act, *Virginia Code* §§ 2.2-3500 through 2.2-3504.

- Q. **CONTRACTUAL CLAIMS PROCEDURE:** *Governing Rules § 53* (similar to the Virginia Acts of Assembly of 2007, Chapter 943, Chapter 3, Exhibit P and its attachments) requires Firms with the University to submit any claims, whether for money or other relief, in writing no later than 60 days after final payment; however, written notice of the Firm's intention to file such a claim must be given at the time of the occurrence or beginning of the work upon which the claim is based.

The University's procedure for deciding such contractual claims is:

1. Firm must provide the written claim to:  
Assistant Director of Purchasing  
Virginia Commonwealth University  
Office of Procurement Services  
912 West Grace Street  
Box 980327  
Richmond, Virginia 23298
2. Although Firm may, if it chooses, attempt to resolve its claim by dealing with a University department other than the one stated in Section 1 above, Firm must submit any unresolved claim in writing no later than 60 days after final payment to the Assistant Director of Purchasing if it wishes to pursue its claim.
3. Upon receiving the written claim, the Assistant Director of Purchasing will review the written materials relating to the claim and decide whether to discuss the merits of the claim with Firm. If such discussion is to be held, the Assistant Director of Purchasing will contact Firm and arrange such discussion. The manner of conducting such discussion will be as Assistant Director of Purchasing and Firm mutually agree.
4. The Assistant Director of Purchasing will mail his or her decision to Firm within 60 days after receipt of the claim. The decision will state the reason for granting or denying the claim.
5. Firm may appeal the decision to:  
Executive Director of Procurement Services  
Virginia Commonwealth University  
Office of Procurement Services  
912 West Grace Street  
Box 980327  
Richmond, Virginia 23298

Provide a written statement explaining the basis of the appeal within fifteen (15) calendar days after Firm's receipt of the decision.

6. Upon receiving the written appeal, the Executive Director of Procurement Services will review the written materials relating to the claim and decide whether to discuss the merits of the claim with Firm. If such discussion is to be held, the Executive Director of Procurement Services will contact Firm and arrange such discussion. The manner of conducting such discussion will be as the Executive Director of Procurement Services and the Firm mutually agree.
7. The Executive Director of Procurement Services will mail his or her decision to Firm within 60 days after the receipt of the appeal. The decision will state the reasons for granting or denying the appeal.

Nothing in this procedure will preclude either party from filing a claim in any court of the Commonwealth of Virginia to seek legal or equitable remedy if a dispute should arise, in addition to such other remedies as are expressly provided in this Agreement. Firm may not, however, file such claim unless and until it has complied fully with the procedure set forth in this provision.

- R. **ARBITRATION:** Neither Party shall be compelled to agree to any form of binding alternative dispute resolution, but may request and/or opt to participate in non-binding alternative dispute resolution in its sole discretion.

- S. **PURCHASING MANUAL.** This Agreement is subject to the provisions of the Commonwealth of [Virginia Purchasing Manual for Institutions of Higher Education and Their Vendors](https://vascupp.org/sites/vascupp/files/2020-09/hem.pdf) (*Purchasing Manual*) and any subsequent revisions, which is available on Procurement and Supplier Diversity Services website at: <https://vascupp.org/sites/vascupp/files/2020-09/hem.pdf>.
- T. **REALSOURCE REGISTRATION:** The Firm is required to register in VCU's source-to-pay platform, RealSource, upon signing an agreement with VCU. For information on registering, visit [realsource.vcu.edu](https://realsource.vcu.edu). Registration is free, and registered vendors shall have access to purchase order, invoice, and payment information. Firm is responsible for the security of its RealSource portal account, including restricting access to it, maintaining the confidentiality of login information, and taking any other actions necessary to protect the security of the Firm's account. VCU will not be responsible for a third party's fraudulent collection of VCU payments due to the Firm's failure to update or protect its account information. If this is a cooperative procurement, this clause shall apply to orders placed by VCU only.
- U. **ORDERING PROCESS.** The University does not place verbal orders for Goods and Services. The University may only place orders for the Goods and Services by issuing a formal written Purchase Order in advance of Firm's provision of the Goods and Services. Accordingly, at the University's request, the Firm will issue a proposal/quotation listing the Goods and Services desired by the University and the corresponding fees and/or fee estimates. After any necessary discussions and/or revisions, the University will issue a corresponding Purchase Order for a specified fee amount. This specified fee amount cannot be exceeded by the Firm unless a new formal written Purchase Order or Purchase Order revision is issued by the University authorizing a specific additional fee amount. Under no circumstances does the University authorize the Firm to provide the Goods and Services before receipt of a formal written Purchase Order corresponding to its proposal/quotation. If the Firm provides Goods and Services prior to receipt of a formal written Purchase Order, or incurs costs in excess of authorized purchase order fee amounts, it does so at its own risk.
- V. **eVA REGISTRATION:** The eVA Internet electronic procurement solution is the Commonwealth of Virginia's comprehensive electronic procurement system. The portal, found at [www.eva.virginia.gov](http://www.eva.virginia.gov), is a gateway for Firms to conduct business with state agencies and public bodies. All agencies and public bodies are expected to utilize eVA and all Firms desiring to provide goods and/or services in the Commonwealth are encouraged to participate in the eVA Internet e-procurement solution. Firm is required to register in the eVA Internet e-procurement solution as a condition of award and remain eVA registered during the term of this Agreement.
- Firm shall be responsible for the security of its eVA account, including restricting access to it, maintaining the confidentiality of login information, and taking any other actions necessary to protect the security of Firm's account. VCU will not be responsible for a third party's fraudulent collection of VCU payments due to Firm's failure to update or protect its account information.
- W. **eVA FEES:** Unless the procured services are exempt pursuant to eVA standard, Firm will be subject to an eVA transaction fee, for which Firm will be invoiced by Commonwealth of Virginia, Department of General Services. The Commonwealth shall assess eVA transaction fees as specified below for each order resulting from this Agreement. The Vendor transaction fee (which is subject to change) is:
1. DSBSD-certified Small Businesses: 1%, capped at \$500 per order.
  2. Businesses that are not DSBSD-certified Small Businesses: 1%, capped at \$1,500 per order.
- The specified Vendor transaction fee will be invoiced by the Commonwealth of Virginia Department of General Services, approximately 30 days after the corresponding purchase order is issued and the invoice is payable 30 days after the invoice date.
- Firm shall be prohibited from recouping or seeking reimbursement of the eVA fee by invoicing the University for the fee.***
- X. **SMALL BUSINESS AND SUPPLIER DIVERSITY (SBSD) CERTIFIED BUSINESSES REPORTING:** If Firm has a SBSD plan or is required to have a SBSD plan, the Firm will identify and fairly consider SBSD Firms for subcontracting opportunities when qualified SBSD firms are available to perform a given task required under this Agreement. Firm will submit a quarterly SBSD business report to the University by the 8th of the month following each calendar quarter, specifically the months of April, July, October, and January.

Firm will submit the quarterly SBSB business reports, based upon the Firm's proposed commitment to:

VCU SBSB Reporting  
swamreporting@vcu.edu

The quarterly SBSB business reports will contain the following information:

1. SBSB firms' name, address and phone number with which Firm has contracted over the specified quarterly period.
2. Contact person at the SBSB firm who has knowledge of the specified information.
3. Type of goods and/or services provided over the specified period of time.
4. Total amount paid to the SBSB firm as it relates to the University's account.

Firm's failure to provide SBSB reports on a quarterly basis which contain the information required by this section and/or Firm's failure to comply with the plan for utilizing SBSB businesses submitted by Firm as part of its proposal and/or negotiation response may be grounds for debarment pursuant to Section 9(G)(4) of the [Purchasing Manual](#).

- Y. **FEDERAL PROVISIONS:** For Contracts funded by a U.S. Government grant or contract, the following provisions found in [Appendix II of the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; Final Rule \(2 CFR Part 200, et al\)](#) shall be incorporated and made a part of this Contract.
- Z. **LIMITATION OF LIABILITY:** Firm shall be liable for the direct damages caused by the negligence of itself, its officers, employees, and agents in connection with this Agreement or any goods, services, actions, or omissions relating to this Agreement.
- AA. **GRAMM-LEACH-BLILEY ACT:** If applicable, the Firm shall comply with the Act by implementing and maintaining appropriate safeguards to protect and prevent unauthorized release of student, faculty and staff nonpublic information. Nonpublic information is defined as social security numbers, or financial transactions, bank, credit, and tax information.
- BB. **INTERNATIONAL TRAFFIC IN ARMS REGULATIONS (ITAR):** If Firm is providing any items, data or services under this order that are controlled by the Department of State, Directorate of Defense Trade Controls, International Traffic in Arms Regulations (ITAR), it must notify (by sending an email to [exportctrl@vcu.edu](mailto:exportctrl@vcu.edu) and receive prior written authorization from, the University's Export Compliance Program before delivery. The notification provided by the supplier shall include the name of the Virginia Commonwealth University point of contact, identify each ITAR-controlled commodity, provide the associated U.S. Munitions List (USML) category number(s), and indicate whether or not the determination was reached as a result of a commodity jurisdiction or self-classification process. Firm agrees that if it fails to notify the University that it is providing ITAR-controlled items, data or services, it shall reimburse the University for any fines, legal costs and other fees imposed by the above-named regulatory agency for any violation of export controls regarding the provided items, data or services.
- CC. **COOPERATIVE PROCUREMENT / USE OF AGREEMENT BY THIRD PARTIES:** It is the University's intent to allow for cooperative procurement. Accordingly, any public body, public or private health or educational institution, or any University-related foundation (Additional Users) may access this Agreement if authorized by Firm.

To that end and if agreeable with the Firm, upon written request from Additional Users the Firm may allow access to the contract. Although the University desires to provide access on such contract to Additional Users, the Firm is not required to provide such access. A Firm's willingness to provide this access to Additional Users, will not be a consideration in awarding this contract. Although the Additional Users have access to any resulting contract, Additional Users are not bound to use the contract and any use of the contract is strictly optional. If the Additional Users choose to access the contract and the Firm agrees to such access, the terms and conditions of the contract will be in full force and effect as between the Additional Users and the Firm. VCU will have no responsibility for the resolution of any contractual disputes, or for payment for services rendered which may arise from an Additional User accessing the contract. The Firm understands and agrees that it shall not have any recourse against VCU with respect to any claim it may have against another Additional User that accessed this contract.



- DD. **SUBCONTRACTS:** No portion of the work shall be subcontracted without prior written consent of the purchasing agency. In the event that the Firm desires to subcontract some part of the work specified herein, the Firm shall furnish the University with the names, qualifications and experience of their proposed subcontractors. The Firm shall, however, remain fully liable and responsible for the work to be done by its subcontractor(s) and shall assure compliance with all requirements of the Contract.
- EE. **VCU CAMPUS COMPLIANCE:** Any Firm personnel visiting the University's facilities will comply with all applicable University policies regarding access to, use, and conduct within such facilities. Please note that VCU is a smoke and tobacco-free campus ([VCU Smoke and Tobacco-Free Campus Policy](#)). In addition, all Firm employees authorized to work at VCU must obtain a VCU identification card. Information on obtaining a card is available at <http://vcucard.vcu.edu/>. Firm's employees must wear their VCU identification when they are on VCU property.
- FF. **CRIMINAL BACKGROUND INVESTIGATION:** If Firm employees and agents will be on the VCU campus, or have access to protected data as defined herein, Firm must comply with the following: Firm shall ensure that its employees, full-time or part-time, including newly hired, re-hired, seasonal, and/or temporary, who may have access to VCU confidential or proprietary information, or data about VCU personnel or students, have passed a criminal background check pursuant to the *Virginia Code* § 2.2-1201.1. Criminal background checks shall comply with the standards set forth in VCU's employment policies found at:
- <https://policy.vcu.edu/doctract/documentportal/08DA32A63EDBCEAAB4962445672CE290>
- Specifically, Firm shall ensure an investigation is conducted by a third-party vendor utilizing courthouse records and national databases to obtain records within the past seven (7) years. Convictions related to drugs, violence and/or sexual behavior are generally considered job related due to the nature of the VCU environment and the need to provide reasonable levels of protection for students, patients, employees, visitors, and institutional resources.
- GG. **INTELLECTUAL PROPERTY RIGHTS/DISCLOSURE:** Unless expressly agreed to the contrary in writing, all goods, products, materials, documents reports, writings, video images, photographs or papers of any nature including software or computer images prepared or provided by Firm (or its subcontractors) for the University will not be disclosed to any other person or entity without the written permission of the University. The Parties agree that any such intellectual property created as a result of this agreement shall be deemed as a Work-for-Hire, as defined under federal copyright law. Firm warrants to the University that the University will own all rights, title and interest in any and all intellectual property rights created in the performance or otherwise arising from this Agreement and will have full ownership and beneficial use thereof free and clear of claims of any nature by any third party including without limitation copyright or patent infringement claims.
- Firm will execute any assignments or other documents needed for the University to perfect such rights. Notwithstanding the foregoing, for research collaboration pursuant to subcontracts under sponsored research agreements administered by the University's Office of Sponsored Programs, intellectual property rights will be governed by the terms of the grant or contract to the University to the extent such grant or contract requires intellectual property terms to apply to subcontractors.
- HH. **BRAND STANDARDS:** Firm warrants that any Creative Work produced for the University (1) will comply with the University's brand standards and (2) in its end application, will fit the visual look and feel of the overall brand aesthetic, brand concept, color palette, visual effects, photographic and video style standards, and make correct use of all marks including logos and identity components. Firm agrees that the University, in its sole discretion, will determine Firm's compliance with this Provision. Creative Work includes, but is not limited to: websites, applications, electronic communications, newsletters, advertisements, mailings, magazines, and other communication materials (digital and print) produced for the University. For additional guidance, Firm should consult the UVA Brand Guidelines at <https://brand.vcu.edu/vcu-university/guidelines> (requires registration) or contact University Trademark and Licensing ([trademarks@vcu.edu](mailto:trademarks@vcu.edu).)
- II. **TRADEMARKS/LOGOS AND PROMOTIONAL ACTIVITY:** The University retains all rights, title and interest to its trademarks, logos and other intellectual property. Firm shall obtain approval in writing from the VCU Division of University Relations prior to use of any VCU marks, name, or logos. During the Term of the Agreement, Firm may reference the University as a customer in sales and marketing materials and public statements ("Promotional

Materials”), provided such Promotional Materials do not include opinions explicitly or implicitly attributed to the University about the quality of the goods and/or services provided to the University. In no event shall Firm request that the University or any University employee endorse Firm or Firm’s goods and/or services. Promotional Materials may include the name “Virginia Commonwealth University” and VCU’s approved institutional logo solely to identify accurately the University as an entity to whom Firm provides goods and/or services. Furthermore, the University grants Firm a limited, nonexclusive license to display the University’s trademarks/logos solely as they are made available to Firm in connection with Firm’s goods and/or services.

- JJ. **MARKETING AT VCU:** The University encourages Firm to appropriately and specifically market itself to applicable end-using University departments that may be interested in Firm’s goods and/or services. However, Firm shall not use non-specific mass marketing formats; such as, but not limited to, spam, emails and junk mail. In the event that Firm engages in non-specific mass marketing formats, the University, in its sole discretion, may choose to terminate this Agreement.
- KK. **FAILURE TO DELIVER GOODS OR SERVICES:** In case of failure to deliver goods or services in accordance with the Agreement terms and conditions, VCU, after oral or written notice, may procure them from other sources and hold the Firm responsible for any resulting additional purchase and administrative costs. This remedy shall be in addition to any other remedies which VCU may have.
- LL. **SHIPPING:** Firm shall ship all goods FOB (Freight on Board) Destination at the actual freight rate based upon the actual weight of the goods to be shipped. All prices unless otherwise specified are FOB Destination, Freight Prepaid and Allowed.
- MM. **INSTALLATION DELIVERY AND STORAGE:** If applicable, it shall be the responsibility of the Firm to make all arrangements for delivery, unloading, receiving and storing materials in a VCU building during installation. VCU will not assume any responsibility for receiving these shipments. Firm shall check with VCU and make necessary arrangements for security and storage space in the building during installation.
- NN. **TESTING AND INSPECTION:** To the extent applicable, VCU reserves the right to conduct any testing/inspection it may deem advisable to ensure goods and services conform to the specifications/Agreement.
- OO. **TAXES:** Firm acknowledges all sales to the Commonwealth of Virginia are normally exempt from State sales tax. State sales and use tax certificates of exemption, Form ST-12, will be issued upon request. Deliveries against this Agreement shall usually be free of Federal excise and transportation taxes. The Commonwealth’s excise tax exemption registration number is 54-73-0076K.
- PP. **AUDIT:** The Firm shall retain all books, records, and other documents relative to this Agreement for five (5) years after final payment, or until audited by the Commonwealth of Virginia, whichever is sooner. The University, its authorized agents, and/or State auditors shall have full access to and the right to examine any of said materials during said period.
- QQ. **FAVORED CUSTOMER:** Firm represents that the prices, terms, warranties, and benefits are comparable to or better than the equivalent terms being offered by the Firm to any present customer.
- RR. **ADDITIONAL GOODS AND SERVICES:** The University reserves the right to have the Firm provide additional goods and/or services that may be required by the University during the Term of this Agreement. Any such goods and/or services will be provided under the same terms and conditions of this Agreement. Such additional goods and services may include other products, components, accessories, subsystems or services provided by the Firm. These additional goods and services will be provided to the University at Favored Customer pricing.
- SS. **EXTRA CHARGES NOT ALLOWED:** The Agreement price shall reflect all fees to be incurred for the performance of the Agreement, including all applicable freight and installation charges. Any additional fees that arise during the performance of the Agreement shall only be paid if approved by the University prior to incurring such fees.
- TT. **INDEMNIFICATION:** Firm agrees to indemnify, defend, and hold harmless VCU, the Commonwealth of Virginia, and their officers, employees and agents from any claim, damage, liability, injury, expense or loss, including defense costs and attorneys’ fees, arising from Firm’s negligence under this Agreement. Accordingly, VCU shall promptly

notify Firm of any claim or action brought against VCU in connection with this Agreement. Upon such notification, and at the request and direction of VCU and/or the Office of the Attorney General, Firm will immediately defend any such claim or action pursuant to the provisions and requirements of Virginia Code § 2.2-514.

- UU. **CONFIDENTIAL INFORMATION:** “Confidential Information” means all information of a party (“Disclosing party”) disclosed or made available to the other party (“Receiving party”) that (i) is clearly marked or identified as such at the time of disclosure or within a reasonable time thereafter; or (ii) should be reasonably known by the Receiving party to be confidential due to the nature of the information disclosed and the circumstances surrounding the disclosure. Confidential Information of VCU shall include, but not be limited to information about VCU personnel and students of VCU to the extent such information is not available to the public domain in accordance with the laws of the Commonwealth of Virginia and FERPA. Firm shall use its reasonable efforts to prevent and protect Confidential Information from unauthorized use or disclosure, with at least the same degree of care that Firm uses to protect its own confidential and proprietary information, but in no event less than a reasonable degree of care under the circumstances. Each Party will only disclose the other Party’s Confidential Information to its employees, consultants, or subcontractors only on a need-to-know basis, provided that such employees or subcontractors are subject to confidentiality obligations no less restrictive than those contained herein. Upon the completion of the services and upon request of VCU, Firm shall return all Confidential Information received in written format, including copies or reproductions or other media containing Confidential Information within seven (7) calendar days of such request.
  
- VV. **FERPA:** To the extent that University provides to Firm any identifiable student information, including student address, phone number and email address, the University hereby designates Firm as a school official with a legitimate educational interest in using such student information, and Firm agrees to use such information only for the purpose of fulfilling its obligations under this Agreement. Firm further agrees not to disclose any such student information to any individual other than the student except as required by applicable law, rule or regulation or court or governmental order or as authorized in writing by the University or the individual student. Firm acknowledges that this protection of student information is necessary for the University’s compliance with the Virginia Code § 23.1-405(C) and the federal Family Educational Rights and Privacy Act (FERPA).
  
- WW. **LICENSE REQUIREMENTS:** Certain statutes and regulatory agencies require that some Firms be properly registered and licensed, or hold a permit, prior to performing specific types of services. It is Firm’s responsibility to comply with the rules and regulations issued by the appropriate regulatory agencies, and possess and maintain the appropriate licenses if applicable for the Goods and/or Services to be provided under this Agreement. A copy of any such applicable license and/or permit must be furnished upon request to the University or VASCUPP member institution. For example, if Firm will be providing removal, repair, improvement, renovation or construction-type services they, or a qualified individual employed by the Firm, must possess and maintain an appropriate State of Virginia Class A, B, or C Contractor License (as required by applicable regulations and value of services to be performed) for the duration of this Agreement.
  
- XX. **FORCE MAJEURE:** Neither Party will be deemed in default or otherwise liable hereunder due to its inability to perform by reason of any fire, earthquake, flood, epidemic, accident, explosion, casualty, strike, lockout, labor controversy, riot, civil disturbance, governmental restrictions, act of public enemy, embargo, war, act of God, or any municipal, county, state, national or international ordinance or law or any executive, administrative, judicial or similar order, including orders from any governing body (which order is not the result of any act or omission to act which would constitute a default under this Agreement), or any failure or delay of any transportation, power, or other essential thing required, or similar causes beyond the Party’s control. Any delay in performance will be no greater than the event of force majeure causing the delay. If the delay or failure in the performance of the Party claiming Force Majeure continues for thirty (30) days or more, then the Party not claiming Force Majeure may terminate this Agreement by written notice to the other Party without penalty. Any funds paid will be reimbursed pro rata based on Services not provided.
  
- YY. **APPLICABLE LAW AND COURTS:** This Agreement shall be construed, governed, and interpreted pursuant to the laws of the Commonwealth of Virginia without regard to choice of law principles. The Parties agree that all disputes arising under this Agreement shall be brought in the state or federal courts located in Richmond, Virginia. To the

extent any provision of the Agreement is prohibited by Virginia law, or is otherwise not authorized by Virginia law, due to VCU's status as an agency of the Commonwealth of Virginia, such provision is null and void. Each party shall be responsible for its own legal fees and costs unless otherwise ordered by a court of law.

**ZZ. MODIFICATION OF THE AGREEMENT:**

1. The parties may agree to modify the scope of the Agreement. An increase or decrease in the price of the Agreement resulting from such modification shall be agreed by the parties as a part of their written Agreement to modify the scope of the Agreement.
2. The Purchasing Agency may order changes within the general scope of the Agreement at any time by written notice to the Firm. Changes within the scope of the Agreement include, but are not limited to, things such as services to be performed, the method of packing or shipment, and the place of delivery or installation. The Firm shall comply with the notice upon receipt. The Firm shall be compensated for any additional costs incurred as the result of such order and shall give the Purchasing Agency a credit for any savings.
3. Material, substantive modifications, changes, and amendments to the Agreement must be in a writing executed by authorized representatives of each party.

**AAA. TERMINATION OF AGREEMENT:**

1. Either Party may terminate this Agreement if the other Party materially breaches this Agreement and such breach is not cured within thirty (30) days after written notice to the breaching Party.
2. University reserves the right to terminate this Agreement, in part or in whole, without penalty, upon sixty (60) days written notice to the Firm.
3. Either Party may terminate this Agreement after the initial twelve (12) months of this Agreement upon sixty (60) days written notice to the other Party.

**BBB. ENTIRE AGREEMENT:** This is the entire agreement between the University (including University employees and other End Users) and Firm. The Agreement shall not be assignable by Firm in whole or in part without the written consent of the University. In the event that Firm enters into terms of use agreements or other agreements or understanding, whether electronic, click-through, verbal or in writing, with University employees or other End Users, such agreements shall be null, void and without effect, and the terms of this Agreement shall apply. This Agreement may be executed in counterparts, each of which will be deemed an original, and both of which taken together will constitute one and the same document. Electronically transmitted signatures will be deemed originals for all purposes relating to the agreement.

**CCC. FEDERAL TARIFFS:** In the event that a federal entity authorized by law, imposes an import duty or tariff (a "tariff"), on an imported good that results in an increase in Firm's costs to a level that renders performance under the Agreement impracticable, VCU may agree, at its discretion, to an increase to the purchase price for the affected good. No increase in purchase price may exceed the actual tariff imposed on the goods imported or purchased by the Firm that are provided to VCU under this Agreement.

- A. Prior to VCU agreeing to a price increase pursuant to this provision, the Firm must provide to VCU the following documentation, all of which must be satisfactory to VCU:
  - a) evidence demonstrating: (i) the unit price paid by Firm as of the date of award for the good or raw material used to furnish the goods to VCU under this Agreement, (ii) the applicability of the tariff to the specific good or raw material, and (iii) Firm's payment of the increased import duty or tariff (either directly or through an increase to the cost paid for the good or raw material). The evidence submitted shall be sufficient in detail and content to allow VCU to verify that the tariff is the cause of the price change;
  - b) a certification signed by Firm that it has made all reasonable efforts to obtain the good or the raw materials comprising the good procured by VCU at a lower cost from a different source located outside of the country against which the tariff has been imposed;
  - c) a certification signed by Firm that the documentation, statements, and any other evidence it submits in support of its request for a price increase under this Section are true and correct, and that the Firm would

otherwise be unable to perform under this Agreement without such price increase; and

- d) as requested by VCU, written instructions authorizing VCU to request additional documentation from Firm's suppliers to verify the information submitted by Firm.
- B. If VCU agrees to a price increase pursuant to this provision, the parties further agree to add the following terms to this Agreement:
- a) During the Term and for five (5) years after the termination of this Agreement, Firm shall retain, and VCU and its authorized representatives shall have the right to audit, examine, and make copies of, all of Firm's books, accounts, and other records related to this Agreement and Firm's costs for providing goods to VCU, including, but not limited to those kept by the Firm's agents, assigns, successors, and subcontractors.
  - b) Notwithstanding anything to the contrary in this Agreement, VCU shall have the right to terminate this Agreement for VCU's convenience upon 15 days' written notice to Firm.

In the event the import duty or tariff is repealed or reduced prior to termination of this Agreement, the increase in VCU's contract price shall be reduced by the same amount and adjusted accordingly.

Any material misrepresentation made or caused to be made by a Firm, increasing the price and/or costs in a payment obligation due from the University, may be deemed fraud under the law, including by not limited to the Virginia Fraud Against Taxpayers Act, and such misrepresentation may be subject to penalties and damages.

## ATTACHMENT B SPECIFIC CONTRACTUAL PROVISIONS

- A. **INSURANCE:** Firm shall procure and maintain and require any subcontractor to procure and maintain for the duration of the Agreement, insurance against claims which may arise from or in connection with the performance of the work and the results of that work by the Firm, its agents, representatives, employees or subcontractor. Beginning on the Commencement Date and continuing during the Initial Term of the Agreement and any Renewals or extensions thereof, the Firm, at the Firm's expense, shall keep in force, with an insurance company with a current A.M. Best's rating of no less than A: VII, one which is authorized to transact business in Virginia, and in a form acceptable to the University, the following:

NOTE: 'X's indicate insurance is needed, whereas empty parentheses indicate insurance is not.

- (X) Commercial General Liability (CGL): Providing CGL coverage on an "occurrence" basis, including for (X) bodily injury liability including: death, assault or battery, (X) property damage liability for damage to property of third parties, (X) personal injury liability, (X) advertising injury liability, (X) contractual liability, ( ) drone liability, (X) products/completed operations liability and ( ) full liquor liability arising out of the service of liquor (e.g., Dram shop liability), (X) environmental liability, with limits no less than One Million Dollars (\$1,000,000) per occurrence and Two Million Dollars (\$2,000,000) aggregate.
- (X) Automobile Liability: Providing coverage on all vehicles (i.e., owned, non-owned, and hired) operate with combined minimum limits of liability of at least One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage.
- (X) Workers' Compensation: Providing coverage of at least the statutory amounts covering all employees, and employer's liability insurance with minimum limits of Five Hundred Thousand Dollars (\$500,000) for each coverage part.
- ( ) Professional Liability Insurance: Providing coverage for professional designations or licenses where professional services are being rendered with minimum limits of One million dollars (\$1,000,000) of coverage.
- (X) Employment Practices Insurance: Providing coverage against claims made by any employee, former employee, or potential employee or third party who alleges discrimination (e.g., age, sex, race, or disability), wrongful termination of employment, harassment or any other employment practices-related injuries with limits of liability of at least One Million Dollars (\$1,000,000).
- (X) Cyber Security Liability: Providing coverage against claims made for financial losses caused by cyberattacks and/or data breaches with limits of liability of at least One Million Dollars (\$1,000,000) (subject to higher requirement depending on the nature of the work).

The insurance policies are to contain, or be endorsed to contain, the following provisions:

### Additional Insured Status

The Commonwealth of Virginia, and Virginia Commonwealth University, its officers, employees, and agents are to be covered on the CGL policy with respect to liability arising out of work or operations performed including materials, parts, or equipment furnished in connection with such work or operations.

### Primary Coverage

For any claims related to this contract, the Firm's insurance coverage shall be primary insurance and any insurance or self-insurance maintained by the Commonwealth of Virginia, Virginia

Commonwealth University, its officers, employees and agents shall be in excess of the Firm's insurance and shall not contribute with it.

Notice of Cancellation

Each insurance policy required above shall provide that coverage shall not be canceled, except with thirty (30) calendar days prior written notice to the University.

Waiver of Subrogation

The Firm will grant to the University a waiver of any right to subrogation which any insurer of said Firm may acquire against the University by virtue of the payment of any loss under such insurance. The Firm will agree to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not University has received a waiver of subrogation endorsement from the insurer.

Deductibles and Self-Insured Retentions

Any deductibles or self-insured retentions must be declared to and approved by the University. University may require the Firm to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

Claims Made Policies

If any of the required policies provide claims-made coverage:

1. The Retroactive Date must be shown and must be before the date of the contract or the beginning of contract work.
2. Insurance must be maintained and evidence of insurance must be provided for at least five (5) years after completion of the contract of work.
3. If coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a Retroactive Date prior to the contract effective date, the Firm must purchase "extended reporting" coverage for a minimum of five (5) years after completion of work.

Verification of Coverage

The Firm shall furnish University with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the University before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Firm's obligation to provide them. University reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Special Risks or Circumstances

University reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

- B. **ORDERING PROCEDURES:** Goods and/or Services will be ordered in the manner described in this section. The University makes no guarantee as to the volume of business that may be provided under this Agreement.

When such Goods and/or Services are specifically requested, Firm will prepare a proposed statement of work. Additional contractual provisions may not be introduced in the proposed

statement of work and the statement of work may not be marked as proprietary or confidential. Statements of work will be used solely to describe the personnel, services, deliverables, and applicable fees, and will be mutually agreed upon by the University and Selected Firm. **The University will not be required to sign or otherwise execute the statements of work.**

If the University desires to have Firm provide the Goods and/or Services described in the proposed statement of work, the University will issue a Purchase Order. When the University Purchase Order is issued, a contract exists between Selected Firm and the University for the specific Goods and/or Services described in the applicable statement of work.

- C. **SPECIAL EDUCATIONAL OR PROMOTIONAL DISCOUNTS:** The Firm shall extend any special educational or promotional sale prices or discounts immediately to the University during the term of this Agreement. Such notice shall also advise the duration of the specific sale or discount price.
- D. **TRAVEL EXPENSES:** Firm must receive written approval from VCU before initiating travel to any VCU campus or location. For travel that is approved in writing by VCU, Firm shall submit its reasonable out-of-pocket expenses to VCU. Travel expenses must be clearly documented in the form of receipts. VCU shall reimburse Firm for its reasonable out-of-pocket expenses in accordance with, and limited by, the VCU Travel Guidelines & Procedures. VCU reserves the right to dispute the reasonableness of, and reject, any travel expense.
- E. **VCU PARKING:** The Firm is responsible for all parking-related costs, including but not limited to fees and/or fines issued from VCU and/or the City of Richmond. The Firm may purchase an optional VCU Parking permit through VCU Parking, if desired: <https://parking.vcu.edu/parking>
- F. **CONVENIENCE TO GENERAL PUBLIC AND PROPERTY VCU:** All work covered under this Contract shall be done in such a manner as to cause as little inconvenience as possible to the general public and VCU property. All equipment and resulting material shall not inconvenience vehicular and/or pedestrian traffic. The Firm shall provide adequate means to safely direct traffic past the points that are affected by the work at all times. No closures shall be allowed unless specifically coordinated and approved. Access to property shall be maintained, and any time when there is a loss of access, the Firm shall coordinate with the Contract Administrator and/or designated personnel.
- G. **WORK SITE DAMAGES:** Any damage to property, equipment and/or finished surfaces resulting from the performance of this contract shall be repaired to VCU's satisfaction, at the Firm's expense.
- H. **CLEAN WORK SITE:** Firm is responsible for removing all crating and/or other debris from the premises for items used to perform the work, on an as-needed basis.
- I. **DAMAGE TO PUBLIC OR PRIVATE PROPERTY:** Under this contract, the Firm shall be responsible for making repairs, as necessary, to public and/or private property damaged by their work at the Firm's sole expense. Pavement, curbs or sidewalk repairs shall be as specified by the City of Richmond VA, Department of Public Works for each separate location at which time such repairs may be required as a result of the Firm's operations under the Contract.



ATTACHMENT C - Pricing Matrix - VCU Athletic Facilities Custodial Services

Description of Services	Monthly/Hourly Rates	Months/Hours	Annual Total
<b>A. Monthly Cleaning Cost</b>	<b>**Monthly Rate</b>	<b>Months</b>	<b>Total</b>
1109 W. Marshall Street - Academic Commons	\$1,432.73	12	\$17,192.76
Basketball Development Center	\$5,875.32	12	\$70,503.84
Bowe Street Parking Deck - Baseball Performance Center	\$0.00	12	\$0.00
Bowe Street Parking Deck - Athletic Locker Rooms	\$1,831.27	12	\$21,975.28
Sports Medicine Building	\$2,935.04	12	\$35,220.48
Stuart C. Siegel Center	\$26,557.55	12	\$318,690.60
Thalhimer Tennis Center Clubhouse	\$1,022.02	12	\$12,264.24
Thalhimer Tennis Center Courts (Nov.-Mar.)	\$2,240.60	5	\$11,203.00
<b>Total A Monthly Cleaning Cost</b>			<b>\$487,050.20</b>
<b>B. Miscellaneous Services</b>	<b>**Hourly Rate</b>	<b>Hours</b>	<b>Total</b>
Supervisor hourly rate	\$28.35	2,500	\$70,875.00
Housekeeper hourly rate	\$24.15	2,500	\$60,375.00
Emergency hourly rate	\$40.62	20	\$812.40
<b>Total Sum of A &amp; B</b>			<b>\$619,112.60</b>

A. Monthly Cleaning Cost shall be based on a 30-day month. In the event that services are provided less than 30 days, invoices shall be prorated on a daily rate.

B. Miscellaneous Services provided upon request, including but not limited to Athletic and other Special Events, on an as needed basis.

\* Golf Practice Facility at First Tee Richmond and Sports Backers Stadium shall be maintained on an à la carte, hourly basis, as needed.

\*\* Fill in monthly & hourly rates in column B to auto-populate Annual Total in column D.