

**REQUEST FOR PROPOSAL (SECONDARY METHOD)**  
**Notice to Prospective Proposers**  
**RFP No. S25DWC003**

October 21, 2025

You are invited to review and respond to this Request for Proposal (RFP) No. **S25DWC003**, titled, “**MEDICAL ACCESS STUDY.**” In submitting your proposal, you must comply with the instructions found herein.

This RFP is published online in the California State Contracts Register (CSCR) at <https://caleprocure.ca.gov/pages/index.aspx>. To ensure receipt of any addenda to this RFP that may be issued, interested parties are encouraged to register online at: <https://caleprocure.ca.gov>.

The Department of Industrial Relation’s (DIR) deadline for receipt of proposals is **November 18, 2025, no later than 3:00 p.m. All proposals received late will be rejected.** File size cannot exceed 50 Mega Bytes (MB). The naming convention of the proposal must be in the following format: “RFP S25DWC003 [Insert vendor name] Proposal.” Proposals must be received on or before the date and time specified herein at email addresses provided below:

**EMAIL RFP Proposal to:**

Email: msanchez@dir.ca.gov  
CC: abarron@dir.ca.gov  
CC: procurement@dir.ca.gov

You are advised that you are responsible for ensuring that your proposal is received by the above listed contact person by the time and date required. Any proposal reaching the contact person after the deadline date and time will be rejected.

In the opinion of DIR, this RFP is complete and without need of explanation. However, if you have questions, notice any discrepancies or inconsistencies, or need any clarifying information, contact the person listed below. **All questions must be submitted in accordance with the RFP instructions contained herein and sent via email directly to the below listed contact person and not through the Cal eProcure system.**

**Contact: McKenzie Sanchez**  
**Email: msanchez@dir.ca.gov**  
**CC: abarron@dir.ca.gov**  
**CC: procurement@dir.ca.gov**

We appreciate your interest in this project and hope to receive a proposal from you if this is within your area of expertise.

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**I. PURPOSE / BACKGROUND / SCOPE OF WORK**

**A. PURPOSE**

The purpose of this agreement is to carry out the requirements of Labor Code Section 5307.2, which requires the Administrative Director of the DIR Division of Workers’ Compensation [DWC] (Administrative Director) to contract with an independent consulting firm to perform an annual study of access to medical treatment for injured workers. The study shall analyze whether there is adequate access to quality health care and products, including prescription drugs and pharmacy services, and make recommendations to ensure continued access.

For a detailed description of the work to be performed, please refer to **Attachment 2**, Draft Standard Agreement. The work of this contract is expected to require Forty-Eight (48) months; no work shall begin until all required signatures and approvals are obtained and the DIR Project Manager provides direction.

The total budget for the entire contract is \$1,250,000.00. Proposals exceeding this amount may be deemed non-responsive and ineligible for award.

## B. BACKGROUND

The State Constitution guarantees that workers injured on the job have access to medical care (“full provision for such medical, surgical hospital and other remedial treatment as is requisite to cure or relieve from the effects of injury”). The Division of Workers’ Compensation includes a Medical Unit that provides oversight on the administration of medical care in workers’ compensation cases.

In 2012, SB 863 made fundamental changes in various components of medical care in the workers’ compensation system. These changes included:

### 1. Medical Necessity Determinations

- a. Independent Medical Review (IMR) – effective Jan. 1, 2013, for injuries occurring on or after that date, and effective July 1, 2013, for all dates of injury, IMR is used to decide disputes between physician and claims administrator about necessary medical treatment for injured workers. The IMR program is administered by the DWC with costs borne by the employer and is similar to the group health process for medical treatment dispute resolution. IMR can only be requested by an injured worker or their representative after the issuance of a utilization review decision which modifies, delays, or denies a treatment request. The IMR annual report can be viewed at:  
<https://www.dir.ca.gov/dwc/IMR/reports/IMR-Annual-Report.pdf>
- b. Expedited hearings, effective January 1, 2013, provides for disputes over where injured employees may receive treatment to be resolved at expedited hearings.
- c. Primary Treating Physician, effective January 1, 2013, makes pre-designation available for employees with health coverage regardless of whether the coverage is employer-based. Also, chiropractors may no longer act as the primary treating physician once a 24-visit cap is reached.

### 2. Medical Provider Networks (MPN)

- a. Labor Code section 4616(a)(1) was amended to allow an entity that provides physician network services to establish and modify an MPN. Labor Code section 4616(a)(4) was added requiring MPN’s post on their Internet Websites a roster of all treating physicians in the MPN that is to be updated at least quarterly. Every MPN is required to provide to the Administrative Director its Internet Website address and its roster of treating physicians which will be posted on the DWC’s Internet Website. Labor Code section 4616(b)(1) was amended to implement the MPN four-year approval period requiring every MPN to file a Plan for Reapproval before the four-year approval period expires.
- b. Labor Code section 4616.2 was amended to include an entity that provides physician network services as an entity, along with an employer or insurer, as entities that have obligations to provide the completion of treatment when an MPN continuity of care issue arises. Finally, amended Labor Code section 5307.1 to require the Administrative Director to adopt a physician fee schedule

based on the federal resource-based relative value scale used in Medicare, and specified that the reasonable maximum fees would be calculated with base year 2012, and adjusted annually by the Medicare Economic Index and Medicare relative value scale adjustments.

### 3. Appropriate Fees for Medical and Other Services

- a. SB 863 authorized DWC to either modify or establish a wide range of fee schedules for services that are necessary to provide medical treatment for injured workers including the home health care fee schedule and the interpreter services fee schedule.
- b. SB 863 also amended Labor Code Section 5307.1 relating to the Official Medical Fee Schedule (OMFS) to require the following:
  - i. Adoption of the OMFS for physician and non-physician practitioner services in workers' compensation based on Medicare's Resource-Based Relative Value Scale (RBRVS). DWC adopted the schedule, and it is effective for services rendered on or after January 1, 2014.
  - ii. Reduction of Ambulatory Surgical Center facility fees. The aggregate payment for these services cannot exceed 80% of Medicare hospital outpatient department fees for the same services.
  - iii. Duplicate payment for spinal hardware was eliminated, and appropriate fees are established. Labor Code Section 5318 was repealed, and double charging for spinal hardware is no longer permitted.

### 4. Medical Legal Evaluations

- a. Limited the number of office locations to ten for Qualified Medical Evaluators (QME).
- b. The parties were no longer required to attempt to reach an Agreed Medical Evaluator (AME) agreement before requesting a QME panel.

### 5. Timely Payment for Medical and Other Services

- a. SB 863 required that the provider must itemize services, and the employer must respond with Explanation of Review (EOR); the provider may request second internal review, and the employer must respond; after the second internal review, the provider may request Independent Bill Review (IBR).
- b. SB 863 created an IBR process administered by DWC to resolve disputes regarding the amount to be paid to doctors. The costs of IBR are initially advanced by the medical provider and ultimately borne by the "losing" party.

- i. For more details on the above and other provisions of SB 863 please review legislative history and some additional resources may include: <https://www.dir.ca.gov/dwc/FAQ/IBR-Lien-Both.html> and <https://www.dir.ca.gov/osip/OSIP-FAQ.htm>

The legislation that mandated this study indicates that if the Administrative Director (AD) determines there is insufficient access to care for injured workers, the AD is authorized to make “appropriate adjustments to medical and facilities’ fees.” With a determination that “substantial” access problems exist, the AD may adopt fees in excess of the 120 percent of Medicare-set fees for applicable services or products. There are several studies on access to care regarding workers compensation, and more generally, access of care to the public. Some of these studies include:

- 2013, 2014 and 2015, Berkeley Research Group study, titled “Study of Access to Medical Treatment for Injured Workers.”
- February 1, 2007, UCLA Center for Health Policy Research study titled: “Access to Medical Treatment in The Workers’ Compensation System, 2006”
- June 2022, August 2023, and December 2024 Healthforce Center at University of San Francisco (UCSF) study titled: “Annual Update on California’s Physician Workforce.”
- March 2022, California Workers’ Compensation Institute study by Stacy L. Jones and Alex Swedlow titled: “Can Access to Medical Care in California Workers’ Compensation be improved?”
- 2019, RAND study by Kandice A. Kapinios and Cheryl K. Montemayor titled: “Access to Medical Treatment for Injured Workers in California”.

### **C. SCOPE OF WORK**

The Contractor shall conduct comprehensive medical access reviews over a 48 month period. Responsibilities include, but are not limited to, reviewing prior studies and data, establishing methodology, completing annual studies, providing written reports and participating in quarterly meetings.

For a detailed description of the work to be performed, please refer to Attachment 2, Draft Standard Agreement.

## **II. PROPOSAL REQUIREMENTS (GENERAL) AND INFORMATION**

This section contains instructions for the submission of your proposal. It is the responsibility of the proposer to carefully read and follow all proposal requirements within this RFP. Compliance with the RFP instructions is mandatory for your proposal to be considered for award. Failure to comply with the RFP instructions may cause your proposal to be deemed non-compliant and non-responsive, thus ineligible for award.

**A. KEY ACTION DATES**

Below is the tentative time schedule for this RFP. DIR reserves the right to modify the RFP and/or change dates and times at its sole discretion, prior to the date fixed for submission of proposals, by the issuance of an addendum that will be posted on the California State Contracts Register (CSCR) at: <https://caleprocure.ca.gov>.

1. DIR reserves the right to modify or cancel in whole or any part of this solicitation.
2. Clarifications to the solicitation will only be provided in the form of a written addendum to all Proposers.

<b>Key Actions</b>	<b>Dates</b>		<b>Time</b>
RFP Available to Prospective Proposers	10/21/2025		N/A
Written Questions Submittal Deadline	10/28/2025		4:00 p.m.
Question and Answers Addendum Posted	11/4/2025		4:00 p.m.
<b>Final Date for Proposal Submission/Receipt by DIR</b>	<b>11/18/2025</b>		<b>3:00 p.m.</b>
Evaluation of Proposals	11/19/25-12/5/2025		N/A
Interviews (Optional)	12/8/2025-12/12/2025		3:00 p.m.
Posting of Intent to Award Notice(s) (Notice is posted for five [5] business days)	12/16/2025		N/A
Agreement Sent to Successful Proposer	12/26/2025		N/A
Signed Agreement Returned to DIR for Countersignature	12/30/2025		N/A
Agreement Approved and Executed – work begins	1/19/2026		N/A

Dates listed above (or below, depending on page) are estimates only, and subject to change at DIR's sole discretion. No work shall begin until all required approvals and signatures, including the Department of General Services (DGS) Office of Legal Services, if applicable, are obtained.

**B. QUESTIONS REGARDING RFP REQUIREMENTS**

All questions or concerns related to the RFP requirements must be directed electronically to:

Department of Industrial Relations  
Office of Administrative Services  
Business Management Office

Contact: McKenzie Sanchez  
Email: [msanchez@dir.ca.gov](mailto:msanchez@dir.ca.gov)  
CC: [abarron@dir.ca.gov](mailto:abarron@dir.ca.gov)  
CC: [procurement@dir.ca.gov](mailto:procurement@dir.ca.gov)

Questions must be received by the date and time specified under Section II, A. Key Action Dates. Answers to all questions submitted will be in the form of an addendum posted to the DGS California State Contracts Register (CSCR) website <https://caleprocure.ca.gov/pages/index.aspx> by the date and time specified under Section II, A. Key Action Dates. Please note that no verbal information given will be binding upon the State unless such information is issued in writing as an official addendum to all parties/participants. All questions must be submitted referencing the RFP number in the subject line, directly to the above listed contact person **and not through the Cal eProcure system.**

### C. GENERAL PROPOSAL REQUIREMENTS

1. Proposals should provide straightforward and concise descriptions of the Proposer's ability to satisfy the requirements of this RFP. The proposal must be complete and accurate. Omissions, inaccuracies or misstatements will be sufficient cause for rejection of a proposal.
2. Proposals must be submitted for the performance of all services described herein. Any deviation from the work specifications (Section III, Proposal Requirements, and **Attachment 2**, Draft Standard Agreement) may cause a proposal to be rejected.

### D. SUBMISSION OF PROPOSALS

1. Proposals must be submitted no later than the date and time indicated in Section II.A. Key Action Dates, and must be addressed as follows in Item 2.

**Proposals received after this date and time will not be considered and will be rejected.**

2. Delivery Instructions

Responses to this RFP shall be submitted to DIR at the following email addresses provided in Section 2.b. below and include:

- a. One (1) copy containing the Technical Proposal and all other required elements along with the Cost Proposal.
- b. Submit to the following email addresses and reference the RFP number in the subject line.

Email: [msanchez@dir.ca.gov](mailto:msanchez@dir.ca.gov)  
CC: [abarron@dir.ca.gov](mailto:abarron@dir.ca.gov)  
CC: [procurement@dir.ca.gov](mailto:procurement@dir.ca.gov)

3. Each proposal will be reviewed to determine if it meets the proposal requirements contained in Section IV. Proposal Requirements (Technical). Failure to meet the requirements for the RFP may be cause for rejection of the proposal.
4. A proposal may be rejected if it is conditional or incomplete, or if it contains any alterations of form or other irregularities of any kind. The State may reject any or all proposals and may waive any immaterial deviation in a proposal. The State's waiver of immaterial defect shall in no way modify the RFP document or excuse the Proposer from full compliance with all requirements if the Proposer is awarded the Agreement.
5. DIR may modify the RFP up to the specified time of the date fixed-listed for submission of proposals by the issuance of an addendum to all parties who received a proposal package. Any addendum(s) will be issued through the Cal eProcure system.
6. DIR reserves the right to reject any or all bids. The agency is not required to award an agreement. All bids may be rejected whenever the agency determines that the cost is not reasonable, the cost exceeds the amount estimated, or otherwise in the best interest of the State.
7. More than one (1) proposal from an individual, firm, partnership, corporation or association under the same or different names, will not be considered. Reasonable grounds for believing that any Proposer has submitted more than one proposal for the work contemplated herein will cause the rejection of all proposals submitted by that Proposer. If there is reason to believe that collusion exists among the Proposers, none of the participants in such collusion will be considered, in this or future procurements.

#### **E. MODIFICATION AND/OR WITHDRAWAL OF PROPOSALS**

1. A Proposer may modify a proposal after its submission by withdrawing its original proposal and resubmitting a new proposal prior to the proposal submission deadline. Proposer modifications offered in any other manner, oral or written, will not be considered.
2. A Proposer may withdraw its proposal by submitting a written withdrawal request to DIR signed by the Proposer or an agent authorized in accordance with Section II.G., titled "Signature." A Proposer may thereafter submit a new proposal prior to the proposal submission deadline. Proposals may not be withdrawn without cause subsequent to proposal submission deadline.

#### **F. PROPOSER RESPONSIBILITIES**

1. Proposers should carefully examine the entire RFP, with special attention to the tasks and deliverables found in **Attachment 2**, Draft Standard Agreement. Proposers shall investigate obstacles that might be encountered. No additions or increases to the agreement amount will be made due to a lack of careful examination of the requirements.

2. Before submitting a response to this RFP, Proposer(s) should review their response, correct all errors, and confirm compliance with the RFP requirements. It is the Proposer's responsibility to complete and submit all required attachments as listed on **Attachment 1**.
3. Costs incurred for developing proposals and in anticipation of award of the Agreement are entirely the responsibility of the Proposer and shall not be charged to DIR.
4. It is the **Proposer's responsibility** to promptly notify DIR's contract analyst identified in the solicitation, in writing, by e-mail, if the Proposer believes that the solicitation is unfairly restrictive, contains errors or discrepancies, or is otherwise unclear. Notification **must be done immediately** upon receipt of the solicitation in order that the matter may be fully considered and appropriate action taken by DIR prior to the closing time set to receive solicitation responses. Such notification must be submitted no later than the question and answer period referenced in Section II.A., Key Action Dates. All such correspondence received after the question and answer deadline will not be considered.
5. Proposer is responsible to review, read, understand, and comply in full with the State's General Terms and Conditions along with the Contractor's Certification Clauses (CCC) as listed at: <https://www.dgs.ca.gov/OLS/Resources/Page-Content/Office-of-Legal-Services-Resources-List-Folder/Standard-Contract-Language>.
6. Each proposal must constitute an irrevocable offer for a period of at least 180 working days after proposal submission.
7. The Proposer must provide evidence to show that members of the team possess the specific qualifications, competence, experience, resources, and business integrity necessary to carry out the work under the contract as expected. Examples of evidence include, but does not limit to the following: résumés, letters of reference, project summaries that highlight the team's specific experience. Proposers must complete **Attachment 3**, Proposer References Form.
8. The Proposer must own and operate a legitimate business. If required by law, the Proposer must be registered and in good standing with the California Secretary of State. All businesses that are required to be registered with the California Secretary of State must be registered prior to date of Agreement award. Evidence of registration shall be submitted with the proposal.
9. In the event that any license(s) and/or permit(s) expire at any time during the term of this agreement, Proposer agrees to provide agency a copy of the renewed license(s) and/or permit(s) within thirty (30) days following the expiration date. In the event the Proposer fails to keep in effect at all times all required license(s) and permit(s), the State may, in addition to any other remedies it may have, terminate this Agreement upon occurrence of such event.

10. It is unlawful for any person engaged in business within this state to sell or use any article or product as a “loss leader” as defined in Section 17030 of the Business and Professions Code.
11. The Proposer must complete and submit to DIR, the Payee Data Record (STD 204), **Attachment 4**, to determine if the selected proposer is subject to state income tax withholding, pursuant to California Revenue and Taxation Code, Section 18662. This form can be found on the Internet at <http://www.documents.dgs.ca.gov/dgs/fmc/pdf/std204.pdf> . No payment shall be made unless a completed STD 204 has been returned to DIR. Payee Data Record Supplemental (Std. 205) (if applicable) <https://www.documents.dgs.ca.gov/dgs/fmc/pdf/std205.pdf>
12. The Proposer must sign and submit to DIR, page one (1) of the Contractor Certification Clauses (CCC 04/2017), **Attachment 5**, or the form can be obtained via the Internet at: <https://www.dgs.ca.gov/OLS/Resources/Page-Content/Office-of-Legal-Services-Resources-List-Folder/Standard-Contract-Language>.
13. The Proposer must sign and submit to DIR, the California Civil Rights Laws Certification, **Attachment 6**.
14. The Proposer must sign and submit to DIR, the Iran Contracting Act Verification Form, **Attachment 7**.
15. The Proposer must sign and submit to DIR, the Darfur Contracting Act Certification, **Attachment 8**.
16. Russian Sanctions N-6-22 Russia Sanctions

On March 4, 2022, Governor Gavin Newsom issued Executive Order N-6-22 (the EO) regarding Economic Sanctions against Russia and Russian entities and individuals. “Economic Sanctions” refers to sanctions imposed by the U.S. government in response to Russia’s actions in Ukraine, as well as any sanctions imposed under state law. By submitting a bid or proposal, Contractor represents that it is not a target of Economic Sanctions. Should the State determine Contractor is a target of Economic Sanctions or is conducting prohibited transactions with sanctioned individuals or entities, that shall be grounds for rejection of the Contractor’s bid/proposal any time prior to contract execution, or, if determined after contract execution, shall be grounds for termination by the State.

17. Generative Artificial Intelligence (GenAI)

The State of California seeks to realize the potential benefits of GenAI, through the development and deployment of GenAI tools, while balancing the risks of these new technologies.

Bidder / Offeror must notify the State in writing if it: (1) intends to provide GenAI as a deliverable to the State; or (2), intends to utilize GenAI, including GenAI from third parties, to complete all or a portion of any deliverable that

materially impacts: (i) functionality of a State system, (ii) risk to the State, or (iii) Contract performance. For avoidance of doubt, the term “materially impacts” shall have the meaning set forth in State Administrative Manual (SAM) § 4986.2 Definitions for GenAI.

Failure to report GenAI to the State may result in disqualification. The State reserves the right to seek any and all relief to which it may be entitled to as a result of such non-disclosure.

Upon notification by a Bidder / Offeror of GenAI as required, the State reserves the right to incorporate GenAI Special Provisions into the final contract or reject bids/offers that present an unacceptable level of risk to the State.

Government Code 11549.64 defines “Generative Artificial Intelligence (GenAI)” as an artificial intelligence system that can generate derived synthetic content, including text, images, video, and audio that emulates the structure and characteristics of the system’s training data.

## **G. SIGNATURE**

1. **All documents requiring signatures contained in the original proposal package must have original or electronic signatures.**
2. Only an individual who is authorized to bind the proposing firm contractually shall sign the required Cover Letter for the proposal. The signature must indicate the title or position that the individual holds in the firm. An unsigned proposal may be rejected.

## **H. DISPOSITION OF PROPOSALS**

Upon proposal opening, all documents submitted in response to this RFP will become the property of the State of California, and will be regarded as public records under the California Public Records Act (Government Code Section 6250 et seq.) and subject to review by the public. The State cannot prevent the disclosure of public documents.

## **I. SOCIO-ECONOMIC AND PREFERENCE PROGRAMS**

### **1. Disabled Veteran Business Enterprise (DVBE) Incentive – Optional**

This solicitation does not require a minimum amount of DVBE participation. However, you are strongly encouraged to either become certified, if eligible, or to subcontract a portion of the work to a certified DVBE. If a prime bidder is a certified DVBE or commits to subcontracting with DVBE(s), the bid may be eligible to receive a bid preference provided that the DVBE provides a commercially useful function as defined in California Military Code Section 999(i) and California Code of Regulations, Title 2, Section 1896.71. For evaluation purposes only, the State shall apply an incentive to bids that propose California certified DVBE participation as identified on **Attachment 9**, titled Bidder Declaration GSPD-05-105 and confirmed by the State.

Proposers claiming the DVBE incentive must complete and return the Disabled Veteran Business Declarations form found at: [STD. 843 \(Rev. 11/2005\) \(ca.gov\)](#).

The incentive amount varies in conjunction with the percentage of DVBE participation offered. The minimum requirement is 1% with a maximum of 5% DVBE participation and the incentive will be equal to the participation offered as defined below:

<b>Confirmed DVBE Participation of:</b>	<b>DVBE Incentive:</b>
1% to 1.99% inclusive	1%
2% to 2.99% inclusive	2%
3% to 3.99% inclusive	3%
4% to 4.99% inclusive	4%
5% or Over	5%

## **2. Small Business (SB) or Microbusiness (MB) Preference – Optional**

If Proposer is claiming the 5% certified SB or MB preference, or is committing to subcontract 25% or more of their net bid price to one or more certified SB or MB (Non-small business preference [NSB]), list firm names on **Attachment 9** (GSPD-05-105 Bidder Declaration) and attach a copy of the certification. Additional References: <http://www.pd.dgs.ca.gov>

Questions regarding the certification approval process or the SB program should be directed to the Department of General Services, Procurement Division at (800) 559-5529 or (916) 375-4940; email: [OSDSHelp@dgs.ca.gov](mailto:OSDSHelp@dgs.ca.gov). For the 24-Hour Recording & Mail Request call (916) 322-5060.

SB, MB or NSB bidders or proposers using the SB preference shall be granted a preference consisting of 5% of the highest responsible bidder's total score.

## **3. Target Area Contract Preference Act (TACPA)**

The TACPA preference will be granted for this solicitation. Proposers wishing to take advantage of this preference will need to review the following website and submit the appropriate response with their proposal: [Forms \(ca.gov\)](#)

Proposers seeking to obtain a TACPA preference must complete and submit the TACPA Preference Request, STD. 830, and DGS/PD 526 with their Proposal. The STD. 830 and DGS/PD 526 are available to download at the link provided above.

## **4. Preference and Incentive Application – Optional**

- a. DVBE Incentive Points are factored by multiplying a Proposer's DVBE participation commitment percentage (%) by the total possible points that could be awarded (see Table 1 below). This amount is then added to the proposer's total points. In the Table 2 sample below, Proposer B received a 60-point incentive (.05% commitment x 1200 total points available), which was added to

its total points resulting in its proposal ranking as first in line for award. Proposer C's 2% commitment resulted in its receiving 24 incentive points, and making its proposal rank as second in line for award.

- b. Preference is calculated by multiplying 5% of the highest scoring NSB proposer, and adding those points to SB proposers and NSBs subcontracting 25% or more to a SB. In the Table 2 sample below, the calculation is based on Proposer B's 1155 points x .05 resulting in 57.75 additional points added to the certified SBs (A and C).
- c. Under the High Score Method, it is possible to displace a high point certified SB with the application of the DVBE Incentive.

**TABLE 1: HIGH SCORE METHOD SAMPLE**

Available points example using sliding scale:

Administrative: 200 points  
Technical: 400 points  
Cost: 600 points  
Total: 1200 points

Possible Maximum 60 points  
DVBE incentive calculated as follows:

Confirmed DVBE Participation	Possible Points Calculation:
1% - 1.99% inclusive	1% X 1200 = 12
2% - 2.99% inclusive	2% X 1200 = 24
3% - 3.99% inclusive	3% X 1200 = 36
4% - 4.99% inclusive	4% X 1200 = 48
5% and Higher	5% X 1200 = 60

**TABLE 2: HIGH SCORE METHOD SAMPLE RESULTS**

Proposer	A	B	C
Responsive/Responsible	Yes	Yes	Yes
Total Points	1050	1155	1125
Eligible Preference	SB	None	SB
SB Preference Points	57.75	0	57.75
Applied			
Subtotal	1107.75	1155	1182.75
Rank	3	2	1
Confirmed DVBE Participation	No (0%)	Yes (5%)	Yes (2%)
Incentive Points Applied	None	60	24
Adjusted Points	1107.75	1215	1206.75
New Rank	3	1	2

### III. PROPOSAL REQUIREMENTS (TECHNICAL)

#### A. PROPOSAL REQUIREMENTS

**The proposal must contain the following components, information and documents outlined below.** Each requirement's location must be listed in the Proposal's Table of Contents. Also see Section II. D. Submission of Proposal, for general submittal details.

##### 1. Minimum Qualifications

The Proposer must provide a detailed response, outlining information as to how the Proposer meets each of the minimum qualifications listed below. The Proposer must provide their detailed response on **Attachment 12**, Detailed Response for Minimum Qualifications. Proposals that do not meet the minimum qualifications will be determined non-responsive and ineligible for award.

- a. Proposer shall have a minimum of 5 years of experience providing independent, nonpartisan, empirical research and analysis.
- b. Proposer shall have a minimum of 5 years of experience conducting qualitative and quantitative research and analysis in one or more of the following fields: medical care, health care services, health policy analysis, access, fee schedules, and quality of care with respect to workers' compensation.
- c. Proposer shall have a minimum of 5 years of experience communicating analytic findings in useful forms to policy- makers, business decision-makers, and the general public.
- d. Proposer shall have a minimum of 5 years of experience in conducting cost-benefit, descriptive and econometric statistical analyses.
- e. Proposer shall have a minimum of 5 years working with large administrative datasets pertaining to workers' compensation health care services.
- f. Proposer shall have a minimum of 5 years working with confidential data with state and government agencies.

##### 2. Title Page

The purpose of this page is to provide information needed by DIR administrative staff. It must contain the following items:

- a. The title of the proposal, which must be the same as the title of the RFP;
- b. The number of the RFP, S25DWC003
- c. The date of proposal.

### **3. Cover Letter / Letter of Commitment**

The cover letter must not be more than two (2) pages, in Arial size-12 point font or similar, and must include the following paragraph and the signature of the representative authorized to make the proposal on behalf of the firm:

“The enclosed proposal is submitted in response to the above referenced Request for Proposal S25DWC003, including any addenda. Through submission of this proposal, we agree to all of the terms and conditions of the Request for Proposal and agree that any inconsistent provisions in our proposal may result in a lower score, up to and including disqualification. We have carefully read and examined the Request for Proposal and have conducted such other investigations as were prudent and reasonable in preparing the proposal. We agree to be bound by statements and representations in our proposal.”

The cover letter must be provided on the company's letterhead and include the following information and statements:

- a. The name and address of your company [NOTE: You may use a Post Office box, but please provide your company's street address]; and
- b. The name, title, and signature of a company official authorized to bind the proposal.
- c. Name, email and/or phone number for the Proposer's contact for DIR inquiries related to the proposal.

### **4. Table of Contents**

### **5. Summary**

The abstract shall be not longer than one (1) page. Include a brief description of the proposed project briefly summarizing the main point of the various sections of the proposal, including the features and benefits of the proposal.

### **6. Minimum Qualifications Response**

Provide a response, outlining detailed information demonstrating how the Proposer meets each of the minimum qualifications listed in Section III.A. Submit all applicable documentation.

### **7. Required Attachments**

The Technical Proposal must include all of the completed attachments listed in **Attachment 1**, Required Attachment checklist.

### **8. References**

Each proposer must provide at least three (3) references detailing previous experience preparing high-quality empirical medical research studies related to the goals and objectives outlined in the RFP.

References must be provided using **Attachment 3**, Proposer References Form. Submission of this attachment is mandatory. Failure to fully complete and return this attachment with your proposal may cause your proposal to be rejected and deemed non-responsive. **Attachment 3** may be copied for additional references.

## **9. Conflict of Interest and Confidentiality Statement**

Proposer and each member of Proposer's technical staff proposed to work on this project must sign and submit **Attachment 2**, Draft Standard Agreement, Exhibit E, Attachment 1 – Conflict of Interest and Confidentiality Statement with your proposal.

## **10. Subcontracts/Subcontractors**

If subcontractors are to be used, the Proposer must include in the Technical Proposal, a description of each person or firm and the work to be done by each subcontractor. Please use **Attachment 9**, Bidder Declaration Form (GSPD 05-105), to list all subcontractors used for this project. All subcontracts must be approved by DIR, and no work shall be subcontracted without the prior written approval of the State. The cost of the subcontract work is to be itemized in the Cost Proposal as described below in the section entitled Cost Proposal Requirements, and not in the Technical Proposal.

## **11. Technical Portion**

Proposer shall demonstrate their understanding of the questions, or needs, that DIR is seeking to have addressed. The technical approach and work plan are considered the heart of the proposal and will receive a high level of scrutiny. This part of the proposal will be evaluated to ensure all tasks and deliverables, listed in the Scope of Work, are included and responsive. The technical portion of the Proposal must include a written response to all scoring elements listed in the sample Proposal Evaluation form, Section IV.B.3, and must include the following:

### **a. Management Plan**

The Proposer shall provide a project management plan including the management structure and project organization. The Proposer shall designate, by name, the Project Manager to be employed. The selected Proposer shall not cause the substitution of the Project Manager without prior written approval of the State. Proposers should include methods to measure project progress against the project management plan to maintain project schedule.

### **b. Methodology (Approach to Work)**

The Proposer shall describe their methodology and approach to the work, identify specific techniques and methodologies that will be used and specific administrative and operational management expertise that will be employed in order to accomplish the tasks listed in this RFP under **Attachment 2**, Draft

Standard Agreement. Proposer shall indicate how skills developed in previous related work will be applied to the work described in this RFP.

The Proposer shall demonstrate their knowledge in conducting high-quality empirical research studies within the California Workers' Compensation system and lay the groundwork for the actual work to be performed for this project.

**c. Work Plan and Work Schedule**

The Proposer shall develop a Work Plan and Work Schedule that allows all tasks to be completed within the timeframes outlined in the Scope of Work. The Work Plan and Work Schedule shall identify each major task, necessary subtasks, and milestones by which progress can be measured and payments made. The Work Plan shall specify the estimated hours to accomplish each task and the Work Schedule shall provide the responsible party for performing the task, and anticipated dates of completion.

The Work Plan and Work Schedule must reflect the total project timeline of 48 months.

The Work Plan shall indicate how the supervision and oversight will be conducted for ensuring that the project will remain on schedule and that the distribution of workload is appropriate.

See **Attachment 2**, Draft Standard Agreement, for details on the tasks required. A work plan schedule format is provided below:

TASK	RESPONSIBLE PARTY (Prime or Subcontractor)	DATE OF COMPLETION
TASK 1: SELECT AND REVIEW PRIOR STUDIES AND DATA		60 days after contract execution
TASK 2: ESTABLISH CRITERIA AND METHODOLOGY FOR 2025-28 STUDIES		90 days after contract execution
TASK 3: COMPLETION OF ANNUAL STUDIES FOR 2025, 2026, 2027, 2028		June 30, 2026: Calendar Year 2025 Data June 30, 2027: Calendar Year 2026 Data June 30, 2028: Calendar Year 2027 Data June 30, 2029: Calendar Year 2028 data
TASK 4: DRAFT SUMMARY REPORT		August 30, 2029

TASK	RESPONSIBLE PARTY (Prime or Subcontractor)	DATE OF COMPLETION
TASK 5: COMPLETION OF FINAL SUMMARY REPORT		October 31, 2029
TASK 6: MONTHLY PROGRESS REPORTS		Monthly throughout the term of the contract
TASK 7: QUARTERLY MEETINGS		Quarterly throughout the term of the contract

**d. Personnel / Experience / Work Samples**

For this criterion, reviewers will rate the Proposer’s experience in conducting similar or related work described in the Scope of Work, and how skills developed in previous related work will be applied to this project as outlined in **Attachment 2**, Draft Standard Agreement. The Proposer shall indicate how previous experience will be applied to the development of this project.

The Proposer shall list technical staff (specify staff name) who will be working on the project. Include their titles, qualifications, a summary of similar work or studies performed, a resume for each technical staff person, a statement indicating how many hours each professional will be assigned to the Agreement and what tasks each professional will perform. The selected Proposer shall not cause key members of the project team to be substituted without prior written approval of the State.

The Proposer shall demonstrate experience and breadth of knowledge in conducting high-quality empirical research studies in the California Workers’ Compensation system as described in **Attachment 2**, Draft Standard Agreement.

The Proposer shall demonstrate prior experience and abilities to process large amounts of data and make sense of the data and provide a high-quality analysis of the data and resulting recommended improvements to a system based on the data.

The Proposer must provide a minimum of two (2) and no more than (4) work samples from previously completed projects that demonstrate relevant experience with access to care research or similar healthcare research studies. These samples should illustrate the Proposer’s: Methodological expertise and analytical capabilities; Operational effectiveness in managing complex research projects; execution capability in data collection, analysis and reporting; experience with healthcare access barriers and patient populations.

**e. Page Headers and Page Numbering**

All pages of the Technical Proposal, including cover pages, Table of Contents, references and resumes, and the Bidder Declaration Form GSPD-05-105

(**Attachment 9**) shall have the following header and page numbering format in the upper right-hand corner:

**Technical Proposal**  
**RFP No. S25DWC003**  
**Exhibit A, Attachment 1**  
**Page ## of ##**

## **B. COST PROPOSAL REQUIREMENTS**

The cost breakdown (Cost Proposal) shall be included in the Technical Proposal. Cost Proposals shall include the following required information: Budget, and Preference Program Documents (See Section II. Socio-Economic and Preference Programs) and at a minimum, all information listed in Cost Detail (below). Proposers must use the **Attachment 11**, Contractor Cost Sheet.

All costs must be provided for each task and deliverable. The proposed costs should be broken down into the outline in the Work Plan and Work Schedule for the purpose of this cost proposal submittal.

**DIR's budget for the proposed contract is limited to \$1,250,000.00.** Any cost proposals exceeding this amount will be disqualified and ineligible for award. Proposers shall submit a cost proposal for all tasks described in **Attachment 2**, Draft Standard Agreement.

### **1. Cost Detail**

- a. **Itemized Tasks** – Using **Attachment 11**, Contractor Cost Sheet, provide firm-fixed costs for specific tasks listed in **Attachment 2**, Draft Standard Agreement.

For all tasks, the Proposer must include all items such as labor, personnel, subcontractors, travel, meetings, materials, reports, and tax, if applicable, as necessary to perform and complete the tasks on the Contractor Cost Sheet, **Attachment 11**.

- b. **Subcontracts / Subcontractors** – If subcontractors are to be used, the Proposer must include in the Technical Proposal, a description of each person or firm and the work to be done by each subcontractor. Additionally, **all** subcontractors proposed to be used for this project must be identified on **Attachment 9**, Bidder Declaration Form.

### **2. Page Headers and Page Numbering**

All pages of the Cost Proposal; the Bidder Declaration Form GSPD-05-105 (**Attachment 9**); and, if applicable, any forms pertaining to socio-economic preferences (SB, MB, or DVBE), shall have the following header and page numbering format in the upper right-hand corner:

**Cost Proposal  
RFP No. S25DWC003  
Exhibit B, Attachment 1  
Page # of ##**

#### **IV. EVALUATION, SELECTION, AND AWARD**

##### **A. ADMINISTRATIVE EVALUATION (PHASE 1)**

DIR will conduct an administrative evaluation in accordance with the RFP requirements to determine a Proposer's responsiveness and responsibility. Each proposal will be checked for completeness and/or absence of all required information and to ensure that the Proposer meets the minimum qualifications in conformance with the submission requirements. During the evaluation period, if an item is unclear, or needs further clarification, Proposers may be requested to provide additional documentation.

##### **B. TECHNICAL EVALUATION (PHASE 2)**

DIR will also conduct an evaluation of the Technical Proposal by an evaluation panel consisting of DIR employees. If deemed necessary, independent academic, technical or policy experts may be called upon to answer any specific questions regarding the responses to the RFP. These individuals will not participate in the scoring process.

###### **1. Scoring Criterion Guidelines**

**Note: There will be no individual sheets, no written scores, and no written notes. There will be one final score for each Proposer. Proposer must score a minimum of 70 points (combined score of technical evaluation and cost points) to be eligible for award.**

The Proposal Evaluation Form in Section IV.B.3 contains the scoring criteria that will be used by reviewers evaluating proposals submitted in response to this RFP. The evaluation team shall determine a consensus score for each item, based on the team's verbal discussion of each Proposer's responses. To determine the consensus score, evaluators will meet either in person or by teleconference to discuss in detail the strengths, weaknesses, and ratings of each proposal to determine scores. The evaluation team will carefully review and discuss the completeness of the Proposer's response, as well as clarity of documentation presented in the proposals submitted in response to this RFP.

###### **2. Cost Points (30 points)**

Proposers may achieve a maximum of thirty (30) cost points. This criterion allows staff to evaluate and compare the budgets of each proposal relative to those of its competitors. The budgeted amount is the maximum allowable amount by DIR for this Agreement (Section III.B.). Any proposals submitted that are over the expected expenditure/budgeted amount may be disqualified. Please contact DGS OLS if considering a solicitation where cost points are less than 30% of the total points **prior** to releasing the secondary RFP.

The technically qualified proposal that has the lowest cost will be given a maximum score of thirty (30) for this criterion.

All other technically qualified proposals will be calculated based on the ratio of the lowest cost proposal to the bidder's cost, multiplied by the maximum number of cost points available thirty (30), as shown in the example below:

$$\frac{\text{Lowest Total Cost Bid}}{\text{Bidder Total Cost}} \times \text{Total Cost Points Available}$$

Example: To help illustrate this process, refer to the Cost Evaluation Methodology Example table below for the cost score calculation process. Cost figures in this example explain the cost calculations and have no other significance.

Cost Evaluation Methodology Example

Bidder	Grand Total Cost	Calculation	Cost Points Awarded
A	\$350,000	$\frac{\$300,000}{\$350,000} \times 30$	26
B	\$325,000	$\frac{\$300,000}{\$325,000} \times 30$	28
C	\$300,000	$\frac{\$300,000}{\$300,000} \times 30$	30

Final Scoring Methodology Example

Bidder	Technical Score	Cost Score	Total Points Awarded
A	81	26	107
B	86	28	114
C	92	30	122

In this case, the highest scored proposal from Bidder C would be the intended awardee.

Preferences will be applied as required to eligible proposals. Please see Section II.I., Socio-Economic and Preference Programs.

The evaluation team will abide by the following Scoring Criterion Guidelines for the Technical Evaluation Scoring Criteria below:

Possible Points	Interpretation	Explanation for Percentage Points
0%	Inadequate	Response does not include or fails to address the requirements being scored. The omission(s), flaw(s), or defect(s) are significant and unacceptable.
30%	Barely Adequate	Response addresses the requirements being scored, but there are one or more omissions, flaws, or defects or the requirements are addressed in such a limited way that it results in a low degree of confidence in the proposed solution.
80%	Good	Response fully addresses the requirements being scored with a good degree of confidence in the Applicant's response or proposed solution. No identified omission(s), flaw(s), or defect(s). Any identified weaknesses are minimal, inconsequential, and acceptable.
100%	Excellent or Outstanding	Response fully addresses the requirements being scored with a high degree of confidence in the Applicant's response or proposed solution. Applicant offers one or more enhancing features, methods or approaches exceeding basic expectations.

The Proposal Evaluation criteria listed specifies the total number of points available for each requirement. Using the Scoring Criterion Guidelines, the evaluation team will determine the percentage of points to be awarded to each requirement, and multiply that percentage by the total number of points available for that requirement to determine the score.

**C. OPTIONAL INTERVIEWS (PHASE 3)**

If deemed necessary by the State, the three (3) highest scoring responsive and responsible Proposers in Phase 1 and Phase II will qualify for Phase III with the Proposer's proposed team members to be interviewed, assessed and scored.

The Proposer's team members will be rated between 0-30 points, based on the interview responses. There will be a total of three (3) questions. The Proposer's team members must be available for an interview as described in SECTION C, KEY ACTION DATES, of this document. All interview questions will be directed to the Proposer's team members only; the Proposer is not part of the interview process unless the Proposer and the proposed team members are one in the same person. DIR reserves the right to interview more than the three (3) top scoring candidates if DIR determines it is in the State's best interest. Proposer's will be scored on the following:

1. Ability to address complex access to care issues under time constraints (0-5 points)
2. Oral Communication skills and problem-solving ability – effectiveness in identifying key issues and providing clear, actionable responses. (0-10 points)
3. Ability to identify and address multi-stakeholder coordination challenges – understanding of how to navigate issues involving multiple healthcare systems and legislative and regulatory bodies as well as community trends. (0-15 points)

**D. PROPOSAL EVALUATION FORM**

<b>MINIMUM QUALIFICATIONS</b>	<b>Yes</b>	<b>No</b>
Proposer shall have a minimum of 5 years of experience providing independent, nonpartisan, empirical research and analysis.		
Proposer shall have a minimum of 5 years of experience conducting qualitative and quantitative research and analysis in one or more of the following fields: medical care, health care services, health policy analysis, access, fee schedules, and quality of care with respect to workers' compensation.		
Proposer shall have a minimum of 5 years of experience communicating analytic findings in useful forms to policy-makers, business decision-makers, and the general public.		
Proposer shall have a minimum of 5 years of experience in conducting cost-benefit, descriptive and econometric statistical analyses.		
Proposer shall have a minimum of 5 years working with large administrative datasets pertaining to workers' compensation health care services.		
Proposer shall have a minimum of 5 years working with confidential data with state and government agencies.		
<b><i>If any minimum qualifications are NOT met, STOP HERE</i></b>		
<b>1. CLARITY AND ORGANIZATION OF PROPOSAL</b>	Points Available 5	Points Awarded
The proposal is presented in a clear, organized manner.	5	
<b>2. MANAGEMENT PLAN</b>	Points Available 10	Points Awarded
Proposer shall provide a clear project management plan including the management structure and project organization. Proposer shall designate, by name, the Project Manager to be employed.	5	
The Proposer should include methods to measure project progress against the project management plan to maintain project schedule.	5	
<b>3. METHODOLOGY (APPROACH TO WORK)</b>	Points Available 20	Points Awarded

Proposer shall describe their methodology and approach to the work, identify specific techniques and methodologies that will be used and specific administrative and operational management expertise that will be employed in order to accomplish the tasks listed in this RFP under <b>Attachment 2</b> , Draft Standard Agreement. Proposer shall indicate how skills developed in previous related work will be applied to the work described in this RFP.	10	
The Proposer shall demonstrate their knowledge in conducting high-quality empirical research studies within the California Workers' Compensation system and lay the groundwork for the actual work to be performed for this project.	10	
<b>4. WORK PLAN AND WORK SCHEDULE</b>	Points Available 15	Points Awarded
Proposer shall develop a Work Plan and Work Schedule that allows all tasks to be completed within the timeframes outlined in the Scope of Work. The Work Plan and Work Schedule shall identify each major task, necessary subtasks, and milestones by which progress can be measured and payments made. The Work Plan shall specify the estimated hours to accomplish each task and the Work Schedule shall provide the responsible party for performing the task, and anticipated dates of completion. The Work Plan and Work Schedule must reflect the total project timeline of 48 months.	10	
The Work Plan shall indicate how the supervision and oversight will be conducted for ensuring that the project will remain on schedule and that the distribution of workload is appropriate.	5	
<b>5. PERSONNEL / EXPERIENCE / WORK SAMPLES</b>	Points Available 20	Points Awarded

<p>Proposer describes experience in conducting similar or related work described in the Scope of Work, and how skill developed in previous related work will be applied to this project as outlined in <b>Attachment 2</b>, Draft Standard Agreement. The Proposer shall indicate how previous experience will be applied to the development of this project.</p> <p>The Proposer shall list technical staff (specify staff name) who will be working on the project. Include their titles, qualifications, a summary of similar work or studies performed, a resume for each technical staff person, a statement indicating how many hours each professional will be assigned to the Agreement and what tasks each professional will perform.</p> <p>The Proposer shall demonstrate experience and breadth of knowledge in in conducting high-quality empirical research studies in the California Workers' Compensation system as described in <b>Attachment 2</b>, Draft Standard Agreement.</p> <p>The Proposer demonstrates prior experience and abilities to process large amounts of data and make sense of the data and provide a high-quality analysis of the data and resulting recommended improvements to a system based on the data.</p> <p>The Proposer must provide a minimum of two (2) and no more than (4) work samples from previously completed projects that demonstrate relevant experience with access to care research or similar healthcare research studies. These samples should illustrate the Proposer's: Methodological expertise and analytical capabilities; Operational effectiveness in managing complex research projects; execution capability in data collection, analysis and reporting; experience with healthcare access barriers and patient populations.</p>	20	
<p><b>6. COST</b></p>	Points Available 30	Points Awarded
<p>This criterion allows staff to evaluate and compare the budgets of each proposal relative to those of its competitors. The technically qualified proposal that has the lowest cost will be given a maximum score of 30 for this criterion.</p>	30	
<p><b>TOTAL POINTS</b></p>	<b>Maximum Available</b> <b>100</b>	<b>SCORE</b>

## E. PROPOSAL REJECTION

1. Proposals must be submitted for the performance of all the services as described herein. Any material deviation from the RFP will not be considered and may cause a proposal to be rejected.
2. Proposals **must be complete** in all respects as required by the RFP. A proposal may be rejected if it is conditional or incomplete, or if it contains any alterations of form or other irregularities of any kind. **The State does not accept alternate contract language from a prospective contractor.** A proposal with such language will be considered a counter proposal and may be rejected.
3. **DIR reserves the right to reject any or all proposals for any reason.**
4. Proposals that contain false or misleading statements, or which provide references, that do not support an attribute or condition claimed by the proposal, may be rejected. If, in the opinion of the State, such information was intended to mislead the State in its evaluation of the proposal, and the attribute, condition, or capability is a requirement of this RFP, it will be the basis for rejection of the proposal.
5. Proposals received past the due date and time specified in Section II.A. "Key Action Dates" will be deemed non-responsive and rejected. Under no circumstances will any proposals be accepted past the date and time stated in Section II.A. All such proposals received past the date and time will not be accepted, and will be returned to the Proposer.

## F. SELECTION

1. The Award, if made, shall be to the responsive Proposer with the highest scored proposal, within the allocated budget.
2. If no proposals are received containing bids offering a price, which in the opinion of DIR is a reasonable price, DIR is not required to award an Agreement (Public Contract Code 10344 (d)).
3. The prospective Contractor is advised that should this RFP result in an award of an Agreement, the Agreement will not be in force and no work shall be performed until the Agreement is fully approved by the State, and the Contractor is notified by the DIR Contract Manager to begin work.
4. The Agreement shall be signed by the selected Proposer and returned within ten (10) business days of receipt. If the selected Proposer refuses or fails to execute the Agreement, DIR may award the contract to the Proposer with the second highest score.

## G. NOTICE OF PROPOSED AWARD

1. Notice of the proposed award shall be posted on Cal eProcure at <https://caleprocure.ca.gov/pages/index.aspx> for five (5) business days prior to awarding the Agreement.
2. Proposers have the right to protest the award of DIR Agreements subject to the following grounds, processes and procedures.
  - a. Proposers may protest the proposed award by filing a notice of protest with DIR and DGS, Office of Legal Services.
  - b. Protest notices should contain full contact information, including a fax number, and must be filed with both offices listed below:

<b>Department of Industrial Relations Contracts and Grants Services Section</b> Attention: Manager 2180 Harvard Street, Suite 160 Sacramento, California 95815 Email: <a href="mailto:procurement@dir.ca.gov">procurement@dir.ca.gov</a>	<b>Department of General Services Office of Legal Services</b> Attention: Bid Protest Coordinator 707 Third Street, 7 <sup>th</sup> Floor, Suite 7-330 West Sacramento, CA 95605 Email address: <a href="mailto:OLSProtests@dgs.ca.gov">OLSProtests@dgs.ca.gov</a>
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- a. **Within five (5) calendar days** after filing notice to protest, the protesting Proposer shall file with the DGS Office of Legal Services and DIR, a detailed written statement specifying the grounds for the protest. The detailed written statement shall include the RFP number.
- b. The Agreement shall not be awarded until either the protest has been withdrawn, or the State has decided the matter.

## H. STANDARD CONDITIONS OF SERVICE

1. Service shall be available no sooner than the express date set by DIR and the Contractor, after all approvals have been obtained and the Agreement is fully executed. Should the Contractor fail to commence work at the agreed upon time, DIR, upon five (5) days written notice to the Contractor, reserves the right to terminate the Agreement. In addition, the Contractor shall be liable to the State for the difference between Contractor's Proposal price and the actual cost of performing work by the second responsive and responsible Proposer or by another Contractor.
2. All performance under the Agreement shall be completed on or before the termination date of the Agreement.
3. The State does not accept alternate Agreement language from a prospective contractor. A proposal with such language will be considered a counter proposal and may be rejected. **The State's General Terms and Conditions (GTC) are not negotiable.** The General Terms and Conditions GTC- 02/2025 may be viewed at Internet site: <https://www.dgs.ca.gov/-/media/Divisions/OLS/Resources/GTC-Updates/GTC-225-February-2025.pdf>

4. The State does not negotiate rates and/or costs listed on any cost proposal submitted.
5. No oral understanding or agreement shall be binding on either party. Any changes or alterations to the contract/agreement must be in writing and approved by both parties and/or Department of General Services' Office of Legal Services, if required.

**I. POST AWARD REQUIREMENTS**

1. Prior to execution of the contract and at DIR's sole discretion, the selected Proposer must comply with the following in a manner acceptable to DIR:
  - a. The Agreement shall be signed by the Contractor and returned within ten (10) business days of receipt. If the Contractor refuses or fails to execute the contract, then DIR may award the contract to the next ranking proposer.
  - b. Within ten (10) business days of award of the Agreement, Contractor must supply DIR with all required documents, including, but not limited to: insurance certificates, as specified in **Attachment 2**, Exhibit D, Section G, to be reviewed and approved by DGS.
2. Failure to comply with any post-award requirements may result in cancellation of the award. In that event, DIR reserves the right to award the contract to the next ranking proposer.

**ATTACHMENT 1  
REQUIRED ATTACHMENT CHECKLIST**

**Proposer's Name:** \_\_\_\_\_

A complete proposal package will consist of all the items listed in the RFP, as well as those items identified below. **Be sure that your proposal includes ALL required documents as stated in this RFP, not just those listed in this checklist.** Please refer to Section II, Proposal Requirements (General) and Information.

<u>Attachment</u>	<u>Attachment Name/Description</u>
_____ Attachment 1	Required Attachment Checklist
_____ Attachment 2	Draft Standard Agreement (do not return, Bidder information only)
_____ Attachment 2	Exhibit E, Attachment 1 - Conflict of Interest & Confidentiality Statement
_____ Attachment 3	Proposer References Form
_____ Attachment 4	Payee Data Record (STD 204)
_____ Attachment 5	Contractor Certification Clauses (CCC 04/2017)
_____ Attachment 6	California Civil Rights Laws Certification
_____ Attachment 7	Iran Contracting Act Verification Form
_____ Attachment 8	Darfur Contracting Act Certification
_____ Attachment 9	Bidder Declaration GSPD-05-105
_____ Attachment 10	CA DVBE Bid Incentive Instructions (do not return, Bidder Information only)
_____ Attachment 11	Contractor Cost Sheet
_____ Attachment 12	Detailed Response for Minimum Qualifications

## ATTACHMENT 2 DRAFT STANDARD AGREEMENT

**SCO ID:**

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES  
**STANDARD AGREEMENT**  
STD 213 (Rev. 04/2020)

AGREEMENT NUMBER	PURCHASING AUTHORITY NUMBER (If Applicable)
------------------	---

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME \_\_\_\_\_

CONTRACTOR NAME \_\_\_\_\_

2. The term of this Agreement is:

START DATE \_\_\_\_\_

THROUGH END DATE \_\_\_\_\_

3. The maximum amount of this Agreement is:

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement.

Exhibits	Title	Pages
Exhibit A	Scope of Work	
Exhibit B	Budget Detail and Payment Provisions	
Exhibit C *	General Terms and Conditions	

*Items shown with an asterisk (\*), are hereby incorporated by reference and made part of this agreement as if attached hereto.*

*These documents can be viewed at <https://www.dgs.ca.gov/OIS/Resources>*

**IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.**

**CONTRACTOR**

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.) \_\_\_\_\_

CONTRACTOR BUSINESS ADDRESS	CITY	STATE	ZIP
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PRINTED NAME OF PERSON SIGNING	TITLE
--------------------------------	-------

CONTRACTOR AUTHORIZED SIGNATURE	DATE SIGNED
---------------------------------	-------------

**STATE OF CALIFORNIA**

CONTRACTING AGENCY NAME \_\_\_\_\_

CONTRACTING AGENCY ADDRESS	CITY	STATE	ZIP
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PRINTED NAME OF PERSON SIGNING	TITLE
--------------------------------	-------

CONTRACTING AGENCY AUTHORIZED SIGNATURE	DATE SIGNED
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CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL	EXEMPTION (If Applicable)
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## **EXHIBIT A SCOPE OF WORK**

This agreement is entered into by and between the Department of Industrial Relations (DIR or State) and (Contractor TBD), hereafter referred to as Contractor. The Contractor agrees to provide Medical Access Study Consulting Services.

### **A. PURPOSE**

The purpose of this agreement is to carry out the requirements of Labor Code Section 5307.2, which requires the Administrative Director of the DIR Division of Workers' Compensation (DWC) to contract with an independent consulting firm to perform an annual study of access to medical treatment for injured workers. The study shall analyze whether there is adequate access to quality health care and products, including prescription drugs and pharmacy services, and make recommendations to ensure continued access.

### **B. BACKGROUND**

The State Constitution guarantees that workers injured on the job have access to medical care ("full provision for such medical, surgical hospital and other remedial treatment as is requisite to cure or relieve from the effects of injury"). The Division of Workers' Compensation includes a Medical Unit that provides oversight on the administration of medical care in workers' compensation cases.

In 2012, SB 863 made fundamental changes in various components of medical care in the workers' compensation system. These changes included:

#### **1. Medical Necessity Determinations**

- a. Independent Medical Review (IMR) – effective Jan. 1, 2013, for injuries occurring on or after that date, and effective July 1, 2013, for all dates of injury, IMR is used to decide disputes between physician and claims administrator about necessary medical treatment for injured workers. The IMR program is administered by the DWC with costs borne by the employer and is similar to the group health process for medical treatment dispute resolution. IMR can only be requested by an injured worker or their representative after the issuance of a utilization review decision which modifies, delays, or denies a treatment request. The IMR annual report can be viewed at: <https://www.dir.ca.gov/dwc/IMR/reports/IMR-Annual-Report.pdf>
- b. Expedited hearings, effective January 1, 2013, provides for disputes over where injured employees may receive treatment to be resolved at expedited hearings.
- c. Primary Treating Physician, effective January 1, 2013, makes pre-designation available for employees with health coverage regardless of whether the coverage is employer-based. Also, chiropractors may no longer act as the primary treating physician once a 24-visit cap is reached.

#### **2. Medical Provider Networks (MPN)**

- a. Labor Code section 4616(a)(1) was amended to allow an entity that provides physician network services to establish and modify an MPN. Labor Code section 4616(a)(4) was added requiring MPN's post on their Internet Websites a roster of all treating physicians in the MPN that is to be updated at least quarterly. Every MPN is required to provide to the DWC's Administrative Director its Internet Website address and its roster of treating physicians which will be posted on the DWC's Internet Website. Labor Code section 4616(b)(1) was amended to implement the MPN four-year approval period requiring every MPN to file a Plan for Reapproval before the four-year approval period expires.
  - b. Labor Code section 4616.2 was amended to include an entity that provides physician network services as an entity, along with an employer or insurer, as entities that have obligations to provide the completion of treatment when an MPN continuity of care issue arises. Finally, amended Labor Code section 5307.1 to require the Administrative Director to adopt a physician fee schedule based on the federal resource-based relative value scale used in Medicare, and specified that the reasonable maximum fees would be calculated with base year 2012, and adjusted annually by the Medicare Economic Index and Medicare relative value scale adjustments.
3. Appropriate Fees for Medical and Other Services
- a. SB 863 authorized DWC to either modify or establish a wide range of fee schedules for services that are necessary to provide medical treatment for injured workers including the home health care fee schedule and the interpreter services fee schedule.
  - b. SB 863 also amended Labor Code Section 5307.1 relating to the Official Medical Fee Schedule (OMFS) to require the following:
    - i. Adoption of the OMFS for physician and non-physician practitioner services in workers' compensation based on Medicare's Resource-Based Relative Value Scale (RBRVS). DWC adopted the schedule, and it is effective for services rendered on or after January 1, 2014.
    - ii. Reduction of Ambulatory Surgical Center facility fees. The aggregate payment for these services cannot exceed 80% of Medicare hospital outpatient department fees for the same services.
    - iii. Duplicate payment for spinal hardware was eliminated, and appropriate fees are established. Labor Code Section 5318 was repealed, and double charging for spinal hardware is no longer permitted.
4. Medical Legal Evaluations
- a. Limited the number of office locations to ten for Qualified Medical Evaluators (QME).
  - b. The parties were no longer required to attempt to reach an Agreed Medical Evaluator (AME) agreement before requesting a QME panel.

## 5. Timely Payment for Medical and Other Services

- a. SB 863 required that the provider must itemize services, and the employer must respond with Explanation of Review (EOR); the provider may request second internal review, and the employer must respond; after the second internal review, the provider may request Independent Bill Review (IBR).
- b. SB 863 created an IBR process administered by DWC to resolve disputes regarding the amount to be paid to doctors. The costs of IBR are initially advanced by the medical provider and ultimately borne by the “losing” party.
  - i. For more details on the above and other provisions of SB 863 please review legislative history and some additional resources may include:  
<https://www.dir.ca.gov/dwc/FAQ/IBR-Lien-Both.html> and  
<https://www.dir.ca.gov/osip/OSIP-FAQ.htm>

The legislation that mandated this study indicates that if the Administrative Director determines there is insufficient access to care for injured workers, the Administrative Director is authorized to make “appropriate adjustments to medical and facilities’ fees.” With a determination that “substantial” access problems exist, the Administrative Director may adopt fees in excess of the 120 percent of Medicare-set fees for applicable services or products.

There are several studies on access to care regarding workers compensation, and more generally, access of care to the public. Some of these studies include:

- 2013, 2014 and 2015, Berkeley Research Group study, titled “Study of Access to Medical Treatment for Injured Workers.”
- February 1, 2007, UCLA Center for Health Policy Research study titled: “Access to Medical Treatment in The Workers’ Compensation System, 2006”
- June 2022, August 2023, and December 2024 Healthforce Center at University of San Francisco (UCSF) study titled: “Annual Update on California’s Physician Workforce.”
- March 2022, California Workers’ Compensation Institute study by Stacy L. Jones and Alex Swedlow titled: “Can Access to Medical Care in California Workers’ Compensation be improved?”
- 2019, RAND study by Kandice A. Kapinios and Cheryl K. Montemayor titled: “Access to Medical Treatment for Injured Workers in California”.

## C. DETAILED SCOPE OF WORK

The project will include seven (7) main tasks:

### **TASK 1: SELECT AND REVIEW PRIOR STUDIES AND DATA**

1. The Contractor shall review studies related to access to care including, but not limited to, the studies referenced above.
2. The Contractor shall select and review relevant data, including, but not limited to: legislative history, surveys of injured workers, surveys of providers, administrative data available from the DIR DWC including the Workers' Compensation Information System (WCIS), or other data sources (including MPN provider listings), or any combination of such methods and sources. The methodology shall assess access to medical care within California's workers' compensation system for three (3) years, with respect to physicians, hospitals, out-patient facilities, pharmacies and other pharmaceutical providers, and for durable medical equipment.

**Deliverable:** Written Analysis and video conference Presentation to the Administrative Director.

**Due Date:** 60 days after contract execution.

## **TASK 2: ESTABLISH CRITERIA AND METHODOLOGY FOR 2025-28 STUDIES**

1. The Contractor shall propose a methodology relying on the data sources previously selected and shall be appropriate to the goals of the study.
  - a. The methodology shall analyze the comparable studies of access to care.
2. The Contractor shall develop means of determining the types of data reporting systems to be able to track and understand problems of access and proposals for thresholds of access deficiencies that would require regulatory adjustment.
3. The Contractor shall recommend a methodology for determining medical pricing that could assure access to care taking into consideration California generally as well as regional needs and specialty considerations.
4. The Contractor shall establish criteria for the determination of "insufficient" access to health care for injured workers and for "substantial access problems," which may include a comparison with other medical delivery systems. This analysis shall take into consideration access to physician specialties, physician services, and geographic areas. Consideration of how remote health and telehealth services can be utilized to improve access.

**Deliverable:** Written Analysis and Presentation to the Administrative Director. The analysis is to be provided in a word editable document with any corresponding excel files with formulas visible. The analysis and presentation will be via video conference at least two weeks before the due date at a mutually agreed upon time. All edits and revisions to the methodology will be approved by the DIR Administrative Director or their designee.

**Due Date:** 90 days after contract execution.

**TASK 3: COMPLETION OF ANNUAL STUDIES FOR 2025, 2026, 2027, 2028:**

Contractor shall prepare yearly written reports using the previously approved methodology as reviewed and approved by the DIR Administrative Director or their designee in Task 2. Each finalized written report on the preceding year's data shall be submitted to the Administrative Director on or before June 30th of the following year, unless the parties mutually agree, in writing, to revise the due dates. No amendment of the contract shall be required to revise the report due dates so as to accommodate a potential lag time in receiving finalized data from DIR DWC's Workers' Compensation Information System (WCIS).

Each report shall include, but not be limited to the following:

1. Analysis of trends in the numbers of physicians treating workers' compensation and in the percentage of their practices that are devoted to workers' compensation. Consideration should be given to geographical differences. Consideration should also be given to whether changes in supply reflect excess supply, insufficient supply, or optimization of supply in relation to the need.
2. Analysis of whether there have been access issues with regard to specialists in the workers' compensation system and make recommendations, including, but not limited to: adjustments to the fee schedule on how to maintain access to highly skilled specialists ensuring quality medical care is provided to the injured worker.
3. Analysis of how MPN's impact injured worker access to care. In what ways, if any, can MPN's be improved to increase access to care and address any quality-of-care issues that may exist?
4. Is there a difference in access to care for injured workers who are subject to an MPN versus injured workers that are not subject to an MPN?
5. Within Medical Provider Network there are management service organizations (MSOs) who contract with payers (employers, insurers, and third-party administrators) for cost-containment purposes. This can result in discounting of fees for the physician below the official medical fee schedule. In what way do these organizations play a helpful role or barrier to care for injured workers?
6. Analysis of what role Utilization Review, Independent Medical Review, and Independent Bill Review have had on access. Analysis of why California ranks 3rd from the bottom in workers' compensation (WC) provider payment fees but ranks near the top for the amount paid on WC cost containment as compared to the WC systems in other states. Analysis of how improvements can be made in expenses and cost containment.
7. Analysis of whether there have been any access issues as a result of COVID-19.
8. Analysis of Effect of Remote Health and Telehealth on access.

9. Analysis and identification of other system friction beyond Utilization Review, Independent Medical Review, Independent Bill Review and Medical Provider Networks and its effect on access to care.

**Deliverable:** Yearly Reports, as specified.

**Due Date:** June 30, 2026 - Calendar Year 2025 Data.  
June 30, 2027 - Calendar Year 2026 Data.  
June 30, 2028 - Calendar Year 2027 Data.  
June 30, 2029 - Calendar Year 2028 Data.

#### **TASK 4: DRAFT SUMMARY REPORT**

Contractor shall prepare a draft report synthesizing the information from the prior reports and make final recommendations.

**Deliverable:** Draft Written Report to the Administrative Director. The report is to be provided in a word editable document with any corresponding excel files with formulas visible. The presentation will be via video conference at an agreed upon time.

**Due Date:** No later than August 30, 2029.

#### **TASK 5: COMPLETION OF FINAL SUMMARY REPORT**

Contractor shall prepare a final summary report synthesizing the information from the prior draft summary and yearly reports, incorporating all DIR requested changes, and make final recommendations.

**Deliverable:** Final Summary Report to the Administrative Director.

**Due Date:** No later than October 31, 2029.

#### **TASK 6: MONTHLY PROGRESS REPORTS**

Progress status reports shall be provided via email in word editable format to Amanda Ades ([aades@dir.ca.gov](mailto:aades@dir.ca.gov)) and Alissa Huang ([ahuang@dir.ca.gov](mailto:ahuang@dir.ca.gov)) monthly by the 20<sup>th</sup> of each month, throughout the duration of the contract, commencing from contract execution. Progress reports shall contain the information listed in and follow the template provided in Exhibit A, Attachment 2, Progress Report Template.

#### **TASK 7: QUARTERLY MEETINGS**

The Contractor shall hold quarterly teleconference meetings with the DIR Project Manager to provide comprehensive project updates. These meetings shall occur within the first two weeks of each calendar quarter (January, April, July, October) or as otherwise scheduled by DIR. The meetings shall be scheduled for a minimum of 60 minutes and participants shall include Contractor's project manager and key team members as appropriate and DIR project manager and other DIR representatives as

designated and available. Video conference call is preferred however, teleconference call is acceptable. The meeting shall include:

1. A progress summary on all active tasks and deliverables;
2. A comparison of actual progress against the original projected schedule with explanation for any variance;
3. Identification of current or anticipated obstacles, proposed mitigation strategies and resources needed; and a
4. Detailed plan for the next quarter’s activities and expected deliverables and a financial summary showing expenditures to date and projected costs for remaining work.

**D. CONTRACTORS RESPONSIBILITIES**

1. The Contractor shall plan, organize, and manage the study, and provide the majority of staff time and resources necessary to complete the reports on time.
2. Additional Meetings: Contractor shall hold additional meetings as needed to complete the project goals.
3. Throughout the duration of the Agreement, the Contractor shall work closely with the DIR Project Manager. All tasks must be accepted and all deliverables must be approved in writing by the DIR Project Manager prior to payment for the task and acceptance of deliverables.
4. The Contractor shall not substitute key members of the project team without prior written approval of the State.

**E. CONTRACT REPRESENTATIVES**

The Project Managers during the term of this Agreement are TBD:

Agency:	Contractor:
Section/Unit:	Section/Unit:
Attention:	Attention:
Address:	Address:
Phone:	Phone:
Email:	Email:

The parties may change their Contract Representative(s) upon providing ten (10) days written notice to the other party’s Contract Representative(s). The notifying party shall provide complete contact information for the replacement Contract Representative(s) to include the information provided above.

**EXHIBIT A, ATTACHMENT 1  
TECHNICAL PROPOSAL**

**(TO BE INSERTED UPON CONTRACT AWARD)**

**EXHIBIT A, ATTACHMENT 2  
PROGRESS REPORT TEMPLATE**

**Date:**

**Percent of Work Completed to Date:**

*For each task identified in the Scope of Work, provide the percentage of work completed to date. (e.g. Task 1: 80%; Task 2: 0%...)*

**Work Completed Description:**

*In bullet points or short sentences, describe work completed this past quarter.*

**Outstanding Issues:**

*In bullet points or short sentences, identify outstanding questions or issues that may require input from the DIR Project Manager. These items will be covered during the quarterly teleconference meetings with DIR.*

**EXHIBIT B  
BUDGET DETAIL AND PAYMENT PROVISIONS**

**A. INVOICING AND PAYMENT**

1. For services satisfactorily rendered, upon receipt and approval of an invoice(s) for each completed task and deliverable, the State agrees to compensate the Contractor for costs specified in accordance with Exhibit B, Attachment 1, Contractor Cost Sheet. All invoices shall be subject to 10% withhold as required by the State Contracting Manual Vol. 1, until all deliverables under contract are accepted.

Tasks 1-5: Shall be paid upon task completion in arrears when all deliverables are accepted and approved by DIR.

Tasks 6: Shall be paid no more frequently than monthly in arrears when all deliverables are accepted and approved by DIR.

Tasks 7: Shall be paid no more frequently than quarterly in arrears when all deliverables are accepted and approved by DIR.

2. Contractor shall submit one (1) copy of each invoice. Invoice(s) must include the Agreement Number and must be submitted not more frequently than in arrears to:

Department of Industrial Relations  
DIR Contact TBD

**B. BUDGET CONTINGENCY CLAUSE**

1. It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Contractor or to furnish any other considerations under this Agreement and Contractor shall not be obligated to perform any provisions of this Agreement.
2. If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an agreement amendment to Contractor to reflect the reduced amount.

**C. PROMPT PAYMENT CLAUSE**

Payment will be made in accordance with, and within the time specified in, Government Code Chapter 4.5, commencing with Section 927.

**D. TRAVEL & PER DIEM**

There shall be no reimbursement for travel or per diem.

**EXHIBIT B, ATTACHMENT 1 – CONTRACTOR COST SHEET**  
**(TO BE INSERTED UPON CONTRACT AWARD)**

**EXHIBIT C**  
**GENERAL TERMS AND CONDITIONS**

PLEASE NOTE: This page will not be included with the final contract. The General Terms and Conditions will be included in the contract by reference to Internet site

<https://www.dgs.ca.gov/OLS/Resources/Page-Content/Office-of-Legal-Services-Resources-List-Folder/Standard-Contract-Language>

## **EXHIBIT D SPECIAL TERMS AND CONDITIONS**

### **A. EXCISE TAX**

The State of California is exempt from federal excise taxes, and no payment will be made for any taxes levied on employees' wages. The State will pay for any applicable State of California, local sales, or use taxes on the services rendered or equipment or parts supplied pursuant to this Agreement. California may pay any applicable sales and use tax imposed by another state.

### **B. SETTLEMENT OF DISPUTES**

1. In the event of a dispute, Contractor shall file a "Notice of Dispute" with DIR within ten (10) days of discovery of the problem. Within ten (10) days, DIR shall meet with the Contractor and Project Manager for purposes of resolving the dispute.
2. Any dispute concerning a question of fact arising under the terms of this Agreement which is not disposed of within a reasonable period of time by Contractor and State employees normally responsible for the administration of this Agreement shall be brought to the attention of the DIR Director or designated representative of each organization for resolution. The decision of the DIR Director or designated representative shall be final.
3. In the event of a dispute, the language contained within this Agreement shall prevail over any other language.
4. The existence of a dispute not fully resolved shall not delay Contractor to continue with the responsibilities under this Agreement which is not affected by the dispute.

### **C. POTENTIAL SUBCONTRACTORS**

Nothing contained in this Agreement or otherwise, shall create any contractual relation between the State and any subcontractors, and no subcontract shall relieve the Contractor of his responsibilities and obligations hereunder. The Contractor agrees to be responsible to the State for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the Contractor. The Contractor's obligation to pay its subcontractors is an independent obligation from the State's obligation to make payments to the Contractor. As a result, the State shall have no obligation to pay or to enforce the payment of any moneys to any subcontractor.

### **D. STOP WORK ORDER**

State reserves the right to issue an order to stop work in the event that a dispute should arise, or in the event that State gives Contractor a notice that the Agreement will be terminated. The stop work order will be in effect until the dispute has been resolved or the Agreement has been terminated.

## **E. TERMINATION**

1. In addition to the rights under Exhibit C of the Standard Agreement, State reserves the right to terminate this Agreement in whole or in part at its sole discretion at any time upon thirty (30) days prior written notice to Contractor.
2. After receipt of a Notice of Termination, and except as directed by the State, the Contractor shall immediately stop work, regardless of any delay in determining or adjusting any amounts due under this clause.
3. In the case of early termination, Contractor must submit one (1) original and one (1) copy of a final invoice within 30 calendar days upon date of written notice. The final invoice shall cover all unpaid services to termination date, following the invoice requirements of this Agreement. Final invoice shall be submitted to the address listed on Exhibit B, Budget Detail and Payment Provisions. A copy and description of any data collected up to termination date shall also be provided to State.
4. Upon receipt of the final invoice, progress report, and data, a final payment will be made to Contractor. This payment shall be for all State-approved costs that in the opinion of State are justified to termination date at the rates set forth in the contract.

## **F. AMENDMENTS**

1. No amendment or variation of the terms of this Agreement shall be valid unless made in writing, signed by the parties, and approved as required. No oral understanding or agreement not incorporated in this Agreement is binding on any of the parties.
2. DIR reserves the right to amend this Agreement through a formal written amendment, signed by the parties, for additional time and/or funding.

## **G. INSURANCE REQUIREMENTS**

1. Commercial General Liability

Contractor must furnish to the State a certificate of insurance to remain in effect at all times during the term of this Agreement. Contractor shall maintain general liability on an occurrence form with limits not less than \$1,000,000 per occurrence for bodily injury and property damage liability combined with a \$2,000,000 annual policy aggregate. The policy must include coverage for liabilities arising out of premises operations, independent contractors, products, completed operations, personal & advertising injury, and liability assumed under an insured contract. This insurance shall apply separately to each insured against whom claim is made or suit is brought subject to the Contractor's limit of liability. The policy must include:

**Department of Industrial Relations, State of California, its officers, agents, and employees are included as additional insured, but only with respect to work performed under this Agreement.**

This endorsement must be supplied under a form acceptable to the Office of Risk and Insurance Management.

In the case of Contractor's utilization of subcontractors to complete the contracted scope of work, Contractors shall include all subcontractors as insured under Contractor's insurance or supply evidence of insurance to the State equal to policies, coverage and limits required of Contractor.

2. Automobile Liability

Contractor must furnish to the State a certificate of insurance to remain in effect at all times during the term of this Agreement. Contractor shall maintain motor vehicle liability with limits not less than \$1,000,000 combined single limit per accident. Such insurance shall cover liability arising out of a motor vehicle including owned, hired and non-owned motor vehicles. The policy must include:

**Department of Industrial Relations, State of California, its officers, agents, and employees are included as additional insured, but only with respect to work performed under this Agreement.**

3. Workers' Compensation and Employers' Liability

Contractor must furnish to the State a certificate of insurance to remain in effect at all times during the term of this Agreement. Contractor shall maintain statutory workers' compensation and employers' liability for all its employees who will be engaged in the performance of the Agreement. Employers' liability limits of \$1,000,000 are required. The policy must include:

**When work is performed on State owned or controlled property the Workers' Compensation policy shall contain a waiver of subrogation in favor of the State. The waiver of subrogation endorsement shall be provided.**

4. Professional Liability

Contractor shall maintain Professional Liability covering any damages caused by an error, omission or any negligent acts. Limits of not less than \$1,000,000 shall be provided. The policy's retroactive date must be displayed on the certificate of insurance and must be before the date this Agreement was executed or before the beginning of this Agreement work.

5. General Provisions Applying to all Policies

- a. Coverage Term: Coverage needs to be in force for the complete term of the Agreement. If insurance expires during the term of the Agreement, a new certificate must be received by the State at least ten (10) days prior to the expiration of this insurance. Any new insurance must still comply with the original terms of the Agreement. The Contractor agrees to provide a new certificate of insurance via email to:

Subject Line: S25DWC003 – Insurance Certificate

- b. Policy Cancellation or Termination and Notice of Non-Renewal: Contractor shall provide to the State within five (5) business days following receipt by Contractor a copy of any cancellation or non-renewal of insurance required by this Agreement. In the event Contractor fails to keep in effect at all times the specified insurance coverage, the State may, in addition to any other remedies it may have, terminate this Agreement upon the occurrence of such event, subject to the provisions of this Agreement.
- c. Deductible: Contractor is responsible for any deductible or self-insured retention contained within their insurance program.
- d. Primary Clause: Any required insurance contained in the Agreement shall be primary, and not excess or contributory to any other insurance carried by the State.
- e. Insurance Carrier Required Rating: All insurance companies must carry a rating acceptable to the Office of Risk and Insurance Management. If the Contractor is self-insured for a portion or all of its insurance, review of financial information including a letter of credit may be required.
- f. Endorsements: Any required endorsement must be physically attached to all requested certificates of insurance and not substituted by referring to such coverage on the certificate of insurance.
- g. Inadequate Insurance: Inadequate or lack of insurance does not negate the Contractor's obligations under the Agreement.

**H. PREFERENCE PROGRAM**

- 1. Contractor understands and agrees that should award of this contract be based in part on their commitment to use a Disabled Veteran Business Enterprise (DVBE) subcontractor(s) identified in their bid or offer, per Military and Veterans Code section 999.5, subdivision (e), a DVBE subcontractor may only be replaced by another DVBE subcontractor and must be approved by the Department of General Services (DGS). Changes to the scope of work that impact the DVBE subcontractor(s) identified in the bid or offer and approved DVBE substitutions will be documented by contract amendment.
- 2. Failure of Contractor to seek substitution and adhere to the DVBE participation level identified in the bid or offer may be cause for contract termination, recovery of damages under rights and remedies due to the State, and penalties as outlined in Military and Veterans Code section 999.9, or Public Contract Code sections 10115.10 or 4110 (applies to public works only).
- 3. If for this agreement Contractor made a commitment to achieve DVBE participation, upon completion of the awarded contract, the Contractor must certify to the awarding department all of the following:
  - a. The total amount the contractor received under the contract.

- b. The name and address of the DVBE that participated in the performance of the contract and the contract number.
- c. The amount and percentage of work the Contractor committed to provide to one or more DVBE under the requirements of the contract and the amount each DVBE received from the Contractor.
- d. That all payments under the contract have been made to the DVBE(s). Upon request by the awarding department, the Contractor shall provide proof of payment for the work.

Form 810 P shall be used for Contractor's certification. Form 810 P is located at the following internet site:

[http://www.documents.dgs.ca.gov/dgs/fmc/gc/pd/pd\\_810P.pdf](http://www.documents.dgs.ca.gov/dgs/fmc/gc/pd/pd_810P.pdf)

A person or entity that knowingly provides false information will be subject to a civil penalty for each violation. (Mil. & Vet. Code, § 999.5, subd. (d).)

- 4. Withhold: Ten thousand dollars (\$10,000) will be withheld from the final payment, or the full final payment if less than ten thousand dollars (\$10,000), until the Contractor complies with the certification requirements of subdivision (d) of Mil. & Vet. Code Section 999.5. Contractor shall be given 30 days' notice to cure the defect. If, after 30 calendar days from the date of notice, the prime contractor refuses to comply with the certification requirements, DGS shall permanently deduct ten thousand dollars (\$10,000) from the final payment, or the full payment if less than ten thousand dollars (\$10,000).

## **I. FORCE MAJEURE**

Except for defaults of subcontractors, neither DIR nor the Contractor must be liable for or deemed to be in default for any delay or failure in performance under this Contract or interruption of services resulting from acts beyond the control of the offending party. This includes acts of God, enemy or hostile governmental action, civil commotion, strikes, government orders, national or state declared pandemics, lockouts, labor disputes, nuclear accident, freight embargo, fire, flood, earthquakes or other physical natural disaster, or governmental statutes or regulations superimposed after the fact. If either party intends to invoke this clause to excuse or delay performance, the party invoking the clause must provide written notice to the other party immediately but no later than fifteen (15) calendar days of when the force majeure event occurs and reasons that the force majeure event is preventing that party from or delaying that party in performing its obligations under this contract. DIR may terminate this Agreement immediately in writing without penalty in the event the Contractor invokes this clause.

If the Agreement is not terminated by DIR pursuant to this clause, upon completion of the event of force majeure, the Contractor must as soon as reasonably practicable recommence the performance of its obligations under this Agreement. The Contractor must also provide a revised schedule to minimize the effects of the delay caused by the event of force majeure. An event of force majeure does not relieve a party from liability for an obligation which arose before the occurrence of that event.

If a delay or failure in performance by the Contractor arises out of a default of its subcontractor, and if such default of its subcontractor, arises out of causes beyond the control of both the Contractor and subcontractor pursuant to this force majeure clause, and without the fault or negligence of either of them, the Contractor shall not be liable for damages of such delay or failure, unless the supplies or services to be furnished by the subcontractor were obtainable from other sources in sufficient time to permit the Contractor to meet the required performance schedule.

#### **J. HEALTH AND SAFETY**

Contractors are required to, at their own expense, comply with all applicable health and safety laws and regulations. Upon notice, Contractors are also required to comply with the state agency's specific health and safety requirements and policies. Contractors agree to include in any subcontract related to performance of this Agreement, a requirement that the subcontractor comply with all applicable health and safety laws and regulations, and upon notice, the state agency's specific health and safety requirements and policies.

#### **K. REGISTRATION WITH STATE AND LOCAL JURISDICTIONS**

All business entities doing business within the State must be registered with the appropriate state and local jurisdictions and maintain applicable licenses as required by law. All businesses who do not possess active licenses required to perform the contract services in the scope of work, or who are not registered with the appropriate jurisdictions as required by law during the Agreement term may have their Agreement terminated at the discretion of DIR.

#### **L. TAX DELINQUENCIES**

Public Contract Code Section 10295.4 provides that a State agency shall not enter into any contract for goods or services with a contractor whose name appears on either list of the 500 largest tax delinquencies pursuant to Section 7063 or 19195 of the Revenue and Taxation Code. Franchise Tax Board (FTB) and Board of Equalization (BOE) will post and periodically update lists of the 500 largest tax delinquencies on their websites as required by law. If DIR determines that the Contractor or any of its subcontractors are on either the FTB or BOE list at any time before or during the contract term, this will be grounds for termination of the contract.

#### **M. DVBE AUDIT**

Contractor agrees that the State or its delegate will have the right to review, obtain, and copy all records pertaining to Contractor's compliance with the Disabled Veteran Business Enterprise (DVBE) requirements as contained in Public Contract Code sections 10115 et. seq. Contractor agrees to provide State or its delegate with any relevant information requested and shall permit State or its delegate access to its premises, upon reasonable notice, during normal business hours for the purposes of interviewing employees and inspecting and copying such books, records, accounts, and other material that may be relevant to a matter under investigation for the purpose of determining compliance with the DVBE requirements. Contractor further agrees to maintain such records for a period of three (3) years after final payment under this Agreement.

## **N. EXECUTIVE ORDER N-6-22 – RUSSIA SANCTIONS**

The Contractor shall comply with Executive Order N-6-22 (the EO) regarding Economic Sanctions against Russia and Russian entities and individuals. “Economic Sanctions” refers to sanctions imposed by the U.S. government in response to Russia’s actions in Ukraine, as well as any sanctions imposed under state law. The EO directs state agencies to terminate contracts with, and to refrain from entering any new contracts with, individuals or entities that are determined to be a target of Economic Sanctions. Accordingly, should the State determine Contractor is a target of Economic Sanctions or is conducting prohibited transactions with sanctioned individuals or entities, that shall be grounds for termination of this agreement. The State shall provide Contractor advance written notice of such termination, allowing Contractor at least 30 calendar days to provide a written response. Termination shall be at the sole discretion of the State.

## **O. ORDER OF PRECEDENCE:**

In the event of any inconsistency between the articles, attachments, specifications or provisions which constitute this Contract, the following order of precedence shall apply:

1. Exhibit C – General Terms and Conditions (02/2025)
2. State of California – Department of General Services Standard Agreement STD 213 (rev. 04/2020) and any amendments thereto;
3. Exhibit D – Special Terms and Conditions;
4. Exhibit A – Statement of Work, including any specifications incorporated by reference herein; and
5. All other attachments incorporated into the Contract as listed on the STD 213.

## **EXHIBIT E ADDITIONAL PROVISIONS**

### **A. CONFIDENTIALITY AND SECURITY OF DIR INFORMATION**

DIR must ensure agreements and contracts with state and non-state entities include provisions, which protect and minimize risk to the State when engaging in the development, use, or maintenance of information systems, products, solutions, or services. In order to comply with the State Administrative Manual (SAM) Section 5305.8, Contractor must comply with Exhibit E, Attachment 1, Statement and Acknowledgment Regarding Confidentiality and Security of DIR Information and Exhibit E, Attachment 2, Acknowledgment of Confidentiality.

### **B. EVALUATION OF THE CONTRACTOR**

Pursuant to Public Contract Code (PCC) Sections 10367 and 10369, the Contractor providing consultant services of \$5,000 or more shall be advised in writing that the performance will be evaluated. The evaluation shall be prepared on a Contract/Contractor Evaluation Sheet (STD. 4), within sixty (60) days after completion of the Agreement and maintained in the Agreement file. Any negative evaluations will be sent to the Department of General Services, Office of Legal Services (DGS/OSL) and a copy sent to the Contractor within fifteen (15) days. The Contractor shall have thirty (30) days to prepare a statement defending his or her performance under the Agreement and to send it to DIR and DGS/OLS.

### **C. ASSIGNMENT OF WORK /RESTRICTED LICENSE REGARDING DELIVERABLE**

#### 1. Creation of Work, Work and Deliverables

- a. State and Contractor acknowledge and agree that all work created by Contractor in the course of fulfilling Contractor's obligations under this agreement (also referred to as, "the Agreement") shall be, and is hereby designated by both parties for purposes of interpreting and enforcing the Agreement and each parties' obligations and rights arising thereunder as, a "work for hire" as that term is defined at Section 101 of Title 17 of the United States Code (also referred to herein as "Work"). State and Contractor acknowledge and agree that Work includes, but is not limited to, all inventions; discoveries; drafts; papers, reports or written studies; artwork, including graphics and photographs; compilations including, but not limited to, compilations of data and data bases; intellectual property; communications; and records related to the foregoing as well as the products Contractor provides to the State as its final obligation under this agreement, which products are referred to herein as the Deliverables. State acknowledges and agrees that Work does not include any of Contractor's intellectual property created prior to the Agreement or created and used for purposes unrelated to Contractor's obligations under the Agreement. Likewise, State acknowledges and agrees that Work does not include the intellectual property of a third party licensed and used by Contractor in order to meet its obligations under the Agreement.
- b. Contractor shall affix a copyright notice to the Deliverables that read, © or the word copyright, followed by the year the Deliverables are presented to the State, followed by the name, State of California Department of Industrial Relations, as in this

illustration:

© 2013 State of California Department of Industrial Relations.

E. (1) Contractor represents and warrants that with respect to any and all creations or works by a third party ("3P Creation") that Contractor has incorporated in whole or part in the Work, including the Deliverables, Contractor has obtained either (a) all right, title to and interest in the 3P Creation, which rights, title and interest Contractor agrees to and does hereby assign to State; or (b) an irrevocable, perpetual, royalty-free, worldwide, unlimited license to use the 3P Creation which license Contractor hereby sub-licenses to State.

- c. Contractor further represents and warrants that releases from human models whose photograph or image is incorporated in or part of any 3P Creation have been obtained such that the use of such image or photograph is unlimited, irrevocable, perpetual, royalty-free and worldwide.
- d. Contractor agrees to provide State with copies of such licenses, releases, and /or assignments within no more than ten (10) business days upon written request by State.

## 2. Assignment

To avoid any doubt regarding the State's ownership of Work under this Agreement, Contractor hereby agrees to assign and does assign to the State through the Department of Industrial Relations all right, title to and interest in the Work created under this Agreement, including all copyright and moral rights. For purposes of this assignment, Work includes, but is not limited to, all inventions; discoveries; drafts; papers, reports or written studies; artwork, including graphics and photographs; compilations including, but not limited to, compilations of data and data bases; intellectual property; communications; and records related to the Work as well as the products Contractor delivers to the Department as its final obligation under this agreement, which products are referred to herein as the Deliverables. Contractor shall agree to and does hereby relinquish any and all moral or equivalent rights in the Work and agrees never to assert or enforce such rights in the Work against the State of California, or any of its subdivisions, including the Department of Industrial Relations.

## 3. Recordation of Assignment

Contractor agrees to execute all documents necessary for the State, through the Department, to perfect or demonstrate its ownership, including copyright, of the Work, including the Deliverables. Contractor's agreement to so cooperate extends to any perfection or demonstration of rights in the United States of America, including any of its subdivisions, as well as in foreign jurisdictions.

## 4. Contractor's Limited License

- a. The State grants to Contractor a non-exclusive, royalty-free, limited license to reproduce, to distribute, and to display on the Internet the Deliverables, which license is hereinafter referred to as Contractor's Limited License.

- b. Contractor's Limited License includes the right to sublicense the rights granted to it by the State in those works identified by the State and only for the purpose of fulfilling Contractor's obligations under the agreement.
  - c. Contractor's Limited License does not include the right to use the Deliverables, or any portion thereof, including drafts, versions or excerpts, in any commercial course, training, seminar or presentation offered by Contractor, whether or not a fee is charged for such event. Such use or uses require the prior written approval of the Director of the Department of Industrial Relations.
  - d. Contractor's Limited License is effective as of the date State accepts the Deliverables and continues until either ten (10) business days after the date on which State has given Contractor written notice of termination of the license, or the date on which Contractor violates the license, whichever date comes first.
5. Further Requirements of Contractor
- a. Upon receipt of inquiries from third parties during the term of this Agreement about the manner, method or timing of work to be performed under this Agreement, Contractor shall forward all such inquiries to the Department's Deputy Director of Communications, or the Department's designee. Contractor shall not issue statements, letters, memos, or reports about the Agreement or Work during the term of this Agreement unless and until Contractor receives the Department's written approval of such. Contractor agrees to comply with the Department's instructions, if any, on how to respond to such inquiries.
  - b. During the term of this Agreement, Contractor shall allow the Department reasonable access to and provide the Department with copies of the data compiled, used and maintained by Contractor pursuant to this Agreement. No later than three (3) years from the date on which the Department accepts the Deliverables due and owing under the Agreement, or prior to Contractor's changing the form of or destroying of any of the data on which the Work or Deliverables are premised, Contractor shall notify the Director of the Department in a writing sent to the address below of Contractor's intentions to modify, or destroy, in whole or in part, such data. Within thirty (30) days of receipt of such written notification, the Department shall determine and provide written notification to Contractor of whether it wants Contractor to preserve the data. If the Department elects to have the data preserved, Contractor and the State, through the Department, shall enter into a separate agreement governing such preservation, which agreement shall provide that the Department shall bear all data preservation costs.

Address:

Director  
Department of Industrial Relations  
1515 Clay Street, 17th Floor  
Oakland, CA 94612-1402

(REMAINDER OF PAGE INTENTIONALLY LEFT BLANK)

#### **D. WEB CONTENT ACCESSIBILITY GUIDELINES**

Contractor must ensure that all products and services submitted, uploaded, or otherwise provided by the Contractor and/or its subcontractors under this Contract, including but not limited to data, software, plans, drawings, specifications, reports, operating manuals, notes, and other written or graphic work prepared in the course of performance of this Contract (collectively, the "Work"), comply with Web Content Accessibility Guidelines 2.0, levels A and AA, and otherwise meet the accessibility requirements set forth in California Government Code Sections 7405 and 11135, Section 202 of the federal Americans with Disabilities Act (42 U.S.C. § 12132), and Section 508 of the federal Rehabilitation Act (29 U.S.C. § 794d) and the regulations promulgated thereunder (36 C.F.R. Parts 1193 and 1194) (collectively, the "Accessibility Requirements"). For any Work provided in PDF format, Contractor shall also provide an electronic version in the original electronic format (for example, Microsoft Word or Adobe InDesign).

DIR may request documentation from the Contractor of compliance with the Accessibility Requirements and may perform testing to verify compliance. Contractor must bring into compliance, at no cost to DIR, any Work by Contractor or its subcontractors not meeting the Accessibility Requirements. If Contractor fails to bring its or its subcontractors' Work into compliance with the Accessibility Requirements within five (5) business days of written notice from DIR, or within the time frame specified by DIR in its notice, Contractor will be responsible for all costs incurred by DIR in bringing Contractor's or its subcontractors' Work into compliance with the Accessibility Requirements. Contractor agrees to respond to and resolve any complaint brought to its attention regarding accessibility of deliverables provided under this Contract for a period of one year following delivery of the final deliverable under this Contract. Deviations from the Accessibility Requirements are permitted only by written consent by DIR.

**EXHIBIT E, ATTACHMENT 1**  
**STATEMENT REGARDING**  
**CONFIDENTIALITY AND SECURITY OF DIR INFORMATION<sup>1</sup>:**

**1. Definition, General Confidentiality and Security**

As required by the Information Practices Act, codified at Civil Code Section 1798 *et seq.*, and the State Administrative Manual, chapter 5300 and standards issued thereunder, the Department of Industrial Relations (“DIR”) designates the following as the universe of information that shall be protected in a confidential and secure manner by [*Name of Vendor*] (hereinafter, “Contractor”) in the course of performing the services authorized under contract number S25DWC003: all data and information collected, used and maintained by DIR that must be accessed, received or used by Contractor in order to perform authorized services (referred to in this exhibit as “DIR Confidential Information”). Examples of DIR Confidential Information that Contractor will have access to, and must use include, but are not limited to: personal data (patient names, addresses, medical records, etc.) DIR Databases,, surveys and reports, and other written work prepared in the course of performance of this Contract. Only those individuals who are employees, agents or subcontractors of Contractor with a need to access or use DIR Confidential Information in order to perform their job responsibilities (“Authorized Users”) shall be permitted such access or use. Contractor shall protect all DIR Confidential Information from unauthorized use, disclosure and access through the observance of the same or more stringent procedural and technological data security requirements as those required by applicable federal law, and state law and policy. Contractor shall never consider DIR Confidential Information “publicly available.” Also, Contractor shall maintain and retain as confidential all work product and all work performed under this contract, recommendations or reports made to DIR, and all discussions between Contractor and DIR staff, including communications, whether oral, written or electronic.

**2. License**

DIR is the owner of DIR Confidential Information. DIR hereby grants to Contractor a limited, non-exclusive, nontransferable, revocable license to use DIR Confidential Information for the purposes set forth in the Contract until termination, suspension or expiration of the Contract. Contractor shall not access, use or attempt to use, nor shall it enable or authorize any agent, subcontractor or third party to access or use, any DIR Confidential Information in any manner or for any purpose not authorized under the Contract. The foregoing license does not effect a waiver of either any common law or statutory privilege, or any exemption from disclosure under the California Public Records Act (Gov. Code, § 6250 *et seq.*). DIR reserves all such privileges and exemptions.

**3. Authorized Access and Use, Acknowledgments of Confidentiality**

Prior to commencing work pursuant to the Contract, each Authorized User shall be provided a copy of this exhibit, “Confidentiality and Security of DIR Information,” and date and sign the DIR Acknowledgment of Confidentiality attached hereto. Contractor shall provide DIR with the original signed acknowledgments, retaining a copy of such acknowledgments for its own records.

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<sup>1</sup> The title of this section and the subsections herein are for organizational and referential purposes only. Other language addressing the Parties’ obligations related to those discussed here may be found elsewhere in the Contract.

#### **4. Audit**

DIR reserves the right to audit Contractor, upon written notice provided no less than ten (10) business days before the audit is to be conducted, to ensure Contractor's compliance with the requirements set forth in this exhibit. Such audit may be conducted by DIR, or by a third party hired and authorized by DIR to conduct such audit.

#### **5. Disclosures**

No reports, information, discoveries or data obtained, assembled or developed by Contractor in its performance of the Contract, including any DIR Confidential Information, may be released, published, orally disclosed, or made available to any individual or entity without prior written approval from DIR. In the event Contractor receives a written or oral request under California's Public Records Act (codified at Government Code Section 6250 *et seq.*) for inspection or copies of records, documents, information or data constituting, containing, or related to DIR Confidential Information (herein, "PRA Request"), Contractor shall notify DIR of the PRA Request by close of business, Pacific time, the day it receives the request. Contractor's PRA Request notification to DIR shall provide in writing the name and contact information of the requestor, and the nature of the request. In addition, Contractor shall provide a copy of the PRA Request if it was made in writing. Contractor shall cooperate fully with DIR in responding to the PRA Request, and shall not disclose in any manner any of the information, records or data requested without explicit written instructions from DIR. Contractor shall maintain a log of all such authorized disclosures made in response to a PRA Request, and shall provide a copy of such log to DIR upon DIR's written request, or upon the suspension, expiration or termination of the Contract. DIR reserves all exemptions from disclosure available under the PRA.

#### **6. Demands and Orders**

If served with a subpoena, court order, or other written demand issued upon or by the authority of a court, or law enforcement or regulatory agency for DIR Confidential Information, or any records or data pertaining to its performance of the Contract, Contractor shall provide a copy of the demand to DIR no later than the close of business, Pacific time, on the day Contractor receives the demand. Contractor shall cooperate fully with DIR in responding to such demand. Prior to Contractor responding to such demand, DIR shall have the right to oppose the demand, or participate in any resolution, mediation or adjudication of a dispute regarding the demand at DIR's own expense.

#### **7. Breach Notification; Costs**

Contractor shall immediately notify DIR when it discovers that there has been, or there reasonably may have been a breach in security that has or may have resulted in unauthorized access to, tampering with, loss or theft of DIR Confidential Information. For purposes of this clause, immediately means within two (2) hours of discovery. DIR's contacts for such notification are as follows:

Benjamin Bonte, Chief Information Technology Officer  
Department of Industrial Relations  
1515 Clay Street, Ste. 403  
Oakland, CA 94612  
Phone: 510.286.0945

Tim Ung, Information Security Officer  
Department of Industrial Relations  
1515 Clay Street, Ste. 403  
Oakland, CA 94612  
Phone: 510.286.1260

Contractor shall cooperate fully with DIR in its response to such breach, including DIR's reporting mandated by California's Statewide Information Management Manual and DIR's investigation of the incident. As soon as possible after the breach, Contractor shall provide a written description of the breach that includes the date of the incident; incident location; general description of the incident and the names of individuals at Contractor who can provide specific details about the incident; the media or device (if applicable) on which the breached DIR Confidential Information was maintained and whether such device was encrypted; and whether the DIR Confidential Information affected by the breach contains personal information. For purposes of this section, "personal information," shall have the same meaning as the definition under California's Information Practices Act, Civil Code Section 1798.3, i.e., "personal information means any information that is maintained by an agency that identifies or describes an individual, including but not limited to, his or her name, social security number, physical description, home address, home telephone number, education, financial matters, and medical or employment history. It includes statements made by, or attributed to, the individual."

Contractor shall be responsible for all costs and fees associated with DIR's fulfillment of its obligations under state law and policy in the event of a known or reasonably suspected breach, including costs related to notification of affected individuals. Contractor shall indemnify and hold harmless the State in the event of any third party claims or lawsuits arising from such breach.

## **8. Disposition of DIR Confidential Information**

Upon the expiration, termination or suspension of the Contract (whether such termination or suspension is for breach, alleged breach, dispute, or convenience), Contractor shall at DIR's election return to DIR, transfer to another vendor, or provide written, signed certification of destruction of all DIR Confidential Information. DIR shall have sole authority to elect whether Contractor must transfer, return, or destroy and certify the destruction of all DIR Confidential Information. DIR shall provide written notice to Contractor of its election for the disposition of DIR Confidential Information prior to or no later than ten (10) business days after the effective date of the expiration, termination or suspension of the Contract. Contractor agrees that it shall not copy, destroy or move any DIR Confidential Information without written authorization from DIR.

## **9. Transmission and Storage Security**

Contractor shall store DIR Confidential Information in a place physically secure from access by unauthorized persons. DIR Confidential Information must be stored and processed in such a way that protects it from being retrieved by unauthorized persons by computer, remote terminal or other means. Contractor shall secure and maintain any computer systems (servers, hardware and software) that will be used in the performance of this contract by efforts including, but not limited to, ensuring that all security patches, upgrades, and anti-virus updates are applied appropriately to secure data that may be used, transmitted, or stored on any electronic

or digital systems used in the performance of the Contract. Contractor shall be responsible for all costs associated with such security and maintenance efforts.

Contractor shall encrypt all DIR Confidential Information and related data that is stored on portable electronic media (including but not limited to, CDs and thumb drives) and on portable computing devices (including but not limited to laptop computers and PDAs) using cryptographic modules validated by the National Institutes of Standards and Technology ("NIST") to Federal Information Processing Standards 140 – 2 Level 1. For all symmetric cryptography, Contractor shall use cryptographic algorithms and key sizes that are currently NIST-validated: AES with a minimum key size of 128 bits, and/or 3TDEA with a key size of 168 bits. For all public key cryptography, Contractor shall use a minimum key size of 2048 bits. Contractor shall not transmit DIR Confidential Information or related data via email or other Internet transport protocol over a public network unless the foregoing is secured using NIST-validated cryptographic modules, cryptographic algorithms, and key sizes as specified herein. Contractor shall not use SSL 2.0 or SSL 3.0, but shall employ TLS 1.1 or better.

Contractor shall save and store DIR Confidential Information and any related data on a secure server to which only Authorized Users have access.

**EXHIBIT E, ATTACHMENT 2  
ACKNOWLEDGMENT OF CONFIDENTIALITY**

By agreement with the Department of Industrial Relations, \_\_\_\_\_ (“Contractor”) will be authorized to access and use data and information collected and maintained by the Department of Industrial Relations (“DIR”) so that Contractor may perform services for DIR. Such data and information is designated DIR Confidential Information in the Statement of Confidentiality and Security of DIR Information signed by Contractor, and, as set forth therein, is protected from unauthorized use and disclosure. Only those individuals who are employees, subcontractors or agents of Contractor with a need to access or use DIR Confidential Information in order to perform their job responsibilities (“Contractor Authorized Users”) shall be permitted to access or use DIR Confidential Information.

You must read and sign this Acknowledgment of Confidentiality because Contractor has identified you as an Authorized User. If you violate the obligations regarding DIR Confidential Information set forth herein, you may face civil or criminal action. (Civ. Code, §§ 1798.56-57.)

I, \_\_\_\_\_, am an employee/subcontractor/agent of Contractor. I hereby acknowledge that DIR Confidential Information is subject to strict confidentiality requirements imposed by state policy and law, including, but not limited to, the California Information Practices Act which is codified at Civil Code section 1798 et seq.

\_\_\_\_\_ I acknowledge that I have reviewed the Statement Regarding Confidentiality and Security of DIR Information that governs access, use, storage and transfer of DIR Confidential Information; that I understand the provisions regarding confidentiality set forth therein; and that I will promptly contact my manager with any questions I have regarding the proper access, use, modification and or transfer of DIR Confidential Information;

\_\_\_\_\_ I acknowledge that wrongful access, use, modification, or disclosure of DIR Confidential Information may be punishable by civil and/or criminal action against me;

\_\_\_\_\_ I acknowledge that wrongful access, inspection, use or disclosure of DIR Confidential Information for personal gain, curiosity, or any non-business related reason is a violation of State of California policy and law; and

\_\_\_\_\_ I agree to protect DIR Confidential Information, whatever the format (electronic or paper) by:

- Accessing or using DIR Confidential Information only as necessary for the performance of the specific work I am assigned under the Agreement;
- Never accessing DIR Confidential Information for curiosity or personal reasons;
- Never showing or discussing DIR Confidential Information with anyone who does not have the authority and business need to see or discuss it;
- Maintaining DIR Confidential Information only in approved locations;
- Never removing DIR Confidential Information from the work site without explicit authorization, and without following confidentiality and security protocols; and
- Following encryption requirements for transferring or storing DIR Confidential Information, including storage or transfer in portable devices or media.

By: \_\_\_\_\_ Date: \_\_\_\_\_

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**ATTACHMENT 3  
PROPOSER REFERENCES FORM**

Submission of this form is *mandatory*. Failure to complete and return this attachment with your proposal may cause your proposal to be rejected and deemed non-responsive. By furnishing the references, the Proposer authorizes the State to contact the named company, person or entity to confirm the Proposer has experience preparing high-quality empirical medical research studies related to the goals and objectives outlined in the RFP and meets the minimum qualifications set forth in the RFP. More than three (3) references may be submitted if necessary to demonstrate that the Proposer meets the minimum qualifications.

REFERENCE 1			
Name of Firm:			
Street Address	City	State	Zip Code
Contact Person:		Telephone Number:	
Dates of Service:		Value or Cost of Service:	
Detailed Description of Service Provided			

REFERENCE 2			
Name of Firm:			
Street Address	City	State	Zip Code
Contact Person:		Telephone Number:	
Dates of Service:		Value or Cost of Service:	
Detailed Description of Service Provided			

REFERENCE 3			
Name of Firm:			
Street Address	City	State	Zip Code
Contact Person:		Telephone Number:	
Dates of Service:		Value or Cost of Service:	
Detailed Description of Service Provided			

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## ATTACHMENT 4 PAYEE DATA RECORD

STATE OF CALIFORNIA – DEPARTMENT OF FINANCE

### PAYEE DATA RECORD

(Required when receiving payment from the State of California in lieu of IRS W-9 or W-7)  
STD 204 (Rev. 03/2021)

#### Section 1 – Payee Information

**NAME** (This is required. Do not leave this line blank. Must match the payee's federal tax return)

**BUSINESS NAME, DBA NAME or DISREGARDED SINGLE MEMBER LLC NAME** (If different from above)

**MAILING ADDRESS** (number, street, apt. or suite no.) (See instructions on Page 2)

CITY, STATE, ZIP CODE

E-MAIL ADDRESS

#### Section 2 – Entity Type

**Check one (1) box only that matches the entity type of the Payee listed in Section 1 above.** (See instructions on page 2)

**SOLE PROPRIETOR / INDIVIDUAL**

**SINGLE MEMBER LLC Disregarded Entity owned by an individual**

**PARTNERSHIP**

**ESTATE OR TRUST**

**CORPORATION** (see instructions on page 2)

**MEDICAL** (e.g., dentistry, chiropractic, etc.)

**LEGAL** (e.g., attorney services)

**EXEMPT** (e.g., nonprofit)

**ALL OTHERS**

#### Section 3 – Tax Identification Number

Enter your Tax Identification Number (TIN) in the appropriate box. The TIN must match the name given in Section 1 of this form. Do not provide more than one (1) TIN. The TIN is a 9-digit number. **Note:** Payment will not be processed without a TIN.

- For **Individuals**, enter SSN.
- If you are a **Resident Alien**, and you do not have and are not eligible to get an SSN, enter your ITIN.
- Grantor Trusts (such as a Revocable Living Trust while the grantors are alive) may not have a separate FEIN. Those trusts must enter the individual grantor's SSN.
- For **Sole Proprietor or Single Member LLC (disregarded entity)**, in which the sole member is an individual, enter SSN (ITIN if applicable) or FEIN (FTB prefers SSN).
- For **Single Member LLC (disregarded entity)**, in which the sole member is a business entity, enter the owner entity's FEIN. Do not use the disregarded entity's FEIN.
- For all other entities including LLC that is taxed as a corporation or partnership, estates/trusts (with FEINs), enter the entity's FEIN.

**Social Security Number (SSN) or Individual Tax Identification Number (ITIN)**

\_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

**OR**

**Federal Employer Identification Number (FEIN)**

\_\_\_\_\_ - \_\_\_\_\_

#### Section 4 – Payee Residency Status (See instructions)

- CALIFORNIA RESIDENT** – Qualified to do business in California or maintains a permanent place of business in California.
- CALIFORNIA NONRESIDENT** – Payments to nonresidents for services may be subject to state income tax withholding.
- No services performed in California
- Copy of Franchise Tax Board waiver of state withholding is attached.

#### Section 5 – Certification

**I hereby certify under penalty of perjury that the information provided on this document is true and correct. Should my residency status change, I will promptly notify the state agency below.**

**NAME OF AUTHORIZED PAYEE REPRESENTATIVE**

**TITLE**

**E-MAIL ADDRESS**

**SIGNATURE**

**DATE**

**TELEPHONE** (include area code)

#### Section 6 – Paying State Agency

**Please return completed form to:**

**STATE AGENCY/DEPARTMENT OFFICE**

**UNIT/SECTION**

**MAILING ADDRESS**

**FAX**

**TELEPHONE** (include area code)

**CITY**

**STATE**

**ZIP CODE**

**E-MAIL ADDRESS**

STATE OF CALIFORNIA – DEPARTMENT OF FINANCE

**PAYEE DATA RECORD**

(Required when receiving payment from the State of California in lieu of IRS W-9 or W-7)  
STD 204 (Rev. 03/2021)

**GENERAL INSTRUCTIONS**

Type or print the information on the Payee Data Record, STD 204 form. Sign, date, and return to the state agency/department office address shown in Section 6. Prompt return of this fully completed form will prevent delays when processing payments.

Information provided in this form will be used by California state agencies/departments to prepare Information Returns (Form 1099).

**NOTE:** Completion of this form is optional for Government entities, i.e. federal, state, local, and special districts.

A completed Payee Data Record, STD 204 form, is required for all payees (non-governmental entities or individuals) entering into a transaction that may lead to a payment from the state. Each state agency requires a completed, signed, and dated STD 204 on file; therefore, it is possible for you to receive this form from multiple state agencies with which you do business.

Payees who do not wish to complete the STD 204 may elect not to do business with the state. If the payee does not complete the STD 204 and the required payee data is not otherwise provided, payment may be reduced for federal and state backup withholding. Amounts reported on Information Returns (Form 1099) are in accordance with the Internal Revenue Code (IRC) and the California Revenue and Taxation Code (R&TC).

**Section 1 – Payee Information**

**Name** – Enter the name that appears on the payee's federal tax return. The name provided shall be the tax liable party and is subject to IRS TIN matching (when applicable).

- Sole Proprietor/Individual/Revocable Trusts – enter the name shown on your federal tax return.
- Single Member Limited Liability Companies (LLCs) that is disregarded as an entity separate from its owner for federal tax purposes - enter the name of the individual or business entity that is tax liable for the business in section 1. Enter the DBA, LLC name, trade, or fictitious name under Business Name.
- Note: for the State of California tax purposes, a Single Member LLC is not disregarded from its owner, even if they may be disregarded at the Federal level.
- Partnerships, Estates/Trusts, or Corporations – enter the entity name as shown on the entity's federal tax return. The name provided in Section 1 must match to the TIN provided in section 3. Enter any DBA, trade, or fictitious business names under Business Name.

**Business Name** – Enter the business name, DBA name, trade or fictitious name, or disregarded LLC name.

**Mailing Address** – The mailing address is the address where the payee will receive information returns. Use form STD 205, Payee Data Record Supplement to provide a remittance address if different from the mailing address for information returns, or make subsequent changes to the remittance address.

**Section 2 – Entity Type**

If the Payee in Section 1 is a(n)...	THEN Select the Box for...
Individual • Sole Proprietorship • Grantor (Revocable Living) Trust disregarded for federal tax purposes	Sole Proprietor/Individual
Limited Liability Company (LLC) owned by an individual and is disregarded for federal tax purposes	Single Member LLC-owned by an individual
Partnerships • Limited Liability Partnerships (LLP) • and, LLC treated as a Partnership	Partnerships
Estate • Trust (other than disregarded Grantor Trust)	Estate or Trust
Corporation that is medical in nature (e.g., medical and healthcare services, physician care, nursery care, dentistry, etc.) • LLC that is to be taxed like a Corporation and is medical in nature	Corporation-Medical
Corporation that is legal in nature (e.g., services of attorneys, arbitrators, notary publics involving legal or law related matters, etc.) • LLC that is to be taxed like a Corporation and is legal in nature	Corporation-Legal
Corporation that qualifies for an Exempt status, including 501(c) 3 and domestic non-profit corporations.	Corporation-Exempt
Corporation that does not meet the qualifications of any of the other corporation types listed above • LLC that is to be taxed as a Corporation and does not meet any of the other corporation types listed above	Corporation-All Other

**Section 3 – Tax Identification Number**

The State of California requires that all parties entering into business transactions that may lead to payment(s) from the state provide their Taxpayer Identification Number (TIN). The TIN is required by R&TC sections 18646 and 18661 to facilitate tax compliance enforcement activities and preparation of Form 1099 and other information returns as required by the IRC section 6109(a) and R&TC section 18662 and its regulations.

**Section 4 – Payee Residency Status**

**Are you a California resident or nonresident?**

- A corporation will be defined as a "resident" if it has a permanent place of business in California or is qualified through the Secretary of State to do business in California.
- A partnership is considered a resident partnership if it has a permanent place of business in California.
- An estate is a resident if the decedent was a California resident at time of death.
- A trust is a resident if at least one trustee is a California resident.
  - o For individuals and sole proprietors, the term "resident" includes every individual who is in California for other than a temporary or transitory purpose and any individual domiciled in California who is absent for a temporary or transitory purpose. Generally, an individual who comes to California for a purpose that will extend over a long or indefinite period will be considered a resident. However, an individual who comes to perform a particular contract of short duration will be considered a nonresident.

For information on Nonresident Withholding, contact the Franchise Tax Board at the numbers listed below:

Withholding Services and Compliance Section: 1-888-792-4900 E-mail address: [wscs.gen@ftb.ca.gov](mailto:wscs.gen@ftb.ca.gov)  
For hearing impaired with TDD, call: 1-800-822-6268 Website: [www.ftb.ca.gov](http://www.ftb.ca.gov)

**Section 5 – Certification**

Provide the name, title, email address, signature, and telephone number of individual completing this form and date completed. In the event that a SSN or ITIN is provided, the individual identified as the tax liable party must certify the form. Note: the signee may differ from the tax liable party in this situation if the signee can provide a power of attorney documented for the individual.

**Section 6 – Paying State Agency**

This section must be completed by the state agency/department requesting the STD 204.

**Privacy Statement**

Section 7(b) of the Privacy Act of 1974 (Public Law 93-579) requires that any federal, state, or local governmental agency, which requests an individual to disclose their social security account number, shall inform that individual whether that disclosure is mandatory or voluntary, by which statutory or other authority such number is solicited, and what uses will be made of it. It is mandatory to furnish the information requested. Federal law requires that payment for which the requested information is not provided is subject to federal backup withholding and state law imposes noncompliance penalties of up to \$20,000. You have the right to access records containing your personal information, such as your SSN. To exercise that right, please contact the business services unit or the accounts payable unit of the state agency(ies) with which you transact that business.

All questions should be referred to the requesting state agency listed on the bottom front of this form.

**ATTACHMENT 5  
CONTRACTOR CERTIFICATION CLAUSES**

**CCC 04/2017**

**CERTIFICATION**

I, the official named below, CERTIFY UNDER PENALTY OF PERJURY that I am duly authorized to legally bind the prospective Contractor to the clause(s) listed below. This certification is made under the laws of the State of California.

<i>Contractor/Bidder Firm Name (Printed)</i>		<i>Federal ID Number</i>
<i>By (Authorized Signature)</i>		
<i>Printed Name and Title of Person Signing</i>		
<i>Date Executed</i>	<i>Executed in the County of</i>	

**CONTRACTOR CERTIFICATION CLAUSES**

1. **STATEMENT OF COMPLIANCE:** Contractor has, unless exempted, complied with the nondiscrimination program requirements. (Gov. Code §12990 (a-f) and CCR, Title 2, Section 11102) (Not applicable to public entities.)

2. **DRUG-FREE WORKPLACE REQUIREMENTS:** Contractor will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:

a. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.

b. Establish a Drug-Free Awareness Program to inform employees about:

- 1) the dangers of drug abuse in the workplace;
- 2) the person's or organization's policy of maintaining a drug-free workplace;
- 3) any available counseling, rehabilitation and employee assistance programs; and,
- 4) penalties that may be imposed upon employees for drug abuse violations.

c. Every employee who works on the proposed Agreement will:

- 1) receive a copy of the company's drug-free workplace policy statement; and,
- 2) agree to abide by the terms of the company's statement as a condition of employment on the Agreement.

Failure to comply with these requirements may result in suspension of payments under the Agreement or termination of the Agreement or both and Contractor may be ineligible for award of any future State agreements if the department determines that any of the following has occurred: the Contractor has made false certification, or violated the certification by failing to carry out the requirements as noted above. (Gov. Code §8350 et seq.)

3. NATIONAL LABOR RELATIONS BOARD CERTIFICATION: Contractor certifies that no more than one (1) final unappealable finding of contempt of court by a Federal court has been issued against Contractor within the immediately preceding two-year period because of Contractor's failure to comply with an order of a Federal court, which orders Contractor to comply with an order of the National Labor Relations Board. (Pub. Contract Code §10296) (Not applicable to public entities.)

4. CONTRACTS FOR LEGAL SERVICES \$50,000 OR MORE- PRO BONO REQUIREMENT: Contractor hereby certifies that Contractor will comply with the requirements of Section 6072 of the Business and Professions Code, effective January 1, 2003.

Contractor agrees to make a good faith effort to provide a minimum number of hours of pro bono legal services during each year of the contract equal to the lesser of 30 multiplied by the number of full time attorneys in the firm's offices in the State, with the number of hours prorated on an actual day basis for any contract period of less than a full year or 10% of its contract with the State.

Failure to make a good faith effort may be cause for non-renewal of a state contract for legal services, and may be taken into account when determining the award of future contracts with the State for legal services.

5. EXPATRIATE CORPORATIONS: Contractor hereby declares that it is not an expatriate corporation or subsidiary of an expatriate corporation within the meaning of Public Contract Code Section 10286 and 10286.1, and is eligible to contract with the State of California.

6. SWEATFREE CODE OF CONDUCT:

a. All Contractors contracting for the procurement or laundering of apparel, garments or corresponding accessories, or the procurement of equipment, materials, or supplies, other than procurement related to a public works contract, declare under penalty of perjury that no apparel, garments or corresponding accessories, equipment, materials, or supplies furnished to the state pursuant to the contract have been laundered or produced in whole or in part by sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor, or with the benefit of sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor. The contractor further declares under penalty of perjury that they adhere to the Sweatfree Code of Conduct as set forth on the California Department of Industrial Relations website located at [www.dir.ca.gov](http://www.dir.ca.gov), and Public Contract Code Section 6108.

b. The contractor agrees to cooperate fully in providing reasonable access to the contractor's records, documents, agents or employees, or premises if reasonably required by authorized officials of the contracting agency, the Department of Industrial Relations, or the Department of Justice to determine the contractor's compliance with the requirements under paragraph (a).

7. DOMESTIC PARTNERS: For contracts of \$100,000 or more, Contractor certifies that Contractor is in compliance with Public Contract Code section 10295.3.

8. GENDER IDENTITY: For contracts of \$100,000 or more, Contractor certifies that Contractor is in compliance with Public Contract Code section 10295.35.

## DOING BUSINESS WITH THE STATE OF CALIFORNIA

The following laws apply to persons or entities doing business with the State of California.

1. CONFLICT OF INTEREST: Contractor needs to be aware of the following provisions regarding current or former state employees. If Contractor has any questions on the status of any person rendering services or involved with the Agreement, the awarding agency must be contacted immediately for clarification.

Current State Employees (Pub. Contract Code §10410):

- 1). No officer or employee shall engage in any employment, activity or enterprise from which the officer or employee receives compensation or has a financial interest and which is sponsored or funded by any state agency, unless the employment, activity or enterprise is required as a condition of regular state employment.
- 2). No officer or employee shall contract on his or her own behalf as an independent contractor with any state agency to provide goods or services.

Former State Employees (Pub. Contract Code §10411):

- 1). For the two-year period from the date he or she left state employment, no former state officer or employee may enter into a contract in which he or she engaged in any of the negotiations, transactions, planning, arrangements or any part of the decision-making process relevant to the contract while employed in any capacity by any state agency.
- 2). For the twelve-month period from the date he or she left state employment, no former state officer or employee may enter into a contract with any state agency if he or she was employed by that state agency in a policy-making position in the same general subject area as the proposed contract within the 12-month period prior to his or her leaving state service.

If Contractor violates any provisions of above paragraphs, such action by Contractor shall render this Agreement void. (Pub. Contract Code §10420)

Members of boards and commissions are exempt from this section if they do not receive payment other than payment of each meeting of the board or commission, payment for preparatory time and payment for per diem. (Pub. Contract Code §10430 (e))

2. LABOR CODE/WORKERS' COMPENSATION: Contractor needs to be aware of the provisions which require every employer to be insured against liability for Worker's Compensation or to undertake self-insurance in accordance with the provisions, and Contractor affirms to comply with such provisions before commencing the performance of the work of this Agreement. (Labor Code Section 3700)

3. AMERICANS WITH DISABILITIES ACT: Contractor assures the State that it complies with the Americans with Disabilities Act (ADA) of 1990, which prohibits discrimination on the basis of disability, as well as all applicable regulations and guidelines issued pursuant to the ADA. (42 U.S.C. 12101 et seq.)

4. CONTRACTOR NAME CHANGE: An amendment is required to change the Contractor's name as listed on this Agreement. Upon receipt of legal documentation of the name change the State will process the amendment. Payment of invoices presented with a new name cannot be paid prior to approval of said amendment.

5. CORPORATE QUALIFICATIONS TO DO BUSINESS IN CALIFORNIA:

a. When agreements are to be performed in the state by corporations, the contracting agencies will be verifying that the contractor is currently qualified to do business in California in order to ensure that all obligations due to the state are fulfilled.

b. "Doing business" is defined in R&TC Section 23101 as actively engaging in any transaction for the purpose of financial or pecuniary gain or profit. Although there are some statutory exceptions to taxation, rarely will a corporate contractor performing within the state not be subject to the franchise tax.

c. Both domestic and foreign corporations (those incorporated outside of California) must be in good standing in order to be qualified to do business in California. Agencies will determine whether a corporation is in good standing by calling the Office of the Secretary of State.

6. RESOLUTION: A county, city, district, or other local public body must provide the State with a copy of a resolution, order, motion, or ordinance of the local governing body which by law has authority to enter into an agreement, authorizing execution of the agreement.

7. AIR OR WATER POLLUTION VIOLATION: Under the State laws, the Contractor shall not be: (1) in violation of any order or resolution not subject to review promulgated by the State Air Resources Board or an air pollution control district; (2) subject to cease and desist order not subject to review issued pursuant to Section 13301 of the Water Code for violation of waste discharge requirements or discharge prohibitions; or (3) finally determined to be in violation of provisions of federal law relating to air or water pollution.

8. PAYEE DATA RECORD FORM STD. 204: This form must be completed by all contractors that are not another state agency or other governmental entity.

**ATTACHMENT 6  
 CALIFORNIA CIVIL RIGHTS LAWS CERTIFICATION**

Pursuant to Public Contract Code section 2010, if a bidder or proposer executes or renews a contract over \$100,000 on or after January 1, 2017, the bidder or proposer hereby certifies compliance with the following:

1. CALIFORNIA CIVIL RIGHTS LAWS: For contracts over \$100,000 executed or renewed after January 1, 2017, the contractor certifies compliance with the Unruh Civil Rights Act (Section 51 of the Civil Code) and the Fair Employment and Housing Act (Section 12960 of the Government Code); and
2. EMPLOYER DISCRIMINATORY POLICIES: For contracts over \$100,000 executed or renewed after January 1, 2017, if a Contractor has an internal policy against a sovereign nation or peoples recognized by the United States government, the Contractor certifies that such policies are not used in violation of the Unruh Civil Rights Act (Section 51 of the Civil Code) or the Fair Employment and Housing Act (Section 12960 of the Government Code).

**CERTIFICATION**

I, the official named below, certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.  <i>Proposer/Bidder Firm Name (Printed)</i>	<i>Federal ID Number</i>
<i>By (Authorized Signature)</i>	
<i>Printed Name and Title of Person Signing</i>	
<i>Date Executed</i>	<i>Executed in the County and State of</i>

**ATTACHMENT 7  
IRAN CONTRACTING ACT VERIFICATION FORM  
(Public Contract Code sections 2202-2208)**

Prior to bidding on, submitting a proposal or executing a contract or renewal for a State of California contract for goods or services of \$1,000,000 or more, a vendor must either: a) certify it is **not** on the current list of persons engaged in investment activities in Iran created by the California Department of General Services (“DGS”) pursuant to Public Contract Code section 2203(b) and is not a financial institution extending twenty million dollars (\$20,000,000) or more in credit to another person, for 45 days or more, if that other person will use the credit to provide goods or services in the energy sector in Iran and is identified on the current list of persons engaged in investment activities in Iran created by DGS; or b) demonstrate it has been exempted from the certification requirement for that solicitation or contract pursuant to Public Contract Code section 2203(c) or (d).

To comply with this requirement, please insert your vendor or financial institution name and Federal ID Number (if available) and complete **one** of the options below. Please note: California law establishes penalties for providing false certifications, including civil penalties equal to the greater of \$250,000 or twice the amount of the contract for which the false certification was made; contract termination; and three-year ineligibility to bid on contracts. (Public Contract Code section 2205.)

**OPTION #1 - CERTIFICATION**

I, the official named below, certify I am duly authorized to execute this certification on behalf of the vendor/financial institution identified below, and the vendor/financial institution identified below is **not** on the current list of persons engaged in investment activities in Iran created by DGS and is not a financial institution extending twenty million dollars (\$20,000,000) or more in credit to another person/vendor, for 45 days or more, if that other person/vendor will use the credit to provide goods or services in the energy sector in Iran and is identified on the current list of persons engaged in investment activities in Iran created by DGS.

<i>Vendor Name/Financial Institution (Printed)</i>		<i>Federal ID Number (or n/a)</i>
<i>By (Authorized Signature)</i>		
<i>Printed Name and Title of Person Signing</i>		
<i>Date Executed</i>	<i>Executed in</i>	

**OPTION #2 – EXEMPTION**

Pursuant to Public Contract Code sections 2203(c) and (d), a public entity may permit a vendor/financial institution engaged in investment activities in Iran, on a case-by-case basis, to be eligible for, or to bid on, submit a proposal for, or enters into or renews, a contract for goods and services.

If you have obtained an exemption from the certification requirement under the Iran Contracting Act, please fill out the information below, and attach documentation demonstrating the exemption approval.

<i>Vendor Name/Financial Institution (Printed)</i>		<i>Federal ID Number (or n/a)</i>
<i>By (Authorized Signature)</i>		
<i>Printed Name and Title of Person Signing</i>	<i>Date Executed</i>	

**ATTACHMENT 8  
DARFUR CONTRACTING ACT FORM**

STATE OF CALIFORNIA  
**DIR DARFUR CONTRACTING ACT FORM**  
DIR BMO 010 (Rev. 1/2025)

DEPARTMENT OF INDUSTRIAL RELATIONS  
BUSINESS MANAGEMENT OFFICE

Public Contract Code Sections 10475 -10481 applies to any company that currently or within the previous three years has had business activities or other operations outside of the United States. For such a company to bid on or submit a proposal for a State of California contract, the company must certify that it is either a) not a scrutinized company; or b) a scrutinized company that has been granted permission by the Department of General Services to submit a proposal. Please see Public Contracts Code, section 10476 for a definition of scrutinized company.

**OPTION #1 - NOT APPLICABLE**

If your company has not, within the previous three years, had any business activities or other operations outside of the United States.

I, the official named below, CERTIFY UNDER PENALTY OF PERJURY that the prospective proposer/bidder named below has not, within the previous three years, had any business activities or other operations outside of the United States.

<i>Company/Vendor Name (Printed)</i>	<i>Federal ID Number</i>
<i>By (Authorized Signature)</i>	<i>Date</i>
<i>Printed Name and Title of Person Signing</i>	

**OPTION #2 - CERTIFICATION**

If your company, within the previous three years, has had business activities or other operations outside of the United States, in order to be eligible to submit a bid or proposal, please insert your company name and Federal ID Number and complete the certification below.

I, the official named below, CERTIFY UNDER PENALTY OF PERJURY that a) the prospective proposer/bidder named below is not a scrutinized company per the definition or exclusion(s) under Public Contract Code 10476; and b) I am duly authorized to legally bind the prospective proposer/bidder named below. This certification is made under the laws of the State of California.

<i>Company/Vendor Name (Printed)</i>	<i>Federal ID Number</i>
<i>By (Authorized Signature)</i>	<i>Date</i>
<i>Printed Name and Title of Person Signing</i>	

**OPTION #3 – WRITTEN PERMISSION FROM DGS**

Pursuant to Public Contract Code Section 10477(b), the Director of the Department of General Services may permit a scrutinized company, on a case-by-case basis, to bid on or submit a proposal for a contract with a state agency for goods or services, if it is in the best interests of the state. If you are a scrutinized company that has obtained written permission from the DGS to submit a bid or proposal, complete the information below.

We are a scrutinized company as defined in Public Contract Code section 10476, but we have received written permission from the Department of General Services to submit a bid or proposal pursuant to Public Contract Code section 10477(b). A copy of the written permission from DGS is included with our bid or proposal.

<i>Company/Vendor Name (Printed)</i>	<i>Federal ID Number</i>
<i>By (Authorized Signature)</i>	<i>Date</i>
<i>Printed Name and Title of Person Signing</i>	

## ATTACHMENT 9 BIDDER DECLARATION

State of California—Department of General Services, Procurement Division  
GSPD-05-106 (REV 08/09) Verbal Version

### BIDDER DECLARATION

**1. Prime bidder information (Review attached Bidder Declaration Instructions prior to completion of this form):**

- a. Identify current California certification(s) (MB, SB, NVSA, DVBE):**  or None  (If "None," go to Item #2)
- b. Will subcontractors be used for this contract?** Yes  No  (If yes, indicate the distinct element of work your firm will perform in this contract e.g., list the proposed products produced by your firm, state if your firm owns the transportation vehicles that will deliver the products to the State, identify which solicited services your firm will perform, etc.). Use additional sheets, as necessary.
- c. If you are a California certified DVBE:** (1) Are you a broker or agent? Yes  No   
(2) If the contract includes equipment rental, does your company own at least 51% of the equipment provided in this contract (quantity and value)? Yes  No  N/A

**2. If no subcontractors will be used, skip to certification below. Otherwise, list all subcontractors for this contract. (Attach additional pages if necessary):**

Subcontractor Name, Contact Person, Phone Number & Fax Number	Subcontractor Address & Email Address	CA Certification (MB, SB, NVSA, DVBE or None)	Work performed or goods provided for this contract	Corresponding % of bid price	Good Standing?	51% Rental?
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3. CERTIFICATION: By signing this form, I certify under penalty of perjury that the information provided is true and correct.**

Printed Name:  Signature:  Date Signed:

## BIDDER DECLARATION Instructions

**All prime bidders (the firm submitting the bid) must complete the Bidder Declaration.**

**1.a.** Identify all current certifications issued by the State of California. If the prime bidder has no California certification(s), check the line labeled “None” and proceed to Item #2. If the prime bidder possesses one or more of the following certifications, enter the applicable certification(s) on the line:

- Microbusiness (MB)
- Small Business (SB)
- Nonprofit Veteran Service Agency (NVSA)
- Disabled Veteran Business Enterprise (DVBE)

**1.b.** Mark either “Yes” or “No” to identify whether subcontractors will be used for the contract. If the response is “No”, proceed to Item #1.c. If “Yes”, enter on the line the distinct element of work contained in the contract to be performed or the goods to be provided by the prime bidder. Do not include goods or services to be provided by subcontractors.

Bidders certified as MB, SB, NVSA, and/or DVBE must provide a commercially useful function as defined in Military and Veterans Code Section 999 for DVBEs and Government Code Section 14837(d)(4)(A) for small/microbusinesses.

Bids must propose that certified bidders provide a commercially useful function for the resulting contract or the bid will be deemed non-responsive and rejected by the State. For questions regarding the solicitation, contact the procurement official identified in the solicitation.

**Note: A subcontractor is any person, firm, corporation, or organization contracting to perform part of the prime’s contract.**

**1.c.** This Item is only to be completed by businesses certified by California as a DVBE.

(1) Declare whether the prime bidder is a broker or agent by marking either “Yes” or “No”. The Military and Veterans Code Section 999.2 (b) defines “broker” or “agent” as a certified DVBE contractor or subcontractor that does not have title, possession, control, and risk of loss of materials, supplies, services, or equipment provided to an awarding department, unless one or more of the disabled veteran owners has at least 51-percent ownership of the quantity and value of the materials, supplies, services, and of each piece of equipment provided under the contract.

(2) If bidding rental equipment, mark either “Yes” or “No” to identify if the prime bidder owns at least 51% of the equipment provided (quantity and value). If **not** bidding rental equipment, mark “N/A” for “not applicable.”

**2.** If no subcontractors are proposed, do not complete the table. Read the certification at the bottom of the form and complete “Page \_\_\_\_ of \_\_\_\_” on the form.

If subcontractors will be used, complete the table listing all subcontractors. If necessary, attach additional pages and complete the “Page \_\_\_\_ of \_\_\_\_” accordingly.

**2. (continued) Column Labels**

**Subcontractor Name, Contact Person, Phone Number & Fax Number**—List each element for all subcontractors.

**Subcontractor Address & Email Address**—Enter the address and if available, an Email address.

**CA Certification (MB, SB, NVSA, DVBE or None)**—If the subcontractor possesses a current State of California certification(s), verify on this website ([www.eprocure.dgs.ca.gov](http://www.eprocure.dgs.ca.gov)).

**Work performed or goods provided for this contract**—Identify the distinct element of work contained in the contract to be performed or the goods to be provided by each subcontractor. Certified subcontractors must provide a commercially useful function for the contract. (See paragraph 1.b above for code citations regarding the definition of commercially useful function.) If a certified subcontractor is further subcontracting a greater portion of the work or goods provided for the resulting contract than would be expected by normal industry practices, attach a separate sheet of paper explaining the situation.

**Corresponding % of bid price**—Enter the corresponding percentage of the total bid price for the goods and/or services to be provided by each subcontractor. Do not enter a dollar amount.

**Good Standing?**—Provide a response for each subcontractor listed. Enter either “Yes” or “No” to indicate that the prime bidder has verified that the subcontractor(s) is in good standing for all of the following:

- Possesses valid license(s) for any license(s) or permits required by the solicitation or by law
- If a corporation, the company is qualified to do business in California and designated by the State of California Secretary of State to be in good standing
- Possesses valid State of California certification(s) if claiming MB, SB, NVSA, and/or DVBE status

**51% Rental?**—This pertains to the applicability of rental equipment. Based on the following parameters, enter either “N/A” (not applicable), “Yes” or “No” for each subcontractor listed.

Enter “N/A” if the:

- Subcontractor is NOT a DVBE (regardless of whether or not rental equipment is provided by the subcontractor) or
- Subcontractor is NOT providing rental equipment (regardless of whether or not subcontractor is a DVBE)

Enter “Yes” if the subcontractor is a California certified DVBE providing rental equipment and the subcontractor owns at least 51% of the rental equipment (quantity and value) it will be providing for the contract.

Enter “No” if the subcontractor is a California certified DVBE providing rental equipment but the subcontractor does NOT own at least 51% of the rental equipment (quantity and value) it will be providing.

**3. Read the certification at the bottom of the page. An individual that is authorized to bind the firm contractually is to print their name, sign and date the form. Also, complete the “Page \_\_\_\_ of \_\_\_\_” accordingly.**

**ATTACHMENT 10**  
**CALIFORNIA DISABLED VETERAN BUSINESS ENTERPRISE (DVBE)**  
**BID INCENTIVE INSTRUCTIONS**  
(01/31/17)

**Please read the instructions carefully before you begin.**

**AUTHORITY.** The Disabled Veteran Business Enterprise (DVBE) Participation Goal Program for State contracts is established in Public Contract Code (PCC), §10115 et seq., Military and Veterans Code (MVC), §999 et seq., and California Code of Regulations (CCR), Title 2, §1896.60 et seq. **Recent legislation has modified the program significantly in that a bidder may no longer demonstrate compliance with program requirements by performing a “good faith effort” (GFE).**

**This solicitation does not include a minimum DVBE participation percentage or goal.**

**DVBE BID INCENTIVE.** A DVBE incentive will be given to bidders who provide DVBE participation. For evaluation purposes only, the State shall apply a DVBE Bid incentive to bids that propose California certified DVBE participation as identified on the Bidder Declaration, GSPD-05-105, (located elsewhere within the solicitation document) and confirmed by the State. The DVBE incentive amount for awards based on low price will vary in conjunction with the percentage of DVBE participation. Unless a table that replaces the one below has been expressly established elsewhere within the solicitation, the following percentages will apply for awards based on low price.

<b>Confirmed DVBE Participation of:</b>	<b>DVBE Incentive:</b>
5% or Over	5%
4% to 4.99% inclusive	4%
3% to 3.99% inclusive	3%
2% to 2.99% inclusive	2%
1% to 1.99% inclusive	1%

As applicable: (1) Awards based on low price - the net bid price of responsive bids will be reduced (for evaluation purposes only) by the amount of DVBE incentive as applied to the lowest responsive net bid price. If the #1 ranked responsive, responsible bid is a California certified small business, the only bidders eligible for the incentive will be California certified small businesses. The incentive adjustment for awards based on low price cannot exceed 5% or \$100,000, whichever is less, of the #1 ranked net bid price. When used in combination with a preference adjustment, the cumulative adjustment amount cannot exceed \$100,000.

(2) Awards based on highest score - the solicitation shall include an individual requirement that identifies incentive points for DVBE participation.

**INTRODUCTION.** Bidders must document DVBE participation commitment by completing and submitting a Bidder Declaration, GSPD-05-105, (located elsewhere within the solicitation document). Bids or proposals (hereafter called “bids”) that **fail to submit the required form to confirm the level of DVBE participation will not be eligible to receive the DVBE incentive.**

Information submitted by the intended awardee to claim the DVBE incentive(s) will be verified by the State. If evidence of an alleged violation is found during the verification process, the State shall initiate an investigation, in accordance with the requirements of the PCC §10115, et seq., and MVC §999 et

seq., and follow the investigatory procedures required by the 2 CCR §1896.80. Contractors found to be in violation of certain provisions may be subject to loss of certification, penalties and/or contract termination.

**Only State of California, Office of Small Business and DVBE Services (OSDS), certified DVBEs (hereafter called “DVBE”)** who perform a commercially useful function relevant to this solicitation, may be used to qualify for a DVBE incentive(s). The criteria and definition for performing a commercially useful function are contained herein on the page entitled **Resources & Information**. Bidders are to verify each DVBE subcontractor’s certification with OSDS to ensure DVBE eligibility.

At the State’s option prior to award of the contract, a written confirmation from each DVBE subcontractor identified on the Bidder Declaration must be provided. As directed by the State, the written confirmation must be signed by the bidder and/or the DVBE subcontractor(s). The written confirmation may request information that includes but is not limited to the DVBE scope of work, work to be performed by the DVBE, term of intended subcontract with the DVBE, anticipated dates the DVBE will perform required work, rate and conditions of payment, and total amount to be paid to the DVBE. If further verification is necessary, the State will obtain additional information to verify compliance with the above requirements.

**THE DVBE BUSINESS UTILIZATION PLAN (BUP):** DVBE BUPs are a company’s commitment to expend a minimum of 3% of its total statewide contract dollars with DVBEs -- this percentage is based on all of its contracts held in California, not just those with the State. A DVBE BUP does not qualify a firm for a DVBE incentive. Bidders with a BUP, must submit a Bidders Declaration (GSPD-05-105) to confirm the DVBE participation for an element of work on this solicitation in order to claim a DVBE incentive(s).

#### **THE FOLLOWING MAY BE USED TO LOCATE DVBE SUPPLIERS:**

**Awarding Department:** Contact the department’s contracting official named in this solicitation for any DVBE suppliers who may have identified themselves as potential subcontractors, and to obtain suggestions for search criteria to possibly identify DVBE suppliers for the solicitation. You may also contact the department’s SB/DVBE Advocate for assistance.

#### **Other State and Federal Agencies, and Local Organizations:**

**STATE:** Access the list of all certified DVBEs by using the Department of General Services, Procurement Division (DGS-PD), online certified firm database at <https://www.caleprocure.ca.gov/>. To begin your search, click on “SB/DVBE Search.” Search by “Keywords” or “United Nations Standard Products and Services Codes (UNSPSC) that apply to the elements of work you want to subcontract to a DVBE. Check for subcontractor ads that may be placed on the California State Contracts Register (CSCR) for this solicitation prior to the closing date. You may access the CSCR at: <https://www.caleprocure.ca.gov/>. For questions regarding the online certified firm database and the CSCR, please call the OSDS at (916) 375-4940 or send an email to: [OSDSHelp@dgs.ca.gov](mailto:OSDSHelp@dgs.ca.gov).

**FEDERAL:** Search the U.S. Small Business Administration’s (SBA) website at <https://www.sba.gov/> to identify potential DVBEs. Select the “Contracting” tab, select the “Resources for Finding Customers” tab, and click on the “Dynamic Small Business Search (DSBS) Database” link. Search options and information are provided on the Dynamic Small Business Search Database site. First time users should click on the “Help” button for detailed instructions. Remember to verify each firm’s status as a California certified DVBE.

**LOCAL:** Contact local DVBE organization to identify DVBEs. For a list of local organizations, go to <http://www.dgs.ca.gov/pd/Resources.aspx> and select the blue Small Business & Disabled Veterans Business Enterprises tab and select: [DVBE Referral Organizations.pdf](#)

## RESOURCES AND INFORMATION

For questions regarding bid documentation requirements, **contact the contracting official at the awarding department for this solicitation.** For a directory of SB/DVBE Advocates for each department go to: <http://www.dgs.ca.gov/pd/Programs/OSDS/advocate.aspx>.

The Department of General Services, Procurement Division (DGS-PD) publishes a list of trade and focus publications to assist bidders in locating DVBEs for a fee. To obtain this list, please go to <http://www.dgs.ca.gov/pd/Resources.aspx> and select the blue Small Business & Disabled Veterans Business Enterprises tab and select:

- [DVBE Focus Paper Listing](#) (Excel)
- [DVBE Trade Paper Listing](#) (Excel)

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### U.S. Small Business Administration (SBA):

Use the SBA website: <https://www.sba.gov/>

### FOR:

Service-Disabled Veteran-owned businesses in California (Remember to verify each DVBE's California certification.)

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### Local Organizations: Go to

<http://www.dgs.ca.gov/pd/Resources.aspx> and select: [DVBE Referral Organizations.pdf](#)

### FOR:

List of potential DVBE subcontractors

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### DGS-PD EProcurement

Website: <https://www.caleprocure.ca.gov/>

Phone: (916) 375-2000

Email: [custserv@dgs.ca.gov](mailto:custserv@dgs.ca.gov)

### FOR:

- SB/DVBE Search
- CSCR Ads
- Click on Training tab to Access eProcurement Training Modules including:  
Small Business (SB)/DVBE Search

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### DGS-PD Office of Small Business and DVBE Services (OSDS)

707 Third Street, Room 1-400, West Sacramento, CA 95605

Website: <http://dgs.ca.gov/pd/programs/osds.aspx>

OSDS Receptionist, 8 am-5 pm: (916) 375-4940

PD Receptionist, 8 am-5 pm: (800) 559-5529

Fax: (916) 375-4950

Email: [osdshelp@dgs.ca.gov](mailto:osdshelp@dgs.ca.gov)

### FOR:

- Directory of California-Certified DVBEs
- Certification Applications
- Certification Information
- Certification Status, Concerns
- General DVBE Program Info.
- DVBE Business Utilization Plan
- Small Business/DVBE Advocates

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### Commercially Useful Function Definition

As defined in MVC §999 and 2 CCR §1896.6(1), a person or an entity is deemed to perform a "commercially useful function" if a person or entity does **all** of the following:

- Is responsible for the execution of a distinct element of the work for the contract;
  - Carries out contractual obligations by actually performing, managing, or supervising the work involved;
  - Performs work that is normal for its business services and functions;
  - Is not further subcontracting a portion of the work that is greater than expected to be subcontracted by normal industry practices;
  - Is responsible, with respect to products, inventories, materials, and supplies required for the contract, for negotiating price, determining quality and quantity, ordering, installing, if applicable, and making payment; and,
  - Its role is not an extra participant in the transaction, contract or project through which funds are passed in order to obtain the appearance of DVBE participation.
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**ATTACHMENT 11  
CONTRACTOR COST SHEET**

**Submission of this attachment is required.** Failure to complete and return this attachment will cause your bid to be rejected and deemed non-responsive. Bidder must provide the cost for each task listed below. This project has a budget amount of **\$1,250,000.00**. Proposals exceeding this amount may be deemed non-responsive and ineligible for award.

Please provide an all-inclusive cost for each task below. NOTE: All costs must include personnel, labor, subcontractors, materials, reports, tax, and any other items necessary to perform and complete all tasks.

<b>TASK 1: Select and Review Prior Studies and Data</b>	<b>Cost</b>
<b>Subtotal Task 1:</b>	<b>\$</b>

<b>TASK 2: Establish Criteria and Methodology for 2025-28 Studies</b>	<b>Cost</b>
<b>Subtotal Task 2:</b>	<b>\$</b>

<b>TASK 3: Completion of Annual Studies for 2025, 2026, 2027, 2028:</b>	<b>Cost Per Report (A)</b>	<b>Quantity (B)</b>	<b>Total Cost (A + B)</b>
	\$	4	\$
<b>Subtotal Task 3:</b>			<b>\$</b>

<b>TASK 4: Draft Summary Report</b>	<b>Cost Per Report (A)</b>	<b>Quantity (B)</b>	<b>Total Cost (A + B)</b>
	\$	1	\$
<b>Subtotal Task 4:</b>			<b>\$</b>

<b>TASK 5: Completion of Final Summary Report</b>	<b>Cost Per Report (A)</b>	<b>Quantity (B)</b>	<b>Total Cost (A + B)</b>
	\$	1	\$
<b>Subtotal Task 5:</b>			<b>\$</b>

<b>TASK 6: Monthly Progress Reports</b>	<b>Cost Per Report (A)</b>	<b>Quantity (B)</b>	<b>Total Cost (A + B)</b>
	\$	48	\$
<b>Subtotal Task 6:</b>			<b>\$</b>

TASK 7: Quarterly Meetings	Cost Per Meeting (A)	Quantity (B)	Total Cost (A + B)
	\$	16	\$
<b>Subtotal Task 7:</b>			<b>\$</b>

GRAND TOTAL	Total Cost
<b>(Add Subtotals 1-7):</b>	<b>\$</b>

## **ATTACHMENT 12 DETAILED RESPONSE FOR MINIMUM QUALIFICATIONS**

This is a placeholder for the bidder's Detailed Response of Minimum Qualifications.

Submissions of this attachment is mandatory. Failure to complete and return this attachment with your proposal may cause your proposal to be rejected and deemed non-responsive.

**The Proposer must provide a detailed response, outlining information as to how the Proposer meets each of the minimum qualifications listed below.**

1. Proposer shall have a minimum of 5 years of experience providing independent, nonpartisan, empirical research and analysis of the highest quality.
2. Proposer shall have a minimum of 5 years of experience conducting qualitative and quantitative research and analysis on medical care, health care services, health policy analysis, access, fee schedules, and quality of care with respect to workers' compensation.
3. Proposer shall have a minimum of 5 years of experience communicating analytic findings in useful forms to policy- makers, business decision-makers, and the general public.
4. Proposer shall have a minimum of 5 years of experience in conducting cost-benefit, descriptive and econometric statistical analyses.
5. Proposer shall have a minimum of 5 years working with large administrative datasets pertaining to workers' compensation health care services.
6. Proposer shall have a minimum of 5 years working with confidential data that would meet the confidentiality requirements for the release of data by state and government agencies and private organizations.