DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

DCSD:	**DeKalb County School District**
Address:	**Sam A. Moss Service Center**
	1780 Montreal Rd., Tucker, Georgia 30084
Phone No.:	**678-676-0120**
DCSD's Representative:	**Carla Smith, Vender Services Executive Director**
Vendor:	**Cintas Corporation No. 2**
Address:	**23345 N. 23rd Ave, Suite 170**
	Phoenix, AZ 85027
Phone No.:	**(949) 910-1718**
Vendor Representative:	**Brett Herzog, Government Account Manager**

THIS SUPPLEMENTAL AGREEMENT (this "Agreement") is entered into as of the ____ day of _____, 2023 by the DeKalb County School District ("DCSD") and Cintas Corporation No. 2 ("Vendor").

FOR AND IN CONSIDERATION of the mutual promises and covenants set forth herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, and intending to be legally bound, DCSD and Vendor hereby agree as follows:

1. **CONTRACT DOCUMENTS:** The term "Contract Documents" as used herein shall mean all of the following which are hereby incorporated and made a part of this Agreement. In case of conflict, order of priority for the documents shall be as follows:

   A. This Supplemental Agreement;
   B. Contract #222886 Contract Addendum between Cintas Corporation No. 2 and City of Tucson, Arizona dated September 23, 2022; (**Exhibit A**)
   C. Contract #222886 between Cintas Corporation No. 2 and City of Tucson, Arizona dated June 10, 2022; **(Exhibit B)**
   D. Any future Extensions of Agreement between Cintas Corporation No. 2 and City of Tucson, Arizona pursuant to the RFP; and
   E. Any Purchase Orders issued pursuant to this Agreement from time to time.

The Contract Documents constitute the entire and exclusive agreement between DCSD and Vendor with respect to the Work, and supersede any and all prior discussions, communications, representations, negotiations or agreements between them with respect to the Work. The Contract Documents are complementary and are to be read as a whole. In the event of a discrepancy in the Contract Documents, the more specific and more detailed descriptive information will take precedence over the general and less detailed description. In cases of doubt, the Vendor shall assume that the DCSD intends that the more complete method, system or process is required. It is the intent of the Contract Documents to describe a functionally complete project (or part thereof)

to be performed in accordance with the Contract Documents. Any work, labor, materials or equipment that may be required, implied or inferred by the Contract Documents as being required to produce the intended result shall be provided by the Vendor for the Contract Price.

2. LIMTS ON AGREEMENT PRICE AND SCOPE OF WORK: Vendor acknowledges and agrees that this Agreement is for a period of at most four (4) years and a price no greater than Four Hundred Thousand Dollars ($400,000 USD). Vendor agrees not to subdivide projects in an effort to evade the provisions of such Law.

3. TERM: The term of this Agreement is for a period of one (1) year from the date hereof (the "Initial Term"). In addition to the Initial Term, this Agreement also contains three (3) one-year optional renewal periods (each, a "Renewal Term" and, collectively with the Initial Term, the "Term"), which option may be exercised by DCSD solely in its discretion and upon the receipt of such approvals from DCSD's Board of Education as may be required. The Term is subject to the term of the original contract, Exhibit A, and shall be shortened according to the provisions and extensions therein. Additionally, as required by O.C.G.A. § 20-2-506, this Agreement shall terminate absolutely and without further obligation on the part of DCSD at the end of the calendar year in which it was executed and at the close of each succeeding calendar year for which it may be renewed; provided, however, that this Agreement shall be automatically renewed unless DCSD delivers a notice of non-renewal to Vendor at least thirty (30) days prior to the end of such calendar year, unless this Agreement has otherwise been terminated as provided herein. At the end of the Term, DCSD may elect to have Vendor complete any open Purchase Order or terminate such Purchase Order, in DCSD's sole and absolute discretion. DCSD reserves the right to terminate this Agreement at any time for its convenience upon thirty (30) days written notice to Vendor.

4. VENDOR'S GENERAL RESPONSIBILITIES:

A. In addition to the Vendor's duties, obligations and responsibilities set forth elsewhere in the Contract Documents, pursuant to this Agreement, Vendor shall:

(1) at all times give all notices and comply with all laws, ordinances, rules and regulations applicable to the Work, and promptly notify DCSD if it observes any Work which conflicts with any such requirements;

(2) pay all sales, consumer, use and similar taxes for the Work as required by law;

(3) supervise and direct the Work efficiently and with its best skill and attention, using such means, methods, techniques, sequences and procedures as Vendor deems appropriate, and perform the Work in compliance with the terms and conditions of the Contract Documents and the standard of care applicable to services of the type, scope and complexity to be performed hereunder;

(4) provide adequate, competent, suitably qualified personnel, labor supervision, equipment, materials, transportation, machinery, tools, appliances, fuel, utilities,

sanitary facilities and all other facilities and incidentals necessary or required to perform the Work;

(5) provide all materials and equipment to be installed in the Work, which shall be new and in first class condition and which shall be applied, installed, connected, erected, used, cleaned and conditioned in accordance with the instructions of the applicable manufacturer, fabricator or processor;

(6) be fully responsible to DCSD for all acts and omission of any Subcontractors and suppliers or other persons directly or indirectly involved in performing the Work, and ensure that all such Subcontractors and suppliers are paid for such work, and indemnify and defend the DCSD from any claims with respect thereto;

(7) be responsible for initiating, maintaining and supervising all safety precautions and programs in connection with the Work, including all necessary precautions for the safety and protection of, all employees on the Work and others who may be affected thereby, including other structures and areas adjacent to or on or about the Site; and

(8) cooperate with DCSD's designated representative, provide any requested information and meet, consult and coordinate the Work with DCSD's representative.

B. Vendor Personnel:

(1) Vendor shall maintain strict discipline among all personnel employed on DCSD grounds, and no person under the influence of drugs or alcohol shall be allowed on DCSD grounds, nor shall any person employed on DCSD's property have in his or her possession any drugs, alcohol or firearms. Unprofessional conduct, including but not limited to horseplay, wrestling, fighting, or the wearing of clothing containing vulgar, immoral or unwholesome words or images or promoting the same, shall not be permitted or allowed. No employee, Subcontractor or representative of Vendor shall use any tobacco product while on DCSD grounds.

(2) Vendor administrators will provide supervision and training of Vendor personnel. All personnel hired or assigned by Vendor shall be Vendor employees for all purposes and not DCSD employees for any purpose. Vendor shall be solely responsible for (i) selecting and hiring its employees; (ii) paying all wages, health and retirement benefits, all applicable employee and employer taxes and deductions, Social Security taxes, and Medicare taxes, as required by law, and providing general liability insurance coverage covering Vendor and its employees, contractors, and agents under this Agreement, with Limits of Liability as set forth herein, and workers compensation insurance; (iii) supervising, evaluating, promoting and disciplining its employees; (iv) managing the employees' conduct, including the method by which the employees carry out their work; and (v) complying with the Federal Work Authorization Program.

(3) Vendor employees will not accrue any sick leave or other benefits from DCSD and will not be subject to DCSD's Complaints and Grievances Procedures found in District Board Policy or be subject to the due process provisions of O.C.G.A. § 20-2-940 et. seq. as these individuals are not District employees.

(4) Vendor and its employees, agents, contractors or other such personnel shall be independent contractors of DCSD and do not have the ability or the authority to make obligations on behalf of DCSD.

(5) If DCSD believes that the performance or conduct of any person employed or retained by Vendor to perform any services hereunder is unsatisfactory or is not in compliance with the provisions of this Agreement, DCSD will notify Vendor, identifying the conduct or performance in writing and providing all information and support necessary to substantiate and sustain any personnel action requested by DCSD, if any. Vendor will promptly address the performance or conduct of the reported person in accordance with Vendor's disciplinary policies.

(6) Vendor must identify any individuals providing services to DCSD who are drawing retirement from the Georgia Teacher Retirement System (TRS). Vendor is responsible for any and all penalties and interests that may be assessed by TRS for any work performed by Georgia TRS retirees. Vendor shall indemnify and hold DCSD harmless from and against any claims related to Georgia TRS.

C. To the fullest extent permitted by law and to the extent claims, damages, losses or expenses are not covered by insurance purchased by the Vendor, the Vendor will indemnify and hold harmless DCSD and its agents and employees from and against claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from performance of the Work, provided that such claim, damage, loss of expense is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the Work itself), but only to extent caused by the negligent acts or omission of the Vendor, a Subcontractor, anyone directly or indirectly employed by them or anyone for whose acts they may be liable, regardless of whether or not such claim, damage, loss or expense is caused in part by a party indemnified hereunder. Such obligation will not be construed to negate, abridge, or reduce other rights or obligations of indemnity which would otherwise exist as to a party or person described in the Paragraph.

In claims against any person or entity indemnified under this Paragraph by an employee of the Vendor, a Subcontractor, anyone directly or indirectly employed by them or anyone for whose acts they may be liable, the indemnification obligation will not be limited by a limitation on amount or type of damages, compensation acts, disability benefit acts or other employee benefit acts.

5. DCSD'S RESPONSIBILITIES: The DCSD shall have the right, at its sole discretion, to demand and require that Vendor remove any employee or Subcontractor working on any project and to replace the same, without cost or liability to DCSD.

6. TERMINATION OF THE AGREEMENT: Either party may terminate this Agreement upon the occurrence of any material breach by the other party to this Agreement by giving written notice of such breach to the breaching party, which notice shall describe the alleged breach. This Agreement will terminate after the receipt of such notice unless the breaching party has cured such breach within ten (10) days from its receipt of such notice or, in the event said breach cannot be cured within ten (10) days, has failed to commence and diligently pursue curing of said breach. In addition, the DCSD may terminate this Agreement for its convenience at any time and for any (or no) reason upon thirty (30) days written notice to Vendor. In either case, all outstanding invoices or monies due for Work performed through the termination date shall be due and payable as of the termination date, less any amounts due to DCSD from Vendor. DCSD further reserves the right to suspend Vendor's performance of the Work should Vendor repeatedly fail or refuse to perform the Work as required herein, and Vendor shall not be permitted to resume work until such deficiencies have been corrected to DCSD's satisfaction.

7. SUBCONTRACTORS: Should Vendor enter into any subcontracts in connection with the performance of the Work, all such subcontracts shall be in writing and shall incorporate all the terms and conditions set forth herein. Vendor will not employ any Subcontractor against whom DCSD may have reasonable exception, and will not make any substitution for any Subcontractor who has been accepted by DCSD except with good cause. Vendor shall be fully responsible for all acts and omission of its Subcontractors. Nothing in this Agreement will create any relationship between DCSD and any Subcontractor. Vendor shall indemnify, defend and hold DCSD harmless from and against any and all claims for payment made by any Subcontractors and shall, within three (3) days of written demand from DCSD, bond off or remove any lien filed against DCSD's property by any Subcontractor. Should Vendor fail and/or refuse to remove any such lien, or should any Subcontractor otherwise notify DCSD of non-payment by Vendor, DCSD may, at its option, make payment jointly to Vendor and its Subcontractor(s).

8. INSURANCE:

A. Vendor shall not commence Work under this Agreement until it has obtained all the insurance required under this Section 8 and delivered certificates of insurance evidencing such coverages to DCSD, nor shall Vendor allow any Subcontractor to commence work on a subcontract until Subcontractor has provided the insurance required hereunder. The insurance required under this Section 8 shall be maintained in full force and effect during the performance of the Work until this Agreement is terminated. DCSD shall be named as an additional insured on all policies (except for Worker's Compensation). The insurance coverages required hereunder are as follows:

(1) Commercial general liability insurance written on an "occurrence" basis, including coverage for premises/operations, products/completed operations, broad form property damage, blanket contractual liability, independent Vendors and personal insuring, and sudden and accidental pollution, with no exclusions for explosion, collapse and underground perils, with limits of not less than $1,000,000 per occurrence for bodily injury (including death) and property damage and a $2,000,000 aggregate limit;

(2) Automobile liability insurance, including coverage for owned, non-owned and hired automobiles for both bodily injury and property damage and in accordance with statutory legal requirements, with a combined single limit of not less than $1,000,000 per accident with respect to bodily injury (including death) and property damage and a $2,000,000 aggregate limit; and

(3) Workers compensation with statutory limits and employers' liability with limits of not less than $1,000,000 per occurrence.

B. Vendor waives all rights of subrogation, against DCSD and its board members, officers, employees, agents, insurers, other Vendors and subcontractors and consultants for any damages covered by any type of insurance.

9. IMMIGRATION COMPLIANCE: Vendor and all Subcontractors shall comply with all state and federal immigration laws, rules and regulations, and the Vendor and all Subcontractors shall provide DCSD with the completed, signed and notarized forms required for compliance with the Georgia Security and Immigration Compliance Act, as amended by the Illegal Immigration Reform Act of 2011, O.C.G.A. § 13-10-90 *et seq.*, prior to performance of any Work hereunder.

10. DISPUTE RESOLUTION: All claims, disputes, and other matters in question between the DCSD and Vendor arising, out of, or relation to, this Agreement or the breach hereof, shall be mediated in good faith as a prerequisite to litigation. Either party may file a request for mediation at any time; provided, however, that such mediation shall not take place until after Completion has been achieved. The mediation shall take place in Atlanta, Georgia. Each party shall bear its own costs and expenses in connection with such mediation and the parties shall divide and pay the mediator's fees and expenses equally. Should the parties be unable to resolve any dispute or claim in mediation, either party may file a lawsuit in the Superior Court of DeKalb County, Georgia following the conclusion of the mediation. Each party hereby irrevocably consents to the exclusive jurisdiction of such court and the laying of venue therein.

11. GOVERNING LAW: This Agreement shall be governed by and construed in accordance with the laws of the State of Georgia without regard to its conflicts of law principles.

12. NO WAIVER: No waiver by either party of any default by the other party in the performance of any provision of this Agreement shall operate as or be construed as a waiver of any future detail, whether like or different in character.

13. SEVERABLILTY: If any provision of this Agreement, or application thereof to any person or circumstance shall to any extent be invalid, such invalidity shall not affect the enforceability of the remainder of the Agreement or its enforceability in relation to other persons or circumstances.

14. NO THIRD-PARTIES: Nothing contained in this Agreement shall create a contractual relationship with or cause of action in favor of a third-party against DCSD.

15. INDEPENDENT VENDOR: Vendor shall perform as an independent Vendor and not as an employee or representative of DCSD. Vendor retains sole and exclusive liability for all contributions, taxes or payment required to be made on account of Vendor's employees under federal or state tax or labor laws, unemployment and workers' compensation acts, social security acts, and all other legislation requiring employer contributions or withholdings.

16. BACKGROUND CHECKS: A criminal background check must be performed on all contractors, consultants, subcontractors, volunteers and vendors ("Individuals") who provide services on DCSD's premises, supervise services on DCSD's premises or have contact with students. All Individuals shall undergo the same criminal background check, within the last 365 days, as required of DCSD's own employees. Such background checks shall be performed by DCSD at the expense of the Individual at a cost of $45.00 per person. Upon receipt and evaluation of the background check, DCSD may demand that the Individual have no contact with students or parents, or exclude such Individual from performing work on DCSD's premises or otherwise for DCSD, in its sole and absolute discretion. DCSD may make such may determination regardless of whether such charges may have been dismissed, expunged, sealed, removed from the record, treated under "first offender" status or dead docketed. Any failure by Vendor to obtain a criminal background check for any Individual as required herein, may result in the termination of this Agreement without penalty to DCSD.

17. PERSONS UNDER INVESTIGATION: DCSD reserves the right to request that Vendor not permit any Vendor employee, agent or other of its service providers to provide services under this agreement if said person is under investigation for any wrongdoing. Vendor agrees to comply with any request from DCSD to remove said person as a service provider. Vendor agrees to cooperate with DCSD to the fullest extent practicable in any investigation of any actual or alleged misconduct of any Vendor employee or employer in connection with any activity arising out of this Agreement, including allowing access to interviews of Vendor's employees, agents or service providers or any documents related to alleged or suspected misconduct. Vendor agrees to inform DCSD within twenty-four hours that any of its service providers providing services under this Agreement have been arrested, convicted or sued (provided service of summons in a civil action) regarding any allegation related to the performance of their professional duties. Failure to comply with any of the foregoing requests will result in the termination by means of a material default by Vendor under this Agreement.

18. RIGHT TO AUDIT:

A. Vendor shall maintain complete and accurate books and records with respect to services, cots, expenses, receipts and other information necessary to verify the scope or charges for any services and/or materials provided under this Agreement. Vendor understands and agrees that DCSD has the right to review documents and work in progress and to audit financial and other records pertaining to the performance of the Work under this Agreement, whether such records were prepared by Vendor or anyone else associated with the Work. At any time prior to the date which is six (6) years following the final payment under this Agreement, Vendor shall provide DCSD, at DCSD's reasonable expense, a copy of all such records within ten (10) business days of a written request from DCSD. At any time prior to the date which is six (6) years following final payment under this Agreement, DCSD's rights shall also include access at reasonable times to Vendor's facilities for the purpose of interviewing employees and inspecting and copying (at DCSD's reasonable expense) such books, records, accounts and other material which may be relevant to a matter under investigation. Vendor shall, at no cost to DCSD, furnish reasonable facilities and assistance for such review and audit. Vendor's failure to provide records or access within the time requested shall preclude Vendor from receiving any payment under this Agreement until such documents are provided. Vendor agrees to maintain such records for a period of six (6) years following final payment under this Agreement.

B. To the extent that an audit by DCSD, DCSD's independent auditors or a designee of any of them, discloses excess charges inaccurately or improperly attributed to this Agreement by Vendor, Vendor agrees to remit the amount of the overpayment to DCSD within thirty (30) days after demand.

19. USE OF STUDENT IMAGES: Written parental/caregiver permission must be obtained prior to the release, distribution, or publication of any kind of pictures, media, or recordings of individual minors, or from the parent/caregiver of each minor (or conserved adult) when groups of minors (and/or conserved adults) are depicted. Written permission must likewise be obtained prior to the release, distribution, or publication of any kind of pictures, media, or recordings of individuals over the age of 18 for any students that are not conserved.

20. REPRESENTATIONS, WARRANTIES, AND COVENANTS OF VENDOR: To induce DCSD to enter into this Agreement, and with DCSD's express reliance thereon, Vendor hereby covenants, agrees and represents the following: Vendor is not in financial default in any respect that materially adversely affects any of its properties or businesses, operations, or condition, financial or otherwise, under any existing security agreement, mortgage, security deed, equity agreement, or other agreement or instrument to which Vendor is a party or by which Vendor is contractually bound; and there is no pending or, to the knowledge of Vendor, threatened claim, action, suit, investigation or other proceeding at law or in equity by or before any federal, state, local or other court or governmental agency that materially affects the financial condition or viability of Vendor as a going concern, and there is not any judgment, order, writ, injunction or decree of any such court or agency materially affecting the financial condition or viability of

Vendor as a growing concern, or any properties or assets of Vendor (herein collectively referred to as "Material Actions"). Until such time as this Agreement is terminated, Vendor shall provide DCSD prompt written notice of any Material Actions.

21. ENTIRE AGREEMENT; AMENDMENT: The Contract Documents, including any and all exhibits attached hereto which are incorporated herein by reference, represents the entire understanding and agreement between the parties hereto relating to the Work and supersedes any and all prior agreements, whether written or oral, that may exist between the parties regarding same. No amendment or modification to the Work or this Agreement or any waiver of any provision hereof shall be effective unless in writing signed by the party so to be bound thereby.

IN WITNESS WHEREOF, the parties have caused this Supplemental Agreement to be executed by their duly authorized representative as of the date first set forth above.

DCSD:	**VENDOR:**
DEKALB COUNTY SCHOOL DISTRICT	Cintas Corporation No. 2
By: _____ Signature	By: _____ Signature
Name: Dr. Vasanne S. Tinsley	Name: _____
Title: Interim Superintendent	Title: _____

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES
EXHIBIT A

CONTRACT ADDENDUM

CITY OF TUCSON BUSINESS SERVICES DEPARTMENT
255 W. ALAMEDA, 6TH FLOOR, TUCSON, AZ 85701
P.O. BOX 27210, TUCSON, AZ 85726
PHONE: (520) 837-4113 / FAX: (520) 791-4735
LADD.LYONS@TUCSONAZ.GOV
ISSUE DATE: 09/12/2022

CONTRACT # 222886 - 01
CONTRACT ADDENDUM NUMBER: ONE (1)

LL
CONTRACT OFFICER: LADD LYONS

RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

THIS CONTRACT IS AMENDED AS FOLLOWS:

ITEM ONE (1): SCOPE OF WORK CHANGE

In accordance with Contract Standard Terms and Conditions, Section H. 10 , "Contract addendums", C. both parties hereby agree to replace the first sentence of B. Scope of Work with the below:

B. SCOPE OF WORK

The purpose of this contract is to provide weekly, every other week, or monthly rental service for uniforms, mops, towels, and floor mats, as required for various City Departments.

ITEM TWO (2): ADDITIONAL PRICING

In accordance with Contract Standard Terms and Conditions, Section H. 10 , "Contract addendums", C. both parties hereby agree to add the additional pricing options per the attached price pages.

*****END OF ADDENDUM ITEMS*****

ALL OTHER PROVISIONS OF THE CONTRACT SHALL REMAIN IN THEIR ENTIRETY.

CONTRACTOR: CINTAS CORPORATION NO. 2

CONTRACTOR HEREBY ACKNOWLEDGES RECEIPT OF AND UNDERSTANDING OF THE ABOVE ADDENDUM

9.23.2022
Signature of person authorized to sign Date

Brett Herzog Government Account Manager
Name and Title (typed or printed legibly)

Cintas
Company Name

Address

Email Address

City State Zip

Contact information for Sales/Account Representative for daily business operations:

Name and Title (typed or printed legibly)

Phone Number

Email Address

CITY OF TUCSON:

THE ABOVE REFERENCED CONTRACT ADDENDUM IS HEREBY EXECUTED THIS 26th DAY OF September, 2022, AT TUCSON, ARIZONA.

for Director of Business Services and not personally

Contract #222886
Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services

Cintas Corporation No.2

Table of Contents

1. Letter of Concurrence
2. Cintas Corporation No.2's Response to Best andFinal Offer
3. City's Request for Best and Final Offer
4. Cintas Corporation No.2's Response to RFP#222886
5. RFP#222886

1. Letter of Concurrence

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Ladd Lyons
Contract Officer
(520) 837-4113
Ladd.Lyons@tucsonaz.gov

June 7, 2022

Brett Herzog
Major Account Manager-Government
Cintas Corporation
23345 N 23rd Ave, Suite 170
Phoenix, AZ 85027
HerzogB2@cintas.com

Subject: Request for Proposal No. 222886 Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services – Letter of Concurrence

Dear Mr. Herzog:

Based upon the previous discussions and negotiations, this letter serves as a request for confirmation that the statements below represent your firm's agreement of terms with the City of Tucson regarding the subject solicitation. Points of agreement not identified below are not included in the offer. In the event there is any disagreement with this document or if there is other information that must be included in the document, Cintas Corporation must specify such in a written response to this request.

1. Section E. Vendor Response E. 1. b. shall be replaced as stated:
   The successful offeror will be required to sign Attachment C, Exhibit B, OMNIA Partners Administration Agreement: provided, however, that if the OMNIA Partners Administration Agreement is revised or modified or amended as between OMNIA and the successful offeror, in writing whether by addendum or otherwise in writing, then the OMNIA Partners Administration Agreement as so revised or modified or amended as between OMNIA and the successful offeror shall be the OMNIA Partners Administration Agreement for all purposes regarding the Contract and otherwise. That Agreement shall be signed no later than issuance of the City of Tucson's Notice of Intent to Award letter.

2. Section F Special Terms and Conditions F.5. Living Wage Requirements, shall be removed in its entirety.

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Ladd.Lyons@tucsonaz.gov

3. Section F Special Terms and Conditions F.6. PRICE ADJUSTMENT, Shall be replaced as stated:

The City will review fully documented requests for price adjustment after any Contract has been in effect for one (1) year. The City will determine whether the requested price adjustment, or an alternate option, is in the best interest of the City. Any price adjustment will be subject to the City's approval and will only be effective on or after the anniversary date of the initial effective date of the Contract . Any price adjustment having been made will be a factor in the extension review process. If the City does not approve a price adjustment requested by Contractor, however, Contractor may terminate the Contract on thirty (30) days' notice.

4. Section G. INSURANCE REQUIREMENTS Paragraph G. 1. will be replaced as stated:

A. Obtain insurance coverage of the types and amount required in this section and keep such insurance coverage in force throughout the life of this contract. All policies will contain an endorsement providing that written notice be given to the City at least ten (10) calendar days prior to termination, cancellation, or reduction in coverage in any policy.

B. Cintas shall maintain Commercial General Liability and Commercial Automobile Liability during the term of this Agreement that shall apply to the Services The Contractor agrees that the insurance hereunder will be primary, and that any insurance carried by the City will be excess and not contributing, but only with respect to Cintas' indemnity obligations and shall provide and maintain minimum insurance limits as set out below in G.2.

5. Section G. INSURANCE REQUIREMENTS Paragraph G. 5. Claims Made Insurance Coverages, shall be removed in its entirety.

6. Section G. INSURANCE REQUIREMENTS Paragraph G.6. Additional Insurance Requirements, will be replaced as stated:

A. The insurance afforded the contractor shall be primary insurance and that any insurance carried by the City of Tucson and its agents, officials or employees shall be excess and not contributory, but only with respect to Cintas' indemnity obligations.

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7. Section G. INSURANCE REQUIREMENTS Paragraph G. 9. Verification of Coverage, will be replaced as stated:

Contractor shall furnish the City of Tucson with certificates of insurance (ACORD form or equivalent approved by the City of Tucson) as required by this Contract. The certificates for each insurance policy are to be signed by an authorized representative.

All certificates and endorsements are to be received and approved by the City of Tucson before work commences. Each insurance policy required by this Contract must be in effect at or prior to commencement of work and remain in effect for the duration of the contract and one (1) year after completion. Failure to maintain the insurance policies as required by this Contract, or to provide evidence of renewal upon the City's request, is a material breach of contract.
All certificates required by this Contract shall be sent directly to the Procurement Division.

The City of Tucson project/contract number and project description shall be noted on the certificate of insurance. The City of Tucson reserves the right to require complete copies of all insurance policies required by this Contract at any time.

8. Section H. Standard Terms and Conditions Paragraph H.12. DEFAULT IN ONE INSTALLMENT TO CONSTITUTE TOTAL BREACH, shall be replaced as stated:

Contractor shall deliver conforming materials in each installment or lot of this Contract and may not substitute nonconforming materials. Delivery of nonconforming materials, or default of any nature, and Contractor's failure to cure such nonconformance or default within thirty (30) days of written notice, may constitute breach of the Contract. Failure to cure any Noncompliance within this thirty (30) day period of time from written notice may be deemed a cause for possible Contract termination.

9. Section H. Standard Terms and Conditions Paragraph H.17. FORCE MAJEURE, shall be replaced as stated:

Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this Contract if and to the extent that such party's performance of this Contract is prevented by reason of Force Majeure. The term

CITY OF TUCSON

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"Force Majeure" means an occurrence that is beyond the control of the party affected and occurs without its fault or negligence, including pandemics, epidemics, quarantines, government regulations, orders or shutdowns, boarder closures, trade embargos and labor shortages. Force Majeure shall not include late performance by a subcontractor unless the delay arises out of a Force Majeure occurrence in accordance with this Force Majeure term and condition. If either party is delayed at any time in the progress of the work by Force Majeure, the delayed party shall notify the other party in writing of such delay, as soon as is practical, of the commencement thereof and shall specify the causes of such delay in such notice. Such notice shall be emailed, hand-delivered or mailed certified-return receipt and shall make a specific reference to this article, thereby invoking its provisions. The delayed party shall cause such delay to cease as soon as practicable and shall notify the other party in writing when it has done so. The time of completion shall be extended by contract modification for a period of time equal to the time that results or effects of such delay prevent the delayed party from performing in accordance with this Contract.

10. Section H. Standard Terms and Conditions Paragraph H.20. INDEMNIFICATION, shall be replaced as stated:

H.20.1. To the fullest extent permitted by law, Contractor, its successors, assigns and guarantors, shall pay, indemnify and hold harmless City of Tucson, its agents, representatives, officers, directors, officials and employees from and against all allegations, demands, proceedings, suits, actions, claims, including claims of patent or copyright infringement, damages, losses, expenses, including but not limited to, attorney fees, court costs, and the cost of appellate proceedings, and all claim adjusting and handling expense, related to, arising from and only to the extent caused by Contractors negligence or willful misconduct.

H.20.2. Flame Resistant Garments. City of Tucson agrees it bears sole responsibility for selecting the flame resistant clothing and fabrics ("FRC") under this Agreement and determining whether such items are appropriate for use by its employees and agents in their applicable work environment(s). CITY OF TUCSON ACKNOWLEDGES THAT CONTRACTOR HAS MADE NO REPRESENTATION, WARRANTY, OR COVENANT WITH RESPECT TO THE FLAME RESISTANT QUALITIES OR OTHER CHARACTERISTICS OF THE FRC OR WITH RESPECT TO THEIR FITNESS OR SUITABILITY FOR THIS OR ANY OTHER PURPOSE. CONTRACTOR MAKES NO REPRESENTATION WHETHER THE FRC

CITY OF TUCSON

Ladd Lyons
Contract Officer
(520) 837-4113
Ladd.Lyons@tucsonaz.gov

CONSTITUTES APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT FOR THE ENVIRONMENT(S) TO WHICH CITY OF TUCSON'S EMPLOYEES OR AGENTS MAY BE EXPOSED OR AS TO THE FRC'S ABILITY TO PROTECT USERS FROM INJURY OR DEATH. City of Tucson agrees to notify all employees and other agents of City of Tucson who may wear or will be wearing the FRC that it is not designed for substantial heat exposure or for use around open flames. City of Tucson acknowledges that compliance with any and all OSHA or other similar regulations or requirements relating to personal protective equipment is the sole responsibility of City of Tucson. Further, City of Tucson releases Contractor from any and all liability that results or may result from the use of the FRC, including but not limited to any alleged failure of the FRC to function as flame resistant or provide protection against fire and/or heat. City of Tucson hereby agrees to defend, indemnify and hold harmless Contractor from any claims and damages arising out of or associated with this Agreement or resulting from City of Tucson's or its employees' use of the FRC.

H.20.3. High Visibility Garments. City of Tucson bears sole responsibility for: (a) determining the level of visibility needed by wearers of the high visibility garments (the "Garments") for their specific work conditions or uses; (b) identifying and selecting which Garments meet the required level of visibility for any particular work conditions or uses; and (c) determining when Garments require repair or replacement to meet the required level of visibility. City of Tucson acknowledges and understands that the Garments alone do not ensure visibility of the wearer. City of Tucson further acknowledges that Contractor is relying upon City of Tucson to determine whether any Garments need repair or replacement to maintain the required level of visibility. Contractor represents only that the Garments supplied satisfy certain ANSI/ISEA standards to the extent the Garments are so labeled. City of Tucson acknowledges that Contractor has made no other representations, covenants or warranties, whether express or implied, related to the Garments. Further, City of Tucson hereby releases Contractor from any and all liability that results or might result from the failure of the garments to function per ANSI/ISEA standards, and further agrees to defend, indemnify, and hold the Contractor harmless from any claims that result or might result from any such failure.

H.20.4. Transfer of Manufacturer Warranties. Cintas will pass through to City all manufacturer warranties for the materials covered hereunder to the extent Cintas has the right to do so. Cintas does not adopt, guarantee or represent that the manufacturer will comply with any of the terms of the warranty of such manufacturer. Cintas hereby agrees that it will either correct or replace any defective materials covered hereunder at no cost to City.

Ladd Lyons
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Ladd.Lyons@tucsonaz.gov

H.20.5. Contractor is responsible for compliance with the Patient Protection and Affordable Care Act (ACA), for its employees in accordance with 26 CFR §54. 4980H. Additionally, Contractor is responsible for all applicable IRS reporting requirements related to ACA. If Contractor or any of Contractor's employees is certified to the City as having received a premium tax credit or cost sharing reduction which contributes to or triggers an assessed penalty against the City, or Contractor fails to meet reporting requirements pursuant to section 6056 resulting in a penalty to City, Contractor indemnifies City from and shall pay any assessed tax penalty.

11. Section H. Standard Terms and Conditions Paragraph H.32. PROVISIONS REQUIRED BY LAW, shall be removed in its entirety.

12. Section H. Standard Terms and Conditions Paragraph H.33. RECORDS, shall be replaced as stated:

Internal control over all financial transactions related to this Contract shall be in accordance with sound fiscal policies. Contractor shall maintain books, records, documents, and other evidence directly pertinent to the performance of the Work under this Contract in accordance with generally accepted accounting principles and practices consistently applied and other applicable local, state or federal regulations.

Contractor shall, at all times during the term of this Contract and for a period of one year after the completion of this Contract, maintain such records, together with such supporting or underlying documents and materials.

Contractor shall ensure City has these rights with Contractor's employees, agents, assigns, successors, and subcontractors, and the obligations of these rights shall be explicitly included in any subcontracts or agreements formed between the Contractor and any subcontractors to the extent that those subcontracts or agreements relate to fulfillment of the Contractor's obligations to City.

13. Section H. Standard Terms and Conditions Paragraph H.35. RIGHT TO AUDIT, shall be replaced as stated:

The City and its authorized representatives shall have the right, upon reasonable written notice to Contractor to cause an audit to be made of the Contractor's books and records which relate to its operations under this Contract. Such audit will be at the sole and total cost of the City except as specifically provided otherwise. The audit shall be limited to the term of this Contract. The City shall

CITY OF TUCSON

Ladd Lyons
Contract Officer
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have the right to examine and to make copies of or extracts from all financial aid related records (in whatever form they may be kept, whether written, electronic, or other) relating to or pertaining to this Contract kept by or under the control of the Contractor, including, but not limited to those kept by the Contractor, its employees, agents, assigns, successors and subcontractors. Such records shall include, but not be limited to, accounting records, subcontractor records. payment vouchers and invoices.

The Contractor shall at any time requested by City, whether during or after completion of this Contract, but only for a period of one year after completion or termination, and at City's own expense make such records available for inspection and audit (including copies and extracts of records as required) by City. Such records shall be made available to City during normal business hours at the Contractor's office, place of business, an agreed to location, mailed or provided electronically.

If, as a result of such audit finds a 5% discrepancy or more, the Contractor is liable to the City for the payment of that discrepancy and shall promptly pay. Payment shall be made within 90 days from presentation of City's findings to Contractor. If the audit discovers substantive findings related to fraud, misrepresentation, or non-performance, City may recoup the costs of the audit work from the Contractor. The City's rights under this provision shall survive the expiration or termination of the Contract.

13. Section H. Standard Terms and Conditions Paragraph H.41. TERMINATION OF CONTRACT, shall be replaced as stated:

This Contract may be terminated at any time by mutual written consent, or by the City, with cause, upon giving thirty (30) days written notice. In the event of any non-appropriation of funds, the City may terminate this Contract upon giving thirty (30) days written notice. Other than for non-appropriation of funds mentioned above, the City, at its convenience ("termination for convenience"), may terminate this Contract, in whole or in part upon giving thirty (30) days written notice, in accordance with H.42.1 below. If this Contract is terminated for cause or for non-appropriation of funds, the City shall be liable only for payment under the payment provisions of this Contract for services rendered and accepted material received by the City before the effective date of termination.

Ladd Lyons
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Ladd.Lyons@tucsonaz.gov

The City reserves the right to terminate the whole or any part of this Contract due to the failure of the Contractor to carry out any term or condition of the Contract and if Contractor fails to cure any of the defaults herein within a reasonable time of written notice. The City will issue a written ten (10) day notice of default to the Contractor for acting or failing to act as specified in any of the following:

- In the reasonable opinion of the City, the Contractor provides personnel that do not meet the requirements of the Contract;
- In the reasonable opinion of the City, the Contractor fails to perform adequately the stipulations, conditions or services/specifications required in this Contract;
- In the reasonable opinion of the City, the Contractor attempts to impose personnel, materials, products or workmanship of an unacceptable quality;

The Contractor fails to furnish the required service and/or product within the time stipulated in the Contract;

- In the reasonable opinion of the City, the Contractor fails to make progress in the performance of the requirements of the Contract;
- The Contractor gives the City a positive indication that the Contractor will not or cannot perform to the requirements of the Contract.

Each payment obligation of the City created by this Contract is conditioned upon the availability of City, State and Federal funds that are appropriated or allocated for the payment of such an obligation. If funds are not allocated by the City and available for the continued purchase of the services and/or materials provided under this Contract, this Contract may be terminated by the City at the end of the period for which funds are available. The City will endeavor to notify the Contractor in the event that continued service will or may be affected by non-appropriation. No penalty shall accrue to the City in the event this provision is exercised, and the City shall not be obligated or liable for any future payments due or for any damages as a result of termination under this paragraph.

H.41.1 Effects of Termination for Convenience

If this Contract is cancelled for convenience (which does not include termination for non-appropriation of funds) in the first twelve (12) months of the term, City shall pay as termination charges equal to fifty (50) weeks of rental service.

If this Contract is terminated for convenience in months thirteen (13) through eighteen (18) of the term, City shall pay as termination charges equal to thirty-six (36) weeks of rental service.

Ladd Lyons
Contract Officer
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Ladd.Lyons@tucsonaz.gov

If this Contract is cancelled for convenience in months nineteen (19) through twenty-four (24) of the term, City shall pay as termination charges equal to 23 weeks of rental service.

If this Contract is cancelled for convenience after twenty-four (24) months of service, City shall pay as termination charges of ten (10) weeks of rental service.

City shall also be responsible to return all of the Merchandise allocated to such City locations terminating this Contract at the then current Loss/Damage Replacement Values and for any unpaid charges on City's account prior to termination.

14. Section H. Standard Terms and Conditions Paragraph H.4. APPLICABLE LAW, shall be replaced as stated:

Any dispute arising out of or relating to this agreement shall be resolved by binding and final arbitration. The arbitration shall be conducted pursuant to applicable state or federal arbitration law. Any such dispute shall be arbitrated on an individual basis, and shall not be consolidated in any arbitration or other proceeding with any claim or controversy of any other party. The exclusive arbitral jurisdiction and place of arbitration for resolution of any such dispute shall be Pima County, Arizona.

15. In the Facilities Solutions Agreement, the following would be added at the end of Section 1 on page 2:

Any dispute arising out of or relating to this agreement shall be resolved by binding and final arbitration. The arbitration shall be conducted pursuant to applicable state or federal arbitration law. Any such dispute shall be arbitrated on an individual basis, and shall not be consolidated in any arbitration or other proceeding with any claim or controversy of any other party. The exclusive arbitral jurisdiction and place of arbitration for resolution of any such dispute shall be the county where the Participating Public Agency is located.

16. Omnia Partners and the City regarding Attachment C, Exceptions submitted by Cintas, agree to remove the requirement that Cintas submit a completed Exhibit F – Federal Funds Certification.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Ladd Lyons
Contract Officer
(520) 837-4113
Ladd.Lyons@tucsonaz.gov

17. Order of Precedence

The order of precedence for documents shall be in the following order:

1. Letter of Concurrence
2. Attached 222886 Revised RFP Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services reflecting all items in Letter of Concurrence
3. Cintas' Proposal
4. Original RFP

Your response to this letter must be received by the City's Department of Procurement on or before June 9, 2022, at 5:00 p.m. local Arizona time. Please contact me with any questions at 520-837-4113 or Ladd.Lyons@TucsonAZ.gov.
Cordially,

Ladd Lyons
Contract Officer

Attachment: 222886 Revised RFP Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services

Concurrence: _____ Date: 6-10-2022

Name/Title: Brett Herzog Government Account Manager

2. Cintas Corporation No.2's Response to Best and Final Offer

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson
Proposal NO. 222886
Responsible Contract Officer: Ladd Lyons
Subject: Performance Standards

Ladd,

As follow up to our discussion last week I wanted to summarize how we approach Performance Standards. We appreciate and understand Tucson's position around the specific concerns addressed in Attachment A (Performance Standards) of RFP # 222886 and Tucson's objective to create piece of mind when it comes to service failures or subpar performance.

At Cintas our Service Guarantee is our primary "accountability doctrine." It is in place to clearly define our service commitment universally and applies to each of the situations that are called out in the attachment and any others that may arise.

Cintas Service Guarantee:

The Company guarantees to deliver the highest quality textile rental service at all times. Any complaints about the quality of service which are not resolved in the normal course of business must be communicated in writing to the General Manager of the Company's local operation or Government Account Manager.

If the Company then fails to resolve any material complaint in a reasonable period of time, the Customer may terminate this Agreement solely as it relates to servicing the specific Customer location to which the complaints relate provided all Merchandise is paid for at the then current Loss/Damage Replacement Values or returned to the Company in good and usable condition.

There are a few notes to include with the above commitment:

- We advocate for local communication and vetting of issues, requests, challenges that arise and that will always be the most efficient option and best course of action to resolve challenges that may come about.
- Every call to our customer care department is documented, requires follow up (regardless of if it is a question or concern) and cannot be closed out until the resolution and follow up is documented. Our closed loop system is in place to make sure there is follow up and closure to any customer concerns and to make sure issues do not persist.
- If issues persist or need to be escalated, documentation is important to the process to eliminate any "he said, she said" and allow for a reference point of what the concerns are and when it was addressed.
- Should an issue get to that point, Cintas will create and provide a written plan of action to resolve the service concern(s) with an outlined timeline that can vary based on the concern, which is why we use "reasonable period of time". For example, repairing a garment can take a day or 2 and ordering a new 6XL coverall can take 6 weeks. The specific timeline will be determined based on the issue.
- If we are unable to resolve the concerns as we outline, the cost to Cintas is your business. It is our hope it will not come to this but in the unfortunate event that it does, the Tucson location

can terminate services at no cost to Tucson assuming we get our product back in "good and usable condition."

We are not claiming perfection with our services and should all anticipate and expect potential challenges and hiccups. For those issues that persist, our Service Guarantee is there to ensure accountability to our locations and partners and allow for piece of mind to customers like Tucson, knowing that if we do not resolve documented recurring service failures, Tucson can terminate services. The perpetual value or lack thereof, is far more impactful to Cintas than a 1x dollar value that we could provide which I why this option is in the best interest of Tucson and your overall experience.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Total Cost of Ownership:

In the industrial laundry industry unit price is only one of many variables that will impact a customers total program cost. There are several other critical inputs that will impact your program cost for services on mats & towels that include.

- **Inventory Minimums/Billing Methods** – A common industry practice is to require an inventory minimum for products like towels. If your usage drops below the minimum, you are required to pay for that product regardless of your actual demand. At Cintas, we do not have minimum inventory level requirements. We use a flat rate billing system that allows for consistency with your weekly charges but can be adjusted at any time based on your demand.

- **Inventory Review** – at the onset of your program, our team will come into each of your locations and review your current product, inventory, cleaning practices, application to ensure you are set up with the right product and right inventory that ensures you have what you need, incorporates a buffer for unforeseen situations but is not over inflated to reduce costs. We will use this same process with mats and placements as well.

- **Product selection** – Cintas offers an array of facility service products for a variety of applications. For example, we offer a microfiber wiper product that is a more effective solution than traditional terry towels and includes an 8-way folding system that allows maximum number of uses to minimize total volume of inventory.

- **Lost Damage Charges** – It is not uncommon for Lost/Replacement charges to be more expensive than the Rental charge. This is a common strategy companies use to offset low unit pricing. Our objective is to minimize these charges through a couple of different options. After we complete the review of your program and determine the product and inventory, we will complete a 4-week review of your return habits and determine which of the following is most beneficial for your situation.

    - Automatic Replacement Charge (ARC) – after review of your program, if we determine you have 10 towels that are lost/damaged each week, we will agree on a reasonable number often 50% of that average loss to be you for each week. This allows you the benefit of a reduced number of towels you are charged for and provides consistency with your billing from week to week. It alleviates the need to chase down and count every towel each week which can be time consuming and unfavorable for the customer given the actual loss/damage is much higher.

    - Automatic Replacement Charge (ARC) – After review of your program, we determine 10 towels are lost/damaged on average each week. The Customer and SSR will come to an agreement on a reasonable weekly “Replacement Percentage”, that is less than the average. By doing this the customer benefits from a reduced invoice and consistent billing week to week.

- If we find that you return all your product in our initial review, we can set it up to bill based on actual loss each week. This can create inconsistency in billing and spike in weekly billing as well.

- If we find all product is returned during the review process, the account can be setup to bill based on actual loss. This process includes the SSR counting every week and billing accordingly. With this method invoices can fluctuate week to week and may not be in the best interest of Tucson given actual loss/return rates.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

From: Ladd Lyons
To: Herzog, Brett
Cc: Jenn Myers
Subject: RE: City of Tucson 222886 Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services
Date: Friday, March 11, 2022 3:37:30 PM
Attachments: image001.png

Hi Brett,

Received, thank you. I am still awaiting your response to the exceptions listed in the intent to negotiate letter. Do you have a timeline for this?

Thanks,

Ladd Lyons
Contract Officer
City of Tucson Business Services Department
Phone: 520-837-4113
Website: www.tucsonprocurement.com

VALUES AND GUIDING PRINCIPLES OF PUBLIC PROCUREMENT:
** Accountability * Ethics * Impartiality * Professionalism * Transparency * Service **

From: Herzog, Brett <HerzogB2@cintas.com>
Sent: Friday, March 11, 2022 3:10 PM
To: Ladd Lyons <Ladd.Lyons@tucsonaz.gov>
Subject: [EXTERNAL]RE: City of Tucson 222886 Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services

Hi Ladd,

We went to work on the questions from our Teams Meeting. The "Performance Standards" attachment is the explanation of Dollars at Risk exhibit from the RFP. The "Cost of Ownership" attachment breaks down reasons why Cintas utilizes the pricing structure we have in place. Please share or forward the "Total Cost of Ownership" with the Fire Captain, this should helps justify some of variation in price.

After further review, the pricing Cintas submitted is the BAFO.

Please reach out if there are any questions,

Brett Herzog | Government Account Manager
P: 949.910.1718

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



From: Ladd Lyons <Ladd.Lyons@tucsonaz.gov>
Sent: Monday, March 7, 2022 2:36 PM
To: Herzog, Brett <HerzogB2@cintas.com>
Subject: FW: City of Tucson 222886 Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services

EXTERNAL USE CAUTION

Hi Brett,

I am following up on the Exceptions to our terms and conditions. I let you know that you can provide a response to the interview items by end of this week and I would assume the BAFO would come along with that. I was hoping we could get started on the exceptions though. Please check with your legal team to see if you have an update.

Thanks,

Ladd Lyons
Contract Officer
City of Tucson Business Services Department
Phone: 520-837-4113
Website: www.tucsonprocurement.com

VALUES AND GUIDING PRINCIPLES OF PUBLIC PROCUREMENT:
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From: Ladd Lyons
Sent: Tuesday, February 22, 2022 9:40 AM
To: Herzog, Brett <HerzogB2@cintas.com>
Cc: Jenn Myers <Jenn.Myers@tucsonaz.gov>; Fred Flores <fred.flores@omniapartners.com>
Subject: City of Tucson 222886 Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services

Hello,

Please see the attached correspondence regarding the above mentioned contract.

Thank you,

Ladd Lyons
Contract Officer
City of Tucson Business Services Department
Phone: 520-837-4113
Website: www.tucsonprocurement.com

VALUES AND GUIDING PRINCIPLES OF PUBLIC PROCUREMENT:
** Accountability * Ethics * Impartiality * Professionalism * Transparency * Service **

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3. City's Request for Best and Final Offer

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON
BUSINESS SERVICES DEPARTMENT

February 22, 2022

Brett Herzog
Major Account Manager-Government
Cintas Corporation
23345 N 23rd Ave, Suite 170
Phoenix, AZ 85027
HerzogB2@cintas.com

Sent via electronic mail, this day

Subject: Request for Proposal No. 222886 Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services - Intent to Negotiate

Dear Mr. Herzog:

The City of Tucson has completed the evaluation of submittals received in response to the subject solicitation. Based upon the recommendation of the evaluation committee, the City is inviting your firm to enter negotiations. Specifically, the City requests the following:

1. **Best and Final Pricing**
The City requests a Best and Final Offer from Cintas Corporation for negotiations. Please complete the attached Best and Final Price Page.

2. **Exceptions to Contract Provisions**
The city cannot agree to this exception:
Section G. Special Terms and Conditions Paragraph G.1 The Commercial General Liability Section G.1.B
B. ~~The Commercial General Liability, Commercial Automobile Liability and umbrella polices where applicable will include the City as an additional insured with respect to liability arising out of the performance of this contract. Such additional insured shall be covered to the full limits of liability purchased by the Contractor, even if those limits of liability are in excess of those required by this Contract The Contractor agrees that the insurance hereunder will be primary and that any insurance carried by the City will be excess and not contributing.~~ C. Provide and maintain minimum insurance limits as applicable.

The city cannot agree to this exception:
Section G. Special Terms and Conditions Paragraph G.6 Additional Insurance Requirements Sections G6 A. B. and C.

~~All Policies, excluding Employment Practices Liability and Professional Liability (Errors & Omissions, shall include or be endorsed to include the following provisions:~~

~~A. A waiver of subrogation endorsement in favor of the City of Tucson, for losses arising from work performed by or on behalf of the Contractor (Including Worker's Compensation).~~

~~B.~~A. ~~The insurance afforded the contractor shall be primary insurance and that any insurance carried by the City of Tucson and its agents, officials or employees shall be excess and not contributory.~~

~~C.~~ B. ~~Coverage provided by the Contractor shall not be limited to the liability assumed under the indemnification provisions of this contract.~~ Intentionally Omitted

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

The city can agree to this exception:
Section G. Special Terms and Conditions Paragraph G.9 Verification of Coverage

G.9. Verification of Coverage
Contractor shall furnish the. City of Tucson with certificates of insurance ~~(ACORD form or equivalent approved by the City of Tucson)~~ as required by this Contract. The certificates ·for each insurance policy are to be signed by an authorized representative.

The City cannot agree to this exception:
Section G. Special Terms and Conditions Paragraph G.9 Verification of Coverage

G.9. Verification of Coverage
All certificates and endorsements are to be received and approved by the City of Tucson before work commences. Each insurance policy required by this Contract must be in effect at or prior to commencement of work and remain in effect for the duration of the contract and ~~two~~ one (.1~~-2~~) year~~s~~ after completion. Failure to maintain the insurance policies as required by this Contract, or to provide evidence of renewal upon the. City's request is a material breach of contract.
All certificates required by this Contract shall be sent directly to the Procurement Division.

Please define "reasonable period of time" for this exception:
Section H. Standard Terms and Conditions Paragraph H.12 Default In One Installment To Constitute Total Breach

H.12. DEFAULT IN ONE INSTALLMENT TO CONSTITUTE TOTAL BREACH
Contractor shall deliver conforming materials in each installment or lot of this Contract and may not substitute nonconforming materials. Delivery of nonconforming materials, or default of any nature, and Contractors failure to cure such nonconformance or default within a reasonable time of written notice. may constitute breach of the Contract. Failure to cure any Noncompliance within a reasonable period of time from written notice may be deemed a cause for possible Contract termination .

The City can agree to this exception:
Section H. Standard Terms and Conditions Paragraph H.17 Force Majeure

H.17. FORCE MAJEURE
Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this Contract if and to the extent that such party's performance of this Contract is prevented by reason of Force Majeure. The term "Force Majeure" means an occurrence that is beyond the control of the party affected and occurs without its fault or negligence, including pandemics. epidemics. quarantines, government regulations. orders or shutdowns. boarder closures, trade embargos and labor shortages. Force Majeure shall not include late performance by a subcontractor unless the delay arises out of a Force Majeure occurrence in accordance with this Force Majeure term and condition.
If either party is delayed at any time in the progress of the work by Force Majeure, the delayed party shall notify the other party in writing of such delay, as soon as is practical, of the commencement thereof and shall specify the causes of such delay in such notice. Such notice shall be emailed,-hand-delivered or mailed certified-return receipt and shall make a specific reference to this article, thereby invoking its provisions. The delayed party shall cause such delay to cease as soon as practicable and shall notify the other party in writing when it has done so. The time of completion shall be extended by contract

modification for a period of time equal to the time that results or effects of such delay prevent the delayed party from performing in accordance with this Contract

The City cannot agree to this exception:
Section H. Standard Terms and Conditions Paragraph H.20 Indemnification

H.20. INDEMNIFICATION
To the fullest extent permitted by law, Contractor, its successors, assigns and guarantors, shall pay, ~~defend~~, indemnify and hold harmless City of Tucson, its agents, representatives, officers, directors, officials and employees from and against all allegations. demands, proceedings, suits. actions. claims. including claims of patent or copyright infringement, damages, losses, expenses, including but not limited to, attorney fees, court costs, and the cost of appellate proceedings, and all claim adjusting and handling expense, related to, arising from ~~and only to the extend caused by contractor's negligence or willful misconduct. or out of or resulting from any actions, acts, errors, mistakes or omissions caused in whole or part by Contractor relating to work, services and/or products provided in the performance of this Contract, including but not limited to, any Subcontractor or anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable and any injury or damages claimed by any of Contractor's and Subcontractor's employees.~~ and only to the extent aused by Contractors negligence or willful misconduct ~~It is agreed that Contractor will be responsible for primary loss investigation, defense and judgment costs where this indemnification is applicable. The Contractors agrees to waive all rights of subrogation against the City of Tucson, it's agents, representatives, officers, directors, officials, employees and volunteers for losses arising from the work performed by the Contractor for the City of Tucson.~~
Flame Resistant Garments. City of Tucson agrees it bears sole responsibility for selecting the flame-resistant clothing and fabrics ("FRC") under this Agreement and determining whether such items are appropriate for use by its employees and agents in their applicable work environment(s). CITY OF TUCSON ACKNOWLEDGES THAT CONTRACTOR HAS MADE NO REPRESENTATION, WARRANTY, OR COVENANT WITH RESPECT TO THE FLAME RESISTANT QUALITIES OR OTHER CHARACTERISTICS OF THE FRC OR WITH RESPECT TO THEIR FITNESS OR SUITABILITY FOR THIS OR ANY OTHER PURPOSE. CONTRACTOR MAKES NO REPRESENTATION WHETHER THE FRC CONSTITUTES APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT FOR THE ENVIRONMENT(S) TO WHICH CITY OF TUCSON'S EMPLOYEES OR AGENTS MAY BE EXPOSED OR AS TO THE FRC'S ABILITY TO PROTECT USERS FROM INJURY OR DEATH. City of Tucson agrees to notify all employees and other agents of City of Tucson who may wear or will be wearing the FRC that it is not designed for substantial heat exposure or for use around open flames. City of Tucson acknowledges that compliance with any and all OSHA or other similar regulations or requirements relating to personal protective equipment is the sole responsibility of City of Tucson. further, City of Tucson releases Contractor from any and all liability that results or may result from the use of the FRC. including but not limited to any alleged failure of the FRC to function as flame resistant or provide protection against fire and/or heat. City of Tucson hereby agrees to defend, indemnify, and hold harmless Contractor from any claims and damages arising out of or associated with this Agreement or resulting from City of Tucson's or its employees' use of the FRC.

High Visibility Garments. City of Tucson bears sole responsibility for: (a) determining the level of visibility needed by wearers of the high visibility garments (the "Garments"} for their specific work conditions or uses; (b) identifying and selecting which Garments meet the required level of visibility for any particular work conditions or uses: and (c) determining when Garments require repair or replacement

to meet the required level of visibility. City of Tucson acknowledges and understands that the Garments alone do not ensure visibility of the wearer. City of Tucson further acknowledges that Contractor is relying upon City of Tucson to determine whether any Garments need repair or replacement to maintain the required level of visibility . Contractor represents only that the Garments supplied satisfy certain ANSI/ISEA standards to the extent the Garments are so labeled. City of Tucson acknowledges that Contractor has made no other representations, covenants or warranties, whether express or implied, related to the Garments. Further, City of Tucson hereby releases Contractor from any and all liability that results or might result from the failure of the garments to function per ANSI/ISEA standards, and further agrees to defend. indemnify. and hold the Contractor harmless from any claims that result or might result from any such failure.

The City cannot agree to this exception:
Section H. Standard Terms and Conditions Paragraph H32 Provisions Required By Law

H. 32 PROVISIONS REQUIRED BY LAW
Intentionally Omitted .

The City can Agree to this exception:
Section H. Standard Terms and Conditions Paragraph H33 Records

Contractor shall, at all times during the term of this Contract and for a period of ~~three years~~ one year after the completion of this Contract, maintain such records, together with such supporting or underlying documents and materials.

The City cannot agree to these terms:
Liquidated Damages

If this agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 50 weeks of rental service.

If this agreement is cancelled for convenience in months thirteen (13) through eighteen (18) of the term, Customer shall pay as termination charges equal to 36 weeks of rental service.

If this agreement is cancelled for convenience in months nineteen (19) through twenty- four (24) of the term, Customer shall pay as termination charges equal to 23 weeks of rental service.

If this agreement is cancelled for convenience after 24 months of service, Customer shall pay as termination charges of 10 weeks of rental service.

Customer shall also be responsible to return all of the Merchandise allocated to such Customer locations terminating this Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.

The City can agree to this exception:
Section H. Standard Terms and Conditions Paragraph H35 Right to Audit

H.35. RIGHT TO AUDIT

The City and its authorized representatives shall have the right, upon reasonable written notice to Contractor. to cause an audit to be made of the Contractor's books and records which relate to its operations under this Contract. Such audit will be at the sole and total cost of the City. The audit shall be limited to the term of this Contract. The City shall have the right to examine and to make copies of or extracts from all financial aid related records (in whatever form they may be kept, whether written, electronic, or other) relating to or pertaining to this Contract kept by or under the control of the Contractor, including, but not limited to those kept by the Contractor, its employees, agents, assigns, successors and su1bcontractors. Such records shall include, but not be 1limrted to, accounting records, subcontractor records. payment vouchers and invoices.

The City cannot agree to this exception:
Section H. Standard Terms and Conditions Paragraph H35 Right to Audit

H.35. RIGHT TO AUDIT
The Contractor shall at any time requested by City, whether during or after completion of this Contract, but only for a period of one year after completion or termination, and at ~~Contractor's~~ City's own expense.make such records available for inspection and audit (incl1uding copies and extracts of records as required) by City. Such records shall be made available to City during normal business hours at the Contractor's office, place of business, an agreed to location, mailed or provided electronically.
If, as a result of such audit finds a 5% discrepancy, the Contractor is liable to the City for the payment of ~~any sum~~ that discrepancy~~. Contractor~~ and shall promptly pay~~. such sum to the City together with interest theron at the rate of one percent (1%) per month form the date such sums should have been paid.~~ Payment shall be made within 90 days from presentation of City's findings to Contractor.
If the audit discovers substantive findings related to fraud, misrepresentation, or non-performance, City may recoup the costs of the audit work from the Contractor. The City's rights under this provision shall survive the expiration or termination of the Contract

Please define "reasonable period of time" for this exception:
Section 'H. Standard Terms and Conditions Paragraph H42 Termination of Contract

The City reserves the right to terminate the whole or any part of this Contract due to the failure of the Contractor to carry out any term or condition of the Contract and if Contractor fails to cure any of the defaults herein within a reasonable time of written notice. The City will issue a written ten (10) day notice of default to the Contractor for acting or failing to act as specified in any of the following:
- In the reasonable opinion of the City, the Contractor provides personnel that do not meet the requirements of the Contract;
- In the reasonable opinion of the City, the Contractor fails to perform adequately the stipulations,. conditions-or services/specifications required in this Contract;
- In the reasonable opinion of the City, the Contractor attempts to impose personnel, materials, products or workmanship of an unacceptable quality;

The Contractor fails to furnish the required service and/or product within the time stipulated in the Contract;
- In the reasonable opinion of the City, the Contractor fails to make progress in the performance of the requirements of the Contract;
- The Contractor gives the City a positive indication that the Contractor will not or cannot perform to the requirements of the Contract.

The City cannot accept the removal of this language as we do receive federal grants for City use.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Section 'H. Standard Terms and Conditions Paragraph H42 Termination of Contract

Each payment obligation of the City created by this Contract is conditioned upon the availability of City, and State ~~and Federal~~ funds that are appropriated or allocated for the payment of such an obligation. If funds are not allocated by the City and available for the continued purchase of the services and/or materials provided under this Contract, this Contract may be terminated by the City at the end of the period for which funds are available. The City will endeavor to notify the Contractor in the event that continued service will or may be affected by non-appropriation. No penalty shall accrue to the City in the event this provision is exercised, and the City shall not be obligated or liable for any future payments due or for any damages as a result of termination under this paragraph.

3. The City would like to interview Cintas Corporation to discuss the below items:

- Possible Storage Solutions
- Performance Guarantees
- Drop off and Pick-up Procedures
- Pricing RE: Mats and Towels

Please choose from the following dates and times and a TEAMS meeting invite will be sent to you:

- Thursday 3/3/2022 1:00 PM – 2:30 PM Local AZ TIME
- Tuesday 3/8/2022 1:00 PM – 2:30 PM Local AZ TIME
- Thursday 3/10/2022 10:00 AM – 11:30 AM Local AZ TIME

Please provide a response by end of business on February 22, 2022, regarding the interview date and time.

Omnia Partners will be reaching out to Cintas Corporation separately to discuss the Administration Agreement.

This Notice of Intent to Negotiate is not an intent to award a contract and does not establish a contractual relationship between the firm and the City. In the event that the City is not able to negotiate a satisfactory contract with the firm, the City will terminate negotiations.

Please submit a written response regarding the **Best and Final Pricing** and **Exceptions to Contract Provisions** to my attention via e-mail to Ladd.Lyons@tucsonaz.gov on or before **Tuesday, March 1, 2022 at 5:00 PM.** Please contact me via e-mail or at (520) 837-4113 with questions regarding the items above.

Sincerely,

Ladd Lyons
Contract Officer

Attachments: One (1)
222886 Best and Final Price Proposal

BUSINESS SERVICES DEPARTMENT
SHARED SERVICES – PROCUREMENT
CITY HALL • 255 W. ALAMEDA • P.O. BOX 27210 • TUCSON, AZ 85726-7210
(520) 791-4217 • FAX (520) 791-4735 • TTY (520) 791-2639
www.tucsonprocurement.com

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - BEST AND FINAL OFFER

Item	UM	Description	Vendor ID/ Item Number	Size Available	Unit Weekly Rental Cost (Cost in $)	Unit Weekly Surge Cost (Cost in $)	Rental Cost in $ Regular Uses Only(Weekly Rental Cost+$2)	Rental Cost in $ Regular and Surge Uses Only(Weekly Rental Cost+$3)	Purchase Unit Cost
1	EA	Unisex Jacket, 65% Polyester / 35% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue					0	0	
2	EA	Unisex Jacket, 65% Polyester / 35% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange.					0	0	
3	EA	Unisex Jacket, 100% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.					0	0	
4	EA	Unisex Jacket, 100% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.					0	0	
5	EA	Shirt, 65% Polyester / 35% Cotton, Long Sleeve, 2 button closure with zip button strip, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: Light Blue, White, Navy Blue, Federal Blue, Royal Green, Orange, Black, Gray with a la White Stripes, Light Gray.					0	0	
6	EA	Shirt, 65% Polyester / 35% Cotton, Short Sleeve, 2 button closure with zip button strip, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: Light Blue, White, Navy Blue, Federal Blue, Royal Green, Orange, Black, Gray with a la White Stripes, Light Gray.					0	0	
7	EA	Shirt, 100% Cotton, Long Sleeve, 7 button closure with zip strip, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: White, Light Blue with Dark Blue Pinstripes, Black, Light Blue, Light Gray, Tickle Orange.					0	0	
8	EA	Shirt, 100% Cotton, Short Sleeve, 7 button closure with zip strip, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: White, Light Blue with Dark Blue Pinstripes, Black, Light Blue, Light Gray, Navy Blue, Federal Blue, Royal Green, Tickle Orange.					0	0	
9	EA	Shirt, Polo, 100% Spun Polyester Knit pique, banner sleeve, no scroll visible, and tubular, no stitch background, 3 stitch needle ribs at bottom. Colors: Determined upon award.					0	0	
10	EA	Shirt, Polo, 50/50 Polyester / 50/50 Cotton, Long Sleeve. Colors: Dickies set upon award.					0	0	
11	EA	Shirt, Polo, 50/50 Polyester / 50/50 Cotton, Short Sleeve. Colors: Dickies set upon award.					0	0	
12	EA	Jacket, Industrial, Zipper Closure. Colors: Dark Blue, Hunter Green.					0	0	
13	EA	Vest, 65% Polyester / 35% Cotton, pocket, zipper. Ap with button closure, 2 front pockets. Are Men's and Women's Styles. Colors: Determined upon award. Colors: Dark Blue, Hunter Green, Charcoal, and must meet specifications.					0	0	
14	EA	Pants, 100% Heavyweight Denim Cotton, two (2) inch 9" rear welt pockets, 2 rear slant pockets, 1 watch pocket, sewn, 9½" front zipper, pre-shrunk, Men's and Women's styles. Colors: Dark blue, Hunter Green, Charcoal.					0	0	
15	EA	Pant, Painters, 100% Cotton. Color: White.					0	0	
16	EA	Lab Coat, Industrial, 65% Polyester, 35% Cotton, Long Sleeve, 2 pockets, button down. Color: White.					0	0	
17	EA	Patches - City Seal, Cloth, 3" Diameter, stitched, sewn with insulator or plastic set around.	ONETIME COST				0	0	
18	EA	Patches - Department Logos, cloth, 3" Diameter, stitched, sewn with insulator or plastic set around.	ONETIME COST				0	0	
19	EA	Patches - Rank Achievement, Cloth, 0.25" x 3", white background and green lettering and achievement stripes per attached example, sewn on with insulator or plastic set around.	ONETIME COST				0	0	
20	EA	Patches - Name, Cloth, 2.125" x 0.25", embroidered, sewn approximately 3/8" above wearer's left pocket with insulator set around.	ONETIME COST				0	0	
21	EA	Belt Three (3) Standard, cloth, cotton, nylon, or polyester, approximately 0.25" wide.					0	0	
22	EA	Hat Trucker, Mesh in Cotton or Microfiber, approximately 6.25" x 4.25".					0	0	
23	EA	Bag Tote, Standard, Reusable Industrial, 100% cotton, or canvas 15" x 17", orange, for reminder settings or stamps.					0	0	
24	EA	Floor Mats, 3' x 5', rubber mat backing, green speckle finish, gray or brown.					0	0	
25	EA	Floor Mats, 3' x 5', rubber mat backing, green speckle finish charcoal finish, gray or brown.					0	0	
26	EA	Floor Mats, 3' x 5', rubber mat backing, green speckle finish charcoal finish, gray or brown.					0	0	
27	EA	Floor Mats, 4' x 6', rubber mat backing, green speckle finish charcoal finish, gray or brown.					0	0	
28	EA	Mat - Wedge Mats, 1.5" x 3' antimicrobial, black.					0	0	
29	EA	Wedge Mats, 3' x 5', anti-microbial, black.					0	0	
30	EA	Runner Mats, 3' x 5'					0	0	
31	EA	Floor Mat, Bristle Mat, 3' x 5', rubber, slip-resistant, black.					0	0	
32	EA	Mop sweeper set, oval style and jacket or sleeve set, weighs under 10 pounds or is optional based on size, color change, or does not require a change, approximately 48" handle or equivalent. Other Requirements.	ONETIME COST				0	0	N/A
					GRAND TOTAL:		0	0	

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - City Owned

	U/M	Description	Unit Cost	Extension
	EA	Weekly laundering of City-Owned Jacket, if required.	$	$
	EA	Weekly laundering of City-Owner Safety Vests, if required.	$	$
	EA	Application/Sewing of City-Provided Patches to Contractor-furnished clothing , if required.	$	$

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Anti - Fatigue Mats		
Scraper Mats		
Safety Mats		
Flow - Thru Shower Mats		
Bar Mats		
List other product categories not listed above and their corresponding discount		

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson - Towels & Linens

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Table Linens & Napkins		
Bed Linens		
Towels and Wiping Cloths		
Industrial Towels		
Towel Cans		
List other product categories not listed above and their corresponding discount		

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Treated Dust Mops		
Wet Mops		
Handles for Mops		
List other product categories not listed above and their corresponding discount		

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - Miscellaneous	
State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	
*Catalog(s) Name:*_____ *Catalog(s) Name:*_____ *Online Catalog Website:*_____	
Agency Owned Garment - Contractor Laundered	
Custom embroidering of logos and/or names	
Preparation charges per garment for removal and application of new patches and emblems on the same garment, heat sealed or sewn.	
Removal of patches and emblems from one garment and reapplication on a different garment, heat sealed or sewn.	
Application of a new patch or emblem to a garment, heat sealed or sewn.	
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	
Uniform color change per garment (e.g. change one shirt from grey to blue)	
Steam Tunneling garments	
Pressing of garments	
Garment Loss Protection Program	
Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.	
One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.	
Describe how rental uniforms are amortized and how Replacement Charges are calculated.	
Describe how emergency requests for uniforms are handled.	

Items not specifically listed in catalogs are available under the contract as "specialty items."

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES



National Pricing - Uniforms

Instructions: Provide the percentage discount off a mobile price list for each of the categories listed below. Indicate item for volume discount and the corresponding percentage discount off each price list. For example $4,999 dollars = 10% off each dollar $5,000 dollars = 15% off each dollar etc.

	Items with Nearby Delivery (delivery of items is not available as a component of a purchase)		Purchase (delivery of purchase is not available as a component of a purchase)	
	Breakpoint $	Discount %	Breakpoint $	Discount %
Industrial Wear				
Bibs				
Coveralls				
Jackets				
Pants				
Shirts				
Shorts				
Jackets and Parkas (Not Listed Above, Please Reference Jackets)				
Bibs				
Coveralls				
Jackets				
Pants				
Shirts				
Shorts/Skirts				
Vests				
Caps and Headwear				
Complete Dress Wear				
Accessories				
Bibs				
Dresses				
Jackets				
Pants				
Robes and Sashes				
Sweatshirts				
Shirts				
Skirts				
Slacks				
Sweaters				
Vests				
Executive Wear				
Accessories				
Bibs				
Blazers				
Blouses/Tops				
Dresses				
Jackets				
Mufflers				
Pants				
Shirts				
Slacks				
Sweaters				
Vests				
Mechanics				
Lab Coats				
Smocks, top				
Smocks, pant				
Chef and Kitchen Wear				
Aprons				
Caps and Headwear				
Chef Coats				
Mufflers				
Chef Pants				
Vests				
Food Service				
Aprons				
Bibs				
Blouses/Tops				
Caps and Headwear				
Shirts				
Pants				
Shorts				
Vests				
Housekeeping				
Aprons				
Dusters				
Pants				
Rents & Service				
Outerwear				
Caps and Headwear				
Coats				
Gloves				
Jackets				
Rainwear Sets				
Vests				
other:				
Towels + Mats				
list other vendor services not listed above and their corresponding discount				

Circle the name of the Price List from which discounts shall be taken. _____
Did not bid/not interested in accessing your via the Price List on Cooperating with your proposal

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

National Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Anti - Fatigue Mats		
Scraper Mats		
Safety Mats		
Flow - Thru Shower Mats		
Bar Mats		
List other product categories not listed above and their corresponding discount		

DEKALB COUNTY SCHOOL DISTRICT
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CITY OF TUSCON RFP 222886
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National Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Treated Dust Mops		
Wet Mops		
Handles for Mops		
List other product categories not listed above and their corresponding discount		

DEKALB COUNTY SCHOOL DISTRICT
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National Pricing - Towels & Linens

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

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Bed Linens		
Towels and Wiping Cloths		
Industrial Towels		
Towel Cans		
List other product categories not listed above and their corresponding discount		

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

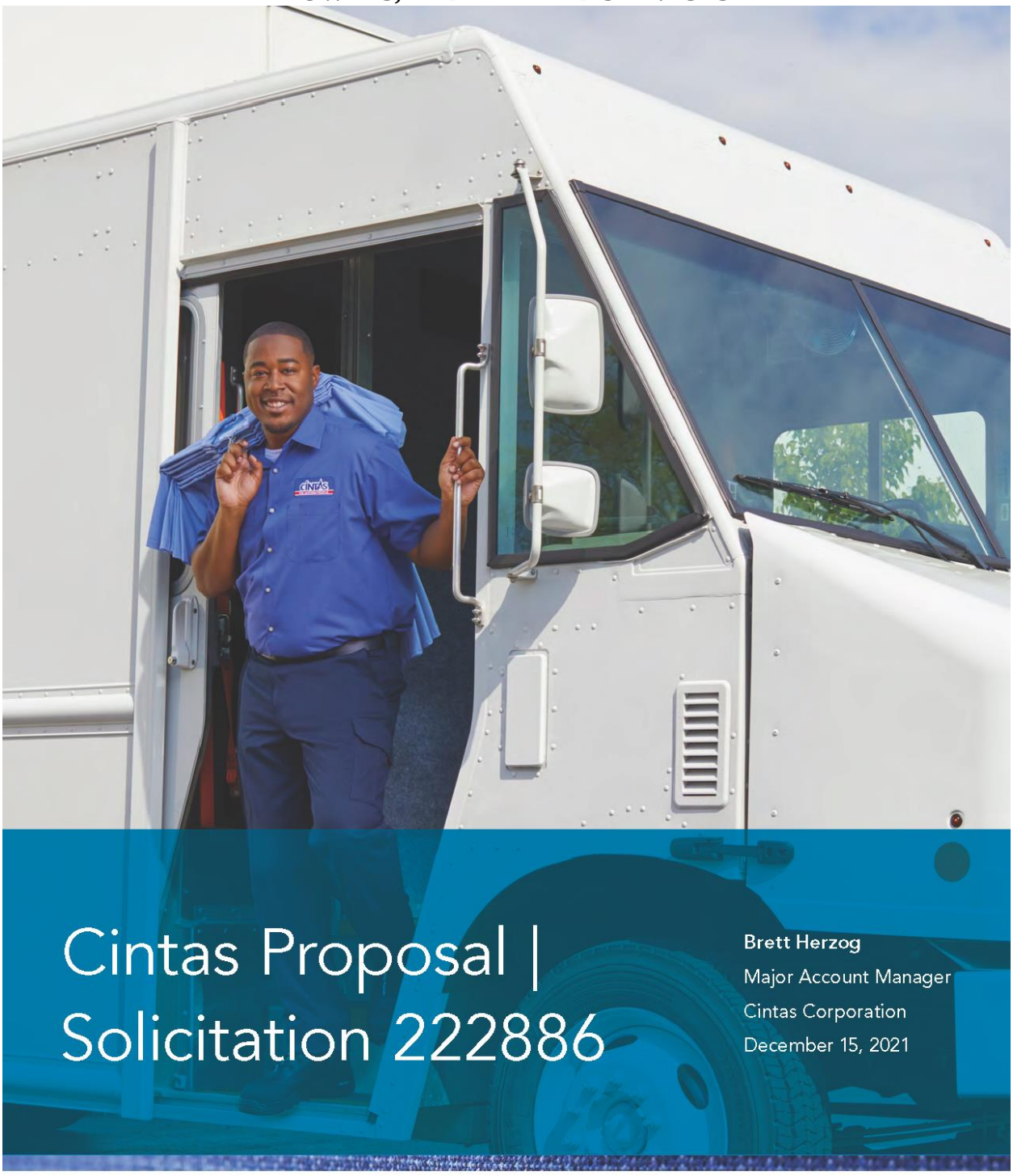
National Pricing - Miscellaneous

State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	
*Catalog(s) Name:*_____ *Catalog(s) Name:*_____ *Online Catalog Website:*_____	
Agency Owned Garment - Contractor Laundered	
Custom embroidering of logos and/or names	
Preparation charges per garment for removal and application of new patches and emblems on the same garment, heat sealed or sewn.	
Removal of patches and emblems from one garment and reapplication on a different garment, heat sealed or sewn.	
Application of a new patch or emblem to a garment, heat sealed or sewn.	
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	
Uniform color change per garment (e.g. change one shirt from grey to blue)	
Steam Tunneling garments	
Pressing of garments	
Garment Loss Protection Program	
Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.	
One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.	
Describe how rental uniforms are amortized and how Replacement Charges are calculated.	
Describe how emergency requests for uniforms are handled.	

Items not specifically listed in catalogs are available under the contract as "specialty items."

4. Cintas Corporation No.2's Response to RFP#222886

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



CITY OF TUCSON REQUEST FOR PROPOSAL | DECEMBER 2021

CINTAS. READY FOR THE WORKDAY®

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

OFFER AND ACCEPTANCE

OFFER

TO THE CITY OF TUCSON:
The Undersigned hereby offers and shall furnish the material or service in compliance with all terms, scope of work, conditions, specifications, and amendments in the Request for Proposal which is incorporated by reference as if fully set forth herein.

Cintas Corporation No.2
Company Name

23345 N 23rd Ave Suite 170
Address

Phoenix AZ 85027
City State Zip

Signature of Person Authorized to Sign

Printed Name

Major Account Manager-Government
Title

For clarification of this offer, contact:

Name: Brett Herzog

Title: Major Account Manager-Government

Phone: (949) 910-1718

Fax:

E-mail: HerzogB2@cintas.com

ACCEPTANCE OF OFFER

The Offer is hereby accepted. The Contractor is now bound to sell the materials or services specified in the Contract. This Contract shall be referred to as Contract No. 222886-01.

CITY OF TUCSON, a municipal corporation

Approved as to form:

This 15th day of July 20 22

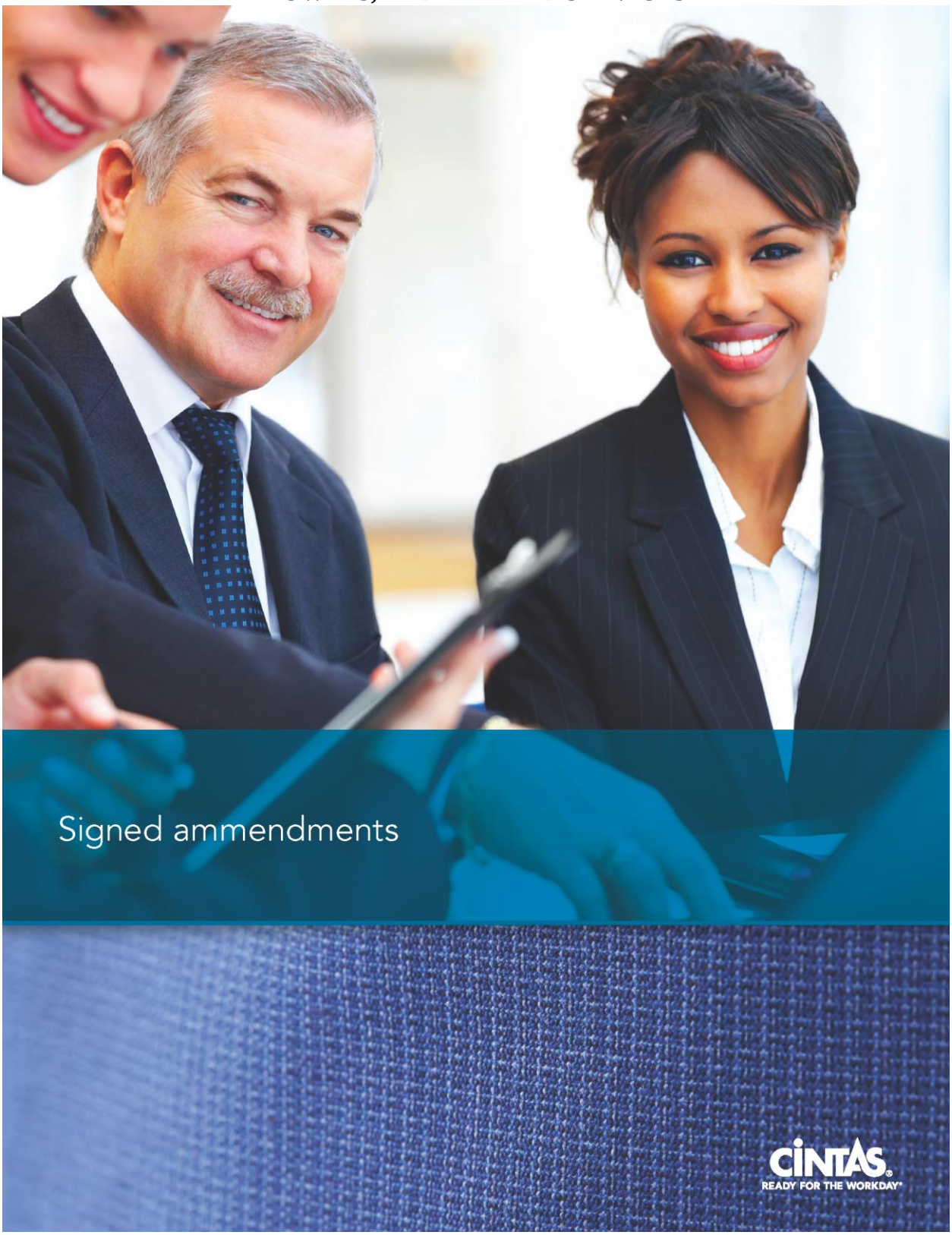
Regina Nassen for
As Tucson City Attorney and not personally personally

Awarded:

This 12th day of July 20 22

Nathan Dawson
As Director of Business Services and not

DEKALB COUNTY SCHOOL DISTRICT
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RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON
BUSINESS SERVICES DEPARTMENT

REQUEST FOR PROPOSAL NO. 222886

RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

AMENDMENT NO. 01

DATE ISSUED: **12/03/2021**

The referenced document has been modified as per the attached Amendment.

Please sign this Amendment where designated and return the executed copy with your PROPOSAL. This amendment is hereby made part of the referenced solicitation as though fully set forth therein. Any questions regarding this amendment should be addressed to LADD LYONS, Contract Officer at (520) 837- 4113 or LADD.LYONS@TUCSONAZ.GOV.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

REQUEST FOR PROPOSAL AMENDMENT

CITY OF TUCSON BUSINESS SERVICES DEPARTMENT
255 W. ALAMEDA, 6TH FLOOR, TUCSON, AZ 85701
P.O. BOX 27210, TUCSON, AZ 85726
Phone: (520) 837- 4113
ISSUE DATE: December 3, 2021

RFP NO. **222886**
RFP AMENDMENT NUMBER: ONE (1)
Page **1** of **2**
DUE DATE: DECEMBER 15, 2021 at 2:00 PM local Arizona time
RESPONSIBLE CONTRACT OFFICER: LADD LYONS

RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

A SIGNED COPY OF THIS AMENDMENT MUST BE SUBMITTED WITH YOUR PROPOSAL.
THIS RFP IS AMENDED AS FOLLOWS:

ITEM ONE (1): DUE DATE: The Due Date shall remain December 15, 2021, at 2:00 p.m. Local AZ Time.

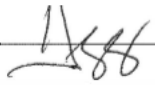
ITEM TWO (2): QUESTIONS & ANSWERS: The City has received the following Questions. Answers are as follows:

1) **How many floor mat delivery locations are anticipated?**

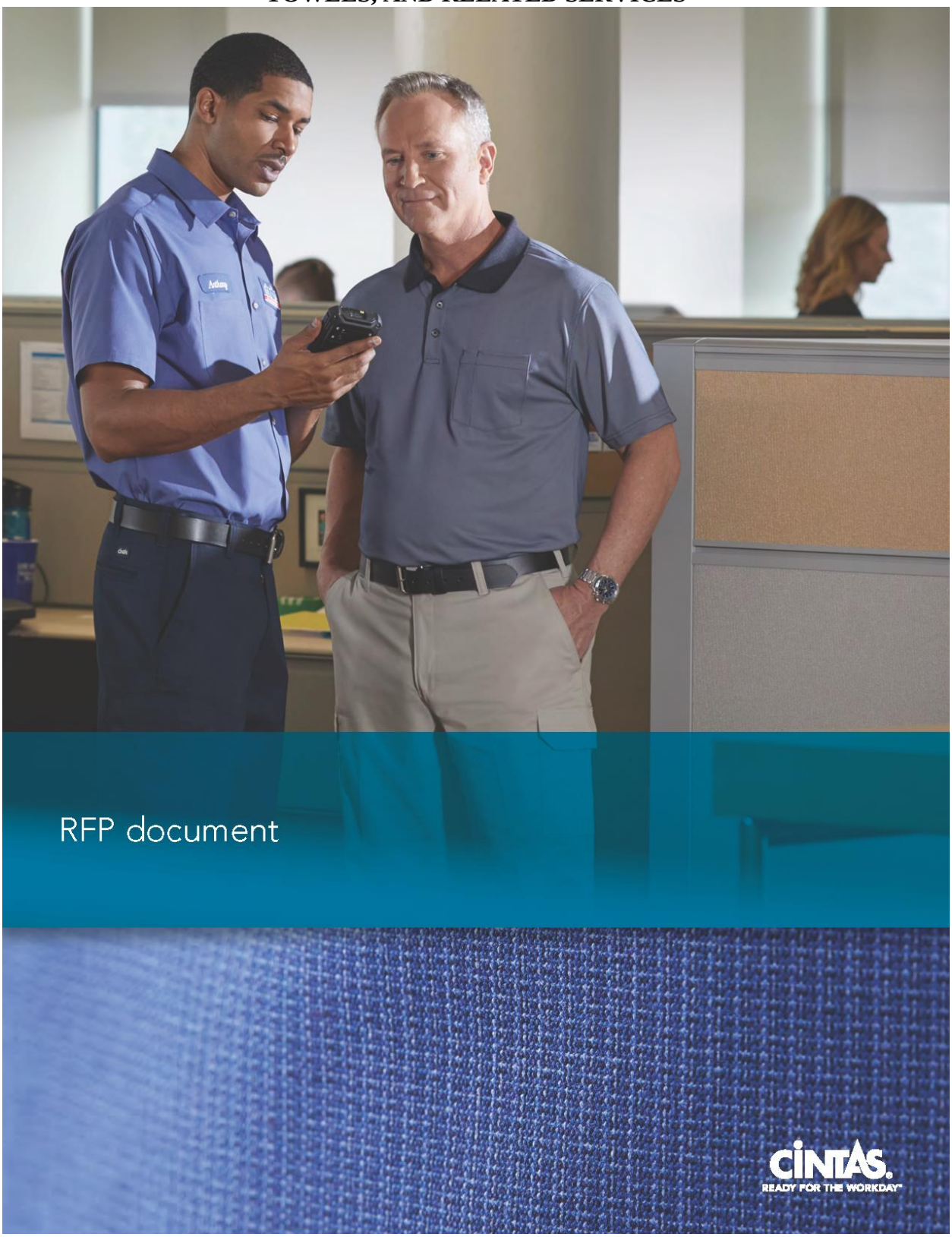
ANSWER: Approximately 35-40.

ITEM THREE (3): LIVING WAGE REQUIRMENTS: All living wage requirements and references to the living wage shall be removed in its entirety fequest for proposal.

ALL OTHER PROVISIONS OF THE REQUEST FOR PROPOSAL SHALL REMAIN IN THEIR ENTIRETY.
VENDOR HEREBY ACKNOWLEDGES RECEIPT AND UNDERSTANDING OF THE ABOVE AMENDMENT.

Signature  12/3/2021	Cintas Corporation No.2
	Company Name
Brett Herzog	23345 N 23rd Ave Suite 170
Print Name and Title	Address
	Phoenix AZ 85027
	City State Zip

DEKALB COUNTY SCHOOL DISTRICT
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RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON
REQUEST FOR PROPOSAL

SOLICITATION NUMBER:	**222886**
SOLICITATION SUBMISSION DEADLINE:	**DECEMBER 15, 2021** **2:00 PM LOCAL AZ TIME**
SOLICITATION SUBMITTAL LOCATION:	**Business Services Department** https://www.tucsonaz.gov/bso/
MATERIAL OR SERVICE:	**RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES**
PRE-SOLICITATION DATE:	**NOVEMBER 18, 2021**
TIME:	**10:00 AM LOCAL AZ TIME**
LOCATION:	Click here to join the meeting
RESPONSIBLE CONTRACT OFFICER:	**Ladd Lyons**
TELEPHONE NUMBER:	**(520) 791-4217**
EMAIL:	**ladd.lyons@tucsonaz.gov**

A copy of the solicitation and any possible amendments may be downloaded from our Internet site at: http://www.tucsonprocurement.com/ by selecting the Bid Opportunities link and the associated solicitation number. Email notifications are sent to those interested Vendors who are registered with us and who have selected email as their preferred delivery method. To register, or to update an existing vendor record, please visit www.tucsonprocurement.com, click on Vendors, then click on Vendor Registration to access the City's vendor registration system. You may also call the Procurement Division of the Business Services Department at (520) 791-4217 if you have questions.

Competitive sealed submittals for the specified material or service shall be received electronically by the Business Services Department at: https://www.tucsonaz.gov/bso/ until the date and time cited. **In order to allow for any issues that may be encountered, (i.e. slow internet, internet outage, uploading large documents, differing system requirements, etc.), Respondents should ensure sufficient time to upload submittal documents. Responses not in "Submitted" Status by the Due Date and Time stated in the solicitation WILL be rejected.**

Respondents shall submit their response to the Business Services Department on or before the day and hour set for the Solicitation Due Date identified above, as may be modified by amendments to this solicitation. Responses to this solicitation shall only be accepted via electronic submission through the City's online bidding system. Instructions to submit a response to this solicitation can be found at the following link: https://tucsonprocurement.com/assets/OnlineBiddingProceduresManual.pdf.

It is the sole responsibility of the Respondent to submit their response before the scheduled time, as reflected in the City's online bidding system. No Response shall be accepted after the scheduled opening time.

Questions must be addressed to the responsible Contract Officer listed above.

PUBLISH DATE: NOVEMBER 10, 2021

CITY OF TUCSON
BUSINESS SERVICES DEPARTMENT
SHARED SERVICES PROCUREMENT DIVISION
255 W. ALAMEDA, 6TH FLOOR, TUCSON, AZ 85701

RESPONSIBLE CONTRACT OFFICER: Ladd Lyons
PH: (520) 791-4217

REQUEST FOR PROPOSAL
Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services

A. INTRODUCTION 3

B. SCOPE OF WORK 5

C. INSTRUCTIONS TO OFFERORS 15

D. PROPOSAL EVALUATION REQUIREMENTS 22

E. VENDOR RESPONSE 23

F. SPECIAL TERMS AND CONDITIONS 28

G. INSURANCE REQUIREMENTS 31

H. STANDARD TERMS AND CONDITIONS 34

Attachments:
A – Performance Standards
B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel)
C – OMNIA Partners Documents

A. INTRODUCTION

A.1. Summary

The City of Tucson, herein referred to as the City, is seeking proposals from qualified firms for the Rental of Uniforms, Floor Mats, Mops, and Towels and Related Services.

The objective of this RFP is to make an award to a qualified firm(s) who delivers uniform, floor mats, mops, towels rental and related services and who represents best overall value to the City while meeting or exceeding the specifications and requirements of this RFP.

The City has multiple departments that include Fire, Police, Parks and Recreation, Environmental Services and General Services, Transportation, and Water. Approximately 4,200 permanent full-time employees support the functions of the City. For further information, including information on the City's capital and operating budget, Offerors are encouraged to visit the City's website at www.tucsonaz.gov.

A.2. National Contract

The City of Tucson, as the Principal Procurement Agency, defined in Attachment C, has partnered with OMNIA Partners, Public Sector ("OMNIA Partners") to make the resultant contract (also known as the "Master Agreement" in materials distributed by OMNIA Partners) from this solicitation available to other public agencies nationally, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit ("Public Agencies"), through OMNIA Partners' cooperative purchasing program. The City of Tucson is acting as the contracting agency for any other Public Agency that elects to utilize the resulting Master Agreement. Use of the Master Agreement by any Public Agency is preceded by their registration with OMNIA Partners (a "Participating Public Agency") and by using the Master Agreement, any such Participating Public Agency agrees that it is registered with OMNIA Partners, whether pursuant to the terms of a Master Intergovernmental Cooperative Purchasing Agreement, a form of which is attached hereto on Attachment C, or as otherwise agreed to. Attachment C contains additional information about OMNIA Partners and the cooperative purchasing program.

OMNIA Partners is the largest and most experienced purchasing organization for public and private sector procurement. Through the economies of scale created by OMNIA Partners public sector subsidiaries and affiliates, National IPA and U.S. Communities, our participants now have access to more competitively solicited and publicly awarded cooperative agreements. The lead agency contracting process continues to be the foundation on which we are founded. OMNIA Partners is proud to offer more value and resources to state and local government, higher education, K-12 education and non-profits.

OMNIA Partners provides shared services and supply chain optimization to government, education and the private sector. With corporate, pricing and sales commitments from the Supplier, OMNIA Partners provides marketing and administrative support for the Supplier that directly promotes the Supplier's products and services to Participating Public Agencies through multiple channels, each designed to promote specific products and services to Public Agencies on a national basis. Participating Public Agencies benefit from pricing based on aggregate spend and the

convenience of a contract that has already been advertised and publicly competed. The Supplier benefits from a contract that generally allows Participating Public Agencies to directly purchase goods and services without the Supplier's need to respond to additional competitive solicitations. As such, the Supplier must be able to accommodate a nationwide demand for services and to fulfill obligations as a nationwide Supplier and respond to the OMNIA Partners documents (Attachment C).

The City of Tucson anticipates spending approximately $600,000 over the full potential Master Agreement term for rental of uniforms, floor mats, mops, towels and related services. While no minimum volume is guaranteed to the Supplier, the estimated annual volume of rental of uniforms, floor mats, mops, towels and related services purchased under the Master Agreement through OMNIA Partners is approximately $50,000,000.00. This projection is based on the current annual volumes among the City of Tucson, other Participating Public Agencies anticipated to utilize the resulting Master Agreement to be made available to them through OMNIA Partners, and volume growth into other Public Agencies through a coordinated marketing approach between the Supplier and OMNIA Partners.

Tentative Schedule of Events

To the extent achievable, the following tentative schedule shall govern the review, evaluation and award of the contract. The dates are estimated only and the City reserves the right to modify the dates below as necessary.

RFP Published	NOVEMBER 10, 2021
Pre-proposal conference	NOVEMBER 18, 2021
Proposal due date	DECEMBER 15, 2021
Review of Proposals by Evaluation Committee	DECEMBER 28, 2021
Reference checks & Request for Samples	TBD
Evaluation Committee's recommendation	JANUARY 13, 2021
Final negotiation completed	JANUARY 29, 2022
Anticipated contract award & issuance of purchase order	FEBRUARY 21, 2022

A.3. Contact Information

Ladd Lyons
Contract Officer
Email: ladd.lyons@tucsonaz.gov
Phone: (520) 837-4113
Department:
Business Services

B. SCOPE OF WORK

The purpose of this contract is to provide weekly rental service for uniforms, mops, towels, and floor mats, as required for various City Departments. All clothing and other items shall be delivered, laundered, and maintained in good condition and repair, in accordance with the requirements herein. Although this section reflects the needs and requirements of various City Departments, OMNIA Partners Participating Agencies may have different requirements. The awarded vendor will have the ability to offer their comprehensive uniform rental and services program nationally. The uniform rental and services program may include products and services associated with the rental of uniforms, floor mats, mops, towels and related services which OMNIA Partners participants may elect to use. OMNIA Partners participants will sign a supplemental or usage agreement with the awarded vendor substantially based on the terms and conditions of the City of Tucson contract. Participants may elect to negotiate certain terms to conform to their purchasing and contracting requirements.

B.1. UNIFORMS RENTAL AND SERVICES

1. PERSONNEL UNIFORM NEEDS/START-UP REQUIREMENTS

The estimated number of changes per week per Department may be from one (1) to eight (8) based on individual City Department needs. The successful offeror shall be provided with the individual Department needs through the Department designated Contract Representative or designee for the contract services upon award.

Contractor shall provide New Uniforms to accommodate one (1) to eight (8) changes per week, per employee. Each employee shall be provided uniforms as dictated by each Department requirements. An average of five (5) changes per week are required per employee, per City Department.

The Contractor's accounts receivable contact or account representative shall meet with the Department Representative or designee within the first thirty (30) days, to discuss in detail start-up requirements, invoicing, billing, and payment procedures

2. DEPARTMENT CONTRACT REPRESENTATIVES

City Department Contract Representatives shall be provided to the Contractor upon award of the contract. Each Department shall contact the Contractor to set up specific needs for their facility.

3. PATCHES

Various garments require embroidery or silk-screening of a Patch or Patches that depict the Department name, City Logo, and/or employee name. The City Department contact shall furnish the Contractor with patch requirements and placement specific for their department. The name patches will either be the employee's initial and last name, first name, or both first and last name. Patch application shall meet industry standards and be applied in accordance with Department requirements as to location and color layout. Contractor shall verify patch requirements with Department contact prior to processing all orders.

The City may also desire to have City-provided patches applied to Contractor-provided garments. Contractor shall heat seal and reinforce seal patches by sewing outside perimeter of patch. Patch location and number(s) will be provided by the requesting Departments. If required,

the City will pay application/sewing charges for such requests as necessary. This cost should be annotated in the provided space in Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel).

4. MEASUREMENTS

4.1 The Contractor shall measure employees for uniforms within two (2) working days from the date of request and shall provide the employee with uniforms within ten (10) working days of the date measured. Measurements for uniforms shall be conducted at each site. Any tailoring required to assure a proper fit for each individual will be done at no additional cost to the City. When the Contractor is measuring personnel for uniforms, they shall have samples of each type of uniform in all sizes available for personnel to try on to ensure that the uniform to be provided will fit the employee.

4.2 Contractor shall provide necessary accommodations for extra-large and petite employees.

4.3 Contractor shall provide shirts and pants specifically tailored for women when requested. Shirts shall button on the appropriate side and may have five (5) buttons, and top snap if available.

5. SAMPLES

Offerors shall provide samples of clothing proposed to the City for evaluation purposes as noted in Section 20. Offeror shall provide specified samples at no cost to the City within five (5) business days of the City's written request. Samples will be returned at Offeror's expense upon receipt of notice from Offeror within thirty (30) calendar days from delivery of said samples to the City for evaluation.

6. IDENTIFICATION SYSTEM

6.1 Offeror shall provide a name or identification number system that identifies each employee and garment. The identification system shall also insure an accurate method of tracking garments for invoicing purposes.

6.2 The City prefers an identification system using bar code technology. The bar code system should be available on site at each City location where uniforms are picked up and delivered. Said system should be able to identify, at a minimum, City employee name and uniform service date. The system shall also be able to provide a weekly uniform delivery/turn-in report for use by City Contract Administrator(s).

6.3 Offerors shall describe the identification system utilized by their company and explain loss control procedures.

7. OFFEROR'S OPERATIONS AND PROCEDURES

Offeror shall provide a detailed description of their delivery/pick-up service including, but not limited to, the following:

a. Tracking of uniform in the laundry process.

b. Dispute resolution of Lost and Damaged garments.

c. Logging of uniform at the pick-up/delivery site.

8. UNIFORM CHANGES

Employees shall be allowed to determine at the beginning of each contract year whether they want long or short sleeve shirts or a combination of both, at no additional cost to the City.

9. COLOR CHANGES

The City reserves the right to change the color of uniforms and patches at its discretion during the term of this contract at no additional cost to the City. Industry standard colors shall be made available by Contractor and utilized by the City as may be required.

10. TRANSITION PLAN

The City of Tucson's intent is to minimize the time and effort involved in fitting employees for uniforms. Each offeror must, in a detailed and thorough manner, describe procedures designed to limit operational impacts. The successful Offeror must be prepared to fulfill the transition plan stated in their proposal should the City of Tucson contract with a vendor other than the incumbent. Failure to do so may be cause for immediate termination of the contract. Any transition costs must be so noted and will be considered in the evaluation of the proposals.

11. DELIVERY LOCATIONS

Clothing and other items shall be collected from and delivered to each location once every week. (The City reserves the option to relocate, add, reduce, or increase collection/delivery points at no additional cost to the City.) Locations shall be provided to the contractor upon award of contract.

12. DELIVERY TIME

12.1 Uniforms shall be picked up and delivered based upon the hours requested by each individual department. The contract representative will contact the Contractor to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of uniform pick-up and delivery, a signed inventory sheet must be given to a designated City representative, listing the number and type of uniforms picked up and the number and type of uniforms delivered by either the employee's name or by an employee identification number provided by the Contractor.

12.2 Contractor's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item of clothing picked up and each item of clothing delivered.

12.3 In the event the pick-up day or time must be changed, the City will notify the Contractor in advance. The Contractor shall notify the City or designated representative at least one (1) day in advance for changes in the designated delivery hours. Clothing changes are required to be delivered within seven (7) calendar days of notification to Contractor.

13. LOST OR DAMAGED ITEMS

Offeror shall provide an amortization schedule, which details percent clothing is amortized from date of issue, and Offeror's methods and procedures of verifying same.

13.1. City's Responsibilities

a. The City will be responsible for the replacement of Offeror-owned items lost or damaged by City employees. Replacement costs shall be based upon pricing provided in the Lost or Damaged Amortization Schedule submitted by Offeror.

b. The City will not be responsible for the replacement of items which have reached end-of-service life.

c. The City will provide to the Contractor written notification of all employees who, because of health issues, choose to self-launder Contractor-provided uniforms.

13.2. Contractor's Responsibilities

a. Contractor shall provide employees with uniforms within ten (10) business days of measure. Contractor shall notify the Department Representative or designee and obtain written approval of any delays exceeding the allotted ten (10) business days.

b. Contractor shall be responsible for keeping all uniforms, towels and mats in good condition and shall inspect all items for repairs prior to delivery. Items with holes in fabric or visibly worn, frayed, discolored, or thin fabric are not acceptable and shall be replaced at Contractor's expense. The City reserves the right to refuse any item it deems needs repair or replacement at no additional expense to the City.

c. Contractor shall provide all new employees with New Uniforms (Category 1 or Category 2 uniforms are not acceptable) in accordance with the below Garment Categories:

New First-time use not issued or worn previously.

Category 1 Which may or may not be new. No stains, mends, repairs (except interior or pocket reinforcing) or discoloration. Used for those customers who meet the public, supervisory personnel, and those who are in general manufacturing and allied industries where the risk of damage would be slight.

Category 2 Light stains, light mends. No spots noticeable from more than five (5) feet, no repairs greater than 1-1/2 inches in length, no more than five (5) small repairs per garment. May have some color lost through age and may have lost some body or shape.

d. Contractor shall provide no less than Category 1 uniforms for all replacement uniforms. Category 2 uniforms are not acceptable.

e. Offeror shall specify charges for lost and/or damaged items as part of their Proposal. Excessive charges may be grounds for rejection of the Proposal.

14. INVOICING

14.1 Duplicate invoice numbers shall not be submitted.

14.2 Invoices shall include detailed information regarding product and/or service that is being billed and full name of employee.

Example: "X" number items laundered at $_____/EA = Total $_____ as well as the full name of the employee being invoiced (initials are not acceptable for either the first or last name).

14.3 Credits to invoices that have been paid shall be submitted via a credit memo within thirty (30) calendar days from date reported to the vendor and will reference the original invoice number and invoice date.

14.4 Additional/extraordinary charges shall be reported to the City of Tucson Department Representative or designee via written notice prior to invoicing.

14.5 Only products and services pertaining to this contract shall appear on invoices. Miscellaneous items purchased and not specified on this contract shall be invoiced separately referencing the appropriate Purchase Order number.

14.6 Invoices rejected by City Departments shall be re-issued with new/revised issue dates so as not to imply delinquent payment status.

14.7 Uniforms turned in for laundering or replacement and not returned within a two (2) week period shall be removed from invoices and reinstated when uniforms have been delivered with a new/revised invoice and date so as not to imply delinquent payment status. Non-stock uniform items shall not appear on invoices until such items have been delivered.

14.8 The Purchase Order number and site location shall be noted on all invoices.

14.9 Original copies of invoices shall be delivered to the "Bill To" address noted on the Purchase Order to ensure payment is processed in a timely manner.

14.10 Offeror shall provide with proposal submittal a Sample Invoice and identify Offeror's capability of customizing invoices to meet City's needs.

14.11 Contractor shall provide training to City employees on the invoicing process. Training must include how to read invoices, explanation of all coding systems used on invoices, and appropriate key codes associated with said codes. Contractor must include sample packets for students' use after training. Training shall be provided on a date and time mutually agreed upon by the Contractor and the City. Training shall be conducted at a City facility chosen at the City's discretion and shall make every effort to include attendance by multiple City Department Contract Representatives as possible. Training shall not exceed three (3) times after award of contract and not more than two (2) times in any contract year thereafter.

14.12 Contractor shall provide options for both weekly and month invoicing to the City Departments.

15. PRICING

15.1 Pricing provided shall be for 100% inventory.

15.2 Pick-up and delivery charge, if any, shall be included in the unit pricing. All prices shall be F.O.B. Destination. All freight charges (e.g., freight, delivery charges, packaging and handling) must be included in the unit price noted on Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel). No other charges will be allowed unless specified in this attachment. Fuel charges are unacceptable and will not be permitted.

15.3 All sewing charges for application of Contractor -provided patches must be included in the unit pricing.

15.4 The Offeror shall submit an amortization schedule detailing charges for Lost or Damaged Uniforms with their Proposal. (Excessive charges may be cause for rejection of proposal.)

15.5 There shall be no additional charges for adding or deleting personnel, transferring accounts, original and subsequent set-up charges or prep charges, size changes and replacement.

15.6 Special Offers/Promotions: In addition to decreasing prices for the balance of the Contract term due to a change in market conditions, Contractor may conduct sales promotions involving price reductions for a specified lesser period. Contractor may offer Participating Agencies

competitive pricing which is lower than the not-to-exceed price set forth herein at any time during the Contract term and such lower pricing shall not be applied as a global price reduction under the Contract.

Provide details of and propose additional discounts for volume orders, special manufacturer's offers, minimum order quantity, free goods program, total annual spend, etc.

16. SIZES

Size requirements within any category of clothing are subject to change. The City reserves the right to change sizes of all clothing issued to a City employee by Contractor throughout the life of the contract. At a minimum Contractor shall provide the industry standard sizes of clothing under this contract.

17. ENVIRONMENTAL PREFERABILITY

Contractor shall use materials and processes that are environmentally preferable, particularly focusing on the use of recycled materials, energy efficiency, water conservation, and least-toxic garment care when feasible.

18. REPORTING

Contractor shall state the availability of an online customer portal with reporting capabilities for City use. Contractor shall list all reporting functionalities (i.e., spend tracking/management, etc.).

19. INDUSTRY STANDARD

If not otherwise provided, materials and work called for in this contract shall be furnished and performed in accordance with best established practice and standards recognized by the contracted industry and comply with all codes and regulations which shall apply.

20. UNIFORM ITEM SAMPLE

If the City requests sample uniform items from an Offeror, the Offeror will be given instructions as to the quantity and type of uniform items that must be provided. Samples of proposed uniform items shall be available for inspection upon request by the Procurement Department. Sample Uniforms are not required with the proposal; however, samples may be requested at any time during proposal evaluation, and they shall be provided within five (5) days of the request. All samples will be provided to the City at no cost.

B.2. FLOOR MATS, MOPS, TOWELS

1. FLOOR MATS, MOPS, TOWELS, ETC.

Floor mats, towels and other facility items such as microfiber pads and mops heads shall be provided to various locations and departments within the City. Services are not limited to the following:

a. Construction and design of mats shall be durable-rubber back and fiber

b. Colors shall be selected from standard colors available

c. Mats shall be delivered clean and presentable; all stains and gums spots must be removed.

d. Explain protocol for lost or damaged items.

e. Rental items to be invoiced by department/location.

f. All quantities are estimates only. The City of Tucson may add/remove quantities of rental items over the course of the contract.

g. From time to time and in case of emergencies, additional services may be required and will be scheduled with reasonable notice to the Contractor.

2. FLOOR MATS, MOPS AND TOWELS (NOT LIMITED TO THESE ITEMS) OFFEROR SHALL PROVIDE ANY AND ALL OPTIONS.

a. Entrance Mats for buildings and office entryways

i. 3' x 5'

ii. 4' x 6'

iii. 3' x 10'

b. Safety Mats

i. 3' x 5'

ii. wet area

iii. non-skid rubber

iv. oil and solvent resistant

c. Anti-Fatigue Mats

i. 2' x 3'

ii. 3' x 5'

d. Microfiber Pads

i. 18" x 48"

ii. Wet mop

iii. Dry loop and scrubbers

iv. Quantity: 20

e. Handles & Frames

i. quick change telescoping

ii. mop

iii. fiberglass handles with snap clip

f. Mops

i. 40 quick change dust mop heads – 24", 36", 48"

ii. antimicrobial, synthetic wet mop

g. Towels

i. huck – 100% cotton, hemmed on all sides, low lint

ii. white terry – 100% cotton

iii. multipurpose cleaning – microfiber

iv. shop wipers – 100% cotton, 12" square minimum

3. START-UP REQUIRMENTS

The Contractor's accounts receivable contact or account representative shall meet with the Department Representative or designee within the first thirty (30) days, to discuss in detail start-up requirements, invoicing, billing, and payment procedures.

4. DEPARTMENT CONTRACT REPRESENTATIVES

City Department Contract Representatives shall be provided to the Contractor upon award of the contract. Each Department shall contact the Contractor to set up specific needs for their facility.

5. DELIVERY LOCATIONS

Department requirements, services intervals may be adjusted to both weekly and every other week depending on the needs of the location(s). (The City reserves the option to relocate, add, reduce or increase collection/delivery points at no additional cost to the City.) Locations shall be provided to the contractor upon award of contract.

6. DELIVERY TIME

4.1 Items shall be picked up and delivered based upon the hours requested by each individual department. The contract representative will contact the Contractor to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of pick-up and delivery, a signed inventory sheet must be given to a designated City representative when available, listing the number and type of items picked up and the number and type of items delivered by either the employee name or by an employee identification number provided by the Contractor. If a City representative is not available, the inventory sheet must be left in a secure location provided to the contractor.

4.2 Contractor's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item picked up and each item delivered.

4.3 In the event the pick-up day or time must be changed, the City will notify the Contractor in advance. The Contractor shall notify the City or designated representative at least one (1) day in advance for changes in the designated delivery hours.

7. TRANSITION PLAN

The City of Tucson's intent is to minimize the time and effort involved in any transition of goods and services. Each offeror must, in a detailed and thorough manner, describe procedures designed to limit operational impacts. The successful Offeror must be prepared to fulfill the transition plan stated in their proposal should the City of Tucson contract with a vendor other than the incumbent. Failure to do so may be cause for immediate termination of the contract. Any transition costs must be so noted and will be considered in the evaluation of the proposals.

8. INVOICING

1.1 Duplicate invoice numbers shall not be submitted.
1.2 Invoices shall include detailed information regarding product and/or service that is being billed.
1.3 Credits to invoices that have been paid shall be submitted via a credit memo within thirty (30) calendar days from date reported to the vendor and will reference the original invoice number and invoice date.
1.4 Additional/extraordinary charges shall be reported to the City of Tucson Department Representative or designee via written notice prior to invoicing.
1.5 Only products and services pertaining to this contract shall appear on invoices. Miscellaneous items purchased and not specified on this contract shall be invoiced separately referencing the appropriate Purchase Order number.
1.6 Invoices rejected by City Departments shall be re-issued with new/revised issue dates so as not to imply delinquent payment status.
1.7 The Purchase Order number and site location shall be noted on all invoices.
1.8 Original copies of invoices shall be delivered to the "Bill To" address noted on the Purchase Order to ensure payment is processed in a timely manner.
1.9 Offeror shall provide with proposal submittal a Sample Invoice and identify Offeror's capability of customizing invoices to meet City's needs.
1.10 Contractor shall provide training to City employees on the invoicing process. Training must include how to read invoices, explanation of all coding systems used on invoices, and appropriate key codes associated with said codes. Contractor must include sample packets for students' use after training. Training shall be provided on a date and time mutually agreed upon by the Contractor and the City. Training shall be conducted at a City facility chosen at the City's discretion and shall make every effort to include attendance by multiple City Department Contract Representatives as possible. Training shall not exceed three (3) times after award of contract and not more than two (2) times in any contract year thereafter.
1.11 Contractor shall provide options for both weekly and monthly invoicing to the City Departments.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

9. PRICING

1.1 Pricing provided shall be for 100% inventory.
1.2 Pick-up and delivery charge, if any, shall be included in the unit pricing. All prices shall be F.O.B. Destination. All freight charges (e.g., freight, delivery charges, packaging and handling) must be included in the unit price noted on Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel). No other charges will be allowed unless specified in this attachment. Fuel charges are unacceptable and will not be permitted.

10. ENVIRONMENTAL PREFERABILITY

Contractor shall use materials and processes that are environmentally preferable, particularly focusing on the use of recycled materials, energy efficiency, water conservation, and least-toxic care when feasible.

11. REPORTING

Contractor shall state the availability of an online customer portal with reporting capabilities for City use. Contractor shall list all reporting functionalities (i.e. spend tracking/management, etc.).

12. INDUSTRY STANDARD

If not otherwise provided, materials and work called for in this contract shall be furnished and performed in accordance with best established practice and standards recognized by the contracted industry and comply with all codes and regulations which shall apply.

13. FLOOR MATS, MOPS AND TOWELS FACILITIES ITEM SAMPLES

If the City requests sample items from an Offeror, the Offeror will be given instructions as to the quantity and type of items that must be provided. Samples of proposed items shall be available for inspection upon request by the Procurement Department. Samples are not required with the proposal; however, samples may be requested at any time during proposal evaluation, and they shall be provided within five (5) days of the request. All samples will be provided to the City at no cost.

C. INSTRUCTIONS TO OFFERORS

C.1. DEFINITION OF KEY WORDS USED IN THE SOLICITATION

For purposes of this solicitation and subsequent contract, the following definitions shall apply:

City: The City of Tucson, Arizona

Contract: The legal agreement executed between the City and the Contractor/Consultant. The Contract shall include this RFP document incorporated herein by reference, all terms, conditions, specifications, scope of work, Amendments, the Contractor's offer and negotiated items as accepted by the City.

Contractor/Consultant: The individual, partnership, or corporation who, as a result of the competitive solicitation process, is awarded a contract by the City.

Contract Representative: The City employee or employees who have specifically been designated to act as a contact person or persons to the Contractor, and is responsible for monitoring and overseeing the Contractor's performance under this Contract.

Business Services Director: The contracting authority for the City, authorized to sign contracts and amendments thereto on behalf of the City.

May: Indicates something that is not mandatory but permissible.

Offeror: The individual, partnership, or corporation who submits a proposal in response to a solicitation.

Shall, Will, Must: Indicates a mandatory requirement. Failure to meet these mandatory requirements, if they constitute a substantive requirement, may, at the City's sole discretion, result in the rejection of a proposal as non-responsive.

Should: Indicates something that is recommended but not mandatory. If the Offeror fails to provide recommended information, the City may, at its sole option, ask the Offeror to provide the information or evaluate the proposal without the information.

C.2. PRE-PROPOSAL CONFERENCE

If scheduled, the date and time of a Pre-Proposal conference is indicated on the cover page of this document. Attendance at this conference is not mandatory. Written minutes and/or notes will not be available, therefore attendance is encouraged. If an Offeror is unable to attend the Pre-Proposal Conference questions may be submitted in writing. Offerors are encouraged to submit written questions, via electronic mail at least nine days prior to the Request for Proposal due date to the Contract Officer listed above. The purpose of this conference will be to clarify the contents of this Request for Proposal in order to prevent any misunderstanding of the City's position. Any doubt as to the requirements of this Request for Proposal or any apparent omission or discrepancy should be presented to the City at this conference. The City will then determine the appropriate action necessary, if any, and may issue a written amendment to the Request for Proposal. Oral statements or instructions will not constitute an amendment to this Request for Proposal.

C.3. INQUIRIES

Any question related to the Request for Proposal shall be directed to the Contract Officer whose name appears above. An offeror shall not contact or ask questions of the department for whom the requirement is being procured. The Contract Officer may require any and all questions be submitted in writing. Offerors are encouraged to submit written questions via electronic mail at least nine days prior to the proposal due date. Any correspondence related to a solicitation should refer to the appropriate Request for Proposal number, page and paragraph number. Oral interpretations or clarifications will be without legal effect. Only questions answered by a formal written amendment to the Request for Proposal will be binding.

C.4. AMENDMENT OF REQUEST FOR PROPOSAL

The Offeror shall acknowledge receipt of a Request for Proposal Amendment by signing and returning the document by the specified due date and time.

C.5. FAMILIARIZATION OF SCOPE OF WORK

Before submitting a proposal, each offeror shall familiarize itself with the Scope of Work, laws, regulations and other factors affecting contract performance. The Offeror shall be responsible for fully understanding the requirements of the subsequent Contract and otherwise satisfy itself as to the expense and difficulties accompanying the fulfillment of contract requirements. The submission of a proposal will constitute a representation of compliance by the Offeror. There will be no subsequent financial adjustment, other than that provided by the subsequent Contract, for lack of such familiarization.

C.6. PREPARATION OF PROPOSAL

A. All proposals shall be on the forms provided in this Request for Proposal package. It is permissible to copy these forms as required. Facsimiles or electronic mail proposals shall not be considered.

B. At a minimum, your proposal should include the signed Offer and Acceptance form, signed copies of any solicitation amendments, completed Price Page and your response to all evaluation criteria.

C. The Offer and Acceptance page shall be signed by a person authorized to submit an offer. An authorized signature on the Offer and Acceptance page, Proposal Amendment(s), or cover letter accompanying the proposal documents shall constitute an irrevocable offer to sell the good and/or service specified herein. Offeror shall submit any additional requested documentation, signifying intent to be bound by the terms of the agreement.

D. The authorized person signing the proposal shall initial erasure, interlineations or other modifications on the proposal.

E. In case of error in the extension of prices in the proposal, unit price shall govern when applicable.

F. Periods of time, stated as a number of days, shall be in calendar days.

G. It is the responsibility of all offerors to examine the entire Request for Proposal package and seek clarification of any requirement that may not be clear and to check all responses for accuracy before submitting a proposal. Negligence in preparing a proposal confers no right of withdrawal after due date and time.

H. The City shall not reimburse the cost of developing, presenting, submitting or providing any response to this solicitation.

I. Offeror must list any subcontractors to be utilized in the performance of the services specified herein. For each subcontractor, details on respective qualifications must be included.

Please be reminded that this RFP titled Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services MUST be received no later than **DECEMBER 15, 2021 @ 2:00PM.**

C.7. PAYMENT DISCOUNTS

Payment discount periods shall be computed from the date of receipt of the material/service or correct invoice, whichever is later, to the date City's payment warrant is mailed. Unless freight and other charges are itemized, any discount provided shall be taken on full amount of invoice. Payment discounts of twenty-one calendar days or more shall be deducted from the proposed price in determining the price points. However, the City shall be entitled to take advantage of any payment discount offered by a vendor provided payment is made within the discount period. The payment discount shall apply to all purchases and to all payment methods.

C.8. TAXES

The City of Tucson is exempt from federal excise tax, including the federal transportation tax.

C.9. PROPOSAL/SUBMITTAL FORMAT

A proposal should be submitted on the forms and in the format specified in the RFP. Any information that the offeror requested to held as confidential information shall be clearly marked as such. The material should be in sequence and related to the RFP. The sections of the submittal should be organized, clearly identifiable, and should include a minimum of the following sections: the completed Offer and Acceptance Form, all signed Amendments, a copy of this RFP document, and the Offeror's response to the Evaluation Criteria including the completed Price Page. Failure to include the requested information may have a negative impact on the evaluation of the offeror's proposal.

C.10. EXCEPTIONS TO CONTRACT PROVISIONS

A response to any Request for Proposal is an offer to contract with the City based upon the contract provisions contained in the City's Request for Proposal, including but not limited to, the specifications, scope of work and any terms and conditions. Offerors who wish to propose modifications to the contract provisions must clearly identify the proposed deviations and any proposed substitute language. The provisions of the Request for Proposal cannot be modified without the express written approval of the Director or his designee. If a proposal or offer is returned with modifications to the contract provisions that are not expressly approved in writing by the Director or his designee, the contract provisions contained in the City's Request for Proposal shall prevail.

C.11. PUBLIC RECORD

All proposals submitted in response to this Request for Proposal shall become the property of the City and shall become a matter of public record available for review subsequent to the award notification.

C.12. CONFIDENTIAL INFORMATION

The City of Tucson is obligated to abide by all public information laws. If an Offeror believes that any portion of a proposal, offer, specification, protest or correspondence contains information that should be withheld, a statement advising the Contract Officer of this fact should accompany the submission and the information shall be so identified wherever it appears. The City shall review all requests for confidentiality and may provide a written determination to designate specified documents confidential or the request may be denied. Price is not confidential and will not be withheld. If the confidential request is denied, such information shall be disclosed as public information, unless the offeror submits a formal written objection.

C.13. CERTIFICATION

By signature on the Offer and Acceptance page, solicitation Amendment(s), or cover letter accompanying the submittal documents, Offeror certifies:

A. The submission of the offer did not involve collusion or other anti-competitive practices.

B. The Offeror shall not discriminate against any employee or applicant for employment in violation of Federal or State law.

C. The Offeror has not given, offered to give, nor intends to give at any time hereafter, any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor, meal or service to a public servant in connection with the submitted offer.

D. The Offeror hereby certifies that the individual signing the submittal is an authorized agent for the Offeror and has the authority to bind the Offeror to the Contract.

C.14. WHERE TO SUBMIT PROPOSALS

Competitive sealed proposals for the specified material or service shall be received electronically by the Business Services Department at https://www.tucsonaz.gov/bso/ until the date and time cited.

Offerors shall submit their Proposal to the Business Services Department on or before the day and hour set for the Proposal Due Date identified above, as may be modified by amendments to this solicitation. Responses to this solicitation shall only be accepted via electronic submission through the City's online bidding system. Instructions to submit a response to this solicitation can be found at the following link: https://tucsonprocurement.com/assets/OnlineBiddingProceduresManual.pdf.

NOTE: RESPONSES MUST BE IN "SUBMITTED" STATUS (SEE THE INSTRUCTION MANUAL THAT IS ACCESSIBLE ON THE LINK ABOVE FOR FURTHER DETAILS) IN ORDER TO BE CONSIDERED. RESPONSES THAT HAVE BEEN CREATED IN THE SYSTEM, BUT THAT ARE NOT IN "SUBMITTED" STATUS AT THE DUE DATE AND TIME WILL NOT BE CONSIDERED.

C.15. LATE PROPOSALS

Late proposals will be rejected. It is strongly advised that offerors create their responses in the City's online bidding system well in advance of the Due Date and Time in order to allow for unforeseen circumstances such as slow internet speed, internet outage, etc. Proposals that are not in "Submitted" status at the Due Date and Time will NOT be considered.

C.16. OFFER AND ACCEPTANCE PERIOD

In order to allow for an adequate evaluation, the City requires an offer in response to this solicitation to be valid and irrevocable for ninety (90) days after the proposal due date and time.

C.17. WITHDRAWAL OF PROPOSAL

At any time prior to the specified solicitation due date and time, an offeror may formally withdraw the proposal by a written letter or electronic mail from the Offeror or a designated representative. Telephonic or oral withdrawals shall not be considered.

C.18. DISCUSSIONS

The City reserves the right to conduct discussions with offerors for the purpose of eliminating minor irregularities, informalities, or apparent clerical mistakes in the proposal in order to clarify an offer and assure full understanding of, and responsiveness to, solicitation requirements.

C.19. TAX OFFSET POLICY

If applicable, in evaluating price proposals, the City shall include the amount of applicable business privilege tax, except that the amount of the City of Tucson business privilege tax shall not be included in the evaluation.

C.20. CONTRACT NEGOTIATIONS

Exclusive or concurrent negotiations may be conducted with responsible offeror(s) for the purpose of altering or otherwise changing the conditions, terms and price of the proposed contract unless prohibited. Offerors shall be accorded fair and equal treatment in conducting negotiations and there shall be no disclosure of any information derived from proposals submitted by competing offerors. Exclusive or concurrent negotiations shall not constitute a contract award nor shall it confer any property rights to the successful offeror. In the event the City deems that negotiations are not progressing, the City may formally terminate these negotiations and may enter into subsequent concurrent or exclusive negotiations with the next most qualified firm(s).

C.21. VENDOR APPLICATION

Prior to the award of a Contract, the successful offeror shall register with the City's Business Services Department. Registration can be completed at http://www.tucsonprocurement.com/ by clicking on Vendor Services. Please note that email notifications of newly published solicitations and amendments

will be provided to those vendors that select email as their preferred delivery method in their vendor record.

C.22. CITY OF TUCSON BUSINESS LICENSE

It is the responsibility of the Contractor to have a City of Tucson Business License throughout the life of this contract or a written determination from the City's Business License Section that a license is not required. At any time during the contract, the City may request the Contractor to provide a valid copy of the business license or a written determination that a business license is not required. Application for a City Business License can be completed at http://www.tucsonaz.gov/etax. For questions contact the City's Business License Section at (520) 791-4566 or email at tax-license@tucsonaz.gov.

C.23. UPON NOTICE OF INTENT TO AWARD

The apparent successful offeror shall sign and file with the City, within five (5) days after Notice of Intent to Award, all documents necessary to the successful execution of the Contract.

C.24. AWARD OF CONTRACT

Notwithstanding any other provision of the Request for Proposal, the City reserves the right to:

A. waive any immaterial defect or informality; or

B. reject any or all proposals, or portions thereof; or

C. reissue the Request for Proposal.

A response to this Request for Proposal is an offer to contract with the City based upon the terms, conditions and Scope of Work contained in the City's Request for Proposal. Proposals do not become contracts unless and until they are executed by the City's Business Services Director and the City Attorney. A contract has its inception in the award, eliminating a formal signing of a separate contract. All of the terms and conditions of the contract are contained in the Request for Proposal, unless any of the terms and conditions are modified by a Request for Proposal amendment, a Contract Amendment, or by mutually agreed terms and conditions in the Contract documents.

C.25. PROPOSAL RESULTS

The name(s) of the successful offeror(s) will be posted on the Procurement Department's Internet site at http://www.tucsonprocurement.com/ upon issuance of a Notice of Intent to Award or upon final contract execution.

C.26. PROTESTS

A protest shall be in writing and shall be filed with the Business Services Director. A protest of a Request for Proposal shall be received at the Department of Procurement not less than five (5) working days before the Request for Proposal due date. A protest of a proposed award or of an award shall be filed within ten (10) days after issuance of notification of award or issuance of a notice of intent to award, as applicable. A protest shall include:

A. The name, address, and telephone number of the protestant;
B. The signature of the protestant or its representative;
C. Identification of the Request for Proposal or Contract number;
D. A detailed statement of the legal and factual grounds of protest including copies of relevant documents; and
E. The form of relief requested.

D. PROPOSAL EVALUATION REQUIREMENTS

D.1. PROPOSAL EVALUATION CRITERIA – (listed in relative order of importance)

A. Method of Approach

B. Qualifications & Experience

C. Price Proposal

D.2. Shortlist

The City reserves the right to shortlist the offerors on any of the stated criteria. However, the City may determine that shortlisting is not necessary.

D.3. Interviews

The City reserves the right to conduct interviews with some or all of the offerors at any point during the evaluation process. However, the City may determine that interviews are not necessary. In the event interviews are conducted, information provided during the interview process shall be taken into consideration when evaluating the stated criteria. The City shall not reimburse the offeror for the costs associated with the interview process.

D.4. Additional Investigations

The City reserves the right to make such additional investigations as it deems necessary to establish the competence and financial stability of any offeror submitting a proposal.

D.5. Prior Experience

Experiences with the City and entities that evaluation committee members represent and that are not specifically mentioned in the solicitation response may be taken into consideration when evaluating offers.

D.6. Multiple Awards

To provide adequate contract coverage, at the City's sole discretion, multiple awards may be made.

E. VENDOR RESPONSE

REQUIREMENTS SPECIFIC TO EVALUATION CRITERIA: The narrative portion and the materials presented in response to this Request for Proposal should be submitted in the same order as requested and must contain, at a minimum, the following:

E.1. Method of Approach

1. Provide a response to the national program.

    a. Include a detailed response to Attachment C, Exhibit A, OMNIA Partners response for National Cooperative contract. Responses should highlight experience, demonstrate a strong national presence, describe how offeror will educate its national sales force about the contract, describe how products and services will be distributed nationwide, include a plan for marketing the products and services nationwide, and describe how volume will be tracked and reported to National IPA.

    b. The successful offeror will be required to sign Attachment C, Exhibit B, OMNIA Partners Administration Agreement. The Agreement shall be signed no later than issuance of the City of Tucson's Notice of Intent to Award letter. Offerors should complete all reviews of the document prior to submitting a response. Offeror's response should include any proposed exceptions to the OMNIA Partners Administration Agreement.

2. Product Offering

    a. Using Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel). Identify the proposed service products available under the contract.

        i. Provide a detailed written response to each requirement describing how your offer will meet the General Requirements of this solicitation for the City of Tucson and the national program.

        ii. If offeror is not proposing the exact service specified clearly indicate the deviation in the Offeror's Proposal section. If there are no deviations stated it will be assumed that the service products specified is being provided

        iii. Offeror may elect to consolidate service products at any level for its own convenience or volume discounts, etc.

    b. Provide an overview of the unique technologies that are incorporated into your service products.

    c. Provide a detailed method for sizing employees. Offeror shall describe method of communication with City departmental representatives, process for sampling items, and number of staff available for sizing.

    d. Describe the range of men and women's sizes that you offer. Please specify if it is gender specific or unisex.

e. Provide available ordering methods – online ordering, order tracking, search options, order history and whether or not your company's ordering website integrates with your inventory system.

3. Service Offering

a. Using Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel). Identify the proposed service products under the City of Tucson's contract and national program.

b. Describe your policy for monitoring defects and repairing/replacing defective clothing. Describe how defective products shall be replaced and exchanged by the Contractor. The cost of transportation, unpacking, inspections, re-packing, re-shipping or other like expenses.

c. Describe your method for dealing with incorrect orders when the City employee made an error, and also when the error was the fault of the Contractor. Describe your service guarantee and cure process to address service failures.

d. Describe how you will keep the City updated on all available catalogs. As future catalogs are released, how is the City notified? Are these available electronically?

4. Identify all other companies that will be involved in processing, handling or shipping the service products available under the Contract. Include any subsidiaries or company owned affiliates that may include product or service under the Contract.

5. Describe the offeror's website capabilities. Identify information customers can access via the offeror's website.

6. State any return and restocking policies.

7. Describe offeror's invoicing process. Provide a sample invoice. Indicate any customizations that can be made to invoices. Provide an offeror's representative and contact information for invoicing questions.

8. Describe offeror's delivery commitment.

9. Customer Service.

a. Describe offeror's customer service commitment.

b. Describe customer support available from the offeror. Include availability of call centers, their locations and hours. Include response time guarantees.

c. Discuss the availability of a dedicated service representative or team, the services they provide and how they help the customer manage their account.

d. Describe how the offeror approaches and solves customer disputes.

e. Describe how offeror measures and tracks the success of its customer service program.

f. Describe technical support available. Include the location of technical support centers and their hours.

10. Warranty

a. Describe the warranty period for proposed services.

b. Submit offeror's warranty program

11. Describe service request procedures.

12. Describe offeror's green/sustainability program. Include information on green/sustainable policies, products and certifications.

13. Describe how offeror will maintain account security levels.

14. Provide any additional services or products information that offeror intends to use under the contract.

15. If an Offeror requires additional agreements, a copy of the proposed agreement must be included with the proposal.

16. Identify if you manufacture your own garments or if you outsource.

17. Describe your company's ability to design, manufacture and manage customized uniform and apparel purchase programs.

18. Provide what percentage of garments you purchase from a manufacturer.

19. Describe how you forecast inventory requirements to ensure minimum inventory levels.

20. Explain the resources and communication method(s) your organization would use to help facilitate the rollout of a rental uniform program of like scale and scope.

21. Explain the account management structure in place to deliver on service needs.

E.2. Qualifications & Experience

1. Provide a brief history and description of your company.

2. Provide the total number and location of salespersons employed by your company.

3. Provide a summarization of your experience in performing work similar to that outlined in this solicitation. Provide a minimum of three state, political subdivision or school district references for which your company has provided services. Include the references' contact person, address, phone number and email address.

4. Provide information regarding if your organization ever failed to complete any work awarded.

5. Provide information regarding if your firm, either presently or in the past, has been involved in any litigation, bankruptcy, or reorganization.

6. Provide the following information for the offeror's proposed site manager:

   a. Name:

   b. Office Phone Number:

   c. Cell Phone Number:

   d. Email Address:

   e. Correspondence Address:

7. Provide an organization chart and the total number of employees in the Tucson area.

8. Describe your companies industry standing (size) and affiliations.

9. Provide your companies unique characteristics that separate you from the competition.

10. Provide any certifications you have to ensure cleaning quality.

E.3. Price Proposal

Fee must be inclusive of all costs, including but not limited to, direct and indirect costs for labor, overhead, materials, printing, travel and mileage, postage, etc.

1. Offerors shall complete a Specification and Pricing Workbook (Attachment B) supplied in Excel format. The Pricing Workbook contains multiple tabs that must be completed by Offerors. Offerors shall submit the Excel Workbook in their electronic version of their submittal.

2. Discount Pricing Off Published Retail Price Guide:

The City may desire to purchase items that are not specifically listed on the Pricing Worksheets. Offerors must indicate in the Pricing Workbook on the National Pricing – Misc. tab, the percentage discount off the published retail price guide(s) offered to the City for all other items not specifically listed in the Pricing Workbook. Offerors shall attach a list of services to be made available to the City not specifically listed in this contract.

The discount proposed shall remain the same throughout the term of the contract and at all renewal options. At a minimum, the Contractor must hold the proposed price list firm for the first 12 months after the contract award.

3. In the Pricing Workbook, National Pricing – Misc. tab, Offerors shall provide a list of services to be made available to the City not specifically listed in this contract. This information will not be considered in the award evaluation.

4. In the Pricing Workbook, Offerors shall provide pricing for extended sizes for all types of clothing to include those garments specifically listed on the City of Tucson Pricing list.

5. In the Pricing Workbook, City of Tucson Pricing – City-Owned, Offeror shall provide pricing for services to City-Owned garments and patches. This information will not be considered in the award evaluation.

6. The City desires to explore an option for flat rate pricing per uniform. Uniforms may consist of different components by Department. Offeror shall submit their ability to provide flat rate pricing for consideration.

7. Balance of Line/Comprehensive Offering. The offeror awarded under this solicitation may offer their complete product and service offering/a balance of line for rental of uniforms, floor mats, mops, towels and related services. Pricing for complete product offering/balance of line items will be determined by a percentage discount off the offeror's retail price list. The pricing percentage discount offered must be entered on the Price Workbook in the Complete Product Offering/Balance of Line section/in the offeror's response to the Price Proposal section of the Proposal Evaluation Requirements. The City reserves the right to accept or reject any or all balance of line items offered.

E.4. Discount for Early Payment

As stated in ***Instructions to Offerors.***

Discounts, the price(s) herein can be discounted by _____%, if payment is made within _____ days. These payment terms shall apply to all purchases and to all payment methods.

E.5. Cooperative Purchasing Program

Cooperative Purchasing allows other public agencies to piggyback on the City of Tucson's contracts. (See SPECIAL TERMS AND CONDITIONS section, "Cooperative Purchasing".)

E.6. Credit Card Payment

Will payment be accepted via commercial credit card? _____Yes _____No

A. If yes, can commercial payment(s) be made online? _____Yes _____No
B. Will a third party be processing the commercial credit card payment(s)? _____Yes _____No
C. If yes, indicate the flat fee per transaction $_____ (as allowable, per Section 4.9 of the MasterCard Transaction Processing Rules).
D. If "no" to above, will consideration be given to accept the card? _____Yes _____No

E.7. City of Tucson Business License

Does your firm have a City of Tucson Business License? _____Yes _____No

If yes, please provide a copy of your City of Tucson Business license.

E.8. Forms to Be Filled out by Vendor

Please ensure that all required information is included with your offer:

A. Technical Proposal
B. Pricing Proposal
C. Any solicitation amendments
D. Offer and Acceptance Form

F. SPECIAL TERMS AND CONDITIONS

F.1. ADDITIONAL PURCHASE

The City of Tucson reserves the right to purchase additional equipment under the same terms and conditions of this contract within the next twelve months, if funds permit.

F.2. BRAND OR TRADE NAMES

Any manufacturer's names, trade names, brand names or catalog numbers used in the solicitation are for the purpose of describing and/or establishing the quality, design and performance required. Any such reference is not intended to limit or restrict any bid/offer by any vendor, but is only listed in order to advise potential bidders/offerors of the requirements of the City. Any bid/offer which proposes like quality, design or performance will be considered.

F.3. COOPERATIVE PURCHASING

Any Contract resulting from this solicitation shall be for the use of the City of Tucson or agencies registered with OMNIA Partners. In addition, public and nonprofit agencies that have entered into a Cooperative Purchasing Agreement with the City of Tucson's Department of Procurement are eligible to participate in any subsequent Contract. See http://www.tucsonprocurement.com/coop_partners.aspx and click on Cooperatives for a list of the public and nonprofit agencies that have currently entered into Cooperative Purchasing Agreements with the City of Tucson. Additionally, this contract is eligible for use by the Strategic Alliance for Volume Expenditures (SAVE) cooperative. See http://www.mesaaz.gov/home/showdocument?id=23638 for a listing of participating agencies. The parties agree that these lists are subject to change.

Any orders placed to, or services required from, the successful Contractor(s) will be requested by each participating agency. Payment for purchases made under this agreement will be the sole responsibility of each participating agency. The Contractor may negotiate additional expenses incurred as a result of participating agencies' usage of this contract (i.e., freight charges, travel related expenses, etc.). The City shall not be responsible for any disputes arising out of transactions made by others.

The Contractor(s) will provide an electronic copy of the complete Contract to the City of Tucson Department of Procurement upon receipt of the Notice of Intent to Award. At the City's request, the successful Contractor(s) may also be requested to provide an electronic copy of the complete Contract to a participating agency.

F.4. CONFLICTS OF INTEREST

An Offeror responding to this RFP acknowledges that, to the best of its knowledge, information and belief, no person has been employed or retained to solicit or secure a Contract that may be awarded pursuant to this RFP upon a promise of a commission, percentage, brokerage, or contingent fee, and that no member of the City of Tucson Mayor and Council or any employee of the City has any financial interest in Offeror's firm. In addition, all communications regarding this solicitation shall be directed to the Department of Procurement. Interested Offerors shall refrain from engaging in any communication

(written or verbal) regarding this solicitation or the matters involving this solicitation or TCC operations with any other City staff, Mayor & Council or staff of Mayor & Council.

The City reserves the right to disqualify an Offeror from further participation in the RFP process in the event the City determines that Offeror has an actual or apparent conflict of interest with the purposes of this RFP, or has violated this Conflict of Interest.

Upon a finding by the City that gratuities in the form of entertainment, gifts or inducements were offered or given by Offeror, or any agent or representative of Offeror, to any officer or employee of the City, including the Mayor and Council and their staff, for the purpose of securing a Contract that may be awarded pursuant to this RFP, or securing favorable treatment with respect to the awarding, amending, or making of any determination with respect to the performance of a Contract that may be awarded under this RFP, the City, may, by one (1) calendar day provide written notice to Offeror, terminate the right of Offeror to proceed under this RFP; provided that the existence of the facts upon which the City made such finding shall be an issue and may be litigated in an Arizona court of competent jurisdiction.

F.5. LIVING WAGE REQUIREMENTS – *(This section F.5. applies to the City of Tucson Purchases only.)*

The Contractor shall comply with all applicable provisions of the City's Living Wage Ordinance (Article XIV of the Tucson Procurement Code). Contractor further agrees, upon request, to affirm in writing that Contractor is in compliance. The City's Living Wage ordinance can be found at the following link: https://tucsonprocurement.com/bidders_livingwage.aspx

F.6. PRICE ADJUSTMENT

The City will review fully documented requests for price adjustment after any Contract has been in effect for one (1) year. Any price adjustment will only be made at the time of Contract renewal and/or extension and will be a factor in the extension review process. The City will determine whether the requested price adjustment or an alternate option, is in the best interest of the City. Any price adjustment will be effective upon the effective date of the Contract extension.

F.7. SUBSTITUTE ITEMS

In the event that a product or model provided under the contract is discontinued by the manufacturer, the City at its sole discretion may allow the Contractor to provide a substitute for the discontinued item. The Contractor shall request permission to substitute a new product or model and provide the following:

- A formal announcement from the manufacturer that the product or model has been discontinued.
- Documentation from the manufacturer that names the replacement product or model.
- Documentation that provides clear and convincing evidence that the replacement meets or exceeds all specifications required by the original solicitation.
- Documentation that provides clear and convincing evidence that the replacement will be compatible with all the functions or uses of the discontinued product or model.

- Documentation confirming that the price for the replacement is the same as or less than the discontinued model.

F.8. TERM AND RENEWAL

The term of the Contract shall commence upon award and shall remain in effect for a period of three (3) years, unless terminated, canceled or extended as otherwise provided herein. The Contractor agrees that the City of Tucson shall have the right, at its sole option, to renew the Contract for one (1) additional **two-year period** or portions thereof. In the event that the City exercises such rights, all terms, conditions and provisions of the original Contract shall remain the same and apply during the renewal period with the possible exception of price and minor scope additions and/or deletions.

F.9. PERFORMANCE STANDARDS and PERFORMANCE GUARANTEES

Vendor must maintain performance standards and performance guarantees relating to all services provided as requested in the Performance Standards (Attachment A). In addition, Vendor shall state Performance Guarantees in accordance with the Proposal Evaluation Requirements, herein.

F.10. SERVICE AGREEMENTS

Successful offeror shall have the right to enter local service agreements with agencies piggybacking the City of Tucson/National IPA contract so long as the effective date of the service agreement is prior to the expiration of the City of Tucson contract. All local service agreements established in the last three years of the City of Tucson/National IPA contract shall terminate on or before the 36th month after the City of Tucson contract expiration. National IPA shall receive an administrative fee, as outlined in Attachment C, through the entire term of any local service agreement.

G. INSURANCE REQUIREMENTS

G.1. The Contractor agrees to:

A. Obtain insurance coverage of the types and amount required in this section and keep such insurance coverage in force throughout the life of this contract. All policies will contain an endorsement providing that written notice be given to the City at least ten (10) calendar days prior to termination, cancellation, or reduction in coverage in any policy.

B. The Commercial General Liability, Commercial Automobile Liability and umbrella policies where applicable will include the City as an additional insured with respect to liability arising out of the performance of this contract. Such additional insured shall be covered to the full limits of liability purchased by the Contractor, even if those limits of liability are in excess of those required by this Contract. The Contractor agrees that the insurance hereunder will be primary and that any insurance carried by the City will be excess and not contributing.

C. Provide and maintain minimum insurance limits as applicable.

G.2. Commercial General Liability

Policy shall include Bodily Injury, Property Damage, Personal Injury and Broad Form Contractual Liability:

Each Occurrence: $1,000,000

General Aggregate: $2,000,000

Products & Completed Operations Aggregate: $2,000,000

Personal and Advertising Injury: $1,000,000

Blanket Contractual Liability: $1,000,000

G.3. Commercial Automobile Liability

Policy shall include Bodily Injury and Property Damage, for any owned, Hired, and/or Non-owned vehicles used in the operation, installation and maintenance of facilities under this agreement.

Combined Single Limit: $1,000,000

G.4. Worker's Compensation (Applicable to the State of Arizona)

Per Occurrence: Statutory

Employer's Liability: $1,000,000

Disease Each Employee: $1,000,000

Disease Policy Limit: $1,000,000

*Sole Proprietor/Independent Contractor designation is given to those who desire to waive their rights for workers' compensation coverage and benefits as outlined in ARS§ 23-901 and specifically ARS §

23-961 (O). If applicable, please request the Sole Proprietor/Independent Contractor form from the Contract Officer listed in the solicitation.

G.5. Claims Made Insurance Coverage

If any or part of the required insurance is written on a claims-made basis, any policy retroactive date must precede the date of the contract and the Contractor must maintain such coverage for a period not less than three (3) years following contract expiration, termination or cancellation.

G.6. Additional Insurance Requirements

All Policies, excluding Employment Practices Liability and Professional Liability (Errors & Omissions), shall include or be endorsed to include the following provisions:

A. A waiver of subrogation endorsement in favor of the City of Tucson, for losses arising from work performed by or on behalf of the Contractor (Including Worker's Compensation).

B. The insurance afforded the contractor shall be primary insurance and that any insurance carried by the City of Tucson and its agents, officials or employees shall be excess and not contributory.

C. Coverage provided by the Contractor shall not be limited to the liability assumed under the indemnification provisions of this Contract.

G.7. Notice of Coverage Modifications

Any changes material to compliance with this contract in the insurance policies above shall require (10) days written notice from the contractor to the City of Tucson. Such notice shall be sent directly to the Procurement Division.

G.8. Acceptability of Insurers

Contractors insurance shall have an "A.M. Best" rating of not less than A-VII. The City of Tucson in no way warrants that the required minimum insurer rating is sufficient to protect the Contractor from potential insurer insolvency.

G.9. Verification of Coverage

Contractor shall furnish the City of Tucson with certificates of insurance (ACORD form or equivalent approved by the City of Tucson) as required by this Contract. The certificates for each insurance policy are to be signed by an authorized representative.

All certificates and endorsements are to be received and approved by the City of Tucson before work commences. Each insurance policy required by this Contract must be in effect at or prior to commencement of work and remain in effect for the duration of the contract and two (2) years after completion. Failure to maintain the insurance policies as required by this Contract, or to provide evidence of renewal upon the City's request, is a material breach of contract.

All certificates required by this Contract shall be sent directly to the Procurement Division.

The City of Tucson project/contract number and project description shall be noted on the certificate of insurance. The City of Tucson reserves the right to require complete copies of all insurance policies required by this Contract at any time.

G.10. Subcontractors

Contractors' certificate(s) shall include all subcontractors as insureds under its policies or Contractor shall furnish to the City of Tucson separate certificates and endorsements for each subcontractor. All coverages for subcontractors shall be subject to the minimum requirements identified above.

G.11. Exceptions

In the event the Contractor or sub-contractor(s) is/are a public entity, then the Insurance Requirements shall not apply. Such public entity shall provide a Certificate of Self- Insurance.

H. STANDARD TERMS AND CONDITIONS

H.1. ADVERTISING

Contractor shall not advertise or publish information concerning this Contract without prior written consent of the City's Business Services Director.

H.2. AFFIRMATIVE ACTION

Contractor shall abide by the provisions of the Tucson Procurement Code Chapter 28, Article XII.

H.3. AMERICANS WITH DISABILITIES ACT (ADA)

The Contractor shall comply with all applicable provisions of the Americans with Disabilities Act (Public Law 101-336, 42 U.S.C. 12101, et seq.) and applicable Federal regulations under the Act.

H.4. APPLICABLE LAW

This Contract shall be governed, and the City and Contractor shall have all remedies afforded to each, by the Tucson Procurement Code and the law of the State of Arizona. State law claims shall be brought only in Pima County Superior Court.

H.5. ASSIGNMENT-DELEGATION

No right or interest in this Contract shall be assigned by the Contractor without prior written permission of the City, and no delegation of any duty of the Contractor shall be made without prior written permission of the City's Business Services Director. The City shall not unreasonably withhold approval and shall notify the Contractor of the City's position by written notice.

H.6. CHILD/SWEAT-FREE LABOR POLICY

The Contractor shall comply with all applicable provisions of the United States Federal and State Child Labor and Worker's Right laws and agrees if called upon to affirm in writing, that they, and any subcontractor involved in the provision of goods to the City, are in compliance.

H.7. CLEAN UP

The Contractor shall at all times keep the contract area, including storage areas used by the Contractor, free from accumulation of waste material or rubbish and, prior to completion of the work, remove any rubbish from the premises and all tools, scaffolding, equipment and materials not property of the City. Upon completion of the repair, the Contractor shall leave the work and premises in clean, neat and workmanlike condition.

H.8. COMMENCEMENT OF WORK

The Contractor is cautioned not to commence any billable work or provide any material or service under this Contract until Contractor receives purchase order or is otherwise directed to do so, in writing, by the City.

H.9. CONFIDENTIALITY OF RECORDS

The Contractor shall establish and maintain procedures and controls that are acceptable to the City for the purpose of assuring that no information contained in its records or obtained from the City or from others in carrying out its functions under the Contract shall be used by or disclosed by it, its agents, officers, or employees, except as required to efficiently perform duties under the Contract. Persons requesting such information should be referred to the City. Information pertaining to individual persons shall not be divulged other than to employees or officers of Contractor as needed for the performance of duties under the Contract, unless otherwise agreed to in writing by the City.

H.10. CONTRACT AMENDMENTS

The Procurement Department has the sole authority to:

A. Amend the contract or enter into supplemental verbal or written agreements;

B. Grant time extensions or contract renewals;

C. Otherwise modify the scope or terms and provisions of the contract.

This Contract shall only be modified with the approval of the Department of Procurement. Except in the case of a documented emergency, approval must be granted prior to performance. Any contract modification not explicitly approved by the Procurement Department through a written contract amendment or change order is performed at the sole risk of the Contractor and may not be eligible for payment by the City.

H.11. CONTRACT

The Contract shall be based upon the Request for Proposal issued by the City and the Offer submitted by the Contractor in response to the Request for Proposal. The offer shall substantially conform to the terms, conditions, specifications and other requirements set forth within the text of the Request for Proposal. The City reserves the right to clarify any contractual terms with the concurrence of the Contractor; however, any substantial non-conformity in the offer, as determined by the City's Business Services Director, shall be deemed non-responsive and the offer rejected. The Contract shall contain the entire agreement between the City of Tucson and the Contractor relating to this requirement and shall prevail over any and all previous agreements, contracts, proposals, negotiations, purchase orders, or master agreements in any form.

H.12. DEFAULT IN ONE INSTALLMENT TO CONSTITUTE TOTAL BREACH

Contractor shall deliver conforming materials in each installment or lot of this Contract and may not substitute nonconforming materials. Delivery of nonconforming materials, or default of any nature, may

constitute breach of the Contract. Noncompliance may be deemed a cause for possible Contract termination.

H.13. DUPLEXED/RECYCLED PAPER

In accordance with efficient resource procurement and utilization policies adopted by the City of Tucson, the Contractor shall ensure that, whenever practicable, all printed materials produced by the Contractor in the performance of this Contract are duplexed (two-sided copies), printed on recycled paper and labeled as such.

H.14. EQUAL PAY

The Contractor shall comply with the applicable provisions of the Equal Pay Act of 1963 (Pub.L. 88-38, 29 U.S.C. section 206(d)); Title VII of the Civil Rights Act of 1964 (Pub.L. 88-352, 42 U.S.C. 2000e et.seq.; and, the Lily Ledbetter Fair Pay Act of 2009 (Pub.L. 111-2).

H.15. EXCLUSIVE POSSESSION

All services, information, computer program elements, reports and other deliverables created under this Contract are the sole property of the City of Tucson and shall not be used or released by the Contractor or any other person except with prior written permission by the City.

H.16. FEDERAL IMMIGRATION LAWS AND REGULATIONS

Contractor warrants that it complies with all Federal Immigration laws and regulations that relate to its employees and complies with A.R.S. § 23-214(A) and that it requires the same compliance of all subcontractors under this Contract. Contractor acknowledges that pursuant to A.R.S. § 41-4401 and effective September 30, 2008, a breach of this warranty is a material breach of this Contract subject to penalties up to and including termination of this Contract. The City retains the legal right to audit the records of the Contractor and inspect the papers of any employee who works for the Contractor to ensure compliance with this warranty and the Contractor shall assist in any such audit. The Contractor shall include the requirements of this paragraph in each contract with subcontractors under this Contract.

If the Contractor or subcontractor warrants that it has complied with the employment verification provisions prescribed by sections 274(a) and 274(b) of the Federal Immigration and Nationality Act and the E-verify requirements prescribed by A.R.S. § 23-214(A), the Contractor or subcontractor shall be deemed to be in compliance with this provision. The City may request proof of such compliance at any time during the term of this Contract by the Contractor and any subcontractor.

H.17. FORCE MAJEURE

Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this Contract if and to the extent that such party's performance of this Contract is prevented by reason of Force Majeure. The term "Force Majeure" means an occurrence that is beyond the control of the party affected and occurs without its fault or negligence. Force Majeure shall not include late

performance by a subcontractor unless the delay arises out of a Force Majeure occurrence in accordance with this Force Majeure term and condition.

If either party is delayed at any time in the progress of the work by Force Majeure, the delayed party shall notify the other party in writing of such delay, as soon as is practical, of the commencement thereof and shall specify the causes of such delay in such notice. Such notice shall be hand-delivered or mailed certified-return receipt and shall make a specific reference to this article, thereby invoking its provisions. The delayed party shall cause such delay to cease as soon as practicable and shall notify the other party in writing when it has done so. The time of completion shall be extended by contract modification for a period of time equal to the time that results or effects of such delay prevent the delayed party from performing in accordance with this Contract.

H.18. GRATUITIES

The City may, by written notice to the Contractor, terminate this Contract if it is found that gratuities, in the form of entertainment, gifts, meals or otherwise, were offered or given by the Contractor or any agent or representative of the Contractor, to any officer or employee of the City amending, or the making of any determinations with respect to the performing of such Contract. In the event this Contract is terminated by the City pursuant to this provision, the City shall be entitled, in addition to any other rights and remedies, to recover or withhold from the Contractor the amount of the gratuity.

H.19. HUMAN RELATIONS

Contractor shall abide by the provisions of the Tucson City Code Chapter 28, Article XII.

H.20. INDEMNIFICATION

To the fullest extent permitted by law, Contractor, its successors, assigns and guarantors, shall pay, defend, indemnify and hold harmless City of Tucson, its agents, representatives, officers, directors, officials and employees from and against all allegations, demands, proceedings, suits, actions, claims, including claims of patent or copyright infringement, damages, losses, expenses, including but not limited to, attorney fees, court costs, and the cost of appellate proceedings, and all claim adjusting and handling expense, related to, arising from or out of or resulting from any actions, acts, errors, mistakes or omissions caused in whole or part by Contractor relating to work, services and/or products provided in the performance of this Contract, including but not limited to, any Subcontractor or anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable and any injury or damages claimed by any of Contractor's and Subcontractor's employees. It is agreed that Contractor will be responsible for primary loss investigation, defense and judgment costs where this indemnification is applicable. The Contractors agrees to waive all rights of subrogation against the City of Tucson, it's agents, representatives, officers, directors, officials, employees and volunteers for losses arising from the work performed by the Contractor for the City of Tucson.

Contractor is responsible for compliance with the Patient Protection and Affordable Care Act (ACA), for its employees in accordance with 26 CFR §54. 4980H. Additionally, Contractor is responsible for all applicable IRS reporting requirements related to ACA. If Contractor or any of Contractor's employees is certified to the City as having received a premium tax credit or cost sharing reduction which contributes to or triggers an assessed penalty against the City, or Contractor fails to meet reporting

requirements pursuant to section 6056 resulting in a penalty to City, Contractor indemnifies City from and shall pay any assessed tax penalty.

H.21. INDEPENDENT CONTRACTOR

It is understood that each party shall act in its individual capacity and not as an agent, employee, partner, joint venturer, or associate of the other. An employee or agent of one party shall not be deemed or construed to be the employee or agent of the other party for any purpose.

The Contractor shall not be entitled to compensation in the form of salaries, holidays, paid vacation, sick days, or pension contributions by the City. The City of Tucson will not provide any insurance coverage to the Contractor, including Worker's Compensation coverage. The Contractor is advised that taxes, social security payments, and other withholdings shall not be withheld from a City payment issued under this Contract and that Contractor should make arrangements to directly pay such expenses. Contractor is responsible for compliance with the Affordable Care Act for Contractor and any of Contractor's employees.

H.22. INSPECTION AND ACCEPTANCE

All material or service is subject to final inspection and acceptance by the City. Material or service failing to conform to the specifications of this Contract shall be held at the Contractor's risk and may be returned to the Contractor. If returned, all costs are the responsibility of the Contractor. Noncompliance may be deemed a cause for possible Contract termination.

H.23. INTERPRETATION-PAROL EVIDENCE

This Contract is intended by the parties to be a final expression of their agreement and is intended also as a complete and exclusive statement of the terms of this agreement. No course of prior dealings between the parties and no usage of the trade shall be relevant to supplement or explain any term used in the Contract. Acceptance or consent in the course of performance under this Contract shall not be relevant to determine the meaning of this Contract even though the accepting or consenting party has knowledge of the nature of the performance and the opportunity to object.

H.24. ISREAL BOYCOTT DIVESTMENT

Acceptance of the contract warrants that the vendor is in compliance with A.R.S. § 35-393 and does not participate in a boycott of Israel as that term is defined within A.R.S. § 35-393.

H.25. LICENSES

Contractor shall maintain in current status all Federal, State, and local licenses and permits required for the operation of the business conducted by the Contractor as applicable to this Contract.

H.26. LIENS

All materials, services, and other deliverables supplied to the City under this Contract shall be free of all liens other than the security interest. Security interest shall extinguish upon full payment made by the City. Upon the City's request, the Contractor shall provide a formal release of all liens.

H.27. NO REPLACEMENT OF DEFECTIVE TENDER

Every tender of materials must fully comply with all provisions of this Contract. If a tender is made which does not fully comply, this shall conform to the termination clause set forth within this document.

H.28. NON-EXCLUSIVE CONTRACT

Any contract resulting from this solicitation shall be awarded with the understanding and agreement that it is for the sole convenience of the City of Tucson. The City reserves the right to obtain like goods or services from another source when necessary.

H.29. OVERCHARGES BY ANTITRUST VIOLATIONS

The City maintains that, in actual practice, overcharges resulting from antitrust violations are borne by the purchaser. Therefore, to the extent permitted by law, the Contractor hereby assigns to the City any and all claims for such overcharges as to the materials or services used to fulfill the Contract.

H.30. PAYMENT

The City's preferred method of payment is via credit card. The City will issue a Purchase Order and, in some cases, either provide a credit card for payment at the time of ordering or pay subsequent invoices by credit card upon receipt of goods or services in good order. However, not all City employees will possess a credit card and, therefore, the City reserves the right to make payment by check as it deems necessary.

Unless payment is made by credit card at time of order or point of sale, a separate invoice shall be issued for each shipment of material or service performed, and no payment shall be issued prior to receipt of material or service and correct invoice. The invoice shall not be dated prior to the receipt of goods or completion of services.

The City shall make every effort to process payment for the purchase of materials or services within twenty-one (21) calendar days after receipt of materials or services and a correct invoice.

The Contractor's payment terms shall apply to all purchases and to all payment methods.

H.31. PROTECTION OF GOVERNMENT PROPERTY

The Contractor shall use reasonable care to avoid damaging existing buildings, equipment, and vegetation (such as trees, shrubs, and grass) on City property. If the Contractor fails to do so and damages such property, the Contractor shall replace or repair the damage at no expense to the City, as determined and approved by the City's Business Services Director. If the Contractor fails or refuses to make such repair or replacement, the City will determine a cost and the Contractor shall be liable for the cost thereof, which may be deducted from the Contract price.

H.32. PROVISIONS REQUIRED BY LAW

Each and every provision of law and any clause required by law to be in the Contract shall be read and enforced as though it were included herein, and if through mistake or otherwise any such provision is not inserted, or is not correctly inserted, then upon the application of either party the Contract shall be amended to make such insertion or correction.

H.33. RECORDS

Internal control over all financial transactions related to this Contract shall be in accordance with sound fiscal policies. Contractor shall maintain books, records, documents, and other evidence directly pertinent to the performance of the Work under this Contract in accordance with generally accepted accounting principles and practices consistently applied and other applicable local, state or federal regulations.

Contractor shall, at all times during the term of this Contract and for a period of three years after the completion of this Contract, maintain such records, together with such supporting or underlying documents and materials.

Contractor shall ensure City has these rights with Contractor's employees, agents, assigns, successors, and subcontractors, and the obligations of these rights shall be explicitly included in any subcontracts or agreements formed between the Contractor and any subcontractors to the extent that those subcontracts or agreements relate to fulfillment of the Contractor's obligations to City.

H.34. RIGHT TO ASSURANCE

Whenever one party to this Contract has reason to question, in good faith, the other party's intent to perform, the former party may demand that the other party give a written assurance of this intent to perform. In the event that a demand is made and no written assurance is given within five (5) days, the demanding party may treat this failure as the other party's intent not to perform and as a cause for possible Contract termination.

H.35. RIGHT TO AUDIT

The City and its authorized representatives shall have the right, upon reasonable written notice to Contractor, to cause an audit to be made of the Contractor's books and records which relate to its operations under this Contract. The audit shall be limited to the term of this Contract. The City shall have the right to examine and to make copies of or extracts from all financial and related records (in whatever form they may be kept, whether written, electronic, or other) relating to or pertaining to this Contract kept by or under the control of the Contractor, including, but not limited to those kept by the Contractor, its employees, agents, assigns, successors and subcontractors. Such records shall include, but not be limited to, accounting records, subcontractor records, payment vouchers and invoices.

The Contractor shall at any time requested by City, whether during or after completion of this Contract, and at Contractor's own expense make such records available for inspection and audit (including copies and extracts of records as required) by City. Such records shall be made available to City during normal business hours at the Contractor's office, place of business, an agreed to location, mailed or provided electronically.

If, as a result of such audit, the Contractor is liable to the City for the payment of any sum, Contractor shall promptly pay such sum to the City together with interest thereon at the rate of one percent (1%) per month from the date such sums should have been paid. Payment shall be made within 90 days from presentation of City's findings to Contractor.

If the audit discovers substantive findings related to fraud, misrepresentation, or non-performance, City may recoup the costs of the audit work from the Contractor. The City's rights under this provision shall survive the expiration or termination of the Contract

H.36. RIGHT TO INSPECT

The City may, at reasonable times, and at the City's expense, inspect the place of business of a Contractor or subcontractor which is related to the performance of any Contract as awarded or to be awarded.

H.37. RIGHTS AND REMEDIES

No provision in this document or in the Contractor's proposal shall be construed, expressly or by implication, as a waiver by either party of any existing or future right and/or remedy available by law in the event of any claim, default or breach of contract. The failure of either party to insist upon the strict performance of any term or condition of the Contract, to exercise or delay the exercise of any right or remedy provided in the Contract or by law, or to accept materials or services required by this Contract or by law shall not be deemed a waiver of any right of either party to insist upon the strict performance of the Contract.

H.38. SEVERABILITY

The provisions of this Contract are severable to the extent that any provision or application held to be invalid shall not affect any other provision or application of the Contract which may remain in effect without the valid provision or application.

H.39. SHIPMENT UNDER RESERVATION

No tender of a bill of lading shall operate as a tender of the materials. Non-compliance shall conform to the termination clause set forth within this document.

H.40. SUBCONTRACTS

No subcontract shall be entered into by the Contractor with any other party to furnish any of the material/service specified herein without the advance written approval of the City's Business Services Director. All subcontracts shall comply with Federal and State laws and regulations which are applicable to the services covered by the subcontract and shall include all the terms and conditions set forth herein which shall apply with equal force to the subcontract, as if the subcontractor were the Contractor referred to herein. The Contractor is responsible for contract performance whether or not subcontractors are used

H.41. SUBSEQUENT EMPLOYMENT

The City may terminate this Contract without penalty or further obligation pursuant to A.R.S. Section 38-511 if any person significantly involved in initiating, negotiating, securing, drafting, or creating the Contract, on behalf of the City, is or becomes, at any time while the Contract or any extension of the Contract is in effect, an employee of, or a contractor to, any other party to this Contract with respect to the subject matter of the Contract. Termination shall be effective when written notice from the City's Business Services Director is received by the parties to this Contract, unless the notice specifies a later time.

H.42. TERMINATION OF CONTRACT

This Contract may be terminated at any time by mutual written consent, or by the City, with or without cause, upon giving thirty (30) days written notice. The City, at its convenience, by written notice, may terminate this Contract, in whole or in part. If this Contract is terminated, the City shall be liable only for payment under the payment provisions of this Contract for services rendered and accepted material received by the City before the effective date of termination.

The City reserves the right to terminate the whole or any part of this Contract due to the failure of the Contractor to carry out any term or condition of the Contract. The City will issue a written ten (10) day notice of default to the Contractor for acting or failing to act as specified in any of the following:

- In the opinion of the City, the Contractor provides personnel that do not meet the requirements of the Contract;
- In the opinion of the City, the Contractor fails to perform adequately the stipulations, conditions or services/specifications required in this Contract;
- In the opinion of the City, the Contractor attempts to impose personnel, materials, products or workmanship of an unacceptable quality;
  The Contractor fails to furnish the required service and/or product within the time stipulated in the Contract;
- In the opinion of the City, the Contractor fails to make progress in the performance of the requirements of the Contract;
- The Contractor gives the City a positive indication that the Contractor will not or cannot perform to the requirements of the Contract.

Each payment obligation of the City created by this Contract is conditioned upon the availability of City, State and Federal funds that are appropriated or allocated for the payment of such an obligation. If funds are not allocated by the City and available for the continued purchase of the services and/or materials provided under this Contract, this Contract may be terminated by the City at the end of the period for which funds are available. The City will endeavor to notify the Contractor in the event that continued service will or may be affected by non-appropriation. No penalty shall accrue to the City in the event this provision is exercised, and the City shall not be obligated or liable for any future payments due or for any damages as a result of termination under this paragraph.

H.43. TITLE AND RISK OF LOSS

The title and risk of loss of material or service shall not pass to the City until the City actually receives the material or service at the point of delivery, unless otherwise provided within this Contract.

H.44. WARRANTIES

Contractor warrants that all material or service delivered under this Contract shall conform to the specifications of this Contract. Mere receipt of shipment of the material or service specified and any inspection incidental thereto by the City shall not alter or affect the obligations of the Contractor or the rights of the City under the foregoing warranties. Additional warranty requirements may be set forth in this document.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

OFFER AND ACCEPTANCE

OFFER

TO THE CITY OF TUCSON:
The Undersigned hereby offers and shall furnish the material or service in compliance with all terms, scope of work, conditions, specifications, and amendments in the Request for Proposal which is incorporated by reference as if fully set forth herein.

Cintas Corporation No.2
Company Name

23345 N 23rd Ave Suite 170
Address

Phoenix AZ 85027
City State Zip

Signature of Person Authorized to Sign

Printed Name

Major Account Manager-Government
Title

For clarification of this offer, contact:

Name: Brett Herzog

Title: Major Account Manager-Government

Phone: (949) 910-1718

Fax:

E-mail: HerzogB2@cintas.com

ACCEPTANCE OF OFFER

The Offer is hereby accepted. The Contractor is now bound to sell the materials or services specified in the Contract. This Contract shall be referred to as Contract No. _____.

CITY OF TUCSON, a municipal corporation

Approved as to form:

This _____ day of _____ 20_____

As Tucson City Attorney and not personally personally

Awarded:

This _____ day of _____ 20_____

As Director of Business Services and not

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

ATTACHMENTS

Attachment A – Performance Standards
Attachment B – Rental of uniforms, floor mats, mops and towels Pricing Workbook (Excel)
Attachment C – OMNIA Partners Documents

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

ATTACHMENT A

PERFORMANCE STANDARDS

Performance Standards	$$ at Risk
DELIVERY TIME	
1) Uniform Delivery Time- Uniforms shall be picked up and delivered based upon the hours requested by each individual department. The contract representative will contact the Contractor to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of uniform pick-up and delivery, a signed inventory sheet must be given to a designated City representative, listing the number and type of uniforms picked up and the number and type of uniforms delivered by either the employee's name or by an employee identification number provided by the Contractor.	
2) Uniform Delivery Time- At the time of uniform pick-up and delivery, a signed inventory sheet must be given to a designated City representative, listing the number and type of uniforms picked up and the number and type of uniforms delivered by either the employee's name or by an employee identification number provided by the Contractor.	
3) Uniform Delivery Time- Contractor's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item of clothing picked up and each item of clothing delivered.	
4) Floor mats, Mop, and Towels Delivery Time- Items shall be picked up and delivered based upon the hours requested by each individual department. The contract representative will contact the Contractor to develop an acceptable delivery schedule for each site prior to the contract start date. Deliveries shall be made on the same day every week at each location. At the time of pick-up and delivery, a signed inventory sheet must be given to a designated City representative when available, listing the number and type of items picked up and the number and type of items delivered by either the employee name or by an employee identification number provided by the Contractor. If a City representative is not available, the inventory sheet must be left in a secure location provided to the contractor.	
5) Floor mats, Mop, and Towels Delivery Time- Contractor's delivery/pick-up personnel are required to leave a receipt at each facility that details a count of each item picked up and each item delivered.	
6) Floor mats, Mop, and Towels Delivery Time- In the event the pick-up day or time must be changed, the City will notify the Contractor in advance. The Contractor shall notify the City or designated representative at least one (1) day in advance for changes in the designated delivery hours.	

2345 N. 22nd Ave. Suite 170
Hollywood, FL 33020

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

ATTACHMENT C

OMNIA® PARTNERS

Requirements for National Cooperative Contract To Be Administered by OMNIA Partners

The following documents are used in evaluating and administering national cooperative contracts and are included for Supplier's review and response.

Exhibit A – Response for National Cooperative Contract

Exhibit B – Administration Agreement, Example

Exhibit C – Master Intergovernmental Cooperative Purchasing Agreement, Example

Exhibit D – Principal Procurement Agency Certificate, Example

Exhibit E – Contract Sales Reporting Template

Exhibit F – Federal Funds Certifications

Exhibit G – New Jersey Business Compliance

Exhibit H – Advertising Compliance Requirement

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit A
Response for National Cooperative Contract

1.0 Scope of National Cooperative Contract

Capitalized terms not otherwise defined herein shall have the meanings given to them in the Master Agreement or in the Administration Agreement between Supplier and OMNIA Partners.

1.1 Requirement

The City of Tucson (hereinafter defined and referred to as "Principal Procurement Agency"), on behalf of itself and the National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector ("OMNIA Partners"), is requesting proposals for Rental of Uniforms, Floor Mats, Mops and Towels and Related Services. The intent of this Request for Proposal is any contract between Principal Procurement Agency and Supplier resulting from this Request for Proposal ("Master Agreement") be made available to other public agencies nationally, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit ("Public Agencies"), through OMNIA Partners' cooperative purchasing program. The Principal Procurement Agency has executed a Principal Procurement Agency Certificate with OMNIA Partners, an example of which is included as Exhibit D, and has agreed to pursue the Master Agreement. Use of the Master Agreement by any Public Agency is preceded by their registration with OMNIA Partners as a Participating Public Agency in OMNIA Partners' cooperative purchasing program. Registration with OMNIA Partners as a Participating Public Agency is accomplished by Public Agencies entering into a Master Intergovernmental Cooperative Purchasing Agreement, an example of which is attached as Exhibit C, and by using the Master Agreement, any such Participating Public Agency agrees that it is registered with OMNIA Partners, whether pursuant to the terms of the Master Intergovernmental Purchasing Cooperative Agreement or as otherwise agreed to. The terms and pricing established in the resulting Master Agreement between the Supplier and the Principal Procurement Agency will be the same as that available to Participating Public Agencies through OMNIA Partners.

All transactions, purchase orders, invoices, payments etc., will occur directly between the Supplier and each Participating Public Agency individually, and neither OMNIA Partners, any Principal Procurement Agency nor any Participating Public Agency, including their respective agents, directors, employees or representatives, shall be liable to Supplier for any acts, liabilities, damages, etc., incurred by any other Participating Public Agency. Supplier is responsible for knowing the tax laws in each state.

This Exhibit A defines the expectations for qualifying Suppliers based on OMNIA Partners' requirements to market the resulting Master Agreement nationally to Public Agencies. Each section in this Exhibit A refers to the capabilities, requirements, obligations, and prohibitions of competing Suppliers on a national level in order to serve Participating Public Agencies through OMNIA Partners.

These requirements are incorporated into and are considered an integral part of this RFP. OMNIA Partners reserves the right to determine whether to make the Master Agreement awarded by the Principal Procurement Agency available to Participating Public Agencies, in its sole and absolute discretion, and any party submitting a response to this RFP acknowledges that any award by the Principal Procurement Agency does not obligate OMNIA Partners to make the Master Agreement available to Participating Procurement Agencies.

1.2 Marketing, Sales and Administrative Support

During the term of the Master Agreement OMNIA Partners intends to provide marketing, sales, partnership development and administrative support for Supplier pursuant to this section that directly promotes the Supplier's products and services to Participating Public Agencies through multiple channels, each designed to promote specific products and services to Public Agencies on a national basis.

OMNIA Partners will assign the Supplier a Director of Partner Development who will serve as the main point of contact for the Supplier and will be responsible for managing the overall relationship between the Supplier and OMNIA Partners. The Director of Partner Development will work with the Supplier to develop a comprehensive strategy to promote the Master Agreement and will connect the Supplier with appropriate stakeholders within OMNIA Partners including, Sales, Marketing, Contracting, Training, and Operations & Support.

The OMNIA Partners marketing team will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through channels that may include:

A. Marketing collateral (print, electronic, email, presentations)

B. Website

C. Trade shows/conferences/meetings

D. Advertising

E. Social Media

The OMNIA Partners sales teams will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through initiatives that may include:

A. Individual sales calls

B. Joint sales calls

C. Communications/customer service

D. Training sessions for Public Agency teams

E. Training sessions for Supplier teams

The OMNIA Partners contracting teams will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through:

A. Serving as the subject matter expert for questions regarding joint powers authority and state statutes and regulations for cooperative purchasing
B. Training sessions for Public Agency teams
C. Training sessions for Supplier teams
D. Regular business reviews to monitor program success
E. General contract administration

Suppliers are required to pay an Administrative Fee of 3% of the greater of the Contract Sales under the Master Agreement and Guaranteed Contract Sales under this Request for Proposal. Supplier will be required to execute the OMNIA Partners Administration Agreement (Exhibit B).

1.3 Estimated Volume

The dollar volume purchased under the Master Agreement is estimated to be approximately $50M annually. While no minimum volume is guaranteed to Supplier, the estimated annual volume is projected based on the current annual volumes among the Principal Procurement Agency, other Participating Public Agencies that are anticipated to utilize the resulting Master Agreement to be made available to them through OMNIA Partners, and volume growth into other Public Agencies through a coordinated marketing approach between Supplier and OMNIA Partners.

1.4 Award Basis

The basis of any contract award resulting from this RFP made by Principal Procurement Agency will, at OMNIA Partners' option, be the basis of award on a national level through OMNIA Partners. If multiple Suppliers are awarded by Principal Procurement Agency under the Master Agreement, those same Suppliers will be required to extend the Master Agreement to Participating Public Agencies through OMNIA Partners. Utilization of the Master Agreement by Participating Public Agencies will be at the discretion of the individual Participating Public Agency. Certain terms of the Master Agreement specifically applicable to the Principal Procurement Agency (e.g., governing law) are subject to modification for each Participating Public Agency as Supplier and such Participating Public Agency may agree without being in conflict with the Master Agreement as a condition of the Participating Agency's purchase and not a modification of the Master Agreement applicable to all Participating Agencies. Participating Agencies may request to enter into a separate supplemental agreement to further define the level of service requirements over and above the minimum defined in the Master Agreement (e.g., governing law, invoice requirements, order requirements, specialized delivery, diversity requirements such as minority and woman owned businesses, historically underutilized business, etc.) ("Supplemental Agreement"). It shall be the responsibility of the Supplier to comply, when applicable, with the prevailing wage

legislation in effect in the jurisdiction of the Participating Agency. It shall further be the responsibility of the Supplier to monitor the prevailing wage rates as established by the appropriate department of labor for any increase in rates during the term of the Master Agreement and adjust wage rates accordingly. In instances where supplemental terms and conditions create additional risk and cost for Supplier, Supplier and Participating Public Agency may negotiate additional pricing above and beyond the stated contract not-to-exceed pricing so long as the added price is commensurate with the additional cost incurred by the Supplier. Any supplemental agreement developed as a result of the Master Agreement is exclusively between the Participating Agency and the Supplier (Contract Sales are reported to OMNIA Partners).

All signed Supplemental Agreements and purchase orders issued and accepted by the Supplier may survive expiration or termination of the Master Agreement. Participating Agencies' purchase orders may exceed the term of the Master Agreement if the purchase order is issued prior to the expiration of the Master Agreement. Supplier is responsible for reporting all sales and paying the applicable Administrative Fee for sales that use the Master Agreement as the basis for the purchase order, even though Master Agreement may have expired.

1.5 Objectives of Cooperative Program

This RFP is intended to achieve the following objectives regarding availability through OMNIA Partners' cooperative program:

A. Provide a comprehensive competitively solicited and awarded national agreement offering the Products covered by this solicitation to Participating Public Agencies;

B. Establish the Master Agreement as the Supplier's primary go to market strategy to Public Agencies nationwide;

C. Achieve cost savings for Supplier and Public Agencies through a single solicitation process that will reduce the Supplier's need to respond to multiple solicitations and Public Agencies need to conduct their own solicitation process;

D. Combine the aggregate purchasing volumes of Participating Public Agencies to achieve cost effective pricing.

2.0 REPRESENTATIONS AND COVENANTS

As a condition to Supplier entering into the Master Agreement, which would be available to all Public Agencies, Supplier must make certain representations, warranties and covenants to both the Principal Procurement Agency and OMNIA Partners designed to ensure the success of the Master Agreement for all Participating Public Agencies as well as the Supplier.

2.1 Corporate Commitment

Supplier commits that (1) the Master Agreement has received all necessary corporate authorizations and support of the Supplier's executive management, (2) the Master Agreement is Supplier's primary "go to market" strategy for Public Agencies, (3) the Master Agreement will be promoted to all Public Agencies, including any existing

customers, and Supplier will transition existing customers, upon their request, to the Master Agreement, and (4) that the Supplier has read and agrees to the terms and conditions of the Administration Agreement with OMNIA Partners and will execute such agreement concurrent with and as a condition of its execution of the Master Agreement with the Principal Procurement Agency. Supplier will identify an executive corporate sponsor and a separate national account manager within the RFP response that will be responsible for the overall management of the Master Agreement.

2.2 Pricing Commitment

Supplier commits the not-to-exceed pricing provided under the Master Agreement pricing is its lowest available (net to buyer) to Public Agencies nationwide and further commits that if a Participating Public Agency is eligible for lower pricing through a national, state, regional or local or cooperative contract, the Supplier will match such lower pricing to that Participating Public Agency under the Master Agreement.

2.3 Sales Commitment

Supplier commits to aggressively market the Master Agreement as its go to market strategy in this defined sector and that its sales force will be trained, engaged and committed to offering the Master Agreement to Public Agencies through OMNIA Partners nationwide. Supplier commits that all Master Agreement sales will be accurately and timely reported to OMNIA Partners in accordance with the OMNIA Partners Administration Agreement. Supplier also commits its sales force will be compensated, including sales incentives, for sales to Public Agencies under the Master Agreement in a consistent or better manner compared to sales to Public Agencies if the Supplier were not awarded the Master Agreement.

3.0 SUPPLIER RESPONSE

Supplier must supply the following information for the Principal Procurement Agency to determine Supplier's qualifications to extend the resulting Master Agreement to Participating Public Agencies through OMNIA Partners.

3.1 Company

A. Brief history and description of Supplier to include experience providing similar products and services.

B. Total number and location of salespersons employed by Supplier.

C. Number and location of support centers (if applicable) and location of corporate office.

D. Annual sales for the three previous fiscal years.

   a. Submit FEIN and Dunn & Bradstreet report.

E. Describe any green or environmental initiatives or policies.

F. Describe any diversity programs or partners supplier does business with and how Participating Agencies may use diverse partners through the Master Agreement. Indicate how, if at all, pricing changes when using the diversity program. If there

are any diversity programs, provide a list of diversity alliances and a copy of their certifications.

G. Indicate if supplier holds any of the below certifications in any classified areas and include proof of such certification in the response:

a. Minority Women Business Enterprise

☐ Yes ☑ No

If yes, list certifying agency: _____

b. Small Business Enterprise (SBE) or Disadvantaged Business Enterprise (DBE)

☐ Yes ☑ No

If yes, list certifying agency: _____

c. Historically Underutilized Business (HUB)

☐ Yes ☑ No

If yes, list certifying agency: _____

d. Historically Underutilized Business Zone Enterprise (HUBZone)

☐ Yes ☑ No

If yes, list certifying agency: _____

e. Other recognized diversity certificate holder

☐ Yes ☑ No

If yes, list certifying agency: _____

H. List any relationships with subcontractors or affiliates intended to be used when providing services and identify if subcontractors meet minority-owned standards. If any, list which certifications subcontractors hold and certifying agency.

I. Describe how supplier differentiates itself from its competitors.

J. Describe any present or past litigation, bankruptcy or reorganization involving supplier.

K. Felony Conviction Notice: Indicate if the supplier

a. is a publicly held corporation and this reporting requirement is not applicable;

b. is not owned or operated by anyone who has been convicted of a felony; or

c. is owned or operated by and individual(s) who has been convicted of a felony and provide the names and convictions.

L. Describe any debarment or suspension actions taken against supplier

3.2 Distribution, Logistics

A. Each offeror awarded an item under this solicitation may offer their complete product and service offering/a balance of line. Describe the full line of products and services offered by supplier.

B. Describe how supplier proposes to distribute the products/service nationwide. Include any states where products and services will not be offered under the Master Agreement, including U.S. Territories and Outlying Areas.

C. Describe how Participating Agencies are ensured they will receive the Master Agreement pricing; include all distribution channels such as direct ordering, retail or in-store locations, through distributors, etc. Describe how Participating Agencies verify and audit pricing to ensure its compliance with the Master Agreement.

D. Identify all other companies that will be involved in processing, handling or shipping the products/service to the end user.

E. Provide the number, size and location of Supplier's distribution facilities, warehouses and retail network as applicable.

3.3 Marketing and Sales

A. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to immediately implement the Master Agreement as supplier's primary go to market strategy for Public Agencies to supplier's teams nationwide, to include, but not limited to:

i. Executive leadership endorsement and sponsorship of the award as the public sector go-to-market strategy within first 10 days

ii. Training and education of Supplier's national sales force with participation from the Supplier's executive leadership, along with the OMNIA Partners team within first 90 days

B. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to market the Master Agreement to current Participating Public Agencies, existing Public Agency customers of Supplier, as well as to prospective Public Agencies nationwide immediately upon award, to include, but not limited to:

i. Creation and distribution of a co-branded press release to trade publications

ii. Announcement, Master Agreement details and contact information published on the Supplier's website within first 90 days

iii. Design, publication and distribution of co-branded marketing materials within first 90 days

iv. Commitment to attendance and participation with OMNIA Partners at national (i.e. NIGP Annual Forum, NPI Conference, etc.), regional (i.e. Regional NIGP Chapter Meetings, Regional Cooperative Summits, etc.) and supplier-specific trade shows, conferences and meetings throughout the term of the Master Agreement

v. Commitment to attend, exhibit and participate at the NIGP Annual Forum in an area reserved by OMNIA Partners for partner suppliers. Booth space

will be purchased and staffed by Supplier. In addition, Supplier commits to provide reasonable assistance to the overall promotion and marketing efforts for the NIGP Annual Forum, as directed by OMNIA Partners.

vi. Design and publication of national and regional advertising in trade publications throughout the term of the Master Agreement

vii. Ongoing marketing and promotion of the Master Agreement throughout its term (case studies, collateral pieces, presentations, promotions, etc.)

viii. Dedicated OMNIA Partners internet web-based homepage on Supplier's website with:

- OMNIA Partners standard logo;
- Copy of original Request for Proposal;
- Copy of Master Agreement and amendments between Principal Procurement Agency and Supplier;
- Summary of Products and pricing;
- Marketing Materials
- Electronic link to OMNIA Partners' website including the online registration page;
- A dedicated toll-free number and email address for OMNIA Partners

C. Describe how Supplier will transition any existing Public Agency customers' accounts to the Master Agreement available nationally through OMNIA Partners. Include a list of current cooperative contracts (regional and national) Supplier holds and describe how the Master Agreement will be positioned among the other cooperative agreements.

D. Acknowledge Supplier agrees to provide its logo(s) to OMNIA Partners and agrees to provide permission for reproduction of such logo in marketing communications and promotions. Acknowledge that use of OMNIA Partners logo will require permission for reproduction, as well.

E. Confirm Supplier will be proactive in direct sales of Supplier's goods and services to Public Agencies nationwide and the timely follow up to leads established by OMNIA Partners. All sales materials are to use the OMNIA Partners logo. At a minimum, the Supplier's sales initiatives should communicate:

i. Master Agreement was competitively solicited and publicly awarded by a Principal Procurement Agency

ii. Best government pricing

iii. No cost to participate

iv. Non-exclusive

F. Confirm Supplier will train its national sales force on the Master Agreement. At a minimum, sales training should include:

i. Key features of Master Agreement
ii. Working knowledge of the solicitation process
iii. Awareness of the range of Public Agencies that can utilize the Master Agreement through OMNIA Partners
iv. Knowledge of benefits of the use of cooperative contracts

G. Provide the name, title, email and phone number for the person(s), who will be responsible for:

i. Executive Support
ii. Marketing
iii. Sales
iv. Sales Support
v. Financial Reporting
vi. Accounts Payable
vii. Contracts

H. Describe in detail how Supplier's national sales force is structured, including contact information for the highest-level executive in charge of the sales team.

I. Explain in detail how the sales teams will work with the OMNIA Partners team to implement, grow and service the national program.

I. Explain in detail how Supplier will manage the overall national program throughout the term of the Master Agreement, including ongoing coordination of marketing and sales efforts, timely new Participating Public Agency account set-up, timely contract administration, etc.

J. State the amount of Supplier's Public Agency sales for the previous fiscal year. Provide a list of Supplier's top 10 Public Agency customers, the total purchases for each for the previous fiscal year along with a key contact for each.

K. Describe Supplier's information systems capabilities and limitations regarding order management through receipt of payment, including description of multiple platforms that may be used for any of these functions.

L. Provide the Contract Sales (as defined in Section 12 of the OMNIA Partners Administration Agreement) that Supplier will guarantee each year under the Master Agreement for the initial three years of the Master Agreement ("Guaranteed Contract Sales").

$_____.00 in year one
$_____.00 in year two
$_____.00 in year three

To the extent Supplier guarantees minimum Contract Sales, the Administrative Fee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

M. Even though it is anticipated many Public Agencies will be able to utilize the Master Agreement without further formal solicitation, there may be circumstances where Public Agencies will issue their own solicitations. The following options are available when responding to a solicitation for Products covered under the Master Agreement.

i. Respond with Master Agreement pricing (Contract Sales reported to OMNIA Partners).

ii. If competitive conditions require pricing lower than the standard Master Agreement not-to-exceed pricing, Supplier may respond with lower pricing through the Master Agreement. If Supplier is awarded the contract, the sales are reported as Contract Sales to OMNIA Partners under the Master Agreement.

iii. Respond with pricing higher than Master Agreement only in the unlikely event that the Public Agency refuses to utilize Master Agreement (Contract Sales are not reported to OMNIA Partners).

iv. If alternative or multiple proposals are permitted, respond with pricing higher than Master Agreement, and include Master Agreement as the alternate or additional proposal.

Detail Supplier's strategies under these options when responding to a solicitation.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit B
Administration Agreement, Example

ADMINISTRATION AGREEMENT

THIS ADMINISTRATION AGREEMENT (this "**Agreement**") is made this ___ day of _____ 20__, between National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector ("**OMNIA Partners**"), and _____ ("**Supplier**").

RECITALS

WHEREAS, the _____ (the "**Principal Procurement Agency**") has entered into a Master Agreement effective _____, Agreement No_____, by and between the Principal Procurement Agency and Supplier, (as may be amended from time to time in accordance with the terms thereof, the "**Master Agreement**"), as attached hereto as Exhibit A and incorporated herein by reference as though fully set forth herein, for the purchase of _____ (the "**Product**");

WHEREAS, said Master Agreement provides that any or all public agencies, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit (collectively, "**Public Agencies**"), that register (either via registration on the OMNIA Partners website or execution of a Master Intergovernmental Cooperative Purchasing Agreement, attached hereto as Exhibit B) (each, hereinafter referred to as a "**Participating Public Agency**") may purchase Product at prices stated in the Master Agreement;

WHEREAS, Participating Public Agencies may access the Master Agreement which is offered through OMNIA Partners to Public Agencies;

WHEREAS, OMNIA Partners serves as the cooperative contract administrator of the Master Agreement on behalf of Principal Procurement Agency;

WHEREAS, Principal Procurement Agency desires OMNIA Partners to proceed with administration of the Master Agreement; and

WHEREAS, OMNIA Partners and Supplier desire to enter into this Agreement to make available the Master Agreement to Participating Public Agencies and to set forth certain terms and conditions governing the relationship between OMNIA Partners and Supplier.

NOW, THEREFORE, in consideration of the payments to be made hereunder and the mutual covenants contained in this Agreement, OMNIA Partners and Supplier hereby agree as follows:

DEFINITIONS

1. Capitalized terms used in this Agreement and not otherwise defined herein shall have the meanings given to them in the Master Agreement.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

TERMS AND CONDITIONS

2. The Master Agreement and the terms and conditions contained therein shall apply to this Agreement except as expressly changed or modified by this Agreement. Supplier acknowledges and agrees that the covenants and agreements of Supplier set forth in the solicitation and Supplier's response thereto resulting in the Master Agreement are incorporated herein and are an integral part hereof.

3. OMNIA Partners shall be afforded all of the rights, privileges and indemnifications afforded to Principal Procurement Agency by or from Supplier under the Master Agreement, and such rights, privileges and indemnifications shall accrue and apply with equal effect to OMNIA Partners, its agents, employees, directors, and representatives under this Agreement including, but not limited to, Supplier's obligation to obtain appropriate insurance.

4. OMNIA Partners shall perform all of its duties, responsibilities and obligations as the cooperative contract administrator of the Master Agreement on behalf of Principal Procurement Agency as set forth herein, and Supplier hereby acknowledges and agrees that all duties, responsibilities and obligations will be undertaken by OMNIA Partners solely in its capacity as the cooperative contract administrator under the Master Agreement.

5. With respect to any purchases by Principal Procurement Agency or any Participating Public Agency pursuant to the Master Agreement, OMNIA Partners shall not be: (i) construed as a dealer, re-marketer, representative, partner or agent of any type of the Supplier, Principal Procurement Agency or any Participating Public Agency; (ii) obligated, liable or responsible for any order for Product made by Principal Procurement Agency or any Participating Public Agency or any employee thereof under the Master Agreement or for any payment required to be made with respect to such order for Product; and (iii) obligated, liable or responsible for any failure by Principal Procurement Agency or any Participating Public Agency to comply with procedures or requirements of applicable law or the Master Agreement or to obtain the due authorization and approval necessary to purchase under the Master Agreement. OMNIA Partners makes no representation or guaranty with respect to any minimum purchases by Principal Procurement Agency or any Participating Public Agency or any employee thereof under this Agreement or the Master Agreement.

6. OMNIA Partners shall not be responsible for Supplier's performance under the Master Agreement, and Supplier shall hold OMNIA Partners harmless from any liability that may arise from the acts or omissions of Supplier in connection with the Master Agreement.

7. Supplier acknowledges that, in connection with its access to OMNIA Partners confidential information and/or supply of data to OMNIA Partners, it has complied with and shall continue to comply with all laws, regulations and standards that may apply to Supplier, including, without limitation: (a) United States federal and state information security and privacy statutes, regulations and/or best practices, including, without limitation, the Gramm-Leach-Bliley Act, the Massachusetts Data Security Regulations (201 C.M.R. 17.00 et. seq.), the Nevada encryption statute (N.R.S. § 603A), the California data security law (Cal. Civil Code § 1798.80 et. seq.) and California Consumer Privacy Act (Cal. Civil Code § 1798.100 et. seq.); and (b) applicable industry and regulatory standards and best practices (collectively, "**Data Regulations**").

With regard to Personal Information that Supplier collects, receives, or otherwise processes under the Agreement or otherwise in connection with performance of the Agreement, Supplier agrees that it will not: (i) sell, rent, release, disclose, disseminate, make available, transfer, or otherwise

communicate orally, in writing, or by electronic or other means, such Personal Information to another business or third party for monetary or other valuable consideration; or (ii) retain, use, or disclose such Personal Information outside of the direct business relationship between Supplier and OMNIA Partners or for any purpose other than for the specific purpose of performance of the Agreement, including retaining, using, or disclosing such Personal Information for a commercial purpose other than for performance of the Agreement. By entering into the Agreement, Supplier certifies that it understands the specific restrictions contained in this Section 7 and will comply with them. For purposes hereof, "**Personal Information**" means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household, and includes the specific elements of "personal information" as defined under Data Regulations, as defined herein. Supplier will reasonably assist OMNIA Partners in timely responding to any third party "request to know" or "request to delete" (as defined pursuant to Data Regulations) and will promptly provide OMNIA Partners with information reasonably necessary for OMNIA Partners to respond to such requests. Where Supplier collects Personal Information directly from Public Agencies or others on OMNIA Partners' behalf, Supplier will maintain records and the means necessary to enable OMNIA Partners to respond to such requests to know and requests to delete.

8. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, OMNIA PARTNERS EXPRESSLY DISCLAIMS ALL EXPRESS OR IMPLIED REPRESENTATIONS AND WARRANTIES REGARDING OMNIA PARTNERS' PERFORMANCE AS A CONTRACT ADMINISTRATOR OF THE MASTER AGREEMENT. OMNIA PARTNERS SHALL NOT BE LIABLE IN ANY WAY FOR ANY SPECIAL, INCIDENTAL, INDIRECT, CONSEQUENTIAL, EXEMPLARY, PUNITIVE, OR RELIANCE DAMAGES, EVEN IF OMNIA PARTNERS IS ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

TERM OF AGREEMENT; TERMINATION

9. This Agreement shall be in effect so long as the Master Agreement remains in effect, provided, however, that the provisions of Sections 3 – 8 and 11 – 22, hereof and the indemnifications afforded by the Supplier to OMNIA Partners in the Master Agreement, to the extent such provisions survive any expiration or termination of the Master Agreement, shall survive the expiration or termination of this Agreement.

NATIONAL PROMOTION

10. OMNIA Partners and Supplier shall publicize and promote the availability of the Master Agreement's products and services to Public Agencies and such agencies' employees. Supplier shall require each Public Agency to register its participation in the OMNIA Partners program by either registering on the OMNIA Partners website (www.omniapartners.com/publicsector) or executing a Master Intergovernmental Cooperative Purchasing Agreement prior to processing the Participating Public Agency's first sales order. Upon request, Supplier shall make available to interested Public Agencies a copy of the Master Agreement and such price lists or quotes as may be necessary for such Public Agencies to evaluate potential purchases.

11. Supplier shall provide such marketing and administrative support as set forth in the solicitation resulting in the Master Agreement, including assisting in development of marketing materials as reasonably requested by Principal Procurement Agency and OMNIA Partners. Supplier shall be responsible for obtaining permission or license of use and payment of any license fees for all content and images Supplier provides to OMNIA Partners or posts on the OMNIA Partners website.

Supplier shall indemnify, defend and hold harmless OMNIA Partners for use of all such content and images including copyright infringement claims. Supplier and OMNIA Partners each hereby grant to the other party a limited, revocable, non-transferable, non-sublicensable right to use such party's logo (each, the "**Logo**") solely for use in marketing the Master Agreement. Each party shall provide the other party with the standard terms of use of such party's Logo, and such party shall comply with such terms in all material respects. Both parties shall obtain approval from the other party prior to use of such party's Logo. Notwithstanding the foregoing, the parties understand and agree that except as provided herein neither party shall have any right, title or interest in the other party's Logo. Upon termination of this Agreement, each party shall immediately cease use of the other party's Logo.

ADMINISTRATIVE FEE, REPORTING & PAYMENT

12. An "Administrative Fee" shall be defined and due to OMNIA Partners from Supplier in the amount of three percent (3%) ("**Administrative Fee Percentage**") multiplied by the total purchase amount paid to Supplier, less refunds, credits on returns, rebates and discounts, for the sale of products and/or services to Principal Procurement Agency and Participating Public Agencies pursuant to the Master Agreement (as amended from time to time and including any renewal thereof) ("**Contract Sales**"). From time to time the parties may mutually agree in writing to a lower Administrative Fee Percentage for a specifically identified Participating Public Agency's Contract Sales.

13. Supplier shall provide OMNIA Partners with an electronic accounting report monthly, in the format prescribed by OMNIA Partners, summarizing all Contract Sales for each calendar month. The Contract Sales reporting format is provided as Exhibit C ("**Contract Sales Report**"), attached hereto and incorporated herein by reference. Contract Sales Reports for each calendar month shall be provided by Supplier to OMNIA Partners by the 10th day of the following month. Failure to provide a Contract Sales Report within the time and manner specified herein shall constitute a material breach of this Agreement and if not cured within thirty (30) days of written notice to Supplier shall be deemed a cause for termination of the Master Agreement, at Principal Procurement Agency's sole discretion, and/or this Agreement, at OMNIA Partners' sole discretion.

14. Administrative Fee payments are to be paid by Supplier to OMNIA Partners at the frequency and on the due date stated in Section 13, above, for Supplier's submission of corresponding Contract Sales Reports. Administrative Fee payments are to be made via Automated Clearing House (ACH) to the OMNIA Partners designated financial institution identified in Exhibit D. Failure to provide a payment of the Administrative Fee within the time and manner specified herein shall constitute a material breach of this Agreement and if not cured within thirty (30) days of written notice to Supplier shall be deemed a cause for termination of the Master Agreement, at Principal Procurement Agency's sole discretion, and/or this Agreement, at OMNIA Partners' sole discretion. All Administrative Fees not paid when due shall bear interest at a rate equal to the lesser of one and one-half percent (1 1/2%) per month or the maximum rate permitted by law until paid in full.

15. Supplier shall maintain an accounting of all purchases made by Participating Public Agencies under the Master Agreement. OMNIA Partners, or its designee, in OMNIA Partners' sole discretion, reserves the right to compare Participating Public Agency records with Contract Sales Reports submitted by Supplier for a period of four (4) years from the date OMNIA Partners receives such report. In addition, OMNIA Partners may engage a third party to conduct an independent audit of Supplier's monthly reports. In the event of such an audit, Supplier shall provide all materials reasonably requested relating to such audit by OMNIA Partners at the location designated by OMNIA Partners. In the event an underreporting of Contract Sales and a resulting underpayment of

Administrative Fees is revealed, OMNIA Partners will notify the Supplier in writing. Supplier will have thirty (30) days from the date of such notice to resolve the discrepancy to OMNIA Partners' reasonable satisfaction, including payment of any Administrative Fees due and owing, together with interest thereon in accordance with Section 13, and reimbursement of OMNIA Partners' costs and expenses related to such audit.

GENERAL PROVISIONS

16. This Agreement, the Master Agreement and the exhibits referenced herein supersede any and all other agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereto and no other agreement, statement, or promise relating to the subject matter of this Agreement which is not contained or incorporated herein shall be valid or binding. In the event of any conflict between the provisions of this Agreement and the Master Agreement, as between OMNIA Partners and Supplier, the provisions of this Agreement shall prevail.

17. If any action at law or in equity is brought to enforce or interpret the provisions of this Agreement or to recover any Administrative Fee and accrued interest, the prevailing party shall be entitled to reasonable attorney's fees and costs in addition to any other relief to which it may be entitled.

18. This Agreement and OMNIA Partners' rights and obligations hereunder may be assigned at OMNIA Partners' sole discretion to an affiliate of OMNIA Partners, any purchaser of any or all or substantially all of the assets of OMNIA Partners, or the successor entity as a result of a merger, reorganization, consolidation, conversion or change of control, whether by operation of law or otherwise. Supplier may not assign its obligations hereunder without the prior written consent of OMNIA Partners.

19. All written communications given hereunder shall be delivered by first-class mail, postage prepaid, or overnight delivery on receipt to the addresses as set forth below.

A. OMNIA Partners:

OMNIA Partners
Attn: President
840 Crescent Centre Drive
Suite 600
Franklin, TN 37067

B. Supplier:

_____
_____
_____
_____

20. If any provision of this Agreement shall be deemed to be, or shall in fact be, illegal, inoperative or unenforceable, the same shall not affect any other provision or provisions herein contained or render the same invalid, inoperative or unenforceable to any extent whatever, and this Agreement will be construed by limiting or invalidating such provision to the minimum extent necessary to make such provision valid, legal and enforceable.

21. This Agreement may not be amended, changed, modified, or altered without the prior written consent of the parties hereto, and no provision of this Agreement may be discharged or waived, except by a writing signed by the parties. A waiver of any particular provision will not be deemed a waiver of any other provision, nor will a waiver given on one occasion be deemed to apply to any other occasion.

22. This Agreement shall inure to the benefit of and shall be binding upon OMNIA Partners, the Supplier and any respective successor and assign thereto; subject, however, to the limitations contained herein.

23. This Agreement will be construed under and governed by the laws of the State of Delaware, excluding its conflicts of law provisions and any action arising out of or related to this Agreement shall be commenced solely and exclusively in the state or federal courts in Williamson County Tennessee.

24. This Agreement may be executed in counterparts, each of which is an original but all of which, together, shall constitute but one and the same instrument. The exchange of copies of this Agreement and of signature pages by facsimile, or by .pdf or similar electronic transmission, will constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes. Signatures of the parties transmitted by facsimile, or by .pdf or similar electronic transmission, will be deemed to be their original signatures for any purpose whatsoever.

[INSERT SUPPLIER ENTITY NAME]	**NATIONAL INTERGOVERNMENTAL PURCHASING ALLIANCE COMPANY, A DELAWARE CORPORATION D/B/A OMNIA PARTNERS, PUBLIC SECTOR**
Signature	Signature Sarah Vavra
Name	Name Sr. Vice President, Public Sector Contracting
Title	Title
Date	Date

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit C
Master Intergovernmental Cooperative Purchasing Agreement, Example

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MASTER INTERGOVERNMENTAL COOPERATIVE PURCHASING AGREEMENT

This Master Intergovernmental Cooperative Purchasing Agreement (this "**Agreement**") is entered into by and between those certain government agencies that execute a Principal Procurement Agency Certificate ("**Principal Procurement Agencies**") with National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector and/or Communities Program Management, LLC, a California limited liability company d/b/a U.S. Communities (collectively, "**OMNIA Partners**"), in its capacity as the cooperative administrator, to be appended and made a part hereof and such other public agencies ("**Participating Public Agencies**") who register to participate in the cooperative purchasing programs administered by OMNIA Partners and its affiliates and subsidiaries (collectively, the "**OMNIA Partners Parties**") by either registering on the OMNIA Partners website (www.omniapartners.com/publicsector or any successor website), or by executing a copy of this Agreement.

RECITALS

WHEREAS, after a competitive solicitation and selection process by Principal Procurement Agencies, in compliance with their own policies, procedures, rules and regulations, a number of suppliers have entered into "**Master Agreements**" (herein so called) to provide a variety of goods, products and services ("**Products**") to the applicable Principal Procurement Agency and the Participating Public Agencies;

WHEREAS, Master Agreements are made available by Principal Procurement Agencies through the OMNIA Partners Parties and provide that Participating Public Agencies may purchase Products on the same terms, conditions and pricing as the Principal Procurement Agency, subject to any applicable federal and/or local purchasing ordinances and the laws of the State of purchase; and

WHEREAS, in addition to Master Agreements, the OMNIA Partners Parties may from time to time offer Participating Public Agencies the opportunity to acquire Products through other group purchasing agreements.

NOW, THEREFORE, in consideration of the mutual promises contained in this Agreement, and of the mutual benefits to result, the parties hereby agree as follows:

1. Each party will facilitate the cooperative procurement of Products.

2. The Participating Public Agencies shall procure Products in accordance with and subject to the relevant federal, state and local statutes, ordinances, rules and regulations that govern Participating Public Agency's procurement practices. The Participating Public Agencies hereby acknowledge and agree that it is the intent of the parties that all provisions of this Agreement and that Principal Procurement Agencies' participation in the program described herein comply with all applicable laws, including but not limited to the requirements of 42 C.F.R. § 1001.952(j), as may be amended from time to time. The Participating Public Agencies further acknowledge and agree that they are solely responsible for their compliance with all applicable "safe harbor" regulations, including but not limited to any and all obligations to fully and accurately report discounts and incentives.

3. The Participating Public Agency represents and warrants that the Participating Public Agency is not a hospital or other healthcare provider and is not purchasing Products on behalf of a hospital or healthcare provider; provided that the foregoing shall not prohibit Participating Public Agency from furnishing health care services so long as the furnishing of healthcare services is not in furtherance of a primary purpose of the Participating Public Agency.

4. The cooperative use of Master Agreements shall be in accordance with the terms and conditions of the Master Agreements, except as modification of those terms and conditions is otherwise required by applicable federal, state or local law, policies or procedures.

5. The Principal Procurement Agencies will make available, upon reasonable request, Master Agreement information which may assist in improving the procurement of Products by the Participating Public Agencies.

6. The Participating Public Agency agrees the OMNIA Partners Parties may provide access to group purchasing organization ("**GPO**") agreements directly or indirectly by enrolling the Participating Public Agency in another GPO's purchasing program, provided that the purchase of Products through the OMNIA Partners Parties or any other GPO shall be at the Participating Public Agency's sole discretion.

7. The Participating Public Agencies (each a "**Procuring Party**") that procure Products through any Master Agreement or GPO Product supply agreement (each a "**GPO Contract**") will make timely payments to the distributor, manufacturer or other vendor (collectively, "**Supplier**") for Products received in accordance with the terms and conditions of the Master Agreement or GPO Contract, as applicable. Payment for Products and inspections and acceptance of Products ordered by the Procuring Party shall be the exclusive obligation of such Procuring Party. Disputes between Procuring Party and any Supplier shall be resolved in accordance with the law and venue rules of the State of purchase unless otherwise agreed to by the Procuring Party and Supplier.

8. The Procuring Party shall not use this Agreement as a method for obtaining additional concessions or reduced prices for purchase of similar products or services outside of the Master Agreement. Master Agreements may be structured with not-to-exceed pricing, in which cases the Supplier may offer the Procuring Party and the Procuring Party may accept lower pricing or additional concessions for purchase of Products through a Master Agreement.

9. The Procuring Party shall be responsible for the ordering of Products under this Agreement. A non-procuring party shall not be liable in any fashion for any violation by a Procuring Party, and, to the extent permitted by applicable law, the Procuring Party shall hold non-procuring party harmless from any liability that may arise from the acts or omissions of the Procuring Party.

10. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, THE OMNIA PARTNERS PARTIES EXPRESSLY DISCLAIM ALL EXPRESS OR IMPLIED REPRESENTATIONS AND WARRANTIES REGARDING ANY PRODUCT, MASTER AGREEMENT AND GPO CONTRACT. THE OMNIA PARTNERS PARTIES SHALL NOT BE LIABLE IN ANY WAY FOR ANY SPECIAL, INCIDENTAL, INDIRECT, CONSEQUENTIAL, EXEMPLARY, PUNITIVE, OR RELIANCE DAMAGES, EVEN IF THE OMNIA PARTNERS PARTIES ARE ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. FURTHER, THE PROCURING PARTY ACKNOWLEDGES AND AGREES THAT THE OMNIA PARTNERS PARTIES SHALL HAVE NO LIABILITY FOR ANY ACT OR OMISSION BY A SUPPLIER OR OTHER PARTY UNDER A MASTER AGREEMENT OR GPO CONTRACT.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

11. This Agreement shall remain in effect until termination by either party giving thirty (30) days' written notice to the other party. The provisions of Paragraphs 6 - 10 hereof shall survive any such termination.

12. This Agreement shall take effect upon (i) execution of the Principal Procurement Agency Certificate, or (ii) registration on the OMNIA Partners website or the execution of this Agreement by a Participating Public Agency, as applicable.

Participating Public Agency:	**OMNIA Partners, as the cooperative administrator on behalf of Principal Procurement Agencies:** **NATIONAL INTERGOVERNMENTAL PURCHASING ALLIANCE COMPANY COMMUNITIES PROGRAM MANAGEMENT, LLC**
Authorized Signature	Signature Sarah E. Vavra
Name	Name Sr. Vice President, Public Sector Contracting
Title and Agency Name	Title
Date	Date

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit D
Principal Procurement Agency Certificate, Example

PRINCIPAL PROCUREMENT AGENCY CERTIFICATE

In its capacity as a Principal Procurement Agency (as defined below) for National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector ("**OMNIA Partners**"), [NAME OF PPA] agrees to pursue Master Agreements for Products as specified in the attached Exhibits to this Principal Procurement Agency Certificate.

I hereby acknowledge, in my capacity as _____ of and on behalf of [NAME OF PPA] ("**Principal Procurement Agency**"), that I have read and hereby agree to the general terms and conditions set forth in the attached Master Intergovernmental Cooperative Purchasing Agreement regulating the use of the Master Agreements and purchase of Products that from time to time are made available by Principal Procurement Agencies to Participating Public Agencies nationwide through OMNIA Partners.

I understand that the purchase of one or more Products under the provisions of the Master Intergovernmental Cooperative Purchasing Agreement is at the sole and complete discretion of the Participating Public Agency.

Authorized Signature, [PRINCIPAL PROCUREMENT AGENCY]

_____
Signature

_____
Name

_____
Title

_____
Date

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

Exhibit E
Contract Sales Reporting Template

Contract Sales Report submitted electronically in Microsoft Excel:

OMNIA® PARTNERS

			Supplier Name:		Total Sales:	$0.00										
			Contract Number:		Admin Fee %:											
			Reporting Period:		Total Admin Fee:	$0.00							FOR OMNIA USE ONLY			
Supplier Internal ID	ID	Name	Street Address	Street Address 2	City	State	Postal Code	Transaction Date	Sales Amount	Admin Fee %	Admin Fee	Notes	Wildcard	UniqueId	Rebate Due	Rebate Name

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit F
Federal Funds Certifications

FEDERAL CERTIFICATIONS
ADDENDUM FOR AGREEMENT FUNDED BY U.S. FEDERAL GRANT

TO WHOM IT MAY CONCERN:

Participating Agencies may elect to use federal funds to purchase under the Master Agreement. This form should be completed and returned.

DEFINITIONS

Contract means a legal instrument by which a non–Federal entity purchases property or services needed to carry out the project or program under a Federal award. The term as used in this part does not include a legal instrument, even if the non–Federal entity considers it a contract, when the substance of the transaction meets the definition of a Federal award or subaward

Contractor means an entity that receives a contract as defined in Contract.

Cooperative agreement means a legal instrument of financial assistance between a Federal awarding agency or pass-through entity and a non–Federal entity that, consistent with 31 U.S.C. 6302–6305:

(a) Is used to enter into a relationship the principal purpose of which is to transfer anything of value from the Federal awarding agency or pass-through entity to the non–Federal entity to carry out a public purpose authorized by a law of the United States (see 31 U.S.C. 6101(3)); and not to acquire property or services for the Federal government or pass-through entity's direct benefit or use;

(b) Is distinguished from a grant in that it provides for substantial involvement between the Federal awarding agency or pass-through entity and the non–Federal entity in carrying out the activity contemplated by the Federal award.

(c) The term does not include:

(1) A cooperative research and development agreement as defined in 15 U.S.C. 3710a; or

(2) An agreement that provides only:

(i) Direct United States Government cash assistance to an individual;
(ii) A subsidy;
(iii) A loan;
(iv) A loan guarantee; or
(v) Insurance.

Federal awarding agency means the Federal agency that provides a Federal award directly to a non–Federal entity

Federal award has the meaning, depending on the context, in either paragraph (a) or (b) of this section:

(a)(1) The Federal financial assistance that a non–Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability; or

(2) The cost-reimbursement contract under the Federal Acquisition Regulations that a non–Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability.

(b) The instrument setting forth the terms and conditions. The instrument is the grant agreement, cooperative agreement, other agreement for assistance covered in paragraph (b) of § 200.40 Federal financial assistance, or the cost-reimbursement contract awarded under the Federal Acquisition Regulations.

(c) Federal award does not include other contracts that a Federal agency uses to buy goods or services from a contractor or a contract to operate Federal government owned, contractor operated facilities (GOCOs).

(d) See also definitions of Federal financial assistance, grant agreement, and cooperative agreement.

Non–Federal entity means a state, local government, Indian tribe, institution of higher education (IHE), or nonprofit organization that carries out a Federal award as a recipient or subrecipient.

Nonprofit organization means any corporation, trust, association, cooperative, or other organization, not including IHEs, that:

(a) Is operated primarily for scientific, educational, service, charitable, or similar purposes in the public interest;
(b) Is not organized primarily for profit; and
(c) Uses net proceeds to maintain, improve, or expand the operations of the organization.

Obligations means, when used in connection with a non–Federal entity's utilization of funds under a Federal award, orders placed for property and services, contracts and subawards made, and similar transactions during a given period that require payment by the non–Federal entity during the same or a future period.

Pass-through entity means a non–Federal entity that provides a subaward to a subrecipient to carry out part of a Federal program.

Recipient means a non–Federal entity that receives a Federal award directly from a Federal awarding agency to carry out an activity under a Federal program. The term recipient does not include subrecipients.

Simplified acquisition threshold means the dollar amount below which a non–Federal entity may purchase property or services using small purchase methods. Non–Federal entities adopt small purchase procedures in order to expedite the purchase of items costing less than the simplified acquisition threshold. The simplified acquisition threshold is set by the Federal Acquisition Regulation at 48 CFR Subpart 2.1 (Definitions) and in accordance with 41 U.S.C. 1908. As of the publication of this part, the simplified acquisition threshold is $250,000, but this threshold is periodically adjusted for inflation. (Also see definition of § 200.67 Micro-purchase.)

Subaward means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

Subrecipient means a non–Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program; but does not include an individual that is a beneficiary of such program. A subrecipient may also be a recipient of other Federal awards directly from a Federal awarding agency.

Termination means the ending of a Federal award, in whole or in part at any time prior to the planned end of period of performance.

The following certifications and provisions may be required and apply when Participating Agency expends federal funds for any purchase resulting from this procurement process. Pursuant to 2 C.F.R. § 200.326, all contracts, including small purchases, awarded by the Participating Agency and the Participating Agency's subcontractors shall contain the procurement provisions of Appendix II to Part 200, as applicable.

APPENDIX II TO 2 CFR PART 200

(A) Contracts for more than the simplified acquisition threshold currently set at $250,000, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Pursuant to Federal Rule (A) above, when a Participating Agency expends federal funds, the Participating Agency reserves all rights and privileges under the applicable laws and regulations with respect to this procurement in the event of breach of contract by either party.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(B) Termination for cause and for convenience by the grantee or subgrantee including the manner by which it will be effected and the basis for settlement. (All contracts in excess of $10,000)

Pursuant to Federal Rule (B) above, when a Participating Agency expends federal funds, the Participating Agency reserves the right to immediately terminate any agreement in excess of $10,000 resulting from this procurement process in the event of a breach or default of the agreement by Offeror as detailed in the terms of the contract.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(C) Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 CFR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

Pursuant to Federal Rule (C) above, when a Participating Agency expends federal funds on any federally assisted construction contract, the equal opportunity clause is incorporated by reference herein.

Does offeror agree to abide by the above? YES _____ Initials of Authorized Representative of offeror

(D) Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non - Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.
Pursuant to Federal Rule (D) above, when a Participating Agency expends federal funds during the term of an award for all contracts and subgrants for construction or repair, offeror will be in compliance with all applicable Davis-Bacon Act provisions.

Does offeror agree? YES N/A to Cintas for this bid Initials of Authorized Representative of offeror

(E) Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Pursuant to Federal Rule (E) above, when a Participating Agency expends federal funds, offeror certifies that offeror will be in compliance with all applicable provisions of the Contract Work Hours and Safety Standards Act during the term of an award for all contracts by Participating Agency resulting from this procurement process.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(F) Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of "funding agreement" under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

Pursuant to Federal Rule (F) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (F) above.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(G) Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended—Contracts and subgrants of amounts in excess of $150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA)

Pursuant to Federal Rule (G) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency member resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (G) above.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(H) Debarment and Suspension (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the Executive Office of the President Office of Management and Budget (OMB) guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Pursuant to Federal Rule (H) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency. If at any time during the term of an award the offeror or its principals becomes debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency, the offeror will notify the Participating Agency.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

(I) Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding $100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

Pursuant to Federal Rule (I) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term and after the awarded term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that it is in compliance with all applicable provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). The undersigned further certifies that:

(1) No Federal appropriated funds have been paid or will be paid for on behalf of the undersigned, to any person for influencing

or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.
(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.
(3) The undersigned shall require that the language of this certification be included in the award documents for all covered sub-awards exceeding $100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

RECORD RETENTION REQUIREMENTS FOR CONTRACTS INVOLVING FEDERAL FUNDS

When federal funds are expended by Participating Agency for any contract resulting from this procurement process, offeror certifies that it will comply with the record retention requirements detailed in 2 CFR § 200.333. The offeror further certifies that offeror will retain all records as required by 2 CFR § 200.333 for a period of three years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH THE ENERGY POLICY AND CONSERVATION ACT

When Participating Agency expends federal funds for any contract resulting from this procurement process, offeror certifies that it will comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6321 et seq.; 49 C.F.R. Part 18).

Does offeror agree? YES _____Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH BUY AMERICA PROVISIONS

To the extent purchases are made with Federal Highway Administration, Federal Railroad Administration, or Federal Transit Administration funds, offeror certifies that its products comply with all applicable provisions of the Buy America Act and agrees to provide such certification or applicable waiver with respect to specific products to any Participating Agency upon request. Purchases made in accordance with the Buy America Act must still follow the applicable procurement rules calling for free and open competition.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

CERTIFICATION OF ACCESS TO RECORDS – 2 C.F.R. § 200.336

Offeror agrees that the Inspector General of the Agency or any of their duly authorized representatives shall have access to any documents, papers, or other records of offeror that are pertinent to offeror's discharge of its obligations under the Contract for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to offeror's personnel for the purpose of interview and discussion relating to such documents.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

CERTIFICATION OF APPLICABILITY TO SUBCONTRACTORS

Offeror agrees that all contracts it awards pursuant to the Contract shall be bound by the foregoing terms and conditions.

Does offeror agree? YES _____Initials of Authorized Representative of offeror

Offeror agrees to comply with all federal, state, and local laws, rules, regulations and ordinances, as applicable. It is

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

further acknowledged that offeror certifies compliance with all provisions, laws, acts, regulations, etc. as specifically noted above.

Offeror's Name:
Cintas Corporation No.2

Address, City, State, and Zip Code:
23345 N 23rd Ave Suite 170 Phoenix, AZ 85027

Phone Number: (949) 910-1718 Fax Number:

Printed Name and Title of Authorized Representative:

Email Address:
HerzogB2@Cintas.com

Signature of Authorized Representative: _____ Date: _____

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

FEMA SPECIAL CONDITIONS

Awarded Supplier(s) may need to respond to events and losses where products and services are needed for the immediate and initial response to emergency situations such as, but not limited to, water damage, fire damage, vandalism cleanup, biohazard cleanup, sewage decontamination, deodorization, and/or wind damage during a disaster or emergency situation. By submitting a proposal, the Supplier is accepted these FEMA Special Conditions required by the Federal Emergency Management Agency (FEMA).

"Contract" in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as the "Master Agreement".

"Contractor" in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as "Supplier" or "Awarded Supplier".

Conflicts of Interest

No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a FEMA award if he or she has a real or apparent conflict of interest. Such a conflict would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for award. 2 C.F.R. § 200.318(c)(1); See also Standard Form 424D, ¶ 7; Standard Form 424B, ¶ 3. i. FEMA considers a "financial interest" to be the potential for gain or loss to the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties as a result of the particular procurement. The prohibited financial interest may arise from ownership of certain financial instruments or investments such as stock, bonds, or real estate, or from a salary, indebtedness, job offer, or similar interest that might be affected by the particular procurement. ii. FEMA considers an "apparent" conflict of interest to exist where an actual conflict does not exist, but where a reasonable person with knowledge of the relevant facts would question the impartiality of the employee, officer, or agent participating in the procurement. c. Gifts. The officers, employees, and agents of the Participating Public Agency nor the Participating Public Agency ("NFE") must neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. However, NFE's may set standards for situations in which the financial interest is de minimus, not substantial, or the gift is an unsolicited item of nominal value. 2 C.F.R. § 200.318(c)(1). d. Violations. The NFE's written standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the NFE. 2 C.F.R. § 200.318(c)(1). For example, the penalty for a NFE's employee may be dismissal, and the penalty for a contractor might be the termination of the contract.

Contractor Integrity

A contractor must have a satisfactory record of integrity and business ethics. Contractors that are debarred or suspended, as described in and subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and Suspension* (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security's regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension), must be rejected and cannot receive contract awards at any level.

Public Policy

A contractor must comply with the public policies of the Federal Government and state, local government, or tribal government. This includes, among other things, past and current compliance with the:
a. Equal opportunity and nondiscrimination laws
b. Five affirmative steps described at 2 C.F.R. § 200.321(b) for all subcontracting under contracts supported by FEMA financial assistance; and FEMA Procurement Guidance June 21, 2016 Page IV- 7
c. Applicable prevailing wage laws, regulations, and executive orders

Affirmative Steps

Version August 12, 2021

For any subcontracting opportunities, Contractor must take the following Affirmative steps:

1. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
2. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; and
5. Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.

Prevailing Wage Requirements

When applicable, the awarded Contractor (s) and any and all subcontractor(s) agree to comply with all laws regarding prevailing wage rates including the Davis-Bacon Act, applicable to this solicitation and/or Participating Public Agencies. The Participating Public Agency shall notify the Contractor of the applicable pricing/prevailing wage rates and must apply any local wage rates requested. The Contractor and any subcontractor(s) shall comply with the prevailing wage rates set by the Participating Public Agency.

Federal Requirements

If products and services are issued in response to an emergency or disaster recovery the items below, located in this FEMA Special Conditions section of the Federal Funds Certifications, are activated and required when federal funding may be utilized.

2 C.F.R. § 200.326 and 2 C.F.R. Part 200, Appendix II, Required Contract Clauses

1. REMEDIES

a. Standard. Contracts for more than the simplified acquisition threshold, currently set at $250,000, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate. See 2 C.F.R. Part 200, Appendix II(A).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

2. TERMINATION FOR CAUSE AND CONVENIENCE

a. Standard. All contracts in excess of $10,000 must address termination for cause and for convenience by the non-Federal entity, including the manner by which it will be effected and the basis for settlement. See 2 C.F.R. Part 200, Appendix II(B).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

3. EQUAL EMPLOYMENT OPPORTUNITY

When applicable:

a. Standard. Except as otherwise provided under 41 C.F.R. Part 60, all contracts that meet

the definition of "federally assisted construction contract" in 41 C.F.R. § 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. § 60- 1.4(b), in accordance with Executive Order 11246, *Equal Employment Opportunity* (30 Fed. Reg. 12319, 12935, 3 C.F.R. Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, *Amending Executive Order 11246 Relating to Equal Employment Opportunity*, and implementing regulations at 41 C.F.R. Part 60 (Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor). See 2 C.F.R. Part 200, Appendix II(C).

b. Key Definitions.

i. Federally Assisted Construction Contract. The regulation at 41 C.F.R. § 60-1.3 defines a "federally assisted construction contract" as any agreement or modification thereof between any applicant and a person for construction work which is paid for in whole or in part with funds obtained from the Government or borrowed on the credit of the Government pursuant to any Federal program involving a grant, contract, loan, insurance, or guarantee, or undertaken pursuant to any Federal program involving such grant, contract, loan, insurance, or guarantee, or any application or modification thereof approved by the Government for a grant, contract, loan, insurance, or guarantee under which the applicant itself participates in the construction work.

ii. Construction Work. The regulation at 41 C.F.R. § 60-1.3 defines "construction work" as the construction, rehabilitation, alteration, conversion, extension, demolition or repair of buildings, highways, or other changes or improvements to real property, including facilities providing utility services. The term also includes the supervision, inspection, and other onsite functions incidental to the actual construction.

c. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

d. Required Language. The regulation at 41 C.F.R. Part 60-1.4(b) requires the insertion of the following contract clause.

During the performance of this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:

Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

(4) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: *Provided,* That if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

4. DAVIS-BACON ACT

a. Standard. All prime construction contracts in excess of $2,000 awarded by non- Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. §§ 3141-3144 and 3146-3148) as supplemented by Department of Labor regulations at 29 C.F.R. Part 5 (Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction). See 2 C.F.R. Part 200, Appendix II(D). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week.

b. Applicability. The Davis-Bacon Act applies to the Emergency Management Preparedness Grant Program, Homeland Security Grant Program, Nonprofit Security Grant Program, Tribal Homeland Security Grant Program, Port Security Grant Program, and Transit Security Grant Program.

c. Requirements. If applicable, the non-federal entity must do the following:

i. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

ii. Additionally, pursuant 2 C.F.R. Part 200, Appendix II(D), contracts subject to the Davis-Bacon Act, must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). The Copeland Anti- Kickback Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person

employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA.

iii. Include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction").

Suggested Language. The following provides a sample contract clause:

Compliance with the Davis-Bacon Act.

a. All transactions regarding this contract shall be done in compliance with the Davis-Bacon Act (40 U.S.C. 3141- 3144, and 3146-3148) and the requirements of 29 C.F.R. pt. 5 as may be applicable. The contractor shall comply with 40 U.S.C. 3141-3144, and 3146-3148 and the requirements of 29 C.F.R. pt. 5 as applicable.

b. Contractors are required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor.

c. Additionally, contractors are required to pay wages not less than once a week.

5. COPELAND ANTI-KICKBACK ACT

a. Standard. Recipient and subrecipient contracts must include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States").

b. Applicability. This requirement applies to all contracts for construction or repair work above $2,000 in situations where the Davis-Bacon Act also applies. It DOES NOT apply to the FEMA Public Assistance Program.

c. Requirements. If applicable, the non-federal entity must include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). Each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA. Additionally, in accordance with the regulation, each contractor and subcontractor must furnish each week a statement with respect to the wages paid each of its employees engaged in work covered by the Copeland Anti-Kickback Act and the Davis Bacon Act during the preceding weekly payroll period. The report shall be delivered by the contractor or subcontractor, within seven days after the regular payment date of the payroll period, to a representative of a Federal or State agency in charge at the site of the building or work.

Sample Language. The following provides a sample contract clause:

Compliance with the Copeland "Anti-Kickback" Act.

a. Contractor. The contractor shall comply with 18 U.S.C. §874, 40 U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this contract.

b. Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clause above and such other clauses as FEMA may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all of these contract clauses.

c. Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a contractor and subcontractor as provided in 29 C.F.R. §5.12."

6. CONTRACT WORK HOURS AND SAFETY STANDARDSACT

a. Standard. Where applicable (see 40 U.S.C. §§ 3701-3708), all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §§ 3702 and 3704, as supplemented by Department of Labor regulations at 29 C.F.R. Part 5. See 2 C.F.R. Part 200, Appendix II(E). Under 40 U.S.C. § 3702, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. Further, no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous.

b. Applicability. This requirement applies to all FEMA contracts awarded by the non- federal entity in excess of $100,000 under grant and cooperative agreement programs that involve the employment of mechanics or laborers. It is applicable to construction work. These requirements do not apply to the purchase of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

c. Suggested Language. The regulation at 29 C.F.R. § 5.5(b) provides contract clause language concerning compliance with the Contract Work Hours and Safety Standards Act. FEMA suggests including the following contract clause:

Compliance with the Contract Work Hours and Safety Standards Act.

(1) *Overtime requirements.* No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in suchworkweek.

(2) *Violation; liability for unpaid wages; liquidated damages.* In the event of any violation

of the clause set forth in paragraph (b)(1) of this section the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (b)(1) of this section, in the sum of
$27 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (b)(1) of this section.

(3) *Withholding for unpaid wages and liquidated damages.* The Federal agency or loan/grant recipient shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (b)(2) of this section.

(4) *Subcontracts.* The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (b)(1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (b)(1) through (4) of this section.

7. RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT

a. Standard. If the FEMA award meets the definition of "funding agreement" under 37C.F.R. § 401.2(a) and the non-Federal entity wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the non- Federal entity must comply with the requirements of 37 C.F.R. Part 401 (Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements), and any implementing regulations issued by FEMA. See 2 C.F.R. Part 200, Appendix II(F).

b. Applicability. This requirement applies to "*funding agreements*," but it DOES NOT apply to the Public Assistance, Hazard Mitigation Grant Program, Fire Management Assistance Grant Program, Crisis Counseling Assistance and Training Grant Program, Disaster Case Management Grant Program, and Federal Assistance to Individuals and Households – Other Needs Assistance Grant Program, as FEMA awards under these programs do not meet the definition of "funding agreement."

c. Funding Agreements Definition. The regulation at 37 C.F.R. § 401.2(a) defines "funding agreement" as any contract, grant, or cooperative agreement entered into between any Federal agency, other than the Tennessee Valley Authority, and any contractor for the performance of experimental, developmental, or research work funded in whole or in part by the Federal government. This term also includes any assignment, substitution of parties, or subcontract of any type entered into for the performance of experimental, developmental, or research work under a funding agreement as defined in the first sentence of this paragraph.

8. CLEAN AIR ACT AND THE FEDERAL WATER POLLUTION CONTROL ACT

a. Standard. If applicable, contracts must contain a provision that requires the contractor to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 U.S.C. §§ 7401-7671q.) and the Federal Water Pollution Control Act as amended (33 U.S.C. §§ 1251-1387). Violations must be reported to FEMA and the Regional Office of the Environmental Protection Agency. See 2 C.F.R. Part 200, Appendix II(G).

b. Applicability. This requirement applies to contracts awarded by a non-federal entity of amounts in excess of $150,000 under a federal grant.

c. Suggested Language. The following provides a sample contract clause.

Clean Air Act

1. The contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.

2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

3. The contractor agrees to include these requirements in each subcontract exceeding $150,000 financed in whole or in part with Federal assistance provided by FEMA.

Federal Water Pollution Control Act

1. The contractor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.

2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

3. The contractor agrees to include these requirements in each subcontract exceeding $150,000 financed in whole or in part with Federal assistance provided by FEMA.

9. DEBARMENT AND SUSPENSION

a. Standard. Non-Federal entities and contractors are subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and*

Suspension (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security's regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

c. Requirements.

i. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs and activities. See 2 C.F.R. Part 200, Appendix II(H); and 2 C.F.R. § 200.213. A contract award must not be made to parties listed in the SAM Exclusions. SAM Exclusions is the list maintained by the General Services Administration that contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. SAM exclusions can be accessed at www.sam.gov. See 2 C.F.R. §180.530.

ii. In general, an "excluded" party cannot receive a Federal grant award or a contract within the meaning of a "covered transaction," to include subawards and subcontracts. This includes parties that receive Federal funding indirectly, such as contractors to recipients and subrecipients. The key to the exclusion is whether there is a "covered transaction," which is any non-procurement transaction (unless excepted) at either a "primary" or "secondary" tier. Although "covered transactions" do not include contracts awarded by the Federal Government for purposes of the non-procurement common rule and DHS's implementing regulations, it does include some contracts awarded by recipients and subrecipients.

iii. Specifically, a covered transaction includes the following contracts for goods or services:

1. The contract is awarded by a recipient or subrecipient in the amount of at least $25,000.
2. The contract requires the approval of FEMA, regardless of amount.
3. The contract is for federally-required audit services.
4. A subcontract is also a covered transaction if it is awarded by the contractor of a recipient or subrecipient and requires either the approval of FEMA or is in excess of $25,000.

d. Suggested Language. The following provides a debarment and suspension clause. It incorporates an optional method of verifying that contractors are not excluded or disqualified.

Suspension and Debarment

(1) This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such, the contractor is required to verify that none of the contractor's principals (defined at 2 C.F.R. § 180.995) or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2

C.F.R. §180.935).

(2) The contractor must comply with 2 C.F.R. pt. 180, subpart C and2 C.F.R. pt. 3000, subpart C, and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.

(3) This certification is a material representation of fact relied upon by the Participating Public Agency. If it is later determined that the contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the Participating Public Agency, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.

(4) The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any contract that may arise from this offer. The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

10. BYRD ANTI-LOBBYING AMENDMENT

a. Standard. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. § 1352. FEMA's regulation at 44 C.F.R. Part 18 implements the requirements of 31 U.S.C. § 1352 and provides, in Appendix A to Part 18, a copy of the certification that is required to be completed by each entity as described in 31 U.S.C. § 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the Federal awarding agency.

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs. Contractors that apply or bid for a contract of $100,000 or more under a federal grant must file the required certification. See 2 C.F.R. Part 200, Appendix II(I); 31 U.S.C. § 1352; and 44 C.F.R. Part 18.

c. Suggested Language.

Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended)

Contractors who apply or bid for an award of $100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient who in turn will forward the certification(s) to the awarding agency.

d. Required Certification. If applicable, contractors must sign and submit to the non-federal entity the following certification.

APPENDIX A, 44 C.F.R. PART 18 – CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

The Contractor, Cintas Corporation No. 2 certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. Chap. 38, Administrative Remedies for False Claims and Statements, apply to this certification and disclosure, if any.

_____

Signature of Contractor's Authorized Official

Brett Herzog - Major Account Manager - Government

Name and Title of Contractor's Authorized Official

_____

Date

11. PROCUREMENT OF RECOVERED MATERIALS

a. Standard. A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. See 2 C.F.R. Part 200, Appendix II(J); and 2 C.F.R. §200.322.

b. Applicability. This requirement applies to all contracts awarded by a non- federal entity under FEMA grant and cooperative agreement programs.

c. Requirements. The requirements of Section 6002 include procuring only items designated in guidelines of the EPA at 40 C.F.R. Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds $10,000 or the value of the quantity acquired by the preceding fiscal year exceeded $10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

d. Suggested Language.

i. In the performance of this contract, the Contractor shall make maximum use of products containing recovered materials that are EPA-designated items unless the product cannot be acquired—
   1. Competitively within a timeframe providing for compliance with the contract performance schedule;
   2. Meeting contract performance requirements; or
   3. At a reasonable price.

ii. Information about this requirement, along with the list of EPA- designated items, is available at EPA's Comprehensive Procurement Guidelines web site, https://www.epa.gov/smm/comprehensive-procurement-guideline-cpg-program.

iii. The Contractor also agrees to comply with all other applicable requirements of Section 6002 of the Solid Waste Disposal Act."

12. ACCESS TO RECORDS

a. Standard. All recipients, subrecipients, successors, transferees, and assignees must acknowledge and agree to comply with applicable provisions governing DHS access to records, accounts, documents, information, facilities, and staff. Recipients must give DHS/FEMA access to, and the right to examine and copy, records, accounts, and other documents and sources of information related to the federal financial assistance award and permit access to facilities, personnel, and other individuals and information as may be necessary, as required by DHS regulations *and* other applicable laws or program guidance. See DHS Standard Terms and Conditions: Version 8.1 (2018). Additionally, Section 1225 of the Disaster Recovery Reform Act of 2018 prohibits FEMA from providing reimbursement to any state, local, tribal, or territorial government, or private non-profit for activities made pursuant to a contract that purports to prohibit audits or internal reviews by the FEMA administrator or ComptrollerGeneral.

Access to Records. The following access to records requirements apply to this contract:

i. The Contractor agrees to provide Participating Public Agency, the FEMA Administrator, the Comptroller General of the United States, or any of their authorized representatives access to any books, documents, papers, and records of the Contractor which are directly pertinent to this contract for the purposes of making audits, examinations, excerpts, and transcriptions.

ii. The Contractor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.

iii. The Contractor agrees to provide the FEMA Administrator or his authorized representatives access to construction or other work sites pertaining to the work being completed under the contract.

iv. In compliance with the Disaster Recovery Act of 2018, the Participating Public Agency and the Contractor acknowledge and agree that no language in this contract is intended to prohibit audits or internal reviews by the FEMA Administrator or the Comptroller General of the United States.

13. CHANGES

a. Standard. To be eligible for FEMA assistance under the non-Federal entity's FEMA grant or cooperative agreement, the cost of the change, modification, change order, or constructive change must be allowable, allocable, within the scope of its grant or cooperative agreement, and reasonable for the completion of project scope.

b. Applicability. FEMA recommends, therefore, that a non-Federal entity include a changes clause in its contract that describes how, if at all, changes can be made by either party to alter the method, price, or schedule of the work without breaching the contract. The language of the clause may differ depending on the nature of the contract and the end-item procured.

14. DHS SEAL, LOGO, AND FLAGS

a. Standard. Recipients must obtain permission prior to using the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials. See DHS Standard Terms and Conditions: Version 8.1 (2018).

b. Applicability. FEMA recommends that all non-Federal entities place in their contracts a provision that a contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval.

c. "The contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval.

15. COMPLIANCE WITH FEDERAL LAW, REGULATIONS, AND EXECUTIVE ORDERS

a. Standard. The recipient and its contractors are required to comply with all Federal laws, regulations, and executive orders.

b. Applicability. FEMA recommends that all non-Federal entities place into their contracts an acknowledgement that FEMA financial assistance will be used to fund the contract along with the requirement that the contractor will comply with all applicable Federal law, regulations, executive orders, and FEMA policies, procedures, and directives.

c. "This is an acknowledgement that FEMA financial assistance will be used to fund all or a portion of the contract. The contractor will comply with all applicable Federal law, regulations, executive orders, FEMA policies, procedures, and directives."

16. NO OBLIGATION BY FEDERAL GOVERNMENT

a. Standard. FEMA is not a party to any transaction between the recipient and its contractor. FEMA is not subject to any obligations or liable to any party for any matter relating to the contract.

b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that states that the Federal Government is not a party to the contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract.

c. "The Federal Government is not a party to this contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract."

17. PROGRAM FRAUD AND FALSE OR FRAUDULENT STATEMENTS OR RELATED ACTS

a. Standard. Recipients must comply with the requirements of The False Claims Act (31 U.S.C. §§ 3729-3733) which prohibits the submission of false or fraudulent claims for payment to the federal government. See DHS Standard Terms and Conditions: Version 8.1 (2018); and 31 U.S.C. §§ 3801-3812, which details the administrative remedies for false claims and statements made. The non-Federal entity must include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.

b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.

c. "The Contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the Contractor's actions pertaining to this contract."

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Offeror agrees to comply with all terms and conditions outlined in the FEMA Special Conditions section of this solicitation.

Offeror's Name: Cintas Corporation No.2

Address, City, State, and Zip Code:
23345 N 23rd Ave Suite 170 Phoenix, AZ 85027

Phone Number: (949) 910-1718 Fax Number: _____

Printed Name and Title of Authorized Representative:
_____

Email Address: HerzogB@cintas.com

Signature of Authorized Representative: _____

Date: _____

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit G
New Jersey Business Compliance

NEW JERSEY BUSINESS COMPLIANCE

Suppliers intending to do business in the State of New Jersey must comply with policies and procedures required under New Jersey statues. All offerors submitting proposals must complete the following forms specific to the State of New Jersey. Completed forms should be submitted with the offeror's response to the RFP. Failure to complete the New Jersey packet will impact OMNIA Partners' ability to promote the Master Agreement in the State of New Jersey.

DOC #1	Ownership Disclosure Form
DOC #2	Non-Collusion Affidavit
DOC #3	Affirmative Action Affidavit
DOC #4	Political Contribution Disclosure Form
DOC #5	Stockholder Disclosure Certification
DOC #6	Certification of Non-Involvement in Prohibited Activities in Iran
DOC #7	New Jersey Business Registration Certificate

New Jersey suppliers are required to comply with the following New Jersey statutes when applicable:

- all anti-discrimination laws, including those contained in N.J.S.A. 10:2-1 through N.J.S.A. 10:2-14, N.J.S.A. 10:5-1, and N.J.S.A. 10:5-31 through 10:5-38;
- Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act;
- Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26; and
- Bid and Performance Security, as required by the applicable municipal or state statutes.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #1

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Cintas Corporation No.2

Organization Address: 6800 Cintas Blvd. Mason, OH 45262-5737

Part I **Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☑ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☑ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

OR

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Scott D. Farmer	6800 Cintas Blvd. Mason, OH 45262-5737

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
https://cintas.gcs-web.com/static-files/9f32978d-d825-4c3c-8082-ae2440f882b5	15,16,20,22,26-30,35-36

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***<name of contracting unit>*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***<type of contracting unit>*** to notify the ***<type of contracting unit>*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***<type of contracting unit>*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):		Title:	
Signature:		Date:	

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #2

NON-COLLUSION AFFIDAVIT

STANDARD BID DOCUMENT REFERENCE	
	Reference: VII-H
Name of Form:	**NON-COLLUSION AFFIDAVIT**
Statutory Reference:	No specific statutory reference State Statutory Reference N.J.S.A. 52:34-15
Instructions Reference:	Statutory and Other Requirements VII-H
Description:	The Owner's use of this form is optional. It is used to ensure that the bidder has not participated in any collusion with any other bidder or Owner representative or otherwise taken any action in restraint of free and competitive bidding.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

NON-COLLUSION AFFIDAVIT

State of New Jersey
County of _____ ss:

I, _____ residing in _____
(name of affiant) (name of municipality)
in the County of _____ and State of _____of full age, being duly sworn according to law on my oath depose and say that:

I am _____ of the firm of _____
(title or position) (name of firm)

_____ the bidder making this Proposal for the bid

entitled _____, and that I executed the said proposal with
(title of bid proposal)
full authority to do so that said bidder has not, directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above named project; and that all statements contained in said proposal and in this affidavit are true and correct, and made with full knowledge that the _____
_____relies upon the truth of the statements contained in said Proposal
(name of contracting unit)
and in the statements contained in this affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by _____.

Subscribed and sworn to

before me this day _____
Signature

_____, 2____ _____
(Type or print name of affiant under signature)

_____
Notary public of

My Commission expires _____

(Seal)

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #3

AFFIRMATIVE ACTION AFFIDAVIT
(P.L. 1975, C.127)

Company Name: Cintas Corporation No.2

Street: 23345 N 23rd Ave Suite 170

City, State, Zip Code: Phoenix, AZ 85027

Proposal Certification:

Indicate below company's compliance with New Jersey Affirmative Action regulations. Company's proposal will be accepted even if company is not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Evidence:

Procurement, Professional & Service Contracts (Exhibit A)
Vendors must submit with proposal:

1. A photo copy of their Federal Letter of Affirmative Action Plan Approval

   OR

2. A photo copy of their Certificate of Employee Information Report

   OR

3. A complete Affirmative Action Employee Information Report (AA302) _____

Public Work – Over $50,000 Total Project Cost:

A. No approved Federal or New Jersey Affirmative Action Plan. We will complete Report Form AA201-A upon receipt from the

B. Approved Federal or New Jersey Plan – certificate enclosed

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

_____ _____

Date ***Authorized Signature and Title***

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #3, continued

P.L. 1995, c. 127 (N.J.A.C. 17:27)
MANDATORY AFFIRMATIVE ACTION LANGUAGE

PROCUREMENT, PROFESSIONAL AND SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers trade consistent with the applicable county employment goal prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time.

The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of it testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and lay-off to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

_____

Signature of Procurement Agent

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #4

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Public Agency Instructions

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.** What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information on the process is available in Local Finance Notice 2006-1 (http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). Please refer back to these instructions for the appropriate links, as the Local Finance Notices include links that are no longer operational.

1. The disclosure is required for all contracts in excess of $17,500 that are **not awarded** pursuant to a "fair and open" process (N.J.S.A. 19:44A-20.7).

2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.

3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.

4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.

    a. The Division has prepared model disclosure forms for each county. They can be downloaded from the "County PCD Forms" link on the Pay-to-Play web site at http://www.nj.gov/dca/divisions/dlgs/programs/lpcl.html#12. They will be updated from time-to-time as necessary.
    b. A public agency using these forms **should edit them to properly reflect the correct legislative district**(s). As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
    c. Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
    d. The form may be used "as-is", subject to edits as described herein.
    e. The "Contractor Instructions" sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.
    f. The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.

5. It is recommended that the contractor also complete a "Stockholder Disclosure Certification." This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract (See Local Finance Notice 2006-7 for additional information on this obligation at http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. NOTE: This section is not applicable to Boards of Education.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #4, continued

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
    - of the public entity awarding the contract
    - of that county in which that public entity is located
    - of another public entity within that county
    - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): "The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures."

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #4, continued

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant to N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Cintas Corporation No.2		
Address:	23345 N 23rd Ave Suite 170		
City:	Phoenix	State: AZ	Zip: 85027

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature _____ Printed Name _____ Title _____

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form

Contributor Name	Recipient Name	Date	Dollar Amount
			$

☐ Check here if the information is continued on subsequent page(s)

Version August 12, 2021

DOC #4, continued

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name:
State: Governor, and Legislative Leadership Committees
Legislative District #s:
State Senator and two members of the General Assembly per district.

County:

Freeholders	County Clerk	Sheriff
{County Executive}	Surrogate	

Municipalities (Mayor and members of governing body, regardless of title):

USERS SHOULD CREATE THEIR OWN FORM, OR DOWNLOAD FROM THE PAY TO PLAY SECTION OF THE DLGS WEBSITE A COUNTY-BASED, CUSTOMIZABLE FORM.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #5

STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business:

☑ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

☐ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

☐ Partnership ☐ Corporation ☐ Sole Proprietorship

☐ Limited Partnership ☐ Limited Liability Corporation ☐ Limited Liability Partnership

☐ Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: Scott D. Farmer Home Address: 6800 Cintas Blvd. Mason, OH 45262-5737	Name: Home Address:
Name: Home Address:	Name: Home Address:
Name: Home Address:	Name: Home Address:

Subscribed and sworn before me this ___ day of _____, 2__.

_____
(Affiant)

(Notary Public)

_____
(Print name & title of affiant)

My Commission expires:

(Corporate Seal)

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #6

Certification of Non-Involvement in Prohibited Activities in Iran

Pursuant to N.J.S.A. 52:32-58, Offerors must certify that neither the Offeror, nor any of its parents, subsidiaries, and/or affiliates (as defined in N.J.S.A. 52:32 – 56(e) (3)), is listed on the Department of the Treasury's List of Persons or Entities Engaging in Prohibited Investment Activities in Iran and that neither is involved in any of the investment activities set forth in N.J.S.A. 52:32 – 56(f).

Offerors wishing to do business in New Jersey through this contract must fill out the Certification of Non-Involvement in Prohibited Activities in Iran here:
http://www.state.nj.us/humanservices/dfd/info/standard/fdc/disclosure_investmentact.pdf.

Offerors should submit the above form completed with their proposal.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #7

NEW JERSEY BUSINESS REGISTRATION CERTIFICATE
(N.J.S.A. 52:32-44)

Offerors wishing to do business in New Jersey must submit their State Division of Revenue issued Business Registration Certificate with their proposal here. Failure to do so will disqualify the Offeror from offering products or services in New Jersey through any resulting contract.

https://www.njportal.com/DOR/BusinessRegistration/

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #8

EEOAA EVIDENCE

Equal Employment Opportunity/Affirmative Action
Goods, Professional Services & General Service Projects

EEO/AA Evidence

Vendors are required to submit evidence of compliance with N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 in order to be considered a responsible vendor.

One of the following must be included with submission:

- Copy of Letter of Federal Approval
- Certificate of Employee Information Report
- Fully Executed Form AA302
- Fully Executed EEO-1 Report

See the guidelines at: http://www.state.nj.us/treasury/contract_compliance/pdf/pa.pdf for further information.

I certify that my bid package includes the required evidence per the above list and State website.

Name: Brett Herzog Title: Major Account Manager-Government

Signature: _____ Date: _____

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #9

MCBRIDE-PRINCIPLES

STATE OF NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF PURCHASE AND PROPERTY

33 WEST STATE STREET, P.O. BOX 230
TRENTON, NEW JERSEY 08625-0230

MACBRIDE PRINCIPALS FORM

BID SOLICITATION #: 222886 VENDOR/BIDDER: Cintas Corporation No.2

VENDOR'S/BIDDER'S REQUIREMENT TO PROVIDE A CERTIFICATION IN COMPLIANCE WITH THE MACBRIDE PRINCIPALS AND NORTHERN IRELAND ACT OF 1989

Pursuant to Public Law 1995, c. 134, a responsible Vendor/Bidder selected, after public bidding, by the Director of the Division of Purchase and Property, pursuant to N.J.S.A. 52:34-12, must complete the certification below by checking one of the two options listed below and signing where indicated. If a Vendor/Bidder that would otherwise be awarded a purchase, contract or agreement does not complete the certification, then the Director may determine, in accordance with applicable law and rules, that it is in the best interest of the State to award the purchase, contract or agreement to another Vendor/Bidder that has completed the certification and has submitted a bid within five (5) percent of the most advantageous bid. If the Director finds contractors to be in violation of the principals that are the subject of this law, he/she shall take such action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, on behalf the Vendor/Bidder, certify pursuant to N.J.S.A. 52:34-12.2 that:

CHECK THE APPROPRIATE BOX

☐ The Vendor/Bidder has no business operations in Northern Ireland; or

OR

☐ The Vendor/Bidder will take lawful steps in good faith to conduct any business operations it has in Northern Ireland in accordance with the MacBride principals of nondiscrimination in employment as set forth in section 2 of P.L. 1987, c. 177 (N.J.S.A. 52:18A-89.5) and in conformance with the United Kingdom's Fair Employment (Northern Ireland) Act of 1989, and permit independent monitoring of its compliance with those principals.

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor/Bidder, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the State of New Jersey is relying on the information contained herein, and that the Vendor/Bidder is under a continuing obligation from the date of this certification through the completion of any contract(s) with the State to notify the State in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I will be subject to criminal prosecution under the law, and it will constitute a material breach of **my** agreement(s) with the State, permitting the State to declare any contract(s) resulting from this certification to be void and unenforceable.

Signature Date

Print Name and Title

Exhibit H

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Advertising Compliance Requirement

Pursuant to certain state notice provisions, including but not limited to Oregon Revised Statutes Chapter 279A.210, Chapter 279A.220, and other related provisions, the following public agencies and political subdivisions of the referenced public agencies are eligible to register with OMNIA Partners and access the Master Agreement contract award made pursuant to this solicitation, and are hereby given notice of the foregoing request for proposals for purposes of complying with the procedural requirements of said statutes:

Nationwide:

State of Alabama	State of Hawaii	Commonwealth of Massachusetts	State of New Mexico	State of South Dakota
State of Alaska	State of Idaho	State of Michigan	State of New York	State of Tennessee
State of Arizona	State of Illinois	State of Minnesota	State of North Carolina	State of Texas
State of Arkansas	State of Indiana	State of Mississippi	State of North Dakota	State of Utah
State of California	State of Iowa	State of Missouri	State of Ohio	State of Vermont
State of Colorado	State of Kansas	State of Montana	State of Oklahoma	Commonwealth of Virginia
State of Connecticut	Commonwealth of Kentucky	State of Nebraska	State of Oregon	State of Washington
State of Delaware	State of Louisiana	State of Nevada	Commonwealth of Pennsylvania	State of West Virginia
State of Florida	State of Maine	State of New Hampshire	State of Rhode Island	State of Wisconsin
State of Georgia	State of Maryland	State of New Jersey	State of South Carolina	State of Wyoming
District of Columbia				

Lists of political subdivisions and local governments in the above referenced states / districts may be found at http://www.usa.gov/Agencies/State_and_Territories.shtml and https://www.usa.gov/local-governments.

Certain Public Agencies and Political Subdivisions:

CITIES, TOWNS, VILLAGES AND BOROUGHS INCLUDING BUT NOT LIMITED TO:
BAKER CITY GOLF COURSE, OR
CITY OF ADAIR VILLAGE, OR
CITY OF ASHLAND, OR
CITY OF AUMSVILLE, OR
CITY OF AURORA, OR
CITY OF BAKER, OR
CITY OF BATON ROUGE, LA
CITY OF BEAVERTON, OR
CITY OF BEND, OR
CITY OF BOARDMAN, OR
CITY OF BONANAZA, OR
CITY OF BOSSIER CITY, LA
CITY OF BROOKINGS, OR
CITY OF BURNS, OR
CITY OF CANBY, OR
CITY OF CANYONVILLE, OR
CITY OF CLATSKANIE, OR
CITY OF COBURG, OR
CITY OF CONDON, OR
CITY OF COQUILLE, OR
CITY OF CORVALLI, OR
CITY OF CORVALLIS PARKS AND RECREATION DEPARTMENT, OR
CITY OF COTTAGE GROVE, OR
CITY OF DONALD, OR
CITY OF EUGENE, OR
CITY OF FOREST GROVE, OR
CITY OF GOLD HILL, OR
CITY OF GRANTS PASS, OR
CITY OF GRESHAM, OR
CITY OF HILLSBORO, OR
CITY OF INDEPENDENCE, OR
CITY AND COUNTY OF HONOLULU, HI
CITY OF KENNER, LA
CITY OF LA GRANDE, OR
CITY OF LAFAYETTE, LA
CITY OF LAKE CHARLES, OR
CITY OF LEBANON, OR
CITY OF MCMINNVILLE, OR
CITY OF MEDFORD, OR
CITY OF METAIRIE, LA
CITY OF MILL CITY, OR
CITY OF MILWAUKIE, OR
CITY OF MONROE, LA
CITY OF MOSIER, OR
CITY OF NEW ORLEANS, LA
CITY OF NORTH PLAINS, OR
CITY OF OREGON CITY, OR
CITY OF PILOT ROCK, OR
CITY OF PORTLAND, OR
CITY OF POWERS, OR
CITY OF PRINEVILLE, OR
CITY OF REDMOND, OR
CITY OF REEDSPORT, OR
CITY OF RIDDLE, OR
CITY OF ROGUE RIVER, OR
CITY OF ROSEBURG, OR
CITY OF SALEM, OR
CITY OF SANDY, OR
CITY OF SCAPPOOSE, OR
CITY OF SHADY COVE, OR
CITY OF SHERWOOD, OR
CITY OF SHREVEPORT, LA
CITY OF SILVERTON, OR
CITY OF SPRINGFIELD, OR
CITY OF ST. HELENS, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF ST. PAUL, OR
CITY OF SULPHUR, LA
CITY OF TIGARD, OR
CITY OF TROUTDALE, OR
CITY OF TUALATIN, OR
CITY OF WALKER, LA
CITY OF WARRENTON, OR
CITY OF WEST LINN, OR
CITY OF WILSONVILLE, OR
CITY OF WINSTON, OR
CITY OF WOODBURN, OR
LEAGUE OF OREGON CITES
THE CITY OF HAPPY VALLEY OREGON
ALPINE, UT
ALTA, UT
ALTAMONT, UT
ALTON, UT
AMALGA, UT
AMERICAN FORK CITY, UT
ANNABELLA, UT
ANTIMONY, UT
APPLE VALLEY, UT
AURORA, UT
BALLARD, UT
BEAR RIVER CITY, UT
BEAVER, UT
BICKNELL, UT
BIG WATER, UT
BLANDING, UT
BLUFFDALE, UT
BOULDER, UT
CITY OF BOUNTIFUL, UT
BRIAN HEAD, UT
BRIGHAM CITY CORPORATION, UT
BRYCE CANYON CITY, UT
CANNONVILLE, UT
CASTLE DALE, UT
CASTLE VALLEY, UT
CITY OF CEDAR CITY, UT
CEDAR FORT, UT
CITY OF CEDAR HILLS, UT
CENTERFIELD, UT
CENTERVILLE CITY CORPORATION, UT
CENTRAL VALLEY, UT
CHARLESTON, UT
CIRCLEVILLE, UT
CLARKSTON, UT
CLAWSON, UT
CLEARFIELD, UT
CLEVELAND, UT
CLINTON CITY CORPORATION, UT
COALVILLE, UT
CORINNE, UT
CORNISH, UT
COTTONWOOD HEIGHTS, UT
DANIEL, UT
DELTA, UT
DEWEYVILLE, UT
DRAPER CITY, UT
DUCHESNE, UT
EAGLE MOUNTAIN, UT
EAST CARBON, UT
ELK RIDGE, UT
ELMO, UT
ELSINORE, UT
ELWOOD, UT
EMERY, UT
ENOCH, UT
ENTERPRISE, UT
EPHRAIM, UT
ESCALANTE, UT
EUREKA, UT
FAIRFIELD, UT
FAIRVIEW, UT
FARMINGTON, UT
FARR WEST, UT
FAYETTE, UT
FERRON, UT
FIELDING, UT
FILLMORE, UT
FOUNTAIN GREEN, UT
FRANCIS, UT
FRUIT HEIGHTS, UT
GARDEN CITY, UT
GARLAND, UT
GENOLA, UT
GLENDALE, UT
GLENWOOD, UT
GOSHEN, UT
GRANTSVILLE, UT
GREEN RIVER, UT
GUNNISON, UT
HANKSVILLE, UT
HARRISVILLE, UT
HATCH, UT
HEBER CITY CORPORATION, UT
HELPER, UT
HENEFER, UT
HENRIEVILLE, UT
HERRIMAN, UT
HIDEOUT, UT
HIGHLAND, UT
HILDALE, UT
HINCKLEY, UT
HOLDEN, UT
HOLLADAY, UT
HONEYVILLE, UT
HOOPER, UT
HOWELL, UT
HUNTINGTON, UT
HUNTSVILLE, UT
CITY OF HURRICANE, UT
HYDE PARK, UT
HYRUM, UT
INDEPENDENCE, UT
IVINS, UT
JOSEPH, UT
JUNCTION, UT
KAMAS, UT
KANAB, UT
KANARRAVILLE, UT
KANOSH, UT
KAYSVILLE, UT
KINGSTON, UT
KOOSHAREM, UT
LAKETOWN, UT
LA VERKIN, UT
LAYTON, UT
LEAMINGTON, UT
LEEDS, UT
LEHI CITY CORPORATION, UT
LEVAN, UT
LEWISTON, UT
LINDON, UT
LOA, UT
LOGAN CITY, UT

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

LYMAN, UT
LYNNDYL, UT
MANILA, UT
MANTI, UT
MANTUA, UT
MAPLETON, UT
MARRIOTT-SLATERVILLE, UT
MARYSVALE, UT
MAYFIELD, UT
MEADOW, UT
MENDON, UT
MIDVALE CITY INC., UT
MIDWAY, UT
MILFORD, UT
MILLVILLE, UT
MINERSVILLE, UT
MOAB, UT
MONA, UT
MONROE, UT
CITY OF MONTICELLO, UT
MORGAN, UT
MORONI, UT
MOUNT PLEASANT, UT
MURRAY CITY CORPORATION, UT
MYTON, UT
NAPLES, UT
NEPHI, UT
NEW HARMONY, UT
NEWTON, UT
NIBLEY, UT
NORTH LOGAN, UT
NORTH OGDEN, UT
NORTH SALT LAKE CITY, UT
OAK CITY, UT
OAKLEY, UT
OGDEN CITY CORPORATION, UT
OPHIR, UT
ORANGEVILLE, UT
ORDERVILLE, UT
OREM, UT
PANGUITCH, UT
PARADISE, UT
PARAGONAH, UT
PARK CITY, UT
PAROWAN, UT
PAYSON, UT
PERRY, UT
PLAIN CITY, UT
PLEASANT GROVE CITY, UT
PLEASANT VIEW, UT
PLYMOUTH, UT
PORTAGE, UT
PRICE, UT
PROVIDENCE, UT
PROVO, UT
RANDOLPH, UT
REDMOND, UT
RICHFIELD, UT
RICHMOND, UT
RIVERDALE, UT
RIVER HEIGHTS, UT
RIVERTON CITY, UT
ROCKVILLE, UT
ROCKY RIDGE, UT
ROOSEVELT CITY CORPORATION, UT
ROY, UT
RUSH VALLEY, UT
CITY OF ST. GEORGE, UT
SALEM, UT
SALINA, UT
SALT LAKE CITY CORPORATION, UT
SANDY, UT
SANTA CLARA, UT
SANTAQUIN, UT
SARATOGA SPRINGS, UT
SCIPIO, UT
SCOFIELD, UT
SIGURD, UT
SMITHFIELD, UT
SNOWVILLE, UT
CITY OF SOUTH JORDAN, UT
SOUTH OGDEN, UT
CITY OF SOUTH SALT LAKE, UT
SOUTH WEBER, UT
SPANISH FORK, UT
SPRING CITY, UT
SPRINGDALE, UT
SPRINGVILLE, UT
STERLING, UT
STOCKTON, UT
SUNNYSIDE, UT
SUNSET CITY CORP, UT
SYRACUSE, UT
TABIONA, UT
CITY OF TAYLORSVILLE, UT
TOOELE CITY CORPORATION, UT
TOQUERVILLE, UT
TORREY, UT
TREMONTON CITY, UT
TRENTON, UT
TROPIC, UT
UINTAH, UT
VERNAL CITY, UT
VERNON, UT
VINEYARD, UT
VIRGIN, UT
WALES, UT
WALLSBURG, UT
WASHINGTON CITY, UT
WASHINGTON TERRACE, UT
WELLINGTON, UT
WELLSVILLE, UT
WENDOVER, UT
WEST BOUNTIFUL, UT
WEST HAVEN, UT
WEST JORDAN, UT
WEST POINT, UT
WEST VALLEY CITY, UT
WILLARD, UT
WOODLAND HILLS, UT
WOODRUFF, UT
WOODS CROSS, UT

COUNTIES AND PARISHES INCLUDING BUT NOT LIMITED TO:
ASCENSION PARISH, LA
ASCENSION PARISH, LA, CLEAR OF COURT
CADDO PARISH, LA
CALCASIEU PARISH, LA
CALCASIEU PARISH SHERIFF'S OFFICE, LA
CITY AND COUNTY OF HONOLULU, HI
CLACKAMAS COUNTY, OR
CLACKAMAS COUNTY DEPT OF TRANSPORTATION, OR
CLATSOP COUNTY, OR
COLUMBIA COUNTY, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

COOS COUNTY, OR
COOS COUNTY HIGHWAY DEPARTMENT, OR
COUNTY OF HAWAII, OR
CROOK COUNTY, OR
CROOK COUNTY ROAD DEPARTMENT, OR
CURRY COUNTY, OR
DESCHUTES COUNTY, OR
DOUGLAS COUNTY, OR
EAST BATON ROUGE PARISH, LA
GILLIAM COUNTY, OR
GRANT COUNTY, OR
HARNEY COUNTY, OR
HARNEY COUNTY SHERIFFS OFFICE, OR
HAWAII COUNTY, HI
HOOD RIVER COUNTY, OR
JACKSON COUNTY, OR
JEFFERSON COUNTY, OR
JEFFERSON PARISH, LA
JOSEPHINE COUNTY GOVERNMENT, OR
LAFAYETTE CONSOLIDATED GOVERNMENT, LA
LAFAYETTE PARISH, LA
LAFAYETTE PARISH CONVENTION & VISITORS COMMISSION
LAFOURCHE PARISH, LA
KAUAI COUNTY, HI
KLAMATH COUNTY, OR
LAKE COUNTY, OR
LANE COUNTY, OR
LINCOLN COUNTY, OR
LINN COUNTY, OR
LIVINGSTON PARISH, LA
MALHEUR COUNTY, OR
MAUI COUNTY, HI
MARION COUNTY, SALEM, OR
MORROW COUNTY, OR
MULTNOMAH COUNTY, OR
MULTNOMAH COUNTY BUSINESS AND COMMUNITY SERVICES, OR
MULTNOMAH COUNTY SHERIFFS OFFICE, OR
MULTNOMAH LAW LIBRARY, OR
ORLEANS PARISH, LA
PLAQUEMINES PARISH, LA
POLK COUNTY, OR
RAPIDES PARISH, LA
SAINT CHARLES PARISH, LA
SAINT CHARLES PARISH PUBLIC SCHOOLS, LA
SAINT LANDRY PARISH, LA
SAINT TAMMANY PARISH, LA
SHERMAN COUNTY, OR
TERREBONNE PARISH, LA
TILLAMOOK COUNTY, OR
TILLAMOOK COUNTY SHERIFF'S OFFICE, OR
TILLAMOOK COUNTY GENERAL HOSPITAL, OR
UMATILLA COUNTY, OR
UNION COUNTY, OR
WALLOWA COUNTY, OR
WASCO COUNTY, OR
WASHINGTON COUNTY, OR
WEST BATON ROUGE PARISH, LA
WHEELER COUNTY, OR
YAMHILL COUNTY, OR
COUNTY OF BOX ELDER, UT
COUNTY OF CACHE, UT
COUNTY OF RICH, UT
COUNTY OF WEBER, UT
COUNTY OF MORGAN, UT
COUNTY OF DAVIS, UT
COUNTY OF SUMMIT, UT
COUNTY OF DAGGETT, UT
COUNTY OF SALT LAKE, UT
COUNTY OF TOOELE, UT
COUNTY OF UTAH, UT
COUNTY OF WASATCH, UT
COUNTY OF DUCHESNE, UT
COUNTY OF UINTAH, UT
COUNTY OF CARBON, UT
COUNTY OF SANPETE, UT
COUNTY OF JUAB, UT
COUNTY OF MILLARD, UT
COUNTY OF SEVIER, UT
COUNTY OF EMERY, UT
COUNTY OF GRAND, UT
COUNTY OF BEVER, UT
COUNTY OF PIUTE, UT
COUNTY OF WAYNE, UT
COUNTY OF SAN JUAN, UT
COUNTY OF GARFIELD, UT
COUNTY OF KANE, UT
COUNTY OF IRON, UT
COUNTY OF WASHINGTON, UT

<u>OTHER AGENCIES INCLUDING ASSOCIATIONS, BOARDS, DISTRICTS, COMMISSIONS, COUNCILS, PUBLIC CORPORATIONS, PUBLIC DEVELOPMENT AUTHORITIES, RESERVATIONS AND UTILITIES INCLUDING BUT NOT LIMITED TO:</u>
ADAIR R.F.P.D., OR
ADEL WATER IMPROVEMENT DISTRICT, OR
ADRIAN R.F.P.D., OR
AGNESS COMMUNITY LIBRARY, OR
AGNESS-ILLAHE R.F.P.D., OR
AGRICULTURE EDUCATION SERVICE EXTENSION DISTRICT, OR
ALDER CREEK-BARLOW WATER DISTRICT NO. 29, OR
ALFALFA FIRE DISTRICT, OR
ALSEA R.F.P.D., OR
ALSEA RIVIERA WATER IMPROVEMENT DISTRICT, OR
AMITY FIRE DISTRICT, OR
ANTELOPE MEADOWS SPECIAL ROAD DISTRICT, OR
APPLE ROGUE DISTRICT IMPROVEMENT COMPANY, OR
APPLEGATE VALLEY R.F.P.D. #9, OR
ARCH CAPE DOMESTIC WATER SUPPLY DISTRICT, OR
ARCH CAPE SANITARY DISTRICT, OR
ARNOLD IRRIGATION DISTRICT, OR
ASH CREEK WATER CONTROL DISTRICT, OR
ATHENA CEMETERY MAINTENANCE DISTRICT, OR
AUMSVILLE R.F.P.D., OR
AURORA R.F.P.D., OR
AZALEA R.F.P.D., OR
BADGER IMPROVEMENT DISTRICT, OR
BAILEY-SPENCER R.F.P.D., OR
BAKER COUNTY LIBRARY DISTRICT, OR
BAKER R.F.P.D., OR
BAKER RIVERTON ROAD DISTRICT, OR
BAKER VALLEY IRRIGATION DISTRICT, OR
BAKER VALLEY S.W.C.D., OR
BAKER VALLEY VECTOR CONTROL DISTRICT, OR
BANDON CRANBERRY WATER CONTROL DISTRICT, OR
BANDON R.F.P.D., OR
BANKS FIRE DISTRICT, OR
BANKS FIRE DISTRICT #13, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

BAR L RANCH ROAD DISTRICT, OR
BARLOW WATER IMPROVEMENT DISTRICT, OR
BASIN AMBULANCE SERVICE DISTRICT, OR
BASIN TRANSIT SERVICE TRANSPORTATION DISTRICT, OR
BATON ROUGE WATER COMPANY
BAY AREA HEALTH DISTRICT, OR
BAYSHORE SPECIAL ROAD DISTRICT, OR
BEAR VALLEY SPECIAL ROAD DISTRICT, OR
BEAVER CREEK WATER CONTROL DISTRICT, OR
BEAVER DRAINAGE IMPROVEMENT COMPANY, INC., OR
BEAVER SLOUGH DRAINAGE DISTRICT, OR
BEAVER SPECIAL ROAD DISTRICT, OR
BEAVER WATER DISTRICT, OR
BELLE MER S.I.G.L. TRACTS SPECIAL ROAD DISTRICT, OR
BEND METRO PARK AND RECREATION DISTRICT
BENTON S.W.C.D., OR
BERNDT SUBDIVISION WATER IMPROVEMENT DISTRICT, OR
BEVERLY BEACH WATER DISTRICT, OR
BIENVILLE PARISH FIRE PROTECTION DISTRICT 6, LA
BIG BEND IRRIGATION DISTRICT, OR
BIGGS SERVICE DISTRICT, OR
BLACK BUTTE RANCH DEPARTMENT OF POLICE SERVICES, OR
BLACK BUTTE RANCH R.F.P.D., OR
BLACK MOUNTAIN WATER DISTRICT, OR
BLODGETT-SUMMIT R.F.P.D., OR
BLUE MOUNTAIN HOSPITAL DISTRICT, OR
BLUE MOUNTAIN TRANSLATOR DISTRICT, OR
BLUE RIVER PARK & RECREATION DISTRICT, OR
BLUE RIVER WATER DISTRICT, OR
BLY R.F.P.D., OR
BLY VECTOR CONTROL DISTRICT, OR
BLY WATER AND SANITARY DISTRICT, OR
BOARDMAN CEMETERY MAINTENANCE DISTRICT, OR
BOARDMAN PARK AND RECREATION DISTRICT
BOARDMAN R.F.P.D., OR
BONANZA BIG SPRINGS PARK & RECREATION DISTRICT, OR
BONANZA MEMORIAL PARK CEMETERY DISTRICT, OR
BONANZA R.F.P.D., OR
BONANZA-LANGELL VALLEY VECTOR CONTROL DISTRICT, OR
BORING WATER DISTRICT #24, OR
BOULDER CREEK RETREAT SPECIAL ROAD DISTRICT, OR
BRIDGE R.F.P.D., OR
BROOKS COMMUNITY SERVICE DISTRICT, OR
BROWNSVILLE R.F.P.D., OR
BUELL-RED PRAIRIE WATER DISTRICT, OR
BUNKER HILL R.F.P.D. #1, OR
BUNKER HILL SANITARY DISTRICT, OR
BURLINGTON WATER DISTRICT, OR
BURNT RIVER IRRIGATION DISTRICT, OR
BURNT RIVER S.W.C.D., OR
CALAPOOIA R.F.P.D., OR
CAMAS VALLEY R.F.P.D., OR
CAMELLIA PARK SANITARY DISTRICT, OR
CAMMANN ROAD DISTRICT, OR
CAMP SHERMAN ROAD DISTRICT, OR
CANBY AREA TRANSIT, OR
CANBY R.F.P.D. #62, OR
CANBY UTILITY BOARD, OR
CANNON BEACH R.F.P.D., OR
CANYONVILLE SOUTH UMPQUA FIRE DISTRICT, OR
CAPE FERRELO R.F.P.D., OR
CAPE FOULWEATHER SANITARY DISTRICT, OR
CARLSON PRIMROSE SPECIAL ROAD DISTRICT, OR
CARMEL BEACH WATER DISTRICT, OR
CASCADE VIEW ESTATES TRACT 2, OR
CEDAR CREST SPECIAL ROAD DISTRICT, OR
CEDAR TRAILS SPECIAL ROAD DISTRICT, OR
CEDAR VALLEY - NORTH BANK R.F.P.D., OR
CENTRAL CASCADES FIRE AND EMS, OR
CENTRAL CITY ECONOMIC OPPORTUNITY CORP, LA
CENTRAL LINCOLN P.U.D., OR
CENTRAL OREGON COAST FIRE & RESCUE DISTRICT, OR
CENTRAL OREGON INTERGOVERNMENTAL COUNCIL
CENTRAL OREGON IRRIGATION DISTRICT, OR
CHAPARRAL WATER CONTROL DISTRICT, OR
CHARLESTON FIRE DISTRICT, OR
CHARLESTON SANITARY DISTRICT, OR
CHARLOTTE ANN WATER DISTRICT, OR
CHEHALEM PARK & RECREATION DISTRICT, OR
CHEHALEM PARK AND RECREATION DISTRICT
CHEMULT R.F.P.D., OR
CHENOWITH WATER P.U.D., OR
CHERRIOTS, OR
CHETCO COMMUNITY PUBLIC LIBRARY DISTRICT, OR
CHILOQUIN VECTOR CONTROL DISTRICT, OR
CHILOQUIN-AGENCY LAKE R.F.P.D., OR
CHINOOK DRIVE SPECIAL ROAD DISTRICT, OR
CHR DISTRICT IMPROVEMENT COMPANY, OR
CHRISTMAS VALLEY DOMESTIC WATER DISTRICT, OR
CHRISTMAS VALLEY PARK & RECREATION DISTRICT, OR
CHRISTMAS VALLEY R.F.P.D., OR
CITY OF BOGALUSA SCHOOL BOARD, LA
CLACKAMAS COUNTY FIRE DISTRICT #1, OR
CLACKAMAS COUNTY SERVICE DISTRICT #1, OR
CLACKAMAS COUNTY VECTOR CONTROL DISTRICT, OR
CLACKAMAS RIVER WATER
CLACKAMAS RIVER WATER, OR
CLACKAMAS S.W.C.D., OR
CLATSKANIE DRAINAGE IMPROVEMENT COMPANY, OR
CLATSKANIE LIBRARY DISTRICT, OR
CLATSKANIE P.U.D., OR
CLATSKANIE PARK & RECREATION DISTRICT, OR
CLATSKANIE PEOPLE'S UTILITY DISTRICT
CLATSKANIE R.F.P.D., OR
CLATSOP CARE CENTER HEALTH DISTRICT, OR
CLATSOP COUNTY S.W.C.D., OR
CLATSOP DRAINAGE IMPROVEMENT COMPANY #15, INC., OR
CLEAN WATER SERVICES
CLEAN WATER SERVICES, OR
CLOVERDALE R.F.P.D., OR
CLOVERDALE SANITARY DISTRICT, OR
CLOVERDALE WATER DISTRICT, OR
COALEDO DRAINAGE DISTRICT, OR
COBURG FIRE DISTRICT, OR
COLESTIN RURAL FIRE DISTRICT, OR
COLTON R.F.P.D., OR
COLTON WATER DISTRICT #11, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

COLUMBIA 911 COMMUNICATIONS DISTRICT, OR
COLUMBIA COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
COLUMBIA DRAINAGE VECTOR CONTROL, OR
COLUMBIA IMPROVEMENT DISTRICT, OR
COLUMBIA R.F.P.D., OR
COLUMBIA RIVER FIRE & RESCUE, OR
COLUMBIA RIVER PUD, OR
COLUMBIA S.W.C.D., OR
COLUMBIA S.W.C.D., OR
CONFEDERATED TRIBES OF THE UMATILLA INDIAN RESERVATION
COOS COUNTY AIRPORT DISTRICT, OR
COOS COUNTY AIRPORT DISTRICT, OR
COOS COUNTY AREA TRANSIT SERVICE DISTRICT, OR
COOS COUNTY AREA TRANSIT SERVICE DISTRICT, OR
COOS FOREST PROTECTIVE ASSOCIATION
COOS S.W.C.D., OR
COQUILLE R.F.P.D., OR
COQUILLE VALLEY HOSPITAL DISTRICT, OR
CORBETT WATER DISTRICT, OR
CORNELIUS R.F.P.D., OR
CORP RANCH ROAD WATER IMPROVEMENT, OR
CORVALLIS R.F.P.D., OR
COUNTRY CLUB ESTATES SPECIAL WATER DISTRICT, OR
COUNTRY CLUB WATER DISTRICT, OR
COUNTRY ESTATES ROAD DISTRICT, OR
COVE CEMETERY MAINTENANCE DISTRICT, OR
COVE ORCHARD SEWER SERVICE DISTRICT, OR
COVE R.F.P.D., OR
CRESCENT R.F.P.D., OR
CRESCENT SANITARY DISTRICT, OR
CRESCENT WATER SUPPLY AND IMPROVEMENT DISTRICT, OR
CROOK COUNTY AGRICULTURE EXTENSION SERVICE DISTRICT, OR
CROOK COUNTY CEMETERY DISTRICT, OR
CROOK COUNTY FIRE AND RESCUE, OR
CROOK COUNTY PARKS & RECREATION DISTRICT, OR
CROOK COUNTY S.W.C.D., OR
CROOK COUNTY VECTOR CONTROL DISTRICT, OR
CROOKED RIVER RANCH R.F.P.D., OR
CROOKED RIVER RANCH SPECIAL ROAD DISTRICT, OR
CRYSTAL SPRINGS WATER DISTRICT, OR
CURRY COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
CURRY COUNTY PUBLIC TRANSIT SERVICE DISTRICT, OR
CURRY COUNTY S.W.C.D., OR
CURRY HEALTH DISTRICT, OR
CURRY PUBLIC LIBRARY DISTRICT, OR
DALLAS CEMETERY DISTRICT #4, OR
DARLEY DRIVE SPECIAL ROAD DISTRICT, OR
DAVID CROCKETT STEAM FIRE COMPANY #1, LA
DAYS CREEK R.F.P.D., OR
DAYTON FIRE DISTRICT, OR
DEAN MINARD WATER DISTRICT, OR
DEE IRRIGATION DISTRICT, OR
DEER ISLAND DRAINAGE IMPROVEMENT COMPANY, OR
DELL BROGAN CEMETERY MAINTENANCE DISTRICT, OR
DEPOE BAY R.F.P.D., OR
DESCHUTES COUNTY 911 SERVICE DISTRICT, OR
DESCHUTES COUNTY R.F.P.D. #2, OR
DESCHUTES PUBLIC LIBRARY DISTRICT, OR
DESCHUTES S.W.C.D., OR
DESCHUTES VALLEY WATER DISTRICT, OR
DEVILS LAKE WATER IMPROVEMENT DISTRICT, OR
DEXTER R.F.P.D., OR
DEXTER SANITARY DISTRICT, OR
DORA-SITKUM R.F.P.D., OR
DOUGLAS COUNTY FIRE DISTRICT #2, OR
DOUGLAS S.W.C.D., OR
DRAKES CROSSING R.F.P.D., OR
DRRH SPECIAL ROAD DISTRICT #6, OR
DRY GULCH DITCH DISTRICT IMPROVEMENT COMPANY, OR
DUFUR RECREATION DISTRICT, OR
DUMBECK LANE DOMESTIC WATER SUPPLY, OR
DUNDEE R.F.P.D., OR
DURKEE COMMUNITY BUILDING PRESERVATION DISTRICT, OR
EAGLE POINT IRRIGATION DISTRICT, OR
EAGLE VALLEY CEMETERY MAINTENANCE DISTRICT, OR
EAGLE VALLEY R.F.P.D., OR
EAGLE VALLEY S.W.C.D., OR
EAST FORK IRRIGATION DISTRICT, OR
EAST MULTNOMAH S.W.C.D., OR
EAST SALEM SERVICE DISTRICT, OR
EAST UMATILLA CHEMICAL CONTROL DISTRICT, OR
EAST UMATILLA COUNTY AMBULANCE AREA HEALTH DISTRICT, OR
EAST UMATILLA COUNTY R.F.P.D., OR
EAST VALLEY WATER DISTRICT, OR
ELGIN COMMUNITY PARKS & RECREATION DISTRICT, OR
ELGIN HEALTH DISTRICT, OR
ELGIN R.F.P.D., OR
ELKTON ESTATES PHASE II SPECIAL ROAD DISTRICT, OR
ELKTON R.F.P.D., OR
EMERALD P.U.D., OR
ENTERPRISE IRRIGATION DISTRICT, OR
ESTACADA CEMETERY MAINTENANCE DISTRICT, OR
ESTACADA R.F.P.D. #69, OR
EUGENE R.F.P.D. # 1, OR
EUGENE WATER AND ELECTRIC BOARD
EVANS VALLEY FIRE DISTRICT #6, OR
FAIR OAKS R.F.P.D., OR
FAIRVIEW R.F.P.D., OR
FAIRVIEW WATER DISTRICT, OR
FALCON HEIGHTS WATER AND SEWER, OR
FALCON-COVE BEACH WATER DISTRICT, OR
FALL RIVER ESTATES SPECIAL ROAD DISTRICT, OR
FARGO INTERCHANGE SERVICE DISTRICT, OR
FARMERS IRRIGATION DISTRICT, OR
FAT ELK DRAINAGE DISTRICT, OR
FERN RIDGE PUBLIC LIBRARY DISTRICT, OR
FERN VALLEY ESTATES IMPROVEMENT DISTRICT, OR
FOR FAR ROAD DISTRICT, OR
FOREST GROVE R.F.P.D., OR
FOREST VIEW SPECIAL ROAD DISTRICT, OR
FORT ROCK-SILVER LAKE S.W.C.D., OR
FOUR RIVERS VECTOR CONTROL DISTRICT, OR
FOX CEMETERY MAINTENANCE DISTRICT, OR
GARDINER R.F.P.D., OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

GARDINER SANITARY DISTRICT, OR
GARIBALDI R.F.P.D., OR
GASTON R.F.P.D., OR
GATES R.F.P.D., OR
GEARHART R.F.P.D., OR
GILLIAM S.W.C.D., OR
GLENDALE AMBULANCE DISTRICT, OR
GLENDALE R.F.P.D., OR
GLENEDEN BEACH SPECIAL ROAD DISTRICT, OR
GLENEDEN SANITARY DISTRICT, OR
GLENWOOD WATER DISTRICT, OR
GLIDE - IDLEYLD SANITARY DISTRICT, OR
GLIDE R.F.P.D., OR
GOLD BEACH - WEDDERBURN R.F.P.D., OR
GOLD HILL IRRIGATION DISTRICT, OR
GOLDFINCH ROAD DISTRICT, OR
GOSHEN R.F.P.D., OR
GOVERNMENT CAMP ROAD DISTRICT, OR
GOVERNMENT CAMP SANITARY DISTRICT, OR
GRAND PRAIRIE WATER CONTROL DISTRICT, OR
GRAND RONDE SANITARY DISTRICT, OR
GRANT COUNTY TRANSPORTATION DISTRICT, OR
GRANT S.W.C.D., OR
GRANTS PASS IRRIGATION DISTRICT, OR
GREATER BOWEN VALLEY R.F.P.D., OR
GREATER ST. HELENS PARK & RECREATION DISTRICT, OR
GREATER TOLEDO POOL RECREATION DISTRICT, OR
GREEN KNOLLS SPECIAL ROAD DISTRICT, OR
GREEN SANITARY DISTRICT, OR
GREENACRES R.F.P.D., OR
GREENBERRY IRRIGATION DISTRICT, OR
GREENSPRINGS RURAL FIRE DISTRICT, OR
HAHLEN ROAD SPECIAL DISTRICT, OR
HAINES CEMETERY MAINTENANCE DISTRICT, OR
HAINES FIRE PROTECTION DISTRICT, OR
HALSEY-SHEDD R.F.P.D., OR
HAMLET R.F.P.D., OR
HARBOR R.F.P.D., OR
HARBOR SANITARY DISTRICT, OR
HARBOR WATER P.U.D., OR
HARNEY COUNTY HEALTH DISTRICT, OR
HARNEY S.W.C.D., OR
HARPER SOUTH SIDE IRRIGATION DISTRICT, OR
HARRISBURG FIRE AND RESCUE, OR
HAUSER R.F.P.D., OR
HAZELDELL RURAL FIRE DISTRICT, OR
HEBO JOINT WATER-SANITARY AUTHORITY, OR
HECETA WATER P.U.D., OR
HELIX CEMETERY MAINTENANCE DISTRICT #4, OR
HELIX PARK & RECREATION DISTRICT, OR
HELIX R.F.P.D. #7-411, OR
HEPPNER CEMETERY MAINTENANCE DISTRICT, OR
HEPPNER R.F.P.D., OR
HEPPNER WATER CONTROL DISTRICT, OR
HEREFORD COMMUNITY HALL RECREATION DISTRICT, OR
HERMISTON CEMETERY DISTRICT, OR
HERMISTON IRRIGATION DISTRICT, OR
HIDDEN VALLEY MOBILE ESTATES IMPROVEMENT DISTRICT, OR
HIGH DESERT PARK & RECREATION DISTRICT, OR
HIGHLAND SUBDIVISION WATER DISTRICT, OR
HONOLULU INTERNATIONAL AIRPORT
HOOD RIVER COUNTY LIBRARY DISTRICT, OR
HOOD RIVER COUNTY TRANSPORTATION DISTRICT, OR
HOOD RIVER S.W.C.D., OR
HOOD RIVER VALLEY PARKS & RECREATION DISTRICT, OR
HOODLAND FIRE DISTRICT #74
HOODLAND FIRE DISTRICT #74, OR
HORSEFLY IRRIGATION DISTRICT, OR
HOSKINS-KINGS VALLEY R.F.P.D., OR
HOUSING AUTHORITY OF PORTLAND
HUBBARD R.F.P.D., OR
HUDSON BAY DISTRICT IMPROVEMENT COMPANY, OR
I N (KAY) YOUNG DITCH DISTRICT IMPROVEMENT COMPANY, OR
ICE FOUNTAIN WATER DISTRICT, OR
IDAHO POINT SPECIAL ROAD DISTRICT, OR
IDANHA-DETROIT RURAL FIRE PROTECTION DISTRICT, OR
ILLINOIS VALLEY FIRE DISTRICT
ILLINOIS VALLEY R.F.P.D., OR
ILLINOIS VALLEY S.W.C.D., OR
IMBLER R.F.P.D., OR
INTERLACHEN WATER P.U.D., OR
IONE LIBRARY DISTRICT, OR
IONE R.F.P.D. #6-604, OR
IRONSIDE CEMETERY MAINTENANCE DISTRICT, OR
IRONSIDE RURAL ROAD DISTRICT #5, OR
IRRIGON PARK & RECREATION DISTRICT, OR
IRRIGON R.F.P.D., OR
ISLAND CITY AREA SANITATION DISTRICT, OR
ISLAND CITY CEMETERY MAINTENANCE DISTRICT, OR
JACK PINE VILLAGE SPECIAL ROAD DISTRICT, OR
JACKSON COUNTY FIRE DISTRICT #3, OR
JACKSON COUNTY FIRE DISTRICT #4, OR
JACKSON COUNTY FIRE DISTRICT #5, OR
JACKSON COUNTY LIBRARY DISTRICT, OR
JACKSON COUNTY VECTOR CONTROL DISTRICT, OR
JACKSON S.W.C.D., OR
JASPER KNOLLS WATER DISTRICT, OR
JEFFERSON COUNTY EMERGENCY MEDICAL SERVICE DISTRICT, OR
JEFFERSON COUNTY FIRE DISTRICT #1, OR
JEFFERSON COUNTY LIBRARY DISTRICT, OR
JEFFERSON COUNTY S.W.C.D., OR
JEFFERSON PARK & RECREATION DISTRICT, OR
JEFFERSON R.F.P.D., OR
JOB'S DRAINAGE DISTRICT, OR
JOHN DAY WATER DISTRICT, OR
JOHN DAY-CANYON CITY PARKS & RECREATION DISTRICT, OR
JOHN DAY-FERNHILL R.F.P.D. #5-108, OR
JORDAN VALLEY CEMETERY DISTRICT, OR
JORDAN VALLEY IRRIGATION DISTRICT, OR
JOSEPHINE COMMUNITY LIBRARY DISTRICT, OR
JOSEPHINE COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
JOSEPHINE COUNTY 911 AGENCY, OR
JUNCTION CITY R.F.P.D., OR
JUNCTION CITY WATER CONTROL DISTRICT, OR
JUNIPER BUTTE ROAD DISTRICT, OR
JUNIPER CANYON WATER CONTROL DISTRICT, OR
JUNIPER FLAT DISTRICT IMPROVEMENT COMPANY, OR
JUNIPER FLAT R.F.P.D., OR
JUNO NONPROFIT WATER IMPROVEMENT DISTRICT, OR
KEATING R.F.P.D., OR
KEATING S.W.C.D., OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

KEIZER R.F.P.D., OR
KELLOGG RURAL FIRE DISTRICT, OR
KENO IRRIGATION DISTRICT, OR
KENO PINES ROAD DISTRICT, OR
KENO R.F.P.D., OR
KENT WATER DISTRICT, OR
KERBY WATER DISTRICT, OR
K-GB-LB WATER DISTRICT, OR
KILCHIS WATER DISTRICT, OR
KLAMATH 9-1-1 COMMUNICATIONS DISTRICT, OR
KLAMATH BASIN IMPROVEMENT DISTRICT, OR
KLAMATH COUNTY DRAINAGE SERVICE DISTRICT, OR
KLAMATH COUNTY EXTENSION SERVICE DISTRICT, OR
KLAMATH COUNTY FIRE DISTRICT #1, OR
KLAMATH COUNTY FIRE DISTRICT #3, OR
KLAMATH COUNTY FIRE DISTRICT #4, OR
KLAMATH COUNTY FIRE DISTRICT #5, OR
KLAMATH COUNTY LIBRARY SERVICE DISTRICT, OR
KLAMATH COUNTY PREDATORY ANIMAL CONTROL DISTRICT, OR
KLAMATH DRAINAGE DISTRICT, OR
KLAMATH FALLS FOREST ESTATES SPECIAL ROAD DISTRICT UNIT #2, OR
KLAMATH INTEROPERABILITY RADIO GROUP, OR
KLAMATH IRRIGATION DISTRICT, OR
KLAMATH RIVER ACRES SPECIAL ROAD DISTRICT, OR
KLAMATH S.W.C.D., OR
KLAMATH VECTOR CONTROL DISTRICT, OR
KNAPPA-SVENSEN-BURNSIDE R.F.P.D., OR
LA GRANDE CEMETERY MAINTENANCE DISTRICT, OR
LA GRANDE R.F.P.D., OR
LA PINE PARK & RECREATION DISTRICT, OR
LA PINE R.F.P.D., OR
LABISH VILLAGE SEWAGE & DRAINAGE, OR
LACOMB IRRIGATION DISTRICT, OR
LAFAYETTE AIRPORT COMMISSION, LA
LAFOURCHE PARISH HEALTH UNIT – DHH-OPH REGION 3
LAIDLAW WATER DISTRICT, OR
LAKE CHINOOK FIRE & RESCUE, OR
LAKE COUNTY 4-H & EXTENSION SERVICE DISTRICT, OR
LAKE COUNTY LIBRARY DISTRICT, OR
LAKE CREEK R.F.P.D. - JACKSON, OR
LAKE CREEK R.F.P.D. - LANE COUNTY, OR
LAKE DISTRICT HOSPITAL, OR
LAKE GROVE R.F.P.D. NO. 57, OR
LAKE GROVE WATER DISTRICT, OR
LAKE LABISH WATER CONTROL DISTRICT, OR
LAKE POINT SPECIAL ROAD DISTRICT, OR
LAKESIDE R.F.P.D. #4, OR
LAKESIDE WATER DISTRICT, OR
LAKEVIEW R.F.P.D., OR
LAKEVIEW S.W.C.D., OR
LAMONTAI IMPROVEMENT DISTRICT, OR
LANE FIRE AUTHORITY, OR
LANE LIBRARY DISTRICT, OR
LANE TRANSIT DISTRICT, OR
LANGELL VALLEY IRRIGATION DISTRICT, OR
LANGLOIS PUBLIC LIBRARY, OR
LANGLOIS R.F.P.D., OR
LANGLOIS WATER DISTRICT, OR
LAZY RIVER SPECIAL ROAD DISTRICT, OR
LEBANON AQUATIC DISTRICT, OR
LEBANON R.F.P.D., OR
LEWIS & CLARK R.F.P.D., OR
LINCOLN COUNTY LIBRARY DISTRICT, OR
LINCOLN S.W.C.D., OR
LINN COUNTY EMERGENCY TELEPHONE AGENCY, OR
LINN S.W.C.D., OR
LITTLE MUDDY CREEK WATER CONTROL, OR
LITTLE NESTUCCA DRAINAGE DISTRICT, OR
LITTLE SWITZERLAND SPECIAL ROAD DISTRICT, OR
LONE PINE IRRIGATION DISTRICT, OR
LONG PRAIRIE WATER DISTRICT, OR
LOOKINGGLASS OLALLA WATER CONTROL DISTRICT, OR
LOOKINGGLASS RURAL FIRE DISTRICT, OR
LORANE R.F.P.D., OR
LOST & BOULDER DITCH IMPROVEMENT DISTRICT, OR
LOST CREEK PARK SPECIAL ROAD DISTRICT, OR
LOUISIANA PUBLIC SERVICE COMMISSION, LA
LOUISIANA WATER WORKS
LOWELL R.F.P.D., OR
LOWER MCKAY CREEK R.F.P.D., OR
LOWER MCKAY CREEK WATER CONTROL DISTRICT, OR
LOWER POWDER RIVER IRRIGATION DISTRICT, OR
LOWER SILETZ WATER DISTRICT, OR
LOWER UMPQUA HOSPITAL DISTRICT, OR
LOWER UMPQUA PARK & RECREATION DISTRICT, OR
LOWER VALLEY WATER IMPROVEMENT DISTRICT, OR
LUCE LONG DITCH DISTRICT IMPROVEMENT CO., OR
LUSTED WATER DISTRICT, OR
LYONS R.F.P.D., OR
LYONS-MEHAMA WATER DISTRICT, OR
MADRAS AQUATIC CENTER DISTRICT, OR
MAKAI SPECIAL ROAD DISTRICT, OR
MALHEUR COUNTY S.W.C.D., OR
MALHEUR COUNTY VECTOR CONTROL DISTRICT, OR
MALHEUR DISTRICT IMPROVEMENT COMPANY, OR
MALHEUR DRAINAGE DISTRICT, OR
MALHEUR MEMORIAL HEALTH DISTRICT, OR
MALIN COMMUNITY CEMETERY MAINTENANCE DISTRICT, OR
MALIN COMMUNITY PARK & RECREATION DISTRICT, OR
MALIN IRRIGATION DISTRICT, OR
MALIN R.F.P.D., OR
MAPLETON FIRE DEPARTMENT, OR
MAPLETON WATER DISTRICT, OR
MARCOLA WATER DISTRICT, OR
MARION COUNTY EXTENSION & 4H SERVICE DISTRICT, OR
MARION COUNTY FIRE DISTRICT #1, OR
MARION JACK IMPROVEMENT DISTRICT, OR
MARION S.W.C.D., OR
MARY'S RIVER ESTATES ROAD DISTRICT, OR
MCDONALD FOREST ESTATES SPECIAL ROAD DISTRICT, OR
MCKAY ACRES IMPROVEMENT DISTRICT, OR
MCKAY DAM R.F.P.D. # 7-410, OR
MCKENZIE FIRE & RESCUE, OR
MCKENZIE PALISADES WATER SUPPLY CORPORATION, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

MCMINNVILLE R.F.P.D., OR
MCNULTY WATER P.U.D., OR
MEADOWS DRAINAGE DISTRICT, OR
MEDFORD IRRIGATION DISTRICT, OR
MEDFORD R.F.P.D. #2, OR
MEDFORD WATER COMMISSION
MEDICAL SPRINGS R.F.P.D., OR
MELHEUR COUNTY JAIL, OR
MERLIN COMMUNITY PARK DISTRICT, OR
MERRILL CEMETERY MAINTENANCE DISTRICT, OR
MERRILL PARK DISTRICT, OR
MERRILL R.F.P.D., OR
METRO REGIONAL GOVERNMENT
METRO REGIONAL PARKS
METROPOLITAN EXPOSITION RECREATION COMMISSION
METROPOLITAN SERVICE DISTRICT (METRO)
MID COUNTY CEMETERY MAINTENANCE DISTRICT, OR
MID-COLUMBIA FIRE AND RESCUE, OR
MIDDLE FORK IRRIGATION DISTRICT, OR
MIDLAND COMMUNITY PARK, OR
MIDLAND DRAINAGE IMPROVEMENT DISTRICT, OR
MILES CROSSING SANITARY SEWER DISTRICT, OR
MILL CITY R.F.P.D. #2-303, OR
MILL FOUR DRAINAGE DISTRICT, OR
MILLICOMA RIVER PARK & RECREATION DISTRICT, OR
MILLINGTON R.F.P.D. #5, OR
MILO VOLUNTEER FIRE DEPARTMENT, OR
MILTON-FREEWATER AMBULANCE SERVICE AREA HEALTH DISTRICT, OR
MILTON-FREEWATER WATER CONTROL DISTRICT, OR
MIROCO SPECIAL ROAD DISTRICT, OR
MIST-BIRKENFELD R.F.P.D., OR
MODOC POINT IRRIGATION DISTRICT, OR
MODOC POINT SANITARY DISTRICT, OR
MOHAWK VALLEY R.F.P.D., OR
MOLALLA AQUATIC DISTRICT, OR
MOLALLA R.F.P.D. #73, OR
MONITOR R.F.P.D., OR
MONROE R.F.P.D., OR
MONUMENT CEMETERY MAINTENANCE DISTRICT, OR
MONUMENT S.W.C.D., OR
MOOREA DRIVE SPECIAL ROAD DISTRICT, OR
MORO R.F.P.D., OR
MORROW COUNTY HEALTH DISTRICT, OR
MORROW COUNTY UNIFIED RECREATION DISTRICT, OR
MORROW S.W.C.D., OR
MOSIER FIRE DISTRICT, OR
MOUNTAIN DRIVE SPECIAL ROAD DISTRICT, OR
MT. ANGEL R.F.P.D., OR
MT. HOOD IRRIGATION DISTRICT, OR
MT. LAKI CEMETERY DISTRICT, OR
MT. VERNON R.F.P.D., OR
MULINO WATER DISTRICT #1, OR
MULTNOMAH COUNTY DRAINAGE DISTRICT #1, OR
MULTNOMAH COUNTY R.F.P.D. #10, OR
MULTNOMAH COUNTY R.F.P.D. #14, OR
MULTNOMAH EDUCATION SERVICE DISTRICT
MYRTLE CREEK R.F.P.D., OR
NEAH-KAH-NIE WATER DISTRICT, OR
NEDONNA R.F.P.D., OR
NEHALEM BAY FIRE AND RESCUE, OR
NEHALEM BAY HEALTH DISTRICT, OR
NEHALEM BAY WASTEWATER AGENCY, OR
NESIKA BEACH-OPHIR WATER DISTRICT, OR
NESKOWIN REGIONAL SANITARY AUTHORITY, OR
NESKOWIN REGIONAL WATER DISTRICT, OR
NESTUCCA R.F.P.D., OR
NETARTS WATER DISTRICT, OR
NETARTS-OCEANSIDE R.F.P.D., OR
NETARTS-OCEANSIDE SANITARY DISTRICT, OR
NEW BRIDGE WATER SUPPLY DISTRICT, OR
NEW CARLTON FIRE DISTRICT, OR
NEW ORLEANS REDEVELOPMENT AUTHORITY, LA
NEW PINE CREEK R.F.P.D., OR
NEWBERG R.F.P.D., OR
NEWBERRY ESTATES SPECIAL ROAD DISTRICT, OR
NEWPORT R.F.P.D., OR
NEWT YOUNG DITCH DISTRICT IMPROVEMENT COMPANY, OR
NORTH ALBANY R.F.P.D., OR
NORTH BAY R.F.P.D. #9, OR
NORTH CLACKAMAS PARKS & RECREATION DISTRICT, OR
NORTH COUNTY RECREATION DISTRICT, OR
NORTH DOUGLAS COUNTY FIRE & EMS, OR
NORTH DOUGLAS PARK & RECREATION DISTRICT, OR
NORTH GILLIAM COUNTY HEALTH DISTRICT, OR
NORTH GILLIAM COUNTY R.F.P.D., OR
NORTH LAKE HEALTH DISTRICT, OR
NORTH LEBANON WATER CONTROL DISTRICT, OR
NORTH LINCOLN FIRE & RESCUE DISTRICT #1, OR
NORTH LINCOLN HEALTH DISTRICT, OR
NORTH MORROW VECTOR CONTROL DISTRICT, OR
NORTH SHERMAN COUNTY R.F.P.D, OR
NORTH UNIT IRRIGATION DISTRICT, OR
NORTHEAST OREGON HOUSING AUTHORITY, OR
NORTHEAST WHEELER COUNTY HEALTH DISTRICT, OR
NORTHERN WASCO COUNTY P.U.D., OR
NORTHERN WASCO COUNTY PARK & RECREATION DISTRICT, OR
NYE DITCH USERS DISTRICT IMPROVEMENT, OR
NYSSA ROAD ASSESSMENT DISTRICT #2, OR
NYSSA RURAL FIRE DISTRICT, OR
NYSSA-ARCADIA DRAINAGE DISTRICT, OR
OAK LODGE WATER SERVICES, OR
OAKLAND R.F.P.D., OR
OAKVILLE COMMUNITY CENTER, OR
OCEANSIDE WATER DISTRICT, OR
OCHOCO IRRIGATION DISTRICT, OR
OCHOCO WEST WATER AND SANITARY AUTHORITY, OR
ODELL SANITARY DISTRICT, OR
OLD OWYHEE DITCH IMPROVEMENT DISTRICT, OR
OLNEY-WALLUSKI FIRE & RESCUE DISTRICT, OR
ONTARIO LIBRARY DISTRICT, OR
ONTARIO R.F.P.D., OR
OPHIR R.F.P.D., OR
OREGON COAST COMMUNITY ACTION
OREGON HOUSING AND COMMUNITY SERVICES
OREGON INTERNATIONAL PORT OF COOS BAY, OR
OREGON LEGISLATIVE ADMINISTRATION
OREGON OUTBACK R.F.P.D., OR
OREGON POINT, OR
OREGON TRAIL LIBRARY DISTRICT, OR
OTTER ROCK WATER DISTRICT, OR
OWW UNIT #2 SANITARY DISTRICT, OR
OWYHEE CEMETERY MAINTENANCE DISTRICT, OR
OWYHEE IRRIGATION DISTRICT, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

PACIFIC CITY JOINT WATER-SANITARY AUTHORITY, OR
PACIFIC COMMUNITIES HEALTH DISTRICT, OR
PACIFIC RIVIERA #3 SPECIAL ROAD DISTRICT, OR
PALATINE HILL WATER DISTRICT, OR
PALMER CREEK WATER DISTRICT IMPROVEMENT COMPANY, OR
PANORAMIC ACCESS SPECIAL ROAD DISTRICT, OR
PANTHER CREEK ROAD DISTRICT, OR
PANTHER CREEK WATER DISTRICT, OR
PARKDALE R.F.P.D., OR
PARKDALE SANITARY DISTRICT, OR
PENINSULA DRAINAGE DISTRICT #1, OR
PENINSULA DRAINAGE DISTRICT #2, OR
PHILOMATH FIRE AND RESCUE, OR
PILOT ROCK CEMETERY MAINTENANCE DISTRICT #5, OR
PILOT ROCK PARK & RECREATION DISTRICT, OR
PILOT ROCK R.F.P.D., OR
PINE EAGLE HEALTH DISTRICT, OR
PINE FLAT DISTRICT IMPROVEMENT COMPANY, OR
PINE GROVE IRRIGATION DISTRICT, OR
PINE GROVE WATER DISTRICT-KLAMATH FALLS, OR
PINE GROVE WATER DISTRICT-MAUPIN, OR
PINE VALLEY CEMETERY DISTRICT, OR
PINE VALLEY R.F.P.D., OR
PINEWOOD COUNTRY ESTATES SPECIAL ROAD DISTRICT, OR
PIONEER DISTRICT IMPROVEMENT COMPANY, OR
PISTOL RIVER CEMETERY MAINTENANCE DISTRICT, OR
PISTOL RIVER FIRE DISTRICT, OR
PLEASANT HILL R.F.P.D., OR
PLEASANT HOME WATER DISTRICT, OR
POCAHONTAS MINING AND IRRIGATION DISTRICT, OR
POE VALLEY IMPROVEMENT DISTRICT, OR
POE VALLEY PARK & RECREATION DISTRICT, OR
POE VALLEY VECTOR CONTROL DISTRICT, OR
POLK COUNTY FIRE DISTRICT #1, OR
POLK S.W.C.D., OR
POMPADOUR WATER IMPROVEMENT DISTRICT, OR
PONDEROSA PINES EAST SPECIAL ROAD DISTRICT, OR
PORT OF ALSEA, OR
PORT OF ARLINGTON, OR
PORT OF ASTORIA, OR
PORT OF BANDON, OR
PORT OF BRANDON, OR
PORT OF BROOKINGS HARBOR, OR
PORT OF CASCADE LOCKS, OR
PORT OF COQUILLE RIVER, OR
PORT OF GARIBALDI, OR
PORT OF GOLD BEACH, OR
PORT OF HOOD RIVER, OR
PORT OF MORGAN CITY, LA
PORT OF MORROW, OR
PORT OF NEHALEM, OR
PORT OF NEWPORT, OR
PORT OF PORT ORFORD, OR
PORT OF PORTLAND, OR
PORT OF SIUSLAW, OR
PORT OF ST. HELENS, OR
PORT OF THE DALLES, OR
PORT OF TILLAMOOK BAY, OR
PORT OF TOLEDO, OR
PORT OF UMATILLA, OR
PORT OF UMPQUA, OR
PORT ORFORD CEMETERY MAINTENANCE DISTRICT, OR
PORT ORFORD PUBLIC LIBRARY DISTRICT, OR
PORT ORFORD R.F.P.D., OR
PORTLAND DEVELOPMENT COMMISSION, OR
PORTLAND FIRE AND RESCUE
PORTLAND HOUSING CENTER, OR
POWDER R.F.P.D., OR
POWDER RIVER R.F.P.D., OR
POWDER VALLEY WATER CONTROL DISTRICT, OR
POWERS HEALTH DISTRICT, OR
PRAIRIE CEMETERY MAINTENANCE DISTRICT, OR
PRINEVILLE LAKE ACRES SPECIAL ROAD DISTRICT #1, OR
PROSPECT R.F.P.D., OR
QUAIL VALLEY PARK IMPROVEMENT DISTRICT, OR
QUEENER IRRIGATION IMPROVEMENT DISTRICT, OR
RAINBOW WATER DISTRICT, OR
RAINIER CEMETERY DISTRICT, OR
RAINIER DRAINAGE IMPROVEMENT COMPANY, OR
RALEIGH WATER DISTRICT, OR
REDMOND AREA PARK & RECREATION DISTRICT, OR
REDMOND FIRE AND RESCUE, OR
RIDDLE FIRE PROTECTION DISTRICT, OR
RIDGEWOOD DISTRICT IMPROVEMENT COMPANY, OR
RIDGEWOOD ROAD DISTRICT, OR
RIETH SANITARY DISTRICT, OR
RIETH WATER DISTRICT, OR
RIMROCK WEST IMPROVEMENT DISTRICT, OR
RINK CREEK WATER DISTRICT, OR
RIVER BEND ESTATES SPECIAL ROAD DISTRICT, OR
RIVER FOREST ACRES SPECIAL ROAD DISTRICT, OR
RIVER MEADOWS IMPROVEMENT DISTRICT, OR
RIVER PINES ESTATES SPECIAL ROAD DISTRICT, OR
RIVER ROAD PARK & RECREATION DISTRICT, OR
RIVER ROAD WATER DISTRICT, OR
RIVERBEND RIVERBANK WATER IMPROVEMENT DISTRICT, OR
RIVERDALE R.F.P.D. 11-JT, OR
RIVERGROVE WATER DISTRICT, OR
RIVERSIDE MISSION WATER CONTROL DISTRICT, OR
RIVERSIDE R.F.P.D. #7-406, OR
RIVERSIDE WATER DISTRICT, OR
ROBERTS CREEK WATER DISTRICT, OR
ROCK CREEK DISTRICT IMPROVEMENT, OR
ROCK CREEK WATER DISTRICT, OR
ROCKWOOD WATER P.U.D., OR
ROCKY POINT FIRE & EMS, OR
ROGUE RIVER R.F.P.D., OR
ROGUE RIVER VALLEY IRRIGATION DISTRICT, OR
ROGUE VALLEY SEWER SERVICES, OR
ROGUE VALLEY SEWER, OR
ROGUE VALLEY TRANSPORTATION DISTRICT, OR
ROSEBURG URBAN SANITARY AUTHORITY, OR
ROSEWOOD ESTATES ROAD DISTRICT, OR
ROW RIVER VALLEY WATER DISTRICT, OR
RURAL ROAD ASSESSMENT DISTRICT #3, OR
RURAL ROAD ASSESSMENT DISTRICT #4, OR
SAINT LANDRY PARISH TOURIST COMMISSION
SAINT MARY PARISH REC DISTRICT 2
SAINT MARY PARISH REC DISTRICT 3
SAINT TAMMANY FIRE DISTRICT 4, LA
SALEM AREA MASS TRANSIT DISTRICT, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

SALEM MASS TRANSIT DISTRICT
SALEM SUBURBAN R.F.P.D., OR
SALISHAN SANITARY DISTRICT, OR
SALMON RIVER PARK SPECIAL ROAD DISTRICT, OR
SALMON RIVER PARK WATER IMPROVEMENT DISTRICT, OR
SALMONBERRY TRAIL INTERGOVERNMENTAL AGENCY, OR
SANDPIPER VILLAGE SPECIAL ROAD DISTRICT, OR
SANDY DRAINAGE IMPROVEMENT COMPANY, OR
SANDY R.F.P.D. #72, OR
SANTA CLARA R.F.P.D., OR
SANTA CLARA WATER DISTRICT, OR
SANTIAM WATER CONTROL DISTRICT, OR
SAUVIE ISLAND DRAINAGE IMPROVEMENT COMPANY, OR
SAUVIE ISLAND VOLUNTEER FIRE DISTRICT #30J, OR
SCAPPOOSE DRAINAGE IMPROVEMENT COMPANY, OR
SCAPPOOSE PUBLIC LIBRARY DISTRICT, OR
SCAPPOOSE R.F.P.D., OR
SCIO R.F.P.D., OR
SCOTTSBURG R.F.P.D., OR
SEAL ROCK R.F.P.D., OR
SEAL ROCK WATER DISTRICT, OR
SEWERAGE AND WATER BOARD OF NEW ORLEANS, LA
SHANGRI-LA WATER DISTRICT, OR
SHASTA VIEW IRRIGATION DISTRICT, OR
SHELLEY ROAD CREST ACRES WATER DISTRICT, OR
SHERIDAN FIRE DISTRICT, OR
SHERMAN COUNTY HEALTH DISTRICT, OR
SHERMAN COUNTY S.W.C.D., OR
SHORELINE SANITARY DISTRICT, OR
SILETZ KEYS SANITARY DISTRICT, OR
SILETZ R.F.P.D., OR
SILVER FALLS LIBRARY DISTRICT, OR
SILVER LAKE IRRIGATION DISTRICT, OR
SILVER LAKE R.F.P.D., OR
SILVER SANDS SPECIAL ROAD DISTRICT, OR
SILVERTON R.F.P.D. NO. 2, OR
SISTERS PARKS & RECREATION DISTRICT, OR
SISTERS-CAMP SHERMAN R.F.P.D., OR
SIUSLAW PUBLIC LIBRARY DISTRICT, OR
SIUSLAW S.W.C.D., OR
SIUSLAW VALLEY FIRE AND RESCUE, OR
SIXES R.F.P.D., OR
SKIPANON WATER CONTROL DISTRICT, OR
SKYLINE VIEW DISTRICT IMPROVEMENT COMPANY, OR
SLEEPY HOLLOW WATER DISTRICT, OR
SMITH DITCH DISTRICT IMPROVEMENT COMPANY, OR
SOUTH CLACKAMAS TRANSPORTATION DISTRICT, OR
SOUTH COUNTY HEALTH DISTRICT, OR
SOUTH FORK WATER BOARD, OR
SOUTH GILLIAM COUNTY CEMETERY DISTRICT, OR
SOUTH GILLIAM COUNTY HEALTH DISTRICT, OR
SOUTH GILLIAM COUNTY R.F.P.D. VI-301, OR
SOUTH LAFOURCHE LEVEE DISTRICT, LA
SOUTH LANE COUNTY FIRE & RESCUE, OR
SOUTH SANTIAM RIVER WATER CONTROL DISTRICT, OR
SOUTH SHERMAN FIRE DISTRICT, OR
SOUTH SUBURBAN SANITARY DISTRICT, OR
SOUTH WASCO PARK & RECREATION DISTRICT, OR
SOUTHERN COOS HEALTH DISTRICT, OR
SOUTHERN CURRY CEMETERY MAINTENANCE DISTRICT, OR
SOUTHVIEW IMPROVEMENT DISTRICT, OR
SOUTHWEST LINCOLN COUNTY WATER DISTRICT, OR
SOUTHWESTERN POLK COUNTY R.F.P.D., OR
SOUTHWOOD PARK WATER DISTRICT, OR
SPECIAL ROAD DISTRICT #1, OR
SPECIAL ROAD DISTRICT #8, OR
SPRING RIVER SPECIAL ROAD DISTRICT, OR
SPRINGFIELD UTILITY BOARD, OR
ST. PAUL R.F.P.D., OR
STANFIELD CEMETERY DISTRICT #6, OR
STANFIELD IRRIGATION DISTRICT, OR
STARR CREEK ROAD DISTRICT, OR
STARWOOD SANITARY DISTRICT, OR
STAYTON FIRE DISTRICT, OR
SUBLIMITY FIRE DISTRICT, OR
SUBURBAN EAST SALEM WATER DISTRICT, OR
SUBURBAN LIGHTING DISTRICT, OR
SUCCOR CREEK DISTRICT IMPROVEMENT COMPANY, OR
SUMMER LAKE IRRIGATION DISTRICT, OR
SUMMERVILLE CEMETERY MAINTENANCE DISTRICT, OR
SUMNER R.F.P.D., OR
SUN MOUNTAIN SPECIAL ROAD DISTRICT, OR
SUNDOWN SANITATION DISTRICT, OR
SUNFOREST ESTATES SPECIAL ROAD DISTRICT, OR
SUNNYSIDE IRRIGATION DISTRICT, OR
SUNRISE WATER AUTHORITY, OR
SUNRIVER SERVICE DISTRICT, OR
SUNSET EMPIRE PARK & RECREATION DISTRICT, OR
SUNSET EMPIRE TRANSPORTATION DISTRICT, OR
SURFLAND ROAD DISTRICT, OR
SUTHERLIN VALLEY RECREATION DISTRICT, OR
SUTHERLIN WATER CONTROL DISTRICT, OR
SWALLEY IRRIGATION DISTRICT, OR
SWEET HOME CEMETERY MAINTENANCE DISTRICT, OR
SWEET HOME FIRE & AMBULANCE DISTRICT, OR
SWISSHOME-DEADWOOD R.F.P.D., OR
TABLE ROCK DISTRICT IMPROVEMENT COMPANY, OR
TALENT IRRIGATION DISTRICT, OR
TANGENT R.F.P.D., OR
TENMILE R.F.P.D., OR
TERREBONNE DOMESTIC WATER DISTRICT, OR
THE DALLES IRRIGATION DISTRICT, OR
THOMAS CREEK-WESTSIDE R.F.P.D., OR
THREE RIVERS RANCH ROAD DISTRICT, OR
THREE SISTERS IRRIGATION DISTRICT, OR
TIGARD TUALATIN AQUATIC DISTRICT, OR
TIGARD WATER DISTRICT, OR
TILLAMOOK BAY FLOOD IMPROVEMENT DISTRICT, OR
TILLAMOOK COUNTY EMERGENCY COMMUNICATIONS DISTRICT, OR
TILLAMOOK COUNTY S.W.C.D., OR
TILLAMOOK COUNTY TRANSPORTATION DISTRICT, OR
TILLAMOOK FIRE DISTRICT, OR
TILLAMOOK P.U.D., OR
TILLER R.F.P.D., OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

TOBIN DITCH DISTRICT IMPROVEMENT COMPANY, OR
TOLEDO R.F.P.D., OR
TONE WATER DISTRICT, OR
TOOLEY WATER DISTRICT, OR
TRASK DRAINAGE DISTRICT, OR
TRI CITY R.F.P.D. #4, OR
TRI-CITY WATER & SANITARY AUTHORITY, OR
TRI-COUNTY METROPOLITAN TRANSPORTATION DISTRICT OF OREGON
TRIMET, OR
TUALATIN HILLS PARK & RECREATION DISTRICT
TUALATIN HILLS PARK & RECREATION DISTRICT, OR
TUALATIN S.W.C.D., OR
TUALATIN VALLEY FIRE & RESCUE
TUALATIN VALLEY FIRE & RESCUE, OR
TUALATIN VALLEY IRRIGATION DISTRICT, OR
TUALATIN VALLEY WATER DISTRICT
TUALATIN VALLEY WATER DISTRICT, OR
TUMALO IRRIGATION DISTRICT, OR
TURNER FIRE DISTRICT, OR
TWIN ROCKS SANITARY DISTRICT, OR
TWO RIVERS NORTH SPECIAL ROAD DISTRICT, OR
TWO RIVERS S.W.C.D., OR
TWO RIVERS SPECIAL ROAD DISTRICT, OR
TYGH VALLEY R.F.P.D., OR
TYGH VALLEY WATER DISTRICT, OR
UMATILLA COUNTY FIRE DISTRICT #1, OR
UMATILLA COUNTY S.W.C.D., OR
UMATILLA COUNTY SPECIAL LIBRARY DISTRICT, OR
UMATILLA HOSPITAL DISTRICT, OR
UMATILLA R.F.P.D. #7-405, OR
UMATILLA-MORROW RADIO AND DATA DISTRICT, OR
UMPQUA S.W.C.D., OR
UNION CEMETERY MAINTENANCE DISTRICT, OR
UNION COUNTY SOLID WASTE DISPOSAL DISTRICT, OR
UNION COUNTY VECTOR CONTROL DISTRICT, OR
UNION GAP SANITARY DISTRICT, OR
UNION GAP WATER DISTRICT, OR
UNION HEALTH DISTRICT, OR
UNION R.F.P.D., OR
UNION S.W.C.D., OR
UNITY COMMUNITY PARK & RECREATION DISTRICT, OR
UPPER CLEVELAND RAPIDS ROAD DISTRICT, OR
UPPER MCKENZIE R.F.P.D., OR
UPPER WILLAMETTE S.W.C.D., OR
VALE OREGON IRRIGATION DISTRICT, OR
VALE RURAL FIRE PROTECTION DISTRICT, OR
VALLEY ACRES SPECIAL ROAD DISTRICT, OR
VALLEY VIEW CEMETERY MAINTENANCE DISTRICT, OR
VALLEY VIEW WATER DISTRICT, OR
VANDEVERT ACRES SPECIAL ROAD DISTRICT, OR
VERNONIA R.F.P.D., OR
VINEYARD MOUNTAIN PARK & RECREATION DISTRICT, OR
VINEYARD MOUNTAIN SPECIAL ROAD DISTRICT, OR
WALLA WALLA RIVER IRRIGATION DISTRICT, OR
WALLOWA COUNTY HEALTH CARE DISTRICT, OR
WALLOWA LAKE COUNTY SERVICE DISTRICT, OR
WALLOWA LAKE IRRIGATION DISTRICT, OR
WALLOWA LAKE R.F.P.D., OR
WALLOWA S.W.C.D., OR
WALLOWA VALLEY IMPROVEMENT DISTRICT #1, OR
WAMIC R.F.P.D., OR
WAMIC WATER & SANITARY AUTHORITY, OR
WARMSPRINGS IRRIGATION DISTRICT, OR
WASCO COUNTY S.W.C.D., OR
WATER ENVIRONMENT SERVICES, OR
WATER WONDERLAND IMPROVEMENT DISTRICT, OR
WATERBURY & ALLEN DITCH IMPROVEMENT DISTRICT, OR
WATSECO-BARVIEW WATER DISTRICT, OR
WAUNA WATER DISTRICT, OR
WEDDERBURN SANITARY DISTRICT, OR
WEST EAGLE VALLEY WATER CONTROL DISTRICT, OR
WEST EXTENSION IRRIGATION DISTRICT, OR
WEST LABISH DRAINAGE & WATER CONTROL IMPROVEMENT DISTRICT, OR
WEST MULTNOMAH S.W.C.D., OR
WEST SIDE R.F.P.D., OR
WEST SLOPE WATER DISTRICT, OR
WEST UMATILLA MOSQUITO CONTROL DISTRICT, OR
WEST VALLEY FIRE DISTRICT, OR
WESTERN HEIGHTS SPECIAL ROAD DISTRICT, OR
WESTERN LANE AMBULANCE DISTRICT, OR
WESTLAND IRRIGATION DISTRICT, OR
WESTON ATHENA MEMORIAL HALL PARK & RECREATION DISTRICT, OR
WESTON CEMETERY DISTRICT #2, OR
WESTPORT FIRE AND RESCUE, OR
WESTRIDGE WATER SUPPLY CORPORATION, OR
WESTWOOD HILLS ROAD DISTRICT, OR
WESTWOOD VILLAGE ROAD DISTRICT, OR
WHEELER S.W.C.D., OR
WHITE RIVER HEALTH DISTRICT, OR
WIARD MEMORIAL PARK DISTRICT, OR
WICKIUP WATER DISTRICT, OR
WILLAKENZIE R.F.P.D., OR
WILLAMALANE PARK & RECREATION DISTRICT, OR
WILLAMALANE PARK AND RECREATION DISTRICT
WILLAMETTE HUMANE SOCIETY
WILLAMETTE RIVER WATER COALITION, OR
WILLIAMS R.F.P.D., OR
WILLOW CREEK PARK DISTRICT, OR
WILLOW DALE WATER DISTRICT, OR
WILSON RIVER WATER DISTRICT, OR
WINCHESTER BAY R.F.P.D., OR
WINCHESTER BAY SANITARY DISTRICT, OR
WINCHUCK R.F.P.D., OR
WINSTON-DILLARD R.F.P.D., OR
WINSTON-DILLARD WATER DISTRICT, OR
WOLF CREEK R.F.P.D., OR
WOOD RIVER DISTRICT IMPROVEMENT COMPANY, OR
WOODBURN R.F.P.D. NO. 6, OR
WOODLAND PARK SPECIAL ROAD DISTRICT, OR
WOODS ROAD DISTRICT, OR
WRIGHT CREEK ROAD WATER IMPROVEMENT DISTRICT, OR
WY'EAST FIRE DISTRICT, OR
YACHATS R.F.P.D., OR
YAMHILL COUNTY TRANSIT AREA, OR
YAMHILL FIRE PROTECTION DISTRICT, OR
YAMHILL SWCD, OR
YONCALLA PARK & RECREATION DISTRICT, OR

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

YOUNGS RIVER-LEWIS & CLARK WATER DISTRICT, OR
ZUMWALT R.F.P.D., OR

K-12 INCLUDING BUT NOT LIMITED TO:
ACADIA PARISH SCHOOL BOARD
BEAVERTON SCHOOL DISTRICT
BEND-LA PINE SCHOOL DISTRICT
BOGALUSA HIGH SCHOOL, LA
BOSSIER PARISH SCHOOL BOARD
BROOKING HARBOR SCHOOL DISTRICT
CADDO PARISH SCHOOL DISTRICT
CALCASIEU PARISH SCHOOL DISTRICT
CANBY SCHOOL DISTRICT
CANYONVILLE CHRISTIAN ACADEMY
CASCADE SCHOOL DISTRICT
CASCADES ACADEMY OF CENTRAL OREGON
CENTENNIAL SCHOOL DISTRICT
CENTRAL CATHOLIC HIGH SCHOOL
CENTRAL POINT SCHOOL DISTRICT NO.6
CENTRAL SCHOOL DISTRICT 13J
COOS BAY SCHOOL DISTRICT NO.9
CORVALLIS SCHOOL DISTRICT 509J
COUNTY OF YAMHILL SCHOOL DISTRICT 29
CULVER SCHOOL DISTRICT
DALLAS SCHOOL DISTRICT NO.2
DAVID DOUGLAS SCHOOL DISTRICT
DAYTON SCHOOL DISTRICT NO.8
DE LA SALLE N CATHOLIC HS
DESCHUTES COUNTY SCHOOL DISTRICT NO.6
DOUGLAS EDUCATIONAL DISTRICT SERVICE
DUFUR SCHOOL DISTRICT NO.29
EAST BATON ROUGE PARISH SCHOOL DISTRICT
ESTACADA SCHOOL DISTRICT NO.10B
FOREST GROVE SCHOOL DISTRICT
GEORGE MIDDLE SCHOOL
GLADSTONE SCHOOL DISTRICT
GRANTS PASS SCHOOL DISTRICT 7
GREATER ALBANY PUBLIC SCHOOL DISTRICT
GRESHAM BARLOW JOINT SCHOOL DISTRICT
HEAD START OF LANE COUNTY
HIGH DESERT EDUCATION SERVICE DISTRICT
HILLSBORO SCHOOL DISTRICT
HOOD RIVER COUNTY SCHOOL DISTRICT
JACKSON CO SCHOOL DIST NO.9
JEFFERSON COUNTY SCHOOL DISTRICT 509-J
JEFFERSON PARISH SCHOOL DISTRICT
JEFFERSON SCHOOL DISTRICT
JUNCTION CITY SCHOOLS, OR
KLAMATH COUNTY SCHOOL DISTRICT
KLAMATH FALLS CITY SCHOOLS
LAFAYETTE PARISH SCHOOL DISTRICT
LAKE OSWEGO SCHOOL DISTRICT 7J
LANE COUNTY SCHOOL DISTRICT 4J
LINCOLN COUNTY SCHOOL DISTRICT
LINN CO. SCHOOL DIST. 95C
LIVINGSTON PARISH SCHOOL DISTRICT
LOST RIVER JR/SR HIGH SCHOOL
LOWELL SCHOOL DISTRICT NO.71
SALEM-KEIZER PUBLIC SCHOOLS 24J
MARION COUNTY SCHOOL DISTRICT 103
MARIST HIGH SCHOOL, OR
MCMINNVILLE SCHOOL DISTRICT NOAO
MEDFORD SCHOOL DISTRICT 549C
MITCH CHARTER SCHOOL
MONROE SCHOOL DISTRICT NO.1J
MORROW COUNTY SCHOOL DIST, OR
MULTNOMAH EDUCATION SERVICE DISTRICT
MULTISENSORY LEARNING ACADEMY
MYRTLE PINT SCHOOL DISTRICT 41
NEAH-KAH-NIE DISTRICT NO.56
NEWBERG PUBLIC SCHOOLS
NESTUCCA VALLEY SCHOOL DISTRICT NO.101
NOBEL LEARNING COMMUNITIES
NORTH BEND SCHOOL DISTRICT 13
NORTH CLACKAMAS SCHOOL DISTRICT
NORTH DOUGLAS SCHOOL DISTRICT
NORTH WASCO CITY SCHOOL DISTRICT 21
NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT
ONTARIO MIDDLE SCHOOL
OREGON TRAIL SCHOOL DISTRICT NOA6
ORLEANS PARISH SCHOOL DISTRICT
PHOENIX-TALENT SCHOOL DISTRICT NOA
PLEASANT HILL SCHOOL DISTRICT
PORTLAND JEWISH ACADEMY
PORTLAND PUBLIC SCHOOLS
RAPIDES PARISH SCHOOL DISTRICT
REDMOND SCHOOL DISTRICT
REYNOLDS SCHOOL DISTRICT
ROGUE RIVER SCHOOL DISTRICT
ROSEBURG PUBLIC SCHOOLS
SCAPPOOSE SCHOOL DISTRICT 1J
SAINT TAMMANY PARISH SCHOOL BOARD, LA
SEASIDE SCHOOL DISTRICT 10
SHERWOOD SCHOOL DISTRICT 88J
SILVER FALLS SCHOOL DISTRICT 4J
SOUTH LANE SCHOOL DISTRICT 45J3
SOUTHERN OREGON EDUCATION SERVICE DISTRICT
SPRINGFIELD PUBLIC SCHOOLS
SUTHERLIN SCHOOL DISTRICT
SWEET HOME SCHOOL DISTRICT NO.55
TERREBONNE PARISH SCHOOL DISTRICT
THE CATLIN GABEL SCHOOL
TIGARD-TUALATIN SCHOOL DISTRICT
UMATILLA MORROW ESD
WEST LINN WILSONVILLE SCHOOL DISTRICT
WILLAMETTE EDUCATION SERVICE DISTRICT
WOODBURN SCHOOL DISTRICT
YONCALLA SCHOOL DISTRICT
ACADEMY FOR MATH ENGINEERING & SCIENCE (AMES), UT
ALIANZA ACADEMY, UT
ALPINE DISTRICT, UT
AMERICAN LEADERSHIP ACADEMY, UT
AMERICAN PREPARATORY ACADEMY, UT
BAER CANYON HIGH SCHOOL FOR SPORTS & MEDICAL SCIENCES, UT
BEAR RIVER CHARTER SCHOOL, UT
BEAVER SCHOOL DISTRICT, UT
BEEHIVE SCIENCE & TECHNOLOGY ACADEMY (BSTA) , UT
BOX ELDER SCHOOL DISTRICT, UT
CBA CENTER, UT
CACHE SCHOOL DISTRICT, UT
CANYON RIM ACADEMY, UT
CANYONS DISTRICT, UT
CARBON SCHOOL DISTRICT, UT
CHANNING HALL, UT
CHARTER SCHOOL LEWIS ACADEMY, UT
CITY ACADEMY, UT
DAGGETT SCHOOL DISTRICT, UT
DAVINCI ACADEMY, UT
DAVIS DISTRICT, UT
DUAL IMMERSION ACADEMY, UT

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DUCHESNE SCHOOL DISTRICT, UT
EARLY LIGHT ACADEMY AT DAYBREAK, UT
EAST HOLLYWOOD HIGH, UT
EDITH BOWEN LABORATORY SCHOOL, UT
EMERSON ALCOTT ACADEMY, UT
EMERY SCHOOL DISTRICT, UT
ENTHEOS ACADEMY, UT
EXCELSIOR ACADEMY, UT
FAST FORWARD HIGH, UT
FREEDOM ACADEMY, UT
GARFIELD SCHOOL DISTRICT, UT
GATEWAY PREPARATORY ACADEMY, UT
GEORGE WASHINGTON ACADEMY, UT
GOOD FOUNDATION ACADEMY, UT
GRAND SCHOOL DISTRICT, UT
GRANITE DISTRICT, UT
GUADALUPE SCHOOL, UT
HAWTHORN ACADEMY, UT
INTECH COLLEGIATE HIGH SCHOOL, UT
IRON SCHOOL DISTRICT, UT
ITINERIS EARLY COLLEGE HIGH, UT
JOHN HANCOCK CHARTER SCHOOL, UT
JORDAN DISTRICT, UT
JUAB SCHOOL DISTRICT, UT
KANE SCHOOL DISTRICT, UT
KARL G MAESER PREPARATORY ACADEMY, UT
LAKEVIEW ACADEMY, UT
LEGACY PREPARATORY ACADEMY, UT
LIBERTY ACADEMY, UT
LINCOLN ACADEMY, UT
LOGAN SCHOOL DISTRICT, UT
MARIA MONTESSORI ACADEMY, UT
MERIT COLLEGE PREPARATORY ACADEMY, UT
MILLARD SCHOOL DISTRICT, UT
MOAB CHARTER SCHOOL, UT
MONTICELLO ACADEMY, UT
MORGAN SCHOOL DISTRICT, UT
MOUNTAINVILLE ACADEMY, UT
MURRAY SCHOOL DISTRICT, UT
NAVIGATOR POINTE ACADEMY, UT
NEBO SCHOOL DISTRICT, UT
NO UT ACAD FOR MATH ENGINEERING & SCIENCE (NUAMES), UT
NOAH WEBSTER ACADEMY, UT
NORTH DAVIS PREPARATORY ACADEMY, UT
NORTH SANPETE SCHOOL DISTRICT, UT
NORTH STAR ACADEMY, UT
NORTH SUMMIT SCHOOL DISTRICT, UT
ODYSSEY CHARTER SCHOOL, UT
OGDEN PREPARATORY ACADEMY, UT
OGDEN SCHOOL DISTRICT, UT
OPEN CLASSROOM, UT
OPEN HIGH SCHOOL OF UTAH, UT
OQUIRRH MOUNTAIN CHARTER SCHOOL, UT
PARADIGM HIGH SCHOOL, UT
PARK CITY SCHOOL DISTRICT, UT
PINNACLE CANYON ACADEMY, UT
PIUTE SCHOOL DISTRICT, UT
PROVIDENCE HALL, UT
PROVO SCHOOL DISTRICT, UT
QUAIL RUN PRIMARY SCHOOL, UT
QUEST ACADEMY, UT
RANCHES ACADEMY, UT
REAGAN ACADEMY, UT
RENAISSANCE ACADEMY, UT
RICH SCHOOL DISTRICT, UT
ROCKWELL CHARTER HIGH SCHOOL, UT
SALT LAKE ARTS ACADEMY, UT
SALT LAKE CENTER FOR SCIENCE EDUCATION, UT
SALT LAKE SCHOOL DISTRICT, UT
SALT LAKE SCHOOL FOR THE PERFORMING ARTS, UT
SAN JUAN SCHOOL DISTRICT, UT
SEVIER SCHOOL DISTRICT, UT
SOLDIER HOLLOW CHARTER SCHOOL, UT
SOUTH SANPETE SCHOOL DISTRICT, UT
SOUTH SUMMIT SCHOOL DISTRICT, UT
SPECTRUM ACADEMY, UT
SUCCESS ACADEMY, UT
SUCCESS SCHOOL, UT
SUMMIT ACADEMY, UT
SUMMIT ACADEMY HIGH SCHOOL, UT
SYRACUSE ARTS ACADEMY, UT
THOMAS EDISON - NORTH, UT
TIMPANOGOS ACADEMY, UT
TINTIC SCHOOL DISTRICT, UT
TOOELE SCHOOL DISTRICT, UT
TUACAHN HIGH SCHOOL FOR THE PERFORMING ARTS, UT
UINTAH RIVER HIGH, UT
UINTAH SCHOOL DISTRICT, UT
UTAH CONNECTIONS ACADEMY, UT
UTAH COUNTY ACADEMY OF SCIENCE, UT
UTAH ELECTRONIC HIGH SCHOOL, UT
UTAH SCHOOLS FOR DEAF & BLIND, UT
UTAH STATE OFFICE OF EDUCATION, UT
UTAH VIRTUAL ACADEMY, UT
VENTURE ACADEMY, UT
VISTA AT ENTRADA SCHOOL OF PERFORMING ARTS AND TECHNOLOGY, UT
WALDEN SCHOOL OF LIBERAL ARTS, UT
WASATCH PEAK ACADEMY, UT
WASATCH SCHOOL DISTRICT, UT
WASHINGTON SCHOOL DISTRICT, UT
WAYNE SCHOOL DISTRICT, UT
WEBER SCHOOL DISTRICT, UT
WEILENMANN SCHOOL OF DISCOVERY, UT

HIGHER EDUCATION

ARGOSY UNIVERSITY
BATON ROUGE COMMUNITY COLLEGE, LA
BIRTHINGWAY COLLEGE OF MIDWIFERY
BLUE MOUNTAIN COMMUNITY COLLEGE
BRIGHAM YOUNG UNIVERSITY - HAWAII
CENTRAL OREGON COMMUNITY COLLEGE
CENTENARY COLLEGE OF LOUISIANA
CHEMEKETA COMMUNITY COLLEGE
CLACKAMAS COMMUNITY COLLEGE
COLLEGE OF THE MARSHALL ISLANDS
COLUMBIA GORGE COMMUNITY COLLEGE
CONCORDIA UNIVERSITY
GEORGE FOX UNIVERSITY
KLAMATH COMMUNITY COLLEGE DISTRICT
LANE COMMUNITY COLLEGE
LEWIS AND CLARK COLLEGE
LINFIELD COLLEGE
LINN-BENTON COMMUNITY COLLEGE
LOUISIANA COLLEGE, LA
LOUISIANA STATE UNIVERSITY
LOUISIANA STATE UNIVERSITY HEALTH SERVICES
MARYLHURST UNIVERSITY
MT. HOOD COMMUNITY COLLEGE
MULTNOMAH BIBLE COLLEGE
NATIONAL COLLEGE OF NATURAL MEDICINE
NORTHWEST CHRISTIAN COLLEGE
OREGON HEALTH AND SCIENCE UNIVERSITY

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

OREGON INSTITUTE OF TECHNOLOGY
OREGON STATE UNIVERSITY
OREGON UNIVERSITY SYSTEM
PACIFIC UNIVERSITY
PIONEER PACIFIC COLLEGE
PORTLAND COMMUNITY COLLEGE
PORTLAND STATE UNIVERSITY
REED COLLEGE
RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAII
ROGUE COMMUNITY COLLEGE
SOUTHEASTERN LOUISIANA UNIVERSITY
SOUTHERN OREGON UNIVERSITY (OREGON UNIVERSITY SYSTEM)
SOUTHWESTERN OREGON COMMUNITY COLLEGE
TULANE UNIVERSITY
TILLAMOOK BAY COMMUNITY COLLEGE
UMPQUA COMMUNITY COLLEGE
UNIVERSITY OF HAWAII BOARD OF REGENTS
UNIVERSITY OF HAWAII-HONOLULU COMMUNITY COLLEGE
UNIVERSITY OF OREGON-GRADUATE SCHOOL
UNIVERSITY OF PORTLAND
UNIVERSITY OF NEW ORLEANS
WESTERN OREGON UNIVERSITY
WESTERN STATES CHIROPRACTIC COLLEGE
WILLAMETTE UNIVERSITY
XAVIER UNIVERSITY
UTAH SYSTEM OF HIGHER EDUCATION, UT
UNIVERSITY OF UTAH, UT
UTAH STATE UNIVERSITY, UT
WEBER STATE UNIVERSITY, UT
SOUTHERN UTAH UNIVERSITY, UT
SNOW COLLEGE, UT
DIXIE STATE COLLEGE, UT
COLLEGE OF EASTERN UTAH, UT
UTAH VALLEY UNIVERSITY, UT
SALT LAKE COMMUNITY COLLEGE, UT
UTAH COLLEGE OF APPLIED TECHNOLOGY, UT

STATE AGENCIES

ADMIN. SERVICES OFFICE
BOARD OF MEDICAL EXAMINERS
HAWAII CHILD SUPPORT ENFORCEMENT AGENCY
HAWAII DEPARTMENT OF TRANSPORTATION
HAWAII HEALTH SYSTEMS CORPORATION
OFFICE OF MEDICAL ASSISTANCE PROGRAMS
OFFICE OF THE STATE TREASURER
OREGON BOARD OF ARCHITECTS
OREGON CHILD DEVELOPMENT COALITION
OREGON DEPARTMENT OF EDUCATION
OREGON DEPARTMENT OF FORESTRY
OREGON DEPT OF TRANSPORTATION
OREGON DEPT. OF EDUCATION
OREGON LOTTERY
OREGON OFFICE OF ENERGY
OREGON STATE BOARD OF NURSING
OREGON STATE DEPT OF CORRECTIONS
OREGON STATE POLICE
OREGON TOURISM COMMISSION
OREGON TRAVEL INFORMATION COUNCIL
SANTIAM CANYON COMMUNICATION CENTER
SEIU LOCAL 503, OPEU
SOH- JUDICIARY CONTRACTS AND PURCH
STATE DEPARTMENT OF DEFENSE, STATE OF HAWAII
STATE OF HAWAII
STATE OF HAWAII, DEPT. OF EDUCATION
STATE OF LOUISIANA
STATE OF LOUISIANA DEPT. OF EDUCATION
STATE OF LOUISIANA, 26TH JUDICIAL DISTRICT ATTORNEY
STATE OF UTAH

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



Response to evaluation criteria and pricing

1. Transmittal Letter
2. Method of Approach
3. Qualifications and Experience
4. Price Proposal
5. Deviations and Exceptions

CINTAS.
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DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

TRANSMITTAL LETTER

December 15, 2021

City of Tucson
Business Services Department
Shared Services Procurement Division
255 W. Alameda, 6th Floor
Tucson, AZ 85701

RE: Rental of Uniforms, Floor Mats, Mops, Towels, and Related Services

Dear Mr. Ladd Lyons,

I want to begin by thanking you for considering Cintas as your provider for rental of uniforms, floor mats, mops, towels and related services. We are proud to present this comprehensive response as it specifically relates to your needs. These services are part of our core business offering for our company and we are committed to providing you and your staff with the most professional level of service possible. Please accept this proposal and understand that Cintas would like to review any questions or concerns identified. We are excited at the prospect of partnering with you and look forward to presenting our capabilities to you in this process.

In addition to the responses we have provided, it is important to us that we highlight a few Cintas uniqueness's that make Cintas the leader and best in the industry and uniquely qualified to support the City of Tucson and your many agencies and constituents.

- **Breadth of Products & Services** – Our expansive offering of innovative products and services makes Cintas a true "One Stop Shop" for the City of Tucson's agencies. In addition to the products and services outlined in this solicitation, Cintas offers unique and innovative rental solutions that include exclusive products and partnerships with companies like Carhartt, Chefworks & Rubbermaid, to name a few. Cintas can also support the City of Tucson for First Aid and Fire Life Safety needs.

- **Total Cost of Ownership** – Pricing in the industrial uniform industry is often deceptive and challenging to compare amongst companies given different billing methods, product offerings, quality control measures and processes. Our commitment is to provide a fair and competitive price point that is exclusive of hidden charges or shortcuts in quality. Cintas uniqueness, like our TruCount inventory management system, quality control processes and billing methods allow us to provide a competitive price point and more importantly, a commitment to provide the lowest total cost of ownership.

Thank you again for your consideration. We are available to meet should a meeting be required to review our service capabilities.

Best regards,

Brett Herzog
Major Account Manager
Cintas Corporation

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

E. Vendor Response

E1.1 Method of Approach

1. Provide a response to the national program.

At Cintas, we are dedicated to helping businesses across North America stay clean, prepared and looking professional. Through our innovative solutions and routine service visits, we take care of the important tasks that help our customers like the City of Tucson keep their agencies running smoothly — so they have more time to focus on their business.

Headquartered in Cincinnati, Ohio, our Fortune 500 company serves more than one million businesses in all types of industries. Our diverse customer base ranges from small manufacturing companies to mid-sized hotel chains to major corporations with thousands of employees, and we are known for providing them with an endless array of products and services.

We offer rental apparel programs that include professional laundering, inspection, and delivery -- along with stylish apparel purchase collections that combine custom designs with ready-to-wear styles. We replenish essential cleaning supplies and hand sanitizer, and stock restrooms with hygiene and paper products. We routinely deliver freshly laundered entrance mats and reusable microfiber products and apply disinfectant spray and sanitizer spray to common touchpoints and surfaces. We restock first aid & safety supplies and PPE, and a comprehensive fire life safety service.

Regionalized Support
Cintas is not only able to provide your industry segment with a specialized and targeted service model but we also provide you a dedicate Major Account Manager who focuses on State and Local Government entities and is local to your geography, residing in the state of Arizona. This Partner becomes an extension of the City of Tucson and allows a single point of contact that, with support from our local AZ operations will provide you in state, local support across all of Cintas' business lines, that is comprehensive and World Class.

Follow-Up
After the program is installed, a series of follow-up steps takes place. Each department is contacted to ensure that they are satisfied with the installation and a variety of internal audits take place to confirm your requirements have been met. Business reviews are set with the Major Account Manager and support team to review the program, discuss value added enhancements, and ensure your expectations are exceeded.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

E 1.2 Product Offering

a. Provide a detailed written response to each requirement describing how your offer will meet the General Requirements of this solicitation for the City of Tucson and the national program.

Confirmation of your Requirements is critical to the success of your program. Our systematic implementation process is one of a kind and it all begins with confirming the requirements of your program. The Account Manager will carefully gather all the details relative to your expectations of implementation. They will discuss with you details such as forecasting, order processing, shipping requirements, advertising requirements, invoicing requirements, etc. Once completed, the Account Manager will be your voice to the Cintas Implementation Team focusing on effectively communicating your expectations to the partners that will support your implementation.

Communication is a key success factor in every implementation. The Account Manager will keep you aware of the details of your account not only throughout the life of your program, but also during the implementation. It is critical that you keep the Account Manager aware of any desired program changes or organizational changes that may affect the program.

Implementation and Transition
Cintas will develop a roll out plan that meets the needs of each account affiliated with the City of Tucson. Cintas is committed to implementing a program that is seamless and free of any errors. We are committed to providing the highest level of service. Below is an overview that will describe the program that we employ to ensure a smooth transition with the highest of service levels.

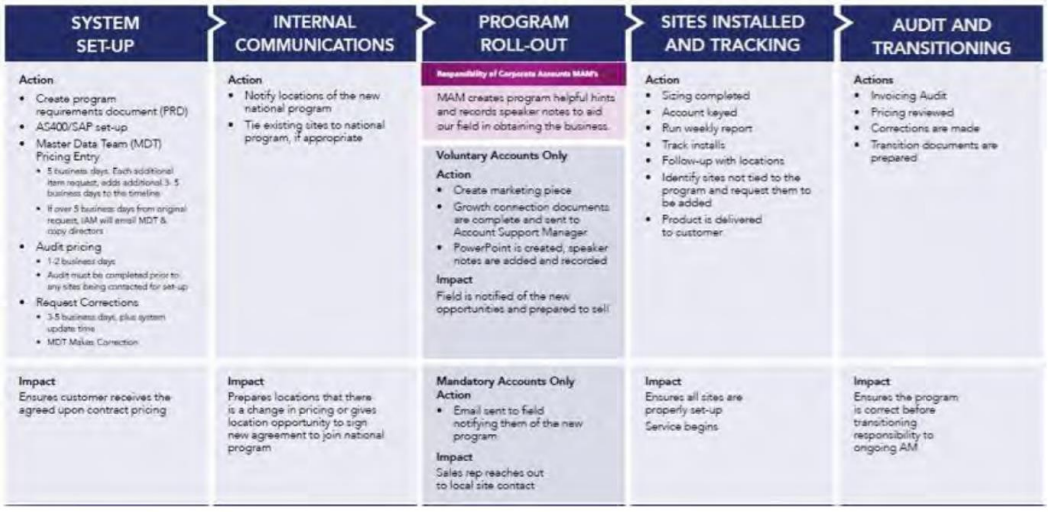
Site Assessments and Fittings
Cintas will assess each of your facilities (as needed) to determine the exact inventory levels needed to maintain sufficient inventory needs. In addition, we will professionally fit each of your employees as necessary to ensure that each staff member has a well-fitting garment.

Confirming Requirements
We use a detailed checklist to make sure we understand all your requirements for the initial implementation and discuss issues that may come up in the future. Cintas ensures that your departments will only receive services that have been authorized.

Program Documentation
The program will be communicated to the customer locations via a "Customer Fact Sheet." The details of the program are set up in our central computer. This serves to ensure that the service and the pricing at each of your locations conforms to the Master Service Agreement and is controlled by our Account Team.

Program Rollout

The program rollout is managed by our local operations team and Service Manager assigned to your program. This individual will coordinate the communication to all your locations as detailed in the Customer Fact Sheet.

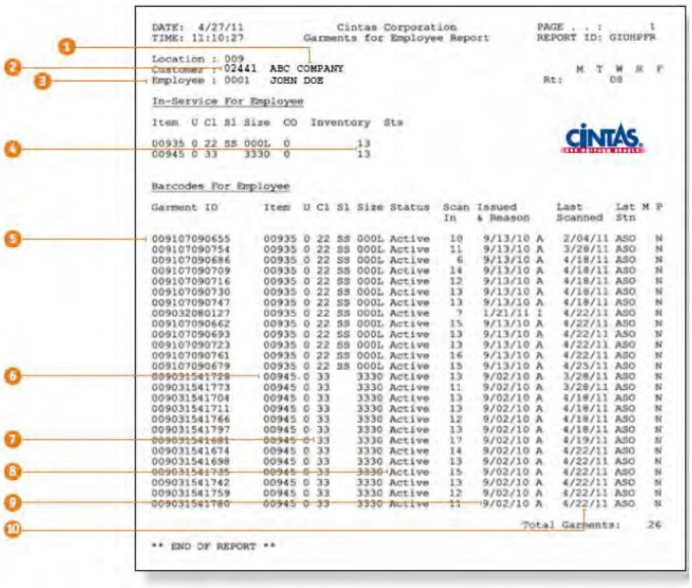


b. Provide an overview of the unique technologies that are incorporated into your service products.
****Confidential****

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

1. Customer Name
2. Customer Number
3. Employee Name and Number
4. Inventory
5. Specific Bard Code ID Number
6. Garment Type
7. Garment Color
8. Garment Status
9. Issue Date of Each Garment
10. Date Last Scanned



DATE: 4/27/11 Cintas Corporation PAGE . . : 1
TIME: 11:10:27 Garments for Employee Report REPORT ID: GIOHPFR

Location : 009
Customer : 02441 ABC COMPANY M T W R F
Employee : 0001 JOHN DOE Rt: 08

In-Service For Employee

Item	U	Cl	Sl	Size	CO	Inventory	Sts
00935	0	22	SS	000L	0	13	
00945	0	33		3330	0	13	

Barcodes For Employee

Garment ID	Item	U	Cl	Sl	Size	Status	Scan In	Issued & Reason	Last Scanned	Lst Stn	M	P
009107090655	00935	0	22	SS	000L	Active	10	9/13/10 A	2/04/11	ASO	N	
009107090754	00935	0	22	SS	000L	Active	11	9/13/10 A	3/28/11	ASO	N	
009107090686	00935	0	22	SS	000L	Active	6	9/13/10 A	4/18/11	ASO	N	
009107090709	00935	0	22	SS	000L	Active	14	9/13/10 A	4/18/11	ASO	N	
009107090716	00935	0	22	SS	000L	Active	12	9/13/10 A	4/18/11	ASO	N	
009107090730	00935	0	22	SS	000L	Active	13	9/13/10 A	4/18/11	ASO	N	
009107090747	00935	0	22	SS	000L	Active	13	9/13/10 A	4/18/11	ASO	N	
009032080127	00935	0	22	SS	000L	Active	7	1/21/11 I	4/22/11	ASO	N	
009107090662	00935	0	22	SS	000L	Active	15	9/13/10 A	4/22/11	ASO	N	
009107090693	00935	0	22	SS	000L	Active	13	9/13/10 A	4/22/11	ASO	N	
009107090723	00935	0	22	SS	000L	Active	13	9/13/10 A	4/22/11	ASO	N	
009107090761	00935	0	22	SS	000L	Active	16	9/13/10 A	4/22/11	ASO	N	
009107090679	00935	0	22	SS	000L	Active	15	9/13/10 A	4/25/11	ASO	N	
009031541728	00945	0	33		3330	Active	13	9/02/10 A	3/28/11	ASO	N	
009031541773	00945	0	33		3330	Active	11	9/02/10 A	3/28/11	ASO	N	
009031541704	00945	0	33		3330	Active	13	9/02/10 A	4/18/11	ASO	N	
009031541711	00945	0	33		3330	Active	13	9/02/10 A	4/18/11	ASO	N	
009031541766	00945	0	33		3330	Active	12	9/02/10 A	4/18/11	ASO	N	
009031541797	00945	0	33		3330	Active	13	9/02/10 A	4/18/11	ASO	N	
009031541681	00945	0	33		3330	Active	17	9/02/10 A	4/19/11	ASO	N	
009031541674	00945	0	33		3330	Active	14	9/02/10 A	4/22/11	ASO	N	
009031541698	00945	0	33		3330	Active	13	9/02/10 A	4/22/11	ASO	N	
009031541735	00945	0	33		3330	Active	15	9/02/10 A	4/22/11	ASO	N	
009031541742	00945	0	33		3330	Active	13	9/02/10 A	4/22/11	ASO	N	
009031541759	00945	0	33		3330	Active	12	9/02/10 A	4/22/11	ASO	N	
009031541780	00945	0	33		3330	Active	11	9/02/10 A	4/22/11	ASO	N	

Total Garments: 26

** END OF REPORT **

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

myCintas

A NEW WAY TO MANAGE YOUR CINTAS ACCOUNT

Providing support for your program is our priority, and we're here to help whenever you need us. You can be assured that your Service Sales Representative (SSR) is dedicated to providing you with world-class service on their regular visits. However, we also know that urgent needs might arise before your next service visit, and you can count on ***myCintas*** to assist you.

myCintas allows you to access your account anytime, from anywhere — including on a tablet or mobile device.



c. Provide a detailed method for sizing employees. Offeror shall describe method of communication with City departmental representatives, process for sampling items, and number of staff available for sizing.

At the initial installation of your program, our team of local sales professionals will schedule fitting events to professionally fit every new employee with the garments they will be wearing in our program. The number of staff available to perform the fitting will depend on the number of employees that need to be fit and can vary greatly. All employees will receive brand new uniforms upon installation. When new employees are hired, it is the customer's responsibility to notify Cintas of the new employee either at the time the Cintas SSR's scheduled visit or by calling the local Cintas facility. Once notified, the SSR will visit the location to measure the new employee and we guarantee that new employee to be in uniform within one week, provided they wear standard sizes of standard stocked garments. All new employees will be fit during the next scheduled service visit by either a tape measure or by a sample garment that is available. Size Changes are included with the program at no cost, so long as employees return all of their previously issued garments. To request a size change, our customers can either inform the SSR/route driver, call customer service, call an Account Manager or use the myCintas online system.

In the event samples are needed those requests can be made directly to the SSR or by calling the local Cintas branch or simply by making a request on the myCintas portal. Depending on the urgency of the sample we will make every effort to get you the product you need when you need it.

d. Describe the range of men's and women's sizes that you offer. Please specify if it is gender specific or unisex

Cintas provides a comprehensive offering of apparel in Male, Female and Unisex fits with sizing available to fit all body sizes and shapes in your workforce. We understand that half of the American workforce is female. And most women can't comfortably wear uniforms designed to fit men. That's why Cintas created rental workwear designed specifically for female body shapes. Our women's line incorporates unique style and fit features to help women look and feel better so they are Ready for the Workday®. Fit, comfort, quality and functionality are our top priorities. Please reference the pricing exhibit for the specific sizes by garment.

e. Provide available ordering methods – online ordering, order tracking, search options, order history and whether or not your company's ordering website integrates with your inventory system.

The traditional Cintas rental service model offers your facilities direct access to a Sales and Service Representaive (SSR) that will visit you facility on a regular cadence. Your SSR will ask regularly if you are in need of any additonal products or services and will be sure to fulfill any orders you have. If you happen to identify a need outside of your SSR visit you can contact the local Cintas office or access our myCintas portal and make your request at anytime. Requests made on the myCintas portal are sent directly to the local Cintas branch and are atrended to immediately.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

E 1.3 Service Offering

a. Describe your policy for monitoring defects and repairing/replacing defective clothing.

All industrial garments that need to be replaced due to normal wear and tear are replaced at no charge. If a garment needs to be replaced because the garment was lost or damaged not due to normal wear and tear, a Loss/Replacement (L/R) fee will be charged.

Cintas garments are replaced on an "as needed basis" and can be replaced by the Service Department and/or Production Department through our inspection process in our cleaning facilities. To maintain appearance and employee satisfaction, all garments go through a comprehensive 39-step inspection. Early in the quality process initiative, Cintas found that all areas of the garment could not be adequately inspected using traditional garment handling equipment. In response, Cintas designed, patented, and exclusively manufactured equipment to allow a thorough inspection of every garment that we process through our plants each week.

The method of equipment that is used to inspect our shirts is known as our "SAMI", which refers to "Shirt Alternative Method of Inspection." This exclusive equipment incorporates special lighting and mirrors to allow inspectors to quickly see a rip, blemish, and/or other areas needing attention. The area needing attention is identified using a color-coded tag and is mended appropriately in a quality repair area.

The exclusive equipment that is used to inspect pants is referred to as "PAMI", which is referred to as our "Pant Alternative Method of Inspection." This exclusive equipment incorporates a flip table, which allows the inspector to view the entire pant, both front and back, review all elements of construction to ensure that the pants maintain a professional quality appearance as the exhibit indicates. We believe we are the only company who has developed equipment to detect garment repairs.

With regards to FR garment repair, Cintas has documented procedures that were created in conjunction with the supply chain and are ASTM & NFPA Compliant and ensure the FR Integrity of the garment.

Supporting our inspection process, it is our company's policy to replace garments on an “as needed” basis. If the garment does not meet our rigid quality guidelines, the garment will be taken out of service and replaced with an upgraded garment of like-quality or better. A new garment will be used if an upgraded garment is not available. The replacement “as needed” system ensures that your employees will be in a quality garment throughout the term of our agreement. The authority to replace garments resides in our Frontline Partners, Inspectors in the plant, Customer Service Representatives, and our Service Sales Representatives that service your location.

Additionally, Cintas can provide separate containers for garments needing repairs. We provide orange repair tags that your employees can attach to their garment and identify what specifically needs to be repaired or replaced. When our SSR’s pick up these garments, they can “scan them into repair status,” which notifies our plant to send them to repairs during the sorting process and identifies the type of repair necessary. Repairs are completed by the next week’s service date. Garments needing replacement are also completed by the next week’s service cycle.

b. Describe your policy for monitoring defects and repairing/replacing defective clothing. Describe how defective products shall be replaced and exchanged by the Contractor. The cost of transportation, unpacking, inspections, re-packing, re-shipping or other like expenses.

Please refer to answer to question E 1.3 above.

c. Describe your method for dealing with incorrect orders when the City employee made an error, and also when the error was the fault of the Contractor. Describe your service guarantee and cure process to address service failures.

In the event there is a concern with the product or service we are providing the first step in problem resolution within our company lies with the Service Sales Representative (SSR). Your SSR typically can handle most issues that occur on a local level. We empower our SSRs fully and hold them fully accountable for the success and customer satisfaction at your local operation. In addition to our SSR, we also have a Customer Service Department at each Cintas location. These Customer Service Departments are staffed with Customer Service Representatives (CSRs) and a state-of-the-art customer service system that allows them to work hand in hand with our Service Sales Representatives in resolving any customer issues.

d. Describe how you will keep the City updated on all available catalogs. As future catalogs are released, how is the City notified? Are these available electronically?

Cintas is committed to making sure that the City of Tucson is consistently made aware of any product enhancements or additions, and this can be done via direct communication by your Service Sales Representative to the local agencies and from your Account Manager to the City's contact. These will also be reflected in your myCintas Portal real times as program changes and enhancement are made, and catalogs are updated.

E.1.4. Identify all other companies that will be involved in processing, handling, or shipping the service products available under the Contract. Include any subsidiaries or company owned affiliates that may include product or service under the Contract.

All processing, handling, and shipping will be handled by Cintas.

E.1.5. Describe the offeror's website capabilities. Identify information customers can access via the offeror's website.

As mentioned above the Cintas website offers customers the ability to manage their program with the touch of a button and is accessible 24/7/365. Below is an infographic depicting all the platform's capabilities.

E.1.6. State any return and restocking policies

All Direct Purchase products are unconditionally guaranteed 100%. If a product is deemed to be defective or does not perform to the employee's expectations, it will be replaced at no cost to you. All defective products will be exchanged, credited, or payment refunded at the option of the customer.

E.1.7. Describe offeror's invoicing process. Provide a sample invoice. Indicate any customizations that can be made to invoices. Provide an offeror's representative and contact information for invoicing questions.

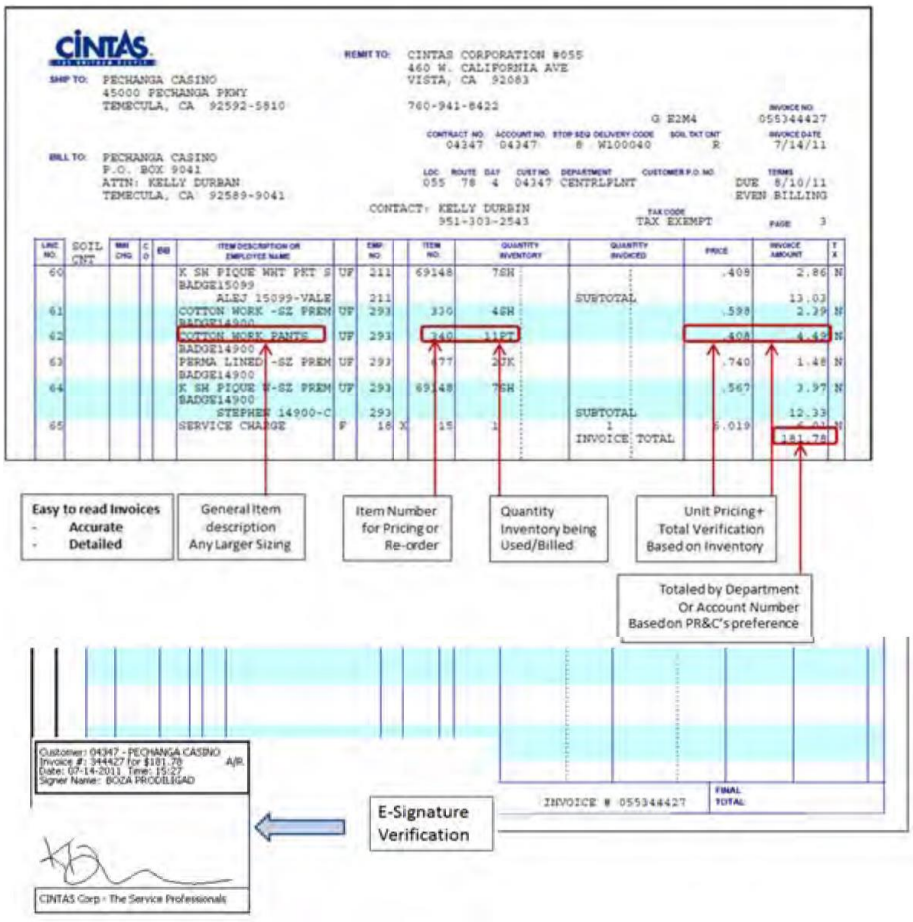
The Cintas service model provides On-site proof of delivery and pickup with each visit. During the site visit the following will occur:

- The SSR delivers clean garments that were turned in the week prior.
- Dirty garments are scanned individually on-site.
- A receipt is provided showing exactly what was delivered and picked up that week for each employee.
- Garments that were repaired, replaced, or received other maintenance are noted.
- Repairs, replacements, and other maintenance are ordered on-site through the PRC (Portable Route Computer).

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

Sample Invoice



E.1.8. Describe offeror's delivery commitment.

The Company guarantees to deliver the highest quality textile rental service at all times. Any complaints about the quality of service which are not resolved in the normal course of business must be communicated in writing to the General Manager of the Company's local operation or Subcontractor with a copy to Company's Corporate Office.

If the Company then fails to resolve any material complaint in a reasonable period of time, the City of Tucson may terminate this Agreement solely as it relates to servicing the specific Customer location to which the complaints relate provided all Merchandise is paid for at the then current Loss/Damage Replacement Values or returned to the Company in good and usable condition.

E.1.9. Customer Service

As mentioned above, the first step in problem resolution within our company lies with the Service Sales Representative (SSR) who we empower and hold them fully accountable for the success and customer satisfaction at your local operation.

All SSR's (route-drivers) are equipped with portable-route-computers ("PRC's). This allows them to perform maintenance anywhere on the spot, including uniform upgrades, size changes, invoice credits, etc. as well as on-site scanning technology. Additionally, when our customer service team receives a call, they can create a CRF (customer request form), which pings directly to the route computer for a response within 24 hours.

Additionally, at the end of servicing each location, the SSR will check in with the specified representative at each location to walk through the printed invoice to review accuracy and to ensure a current employee roster. At Cintas, we call this "seconds that count." Your SSR will review any changes that may have been made, such as garment upgrades or size changes, review scan reports, and review any other items requiring special attention. After the review is completed, your location's representative will sign the PRC handheld device to confirm accuracy.

Although our SSRs are our front-line Customer Service ambassadors we also have a Customer Service Department at each Cintas location. These Customer Service Departments are staffed with Customer Service Representatives (CSRs) and a state-of-the-art customer service system that allows them to work hand in hand with our Service Sales Representatives in resolving any customer issues.

As mentioned prior, customers can also utilize our myCintas online portal for the most common service requests (i.e., employee starts/stops, transfers, size /garment changes, etc.) These requests transmit directly to your SSR/local account management team.

Our local account management team will conduct quarterly "goodwills" with representatives from each location to ensure we are exceeding expectations.

If for any reason a customer was not satisfied with the response, they received from their SSR or a CSR, they would then elevate that issue to the Service Manager. If the Service Manager could not resolve that issue, it would then be elevated to the General Manager level. If for any reason an issue was to arise that could not be handled on a local level (these issues are very rare), the issue should then be

elevated to your Account Manager. The Rental Account Manager will determine what resources within the organization need to be used to resolve the customer problem.

E.1.10. Describe the warranty period for proposed services and submit offeror's warranty program.

All garments are unconditionally guaranteed. If a garment is deemed to be defective or does not perform to the employee's expectations, it will be replaced at no cost to you. All defective products will be exchanged, credited, or payment refunded at the option of the customer, even if it has been worn, soiled, or laundered.

E.1.11. Describe service request procedures.

All service requests that are made whether direct to the SSR, with Customer Service or through the myCintas portal generate what we refer to as a Customer Request Form (CRF). All CRF's are logged into our customer service system where each CRF is tracked for resolution. Each Cintas branch is measured on their CRF completion metrics which ensures all requests are addressed and completed in a timely manner. This is a closed loop system that ensures all questions or requests are documented. Our commitment to you is that all questions are answered within 48 hours and any concerns are addressed within 24 hours. Given our technology, portable route computers and closed loop Customer Request System most questions and concerns are addressed within the same day.

E.1.12. Describe offeror's green/sustainability program. Include information on green/sustainable policies,products and certifications.

CINTAS ESG

For almost 100 years, our business model has been based on sustainable practices and a "Reduce, Reuse, Recycle" mindset.

TO LEARN MORE, VISIT CINTAS.COM/ESG

SUSTAINABILITY
RECENT HIGHLIGHTS

- Announced our ambition to achieve Net Zero GHG emissions by 2050
- Lowered our total energy use by **6.9%**
- Lessened our electricity usage by **9.8%**
- Reduced our water use by **5.1%**
- Returned **88%** of the water we withdrew to local water bodies
- Eliminated **7.8%** of our GHG emissions
- Diverted **94.4%** of our distribution center waste from landfills
- Swapped out **27,000** light fixtures with LED bulbs
- Invested in a new electric vehicle pilot program
- Rolled out new route-mapping software to help reduce miles driven, gas usage and idle time
- Created a new executive position to oversee our ESG strategy

ENVIRONMENTAL ADVANTAGES

CINTAS: THE BEST OPTION

Our wide range of products and services not only help our customers get **Ready for the Workday®**, but we help them save money while offering them a more environmentally considerate choice.

Our uniforms and apparel solution are a prime example of these savings. There are four options available in the market when it comes to laundering — Cintas laundry services, our competitors, at-home laundering or disposable items. **Of the four laundering options — Cintas is the most energy and water efficient.**[1]

1 Cintas ESG Report, "Appendix: Cintas vs. At-Home Laundry Comparisons," pg. 68

AMBITION TO BE NET ZERO

In September 2021, we announced our ambition to achieve Net Zero GHG emissions by 2050. We expect to announce our targets and goals by the end of 2022, including Scope 1 and Scope 2 reductions, as well as potential avenues to reduce our Scope 3 emissions throughout our value chain.

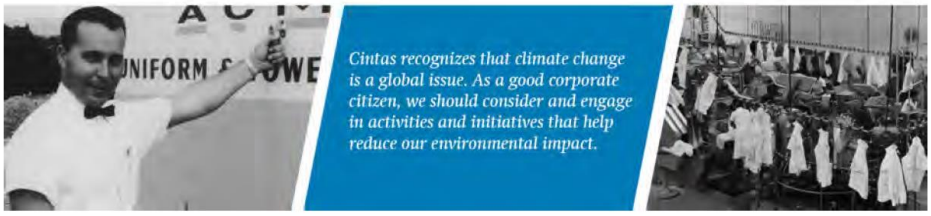
SUSTAINABLE GARMENTS

Cintas offers more than 100 uniform styles made from eco-friendly or sustainable materials, including:

- ComfortFlex®
- Repreve® from recycled bottles
- DuPont Sorona®
- Tencel®
- Recycled polyester/RPET
- Organic cotton
- Bamboo

REDUCING OUR WASTE

In FY21, we diverted **94.4%** of our waste away from landfills at 8 of our distribution centers participating in our "Zero Waste Program," and all eight participating facilities were TRUE Certified by Green Business Certification Inc.



Please refer to Exhibit 1-Cintas 2021 ESG Report

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

E.1.13. Describe how offeror will maintain account security levels.

Cintas is PCI compliant and adheres to stringent cyber security requirements. We can elaborate on our exact methods and processes in place in further discussions.

E.1.14. Provide any additional services or products information that offeror intends to use under the contract.

Please refer to attached Exhibit 2- City of Tucson – Cintas Service Offering

E.1.15 If an Offeror requires additional agreements, a copy of the proposed agreement must be includedwith the proposal.

Please refer to Exhibit 3 -Cintas Participation Agreement Sample.

Omnia Participating Public Agencies Terms

1. Participating Public Agencies: Supplier agrees to extend the same terms, covenants agreed to under the Master Agreement with Lead Public Agency the City of Tucson to other government agencies ("Participating Public Agencies") that, in their discretion, desire to access the Master Agreement in accordance with all terms and conditions contained herein or attached hereto. Each participating Public Agency will be exclusively responsible and deal directly with Supplier on matters relating to length of agreement, ordering, delivery, inspection, acceptance, invoicing, and payment for products and services in accordance with the terms and conditions of the Master Agreement. Any disputes between a Participating Public Agency and Supplier will be resolved directly between them in accordance with and governed by the laws of the State in which the Participating Public Agency exists.

Supplier General Service Terms Section

2. **Prices** Customer agrees to rent from Company, and Company agrees to provide to Customer, the Merchandise, inventory and services described on Exhibit A, "Merchandise & Pricing" at the prices set forth in Exhibit A. There will be a minimum charge of thirty-five dollars ($35.00) per week for each Customer location required to purchase its rental services from Company as set forth in this Agreement.

3. **Buyback of Non-Standard Garments** Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit C. In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values.

4. **Garments' Lack of Flame Retardant or Acid Resistant Features** Unless specified otherwise in writing by the Company, the garments supplied under this Agreement are not flame retardant or acid resistant and contain no special flame retardant or acid resistant features. They are not designed for use in areas of flammability risk or where contact with hazardous materials is possible. Flame resistant and acid resistant garments are available from Company upon request. Customer warrants that none of the employees for whom garments are supplied pursuant to this Agreement require flame retardant or acid resistant clothing.

5. **Logo Mats** In the event that Customer decides to delete any mat bearing the Customer's logo (Logo Mat) from the rental program, changes the design of the Logo Mats, terminates this agreement for any reason or fails to renew this Agreement, the Customer will purchase at the time of deletion, design change or termination, all remaining Logo mats that the Company has in service and out of service held in inventory at the then current Loss/Damage Replacement Value.

6. **Adding Employees** Additional employees and Merchandise may be added to this Agreement at any time upon written or oral request by the Customer to the Company. Any such additional employees or Merchandise shall automatically become a part of and subject to the terms of this Agreement. If such employees are employed at a Customer location that is then participating under this Agreement, the Customer shall pay Company the one-time preparation fee indicated on Exhibit A. Customer shall not pay Company any one-time preparation fee for garments for employees included in the initial installation of a Customer location. There will be a one-time charge for name and/or company emblems when employees are added to the program in garments requiring emblems.

7. **Emblem Guarantee** Customer has requested that Company supply emblems designed exclusively for Customer featuring Customer's logo or other specific identification (hereinafter "Customer Emblems"). Company will maintain a sufficient quantity of Customer Emblems in inventory to provide for Customer's needs and maintain a low cost per emblem through quantity purchases.

8. In the event Customer decides to discontinue the use of Customer Emblems, changes the design of the Customer Emblems, terminates this Agreement for any reason or fails to renew this Agreement, the Customer will purchase at the time of deletion, design change, termination or expiration, all remaining Customer Emblems that the Company allocated to Customer at the price indicated on Exhibit A of this Agreement. In no event shall the number of Customer Emblems allocated to Customer exceed the greater of (a) twelve (12) months' volume for each unique Customer Emblem or (b) a quantity agreed to by Company and Customer and noted on Exhibit A.

9. **Terminating Employees** Subject to the provisions of this Agreement, the weekly rental charge attributable to any individual leaving the employ of the Customer, or on a temporary leave of absence of three (3) weeks or more, shall be terminated upon oral or written notice by the Customer to the Company but only after all garments issued to that individual, or value of same at the then current Loss/Damage Replacement Values, are returned to Company.

10. **Replacement** In the event any Merchandise is lost, stolen or is not returned to Company, or is destroyed or damaged by fire, welding damage, acid, paint, ink, chemicals, neglect or otherwise,

the Customer agrees to pay for said Merchandise at the then current Loss/Damage Replacement Values.

11. **Indemnification** To the fullest extent permitted by law, Company agrees to defend, indemnify, pay on behalf of and save harmless the Participating Public Agency, its elected and appointed officials, agents, employees and authorized volunteers against any and all claims, liability, demands, suits or loss, including reasonable attorneys' fees and all other costs connected therewith, arising out of or connected to the services provided by Company under this Contract, but only to the extent of Company's negligence.

12. **Additional Items:** Additional customer employees, products and services may be added to this agreement and shall automatically become a part of and subject to the terms hereof and all of its provisions. If this agreement is terminated early for convenience, the parties agree that the damages sustained by Company will be substantial and difficult to ascertain. Therefore, if this agreement is terminated by Customer prior to the applicable expiration date for any reason other than documented quality of service reasons which are not cured, or terminated by Company for non-payment by Customer at any time Customer will pay to Company, as termination charges and not as a penalty based upon the following schedule:

    If this agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 50 weeks of rental service.

    If this agreement is cancelled for convenience in months thirteen (13) through eighteen (18) of the term, Customer shall pay as termination charges equal to 36 weeks of rental service.

    If this agreement is cancelled for convenience in months nineteen (19) through twenty-four (24) of the term, Customer shall pay as termination charges equal to 23 weeks of rental service.

    If this agreement is cancelled for convenience after 24 months of service, Customer shall pay as termination charges of 10 weeks of rental service.

    Customer shall also be responsible to return all of the Merchandise allocated to such Customer locations terminating this Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.

E.1.16. Identify if you manufacture your own garments or if you outsource.

Cintas is uniquely positioned in the marketplace because we are a vertically integrated supplier primarily for the manufacture of rental garments. To remain globally competitive, we rely on the services of a broad range of both domestic and international suppliers. We own, operate or do business with contractors in hundreds of cases overseas, and we manufacture production on five continents in more than 30 countries. Of course, our supplier contract base is subject to changes at any given time, based on the best interests of our customers and company.

In this level, we develop our own patterns to ensure that the quality of the fit is the same throughout the life of our partnership. By being able to use automated cutting devices and managing the patterns, you are ensured that you are getting the same product each and every time. One of the key differences

here is that many of our competitors would use products from multiple suppliers that would have different fit based upon patterns and construction details that are implemented. Once the product is made, all new items that have never been developed go through 100% inspection for the first four months. After that, 15% of all finished goods before coming to our plant are monitored, as well as 15% of all products coming into our distribution centers prior to be putting into service from a rental perspective are sent.

E.1.17. Describe your company's ability to design, manufacture and manage customized uniform and apparel purchase programs.

Take work out of your week by letting us help you design and deliver a program best suited for you. From the front-line employees to the back of the house, you have access to four levels of apparel to fit your brand, budget, timeline, and business.



CATALOG PRODUCT

Immediate delivery*: In-stock catalog designs are ready for speedy delivery. These garments are unaltered and provide an easy entry into an apparel program.



SIGNATURE EXPRESS

1-2 weeks delivery*: These simple alterations make in-stock designs uniquely yours. We can modify garments with embroidery, collars, buttons and trims to protect your brand's personality.



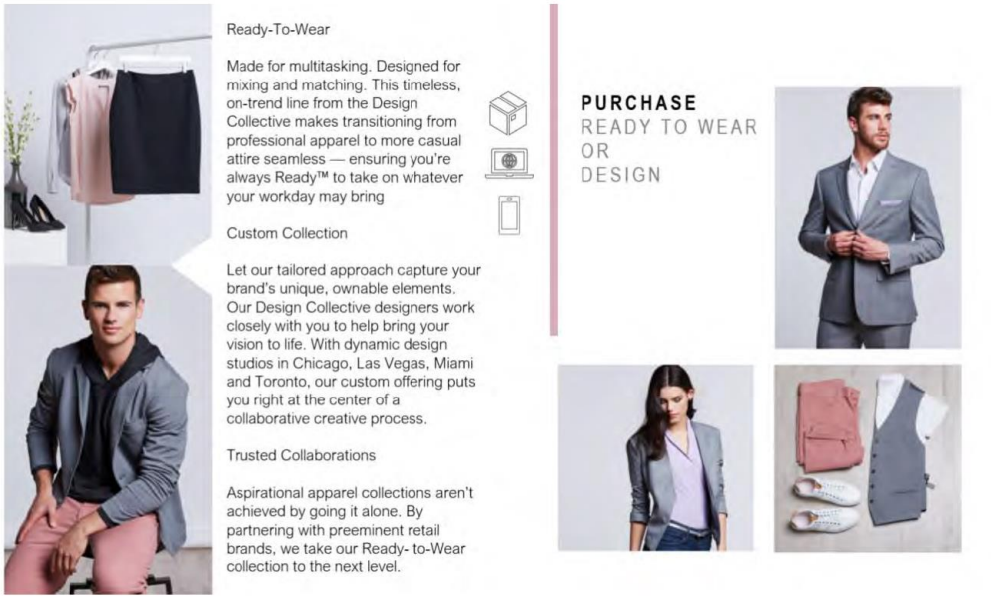
PREMIER COLLECTION

6-8 weeks delivery*: The Cintas in-house design team will translate your style with existing silhouettes, fabrics, patterns and finishing touches without any fabric liability.



EXCLUSIVE DESIGN

8-10 weeks delivery*: One-of-a-kind fashions, from sketch to finish, tailor-made for your brand. This is an ultimate custom program with no limitations on fabrics, styles or ideas. Work with top designers from our in-house design team.



E.1.18. Provide what percentage of garments you purchase from a manufacturer

While many garments for our direct sale uniform business are sourced through external manufacturers, the majority of garments for our rental business are sourced through our internal facilities. Having both external and internal manufacturing relationship is beneficial for our customers — providing them with business continuity risk management if a fire or flood were to occur in one of our own manufacturing plants. Our exclusive manufacturing contracts and worldwide sourcing network are also a significant benefit to our customers because they can leverage them to achieve cost efficiencies.

E.1.19. Describe how you forecast inventory requirements to ensure minimum inventory levels

Our focus on distribution quality is such a priority that Cintas has implemented SAP systems in our Distribution system, upgrading from a previously internally developed system. This system brings the latest technology and software capability to support for order tracking in production, warehouse operations, order scheduling and planning, inventory control, production reporting and shipping and receiving.

From an inventory perspective, Cintas is able to differentiate ourselves in many ways from our competition. Perhaps the most important way is our ability to combine a wide array of products and services into a "one company, one source" business model. Also, as an integrated uniform supplier, we've built our entire infrastructure around the ability to design, manufacture and distribute garments in a way that lowers costs and provides efficiencies for our customers.

Other differentiators include:

- We offer a wealth of in-house digitizing and embroidery capabilities.
- We have the financial resources to invest in inventory to support your uniform program, providing immediate shipment to your employees as a result.
- To ensure the fastest response time, we maintain more than $100 million in inventory across our company.
- Our eight distribution centers have the capacity to ship more than 300,000 units every day.

E.1.20. Explain the resources and communication method(s) your organization would use to help facilitatethe rollout of a rental uniform program of like scale and scope.

The Rental Program implementation will be spearheaded by our specialized Implementation Team. After an agreement is reached, our Implementation Team will call your corporate office to clearly define all requirements of the program (e.g. garments in the program, employee classifications, billing, etc.). We will then submit a forecast for the production of garments required for the implementation of the program and establish a timetable for rollout.

Confirming Requirements with The Customer – We use a detailed checklist to make sure we understand all of your requirements for the initial implementation and discuss issues that may come up in the future.

Program Documentation – The program will be communicated to the customer locations via Cintas local sales or service department and/or internally communicated within your company's approved communication plans. The details of the program are set up in our central contract compliance system. This serves as a "computer lock" process to ensure that the product, the inventory, and the pricing at each of your locations is in compliance with the national agreement. The program will be overseen and managed by our National Account Management staff.

Program Rollout – The program rollout is managed by the Implementation Account Manager assigned to your program. This individual will coordinate the communication to all of your locations with detailed ordering instructions and options.

Follow-Up – After the program is installed at each of your locations, a series of follow-up steps takes place. Each location is contacted to ensure that they are satisfied with the installation and variety of internal audits take place to confirm your requirements have been met.

Manufactured Product and Shipping – The majority of our rental programs elect to use our stock products for rental/lease programs. We would establish usage requirements and forecast garments for the different employee classifications going into this type program. If stock product were selected, the implementation timeline would run an estimated 10 weeks. If, however, you elect to design a custom product that we have to manufacture, the timeline would be longer. This depends on many variables including mill capacity and manufacturing capacity at the time the order is placed.

Cintas is truly the expert in the implementation of National Programs. The Account Manager responsible for the implementation of the program is a highly trained professional who has implemented many complex programs during their tenure in this position. In fact, we have developed an implementation team that specifically concentrates only on implementing programs.

E.1.21. Explain the Account Management Structure in place to deliver on service needs.

At Cintas we are dedicated to Customer Satisfaction. For every one of our customers, we have a team of people making sure you remain a highly satisfied Cintas customer. Many of these individuals you will never meet, but let us assure you they are here working very hard behind the scenes to exceed your expectations. Let us describe the roles of each of these individuals.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

Regional Service Director – Regional
The Regional Service Director assists each General Manager to achieve constant improvement in customer satisfaction. They also standardize and monitor Key Performance Indicators and provide quarterly benchmarking of these KPIs with summaries of "Best Practices" implemented to improve performance from locations within their region.

Regional Production Director – Regional
The Regional Production Director works with General Managers to develop group production management partners, procedures and best practices to improve group production performance and ensure internal customer satisfaction.

Rental Service Sales Representative (SSR) – Local
This Cintas partner is responsible for delivering and picking up the garments and other items at your facility, measuring new employees and ordering the garments, taking other types of product orders, and ensuring that the program is exceeding your expectations.

Rental Service Manager – Local
Our SSR is supported by a Service Manager. A Service Manager's responsibility is to oversee and assist the SSR in every way to ensure that they are exceeding your service expectations. The Service Manager will conduct periodic visits to your locations and meet with key management and contract personnel to ensure the program is running smoothly.

Rental General Manager – Local
The Rental General Manager directs assigned operation by proper utilization of sound management practices and administration of Cintas policies and procedures in order to achieve defined goals.

Local Rental Customer Service Representative – Local
Each of our local facilities is staffed with a Customer Service Department to respond to any questions or requests. They can take new employee orders over the phone as well as orders for other products, and answer questions regarding your program or invoicing. Their objective is to be certain that we respond to incoming requests and complaints from customers in an efficient manner.

E.2 Qualifications and Experience

E.2.1. Provide a brief history and description of your company

Company Name: Cintas Corporation
Corporate Address: 6800 Cintas Blvd. Mason, OH 45040
Year Founded: 1929

Cintas is a publicly held company traded over the Nasdaq Global Select Market under the symbol CTAS and is a Nasdaq-100 company and component of the Standard & Poor's 500 Index.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

About Cintas

Cintas started from very humble beginnings in 1929 when "Doc" and Amelia Farmer established a small business to reclaim and clean rags for local factories. Their son, Hershell became president of the company in 1952 after his father's death and, after 23 years of continued success, turned the helm over to his son, Richard "Dick" Farmer. The company entered the uniform rental business in 1965, a move that would dramatically reshape the company and revolutionize the uniform marketplace. For example, Cintas was the industry pioneer in introducing polyester-cotton blend fabric that doubled the life of uniforms and made cleaning more efficient.

In 1983, the company made its initial public offering of stock.

Todd Schneider currently serves as Chief Executive Officer and Chairman.

Today, Cintas has grown into a company that helps more than 1,000,000 businesses of all kinds and sizes get Ready for the Workday® by providing a wide range of products and services that enhance our customers' image and help keep their facilities and employees clean and safe - every day.

The company has more than 500 facilities across North America, including 6 manufacturing plants and 11 distribution centers employing approximately 45,000 people.

Fortune magazine listed Cintas among America's "Most Admired" companies and also gave Cintas a well deserved spot on their Fortune 500 list for the third year in a row. Other awards won in 2020 include "2021 Military Friendly Employer", "DEI Best Places to Work", and "Best Employer for Diversity" by Forbes Magazine.

E.2.2. Provide the total number and location of salespersons employed by your company.

Cintas has over 400 locations and 40,000 + partners across the country. A list of our locations can be provided upon request.



E.2.3. Provide a summarization of your experience in performing work similar to that outlined in this solicitation. Provide a minimum of three state, political subdivision or school district references for which your company has provided services. Include the references' contact person, address, phone number and email address.

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Susan Rose
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Tucson, AZ 85756
srose@flytucson.com

Gilbert School District
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480.497.3300

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City of Glendale
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601.359.3107
stephen.tucker@dfa.ms.gov

E.2.4 Provide information regarding if your organization ever failed to complete any work awarded.

Cintas does not have any examples to provide.

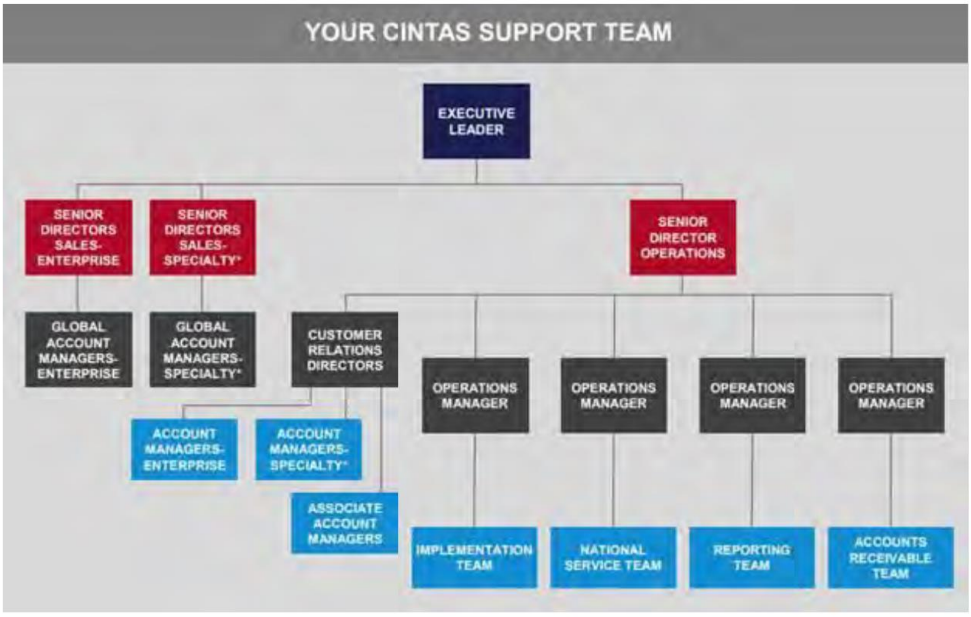
E.2.5. Provide information regarding if your firm, either presently or in the past, has been involved in any litigation, bankruptcy, or reorganization.

Cintas is currently subject to legal proceedings and claims arising from the ordinary course of its business, typical of claims faced by other companies of Cintas' size. None of these investigations or claims is material to Cintas' business or this bid. In addition, Cintas is subject to litigation that is not in the ordinary course of business and which is described in the Company's 10-K and 10-Q filed with the SEC.

E.2.6. Provide the following information for the offeror's proposed site manager:
*****Confidential*****

E.2.7. Provide an organization chart and the total number of employees in the Tucson area.
There are 45 employees in the Tucson area.
Below is an organization chart for the structure of support the City of Tucson will receive.
****Confidential*****

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES



E.2.8. Describe your companies industry standing size and affiliations.

Cintas is a publicly held company traded over the Nasdaq Global Select Market under the symbol CTAS and is a Nasdaq-100 company and component of the Standard & Poor's 500 Index.

Cintas is uniquely positioned in the marketplace, because we're a vertically integrated supplier primarily for the manufacture of rental garments. To remain globally competitive, we rely on the services of a broad range of both domestic and international suppliers. We own, operate or do business with contractors in hundreds of cases overseas, and we manufacture production on five continents in more than 30 countries. Of course, our supplier contract base is subject to changes at any given time, based on the best interests of our customers and company.

At Cintas we believe in leading by example and that is why Cintas makes contributions to support science education, takes active roles in professional societies, standards writing committees, and constantly conducts original research projects aimed at delivering better, cleaner products to our customers.

Professional Affiliations Include:

- American Society for Microbiology
- American Society for Quality
- Institute of Environmental Science and Technology
- American Institute of Baking
- Food Processors Association
- International Dairy Foods Association

E.2.9. Provide your companies unique characteristics that separate you from the competition.

Following response is to be * Confidential***.**

E.2.10. Provide any certifications you have to ensure cleaning quality.

Also mentioned above as an example of technology/investment.

At contract initiation, a trained sales manager advises a potential customer of the garment program best suited for their applications. This includes special consideration for garments that may need to be segregated. Soiled garments are retrieved from a customer facility by a Cintas SSR (Service Sales Representative) dedicated to servicing this customer. All soiled garments are segregated by classification (whites, colors, heavy soil, etc.) before they are returned to Cintas, thereby reducing the potential cross-contamination with other soiled garments. The trained Cintas production staff stages the soiled garments for processing in the soil separation area at the Cintas facility. During this process, customers with similar applications are staged together. All repairs and replacements are segregated, and after initial processing, sent to the stockroom for repair and/or replacement.

All wash chemicals used at Cintas for rental service garments are water-soluble and are specially formulated to address decontamination and removal of soil from garments. Fresh, processed water is used for flushes and rinses. The final pH of the garment after processing is compatible with the pH range of human skin.

After washing, the clean garments are dried at increased temperatures in dryers. The drying process additionally inhibits microbial bio burden by removing the moisture required for microbial replication and removes them from the garments. Once dried, the garments are staged on manual sortation machines, where they are sorted, inspected and sent through the steam tunnel (290° - 310°F) for removal of wrinkles, producing a hygienically clean garment. The cleaned, segregated garments are staged and executive garments are poly bagged by trained operators.

Cintas performs 100% inspection of the garments. The inspection process is performed using patented inspection/work stations. The patented inspection/work stations are ergonomically designed so that a minimum amount of movement and physical exertion are required by the operator. These special stations were designed and patented by Cintas engineers especially for this application and are unparalleled in comfort, efficiency, and performance in the apparel industry.

Another quality inspection is completed by an employee from the Service Department on the customer's behalf before the garments are returned to the customer. This is done by sampling a sufficient number of garments to get a statistically valid result. A weekly report is generated with the results of this second audit for the General Manager and Plant Manager to review and make ongoing improvements as needed in the inspection process. This report indicates the number of garments that are repaired and replaced on a weekly basis to guarantee the highest quality.

The entire washing, drying, sorting, packaging, and delivery process is performed in strict accordance with Cintas standard operating procedures. Cintas laundry process facilities are designed for linear process flow to reduce cross-contamination of various customers' soils and contamination of cleaned garments. The unloading of soiled garments is separated from the loading of clean garments. Clean and

soiled storage containers are mobile, allowing for rotation, repair, replacement and sanitization. The interior and exterior of the garment processing facilities are monitored with a pro-active pest control program to provide clean, sanitized garment storage.

Cintas Corporation has always been and will continue to be a processed water based laundry process. We are concerned about the release of volatile organic compounds into the atmosphere (which are used in dry-cleaning) and the safety of our employees. Copies of the SDS (Safety Data Sheet) for each chemical used in the laundering of garments are available upon request.



Our wash process makes sure your uniforms last and look their best

Garments are separated by style and soil type to protect the quality of the garment

Industrial washers and dryers operate from sophisticated computer programs

These programs apply proper levels of detergent and drying time to provide the highest level of cleaning

Over 40 different detergent formulas are used depending on garment and soil types

Garments are sent through a steam tunnel which blasts the garments with 350°+ steam to release wrinkles and eliminates bacteria and odors, and provide a crisp professional look

WATER QUALITY AND CONSERVATION

Cintas was the first major industrial laundry company to make the corporate-wide switch from detergents that contain Nonylphenol Ethoxylates (NPE) to detergents that do not contain NPE's. This means clean garments that are safer for you and our environment.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

Keeping your team looking their best



At our facility, your uniforms are inspected by skilled inspectors and state-of-the-art equipment to ensure they are in top condition.

- If uniforms need repair, we take care of it.
- If uniforms are worn out or beyond repair due to normal wear and tear, we will issue replacement garments.

Unique inspection process

SAMI: SHIRT POINTS INSPECTED
Shirt Alternative Method of Inspection

PAMI: PANTS POINTS INSPECTED
Pant Alternative Method of Inspection



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

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3.0 SUPPLIER RESPONSE

3.1 Company

3.1.A. Brief history and description of Supplier to include experience providing similar products and services.

Cintas started from very humble beginnings in 1929 when "Doc" and Amelia Farmer established a small business to reclaim and clean rags for local factories. Their son, Hershell became president of the company in 1952 after his father's death and, after 23 years of continued success, turned the helm over to his son, Richard "Dick" Farmer. The company entered the uniform rental business in 1965, a move that would dramatically reshape the company and revolutionize the uniform marketplace. For example, Cintas was the industry pioneer in introducing polyester-cotton blend fabric that doubled the life of uniforms and made cleaning more efficient.

In 1983, the company made its initial public offering of stock.

Todd Schneider currently serves as Chief Executive Officer and Chairman.

Today, Cintas has grown into a company that helps more than 1,000,000 businesses of all kinds and sizes get **Ready for the Workday®** by providing a wide range of products and services that enhance our customers' image and help keep their facilities and employees clean and safe – every day.

The company has more than 500 facilities across North America, including 6 manufacturing plants and 11 distribution centers employing approximately 45,000 people.

Fortune magazine listed Cintas among America's "Most Admired" companies and also gave Cintas a well deserved spot on their Fortune 500 list for the third year in a row. Other awards won in 2020 include "2021 Military Friendly Employer", "DEI Best Places to Work", and "Best Employer for Diversity" by Forbes Magazine.

3.1.B Total number and location of salesperson employed by Supplier.

Cintas has over 400 locations and 40,000 + partners across the country. A list of our locations can be provided upon request.

3.1.C. Number and location of support centers (if applicable) and location of corporate office.

Cintas owns and operates over 500 facilities across the US and Canada and our corporate office is located at 6800 Cintas Blvd. Mason, OH 45040. The Cintas facilities are supported by a network of 100% wholly owned distribution centers which are located at:

- Chicago, IL – 500,000+ SqFt
- Mason, OH – 225,000 SqFt
- Montgomery, AL – 105,000 SqFt
- Scranton, PA – 66,000 SqFt

- Ashland, KY – 375,000 SqFt
- Toronto, Ontario – 61,000 SqFt
- Reno, NV – 46,000 SqFt

3.1.D Annual Sales for the three previous fiscal years.

(In thousands)	2021	2020	2019
Uniform Rental and Facility Services	$ 5,689,632	$ 5,643,494	$ 5,552,430
First Aid and Safety Services	784,291	708,569	619,470
All Other	642,417	733,057	720,403
Total Revenue	$ 7,116,340	$ 7,085,120	$ 6,892,303

Cintas financial reports can be found online at our website: https://www.cintas.com/investors/financials.aspx . Our FEIN is 31-1703809 and a Dunn & Bradstreet report has been included for reference as well.

3.1.E. Describe any green or environmental initiatives or policies.

Please reference E.1.2, in additional to our goal of achieving Net Zero Emissions by 2050 that we mentioned above, the magnitude of preserving and protecting the environment has a long history at Cintas.

3.1.F. Describe any diversity programs or partners supplier does business with and how Participating Agencies may use diverse partners through the Master Agreement. Indicate how, if at all, pricing changes when using the diversity program. If there are any diversity programs, provide a list of diversity alliances and a copy of their certifications.

At Cintas, we know that having a strong supplier network plays a direct role in our business performance and global competitiveness. And we have a long history of relying on the services of a broad range of both domestic and international suppliers — owning, operating or doing business with contractors in hundreds of cases overseas, and manufacturing production in five continents in more than 30 countries.

We believe the more diverse our supply chain, the more competitive we are as a company. That is why we put every effort into making sure this chain is as robust and varied as possible, with a supplier network that includes a wealth of women-owned and ethnically diverse businesses. We also know that securing a diverse supplier base is more reflective of our dynamic business community and helps us better serve our customers.

This is a commitment that starts at the top, with our Supplier Diversity Executive Steering Committee. Members of this committee are proactive change agents who work to ensure that our employee-partners are aligned on the many advantages of giving diverse suppliers equal access to Cintas partnerships.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
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Relevant Data

- Cintas is a member of the National Minority Supplier Development Council, the Women's Business Enterprise National Council and the Veteran-Owned Business Association.
- Since fiscal year 2007, we have spent more than $1.9 billion with certified diverse suppliers.
- In fiscal year 2018, we spent $231 million with diverse suppliers — totaling 12.06% of external domestic spend.
- We spent $99.1 million with women business enterprises in FY '18.
- We spent $130.3 million with minority business enterprises in FY '18.
- We spent $2 million with veteran business enterprises in FY '18.
- We continually invest in development courses — offering training to more than 1,900 minority- and women-owned businesses across the country since 2009.

Relevant Awards

- Included in Corporate 101: America's Most Admired Corporations for Supplier Diversity, 2017.
- Recognized as Military Friendly® Supplier Diversity by the National Veteran-Owned Business Association for 2017
- Ranked among Women's Enterprise magazine's Top 100 Corporations for Women's Business Enterprises for 2018.
- Ranked among Women's Enterprise magazine's Top 100 Leaders in Corporate Supplier Diversity for 2018.
- Included in Diversity Plus magazine's Top 30 Champions of Diversity ranking, 2017.
- Awarded as 2018 corporate buyer of the year from MBN USA

Upon RFP award we can discuss in more detail the opportunity to leverage our diverse supply chain to meet any internal initiative you may have.



3.1.G. Indicate if supplier holds any of the below certifications in any classified areas and include proof of such certification in the response:

a. Minority Women Business Enterprise
Yes X No
If yes, list certifying agency:

b. Small Business Enterprise (SBE) or Disadvantaged Business Enterprise (DBE)
Yes X No
If yes, list certifying agency:

c. Historically Underutilized Business (HUB)
Yes X No
If yes, list certifying agency:

d. Historically Underutilized Business Zone Enterprise (HUBZone)
Yes X No
If yes, list certifying agency:

e. Other recognized diversity certificate holder
Yes X No
If yes, list certifying agency:

3.1.H. List any relationships with subcontractors or affiliates intended to be used when providing services and identify if subcontractors meet minority-owned standards. If any, list which certifications subcontractors hold and certifying agency.

No subcontractors will be used.

3.1.I. Describe how supplier differentiates itself from its competitors

Please see response to above question E.2.9

3.1.J. Describe any present or past litigation, bankruptcy or reorganization involving supplier.

Please see response to above question E.2.5.

3.1.K Felony Conviction Notice.
Cintas is a publicly held corporation and this reporting requirement is not applicable.

3.1.L Describe any debarment or suspension actions taken against supplier.

There are none.

Distribution, Logistics

A. **Each offeror awarded an item under this solicitation may offer their complete product and service offering/a balance of line. Describe the full line of products and services offered by supplier.**

Cintas offers a vast variety of additional products and services that we are able to offer to all eligible participating agencies at fair market local price. For items with high usage, Cintas will work with the City of Tucson and negotiate pricing for those specific items.

B. **Describe how supplier proposes to distribute the products/service nationwide. Include any states where products and services will not be offered under the MasterAgreement, including U.S. Territories and Outlying Areas.**

Based on the footprint of your agencies Cintas is able to self-perform service at all customer locations.

C. **Describe how Participating Agencies are ensured they will receive the Master Agreement pricing; include all distribution channels such as direct ordering, retail or in-store locations, through distributors, etc. Describe how ParticipatingAgencies verify and audit pricing to ensure its compliance with the Master Agreement.**

Upon contract award each Cintas location receives all details necessary to implement and manage your program in conformance with the national agreement. Details are provided in a concise, comprehensive format we refer to as the Program Requirements Document or PRD. The PRD is revised whenever a change is made to the program.

Cintas also maintains tight controls over contracted products and pricing with the ability to centrally put a "computer lock" on all aspects of your program. This will ensure all locations are offered only the products you have approved at the prices outlined in the contract.

D. **Identify all other companies that will be involved in processing, handling or shipping the products/service to the end user.**

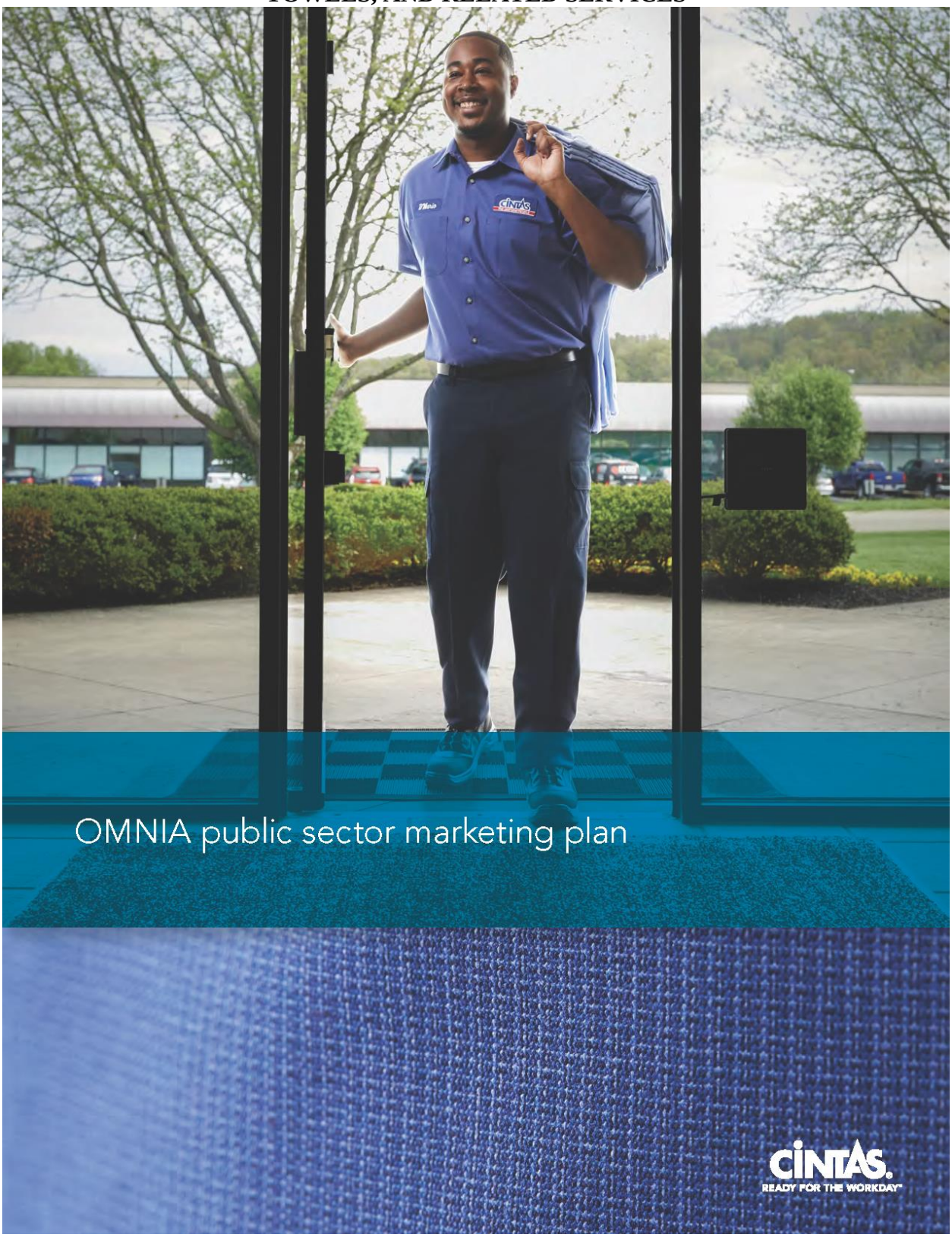
Cintas plans to self-perform all services included in this RFP.

E. Provide the number, size and location of Supplier's distribution facilities, warehouses and retail network as applicable.

Cintas owns and operates over 400 local rental branches across the Us that are stocked with inventory from Distribution Centers that are also wholly owned.

- Chicago, IL – 500,000+ SqFt
- Mason, OH – 225,000 SqFt
- Montgomery, AL – 105,000 SqFt
- Scranton, PA – 66,000 SqFt
- Ashland, KY – 375,000 SqFt
- Toronto, Ontario – 61,000 SqFt
- Reno, NV – 46,000 SqFt

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



Marketing and Sales

3.3

A. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to immediately implement the Master Agreement as supplier's primary go to market strategy for Public Agencies to supplier's teams nationwide, to include, but not limited to:

I. Executive leadership endorsement and sponsorship of the award as the public sector go-to-market strategy within first 10 days

II. Training and education of Supplier's national sales force with participationfrom the Supplier's executive leadership, along with the OMNIA Partnersteam within first 90 days

B. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to market the Master Agreement to current Participating Public Agencies, existing Public Agency customers of Supplier, as well as to prospective Public Agencies nationwide immediately upon award, to include, but not limited to:
*****Confidential*****

C. Describe how Supplier will transition any existing Public Agency customers' accounts to the Master Agreement available nationally through OMNIA Partners.Include a list of current cooperative contracts (regional and national) Supplier holds and describe how the Master Agreement will be positioned among the othercooperative agreements.

D. Acknowledge Supplier agrees to provide its logo(s) to OMNIA Partners and agreesto provide permission for reproduction of such logo in marketing communications and promotions. Acknowledge that use of OMNIA Partners logo will require permission for reproduction, as well.

E. Confirm Supplier will be proactive in direct sales of Supplier's goods and servicesto Public Agencies nationwide and the timely follow up to leads established by OMNIA Partners. All sales materials are to use the OMNIA Partners logo. At a minimum, the Supplier's sales initiatives should communicate:

I. Master Agreement was competitively solicited and publicly awarded by aPrincipal Procurement Agency
II. Best government pricing
III. No cost to participate
IV. Non-exclusive

F. Confirm Supplier will train its national sales force on the Master Agreement. At a minimum, sales training should include:

I. Key features of Master Agreement
II. Working knowledge of the solicitation process
III. Awareness of the range of Public Agencies that can utilize the MasterAgreement through OMNIA Partners
IV. Knowledge of benefits of the use of cooperative contracts

Please see Exhibit 4 – Cintas Marketing Proposal

G. **Provide the name, title, email and phone number for the person(s), who will be responsible**

for:

i.

The information in Sec B is ***Confidential***

- **Executive Support**
- **Marketing**
- **Sales**
- **Sales Support**
- **Financial Reporting**
- **Accounts Payable**
- **Contracts**

H. **Describe in detail how Supplier's national sales force is structured, including contact information for the highest-level executive in charge of the sales team.**

Please see above answers to E.2.6 & E.27

I. **Explain in detail how the sales teams will work with the OMNIA Partners team toimplement, grow and service the national program.**

Please see Exhibit 4– Cintas Marketing Proposal

I. **Explain in detail how Supplier will manage the overall national program throughout the term of the Master Agreement, including ongoing coordination of marketing and sales efforts, timely new Participating Public Agency account set-up, timely contract administration, etc.**

Please see Exhibit 4– Cintas Marketing Proposal

J. **State the amount of Supplier's Public Agency sales for the previous fiscal year. Provide a list of Supplier's top 10 Public Agency customers, the total purchases for each for the previous fiscal year along with a key contact for each.**

Cintas holds our customer spend to be confidential. Cintas financial reports can be found online at our website: https://www.cintas.com/investors/financials.aspx .

K. **Describe Supplier's information systems capabilities and limitations regarding order management through receipt of payment, including description of multiple platforms that may be used for any of these functions.**

Cintas offers a comprehensive service model which is supported by SAP as the main platform. As mentioned prior we are also able to offer our customer access to myCintas which is a digital platform for our customers. This platform brings the customer experience online, allowing customers the ability to:

- Real-time visibility
- Convenient 24/7 access

- Create a service request and track the status
- Add uniform wearers
- Manage your facility services products
- View your TruCount™ Service Summary reports
- Send us a message
- Make changes to existing employees
- Shop for additional products and services
- View and pay invoices and statements

L. Provide the Contract Sales (as defined in Section 12 of the OMNIA Partners Administration Agreement) that Supplier will guarantee each year under theMaster Agreement for the initial three years of the Master Agreement ("Guaranteed Contract Sales").

$_____.00 in year one

$_____.00 in year two

$_____.00 in year three

To the extent Supplier guarantees minimum Contract Sales, the AdministrativeFee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

Cintas will market the program based upon our experience and knowledge in the public space and the objectives of each qualifying public agency.

M. Even though it is anticipated many Public Agencies will be able to utilize the Master Agreement without further formal solicitation, there may be circumstanceswhere Public Agencies will issue their own solicitations. The following options are available when responding to a solicitation for Products covered under the Master Agreement.

I. Respond with Master Agreement pricing (Contract Sales reported toOMNIA Partners).

II. If competitive conditions require pricing lower than the standard Master Agreement not-to-exceed pricing, Supplier may respond withlower pricing through the Master Agreement. If Supplier is awardedthe contract, the sales are reported as Contract Sales to OMNIA Partners under the Master Agreement.

III. Respond with pricing higher than Master Agreement only in the unlikely event that the Public Agency refuses to utilize MasterAgreement (Contract Sales are not reported to OMNIA Partners).

IV. If alternative or multiple proposals are permitted, respond with pricing higher than Master Agreement, and include Master Agreement as the alternate or additional proposal.

Detail Supplier's strategies under these options when responding to a solicitation.

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

ADDITIONAL INFO

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY) 06/26/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:
Aon Risk Services Northeast, Inc. c/o Aon Client Services 4 Overlook Point Lincolnshire IL 60069 USA	PHONE (A/C, No, Ext): (866) 283-7122 FAX (A/C, No.): (800) 363-0105 E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A:	The Travelers Indemnity Co of CT	25682
INSURER B:	Westchester Fire Insurance Company	10030
INSURER C:	Travelers Property Cas Co of America	25674
INSURER D:		
INSURER E:		
INSURER F:		

INSURED
Cintas Corporation and its Subsidiaries
6800 Cintas Blvd
PO Box 625737
Cincinnati OH 45262 USA

Holder Identifier :

COVERAGES **CERTIFICATE NUMBER:** 570082602984 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. **Limits shown are as requested**

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE X OCCUR X Contractual Liability GEN'L AGGREGATE LIMIT APPLIES PER: POLICY PRO-JECT X LOC OTHER:			HC2EGLSA472M4731TCTZ0	07/01/2020	07/01/2021	EACH OCCURRENCE	$2,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$1,000,000
							MED EXP (Any one person)	$5,000
							PERSONAL & ADV INJURY	$1,000,000
							GENERAL AGGREGATE	$2,000,000
							PRODUCTS - COMP/OP AGG	$1,000,000
A	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY HIRED AUTOS ONLY SCHEDULED AUTOS NON-OWNED AUTOS ONLY Comp/Coll $0 Ded			HC2E-CAP-472M4651-TCT-20 AOS	07/01/2020	07/01/2021	COMBINED SINGLE LIMIT (Ea accident)	$5,000,000
							BODILY INJURY (Per person)	
							BODILY INJURY (Per accident)	
							PROPERTY DAMAGE (Per accident)	
B	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED X RETENTION $10,000			G22035277015	07/01/2020	07/01/2021	EACH OCCURRENCE	$5,000,000
							AGGREGATE	$5,000,000
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N N If yes, describe under DESCRIPTION OF OPERATIONS below			UB6P7844622ONCT WC-AOS	07/01/2020	07/01/2021	X PER STATUTE OTH-ER	
C	N/A			UB6P7296692ONCR WC - MA, WI	07/01/2020	07/01/2021	E.L. EACH ACCIDENT	$2,000,000
							E.L. DISEASE-EA EMPLOYEE	$2,000,000
							E.L. DISEASE-POLICY LIMIT	$2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Evidence of Coverage

Certificate No : 570082602984

CERTIFICATE HOLDER

Cintas Corporation and its Subsidiaries
PO Box 625737
Cincinnati OH 45262 USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Aon Risk Services Northeast, Inc.

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ACORD 25 (2016/03) The ACORD name and logo are registered marks of ACORD

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing

Pricing provided on National Pricing sheets must be used to determine pricing provided for City of Tucson items and will be verified.

Item	UM	Description	Vendor ID/ Part Number	Sizes Available	Unit Weekly Rental Cost (Cost for 1)	Unit Weekly Rental Cost for Extended Sizes (Cost for 1)	Rental Cost for 11 Regular Sizes (Unit Weekly Rental Cost x 11)	Rental Cost for 11 Extended Sizes (Unit Weekly Rental Cost x 11)	**Lost/Replacement Rates	**Purchase Unit Cost
1.	PR	Coveralls, 65% Polyester - 35% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.	912	36-56, 40-52 Long	$ 0.28	$ 0.16	$ 3.11	$ 1.76	$ 34.06	$ 27.00
2.	PR	Coveralls, 65% Polyester - 35% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors: Dark Blue Orange.	912	36-56, 40-52 Long	$ 0.28	$ 0.16	$ 3.11	$ 1.76	$ 25.99	$ 27.00
3.	PR	Coveralls, 100% Cotton, Long Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.	910	36-56, 42-48 Long	$ 0.59	$ 0.16	$ 6.48	$ 1.76	$ 46.20	$ 29.00
4.	PR	Coveralls, 100% Cotton, Short Sleeve, 2 breast pockets, zipper. Colors: Dark Blue, Orange, Light Blue.	910	36-56, 42-48 Long	$ 0.59	$ 0.16	$ 6.48	$ 1.76	$ 46.20	$ 29.00
5.	EA	Shirts, 65% Polyester - 35% Cotton, Long Sleeve, 7 button closure with top button snap, 2 breast pockets with button down flaps. Men's and Women's Styles. Colors: Light Blue, White, Navy Blue, Postman Blue, Forest Green, Orange, Khaki, Gray w/Red & White Stripes, Light Gray.	935	S-4XL, Reg and Long	$ 0.19	$ 0.16	$ 2.11	$ 1.76	$ 17.00	$ 12.00
6.	EA	Shirts, 65% Polyester - 35% Cotton, Short Sleeve, 7 button closure with top button snap, 2 breast pockets with button down flaps. Men's and Women's Styles. Colors: Light Blue, White, Navy Blue, Postman Blue, Forest Green, Orange, Khaki, Gray w/Red & White Stripes, Light Gray.	935	S-4XL, Reg and Long	$ 0.19	$ 0.16	$ 2.11	$ 1.76	$ 17.00	$ 12.00
7.	EA	Shirts, 100% Cotton, Long Sleeve, 7 button closure with top snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: White, Light Blue with Dark Blue Pinstripes, Khaki, Light Blue, Light Gray, Traffic Orange.	330	S-3XL	$ 0.28	$ 0.16	$ 3.11	$ 1.76	$ 20.39	$ 17.00
8.	EA	Shirts, 100% Cotton, Short Sleeve, 7 button closure with top snap, 2 breast pockets with button down flaps, Men's and Women's Styles. Colors: White, Light Blue with Dark Blue Pinstripes, Khaki, Light Blue, Light Gray, Navy Blue, Postman Blue, Forest Green, Traffic Orange.	330	S-3XL	$ 0.28	$ 0.16	$ 3.11	$ 1.76	$ 20.39	$ 17.00
9.	EA	Shirts, Polo, 100% Spun Polyester Knit pique, hemmed sleeve, no mail collar, soil release, moisture management, 3 tortoiseshell type buttons. Colors: Determined upon award.	275	S-3XL, L-5XL Long	$ 0.39	$ 0.16	$ 4.24	$ 1.76	$ 31.73	$ 14.00
10.	EA	Shirts, Polo, 50% Polyester - 50% Cotton, Long Sleeve. Colors: Determined upon award.	259	S-3XL, L-5XL Long	$ 0.25	$ 0.16	$ 2.75	$ 1.76		$ 18.00
11.	EA	Shirts, Polo, 50% Polyester - 50% Cotton, Short Sleeve. Colors: Determined upon award.	259	S-3XL	$ 0.25	$ 0.16	$ 2.75	$ 1.76	$ 31.73	$ 12.00
12.	EA	Jacket, Industrial, Zipper Closure. Colors: Dark Blue, Hunter Green.	970	XS-4XL, S-4XL Long	$ 0.45	$ 0.16	$ 4.98	$ 1.76	$ 35.13	$ 25.00
13.	PR	Pants, 65% Polyester - 35% Cotton, perma press, zipper fly with button closure, 4 lined pockets, five (5) 1-1/2" belt loops. Men's and Women's (women's elastic waist shall be optional). Colors: Dark Blue, Hunter Green, Charcoal, additional colors determined upon award.	945	28-50	$ 0.22	$ 0.16	$ 2.37	$ 1.76	$ 20.39	$ 16.00
14.	PR	Pants, 100% Heavyweight Denim Cotton, two (2) lined 6" deep front pockets, 2 rear lined pockets, 1 watch pocket, seven (7) 2" belt loops, pre-washed/distrask, zipper fly with metal post closure, Dickies or equal, Men's and Women's styles (women's elastic waist shall be optional). Colors: Dark blue, Hunter Green, Charcoal.	340	28-56	$ 0.39	$ 0.16	$ 4.24	$ 1.76	$ 26.51	$ 18.00
15.	PR	Pant, Painters, 100% Cotton. Color: White.	945	30-50	$ 0.22	$ 0.16	$ 2.37	$ 1.76	$ 20.39	$ 20.00
16.	EA	Lab Coat, Industrial, 65% Polyester, 35% Cotton, Long Sleeve, 2 pockets, button down. Color: White.	72174	XS-6XL	$ 0.27	$ 0.16	$ 2.98	$ 1.76	$ 28.33	$ 18.00
17.	EA	Patches - City Seal, Cloth, 4" Diameter, stiff backing, sewn onto left shoulder of all shirts and coveralls.	N/A	N/A	Local Pricing	$ -	Local Pricing	$ -	Local pricing	Local pricing
18.	EA	Patches - Department Logos, cloth, 3" Diameter, stiff backing, sewn onto right shoulder of all shirts and coveralls.	N/A	N/A	Local Pricing	$ -	Local Pricing	$ -	Local pricing	Local pricing

Page 1 of 2

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing

Pricing provided on National Pricing sheets must be used to determine pricing provided for City of Tucson items and will be verified.

Item	UM	Description	Vendor ID/ Part Number	Sizes Available	Unit Weekly Rental Cost (Cost for 1)	Unit Weekly Rental Cost for Extended Sizes (Cost for 1)	Rental Cost for 11 Regular Sizes (Unit Weekly Rental Cost x 11)	Rental Cost for 11 Extended Sizes (Unit Weekly Rental Cost x 11)	**Lost/Replacement Rates	**Purchase Unit Cost
19.	EA	Patches - Park & Recreation, Cloth, 6-1/4" x 4", white background and green lettering and embroidered design per attached example, sewn on left sleeve of shirts and jackets	N/A	N/A	Local Pricing	$ -	Local Pricing	$ -	Local pricing	Local pricing
20.	EA	Patches - Name, Cloth, 1-1/2" x 3-1/2", stiff backing. Sewn approximately 2/4" above wearer's left pocket of all shirts and coveralls	N/A	N/A	Local Pricing	$ -	Local Pricing	$ -	Local pricing	Local pricing
21.	EA	Bath Towels; Absorbent, white, cotton, loop weave, approximately 20" x 40".	TBD	N/A	$ 0.55	$ -	$ 0.55	$ -		N/A
22.	EA	Dish Towels; White Cotton or Microfiber, approximately 12" x 20".	2700	N/A	$ 0.14	$ -	$ 0.14	$ -	$ 1.33	N/A
23.	EA	Shop Towel, Standard, Reusable Industrial, 100% cotton, minimum 15" x 17", orange, free of metal cuttings or shavings	7433	N/A	$ 0.12	$ -	$ 0.12	$ -	$ 2.45	N/A
24.	EA	Floor Mats, 3' x 4', rubberized backing, good quality, black, gray or brown.	8433CX	N/A	$ 3.25	$ -	$ 3.25	$ -	$ 45.90	N/A
25.	EA	Floor Mats, 3' x 5', rubberized backing, good quality, dark blue or black, grey or brown.	8433CX	N/A	$ 3.25	$ -	$ 3.25	$ -	$ 45.90	N/A
26.	EA	Floor Mats, 3' x 10', rubberized backing, good quality, dark blue or black, grey or brown.	8403CX	N/A	$ 4.78	$ -	$ 4.78	$ -	$ 91.79	N/A
27.	EA	Floor Mats, 4' x 6', rubberized backing, good quality, dark blue, black, mocha, grey or brown.	8440CX	N/A	$ 2.14	$ -	$ 2.14	$ -	$ 71.39	N/A
28.	EA	Anti -Fatigue Mats, 2 ½' x 3', nitride rubber, black.	1881	N/A	$ 1.71	$ -	$ 1.71	$ -	$ 58.93	N/A
29.	EA	Scraper Mats, 3' x 5', skid resistant, black	2477	N/A	$ 2.75	$ -	$ 2.75	$ -	$ 45.90	N/A
30.	EA	Safety Mats, 3' x 5'	84302	N/A	$ 3.68	$ -	$ 3.68	$ -	$ 73.66	N/A
31.	EA	Flow-Thru Shower Mat, 3' x 5', rubber, slip resistant, black	1810	N/A	$ 2.75	$ -	$ 2.75	$ -	$ 95.00	N/A
32.	EA	Prep charge per shirt, coveralls and jacket for removal and reapplication of patches & emblems to garment based on size, color change, or from short sleeve to long sleeve garment permitted one-time per year per City employee.	One Time Cost	N/A	$ 1.25	$ -	$ 1.25	$ -	N/A	N/A
					GRAND TOTAL:		$ 82.67	$ -		

**Pricing will be discounted by 2% for each year the City of Tucson is willing to add to the proposed 36 month term of the agreement. For example, for a 4 year term unit pricing would be reduced by 2%. For a 5 year term unit pricing would be reduced by 4% (2 % for each of the additional years).*

***We have included the lost replacement rates for each of the items listed. Purchase rates for garments listed are for garments that meet the required specifications but are not manufactured for an industrial wash.*

Page 2 of 2

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - City Owned				
	U/M	Description	Unit Cost	Extension
	EA	Weekly laundering of City-Owned Jacket, if required.	$ 1.50	$
	EA	Weekly laundering of City-Owner Safety Vests, if required.	$ 1.50	$
	EA	Application/Sewing of City-Provided Patches to Contractor-furnished clothing , if required.	n/a	$
*Cintas has the ability to apply emblems but the pricing will be determined on a case by case basis.				

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Anti - Fatigue Mats		n/a
Scraper Mats		n/a
Safety Mats		n/a
Flow - Thru Shower Mats		n/a
Bar Mats		n/a
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson - Towels & Linens

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Table Linens & Napkins	n/a	n/a
Bed Linens	n/a	n/a
Towels and Wiping Cloths		n/a
Industrial Towels		n/a
Towel Cans		n/a
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.
N/A denotes products that Cintas does not rent.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Treated Dust Mops		n/a
Wet Mops		n/a
Handles for Mops		n/a
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

City of Tucson Pricing - Miscellaneous	
State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	****Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc. Items utilized outside of the contracted items herein will receive 10% off of Cintas National book pricing.***
*Catalog(s) Name:*_____ *Catalog(s) Name:*_____ *Online Catalog Website:*	
Agency Owned Garment - Contractor Laundered	n/a
Custom embroidering of logos and/or names	n/a
Preparation charges per garment for removal and application of new patches and emblems on the same garment, heat sealed or sewn.	n/a
Removal of patches and emblems from one garment and reapplication on a different garment, heat sealed or sewn.	n/a
Application of a new patch or emblem to a garment, heat sealed or sewn.	n/a
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	n/a
Uniform color change per garment (e.g. change one shirt from grey to blue)	n/a
Steam Tunneling garments	No Charge
Pressing of garments	n/a
Garment Loss Protection Program	n/a
Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Premium Charge	$ 0.16
Uniform Advantage	Local Pricing
Emblem/Prep Advantage	Local Pricing
Minimum Stop	$ 35.00
Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.	

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Cintas rental service programs provide personal delivery at a predefined frequency on a regularly scheduled day and time. Temporary garments are used only if there is a shortage of clean delivered garments, and this is a rare occurrence. The need for temporary garments is known by Cintas prior to clean delivery by the use of our garment inventory control process. If needed, the garments used for temporary replacement will be a used garment of like quality to the garment that is being replaced. Cintas rarely experiences backorders in our core rental product line however in the event there is a backorder our goal is to replenish in 30 days or less

One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.

The program will be communicated to the customer locations via a "Program Requirements Document." The details of the program are set up in our central computer. This serves to ensure that the service and the pricing at each of your locations conforms to the Master Service Agreement and is controlled by our Account Team.

Describe how rental uniforms are amortized and how Replacement Charges are calculated.

If Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit C. In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values.

Cintas deems a garment "damaged" if it is beyond normal repair and not due to normal wear and tear. Specifically, as noted on the Cintas general agreement, "In the event any Merchandise is lost, stolen or is not returned to Company, or is destroyed or damaged by fire, acid, paint, ink, chemicals, neglect or otherwise, the Customer agrees to pay for said Merchandise at the then current Loss/Damage Replacement Values."

Describe how emergency requests for uniforms are handled.

Local facilities should direct rush requests to the local Customer Service Departments of their corresponding Cintas service centers. Every effort will be made locally to accommodate rush requests.

Items not specifically listed in catalogs are available under the contract as "specialty items."

Cintas proposed pricing is structured to allow any participating agency, regardles of size, volume etc. to benefit from the same competitive and consistent rates.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exclusive Cintas Uniforms						
Description	Item Number	Service	Inventory	Unit Price	Pricing Option	Image of Garment
CARHARTT FR CARP JN	290	Rental	1	$ 0.62	Ceiling	
CARHARTT FR WORK SH	294	Rental	1	$ 0.47	Ceiling	
CARHARTT SHIRT	384	Rental	1	$ 0.37	Ceiling	
WOMENS PANT SUSAN	390	Rental	1	$ 0.30	Ceiling	
CARHARTT FR CVRL	391	Rental	1	$ 0.99	Ceiling	
WOMENS PANT CATHY	395	Rental	1	$ 0.30	Ceiling	
Carhartt Rugged Flex-Shirt	396	Rental	1	$ 0.52	Ceiling	
FR SHIRT CARHARTT W E-VIS	59392	Rental	1	$ 0.48	Ceiling	
POLO WMNS POLY SS	66275	Rental	1	$ 0.38	Ceiling	

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Carhartt Rugged Flex-Pant	74533	Rental	1	$ 0.47	Ceiling	
FR SHRT/CRHRT ANSI 3	59294	Rental	1	$ 1.23	Ceiling	
FR Bomber Jacket W/EVIS	9585	Rental	1	$ 1.31	Ceiling	

Facility Services Items					
Description	Item Number	Service	Inventory	Unit Price	Pricing Option
36"MICROFBR MOP HEAD	7001	Rental	1	$ 0.50	Ceiling
12"MICROFIBER MOP OR	7116	Rental	1	$ 0.20	Ceiling
12"x12" MICROFIBER WIPER (BLUE)	7432	Rental	1	$ 0.18	Ceiling
12"x12" MICROFIBER WIPER (Orange)	7433	Rental	1	$ 0.18	Ceiling
16"x 16" MICROFIBER WIPER (WHITE)	7717	Rental	1	$ 0.18	Ceiling
MICROFIBER TUBE MOP	8020	Rental	1	$ 2.52	Ceiling
1000 MOISTURE SP RFL	9313	Rental	1	$ 2.24	Ceiling
HVY DTY SCRUB SVC	9314	Rental	1	$ 2.24	Ceiling
AB GEL SOAP SERVICE	9332	Rental	1	$ 1.68	Ceiling
DUALCHAMBERMOPBUCKET	9581	Rental	1	$ 2.80	Ceiling
PULSE MOP	9582	Rental	1	$ 1.96	Ceiling
3X5 TRAFFIC MAT GRNT	10196	Rental	1	$ 2.24	Ceiling
3X5 LOGO MAT	84301	Rental	1	$ 2.69	Ceiling
3X5 SAFETY MAT	84302	Rental	1	$ 3.64	Ceiling
HAND SANITIZER - 1000 ml	9322	Rental	1	$ 3.08	Ceiling
2 or 3 BUTTON DISPENSER INSTALL FEE* (ONE TIME CHARGE)	7600	Rental	1	$ 50.39	Ceiling
FOAMER DISPENSER INSTALL FEE (ONE TIME CHARGE)	7619	Rental	1	$ 25.20	Ceiling
CHEMICAL DISPENSER MAINTENANCE FEE*	7500	Rental	1	$ 3.02	Ceiling
3 COMPART SINK MAINTENANCE FEE*	7550	Rental	1	$ 3.02	Ceiling
FOAMING CHEMICAL MAINTENANCE FEE*	2294	Rental	1	$ 3.02	Ceiling
FC1 -HEAVY DUTY FLOOR CLEANER	2271	Rental	1	$ 1.41	Ceiling
FC2 - BIO-BASED FLOOR CLEANER	2274	Rental	1	$ 1.71	Ceiling
FC3 - INDUSTRIAL FLOOR CLEANER/DEGREASER	2282	Rental	1	$ 2.82	Ceiling
FC4 - NEUTRAL FLOOR CLEANER	2272	Rental	1	$ 0.81	Ceiling
RR1 - HEAVY DUTY RESTROOM CLNR / DISINFECT - MOP BUCKET	2295	Rental	1	$ 1.56	Ceiling
GL1 - GLASS & MULTI-SURFACE CLEANER	2275	Rental	1	$ 2.02	Ceiling
RR1 - HVY DTY RESTRM CLNR / DISINFECT - BOTTLE	2276	Rental	1	$ 3.07	Ceiling
OC1 - ODOR COUNTERACTANT / FABRIC FRESHENER	2277	Rental	1	$ 6.05	Ceiling
FC1 - HEAVY DUTY CLEANER - BOTTLE	7544	Rental	1	$ 1.41	Ceiling

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

National Pricing - Uniforms

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-5,000 shirts = X% off each shirt; 5,001-10,000 shirts = X% off each shirt, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*		Purchase *indicate if Purchase is not available in a category with "n/a"*	
	Regular Size	Extended Size	Regular Size	Extended Size
Industrial Wear				
Belts	n/a	n/a	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Coveralls			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Jackets			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Pants			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shorts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Safety and Protective Wear (including Flame Resistant clothing)				
Belts	n/a		0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Coveralls			0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Jackets			0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Pants			0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shirts			0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Arc Suit			0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Vests			0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Caps and Headwear	n/a		0-500 = 5%, 501-1,000 = 10% 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Corporate Casual Wear				
Accessories	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Belts	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Dresses	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Jackets			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Pants			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Polo's and T-shirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Sweatshirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Skirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Slacks			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Sweaters			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Vests			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Executive Wear				
Accessories	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Belts	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Blazers	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Blouses/Tops	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Dresses	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Jackets			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Neckwear	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Pants			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Skirts	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Slacks	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Sweaters	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Vests	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Healthcare				
Lab Coats			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Scrubs, top			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Scrubs, pant			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Chef and Kitchen Wear				
Aprons			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Caps and Headwear			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Chef Coats			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Neckwear	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Chef Pants			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Food Service				
Aprons			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Belts	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Blouses/Tops			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Caps and Headwear	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shirts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Pants			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shorts			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Skirts	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Housekeeping				
Aprons			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Dresses	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Pants			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Shirts & Tunics			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Outerwear				
Caps and Headwear	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Coats			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Gloves	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Jackets			0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Sweat Shirts	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Swimwear	n/a		0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%	0-500 = 10%, 501-1000 = 15%, 1,001-5,000 = 20%
Other:				
Laundry Racks	n/a			N/A
List other product categories not listed above and their corresponding discount				

All products and services are available to the City of Tucson

State the name of the Price List from which discounts shall be taken: TBD
Submit instructions on accessing your on-line Price List or Catalog with your proposal.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

National Pricing - Mats

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-50 mats = X% off each mat; 51-300 mats = X% off each mat, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Anti - Fatigue Mats		
Scraper Mats		
Safety Mats		
Flow - Thru Shower Mats		
Bar Mats		
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

National Pricing - Mops

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 mops = X% off each mop; 101-300 mops = X% off each mop, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Treated Dust Mops		
Wet Mops		
Handles for Mops		
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

National Pricing - Towels & Linens

Instructions: Provide the percentage discount off a verifiable price list for each of the categories listed below. Indicate tiers for volume discounts and the corresponding percentage discount off a verifiable price list. For example 0-100 cloths = X% off each cloth; 101-300 cloths = X% off each cloth, etc.

	Rental with Weekly Delivery *indicate if Rental is not available in a category with "n/a"*	**Purchase** *indicate if Purchase is not available in a category with "n/a"*
Table Linens & Napkins	n/a	n/a
Bed Linens	n/a	n/a
Towels and Wiping Cloths	n/a	n/a
Industrial Towels		n/a
Towel Cans		n/a
List other product categories not listed above and their corresponding discount		

Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc.

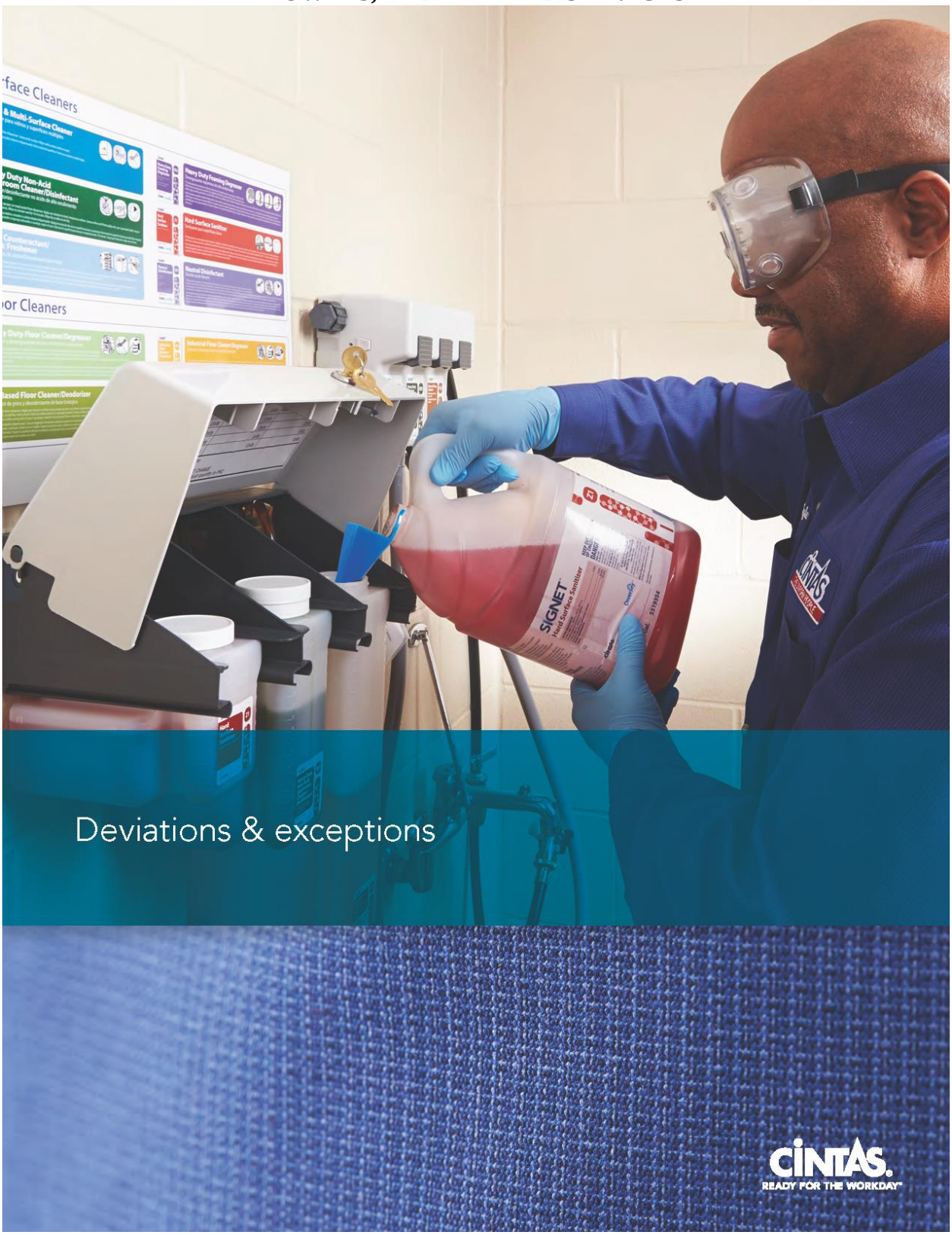
National Pricing - Miscellaneous	
State percentage discounts off for the following.	
Percentage Discount off the published retail price guide(s) offered for all other items not specifically listed in the Pricing Workbook.	****Cintas proposed pricing is structured to allow any participating agency to benefit from the same competitive and consistent rates, regardles of size, volume etc. Items utilized outside of the contracted items herein will receive 10% off of Cintas National book pricing.***
Catalog(s) Name: _____ *Catalog(s) Name:* _____ *Online Catalog Website:*	
Agency Owned Garment - Contractor Laundered	n/a
Custom embroidering of logos and/or names	n/a
Preparation charges per garment for removal and application of new patches and emblems on the same garment, heat sealed or sewn.	n/a
Removal of patches and emblems from one garment and reapplication on a different garment, heat sealed or sewn.	n/a
Application of a new patch or emblem to a garment, heat sealed or sewn.	n/a
Seasonal uniform change per garment (e.g. change one shirt from long sleeve to short sleeve)	n/a
Uniform color change per garment (e.g. change one shirt from grey to blue)	n/a
Steam Tunneling garments	No Charge
Pressing of garments	n/a
Garment Loss Protection Program	n/a
Provide a list of services (and their corresponding fee) to be made available to Contract users not specifically listed elsewhere:	
Premium Charge	$ 0.16
Uniform Advantage	Local Pricing
Emblem/Prep Advantage	Local Pricing
Minimum Stop	$ 35.00
Describe turnaround time and delivery requirements. Define any additional charges for delivery such as excessive deliveries or remote locations and state additional fees for these types of deliveries.	

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Cintas rental service programs provide personal delivery at a predefined frequency on a regularly scheduled day and time. Temporary garments are used only if there is a shortage of clean delivered garments, and this is a rare occurrence. The need for temporary garments is known by Cintas prior to clean delivery by the use of our garment inventory control process. If needed, the garments used for temporary replacement will be a used garment of like quality to the garment that is being replaced. Cintas rarely experiences backorders in our core rental product line however in the event there is a backorder our goal is to replenish in 30 days or less.
One of the goals of a national contract is to allow agencies to easily audit the price they are paying under a contract. Describe how users across the nation will be able to determine their pricing (including the provision of uniforms or other products, delivery, laundering, repair and maintenance) under the national contract using the information contained within the pricing workbook. Describe any regional pricing differences or other factors that will influence an agency's price.
The program will be communicated to the customer locations via a "Program Requirements Document." The details of the program are set up in our central computer. This serves to ensure that the service and the pricing at each of your locations conforms to the Master Service Agreement and is controlled by our Account Team.
Describe how rental uniforms are amortized and how Replacement Charges are calculated.
If Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit C. In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values. Cintas deems a garment "damaged" if it is beyond normal repair and not due to normal wear and tear. Specifically, as noted on the Cintas general agreement, "In the event any Merchandise is
Describe how emergency requests for uniforms are handled.
Local facilities should direct rush requests to the local Customer Service Departments of their corresponding Cintas service centers. Every effort will be made locally to accommodate rush requests.

Items not specifically listed in catalogs are available under the contract as "specialty items."

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

Section G. Special Terms and Conditions Paragraph G.1 The Commercial General Liability Section G.1.B

B. ~~The Commercial General Liability, Commercial Automobile Liability and umbrella policies where applicable will include the City as an additional insured with respect to liability arising out of the performance of this contract. Such additional insured shall be covered to the full limits of liability purchased by the Contractor, even if those limits of liability are in excess of those required by this Contract. The Contractor agrees that the insurance hereunder will be primary and that any insurance carried by the City will be excess and not contributing. C.~~
Provide and maintain minimum insurance limits as applicable.

Section G. Special Terms and Conditions Paragraph G.6 Additional Insurance Requirements Sections G6 A. B. and C.

~~All Policies, excluding Employment Practices Liability and Professional Liability (Errors & Omissions), shall include or be endorsed to include the following provisions:~~

~~A. A waiver of subrogation endorsement in favor of the City of Tucson, for losses arising from work performed by or on behalf of the Contractor (Including Worker's Compensation).~~

~~B.~~A. ~~The insurance afforded the contractor shall be primary insurance and that any insurance carried by the City of Tucson and its agents, officials or employees shall be excess and not contributory~~.

~~C.~~B. ~~Coverage provided by the Contractor shall not be limited to the liability assumed under the indemnification provisions of this Contract.~~Intentionally omitted.

Section G. Special Terms and Conditions Paragraph G.9 Verification of Coverage

G.9. Verification of Coverage

Contractor shall furnish the City of Tucson with certificates of insurance ~~(ACORD form or equivalent approved by the City of Tucson)~~ as required by this Contract. The certificates for each insurance policy are to be signed by an authorized representative.

All certificates and endorsements are to be received and approved by the City of Tucson before work commences. Each insurance policy required by this Contract must be in effect at or prior to commencement of work and remain in effect for the duration of the contract and ~~two~~ one (12) year~~s~~ after completion. Failure to maintain the insurance policies as required by this Contract, or to provide evidence of renewal upon the City's request, is a material breach of contract.

All certificates required by this Contract shall be sent directly to the Procurement Division.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Section H. Standard Terms and Conditions Paragraph H.12 Default In One Installment To Constitute Total Breach

H.12. DEFAULT IN ONE INSTALLMENT TO CONSTITUTE TOTAL BREACH

Contractor shall deliver conforming materials in each installment or lot of this Contract and may not substitute nonconforming materials. Delivery of nonconforming materials, or default of any nature, and Contractors failure to cure such nonconformance or default within a reasonable time of written notice, may constitute breach of the Contract. Failure to cure any Noncompliance within a reasonable period of time from written notice may be deemed a cause for possible Contract termination.

Section H. Standard Terms and Conditions Paragraph H.17 Force Majeure

H.17. FORCE MAJEURE

Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this Contract if and to the extent that such party's performance of this Contract is prevented by reason of Force Majeure. The term "Force Majeure" means an occurrence that is beyond the control of the party affected and occurs without its fault or negligence, including pandemics, epidemics, quarantines, government regulations, orders or shutdowns, boarder closures, trade embargos and labor shortages. Force Majeure shall not include late performance by a subcontractor unless the delay arises out of a Force Majeure occurrence in accordance with this Force Majeure term and condition.

If either party is delayed at any time in the progress of the work by Force Majeure, the delayed party shall notify the other party in writing of such delay, as soon as is practical, of the commencement thereof and shall specify the causes of such delay in such notice. Such notice shall be emailed, hand-delivered or mailed certified-return receipt and shall make a specific reference to this article, thereby invoking its provisions. The delayed party shall cause such delay to cease as soon as practicable and shall notify the other party in writing when it has done so. The time of completion shall be extended by contract modification for a period of time equal to the time that results or effects of such delay prevent the delayed party from performing in accordance with this Contract.

Section H. Standard Terms and Conditions Paragraph H.20 Indemnification

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

H.20. INDEMNIFICATION

To the fullest extent permitted by law, Contractor, its successors, assigns and guarantors, shall pay, ~~defend,~~ indemnify and hold harmless City of Tucson, its agents, representatives, officers, directors, officials and employees from and against all allegations, demands, proceedings, suits, actions, claims, including claims of patent or copyright infringement, damages, losses, expenses, including but not limited to, attorney fees, court costs, and the cost of appellate proceedings, and all claim adjusting and handling expense, related to, arising from ~~or out of or resulting from any actions, acts, errors, mistakes or omissions caused in whole or part by Contractor relating to work, services and/or products provided in the performance of this Contract, including but not limited to, any Subcontractor or anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable and any injury or damages claimed by any of Contractor's and Subcontractor's employees~~and only to the extent aused by Contractors negligence or willful misconduct. ~~It is agreed that Contractor will be responsible for primary loss investigation, defense and judgment costs where this indemnification is applicable. The Contractors agrees to waive all rights of subrogation against the City of Tucson, it's agents, representatives, officers, directors, officials, employees and volunteers for losses arising from the work performed by the Contractor for the City of Tucson~~.

Flame Resistant Garments. City of Tucson agrees it bears sole responsibility for selecting the flame resistant clothing and fabrics ("FRC") under this Agreement and determining whether such items are appropriate for use by its employees and agents in their applicable work environment(s). CITY OF TUCSON ACKNOWLEDGES THAT CONTRACTOR HAS MADE NO REPRESENTATION, WARRANTY, OR COVENANT WITH RESPECT TO THE FLAME RESISTANT QUALITIES OR OTHER CHARACTERISTICS OF THE FRC OR WITH RESPECT TO THEIR FITNESS OR SUITABILITY FOR THIS OR ANY OTHER PURPOSE. CONTRACTOR MAKES NO REPRESENTATION WHETHER THE FRC CONSTITUTES APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT FOR THE ENVIRONMENT(S) TO WHICH CITY OF TUCSON'S EMPLOYEES OR AGENTS MAY BE EXPOSED OR AS TO THE FRC'S ABILITY TO PROTECT USERS FROM INJURY OR DEATH. City of Tucson agrees to notify all employees and other agents of City of Tucson who may wear or will be wearing the FRC that it is not designed for substantial heat exposure or for use around open flames. City of Tucson acknowledges that compliance with any and all OSHA or other similar regulations or requirements relating to personal protective equipment is the sole responsibility of City of Tucson. Further, City of Tucson releases Contractor from any and all liability that results or may result from the use of the FRC, including but not limited to any alleged failure of the FRC to function as flame resistant or provide protection against fire and/or heat. City of Tucson hereby agrees to defend, indemnify and hold harmless Contractor from any claims and damages arising out of or associated with this Agreement or resulting from City of Tucson's or its employees' use of the FRC.

High Visibility Garments. City of Tucson bears sole responsibility for: (a) determining the level of visibility needed by wearers of the high visibility garments (the "Garments") for their specific work conditions or uses; (b) identifying and selecting which Garments meet the required level of visibility for any particular work conditions or uses; and (c) determining when Garments require repair or replacement to meet the required level of visibility. City of Tucson acknowledges and understands that the Garments alone do not ensure visibility of the wearer. City of Tucson further acknowledges that Contractor is relying upon City of Tucson to determine whether any Garments need repair or replacement to maintain the required level of visibility. Contractor represents only that the Garments supplied satisfy certain ANSI/ISEA standards to the extent the Garments are so labeled. City of Tucson acknowledges that Contractor has made no other representations, covenants or warranties, whether express or implied, related to the Garments. Further, City of Tucson hereby releases Contractor from any and all liability that results or might result from the failure of the garments to function per ANSI/ISEA standards, and further agrees to defend, indemnify, and hold the Contractor harmless from any claims that result or might result from any such failure.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

Section H. Standard Terms and Conditions Paragraph H32 Provisions Required By Law

H.32. PROVISIONS REQUIRED BY LAW

Intentionally omitted.

Section H. Standard Terms and Conditions Paragraph H33 Records

Contractor shall, at all times during the term of this Contract and for a period of ~~three years~~one year after the completion of this Contract, maintain such records, together with such supporting or underlying documents and materials.

Liquidated Damages

If this agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 50 weeks of rental service.

If this agreement is cancelled for convenience in months thirteen (13) through eighteen (18) of the term, Customer shall pay as termination charges equal to 36 weeks of rental service.

If this agreement is cancelled for convenience in months nineteen (19) through twenty-four (24) of the term, Customer shall pay as termination charges equal to 23 weeks of rental service.

If this agreement is cancelled for convenience after 24 months of service, Customer shall pay as termination charges of 10 weeks of rental service.

Customer shall also be responsible to return all of the Merchandise allocated to such Customer locations terminating this Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

Section H. Standard Terms and Conditions Paragraph H35 Right to Audit

H.35. RIGHT TO AUDIT

The City and its authorized representatives shall have the right, upon reasonable written notice to Contractor, to cause an audit to be made of the Contractor's books and records which relate to its operations under this Contract. Such audit will be at the sole and total cost of the City. The audit shall be limited to the term of this Contract. The City shall have the right to examine and to make copies of or extracts from all financial and related records (in whatever form they may be kept, whether written, electronic, or other) relating to or pertaining to this Contract kept by or under the control of the Contractor, including, but not limited to those kept by the Contractor, its employees, agents, assigns, successors and subcontractors. Such records shall include, but not be limited to, accounting records, subcontractor records, payment vouchers and invoices.

The Contractor shall at any time requested by City, whether during or after completion of this Contract, but only for a period of one year after completion or termination, and at ~~Contractor's~~ City's own expense

make such records available for inspection and audit (including copies and extracts of records as required) by City. Such records shall be made available to City during normal business hours at the Contractor's office, place of business, an agreed to location, mailed or provided electronically.

If, as a result of such audit finds a 5% discrepancy, the Contractor is liable to the City for the payment of ~~any sum~~that discrepancy. ~~Contractor~~ and shall promptly pay ~~y such sum to the City together with interest thereon at the rate of one percent (1%) per month from the date such sums should have been paid.~~ Payment shall be made within 90 days from presentation of City's findings to Contractor.

If the audit discovers substantive findings related to fraud, misrepresentation, or non-performance, City may recoup the costs of the audit work from the Contractor. The City's rights under this provision shall survive the expiration or termination of the Contract

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

Section H. Standard Terms and Conditions Paragraph H42 Termination of Contract

The City reserves the right to terminate the whole or any part of this Contract due to the failure of the Contractor to carry out any term or condition of the Contract and if Contractor fails to cure any of the defaults herein within a reasonable time of written notice. . The City will issue a written ten (10) day notice of default to the Contractor for acting or failing to act as specified in any of the following:

- In the reasonable opinion of the City, the Contractor provides personnel that do not meet the requirements of the Contract;
- In the reasonable opinion of the City, the Contractor fails to perform adequately the stipulations, conditions or services/specifications required in this Contract;
- In the reasonable opinion of the City, the Contractor attempts to impose personnel, materials, products or workmanship of an unacceptable quality;
  The Contractor fails to furnish the required service and/or product within the time stipulated in the Contract;
- In the reasonable opinion of the City, the Contractor fails to make progress in the performance of the requirements of the Contract;
- The Contractor gives the City a positive indication that the Contractor will not or cannot perform to the requirements of the Contract.

Each payment obligation of the City created by this Contract is conditioned upon the availability of City, and State ~~and Federal~~ funds that are appropriated or allocated for the payment of such an obligation. If funds are not allocated by the City and available for the continued purchase of the services and/or materials provided under this Contract, this Contract may be terminated by the City at the end of the period for which funds are available. The City will endeavor to notify the Contractor in the event that continued service will or may be affected by non-appropriation. No penalty shall accrue to the City in the event this provision is exercised, and the City shall not be obligated or liable for any future payments due or for any damages as a result of termination under this paragraph.

Attachment C – Omnia Partners

ATTACHMENT C

OMNIA® PARTNERS

Requirements for National Cooperative Contract To Be Administered by OMNIA Partners

The following documents are used in evaluating and administering national cooperative contracts and are included for Supplier's review and response.

Exhibit A – Response for National Cooperative Contract
Exhibit B – Administration Agreement, Example
Exhibit C – Master Intergovernmental Cooperative Purchasing Agreement, Example
Exhibit D – Principal Procurement Agency Certificate, Example
Exhibit E – Contract Sales Reporting Template
~~Exhibit F – Federal Funds Certifications~~
Exhibit G – New Jersey Business Compliance
Exhibit H – Advertising Compliance Requirement

Attachment C – Omnia Partners- Exhibit B- Administration Agreement -Terms and Conditions Paragraph 3.

3. OMNIA Partners shall be afforded all of the rights, privileges and indemnifications afforded to Principal Procurement Agency by or from Supplier under the Master Agreement, and such rights, privileges and indemnifications shall accrue and apply with equal effect to OMNIA Partners, its agents, employees, directors, and representatives under this Agreement including, but not limited to, Supplier's obligation to obtain appropriate insurance. OMNIA Partners shall owe Supplier the same rights, privileges and indemnifications afforded to Supplier by Principal Procurement Agency under the Master Agreement, and such rights, privileges and indemnifications shall accrue and apply with equal effect to Supplier.

Attachment C – Omnia Partners- Exhibit B- Administration Agreement -Terms and Conditions Paragraph 6.

6. OMNIA Partners shall not be responsible for Supplier's performance under the Master Agreement, and Supplier shall hold OMNIA Partners harmless from any liability that may arise from the negligent acts or omissions of Supplier in connection with the Master Agreement.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS READY FOR THE WORKDAY

Attachment C- -Omnia Partners- Exhibit A- Response for National Cooperative Contract Paragraph 3M

M. Even though it is anticipated many Public Agencies will be able to utilize the Master Agreement without further formal solicitation, there may be circumstances where Public Agencies will issue their own solicitations. The following options are available when responding to a solicitation for Products covered under the Master Agreement.

i. Respond with Master Agreement pricing (Contract Sales reported to OMNIA Partners).

ii. If competitive conditions require pricing lower than the standard Master Agreement not-to-exceed pricing, Supplier may respond with lower pricing through the Master Agreement. If Supplier is awarded the contract, the sales are reported as Contract Sales to OMNIA Partners under the Master Agreement.

iii. Respond with pricing higher than Master Agreement only in the unlikely event that the Public Agency refuses to utilize Master Agreement (Contract Sales are not reported to OMNIA Partners).

iv. If alternative or multiple proposals are permitted, respond with pricing higher than Master Agreement, and include Master Agreement as the alternate or additional proposal.

v. The products and services which are subject to this Master Agreement may be covered by a service or maintenance agreement. The term of the service or maintenance agreement shall be goverened by that document and may service the expiration of this Master Agreement.

vi. For future contract renewal periods, price increases shall not exceed the percentage increase/decrease in **the Consumer Price Index, Table 1 (http:stats.bls.gov/news.release/cpi.t01.htm), Urban Consumers (CPI-U), U.S. Department of Labor, Bureau of Labor Statistics.** The base price to which any adjustments will be made shall be the prices in effect during the contract period prior to the proposed contract period.

Detail Supplier's strategies under these options when responding to a solicitation.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

CITY OF TUCSON

CINTAS
READY FOR THE WORKDAY

Attachment C – Omnia Partners- Exhibit B- Administration Agreement -Terms and Conditions Paragraph 9.

9. This Agreement shall be in effect so long as the Master Agreement remains in effect, provided, however, that the provisions of Sections 3 – 8 and 11 – 22, hereof and the indemnifications afforded by the Supplier to OMNIA Partners in the Master Agreement, to the extent such provisions survive any expiration or termination of the Master Agreement, shall survive the expiration or termination of this Agreement but only for a period of one (1) year.

Exhibit F Federal Funds Certifications Paragraph D. Davis-Bacon Act

(D) Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non - Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non -Federal entity must report all suspected or reported violations to the Federal awarding agency.
Pursuant to Federal Rule (D) above, when a Participating Agency expends federal funds during the term of an award for all contracts and subgrants for construction or repair, offeror will be in compliance with all applicable Davis-Bacon Act provisions.

Does offeror agree? ~~YES~~ NO _____ Initials of Authorized Representative of offeror

FEMA Special Conditions

Public Policy
A contractor must comply with the public policies of the Federal Government and state, local government, or tribal government. This includes, among other things, past and current compliance with the: a. Equal opportunity and nondiscrimination laws
b. Five affirmative steps described at 2 C.F.R. § 200.321(b) for all subcontracting under contracts supported by FEMA financial assistance; and FEMA Procurement Guidance June 21, 2016 Page IV- 7 c. Applicable ~~prevailing wage laws~~, regulations, and executive orders

Prevailing Wage Requirements - Not applicable to this bid.

~~**Federal Requirements**~~

~~If products and services are issued in response to an emergency or disaster recovery the items below, located in this FEMA Special Conditions section of the Federal Funds Certifications, are activated and required when federal funding may be utilized~~.

2 C.F.R. § 200.326 and 2 C.F.R. Part 200, Appendix II, Required Contract Clauses

Paragraph 4. Davis- Bacon Act Secytions a.b. and c.

Intentionally omitted. Not applicable to this bid.

Procurement, Professional and Service Contract

~~The contractor or subcontractor agrees to revise any of it testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.~~

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



Exhibits

1. Cintas 2021 ESG Report
2. City of Tucson — Cintas Service Offering
3. Cintas Participation Agreement Example
4. Cintas Marketing Proposal
5. Forms
6. New Jersey Business Certificate
7. New Jersey Certificate of Employment Report

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SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



2021 HIGHLIGHTS

ENVIRONMENTAL HIGHLIGHTS

Reduced our total energy usage by **6.9% from FY20**

Lowered our water consumption by **5.1% from FY20**

Diverted 94.4% of our waste from landfill through various reuse and recycle efforts

SOCIAL HIGHLIGHTS

Spent $387.7 million with diverse suppliers, representing 16.9% of our total supplier spend – both company records

Lowered our employee-partners' Total Recordable Injury Rate (TRIR) to **1.70, the company's best-ever mark**

Donated $3.8 million worth of PPE and other safety products to local communities to support COVID-19 programs

AWARDS AND RECOGNITION

Ranked No. 410 on the 2021 Fortune 500, our highest-ever ranking

Recognized as one of *Forbes'* **"Best Employers for Diversity"**

Ranked No. 6 on *Selling Power's* **"50 Best Companies to Sell For"** list

Named a "Best Place to Work for Disability Inclusion" by the Disability Equality Index

FORWARD-LOOKING STATEMENTS

This Cintas Corporation 2021 Environmental, Social, and Governance (ESG) Report contains forward-looking statements. The Private Securities Litigation Reform Act of 1995 provides a safe harbor from civil litigation for forward-looking statements. Forward-looking statements may be identified by words such as "estimates," "anticipates," "predicts," "projects," "plans," "expects," "intends," "goal," "target," "forecast," "believes," "seeks," "ambition," "could," "should," "may," and "will," or the negative versions thereof and similar words, terms, and expressions and by the context in which they are used. Such statements are based upon current expectations, estimates, and projections of Cintas and speak only as of the date made.

You should not place undue reliance on any forward-looking statement. We cannot guarantee that any forward-looking statement will be realized. These statements are subject to various risks, uncertainties, potentially inaccurate assumptions, and other factors that could cause actual results to differ from those set forth in or implied by this ESG Report. Factors that might cause such a difference include, but are not limited to: our ability to successfully meet our environmental and social goals presented in this ESG Report within the expected timeframe, including our Net Zero greenhouse gas (GHG) goal, due to a number of risks and uncertainties, such as: changes in laws, regulations, or public policy; the alignment of the scientific community on measurement approaches; the evolution of technology; the complexity of commodity supply chains and adoption of supply chain traceability practices and tools; the quality of recycling and waste management infrastructure in local markets; the volatility of markets for recycled materials; the capital and operating cost of implementing recycling and waste management technologies; and the risks, uncertainties, and other matters included in our Annual Report on Form 10-K for the year ended May 31, 2021 and in our reports on Forms 10-Q and 8-K that we file with the U.S. Securities and Exchange Commission. Cintas undertakes no obligation to publicly release any revisions to any forward-looking statements or to otherwise update any forward-looking statements, whether as a result of new information or to reflect events, circumstances, or any other unanticipated developments arising after the date on which such statements are made, except otherwise as required by law. The risks and uncertainties described herein are not the only ones we may face. Additional risks and uncertainties presently not known to us or that we currently believe to be immaterial may also harm our business. Investors should not interpret the disclosure of any risk factor to imply that the risk has not already materialized.

The company goals presented in this ESG Report are aspirational and not guarantees or promises that such goals will be met. Statistics and metrics related to ESG matters are estimates and may be based on assumptions or developing standards.

Inclusion of ESG-related or other information in this report is not an indication that such information is necessarily material to investors.

TABLE OF CONTENTS

2 ABOUT CINTAS
2 2021 Highlights
2 Forward-looking Statements
3 Welcome
4 Our ESG-Focused Product & Service Initiatives
5 ESG is Central to Cintas
8 A Message From Our CEO
10 About This Report
11 This is Cintas
12 The Spirit is The Difference
14 Stakeholder Engagement
16 Our Continued COVID-19 Response

17 ENVIRONMENT
18 Environment
20 Climate and Energy
25 Water Stewardship
29 Waste and Materials Use

31 SOCIAL
32 Our People
33 Diversity, Equity, and Inclusion
35 Talent Recruitment
36 Talent Retention
37 Compensation
38 Performance and Advancement
39 Training and Development
41 Employee-Partner Engagement
43 Labor Relations
45 Human Rights
46 Safety and Health
49 Global Supply Chain and Supplier Relations
51 Supplier Diversity
52 Local Communities

57 GOVERNANCE
58 ESG Governance
60 Ethics and Integrity
61 Tax Policy
62 Public Policy
63 Cybersecurity, Data, and Customer Privacy
64 Regulatory Compliance

65 APPENDIX
66 Definitions
67 Notes and Methodologies
68 Referenced Calculations
71 GRI Index
78 SASB Index

WELCOME

Welcome to our 2021 Environmental, Social, and Governance (ESG) Report, the latest annual report in which we share our ESG journey, including our performance, successes, and opportunities, with our shareholders, customers, employee-partners, communities in which we do business, and other interested parties.

As we committed to doing in 2020, we have expanded our reporting this year to include further data and more details about our ESG journey. The 2021 report includes:

- Climate and Energy Initiatives
- Water Interactions
- Materials and Waste Innovations
- Sustainable Supply Chain
- Diversity and Inclusion Efforts
- Employee-Partner Development
- Safety and Health Strategy
- Human Rights and Labor Rights Positions
- Governance, Ethics, and Integrity Foundations

As we progress on our ESG journey, we expect to continue expanding our reporting, insights, and analysis in future editions of our annual ESG Report.

Thank you for your interest in Cintas. We invite you to learn more about our ESG-related initiatives in the overview that follows.



OUR ESG-FOCUSED PRODUCT & SERVICE INITIATIVES

Our products and services are created with sustainability and a **"Reduce, Reuse, Recycle"** mentality. This approach is embedded throughout our business units:



UNIFORM RENTAL

- Significant water and energy efficiencies compared to traditional at-home laundry process
- Proprietary processes reduce wash chemical, water, and energy requirements
- Process improvements reduce quantity of wash loads
- Environmentally friendly detergent



FACILITY SERVICES

- Offer Green Seal-certified products
- Provide "Designed for Environment" (DfE) chemicals
- Package-free products
- Microfiber towels reduce need for disposable products
- Offer floor mat products made from 50% recycled content



FIRST AID & SAFETY

- Product line supports customers' health and wellness needs
- Offer certified training in lifesaving techniques
- Offer products containing recycled materials when possible
- Waterbreak system encourages reusable containers to reduce or eliminate plastic bottle usage
- Distribution centers recycle corrugated/plastic waste
- Donate overstock PPE and safety items to various charities



FIRE PROTECTION

- Alarm and suppression systems provide lifesaving protection
- Exit lighting systems support safe evacuation in case of emergencies
- Offer extinguisher exchange program
- Recycle Halon gas, sealed lead acid batteries, aluminum, steel, and brass from old extinguisher units



DESIGN COLLECTIVE

- More than 100 uniform styles made from sustainable materials
- Proprietary ComfortFLEX® fabric made from recycled polyester
- Regeneration Collection™ made from recycled plastic bottles
- Collect customers' old garments and turn them into Martex Fiber
- Upcycling and repurposing end-of-life garments

ESG IS CENTRAL TO CINTAS

The concept of corporate social responsibility has evolved in recent decades. Where the concept once explained a company's commitment to philanthropy and responsible social practices, it now also incorporates its environmental impact, how it governs itself, and how it monitors compliance. Public interest in companies' holistic environmental, social, and governance – or ESG – strategy is a relatively recent and evolving concept.

At Cintas, we view our entrance into formal ESG reporting and the development of our company-wide ESG strategy as the latest steps in our progression.

That's because many of the core ESG concepts we now measure and report have been engrained in our company for decades. These foundations are rooted in our corporate culture and in our "Reduce, Reuse, Recycle" mindset.

Our sustainable business model began almost 100 years ago at the very origin of the company and has continued to evolve in everything we've done since. So this development isn't a drastic leap for us. Rather, it's a natural evolution of our long-standing business practices.

OUR ORIGINS

The company's sustainable principles date back to our origins in 1929 during the Great Depression. Out-of-work circus performers Doc Farmer and his wife Amelia gathered dirty shop rags that local businesses had thrown away, brought them home to wash, and sold the clean rags back to companies in the Cincinnati area. Unknowingly, they created a local circular economy and the resourceful spirit that Cintas is known for today. They also created our sustainable business model.

As the company grew, their grandson, Richard "Dick" Farmer, created a burgeoning work uniform rental operation in 1959. This implemented the same business model, and provided an easy, affordable, and sustainable option for companies to outfit their employees. By renting businesses their uniforms, he realized we could extend the life of the garments, wash and dry them more responsibly and sustainably than employees could at home, and preserve natural resources in the process. His vision launched the company on its current path of success and confirmed that a sustainable business idea could be successful in the modern day … an idea ahead of his time.

Further expansions into facility services, first aid and safety, and fire protection under subsequent CEOs – Bob Kohlhepp (1996-2003) and Dick's son, Scott Farmer (2003-2021) – deepened the company's model further. Cintas' new offerings were based on reusing and recycling end-of-life products and reducing the overall use of natural resources. They also introduced products and services that help our customers keep their own facilities, employees, and customers cleaner, safer, and healthier.



Scott Farmer (CEO 2003-2021), Dick Farmer (CEO 1968-1995), Bob Kohlhepp (CEO 1995-2003)



Doc and Amelia Farmer



Dick Farmer with an employee-partner in 1951

WHO WE ARE AND WHAT WE DO

Dick Farmer – who we credit as the Founder of the modern-day Cintas – documented and formalized our corporate culture in his book *The Spirit to The Difference* (see pg. 12). His philosophy still carries forward today and underpins our business.

The Spirit to The Difference is a handbook describing how we run our business. Its central themes are collaboration and common respect, both for our people and the world around us. Respecting and valuing one another and each other's contributions to our business is paramount. Over time, this has led to fantastic employee-partner engagement, great retention rates, a world-class safety program, and a widely respected management philosophy. All of this has supported our ongoing innovation, which has helped minimize the environmental impact of our business.

Our steadfast belief in doing what's right guides our efforts to foster a supportive, inclusive environment for all our employee-partners. They're engrained in all of our decisions: we carefully consider potential impacts on them as carefully as we consider potential impacts on our overall business. Our care and compassion also extend to people affected by our business, including our customers, suppliers, vendors, and business partners.

We expect ethical interactions with all stakeholders (see pg. 14). We also insist on being a good corporate citizen and steward by governing ourselves with the core principles of accountability, fairness, ethical behavior, and compliance.

In short, we believe we conduct our business the right way.

TODAY'S CINTAS

Doc and Amelia's ingenuity and environmentally focused activities of almost 100 years ago remain at the core of our company in 2021. As we've grown, we've enacted processes and policies to promote conducting our business with the highest ethical standards and keeping people central in all our decisions.

Our business growth has been buoyed by our ESG mindset. Today, Cintas:

- Incorporates sustainable practices throughout our operations
- Extends the lifespan of consumable goods to reduce their overall environmental impact
- Cleans items more effectively and efficiently than the consumer market and our competitors[1,2]
- Provides higher-performance, longer-lasting alternatives to disposable or single-use products
- Offers competitive wages and salaries; expansive benefits packages; and ongoing support, training and development opportunities to all of our employee-partners



- Supports and promotes the health, safety, and welfare of our employee-partners, as well as our customers and their employees
- Engrains ourselves in the communities in which we do business by owning and maintaining property and capital equipment; being fair taxpayers; and supporting local initiatives and community priorities.

We're proud that our history of ingenuity and innovation has resulted in industry-leading practices and continued reductions in natural resource use. Considering environmental impacts in our business decisions has been a successful strategy, and beneficial to our financial success.

When a customer uses Cintas services or wears our uniforms, they have chosen to minimize their environmental footprint. Of the four available options in the market – Cintas, our competitors, disposable items, or do-it-yourself solutions – Cintas is the most energy and water efficient, reuses more materials, and needs fewer raw materials than other options.

For our customers, that means we help them reduce their environmental footprint. For those who consider home laundry options, traditional at-home laundering and drying uses an average of 84% more water and 69% more energy than we do.[3]

1 See pg. 68, Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.
2 See pg. 68, Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.
3 See pg. 68, Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.

WHAT'S NEXT?

The concepts of operating a sustainable business and making environmentally conscious decisions are not new to us. We have continually improved our environmental management, our people strategies, and our management processes. As ESG priorities have become more clearly defined and this holistic measure of business has evolved, we've been watching, listening, and learning.

Now we're joining the conversation in a more meaningful way: we're defining, measuring, and creating formal strategies centered on ESG principles.

What we've accomplished so far is only the beginning. We've already been successful, but we're still at the start of our journey – one that will be further rooted in ESG platforms and concepts. One of our core company values (see p. 13) is positive discontent. It pushes us to do more, be better, and have a greater positive impact in our world.

Our new ambition to achieve Net Zero greenhouse gas (GHG) emissions by 2050 is just the next step in our young journey. What started in 2019 as an effort to collect and analyze our company data for our first ESG Report continues today as an enterprise-wide business review that is expected to continue into 2023.

In August, we created our new Vice President of ESG and Chief Compliance Officer (CCO) position and finished a multiple-department reorganization to form a new Risk & Compliance Department that reports to the new VP of ESG and CCO. This group will define and implement our ESG strategy, activities, monitoring, and compliance.

As our enterprise-wide assessment continues, we will continue to review our processes in the context of the developing ESG landscape. We expect to identify further opportunities to reduce our environmental impact, and to make even greater operational reductions in energy, emissions, water, raw materials, and waste. We also expect to bolster our initiatives around diversity and inclusion, human capital, safety and health, and our governance objectives, among other areas.

Our company has been based in ESG-related principles since the beginning. Each new chief executive introduced initiatives that strengthened our commitments to the environment, our people, and our processes.

Now, Todd Schneider – our new President and CEO – sets out his vision for our future on the following pages.



A MESSAGE FROM OUR CEO





The word "unprecedented" has become far too common in the last two years.

First, we have rallied against a global pandemic that has challenged us to focus on health and safety in new and innovative ways. Communities have come together to withstand wave after wave of a deadly virus as our global scientific and research communities worked together to develop the greatest weapon against COVID-19: vaccines.

Simultaneously, we have faced unparalleled weather events. COVID-19 has been the primary focus of our collective attention over the last two years, but the increasing cadence of weather catastrophes – heat waves, cold spells, severe storms, wildfires, hurricanes, blizzards, and droughts around the globe – can't be ignored.

This summer, the United Nations' working group released a report emphasizing that climate change and global warming are worsening at accelerating rates and that increased efforts to mitigate their impacts were necessary.

We recognize that climate change is a global issue. As a good corporate citizen, we should consider and engage in activities and initiatives that help reduce our environmental impact. To that end, in September 2021, we announced our ambition to achieve Net Zero GHG emissions by 2050.

As a company, we believe this is a natural next step for us since the business model we have utilized for almost a century is based on sustainable business practices and a "Reduce, Reuse, Recycle" mindset.

Given our business and industry, we understand that achieving Net Zero is ambitious, but we are committed to doing our part to innovate and explore new technologies that will be necessary along this journey. We'll need to scrutinize our operational processes – including the energy sources we use and our fleet – and we'll need the support and buy-in of our supply chain partners.

This will not be an overnight process – it will be a journey. 2050 is almost 30 years away. This is going to take time, attention, resources, and dedication. Our Net Zero ambition will challenge our entire company to think even more critically about our business and create more sustainable ways to help our customers get Ready for the Workday®.

Our corporate culture (see pg. 32) is based on doing what's right and using positive discontent to challenge ourselves to be better. In line with this, we have made significant reductions to our environmental footprint. We've innovated and implemented new and improved processes, including our Operational Excellence initiatives that increase our "Capacity without Cost" (see pg. 26).

The scientific and research communities are laser-focused on the same issues. We believe Cintas can leverage their findings and breakthroughs, combine them with our own innovations, and drive further improvements on our environmental and societal impacts as we march toward 2050.

While we're certainly excited to tackle the challenges ahead, we are immensely proud of what we've achieved so far. Sometimes we don't take enough credit for our efforts to reduce our environmental impact; foster an inclusive, supportive atmosphere for our employee-partners; and position ourselves as a moral, ethical, and model company. We believe this is an excellent opportunity to talk about what we've accomplished and the advancements we've made that have pushed us and our industry.

We do many, many things in a world-class way at Cintas, but we cannot be complacent. We must continue to push and stretch ourselves to be better and make stronger impacts, in an upstanding, admirable way.

Doc and Amelia Farmer's story is central to our ESG story. Each of our leaders who have followed has built on their ingenuity and engrained sustainability and other ESG concepts deeper into our business. The innate connection between smart business practices and sustainable activities is central to Cintas' past, present, and future, and helps separate us in the marketplace.

This report is a snapshot of our efforts and the foundation for our journey ahead. We call this our ESG journey, and it's just getting started.

Having the context of where we've come from and where we intend to go, we welcome you to review our 2021 ESG Report.

Thank you for your continued support.

Todd Schneider
President and Chief Executive Officer





A FEW WORDS FROM OUR VICE PRESIDENT OF ESG AND CCO

ESG is a quickly evolving area with increasing attention from many different stakeholders, and I'm honored to be tasked with leading Cintas' activities in this area. We already have many successful initiatives in place, triggering improvements in our own processes and across our industry over the years.

Our ongoing efforts in sustainability and resource reduction, diversity and inclusion, health and safety, and compliance with laws and regulations are a tremendous foundation on which we will base our future. And we intend to reinforce our reputation for world-class programs in these areas as we move forward.

As we continue our ambitious review of our business, we will start to develop a new, comprehensive, and integrated ESG strategy. This will guide us into the future and continue to position Cintas as a responsible global citizen.

Christy Nageleisen
Vice President of ESG and
Chief Compliance Officer

ABOUT THIS REPORT

The 2021 Cintas ESG Report is the company's second such report to be published and includes information and performance data from June 1, 2020, through May 31, 2021, unless otherwise stated. We intend to produce this report annually.

Energy, emissions, and water data is reported for our Rental division operations in the United States,[4] which encompasses our uniform rental and facility services activities. U.S. Rental operations[5] represent about 93% of our Rental division FY21 revenues and 74% of our FY21 company revenues. Social and governance topics cover our entire organization.

All financial references and data are noted in U.S. dollars. We further define terms used and annotate additional references and reporting methodologies in the Appendix at the end of this report.

The report has been prepared referencing Global Reporting Initiative (GRI) Standards. A full listing of the GRI Disclosures relevant to Cintas is available in the Appendix.

Data included in this report is updated through the close of FY21, unless otherwise noted. Cintas is not obligated to update the 2021 report after its initial release on November 16, 2021, but reserves the right to make edits if necessary.

Some previously reported environmental data has been updated since the 2020 report's release.

- Minor calculation adjustments have been made to reflect more accurate location-based emissions data from each specific utility company for the years reported. In 2020, our data used country averages in our emissions calculations.
- Our reported energy and emissions data sets were expanded to include all U.S. Rental locations[6] in operation during the reporting periods – including branches. In 2020, we reported environmental data only for our Rental processing locations.
- Data has been captured for the U.S. Rental fleet and incorporated into the energy and emissions data for the reported years. Fleet data was not reported in 2020.
- Further, water data has been converted to megaliters (ML) for our 2021 reporting after being reported in kilogallons (kgal) in our 2020 report.
- Finally, we have created a new intensity metric that leverages revenues as a denominator for our emissions, energy, and water intensity values. This will help us reflect our company's business and growth as we continue to expand our reporting in future years. In our 2020 report, those values were calculated as a function of hundredweight (Cwt)[7] of processed poundage.

Further, our environmental performance has demonstrated continued improvements from FY19 through FY21. However, the COVID-19 pandemic's effect on our performance and data cannot be completely isolated from other efficiency and process changes that contributed to performance improvements. The COVID-19 pandemic began in the fourth quarter of FY20 and continued during all four quarters of FY21.[8]

For more information about Cintas' 2021 ESG Report or if you have questions, please contact us at ESG@cintas.com, or through your normal stakeholder communications platform.

FURTHER INFORMATION

- FY21 Cintas Form 10-K
- 2021 Proxy Statement
- cintas.com
- cintascares.com
- Cintas Investor Relations
- Cintas 2020 ESG Report

4 See pg. 66: Appendix > Definitions > Rental division operations in the United States.
5 See pg. 66: Appendix > Definitions > U.S. Rental operations.
6 See pg. 66: Appendix > Definitions > U.S. Rental locations.
7 See pg. 66: Appendix > Definitions > Hundredweight (Cwt).
8 See pg. 67: Appendix > Notes & Methodologies > COVID-19 Effect on Data and Performance.

THIS IS CINTAS

Cintas Corporation helps more than one million businesses of all types and sizes get Ready for the Workday® with confidence. Our products and services help keep our customers' facilities and employees clean, safe, and looking their best.

The origins of our family business (see pg. 5) date back to 1929 and the Great Depression, when Doc and Amelia Farmer collected, washed, and resold shop rags around Cincinnati. The modern-day Cintas evolved in 1968 when Richard "Dick" Farmer's new uniform rental programs were launched and used an exclusive new fabric. With Dick's uniform rental concept anchoring growth, Cintas established itself as a power in the developing business services industry. Dick took the company public in 1983, and later CEOs Bob Kohlhepp and Scott Farmer continued to grow the company with expansions into facility services, first aid and safety, fire protection, and uniform direct sales.

Headquartered in Cincinnati, Ohio, Cintas common stock is traded on the Nasdaq Global Select Market under the symbol CTAS and is a component of both the Standard & Poor's 500 Index and Nasdaq-100 Index. The company ranked No. 410 on the 2021 Fortune 500.

Operating in North America, our customers range from small service and manufacturing companies to major corporations employing thousands of people. With such a diverse customer base, no single customer accounts for more than 1% of our total revenue.

We service our customers through four business units: Rental (Uniform Rental and Facility Services), First Aid & Safety, Fire Protection, and Design Collective. Our range of products and services includes uniforms, mats, mops, towels, restroom supplies, workplace hydration offerings, first aid and safety products, automated external defibrillators (AEDs), eyewash stations, safety training, fire extinguishers, sprinkler systems, and alarm services.

FY21 IN NUMBERS

- $7.11 billion in sales
- **$1.11** billion net income
- More than 1 million customers in the U.S. and Canada
- Approximately 11,000 local delivery routes
- Approximately 40,000 employee-partners
- 460 operational facilities
- More than 90% of our sales from U.S.-based operations
- 13 distribution centers



THE SPIRIT IS THE DIFFERENCE

Our guiding principles are carefully outlined in *The Spirit Is The Difference*, a book based on the personal insights of our Founder Richard "Dick" Farmer. The publication is referenced frequently by executive leadership and management.

While the idea of an ESG strategy would become popular decades later, the philosophy on which Dick based our company's management structure was very much ESG-centric. He was ahead of his time.

The Spirit Is The Difference explains how we continually strive to prioritize long-term company value, keep our people involved and central to all our decisions, and operate in an ethical, moral, and compliant manner. These three concepts define ESG and bring our corporate culture into greater focus.

To understand how ESG has been embedded in our company from our beginnings, it helps to understand more about us – and the people behind the company.

At Cintas, we don't refer to each other as employees, staff, or colleagues; we refer to each other as partners. The term partner describes the mutual trust and respect we have for each other, and the values and culture responsible for our accomplishments. Considering each other as partners in our collective success is crucial to how we operate, and it's the foundation of our corporate culture. It's what makes Cintas so unique and special.

Our unique culture at Cintas is just as essential as our products and services. In fact, it makes all the difference, impacting the quality of the employee-partners we hire; the way we communicate and interact with each other, our customers, and our suppliers; and our world-class performance standards.

We credit our success to our corporate culture. It's the cornerstone of our values, our behaviors, our way of working, and how we approach our business. It's central to creating and maintaining strong relationships, and a dedication to taking care of one another.

Our culture has three elements: our Principal Objective, our corporate character, and our management system.





OUR PRINCIPAL OBJECTIVE

Dick Farmer believed that organizations needed a guiding principle on which to base all decision-making and that without it, they were doomed for failure.

With this in mind, our Board of Directors established our Principal Objective in 1979:

> *"We will exceed our customers' expectations to maximize the long-term value of Cintas for its shareholders and working partners."*

This statement is woven throughout our entire company, gives our organization direction, and clearly defines our expectations and standards for our management team. Decisions made by the company are measured against our Principal Objective.



Dick Farmer meets with production employee-partners

OUR CORPORATE CHARACTER

We've carefully considered the characteristics and behaviors we want and aspire to exhibit to each other, to our customers, and to the communities in which we do business. These include the following.

- Honesty and integrity in everything we do: We do not cheat each other, our customers, or our community. We give honest answers and an accurate accounting of ourselves.
- High ethical and moral values: We believe in strict separation of business and personal affairs. We are very careful about gifts, entertainment, and business courtesies. We do not want to do anything that could place us in a compromising position or cause us to lose our objectivity. We encourage employee-partners to use these basic but insightful questions for guidance:
  - Is it legal? Am I complying with law or company policy?
  - How will it make me feel about myself?
  - How will I feel if my decision is made public?
  - Will I feel good if my family knows about it?
- Full compliance with all governmental laws and regulations: After first making sure that we understand the governmental laws and regulations that we face in business, and our options in relation to them, we work to comply. There is no other way to run a business.
- Thoroughness: If it's worth doing, it's worth doing right and deserves thorough attention.
- A Spartan attitude about our business: We look at every cost very carefully and ask ourselves, "If I were buying this with my own money, would I spend it on this?"
- Doing what's right, not what's expedient: We don't target short-term gains at the expense of long-term value. Instead we focus on what is the right thing to do.
- Humility and respect for all employee-partners: Everyone at Cintas makes vital contributions to our success. We recognize the potential in every human being and are careful to involve everyone. We want each employee-partner to be a confident, contributing member of the team. Leaders don't have all the answers and many times, the smartest and best solutions can come from the front lines where the work is being performed.
- Professional appearance: We have a dress code at all our facilities and believe outward appearances of our people, facilities, and vehicles say a lot about us and our company.
- Courtesy: A hallmark of our interactions is plain common courtesy – good manners and politeness. We believe nice people attract nice people and courtesy is contagious. This is especially true in a service business like ours.
- Enthusiasm: Positive attitudes and optimism are a must in a fast-paced environment like ours. A positive outlook goes a long way in cultivating success.
- Competitive urgency: Exceeding the needs of our customers and fellow employee-partners is a simple, overriding business necessity. We should attend to details of our business with a sense of urgency, enthusiasm, professionalism, and thoroughness.
- Positive discontent: We're never satisfied with the status quo, or content to leave things as they are. We're always seeking improvements to our processes, systems, products, and services.

OUR MANAGEMENT SYSTEM

We're guided by a dynamic management system, with policies and procedures that help promote our ongoing reliability and operational consistency. However, we still provide leeway and guidance to help our employee-partners to make decisions that best suit our customers and business needs.

In fact, we're a company of systems built on established ways of doing things. Our policies and procedures are specific guidelines describing how to handle certain recurring situations. Our management system is the constitution upon which we run our business and it guides us through what we should and should not do.

At Cintas, we firmly believe our corporate culture – our people and the principles, values, and behaviors we cultivate and share – is responsible for our success. And we believe the ongoing viability of our culture will have the greatest impact on our future accomplishments.

The Spirit of Cintas truly is the difference!



STAKEHOLDER ENGAGEMENT

Our Principal Objective (see pg. 12) clearly identifies the three groups we consider our primary stakeholders: customers, employee-partners, and shareholders. At Cintas, each is equal to one another. In addition, we have a diverse group of other stakeholders around the world that matter to us and our business. Their opinions and interactions with us provide us with other viewpoints that inform our business decisions. These groups include the people who manufacture our products, the communities in which we do business, the not-for-profit organizations we engage with, and the government officials who influence and set public policy. Below is an overview of our key stakeholder groups and our engagement activities with them during FY21.

EMPLOYEE-PARTNERS

HOW WE ENGAGE

- One-on-one, team, and company meetings
- Annual performance reviews
- Executive leadership emails and videos
- Personal and professional development and trainings
- Direct interaction (Open Door Policy and management by walking around)
- Social media
- Engagement surveys
- Listening sessions
- Direct Line/Hotline (confidential and third-party monitored)
- Cintas Spirit Day and other holiday and milestone celebrations and acknowledgments
- Volunteerism
- Local committee participation

TOPICS RAISED

- Competitive wages and benefits
- Diverse and inclusive workforce
- Worker health and well-being
- Safety and health
- Learning and development
- Environmental and social impacts
- Partner-centered support, including Cintas Partner Assistance Fund
- Review of how we do business: Cintas' Principal Objective, Corporate Characteristics, and Policies and Procedures
- Our ongoing management of COVID-19-related issues

CUSTOMERS

HOW WE ENGAGE

- Regular face-to-face interactions as we provide service
- In-person and virtual meetings to review account and progress on goals
- Customer Service and 1-800 number direct interactions
- /myCintas.com customer portal
- Market research including Net Promoter Score (NPS) survey and focus groups
- Social media monitoring and engagement
- cintas.com and cintascares.com
- Marketing efforts, including national television, radio, and online ad campaigns

TOPICS RAISED

- Product and service offerings
- Quality of products and services
- How Cintas products and services impact the end user
- Business continuity
- Sustainable business practices
- Supply chain management
- Customer service issues and requests
- Employee-partner diversity and supplier diversity
- Governance issues
- Our management of COVID-19-related business practices



SHAREHOLDERS

HOW WE ENGAGE

- Annual meeting of shareholders
- Financial filings (proxy statement, Form 10-K, etc.)
- Quarterly earnings conference calls
- Investor relations calls as requested
- Investor conferences and forums
- Dividends
- Media engagement
- Facility tours and virtual tours
- Proactive visits to shareholders (in-person and virtually)

TOPICS RAISED

- Financial performance
- Business and market conditions
- Allocation of capital
- Corporate governance
- Executive compensation
- ESG reporting
- Environmental impacts
- Diversity and inclusion
- Human capital management
- Human rights and labor practices
- Supply chain management
- Data security and privacy
- Civic activity
- Community and philanthropic activities
- Our continuing response to COVID-19



PHILANTHROPIC AND COMMUNITY ORGANIZATIONS

HOW WE ENGAGE

- Community partnerships and volunteerism
- Participation in conferences and forums
- Collaborations to advance shared priorities
- Strategic relationships
- Philanthropic investments
- Community dialogues

TOPICS RAISED

- Philanthropy
- Economic opportunity
- Safety, preparedness, and response
- Diverse and inclusive workforce and workplace
- Environmental impacts



SUPPLIERS

HOW WE ENGAGE

- Regular meetings
- Trainings
- Vendor Code of Conduct
- Periodic audits

TOPICS RAISED

- Product quality and consistency
- Regulatory compliance
- Supply chain management
- Performance reviews
- Transparency and disclosure
- Materials and packaging
- Innovation and idea sharing
- Environmental impacts
- Human rights and labor practices
- Supplier diversity
- Supplier mentorship and development



GOVERNMENT OFFICIALS AND PUBLIC POLICY INFLUENCERS

HOW WE ENGAGE

- Meetings with local officials in our markets
- Letters and testimonials (submitted and in-person)
- Membership and participation in trade associations and policy-based organizations
- Meetings with federal- and state-elected officials and other policy influencers
- Cintas Partners' PAC
- Facility tours and virtual tours

TOPICS RAISED

- Employment and labor
- Infrastructure
- Trade
- Taxes
- Climate and energy
- Diversity and inclusion
- Sustainability
- Trademarks
- Safety and health
- Community engagement

OUR CONTINUED COVID-19 RESPONSE

As the COVID-19 pandemic continued throughout FY21, we expanded our commitment to supporting our employee-partners, our customers, and the communities in which we do business. Through our wide range of essential services and products, we were committed to doing our part to support our nation's response to the pandemic.

PROTECTING OUR EMPLOYEE-PARTNERS

To support our employee-partners' ongoing essential work, we:

- Enhanced precautions at Cintas locations and customer sites through rigorous cleaning protocols and safety practices
- Provided PPE to employee-partners
- Implemented work-from-home schedules for those employee-partners whose position allowed for it
- Instituted a pay protection program for employee-partners whose pay was dramatically affected by the pandemic
- Expanded short-term disability benefits
- Donated $2 million to the Cintas Partner Assistance Fund
- Continued to provide yearly merit increases to front-line employee-partners throughout the pandemic
- Eliminated officer bonus payments and reduced named officer salaries by 10% to help protect as many jobs as possible and ensure our ability to provide yearly merit increases to our front-line employee-partners
- Encouraged vaccines and provided educational and scheduling resources

SUPPORTING OUR CUSTOMERS

To remain a reliable partner in our customers' ability to get Ready for the Workday®, we:

- Continued delivering essential products and crucial services to front line businesses throughout the pandemic, including hospitals, laboratories, food suppliers, grocery stores, and utility services
- Accelerated production and expanded sourcing of hand sanitizers, masks, and gloves, to assist customer access to these hard-to-find products when they were hard to obtain elsewhere
- Expanded our facility services to include new electrostatic disinfectant services, and spray disinfectant and sanitizer spray services
- Launched the TotalClean Program™, combining essential cleaning supplies, hygienically clean laundering, and UltraClean® on-site services

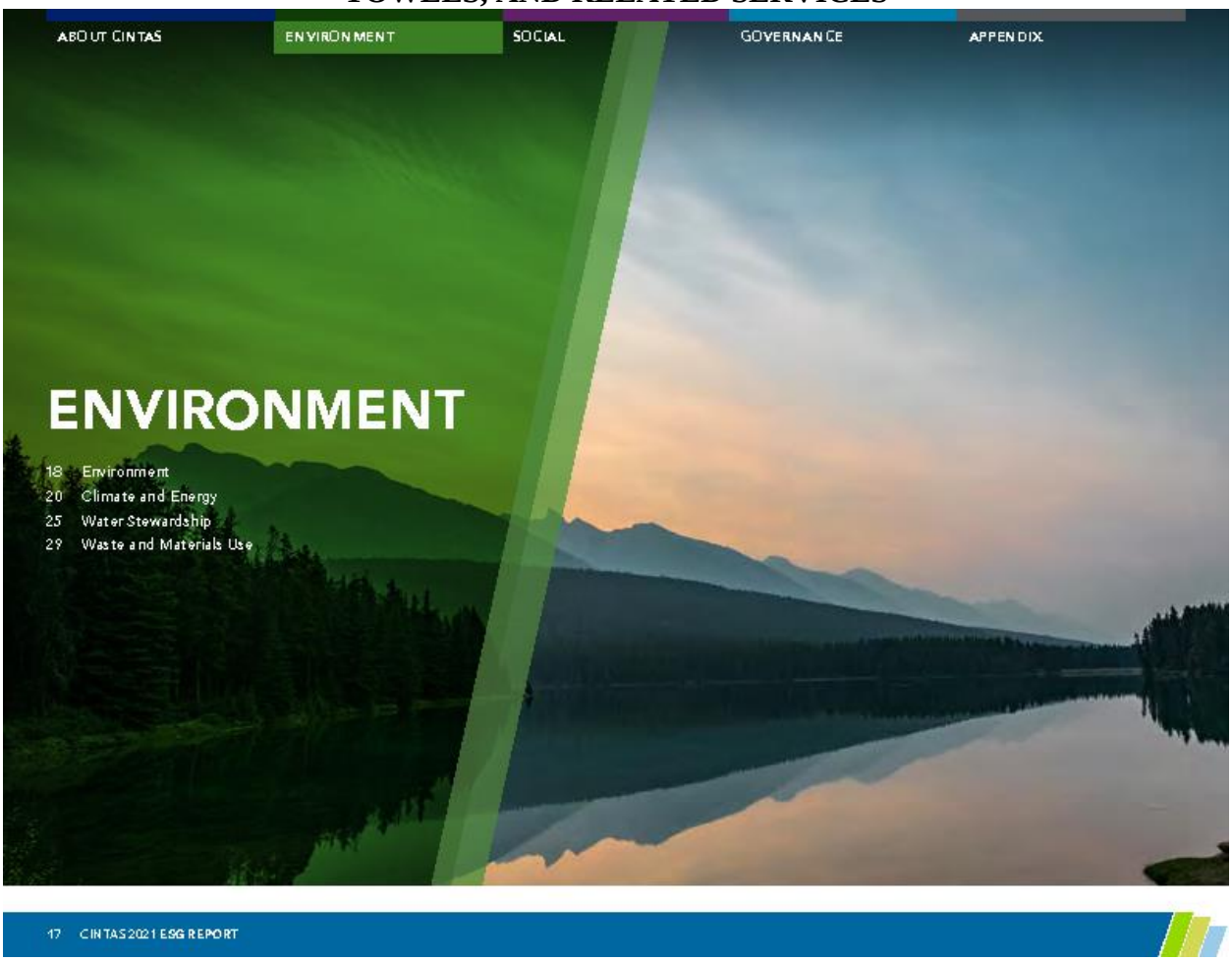
SERVING OUR COMMUNITIES

To support the communities in which we do business and our philanthropic partnerships, we:

- Donated $38 million worth of products – including masks, gloves, and hand sanitizer – to help protect community members from COVID-19
- Actively supported schools, medical professionals, police officers, firefighters, and emergency medical technicians in our local communities



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



ENVIRONMENT

Environmental consciousness is in our roots, with our company origins in a business practice that reclaimed and reused shop rags from local factories. To this day, we strive to minimize our environmental footprint and preserve natural resources while considering the current and future impacts on our employee-partners and our customers, and the communities in which we do business.

As part of our new ambition to achieve Net Zero GHG emissions by 2050, we will identify strategies to reduce our Scope 1 and 2 GHG emissions and explore opportunities to reduce Scope 3 GHG emissions from our supply chain. We will also continue to identify ways to reduce energy, water, raw materials, and waste throughout our business. We remain committed to innovating and exploring new technologies that will be necessary in our Net Zero journey.

To increase the positive impact we have on the environment, we have begun investing in our fleet and introducing vehicles that don't consume carbon-based fuel, and we're rolling out "Smart Truck" technology to improve our route planning, which will help decrease fuel use, increase fuel efficiency, and lower emissions.

In our facilities, we continue our work to reduce our carbon footprint by identifying ways to lower our energy use. We have also been successful in improving water conservation throughout our operations and are exploring ways to increase reuse in an effort to further lessen our overall water withdrawal rates. Our "Zero Waste Program" (see pg. 29) is helping to divert thousands of tons of waste from landfill.

By innovating with materials, we are exploring ways to create circular economies – and even closed-loop systems – for our apparel.

Our humble, sustainable beginnings almost 100 years ago remain the foundation for our business processes today.

CINTAS VS. AT-HOME LAUNDERING

Our laundering process is more water- and energy-efficient than traditional at-home laundering processes. Not only do we utilize fewer natural resources when processing the same amount of laundry compared to at-home launderers, we're also able to maximize our load sizes to reduce our total number of wash cycles, which further helps reduce our overall environmental impact. In short, we're able to wash much more with much less.

Traditional at-home laundry processes draw, on average:

1.90 gallons of water Traditional At-Home Laundering	1.03 gallons of water Cintas

84% more water than Cintas

2,143 Btu of energy Traditional At-Home Laundering	1,530 Btu of energy Cintas

69% more energy than Cintas

Greater detail about the comparisons between Cintas' laundering process and at-home laundering can be found in the Appendix on pg. 68.

CINTAS: THE BEST OPTION

Our wide range of products and services not only help our customers get **Ready for the Workday®**, but also help them save money while offering them a more environmentally considerate choice.

Our uniforms and apparel solutions are prime examples of these savings.

There are four options available in the market when it comes to laundering:

- Cintas
- Our competitors[9]
- Disposable items
- At-home laundering or do-it-yourself options[10]

Of these choices, Cintas is the most water- and energy-efficient.

In addition, soils and effluents from home laundering are discharged directly into the sanitation system, while our facilities must meet local regulations and permitting standards that require us to remove these substances from the wastewater before it is discharged.

Even despite recent developments in home washing – from low-temperature detergents to more efficient machines – using Cintas' uniform services reduces the overall environmental impact of obtaining, washing, and maintaining them.

9 See pg. 68: Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.
10 See pg. 68: Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.

THE IMPACT OF COVID-19 ON INTENSITY MEASURES

In FY21, our emissions, energy, and water intensities all saw reductions of at least 5.6% over our FY20 values when indexed by our new revenue metric. Although we realized reductions in our environmental intensities, we believe the reductions were not as large as they might have been in the absence of the COVID-19 pandemic.[11]

Many of our customers are non-essential businesses that had varying abilities to operate during state and local quarantine orders, which impacted the mix of items processed by our Rental facilities. This resulted in a significant reduction in items that used standard, lower-intensity cleaning processes, including general uniforms, and garments and mats.

At the same time, we met a dramatic increase in demand for our hygienic cleaning processes, fulfilling the increased needs of many essential businesses – including hospitals, medically related businesses, and food service providers.

Additionally, the proportion of uniforms from public utility and municipal customers rose in comparison, and these garments tended to be dirtier and required more cleaning.

The effect of these temporary conditions increased the number of rinse cycles necessary – as well as the water temperature required – to achieve the necessary level of cleaning. This increased both our water and our energy usage in FY21. While our total poundage laundered in FY21 decreased, the total energy and water required to launder the same poundage increased per Cwt over FY20.[12]

Greater detail about the impact of COVID-19 on our efficiencies, indexed by poundage, can be found in the Appendix on pg. 70.

Regardless of those changes, however, realizing greater production efficiencies in FY21 allowed us to overcome the temporary effects that COVID-19 had on our wash mix. So, even as we decreased production volume in FY21 as a result of COVID-19, we saw net improvements in our emissions, energy, and water intensity values per million dollars in revenue in FY21 compared to FY20.

RECALCULATING INTENSITY VALUES

At Cintas, we have begun calculating our environmental intensity values for energy, emissions, and water in relation to million dollars in revenue. Our business services industry tends to calculate intensity values as a measure of the weight of laundry processed in pounds, but we believe a metric indexed by revenues better represents and reflects our company's entire business.

Intensity metrics have become increasingly important as our business grows. By adjusting our intensity values to an index of revenues, we will now be able to make like-for-like, year-over-year comparisons of our environmental performance. This will help us identify the impacts of operational improvements while we continue to expand reporting across our entire organization.

For the purpose of this report, we use our new revenue metric to explain our own performance from FY19 through FY21. In the situations throughout this report where we compare our performance against our industry, we do so after converting both Cintas data and TRSA data to comparable units and utilizing the per-pound denominator. That data and methodology is provided later in this report.[13]

INTENSITY VALUES

MEASURE	UNIT	FY20	FY21	% CHANGE
Energy Intensity	GJ/$M	1,452.53	1,346.74	-7.3%
Emissions Intensity	$MTCO_2e$/$M	96.57	88.59	-8.3%
Water Intensity	ML/$M	0.214	0.202	-5.6%
Revenues[14]	**$M**	**$5,243**	**$5,267**	**0.46%**
Poundage	**CWT**	**24,298,215**	**22,239,728**	**-8.5%**

11 See pg. 67: Appendix > Notes & Methodologies > COVID-19 Effect on Data and Performance.
12 See pg. 70: Appendix > Referenced Calculations > COVID-19's Impact on Wash Mix and Metrics per Hundredweight. (Cwt).
13 See pg. 68: Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.
14 U.S. Rental Operations revenues for FY21.

CLIMATE AND ENERGY

We recognize climate change is a global issue and is something businesses have to consider and address moving forward. The risks we face at Cintas are broad and can have both financial and physical impacts, on both ourselves and our customers.

With an interest in protecting the future of our environment, our communities, and our business, we have implemented initiatives and programs that support climate action by reducing our GHG emissions and energy use.

As we continue with our enterprise business review in relation to our ESG priorities, we expect to identify goals and targets to help bolster our ambition to achieve Net Zero by 2050. We also intend to collaborate with our "Global Supply Chain Suppliers"[15] to collect their Scope 1 and 2 emissions data, and plan to work with them to identify ways to reduce their GHG emissions across their own value chains.

Lowering our Scope 3 emissions, as well as minimizing our downstream water use, waste, and raw materials needs, will also be vital to achieving our ambition of achieving Net Zero GHG emissions while simultaneously lessening the overall environmental impact of our value chain.

We reduced our total CO_2e emissions from U.S. Rental operations by **7.8% in FY21.**

EMISSIONS DATA AND PERFORMANCE

U.S. RENTAL FACILITIES AND FLEET[17]	UNITS	FY19	FY20	FY21
Scope 1 (gross direct)	$MTCO_2e$	428,551	403,030	377,772
Scope 2 (indirect)	$MTCO_2e$	116,005	103,285	88,857
Total Scope 1+2 Emissions	**$MTCO_2e$**	**544,555**	**506,315**	**466,628**
Annual Scope 1+2 Emissions Reductions	$MTCO_2e$	n/a	38,240	39,687
% Annual Change in Scope 1+2 Emissions	%	n/a	-7.0%	-7.8%
% Change from Base Year (FY19)	%	n/a	-7.0%	-14.3%
GHG Emissions Intensity	**$MTCO_2e$/$M**	**105.78**	**96.57**	**88.59**
Annual Gross Emissions Reductions	$MTCO_2e$	n/a	-9.21	-7.97

LOWERING GHG EMISSIONS

Emissions From Our Operations

The consumption of energy and fuel by our U.S. Rental operations[16] results in GHG emissions.

In FY21, our GHG emissions for U.S. Rental operations totaled 466,628 metric tons of carbon dioxide equivalents ($MTCO_2e$). This represents a 7.8% reduction over FY20, and a gross reduction of 14.3% compared to FY19. Our Scope 1 GHG emissions were almost 6.3% lower than in FY20, and our Scope 2 emissions fell by almost 14.0%.

Various Operational Excellence initiatives (see pg. 23) – which built on our wash chemistry conversion initiative TRUpath™ (see pg. 25) – were implemented across the business and contributed to improved wash cycle times, load capacity, and other process efficiencies. These have helped reduce both GHG emissions and energy use.

Reducing Vehicle Emissions

We have one of the largest commercial vehicle fleets in the United States, and we're identifying ways to reduce our vehicle emissions.

In an effort to continue lowering our Scope 1 emissions, we've eliminated almost one-third of our diesel-fueled fleet in the United States over the last four years. We expect to replace our remaining diesel-burning vehicles in California by the end of 2021 (see pg. 22), and we expect to introduce the first all-electric vehicles into our fleet as test samples later this year (see pg. 25).

In addition, we began to install Smart Truck technology in our Rental division fleet in late 2020. This technology assesses time spent driving and idling, makes route planning more efficient, and helps improve fuel efficiency, among other expected benefits (see pg. 21).

Consistent with our Net Zero ambition, we'll continue to explore and evaluate strategies to reduce the climate footprint of our fleet through a variety of means – including increasing fuel efficiency, using alternative-fuel vehicles, and optimizing our routing – as well as working with our transportation vendors to identify new and emerging technologies that may help further our efforts.

15 See pg. 66: Appendix > Definitions > Global Supply Chain Suppliers.
16 See pg. 67: Appendix > Notes & Methodologies > Environment Data Expansion in 2021 ESG Report and Emissions Data Restatements.
17 See pg. 67: Appendix > Notes & Methodologies > Environment Data Expansion in 2021 ESG Report and Emissions Data Restatements.

SPOTLIGHT: SMART TRUCK TECHNOLOGY

With a service fleet as large as ours – which makes many stops along millions of miles – we explored how small changes to routes and driver habits could have big impacts on our outcomes. This work culminated in our Smart Truck technology, launched in late 2020.

Our Smart Truck program provides us with detailed data on routing, drive time, and idle time, among other things. Already installed on more than 9,800 vehicles, we have been monitoring data and trends, and gaining insights that we believe will help us make impactful changes to our routing operations into the future.

Changing Driver Behavior

Leaving our trucks to idle at each customer stop – instead of turning the engine off – was one driver habit we sought to influence. Reducing a truck's idle time could have an immediate effect on our environmental impact, since one hour of idling burns about one gallon of gas and results in four pounds of CO_2 emissions.

As Smart Truck technology was installed in our trucks and we began analyzing data, we observed reductions in idle times as our drivers were more educated about the system. As the program becomes fully operational across our Rental division and the new driver habits become more engrained, we expect to make greater cumulative reductions in our idle time averages.

Future Efficiencies Resulting From Smart Truck

As more complete and established data is collected across our Rental fleet, we expect our Smart Truck technology will help us identify and create more efficient routes. These ongoing changes would help us provide better customer experiences while simultaneously decreasing our miles driven and fuel usage while we serve the same customers.

Better routing efficiency also means we increase route capacity, potentially serving more customers without adding extra vehicles to the fleet.

Our Smart Truck technology has already demonstrated the potential of efficiency gains from changing behaviors. As we dig deeper into the data from this technology, we expect to identify opportunities for even greater gains across our business, especially in our fuel consumption and GHG emissions – lowering both our costs and our environmental impact.



Smart Truck technology will help us create more efficient routes and help us reduce our environmental impact.

SPOTLIGHT: **TRANSFORMING OUR FLEET**

With one of the largest corporate fleets in North America, we have more than 14,000 vehicles on the road, consisting of our familiar white service trucks and vans and our lease-back employee-partner cars.

Our fleet is central to our success and enables our service professionals to help businesses get Ready™ to open their doors with confidence.

After a review of our commercial fleet, we have implemented two key initiatives intended to help lower our fossil fuel use and Scope 1 emissions:

- Removing diesel-burning vehicles from our fleet
- Deploying our first all-electric vehicles into full-time service

Removing Diesel-Burning Vehicles
The most expansive element of this fleet revitalization has been the steady removal of diesel-burning vehicles from our fleet.

We started this process in FY18, when 45% of our U.S. Rental service vehicles ran on diesel fuel. Four years later, by the end of FY21, this percentage had fallen to 31% – or 3,017 of our 9,783 U.S. Rental service vehicles.

Further, we expect to finalize the replacement of 181 diesel-burning vehicles in California by the end of 2021. This is much sooner than the 2023 deadline for those vehicle types set by the California Air Resources Board, which requires that various types of vehicles must meet specific exhaust emission standards.

Welcoming Electric Vehicles
Our service fleet is a significant source of our Scope 1 GHG emissions, so we're excited to introduce our first fully electric vehicles later this fiscal year. Cintas understands that moving from fossil-fuel-powered vehicles to alternative-powered vehicles will be an important factor in our ability to reduce our GHG emissions.

Our previous attempts to test and introduce alternative-fuel vehicles – including electric, compressed natural gas (CNG), and hybrid vehicles – have faced challenges.

For example, unlike traditional delivery vehicles, our service vehicles do not get lighter during the day. This is especially true of those used at our uniform rental locations, where service representatives collect dirty and soiled garments throughout the day, resulting in relatively constant payloads at the beginning and end of their routes. Earlier electric vehicle technology did not produce enough consistent power or battery life to make those options viable for Cintas.

We currently have a small number of CNG-powered vehicles in our fleet, but these vehicles perform better during continuous or long-distance driving conditions, rather than the start-and-stop situations our route-based model presents.

Additionally, prior efforts to use hybrid vehicles also faced hurdles because of our route-based model, as well as the dissolution of a key producer of commercial-grade hybrids. Current hybrid technology has yet to meet our unique business needs – including miles traveled, time on route, and payload – but we continue to work with hybrid suppliers to identify a viable solution.

With the unique nature of our business services industry, we challenged electric vehicle vendors to develop solutions that meet our unique fleet needs. Now, manufacturers of the newest electric service vehicles are committed to delivering the power and durability necessary to meet more of our business needs and help us operate in a more sustainable and environmentally conscious way.



By January 2022, we expect to deploy 13 electric vehicles from three different producers into service. Six Rental and two First Aid & Safety locations in the Northeast and Upper Midwest, and on the West Coast will receive these first electric vehicles. Incorporating a small number of electric vehicles into our operations will allow us to evaluate their performance, durability, and reliability in a variety of business conditions.

Verifying that electric vehicles can successfully perform in our route-based business model is important as we investigate possible means to reduce our Scope 1 GHG emissions. If these first models perform as anticipated, we expect to pilot additional electric service vehicles and begin a review of a more robust e-vehicle strategy that could assist with our ambition of reducing our business footprint's Scope 1 GHG emissions.

REDUCING ENERGY USE

Energy is vital to our business, and using it efficiently is critical to our long-term success. It is also part of our role as responsible corporate citizens to seek reductions in our overall energy consumption and adopt more efficient practices so our energy goes further. Our ongoing commitment to the environment and the communities in which we do business is evident from our processes and innovations: from lighting upgrades in our facilities to Operational Excellence initiatives that make our laundering processes more energy efficient.

At our U.S. Rental locations, the energy we use includes electricity (primarily for lighting and process equipment) and fuel – including natural gas and propane, among others – for dryers, boilers, steam tunnels, and facility heat. Our overall energy use total also include our fuel use from diesel and gasoline to power our fleet.

Using Our Energy Efficiently

Identifying ongoing reductions in our energy use and lowering energy intensity are priorities. In FY21, our U.S. Rental operations reported a 12.5% reduction in energy use since FY19, driven in large part by energy-efficiency initiatives at our processing facilities (see pg. 26).

ENERGY DATA AND PERFORMANCE

U.S. RENTAL FACILITIES AND FLEET	UNITS	FY19	FY20	FY21
Total Energy Consumption	GJ	8,102,045	7,615,622	7,093,273
% Change YOY	%	n/a	-6.0%	-6.9%
Electricity	GJ	934,117	886,558	799,575
Natural Gas	GJ	4,122,243	3,862,060	3,537,198
Propane	GJ	17,577	14,146	19,507
Gasoline	GJ	1,901,652	1,838,400	1,843,892
Diesel	GJ	1,138,275	914,049	721,415
B55	GJ	88,163	102,409	121,685
Methanol	GJ	18	1	1
Change from Base Year (FY19)	GJ	n/a	-486,423	-1,008,772
% Change from Base Year (FY19)	%	n/a	-6.0%	-12.5%
Energy Intensity Ratio[18]	GJ/$M	1,573.82	1,452.53	1,346.74

Natural gas represents the majority of our gross energy consumption, accounting for 3.6 million gigajoules (GJ) in FY21 – a 7.1% reduction from our FY20 natural gas usage. We've also made significant improvements to increase productivity while making our processes more efficient without adding substantial capital costs. These Operational Excellence initiatives have included more accurately measuring soiled-load weight to help lower our water, energy, and chemical use.

- Our continued reduction in energy use – including a 14.4% reduction in electric since FY19 – is a result of several initiatives, such as our LED lighting initiative (see pg. 24).



18 We include fuel, electricity, heating, cooling, and steam in our energy intensity ratio. Ratio uses energy consumption within the organization.

SPOTLIGHT: MAKING THE SWITCH TO LED LIGHTING

With almost 500 locations of all sizes across the United States and Canada, we have a lot of facility square footage that needs appropriate lighting. But that also means we have significant energy use from our lighting.

In FY19, we kicked off a company-wide project to lower our energy use at some of our most energy-intensive locations. The project followed smaller, individual LED-installation initiatives at several locations that provided early evidence of the significant reductions in energy use that LED lighting could provide in our facilities.

Currently, we have replaced (or are in the process of replacing) facility lighting with LED alternatives at more than 100 locations – including our distribution centers and processing sites – that represent almost 5.9 million square feet of facilities.

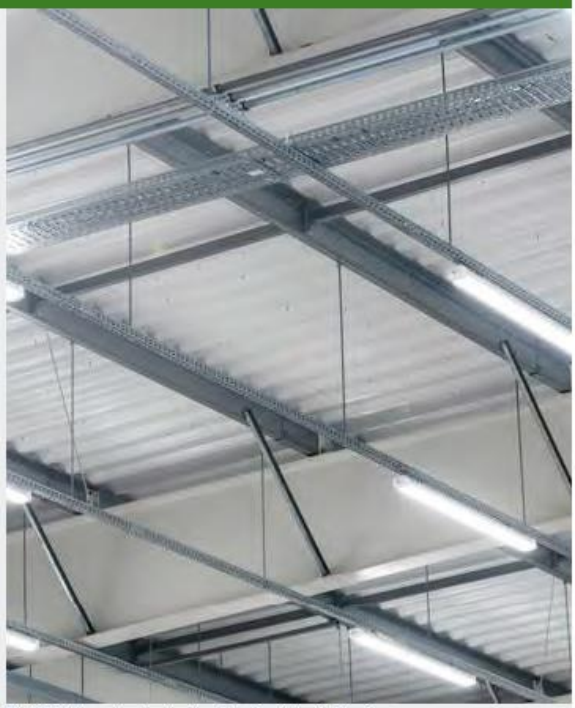
Our LED lighting conversions have already produced a reduction of more than 16 million kilowatt hours of energy a year, and this will increase as all of the facilities identified for conversion in the current wide-scale project are fully converted. Almost 27,000 incandescent and fluorescent lighting fixtures have been swapped out so far, and the company-wide project is expected to be completed by the end of FY22.

With about 60% of the locations participating in the current company-wide project already fully converted, the wide-scale LED lighting initiative has reduced our GHG emissions by almost 7,500 metric tons a year – which represents a 5% reduction in our electricity use and our Scope 2 emissions. Our energy use should continue to decrease as the wide-scale conversion project is completed.

We've reduced our annual energy use by lighting by more than 16 million kWh

Almost 27,000 fixtures have been replaced so far

The LED lighting project has reduced our Scope 2 emissions by 5% so far.



The LED lighting project has reduced our Scope 2 emissions by 5% so far.

WATER STEWARDSHIP

Water is a central resource to our business, and a necessary input to perform our services. Because of our reliance on water, we recognize our responsibility to minimize our water draw and to discharge the water we do use in an environmentally responsible way.

Lessening our dependence on freshwater is part of being a responsible corporate citizen, but it also makes sound business sense. The less water we use, the lower our costs are. Our water-use strategy has three main components: conservation and minimization of the water we draw; process efficiencies that further reduce water use; and water-reuse technologies.

OUR WATER JOURNEY

For the last 30 years, we've been working to develop and innovate more conscientious and responsible water management practices. Our efforts have not only benefited our own business – by reducing our water and lowering our costs – but have also pushed our industry to improve its water practices.

Throughout our water journey, we've challenged our partners and vendors to innovate and modernize the commercial laundry industry. We've led the way in optimizing wash formulas; testing and implementing water-saving and water reuse technologies; and adopting common-sense behaviors that, when working together, significantly reduce our freshwater draw and lower our costs.

Water Conservation

We're proud of our water-conservation efforts, and we know our commitment has had a larger impact on the entire industry. Throughout the last few decades, we've focused on minimizing our draw from freshwater sources.

Most recently, between FY15 and FY20, we reduced our gallons of water needed to wash a pound of laundry by a combined 16%.

Wash chemistry technology has been central to decreasing our water use. Our work with our long-time, award-winning vendor, WSI, to develop more efficient wash formulas has been critical in helping us lower our gallons-per-pound metric.

Early on in our journey, locations in water-stressed areas faced strict water restrictions, and we worked with WSI to create wash formulas that required less water. Not only did that work help meet the locations' water use requirements, but it also benefited our entire laundry business – and the industry. Meanwhile, we continued to find ways to engineer our water needs and energy use.

Wash chemistry developments like the Clearpath and, most recently, TRUpath™ formulations have helped us lower our water usage even more. TRUpath™ alone has helped us reduce our gallons-per pound mark by an average of 11% across all laundry facilities since we introduced it in FY19.

And even while we use less water, our processing plants and our wash process continue to meet hygienically clean certification standards, which is critical to our customers.



Operational Improvements and Efficiencies

Technology has propelled us far along our water journey, but our improvements in water usage have also been supported by traditional ingenuity and accountability. We call this additional layer of conscientiousness "Operational Excellence."

Our belief in positive discontent pushes us to constantly review how we can be more efficient and more precise with our laundering process, and realize the greatest impact from our technological advances like our wash chemistry and formulas.

Our staff of environmental engineers, research and development engineers, and Six Sigma Black Belts work with facility management employee-partners to identify potential improvements in both efficiency and costs. They also help ensure any new processes maintain our strict quality standards and compliance to process certifications.

We're continually refining our operations and uncovering better ways to execute the same processes. These layered-on proprietary techniques and processes often separate us further from our competitors, and especially from at-home laundering. After we fully implemented TRUpath™ at our processing locations by the end of FY19, our gallon-per-pound metric decreased 9.5% year-over-year in FY20, demonstrating the stand-alone impact of our Operational Excellence initiatives over a full year.

Just as Doc and Amelia Farmer proved during the Great Depression, a little ingenuity goes a long way in making a big impact. As we continue to identify and implement Operational Excellence, we lessen our water draw – and lower our costs – even more. Operational Excellence plays hand in hand with science to make us better at what we do and how we do it, and ultimately lower our water use and costs.

Thirty years into our water journey, we believe ingenuity, chemistry, and laundry technology have driven us close to the potential floor of our water use by those means. But we believe we can be even better and minimize our use further. The next stage of our water journey is maximizing our water reuse strategy.

Water Reuse

Water reuse technology has been around for decades, from technologies as simple as tablets to make water potable in the wild to full-scale industrial systems that take used water and treat it for various non-potable needs.

Currently, we are reusing substantial amounts of water at some facilities, while we work toward increasing our reuse at other facilities where it's practical.

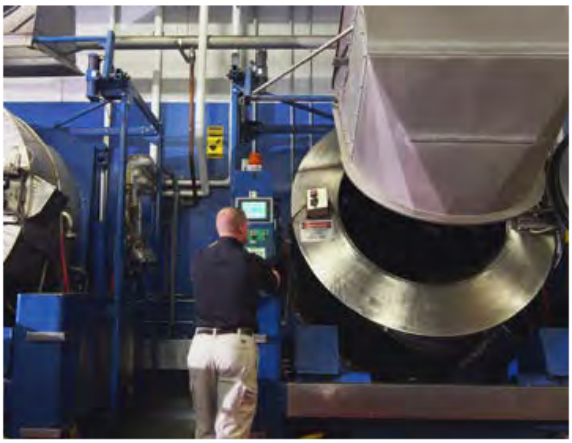
To date, we've tested many reuse technologies during our water journey and implemented several of them across our business. As reuse technologies evolve, we will continue to assess how effective they are and how they may work in our business model.

While we have reuse capabilities integrated in some of our locations, challenges exist that limit greater adoption within our wash process. We will never be able to reuse 100% of our wash water because evaporation naturally removes a percentage of the water we use. Plus, specific limitations exist in some of our cleaning processes for some particular garments. Additionally, concerns exist with the ability of some current technologies to perform consistently at scale against international hygiene standards, but development continues in those areas.

We believe focusing on reuse is our next big opportunity to make significant improvements to our water draw. We may never reach a point where we can conduct our business in an entirely closed-loop water system, but we believe we can leverage reuse technology to achieve a greater capacity than we do now.

We've made fantastic advances in our water journey and have reduced our water draw significantly through the years. Industry data has proven Cintas is the most water- and energy-efficient choice to wash garments, be it commercially[19] or with at-home options. Yet we want to push our water use metrics even lower.

Our water journey has been filled with advances and success, and we believe we must keep innovating solutions that lessen our use of natural resources even further.



19 See pg. 68, Appendix > Referenced Calculations > Cintas vs. TRSA Industry Comparisons.

REDUCING OUR WATER NEEDS

While our laundry process is on average 84% more water efficient than traditional at-home laundry processes,[20] we are constantly working to reduce our water footprint.

In FY21, our U.S. Rental operations withdrew 8,861 megaliters[21] (ML) of freshwater – 7.6% less than FY20 and 14.4% less than FY19.

The water used in our U.S. Rental facilities in FY21 was sourced from 12 major river basins, with five sources comprising more than 80% of our water: Mississippi–Missouri Rivers (36.2%), Gulf of Mexico (16.0%), St. Lawrence River (10.6%), North Atlantic Coast (9.5%), and the state of California (9.4%).

We rely on a mix of water efficiency projects and operational process improvements to reduce our reliance on freshwater. For example, while most of the water we use for our U.S. Rental operations is purchased from third parties, we treat and reuse water – where available – for rinsing mats.

We have also installed water reclamation and reuse systems at many facilities, and we're exploring expanding the use of techniques like ceramic membrane filtration to more facilities in the next few years. While membrane systems can be more costly and difficult to maintain, systems installed at our acquired locations have resulted in higher levels of reuse than traditional wastewater pretreatment systems.

WATER USE DATA AND PERFORMANCE

U.S. RENTAL FACILITIES	UNITS	FY19	FY20	FY21
Total Water Withdrawal	**ML**	**10,355**	**9,591**	**8,861**
Total Water Withdrawal – Stressed Regions	ML	2,308	2,139	2,021
Annual Change in Water Withdrawal	ML	n/a	-764	-730
% Change YOY	%	n/a	-7.4%	-7.6%
% Change from Base Year (FY19)	%	n/a	-7.4%	-14.4%
Total Water Discharge	**ML**	**9,142**	**8,471**	**7,798**
Total Water Discharge – Stressed Regions	ML	1,953	1,808	1,704
Annual Change in Water Discharge	ML	n/a	-671	-673
% Change YOY	%	n/a	-7.3%	-7.9%
% Change from Base Year (FY19)	%	n/a	-7.3%	-14.7
Total Water Consumption[22]	**ML**	**1,213**	**1,120**	**1,063**
Total Water Consumption – Stressed Regions	ML	355	331	317
Annual Change in Water Consumption	ML	n/a	-93	-57
% Change YOY	%	n/a	-7.7%	-5.1%
% Change from Base Year (FY19)	%	n/a	-7.7%	-12.4%
Water Intensity[23]	**ML/$M**	**0.236**	**0.214**	**0.202**

As our water use has evolved, we've moved from a compliance-based water management process to one that prioritizes reducing consumption and increasing innovation. This is a strategy we will continue to prioritize moving forward.

WATER RISK ASSESSMENTS

We regularly evaluate ways to reduce water withdrawal in water-stressed regions. In FY21, we withdrew 2,021 ML from those regions, which was 5.5% less than in FY20.

Our 2021 water risk assessment identified 38 U.S. Rental plants in areas experiencing high to extremely high water stress. Water sourced from these areas accounts for 22.8% of FY21 total water withdrawal.

To lessen operational expense and reduce our reliance on freshwater, Cintas has installed water reclamation systems at several plants located in these water-stressed areas and we're investigating the potential to install more in the future. These treat wastewater from our industrial-size washing machines for reuse for the same processes, or recycle it for different uses.

Cintas is a charter member of the Laundry Environmental Stewardship Program (LaundryESP®).

20 See pg. 68: Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.
21 See pg. 67: Appendix > Notes & Methodologies > Water Data Assumptions.
22 See pg. 67: Appendix > Notes & Methodologies > Water Data Assumptions.
23 We calculate total water consumption as the measure in our water intensity ratio.

MANAGING WASTEWATER

In FY21, we returned 7,798 M L – or 88% – of the freshwater we withdrew to local water bodies.

Our laundering processes generate far less wastewater than home laundering because we use less water to launder the same amount of product. We use an average of 1.0 gallons of water per pound, compared to home laundering's average of 1.9 gallons of water per pound.[24]

Unlike home laundering processes, we pretreat and reuse our discharge washing process effluent. Further, our discharge that flows into publicly owned water treatment systems is released in compliance with the respective local discharge standards and permitting requirements.

ENVIRONMENTALLY FRIENDLY DETERGENTS

Instead of using harsh dry-cleaning solvents, we use NPE[25]-free detergents that are more environmentally friendly. We are the first industrial launderer to employ washing standards that are 100% free from NPE, phosphates, and EDTA[26] in all our North American laundry facilities.

SPOTLIGHT: **OPERATIONAL EXCELLENCE IN ACTION**

While technology has played a key role in our water journey – and will still be important as we continue honing conservation methods and innovating our reuse strategy – other seemingly simple initiatives have also contributed to our progress in reducing our water and energy needs throughout the years.

We call these proprietary operational process improvements, or simply "Operational Excellence."

We've made significant improvements by implementing more efficiency in our process, without adding substantial capital costs. More effective processes, as well as increased employee-partner training and accountability, have considerably reduced our water withdrawals and energy use. Being precise in what we do and how we do it has had a major impact. We've found that as we increase the accuracy of our processes, the technology and innovations we've introduced become even more effective.

Our latest Operational Excellence initiative is a proprietary process that helps measure soiled-load weight more precisely. More accurate measurements help provide more precise data on every load we wash, help improve the efficacy of our wash alley, and help us lower our water, energy, and chemical use.

The added information helps plant management identify potential inefficiencies, holds capacity specialist employee-partners more accountable for how they load their wash slings, and, ultimately, helps make our entire laundry process more efficient.

Early implementations have demonstrated just how much of an impact this process improvement will have when it's fully rolled out across the company. Based on the pilot program, we estimate it will improve our operational efficiency by more than 13%, reduce our annual water draw by more than 350 million gallons, and save more than $16 million in utility and chemistry costs.



24 See pg. 68, Appendix > Referenced Calculations > Cintas vs. At-Home Laundry Comparisons.
25 Nonylphenol ethoxylate.
26 Ethylenediaminetetraacetic acid.

WASTE AND MATERIALS USE

Due to the nature of our business, we work with a significant amount of material. Taking a responsible approach to the way we source, dispose of, and manage our inputs makes sound business sense. It is also key to our ongoing efforts to create a broader circular economy for our garment products. Additionally, we are striving to meet our customers, employee-partners, and stakeholders' growing expectations for more sustainable product offerings.

We have a long track record of reducing, reusing, and recycling waste. In fact, that's how Doc and Amelia started our company. As we continue our organizational review, we expect to report more in-depth information regarding our efforts on waste in future editions of our ESG Report. Meanwhile, we continue to look for ways to reduce waste in our operations.

For example, our Zero Waste Program began in 2013 in an effort to decrease our waste destined for landfill and has continued through FY21. The program covers eight of our distribution centers, each implementing location-specific processes that divert more than 90% of their waste away from landfill so they are TRUE Certified by Green Business Certification Inc.

Through our Design Collective business, we are developing new ways to reuse and recycle material. Our goal is to develop circular – and even closed-loop – economies that reduce our reliance on raw materials and meet growing interest in sustainable garments (see pg. 30).

We currently record waste data from our distribution centers in Ashland, Ky.; Chicago, Ill.; Dallas, Texas; Mason, Ohio; Mississauga, Ont.; Montgomery, Ala.; Reno, Nev.; and Scranton City, Pa. At these locations in FY21, waste to landfill was 131.9 U.S. tons, and our overall diversion rate was 94.4%.



In FY21, Cintas donated **216 tons** of reclaimed materials to Matthew 25: Ministries

SPOTLIGHT: ZERO WASTE PROGRAM

Our Zero Waste Program began in FY13 in an effort to decrease our waste destined for landfills. The program initially included seven of our distribution centers, each implementing location-specific plans to increase their landfill diversions.

After two years of planning and training, and two more years to implement and monitor the program, Cintas was TRUE Certified by Green Business Certification Inc. at all seven locations in FY17. In FY19, our Chicago distribution center was the most recent facility to gain its TRUE Certification, which it has since maintained.

In FY21, all eight distribution centers that participate in our Zero Waste Program were recertified as TRUE Certified. This confirmed that each location diverted at least 90% of its waste from landfills, resulting in a 94.4% diversion rate across all participating facilities last year.

In FY21, that resulted in our distribution centers diverting 1,188 tons of cardboard, 48 tons of plastic, 75 tons of co-mingled products, 176 tons of fabric, 601 tons of pallets, and 59 tons of paper from landfills. The Mason, Ohio, distribution center, which is attached to Cintas' corporate headquarters, posted a 97.98% diversion rate in FY21 – the best-ever mark by a Cintas location.

Part of our diversion efforts in FY21 included redirecting 50 tons of products and other items from distribution centers that can benefit others to Matthew 25: Ministries and other charitable organizations.

The success of this program is defined by our distribution employee-partners' commitment to our Zero Waste goals. Each location has its own Green Team that supports our production employee-partners' efforts to reduce, reuse, and recycle our waste.

They educate, motivate, and monitor each site's work, coordinate with our corporate Global Supply Chain staff, and share best practices across the organization.

We will continue to work with all of our locations to help maximize waste diversion. The buy-in and support of our employee-partners has shown us there is a tremendous appetite to expand this type of initiative throughout our organization.

SPOTLIGHT: **MATERIALS INNOVATION**

Our Design Collective business (recorded as Uniform Direct Sales in our financial filings) creates and sells custom uniform programs, with customers that include some of the world's largest companies and travel and hospitality brands. This business division has been our champion of fabric and materials innovation and it continues to imagine ways to create a more circular economy and, potentially, an entirely closed-loop system for our apparel.

The Design Collective's sustainable garment programs help divert more end-of-life garments and materials from landfills and lessen our overall reliance on new raw materials. Coupled with our industry-leading laundering processes, companies that partner with us for their uniform programs are taking a more direct, environmentally conscious route in reducing their use of natural resources.

To help meet our customers' appetites for uniforms and apparel made in a more sustainable manner, the Design Collective has focused efforts on designing and testing several new products and programs.

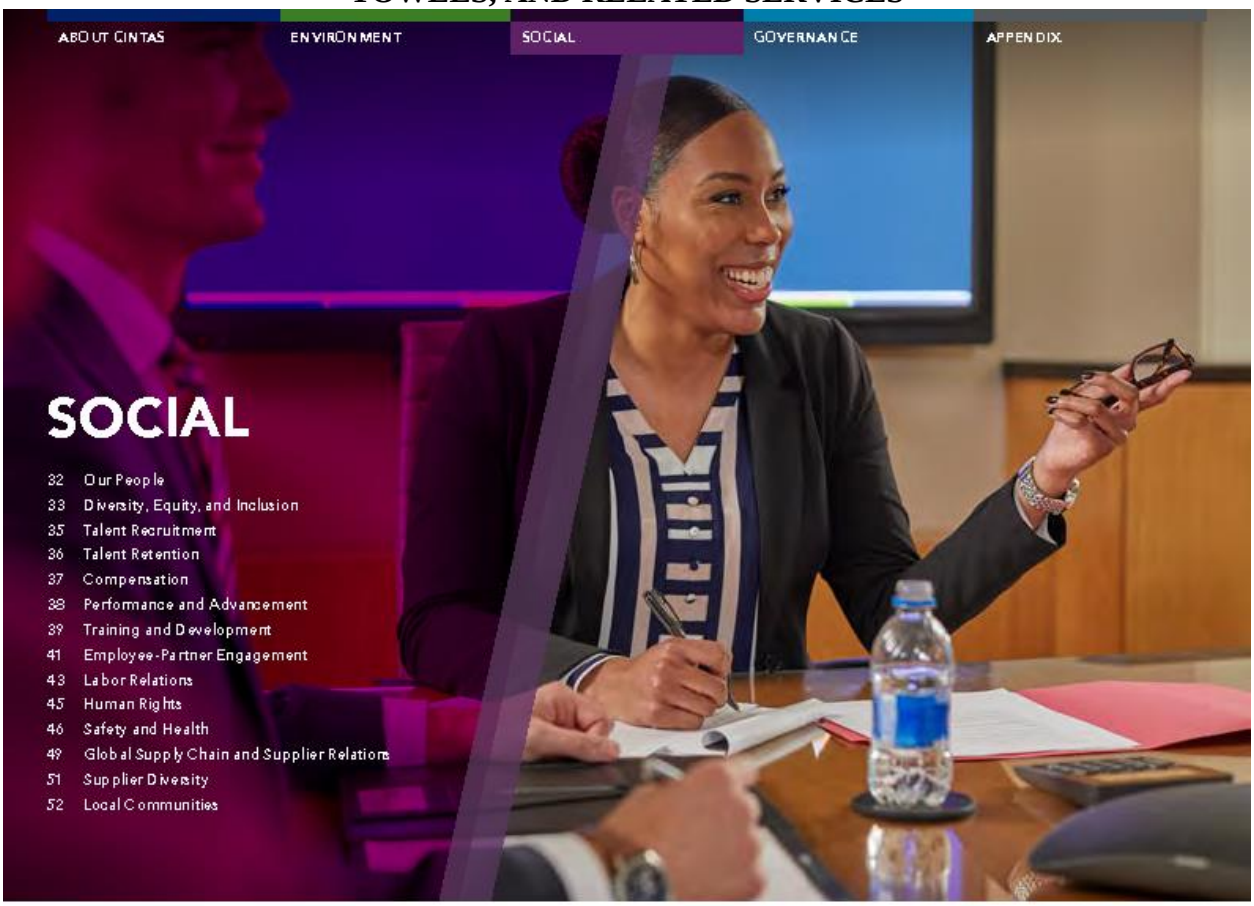
- Sustainable textiles: We are expanding the use of recycled polyester and eco-friendly, sustainable textiles, which are currently available in more than 100 of our uniform styles. These textiles include Cintas' proprietary ComfortFLEX®, DuPont Sorona®, bamboo, organic cotton, recycled polyester/RPET, Tencel®, and other cellulosic fibers. Our Regeneration Collection is made from REPREVE®, created from recycled bottles.



- Recycling apparel: In partnership with Martex Fiber, we collect customers' end-of-life garments to be repurposed into new commercial products. This type of marked material is generally used in post consumer textiles like automotive seats and insulation, bedding, acoustic insulation, and sports equipment. Many of our customers participate in this initiative and help reduce the environmental impact of their apparel change-outs.
- Traceable recycled polyester: Traceable waste from our clients is processed and transformed into REPREVE® recycled polyester fibers. This fiber is then used to produce apparel and accessories – including items for our Regeneration Collection.
- Upcycling/repurposing garments: Garments are recycled at the end of their life and can be made into other apparel, accessories, or consumer products.
- Reclaimed garments: We partner with various charities to donate reclaimed or unused garments. In FY21, reclaimed garments were among the more than 432,000 pounds – or 216 tons – of reclaimed goods that we donated to Matthew 25: Ministries.
- Cintas-branded closed-loop apparel: We can imagine a future that includes Cintas-branded product lines produced entirely in a closed-loop process. Stakeholders in our Rental, Design Collective, and Global Supply Chain groups are exploring if such an initiative is possible on an enterprise scale without sacrificing our uniforms' performance and lifespan. Even a smaller-scale product line would have an instant impact on our environmental footprint by lessening our reliance on raw materials while lowering our waste.



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



OUR PEOPLE

At Cintas, our employee-partners are the heart of our company. Our policies and procedures instruct and guide us in how we run our business and help maintain our consistent quality. But as a service provider, it's our people and our corporate culture that ultimately define us.

Our employee-partners bring the essence of Cintas to life each day as they help our customers get Ready for the Workday®. They are what make Cintas truly unique.

ENGAGING OUR EMPLOYEE-PARTNERS

Our goal at Cintas is to foster a working environment where everyone can contribute to our collective success. When they do, we believe they're more likely to feel engaged professionally. And engaged employees are far more likely to stay, so we retain their knowledge and skills to help make the company better.

In his book *The Spirit Is The Difference*, our Founder Dick Farmer was very deliberate to note: "It is important to recognize the potential in every human being. It is important to involve everyone, and to make everyone a confident, contributing member of the team." This was true when Dick founded the modern-day Cintas and it's still true today: his philosophy forms the foundation of our Human Capital and Human Resources strategies.

OUR CORPORATE CULTURE AND CHARACTER

Our exceptionally strong corporate culture underpins everything we do. Common respect for all our employee-partners is fundamental, and we believe that everyone contributes to our collective success – whether they're a new employee-partner loading trucks in one of our laundry-processing facilities or a 35-year veteran executive running one of our business divisions.

Our employee-partners embody our corporate character. We expect them to be professional, enthusiastic, thorough, honest, humble, ethical, law-abiding, and courteous. We expect them to do what's right, not what's expedient. And positive discontent has helped make our business better, reinforced by our competitive urgency.

A STRONG FOUNDATION

At Cintas, we're fortunate to have approximately 40,000 employee-partners who reflect these qualities, giving our business an incredibly strong foundation. We've worked hard to foster an environment where every employee-partner is positioned to use their strengths and talents to help us meet our business goals, while they feel supported and championed in their pursuit of their professional goals.

We believe our employee-partners are our best advocates and brand representatives, primarily because they are engaged and fulfilled by their careers. Because they give so much of themselves for us, we know it's our responsibility to treat our employee-partners well, offering programs that support their health and well-being, and providing fulfilling professional opportunities that create a path for continued growth and development.

This commitment to our people has created a positive, dynamic cycle that fuels our cohesive, high-functioning workforce and drives our ongoing success as a company.



DIVERSITY, EQUITY, AND INCLUSION

We have five components to our overall Diversity, Equity, and Inclusion strategy at Cintas:

- **Employee-Partner Engagement** – Recruitment, retention, development, and promotion
- **Governance** – Inclusion policies that provide equal opportunity for all partners and applicants
- **Corporate Citizenship** – Grassroots and corporate-sponsored philanthropy, volunteerism, and social responsibility
- **Supplier Diversity** – Economic inclusion, innovation, and value
- **Multicultural Marketing** – Listening to customers and delivering innovative products and services that exceed their expectations

We've made a committed effort to foster a workforce of employee-partners representative of different generations, races, religions, abilities, sexual orientations, and other identifying categories, as well as employee-partners who bring a diversity of thought to our business. We want our workforce to reflect the communities in which we do business.

WHY DIVERSITY IS IMPORTANT

We believe bringing employee-partners together with different perspectives, life experiences, and backgrounds benefits everyone. We've found that when you bring people from different backgrounds together, everyone benefits from the sharing of perspectives and experiences, providing deeper insight, understanding, empathy, and compassion. This leads to improved ideas, solutions, and outcomes that better serve our customers, shareholders, and other stakeholders in the long term.

Our diverse workforce helps us better understand how our products and services are viewed, how they meet our customers' needs, and what innovations may benefit our business. Having a broad range of experiences to lean on also helps us enter new markets and gain new customers.

Almost our entire workforce – 99.3% – are full-time employees and almost 36% are female. Our company demographics are also representative of the communities in which we operate, as almost 43% of our employee-partners self-identify as a minority demographic (or non-white).

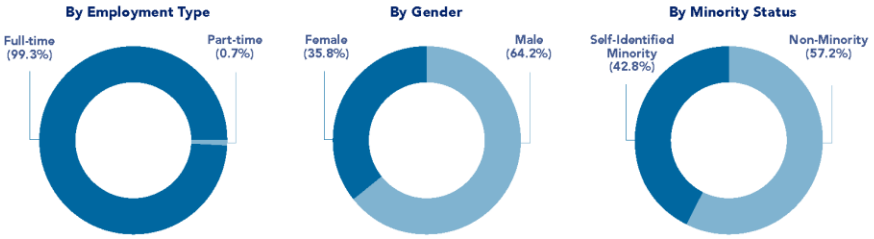
Our efforts on diversifying the racial and ethnic make-up of our workforce have been recognized with Cintas' inclusion on *Forbes*' "Best Employers for Diversity" and *DiversityPlus Magazine*'s "Top 30 Champions of Diversity."

In addition to more common definitions of diversity, we also look to expand the perspective of our workforce with other types of diversity, including diversity of thought, and employee-partners with disabilities or those who are military-affiliated. Our military outreach programs are regularly recognized for their support and effectiveness in helping transition service members to civilian life, including accommodations from G.I. Jobs (Top Military-Friendly Employers) and Military Spouse (Top Military Spouse Friendly Employers).

Our efforts to hire employee-partners with disabilities have also garnered recognition from the Disabled Equality Index as a "90 Score" company and the "Influencer Award" from Autism Speaks.

Our Partner Business Resource Groups (PBRGs) help foster a sense of greater community and belonging at the workplace, with four distinct groups providing peer support for our women, Black/African American, Latinx/Hispanic, and military-affiliated employee-partners. Read more about our PBRGs on pg. 40.

TOTAL WORKFORCE BREAKDOWNS



EMPLOYEE-PARTNER DEMOGRAPHICS

WORKFORCE BREAKDOWNS BY GENDER	TOTAL	MALE	FEMALE
Total Employee-Partners	40,099	25,723	14,376
Employment Type			
Full-Time	39,814	25,565	14,249
Percentage of Workforce	99.3%	63.8%	35.5%
Part-Time and Other	285	158	127
Percentage of Workforce	0.7%	0.4%	0.3%
Employee-Partners by Age			
Under 30	8,115	5,757	2,358
Percentage of Workforce	20.3%	14.4%	5.9%
30-50	22,051	15,138	6,913
Percentage of Workforce	55.0%	37.8%	17.2%
Over 50	9,933	4,828	5,105
Percentage of Workforce	24.7%	12.0%	12.7%

TOTAL WORKFORCE – BY EEO DEMOGRAPHICS	PERCENTAGE
White	52.6%
Latinx/Hispanic	19.4%
Black/African American	13.3%
Asian	3.7%
Two or More Races	2.2%
Native American/Alaskan	0.4%
Native Hawaiian/Pacific Islander	0.3%
Not Specified	8.1%



TALENT RECRUITMENT

ATTRACTING THE BEST

To generate a diverse and qualified applicant pool, we post our positions both internally and externally. We use various popular job boards including LinkedIn, Indeed, Snagajob, WayUp, and DirectEmployers Association, as well as position-specific industry sites. We also use social media platforms and recruiting services for specialized roles, or those where the local recruiting base may be limited. Further, we work with a diverse group of minority commerce groups and organizations around the country to recruit and source applicants.

Employee-partners can apply for any internal position posted on our career website. Additionally, they annually update in-depth personal profiles – which include career objectives, skills, and educational advancements – in our human resource information system (HRIS). This allows hiring managers to see the entire spectrum of talent at Cintas and source internal candidates who may not otherwise be aware of available opportunities.

We continue to review our talent acquisition strategies – as well as overlooked or underutilized avenues to source candidates – and we monitor the effectiveness of our value proposition to remain an employer of choice.

ON-CAMPUS RECRUITING: IDENTIFYING OUR FUTURE TALENT

We use a broad on-campus recruiting network for some of our positions, including our Management Trainee (MT) and internship programs. We've fostered relationships with many colleges and universities around the United States and Canada – including Historically Black Colleges and Universities (HBCUs) and the Hispanic Association of Colleges and Universities – that help us find qualified candidates.

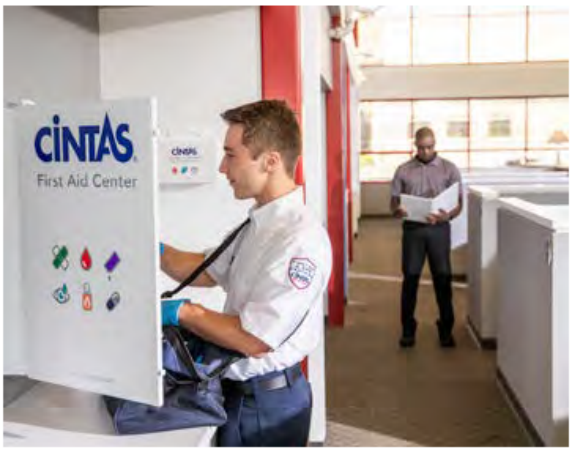
Our internship program is open to undergraduate students and exposes them to all facets of our business. We offer competitive wages, extensive training, and development in one area of Cintas, and the potential to transition directly into our MT program upon graduation.

We've also developed competitive apprenticeship and shadow programs with a small group of universities. These allow potential applicants the opportunity to learn more about our business from local management employee-partners before applying for positions.

TALENT RECRUITMENT DATA

FY21 NEW EMPLOYEE-PARTNER HIRES	TOTAL	PERCENTAGE
Male	5,923	67.1%
Female	2,904	32.9%
Total New Hires	8,827	100%

AGE BRACKET	TOTAL	UNDER 30	30-50	OVER 50
Male	67.1%	30.9%	31.2%	5.0%
Female	32.9%	12.2%	15.4%	5.3%
Total	100%	43.1%	46.6%	10.3%



TALENT RETENTION

With approximately 40,000 employee-partners company-wide, we have a dynamic and talented workforce with skills and experience spanning hundreds of disciplines. Each person brings a unique perspective and background to the job, and our goal is to keep talented employee-partners engaged and support their growth and development.

Our competitive salaries and comprehensive benefits are attractive to prospective employees, but we stand out for our focus on professional development.

We've evaluated the value proposition of working at Cintas at every stage of an employee-partner's career and in every operational area, from our production facilities to service and sales representatives (SSRs), and management and corporate positions. We've found that our employee-partners value the opportunity to gain new skills, do new jobs more frequently, and grow their careers faster.

OUR PROFESSIONAL DEVELOPMENT PHILOSOPHY

Many times, the best candidate for a role is already somewhere in the company – and we provide opportunities for their continued professional growth and fulfillment without the need to look for employment elsewhere.

Our approach distinguishes us from other companies: rather than a corporate ladder, we offer a flexible path to a long-term meaningful career – more like a "career jungle gym."

TALENT RETENTION DATA

FY21 Voluntary Turnover

RATES VS. WORKFORCE	TOTAL	PERCENTAGE
Male	4,515	11.3%
Female	2,318	5.8%
Total Voluntary Turnover	**6,883**	**17.1%**

BY AGE BRACKET	TOTAL	UNDER 30	30-50	OVER 50
Male	66.1%	23.9%	34.5%	7.7%
Female	33.9%	9.3%	16.7%	7.9%
Percentage of Voluntary Turnover	**100%**	**33.2%**	**51.2%**	**15.6%**

FY21 Involuntary Turnover

RATES VS WORKFORCE	TOTAL	PERCENTAGE
Male	1,122	2.8%
Female	638	1.6%
Total Involuntary Turnover	**1,760**	**4.4%**

BY AGE BRACKET	TOTAL	UNDER 30	30-50	OVER 50
Male	63.8%	18.4%	32.5%	12.9%
Female	36.2%	6.5%	16.1%	13.6%
Percentage of Involuntary Turnover	**100%**	**24.9%**	**48.6%**	**26.5%**

At Cintas, we're able to offer different careers and job opportunities to meet someone's professional needs, with both lateral and upward opportunities that continue to provide support and ongoing company investment in their development.

Between our various business divisions and corporate departments, we can provide employee-partners new opportunities and work experiences. For example, someone may start as a production partner or in one of our distribution centers, while their next step may be out in the field interacting with customers. From there, they could go into local management.

We believe this is a defining characteristic at Cintas and has been a key factor in helping us retain the best talent.

COMPENSATION

Cintas offers competitive compensation packages to its employee-partners, including salaries and wages, a comprehensive benefits package, and a generous retirement program. Employee-partners are paid weekly.

More information about our compensation strategy is available in the 2021 Proxy Statement, including our Board of Directors' compensation and remuneration strategy and policies, plus specific Board and executive management compensation programs and payratios.

EMPLOYEE BENEFITS

Full- and part-time employee-partners can enroll in our comprehensive benefits program, whether in individual programs or in the whole package. Employee-partners become eligible for most contributory benefit options after 30 days of employment, while our retirement package has different eligibilities.

Our benefits program includes medical insurance, retirement savings and contributions, paid time off, flexible spending and health savings accounts, disability coverage, and basic life insurance. We also have programs designed to support healthy living and assist with commuting and parenthood.

Cintas provides access to multiple medical insurance plans to all employee-partners, along with dental and vision insurance coverage. Employee-partners can choose to participate in plans with varying levels and combinations of co-pays, deductibles, and out-of-pocket expenses, including a free health insurance option. Employee-partners can reduce their health insurance rates by participating in confidential annual personal health evaluations and sharing the results with their doctors.

For many years, we've offered our Live Well program and encouraged our employee-partners to make progress on their health and wellness journeys. The company provides free annual biometric screening, free annual flu shots, COVID-19 vaccines, and access to tobacco-cessation and weight-loss programs. Further, our Employee Assistance Program (EAP) provides free access to counseling for mental health, legal, and financial issues.

Cintas provides alternative benefit programs to a select number of employee-partners whose benefits packages are negotiated separately through their respective collective bargaining agreements.

THE PARTNERS PLAN AND RETIREMENT SUPPORT

The vast majority of our employee-partners are eligible for our three-part retirement program, known as the Partners Plan, which includes a traditional 401(k) investment account, employee stock ownership program (ESOP), and profit sharing.

After three months of service, all employee-partners are automatically enrolled in our 401(k) program. Participants automatically contribute 3% of their salary to the irretirement fund unless they opt out or designate a different amount before becoming eligible; this percentage can be adjusted at any time after enrollment. Based on eligibility, company matching contributions are allocated to the first 10% of employee-partners' contributions to their 401(k) accounts. The 401(k) account fully vests after five years of employment with Cintas.

Cintas also makes annual discretionary contributions to employee-partners' individual retirement accounts in the form of profit sharing and its ESOP. Contributions are approved by the Board of Directors based on the company's financial performance and are distributed based on a point system anchored in tenure and compensation. Both forms of contribution are made automatically and fully vest after three years at the company. Since FY15, Cintas has increased its annual discretionary contributions from $28.2 million to $55.8 million in FY21.

A select number of our employee-partners covered by collective bargaining agreements have other retirement programs, including a limited number with defined benefit plans. More information about these specific plans is available in our FY21 Form 10-K.



PERFORMANCE AND ADVANCEMENT

Our business relies on the passion, expertise, and dedication of our people, and our commitment to their career development is vital to our company's success.

Each year, we undertake a holistic approach to our employee-partners' performance and advancement. This not only supports our immediate company and personnel goals, but also helps position our employee-partners to maximize their performance at Cintas, both today and throughout their careers.

ANNUAL PERFORMANCE REVIEWS

Each year, every employee-partner takes part in our annual performance review process. For all salaried partners, the review process includes both a self-assessment and a manager assessment of their performance against their business goals and developmental targets.

Additionally, salaried employee-partners and their managers agree on new objectives for the coming year. These typically include two or three measurable business goals along with individual development plans. Managers have access to a wide selection of developmental tools and resources to help employee-partners improve in many different areas of leadership and other skills, including emotional intelligence, public speaking, delegation, and conflict resolution.

The performance review process also informs potential compensation adjustments through merit increases, market adjustments, promotions, and position or responsibility changes.

PARTNER DEVELOPMENT CYCLE

Our process for investing in professional development is designed to help employee-partners enhance performance, achieve goals, and progress in their career. It's an ongoing process rather than a once-a-year event, with all steps continuously linked together.



SUCCESSION PLANNING

Succession planning is an integral part of our business. It happens at every level of our company, not just at the executive level. It's engrained in our annual performance review process, embedded in our culture, and is a key part of our company's growth and business continuity strategy.

Succession planning at Cintas is designed to provide a human capital road map for the company for the next three to five years. The process provides our company with a detailed analysis of our people and their skills, capabilities, professional interests, and goals. The process is detailed and deliberate, and requires time, attention, and careful consideration from our managers and executives alike.

In addition to identifying leadership potential within our organization, it also help us detect potential knowledge or skill gaps that have developed within the last year. For employee-partners, annual reviews and succession planning help identify skill and knowledge opportunities. For the company, the results of this comprehensive process factor into both our short- and long-term training and development planning and our recruiting strategy – both for internal candidate development and for external candidate sourcing.

Succession planning also helps us identify and develop the company's future leaders. Once an employee-partner is identified as having high potential or aptitude, they are offered additional resources and opportunities specifically developed to help them gain the knowledge, skills, and experience necessary to continue their accelerated career path at Cintas.

Employee-partners also maintain updated personal information about their background, education, awards and honors, interests, skills, and other professional preferences, including their willingness to relocate for a new role. This gives managers and supervisors deeper insight into employee-partners already within the company as positions open or promotions or role changes are considered.

More information about our succession planning and talent development for our CEO and other officers is available in our Corporate Governance Guidelines.

TRAINING AND DEVELOPMENT

Ongoing training and development are major components of a Cintas employee-partner's career path. Every position has a required curriculum of specific trainings and/or certifications, which Cintas provides and facilitates.

FORMAL TRAINING AND CERTIFICATIONS

Frontline partners receive continual training in a variety of areas specific to their positions, including safety and process certifications and professional certifications.

Cintas' Learning and Development (L&D) Department offers a broad range of trainings, seminars, and learning modules to help employee-partners learn or further develop skills and enhance their knowledge. These are generally taught by trained Cintas staff, and include immersive, multiple-day, in-person sessions, full-day or half-day seminars, live virtual classes, or online training-on-demand (TOD) modules. These sessions bring employee-partners together from across the United States and Canada. Most of the multiple-day classes have historically been taught in person, but COVID-19 forced much of the L&D catalog to move online, either as live virtual classes or as TODs.

Management-track employee-partners are required to take additional class-based training sessions so they are better positioned to lead and manage at Cintas. Common required courses include Corporate Culture and Engaging Leadership; Diversity & Inclusion training; Six Sigma training and certification; and Meticulous Hiring.

The L&D team facilitates a range of department- and division-specific learning opportunities as new products, initiatives, and campaigns are rolled out. Its centralized learning portal gives employee-partners access to the information in a consolidated and convenient manner, and also allows them to learn more about our business.

New managers, or employee-partners who have demonstrated leadership or management potential, can also enroll in training courses that help them effectively manage their locations. In addition, these employee-partners can also participate in division-specific bootcamps to gain the knowledge they need to lead other employee-partners to success.

OTHER DEVELOPMENT OPPORTUNITIES

Outside of formal training and certifications, we also offer and facilitate other opportunities for employee-partners to gain further insight, experience, and support on the job. These include our MT program, our mentor program, our PBRGs, and our Executive Leadership Program.

Management Trainee Program
Many of our top leaders began their career in our MT program. In fact, our Executive Chairman, Scott Farmer, was in the very first class of MTs in 1982, and President and CEO, Todd Schneider, is also a graduate of the program.

MTs at Cintas are typically hired upon graduation from college. Our robust campus recruiting program identifies potential MT candidates each year, and the program helps create a sustainable leadership pipeline for the company.

MTs gain the skills, tools, and knowledge they need to succeed at Cintas through on-the-job training, with an intensive hands-on rotation through many areas of our company, including Sales, Service, Production, Operations, and Administration.

At the end of the two-year program, Cintas works with trainees to place them in full-time positions, which usually include field sales positions and then management roles. This progression of responsibilities helps accelerate their career path.

Mentoring
Cintas is an advocate of professional mentoring; it's a universal element of our development strategy.

Our mentorship philosophy maintains that mentor–mentee relationships should be professional and situationally based, and that the mentee's needs are the focus. We feel strongly that when a formal mentoring process is followed, the mentee receives the greatest benefits from the relationship.

Much consideration goes into creating mentorship relationships. We work to best position mentors to guide their mentees on their current career path and help them obtain the necessary skills, knowledge, and insight to take the next steps in their careers.

Mentoring is a key component of our succession planning and has provided tremendous returns in helping develop our current and future leaders. We believe each unique mentor–mentee relationship should have a specific and defined purpose, as well as objectives, goals, and outcomes.

We also offer formal training to our new mentors so they enter the program with a strong understanding of the process, its application, and when to recognize that a mentor–mentee relationship has come to its natural end.

Employee-partners often begin their careers at Cintas with a mentor, and then change mentors as they develop in their roles, change positions, or advance in leadership. The cycle continues when they become mentors themselves and guide newer employee-partners starting their Cintas careers.

Partner Business Resource Groups
Our employee-partner affinity groups are an important element in our overall human resources and human capital strategy. We have four of these PBRGs.

These distinct groups align with our business objectives and help secure our continued competitiveness, while allowing the breadth of experience, skill sets, perspectives, and talents of our diverse employee-partners to truly shine.

PBRGs provide members with outlets to lend their voices and perspectives, and a space where they can share experiences and support one another. They also provide a platform for management to hear from our employee-partners directly about issues that matter most to them. It's a two-way dialogue that we believe benefits everyone, including our company.

Our PBRGs play a pivotal role in developing employee-partners at various stages of their careers and connect partners from similar backgrounds in a supportive environment. While our mentor program is built on skill- and job-based criteria, our PBRGs are based on common backgrounds and shared experiences. This is a foundational function of our PBRGs, and we believe they have been very successful in giving a louder voice, leadership opportunities, and access to management to many of our people.



THE CINTAS PBRGs

WAVE
Women Adding Value Everywhere
Target membership: Female employee-partners

¡TODOS!
Together Offering Diverse Opportunities & Solutions
Target membership: Latinx/Hispanic employee-partners

RISE²
Relevant, Inspiring Support for Engagement & Empowerment
Target membership: Black/African American employee-partners

VALOR
Veterans-Military Accelerating Leadership Opportunities and Resources
Target membership: Military-affiliated employee-partners

Executive Leadership Program
We launched our Executive Leadership Program (ELP) in 2015 to help identify and increase the pool of diverse employee-partners who were best qualified to fill our mid-management positions. This includes corporate director-level department heads and general manager roles at our locations across the organization.

The goal of the 10-month program is to further enhance participants' leadership skills, Cintas business knowledge, and visibility to our company's top leaders at a key stage of their management career. Participants are nominated by company leaders. Initially, one ELP class was conducted annually, exposing about 25 employee-partners a year to the advanced curriculum. In 2021, we began running two concurrent sessions and increased participation to 35-40 employee-partners per year. Overall, 135 employee-partners have graduated from the program.

The ELP includes regular sessions with company leaders to discuss career paths and trajectories, leadership philosophies, and general business strategies. The L&D Organizational Development Team, in coordination with company executives, has created three unique leadership seminars for the ELP that focus on communication, accountability, and high-performance team building. Each participant works directly with an executive mentor during the program for additional personal one-on-one advice. Program participants also undertake a 360° assessment and receive personalized feedback as part of their ongoing development plan.

EMPLOYEE-PARTNER ENGAGEMENT

We believe that our people reach their full potential in an inclusive environment, and that they do their best work when they are highly engaged with the company and their fellow employee-partners. As a service provider, we've seen the benefit of an engaged and fulfilled workforce, and what it has meant for our customers.

Further, academic and industry research has proven the direct connection between employee loyalty and engagement on crucial company performance indicators such as customer loyalty, return on investment, and financial performance.

EMPLOYEE-PARTNER SURVEYS

We monitor the general engagement of our workforce to stay abreast of their current attitudes and opinions, and then use the results to implement changes that will drive deeper employee-partner engagement.

To accomplish this, we conducted company-wide employee-partner engagement surveys in partnership with Willis Towers Watson in 2015 and 2019. Our survey includes corporate- and location-based questions to help gauge our employee-partners' feelings about both the company as a whole and their specific worksites. The anonymous 50-question survey takes approximately 20-30 minutes to complete, and also provides opportunities to submit open-ended comments and feedback.

Our employee-partner engagement surveys have four key learning goals:

- Identify our employee-partners' current levels of engagement
- Understand our employee-partners' perceptions of important elements of our culture
- Establish a new baseline for measurement in our areas of strength and development
- Determine how we might impact future success in transformational ways

In our latest engagement survey, 87% of our workforce opted to participate and provide responses. Our employee-partners' enthusiasm to participate indexed Cintas above the "high performance norm" and marked a 6% rise in participation from the previous survey.

Our overall engagement score in 2019 was 90%. Category-specific ratings underpinned our overall commitment to our people, including Empowerment, Sustainable Engagement, Safety, and Diversity & Inclusion.

EMPLOYEE-PARTNER ENGAGEMENT SURVEY RESULTS

METRIC	2015	2019
Engagement Score	90%	90%
Response Rate	82%	87%

CINTAS INDEX VS. HIGH-PERFORMANCE NORMS

CATEGORY	2015	2019	CHANGE
Leadership	0	5	+5
Safety	n/a	4	+4
Performance Management	-1	3	+4
Retention	n/a	4	+4
Sustainable Engagement	0	3	+3
Empowerment	-1	2	+3
Development & Training	-2	0	+2
Manager Effectiveness	1	2	+1

Sample response from 2019 Employee Engagement Survey:

" Everyone I work with is amazing and make the Cintas culture awesome. My leaders and other partners all are ready to help whenever I have questions. I have yet to come across a partner, supervisor or manager that was not willing to help me with any situation I come across."

WHAT WE'VE LEARNED

Several individual themes emerged from the responses.

- Safety – We foster a safe workplace. Our leaders address unsafe conditions. Our employee-partners are comfortable raising concerns.
- Leadership – There is upward communication. They are interested in our employee-partners' well-being. They make decisions consistent with our corporate culture. They present a clear vision.
- Manager Effectiveness – Managers provide recognition and feedback. They keep our employee-partners informed. They are available to their staff.
- Empowerment – We establish clear lines of sight and job roles.
- Diversity & Inclusion – We pursue a diverse workplace with support for diversity.
- Benefits – Our benefits package fits our employee-partners' needs.

After each survey was completed, Willis Towers Watson analyzed the data and our management reviewed the results. Their evaluation was done with lenses on both the corporate and location levels, with action plans developed to address opportunities identified by the survey results.

Cintas' index ranking against High Performance Norms improved in eight categories from the 2015 survey to the 2019 survey.

The company will conduct its next engagement survey in 2022, and going forward, we expect to administer engagement surveys every two years.

Sample response from 2019 Employee Engagement Survey:

" Cintas is a wonderful company and I am proud to be a Cintas partner! As long as we continue to keep the focus on our partners, customers, and safety, working at Cintas can only get better."



LABOR RELATIONS

Cintas recognizes and respects the principles of freedom of association and our employee-partners' right to collective bargaining in accordance with applicable national laws. We strive to adhere to U.S. National Labor Relations Board protocols to support their rights to exercise their freedom of association and collective bargaining.

Cintas recognizes employee-partners' rights to form or join unions, including the right to a government-supervised election. We encourage them to make informed decisions on the matter.

We believe our employee-partners' decisions about association should be made consciously, deliberately, and in private. Their decisions should be free from the possibility of undue outside influence or coercion.

Between 2003 and 2011, we withstood a national unionization campaign during which a coordinated multiple-union effort put sustained pressure on Cintas to accept union representation on behalf of every employee-partner at all of our operating locations throughout the United States. We did not then – nor do we now – believe a unilateral decision for representation to be in the best interest of our employee-partners, and we defended their rights to a federally supervised election and collective bargaining.

Our objection to this campaign was not about blocking our employee-partners' efforts to unionize. It was that this particular campaign wanted Cintas management to take away our employee-partners' right to vote on the issue and instead wanted management to make that decision for our people, on their behalf. At the time, we defined our position regarding our employee-partners' right to vote with the phrase "The right to say yes and the freedom to say no." We continue to maintain that any decision to unionize can only be made by our employee-partners and that Cintas management should not take that away.

In areas where our employee-partners have voted for union representation, we satisfy our bargaining obligations as defined by the law.

CURRENT ASSOCIATIONS

As of September 1, 2021, a total of 935 of our employee-partners were covered by collective bargaining agreements, representing approximately 2.4% of our workforce. In the United States, 337 employee-partners were represented under 12 agreements and in Canada, 598 were represented under seven agreements.

LOCATIONS IDENTIFIED AS RISKS

Cintas has not identified any locations under our operation where our employee-partners' right to freedom of association and collective bargaining may be at risk.

We are unable to report on any Global Supply Chain Supplier operations that could be at risk for such issues, but our Vendor Code of Conduct requires suppliers to respect workers' rights to collective bargaining and their freedom of association.

MINIMUM NOTICE

In cases where operational changes are set to occur, we make every effort to provide as much notice as possible to our affected operations, given the scope of the imminent changes.

In cases where a Worker Adjustment and Retraining Notification (WARN) is required, we provide at least the minimum required notice to our operation(s) affected.

All of our U.S.-based collective bargaining agreements include standard 60-day notification periods as required by law.



THE RIGHT TO SAY YES, AND THE FREEDOM TO SAY NO

In almost all instances, when our employee-partners have the opportunity to cast their vote for association in a private, government-supervised election, they have voted against union representation. Our employee-partners who are currently unionized joined while working for a company that we later acquired.

We believe our strong corporate culture is fundamental to their decision. All of our employee-partners are important and vital to our success. We value their opinions and feedback, no matter their role in the company.

We believe the best solutions come from our front lines – from those employee-partners keeping our processing plants moving and building relationships with our customers – because they know the job the best.

Our management philosophy is based on managers and supervisors interacting with their employee-partners every day, walking around and talking with them, and maintaining an "open door" to their offices. We believe these ongoing exchanges facilitate an environment of open communication and help create strong relationships built on trust and respect.

Because we value our employee-partners so much, we share our success with them. We recognize their ongoing commitment to Cintas, celebrate their efforts to keep us ahead of others in our industry, and provide them with our company's competitive compensation (see p.g. 37 for more information).

In addition, every employee-partner who has worked at least 1,000 hours at Cintas is eligible to become a company shareholder, with shares provided through our ESOP. This goes back to our corporate culture and calling each other "partners": we all work together and play vital roles in our company's success, so we collectively enjoy ownership in the company that we have helped build.

We promote world-class safety practices throughout our organization, and we've been repeatedly recognized and honored for our processes and commitment to a safe work environment – most notably with the Occupational Safety and Health Administration (OSHA)'s highest recognition for workplace safety: the Voluntary Protection Program (VPP).

Our employee-partners have opportunities to expand their career paths. We facilitate training and certification as roles require, we prioritize the growth and development of our employee-partners, and our strong preference is to promote from within.

We firmly believe that all of these reasons – and more – have provided a strong, open environment where all of our employee-partners feel valued and supported. And we believe this is why, when they have been presented with alternative options, they have chosen not to vote for association.



HUMAN RIGHTS

Cintas is committed to upholding and promoting human rights and workplace rights and safety, both in our own facilities and in those we do business with around the world.

We respect the worth of all human beings. We aim to create opportunities for individuals to challenge themselves while working in a supportive environment that affords each person an equal opportunity for development and advancement.

We pride ourselves on our corporate culture, and our position on human rights is a natural extension of it.

OUR STANDARDS AND REQUIREMENTS

In addition to our own company policies, we support the United Nations and the various international, national, and state governments that have established requirements and laws to promote fair treatment of all humans. These laws set labor and safety standards and support efforts to make sure that protected classes are treated equally.

This responsibility doesn't just fall on Cintas and its employee-partners; it is also the responsibility of our external suppliers, contractors, and business partners. While cultural and societal differences exist throughout the world, our Vendor Code of Conduct requires our Global Supply Chain Suppliers to meet our standards regarding human rights and fair labor practices.

Our requirements incorporate many key International Labour Organization (ILO) conventions, including:

- Forced Labour Convention (No. 29)
- Freedom of Association and Protection of the Right to Organise Convention (No. 87)
- Right to Organise and Collective Bargaining Convention (No. 98)
- Equal Remuneration Convention (No. 100)
- Abolition of Forced Labour Convention (No. 105)
- Discrimination (Employment and Occupation) Convention (No. 111)
- Minimum Wage Fixing Convention (No. 131)
- Workers' Representatives Convention (No. 135)
- Minimum Age Convention (No. 138)
- Collective Bargaining Convention (No. 154)
- Worst Forms of Child Labour Convention (No. 182)

We also support international human rights principles, including the United Nations Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGP), the European Convention on Human Rights, and other notable human rights accords.

Hours and Wages

We require that workers must be paid at least the legal minimum wage. While we understand that overtime is occasionally necessary to meet production demands, workers must be allowed a reasonable amount of time off from their duties to afford humane and productive working conditions. We expect our Global Supply Chain Suppliers to comply with all applicable laws and regulations in their country regarding working hours, wages, and overtime pay.

Child Labor and Forced Labor

Cintas defines child labor as any work performed by individuals under the age of 16, or those under the compulsory school age – if that is higher than 16 – as defined by the location where work is being performed. The use of child labor by Cintas' Global Supply Chain Suppliers is strictly prohibited, and they must only employ workers who meet the minimum age requirements in their area.

Our Vendor Code of Conduct strictly prohibits the use of prison labor, forced labor, enslaved labor, or trafficked labor. It also prohibits knowingly utilizing or purchasing materials or products manufactured from companies that use uncompensated prison workers, indentured servitude, or enslaved or trafficked labor. Further, it prohibits our Global Supply Chain Suppliers from requiring any worker to remain under their employment for any period of time against their will.

Our policies also prohibit discrimination or harassment of any employee-partner on the basis of any personal status or human rights protected by law or statute. This policy extends to our vendors.

We participate in the American Apparel & Footwear Association and Fair Labor Association Commitment to Responsible Recruitment, which requires that no workers should pay for their jobs; workers retain their own travel documents and freedom of movement; and that all workers are informed of the basic terms of their employment before traveling to start employment. Our Global Supply Chain Suppliers are also expected to commit to this.

In FY21, we identified at-risk Global Supply Chain Suppliers that have been known to conduct business in China and the Eastern Hemisphere, and required them to attest that they do not work with or source from (past or present) vendors or suppliers in China's Xinjiang Uyghur Autonomous Region. This area is known for utilizing Uyghurs and other Muslim minorities for forced and imprisoned labor.

Collective Bargaining

As is our policy at Cintas, we expect our Global Supply Chain Suppliers to respect their workers' rights to organize and collective bargaining (see Labor Relations on pg. 43). Workers must have the right to make an informed decision on the matter, have the right to free, fair, and government-supervised elections, and not be subject to representation that has been adopted unilaterally.

SAFETY AND HEALTH

We're immensely proud of our reputation for our world-class management of – and innovation in – employee health and safety. It's a commitment that's embedded deep within our culture and is also enumerated in our ambitious safety vision.

Our safety vision includes three components: for every Cintas location to be injury-free; for every employee-partner to be engaged in continuously improving safety; and for Cintas to be widely recognized as one of the world's leaders in safety and health performance.

We've been incredibly successful in keeping our employee-partners safe and healthy, in large part due to our organizational input and buy-in from every employee-partner in creating a safer workplace. Embracing health and safety has resulted in our industry-leading low incident rates, as well as recognition for our initiatives and track record.

Safety has always been important to us – it's part of our desire to run our company ethically and to support the work our employee-partners do on our behalf. However, a tragic incident in 2007 that resulted in an on-the-job death was an inflection point in our safety journey. Since then, we have prioritized perpetuating a culture of safety that constantly innovates better and safer ways of working and recognizes improvements in our safety performance.

As a result, we have lowered our incident rates dramatically, working hand in hand with our employee-partners to create a safer workplace. Involving our frontline workers in our safety journey has proven to be vital to our success.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Our occupational health and safety management system is a multiple-tiered program to identify hazards and safety concerns; implement safer processes and improvements; and monitor our organization for safety-enhancement opportunities. The system applies to Cintas employee-partners, contractors, vendors, and visitors at our facilities, as well as when traveling to and from, and performing work at, our customer locations.

To continue to promote world-class health and safety standards, we have layered OSHA's VPP into our health and safety management system. This heightened level of planning and safeguarding encourages even greater standards of protective workplace safety and health, and helps operationalize their everyday execution.

The VPP recognizes businesses that implement effective health and safety management systems, and that maintain injury and illness rates below the Bureau of Labor Statistics' national averages in their respective industries.

SPOTLIGHT: VPP ACHIEVEMENT

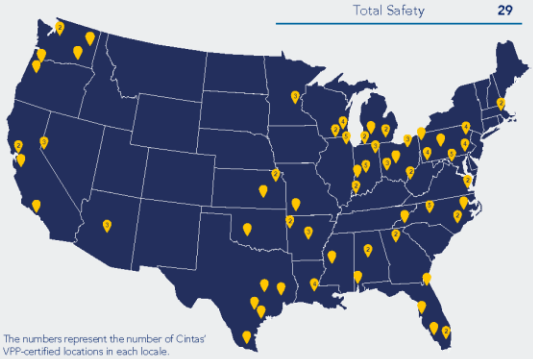
Our commitment to OSHA's VPP Program has set a new standard for U.S. companies. A total of 117 Cintas sites were recognized by OSHA as VPP Star certified as of August 31, 2021, a total that outpaces any other American company by a three-to-one margin.

We believe in the program and support OSHA's mission to recognize companies that prioritize the safety and health of their employees.

We're honored to dedicate such time and resources to pursue VPP Star certifications across our organization, and also maintain our certifications once we achieve them.

TOP 10 VPP STAR SITE CERTIFICATIONS

RANK	COMPANY	VPP SITES
1	**Cintas**	**117**
2	GE	39
3	Raytheon	38
4	Marathon	32
	Milliken	32
	Covanta	32
7	NuStar	31
	Monsanto	31
9	Phillips	30
10	Sherwin Williams	29
	Total Safety	29



The numbers represent the number of Cintas' VPP-certified locations in each locale.

The VPP certification process is rigorous. To achieve certification, businesses must demonstrate that management and employees work cooperatively – and proactively – to prevent workplace accidents. They must display a joint commitment to hazard prevention and control, perform ongoing analysis, and implement effective training programs. Every location that earns VPP certification must provide OSHA with annual detailed reports outlining their safety and health process improvements. These locations must also undergo a rigorous on-site audit by OSHA and third-party assessors every three to five years to maintain their certification.

As of August 31, 2021, a total of 117 of our locations achieved VPP Star certification[27] – three times more than any other U.S. company.

EMPLOYEE-PARTNERS CENTRAL TO IDENTIFYING CONCERNS

A key element of our safety and health success is our employee-partners' continued personal investment in our journey. Safety is truly a team effort at Cintas, and has helped us create a deeper, more direct connection with our people.

While they are on the job, our employee-partners are trained to identify risks and issues in their work area, report issues, and not perform dangerous work, or work in dangerous conditions that could cause injury or harm.

Field locations have a designated Safety and Improvement Committee (SIC), which includes trained employee-partners from across the location's departments, as well as the local management team.

TRAINING AND DEVELOPMENT

Employee-partners are trained in more than 50 safety and health topics each year, with a minimum requirement of 10 hours of training – offered live in-person or online, or available on-demand – with specific trainings assigned by job and work scope. They are then evaluated by written, verbal, or skill-based assessments, and their progress is monitored and reviewed. Training and evaluation are conducted by locally based corporate or third-party instructors, depending on the topic. Some select training sessions – such as electrical and driver safety – are taught by external experts.

Most of our training curriculum has been designed in cooperation with industry experts and focuses on situations specific to Cintas. These include the Cintas Maintenance Safety Certification, which was recognized by the International Maintenance Conference in 2017. All maintenance and engineering employee-partners must successfully complete the written and performance test to earn certification.

Safe driving is imperative at Cintas. We have collaborated with driver safety service providers to help us adapt their approaches to our drivers' unique needs. Through our partnerships, we offer enhanced driver training, on-the-road evaluations, and driver drills to better coach and assess driving skills. To reinforce our safe driving policies, our executive leaders deliver annual reminders about safe driving practices as we strive to be recognized as a top performer by the Network of Employers for Traffic Safety (NETS).

Our frontline employee-partners are not the only ones who undergo rigorous safety and health training. Our Safety and Health (S&H) Team managers are required to attend OSHA's 10-hour Safety Improvement course and Management Safety Leadership Skills course – a comprehensive overview of proven safety principles that is featured in the Harvard T.H. Chan School of Public Health safety and health curriculum.

ONGOING EVALUATION AND MEASUREMENT

Safety and health are full-year commitments at Cintas, and every level of the organization participates in our ongoing efforts.

Locations self-assess against safety and health protocols, and undergo routine safety evaluations by our corporate S&H Team. Our locations also conduct regular driver assessments where a Service Supervisor who is a certified Smith System® Evaluator rides a route with a driver. The results of these assessments must be verified by the location's General Manager each month.

To ensure we continually focus on improving our safety journey, each of our business divisions holds regular safety and health meetings with our S&H Team.

OCCUPATIONAL HEALTH INITIATIVES

In addition to job-specific training, our employee-partners also receive ongoing education in a variety of health and wellness topics, including nutrition, flexibility, fitness, performing in extreme temperatures, and hydration. Cintas locations partner with local third-party medical and wellness providers to enhance our employee-partners' knowledge and help locations minimize and eliminate risks. They also support work accommodation requests and help monitor return-to-work programs and requirements.

Our award-winning ergonomics team, recognized by the International Ergonomics Association, helps lead the way in reducing occupational injuries like strains and sprains by identifying and working to reduce hazards. Ergonomics evaluations and training are available to all employee-partners. Our corporate ergonomic trainers have helped us reduce our ergonomics-related injuries.

Locations are challenged to reduce risks and set goals for motions saved and projects implemented using best-practice ergonomic solutions available through the Cintas Ergo Catalog.

Employee-partners can also submit their own suggestions to reduce motions or strains and enter our own Ergo Competition. Entries are evaluated

27 OSHA records as of Aug. 31, 2021. Retrieved from osha.gov/vpp/bylocation on Oct. 3, 2021.

for their low-cost creativity for solving common work-related issues like lifting, reaching, pushing, or pulling. Winners are entered in national and international ergonomics competitions where they compete against employees from other companies around the globe. Our employee-partners have won Ergo Cups in various categories at the Applied Ergonomics Conference three times in the last four years, and our employee-partners' solutions have also been recognized by the International Council on Systems Engineering.

As the COVID-19 pandemic continued through FY21 and beyond, we updated and adjusted our COVID-19 Preparedness Plan, using updated Centers for Disease Control and Prevention (CDC) and OSHA advisories as guidance. On top of enhancing our cleaning protocols at all of our locations following OSHA's directives, all employee-partners are expected to perform daily at-home health assessments, increase personal hygiene and hand washing, wear masks in public and shared areas, social distance, and adhere to capacity reductions in public and shared areas. Additionally, work-from-home options were made available to employee-partners whose job functions allowed it.

SHARING OUR SAFETY KNOWLEDGE

Our S&H Team isn't just focused on our employee-partners' daily routines. It's also a key resource during internal-use product and equipment reviews and installations, and our process efficiency developments.

Our dedication to raising world-class safety and health standards doesn't stop at our doors. Members of our award-winning S&H Team regularly offer ongoing education sessions at safety and health conferences and symposiums around the world, and also serve on influential professional safety and health boards, panels, and committees.

Further, we've developed the Safeload system for safer, more ergonomic handling of soiled laundry, and the wash-alley safety system for safe access to industrial laundry equipment. We've also introduced the patented Graceport device for safe electrical maintenance (now widely used outside our company), and we have codified contractor safety qualification processes.

At the request of the Honduran government, we helped establish a standard for safety and health, and became the first workplace in Honduras to receive the "Safe Company with Safe Work" designation.



SAFETY & HEALTH DATA	UNITS	FY21
Total Recordable Injury Rate (TRIR)[28]	%	1.70%
Lost Time Injury Rate (LTIR)[29]	%	0.55%
Fatalities (Cintas Employee-Partners)	Qty.	0

28 Calculated per 100 workers, based on 200,000 hours worked.
29 Calculated per 100 workers, based on 200,000 hours worked.

GLOBAL SUPPLY CHAIN AND SUPPLIER RELATIONS

A critical component of our business is our global supply chain, which provides our employee-partners with the goods and products required to help our customers get **Ready for the Workday®**.

To support our relationships with our largest Global Supply Chain Suppliers, our Global Supply Chain (GSC) Department is structured to effectively support the three main segments of Cintas' business: Garment (Rental Uniform and Design Collective), Facility Services, and First Aid & Safety/Fire. GSC primarily manages our largest corporate Global Supply Chain Suppliers. These suppliers generally reach $1 million or more in purchases by Cintas and must meet specific requirements to do business with us.

Global Supply Chain Suppliers are expected to adhere to our corporate policies on purchase agreements and supplier compliance, including stipulations on contractual obligations, administrative tasks, supplier business review requirements, purchase agreement approval levels, and Code of Conduct requirements.

We procure goods and products from a global network that includes vendors in the United States as well as from China, Colombia, Costa Rica, Dominican Republic, Egypt, El Salvador, Ethiopia, Germany, Guatemala, Haiti, Honduras, India, Kenya, Malaysia, Mexico, Nicaragua, Pakistan, Philippines, Portugal, and Vietnam.

Our supply chain procures almost 90% of the finished products for our uniform rental garments and our Design Collective garments. Our suppliers help us both manufacture our owned brands (Cintas, Design Collective by Cintas, Doc and Amelia, and Fourmy), and acquire products from national brands.

Additionally, we obtain raw materials and garment components, such as fabric, reflective striping, buttons, snaps, zippers and threads, from Global Supply Chain Suppliers that invest in their own research and development. We will often facilitate the acquisition of the necessary raw materials they need to manufacture our products.

VENDOR CODE OF CONDUCT

Cintas is committed to sourcing its finished goods and supply products in a lawful, ethical, and responsible manner. To that end, we expect Global Supply Chain Suppliers to conduct business in an equally ethical and moral manner, both domestically and internationally.

Global Supply Chain Suppliers are expected to comply with our rigorous Vendor Code of Conduct, which outlines our guidelines and requirements. Some key provisions in the Code include fair labor standards, as per ILO definitions, as well as conflict minerals policies and anti-corruption requirements.

Our Vendor Code of Conduct also stipulates penalties – up to and including the cancellation or denial of Cintas business – should provisions be violated. Global Supply Chain Suppliers are subject to annual, in-person audits that review more than 300 points of business. These audits are conducted by independent third-party inspectors, including those who certify under Worldwide Responsible Accredited Production (WRAP) standards, or others who are certified in global compliance audit standards. Global Supply Chain Suppliers are assessed against corrective action plans (CAPs) if any issues are identified during the audits.

As we continue our enterprise business review related to our ESG priorities and begin to identify targets as of part of our ambition to achieve Net Zero GHG emissions by 2050, we anticipate collecting Scope 1 and 2 emissions data from our Global Supply Chain Suppliers. We intend to work with them to identify ways to reduce their GHG emissions across their own value chain. Lowering our Scope 3 emissions, as well as minimizing our downstream water use, waste, and raw materials needs, will be vital to achieving Net Zero by 2050 and lessening the overall environmental impact of our value chain.

HUMAN RIGHTS STANDARDS

Our Vendor Code of Conduct promotes Global Supply Chain Suppliers' compliance with standards regarding human rights and fair labor practices. These include laws and regulations related to working hours, wages, and overtime pay; child labor; prison, forced, enslaved, or trafficked labor; discrimination; paying for work; and collective bargaining and the right to organize.

More information about our corporate position on these matters is available in the Human Rights section of this report.

ASSESSING AND MONITORING NEW GLOBAL SUPPLY CHAIN SUPPLIERS

To confirm we work with Global Supply Chain Suppliers that prioritize ethical working standards and treat their employees fairly, we assess all potential new vendors and monitor current suppliers.

While we recognize that many different legal and cultural environments exist throughout the world, our Vendor Code of Conduct details our basic expectations for Global Supply Chain Suppliers to do business with us.

Potential new Global Supply Chain Suppliers and new vendor facilities undergo a review and assessment process. Our sourcing group identifies the potential new supplier or facility and triggers a social compliance exam.

Before the assessment process begins, some situations – including geographic location or types of goods being manufactured – may also trigger a preliminary risk evaluation of the potential facility, which is conducted by a Cintas field engineer.

The actual assessment, conducted by an independent third-party auditor, continues with a physical compliance audit of the facility, which includes more than 300 points of business. Cintas GSC staff then work with the supplier to produce the required compliance documentation and explain any actions needed to comply with our Vendor Code of Conduct through a CAP.

These findings are categorized as Below Minimum Standards (BMS), Immediate Action (IA), and Corrective Action (CA). The report outlines the corrective measures required for any finding, with the potential for a follow-up audit to document compliance. Once corrective actions are supported with proper documentation, the supplier or facility is certified to do business with Cintas as a Global Supply Chain Supplier.

If the facility already holds a compliance certification from an independent certification agency (such as WRAP, Intertek, SA8000, or another recognized body), those certifications generally satisfy our requirements.

Once a supplier is certified as a Global Supply Chain Supplier, they are subject to annual compliance audits – similar to the initial assessment process – to maintain our business. These audits are typically conducted in person by independent inspectors who are trained on local labor laws and requirements; are fluent in the language(s) spoken by management and employees; and engage directly with facility leadership and conduct employee interviews.

FY21 Monitoring

In FY21, we conducted 139 supplier audits with in-person visits by third-party auditors and confirmed current certification for suppliers holding current third-party certifications or with the Cintas Desktop Remote audit process. However, COVID-19's impact on travel restrictions and health and safety necessitated some temporary adjustments to some elements of our audit process.

As a result, we also conducted fewer audits of low- to medium-risk Global Supply Chain Suppliers, and waived audit requirements for the year for suppliers that were deemed to be low risk.

PROMOTING ETHICAL INTERACTIONS

Training on Supply Chain Issues

Internally at Cintas, employee-partners with direct responsibility for supply chain management receive mandatory internal training so they are knowledgeable and aware of social issues that could arise in a global supply chain. These include the risk of child labor, human trafficking, and modern slavery, as well as issues concerning conflict minerals.

Using real-life scenarios and referencing current global regulations, Cintas uses external TRACE e-learning resources, which specialize in maintaining global compliance standards in these areas. TRACE courses outline the requirements of global trafficking-related statutes, including the UK Modern Slavery Act and U.S. Federal Acquisition Regulation, helping learners understand human trafficking risks and formulate a plan to identify and address trafficked labor.

Through Cintas' anti-corruption training program, GSC employee-partners who are directly involved in business activities that have the potential to elicit bribery or corruption activities are identified for additional anti-corruption training. This annual training is overseen by our CCO and separate from other GSC training modules.

Reporting Concerns

We provide several means for both Cintas employee-partners and external parties to register concerns or report issues about Global Supply Chain Suppliers.

Anyone can report an anonymous concern using the Cintas Direct Line – either via the phone line or online – staffed 24/7 by an independent third party. Cintas employee-partners can also report concerns to their supervisor, HR, or managing executive. External parties, including Global Supply Chain Suppliers, can raise concerns during the annual on-site compliance audit, or through their established Cintas relationships with category managers and field engineers, or as part of annual supplier business review meetings.

CONFLICT MINERALS

Cintas does not purchase raw materials directly from smelters, and expects Global Supply Chain Suppliers to source materials from socially responsible sources.

GSC conducts an annual review of Global Supply Chain Suppliers to identify suppliers that may use conflict minerals in their production processes. They are reviewed using a qualification survey to determine if they may supply us components, products, or goods manufactured using conflict minerals. Those identified are enrolled in our Conflict Mineral Training seminar so they understand our Conflict Minerals Policy, and must also report their conflict minerals use to us. We then submit that information to the extent required to the U.S. Securities and Exchange Commission (SEC).

Global Supply Chain Suppliers that do not comply with our annual conflict minerals review are subject to penalties, up to and including denial of Cintas business.

SUPPLIER DIVERSITY

We believe a diverse supplier base provides enhanced product offerings, better meets customer needs, and reflects the ever-changing demographics of the communities in which we do business. It also provides increased competition, creativity, and flexibility in our supply chain.

Cintas uses many different suppliers to fulfill its business needs, and one metric we've prioritized is our spend with certified diverse suppliers. To qualify as a diverse supplier at Cintas, the vendor must be a for-profit business headquartered in the United States or its trust territories, and be at least 51% owned, operated, and controlled by a U.S. citizen who is a minority, woman, or veteran.

In FY21, we spent $357.7 million with certified diverse suppliers, which represents 16.9% of our total U.S. supplier spend – setting records for both total spend and spend percentage. Our FY21 supplier diversity spend was significantly higher than any previous year as a direct result of four primary suppliers of PPE – like masks, gloves, and isolation gowns – being certified diverse suppliers.

Since FY07, we have spent $2.8 billion with diverse suppliers. In the decade since FY12, we've increased our percentage of spend from 10.2%, with our percentage of spend fluctuating between 11.4% and 12.7% from FY16 to FY20.

To champion and promote our supplier diversity initiatives, we've created our Supplier Diversity Executive Steering Committee, a group of more than 35 Cintas executives who serve as change agents and advocates for diverse suppliers throughout our company. They help educate employee-partners on the value proposition and competitive advantage that supplier diversity offers.

We believe our award-winning supplier diversity program is a model for our industry and business, and continue to work with various national and local advocacy agencies, including the National Minority Supplier Development Council and the Women's Business Enterprise National Council. In Cincinnati, where we are headquartered, we work with minority business organizations like the African American Chamber of Commerce and the Hispanic Chamber, and Minority Business Accelerator – both subgroups of the Cincinnati USA Chamber.

Our program has been successful since its launch, and we are looking for additional ways to include diverse suppliers in our supply chain. While we aim to increase our year-over-year spend with diverse suppliers overall, we're also looking to increase our spend with veteran- and service-disabled veteran-owned businesses.

SPEND ON DIVERSE SUPPLIERS

YEAR	% OF U.S. SPEND	DOLLAR SPEND ON DIVERSE SUPPLIERS
FY17	11.7%	$208.6M
FY18	12.1%	$231.3M
FY19	12.7%	$277.9M
FY20	11.4%	$247.8M
FY21	16.9%	$357.7M



LOCAL COMMUNITIES

We're immensely proud of the impact we've had in our local communities through our corporate philanthropic activities. This includes monetary donations, in-kind donations, and active fundraising on behalf of key charitable and not-for-profit organizations, which we collectively brand under the banner of Cintas Cares, our corporate philanthropic arm.

As a company, we have six primary philanthropic partnerships and initiatives: American Cancer Society, American Diabetes Association, American Heart Association, National Fallen Firefighters Foundation, Matthew 25: Ministries, and the Cintas Partner Assistance Fund. These are outlined in more detail on the next two pages.

Managed at the corporate level through the Corporate Affairs Department, these six initiatives allow involvement from all of our U.S. locations and employee-partners. Our Canadian employee-partners engage and support local organizations concerned with cancer, diabetes, and heart health.

A key component of our philanthropic success is the passion our employee-partners have for giving back. Our Impact Champions program helps bring our initiatives to life at our local operations and provides a national footprint for our efforts. More than 250 Impact Champions across the company work with their local human resources staff to generate awareness and buy-in for our major initiatives.

We've seen incredible local support for, and commitment to, these national partnerships.









Senior VP Todd Gregory, President and CEO Todd Schneider, Rental President and COO Jim Rozalia, Senior VP Scott Garsia, Executive Chairman Scott Farmer, Fire Protection President and COO John Amann and First Aid & Safety President and COO Mar L Carter celebrate Cintas' philanthropic partnership with the American Heart Association on National Wear Red Day.

OUR CORPORATE PARTNERSHIPS

American Cancer Society

At a corporate level, our relationship with the American Cancer Society began in 2020 and includes fundraising through national Relay for Life and Making Strides Against Breast Cancer events. We also support the organization with a company-wide apparel sale each fall, with the proceeds from our Canadian employee-partners' purchases directed to the Canadian Cancer Society.

Through this partnership, our employee-partners have access to some of the American Cancer Society's support resources, including the Road To Recovery® program, 24/7 live online patient support, live webinars about cancer prevention with medical experts, and access to Hope Lodge if they must travel out of town for treatment.

Although our corporate relationship was established recently, Cintas employee-partners have long supported the American Cancer Society at a grassroots level. Over the years, we have helped raise almost $1 million across our locations.

American Diabetes Association

American Diabetes Association

Our relationship with the American Diabetes Association began in 2019 and was established to raise awareness about diabetes among underserved and minority communities. Through this partnership, the American Diabetes Association also has a business partnership with our First Aid & Safety division to produce health kits with first aid items frequently needed by diabetics, which has raised more than $250,000.

The American Diabetes Association provides free, confidential diabetes risk-testing to our employee-partners so they can understand their potential for developing Type 2 diabetes. It also provides access to its Diabetes Food Hub app with recipe and meal-planning options for those living with diabetes.





American Heart Association

American Heart Association
The American Heart Association (AHA) is one of our longest-standing corporate philanthropic relationships, dating back to 2005. Cintas partners with the AHA as a provider of CPR, first aid, and AED training nationwide, and our certified trainers in our First Aid & Safety division teach AHA's certification curriculum in their courses. Since 2016, we have trained and certified more than 800,000 people in lifesaving CPR and first aid.

Each year, Cintas employee-partners across the United States participate in both the Heart Mini-Marathon & Walk and the national Heart Walk. Almost 500 employee-partners participated in the two virtual events in 2021, raising almost $50,000 – a total that contributed toward our overall $100,000 annual commitment to the organization. Cintas is also a sponsor of the organization's Go Red for Women campaign.

National Fallen Firefighters Foundation
We formalized our relationship with the National Fallen Firefighters Foundation (NFFF), our latest corporate philanthropic partner, in 2021. The NFFF works closely with our Fire Protection division on a variety of key initiatives. Cintas is a Chief Sponsor of the organization's 9/11 Memorial Stair Climbs program, which features fundraisers across the United States in September and October in observance of the events on September 11, 2001. The funds raised at those events support families of fallen firefighters and other New York City Fire Department programs.

The NFFF relationship is also an opportunity for Cintas to engage directly with local fire departments when we host the organization's Prevent the Preventable learning and development programs at locations across the United States.





Matthew 25: Ministries

Our extensive partnership with Matthew 25: Ministries goes back to 1998 and is our longest-standing corporate philanthropic relationship.

We assist Matthew 25: Ministries with its national and global disaster relief efforts by providing Cintas products and garments for the organization to distribute in displaced communities. The organization's disaster response includes a Cintas-branded van, which we donated to assist with their on-the-ground efforts in disaster areas.

In the past, we have also partnered with Matthew 25: Ministries to bring Cintas employee-partners on mission trips to Haiti and the Appalachian area of West Virginia, as part of our annual Clothe the Kids campaign. Since 2003, our employee-partners have donated almost 4 million articles of clothing and school supplies for disadvantaged children and contributed thousands of volunteer hours. As well as helping children in need, the program also contributes to the circular economy by finding a positive way to reuse items of clothing.

Cintas Partner Assistance Fund

We launched the Cintas Partner Assistance Fund (CPAF) in 2019 to provide financial assistance to our own employee-partners who have been negatively affected by natural disasters. Started with $500,000 in seed money from Cintas, the fund is now valued at almost $4 million – including ongoing donations from our own employee-partners through weekly payroll deductions and one-time contributions.

The mission of the CPAF aligns with our company's ambition to reduce its environmental impact and support global efforts to mitigate climate change. With catastrophic weather events rising across North America – with all types of natural disasters causing greater harm and damage – we recognize the need to provide support for our employee-partners when these challenging situations occur, many times unexpectedly.

While eligibility to receive financial assistance from CPAF is currently limited to those affected by natural disasters, we hope to soon expand eligibility to include other catastrophic life events, to further aid our employee-partners in their times of greatest need.



MATTHEW 25: MINISTRIES


CPAF: WEST VIRGINIA FLOODING

LOCAL PROGRAMS

In addition to these six programs, we also have successful programs supported by our corporate headquarters in Cincinnati. These include relationships with Adopt A Class, where teams of volunteer employee-partners present weekly lessons in local classrooms; the United Way of Greater Cincinnati; and Dress for Success in Cincinnati.

Our field locations across the United States and Canada are also encouraged to get involved in their local communities and form relationships that are meaningful to their businesses. We also provide toolkits and support to locations interested in initiating these types of civic and community relationships in their cities and towns.





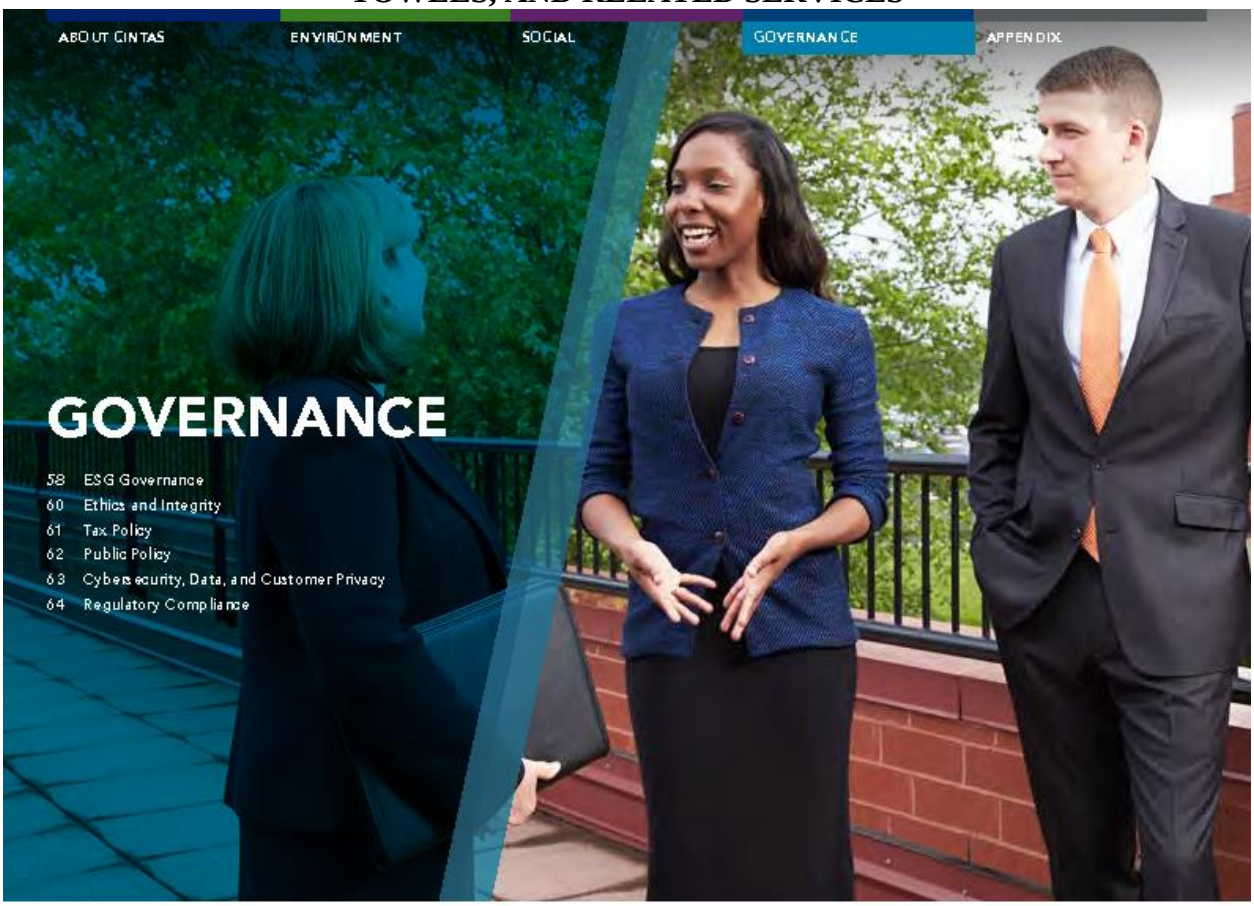
ADOPT A CLASS

DRESS FOR SUCCESS CINCINNATI

United Way
United Way of Greater Cincinnati



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



ESG GOVERNANCE

GOVERNANCE APPROACH

We believe establishing strong and ethical governance is foundational to achieving our Principal Objective: to exceed our customers' expectations to maximize the long-term value of Cintas for our shareholders and employee-partners. This approach aligns and drives our financial and social performance and helps ensure accountability and legitimacy for our stakeholders.

Our governance and management structure are guided by our Code of Conduct and Business Ethics, which establishes clear and consistent expectations for decision-making by all Cintas Directors and employee-partners. Our Code of Conduct requires adherence to laws and regulations and helps preserve the integrity of our company. Each Director, executive, manager, and employee-partner is required to undergo Code of Conduct and Ethics training upon joining the company, sign an acknowledgment of its contents, and complete additional annual training.

We are committed to being a responsible corporate citizen and strive to incorporate ESG principles and considerations into the daily operations of our business. Under the Board's direction of our strategic approach to sustainable long-term value creation, we aim to operate our business in a way that is consistent with protecting the environment and enhancing humanity while maintaining accountability for our actions and decisions.

As we consider our business decisions, we leverage internal processes that include disciplined due diligence and risk assessment to evaluate potential outcomes. Our Principal Objective and our strategic plans also factor heavily in our planning. Our business activities involve fossil fuel, water, and raw material use, and generate GHG emissions and waste, and we are aware of the risks these pose. We work with our Board of Directors, management, and stakeholders to run our business in a manner that aims to reduce, mitigate, or eliminate our impact in these areas.

GOVERNANCE STRUCTURE

Our governance is placed in the hands of our Board of Directors, our highest governing body. The Board is elected annually by a one-for-one vote of Cintas shareholders and oversees the management of our company, as spelled out in our Corporate Governance Guidelines.

Today, the Board is made up of nine Directors – seven men and two women – and 33% of the Board is diverse (in terms of gender, race, or ethnicity). The Board has created four working committees to address key issues in greater detail: the Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee and Executive Committee.

More information about our Board, including independent board leadership responsibilities and its good governance positions, is available in our Corporate Governance Guidelines. Additional nomination information, Board governance, and committee activities are available in our FY21 Proxy Statement.

During the 2021 calendar year, our Board underwent a few notable changes. Scott Farmer, who had served as both our CEO and Chairman since June 2016, retired as our CEO and transitioned to become our Executive Chairman as of June 1, 2021. On this same date, Todd Schneider was appointed as our new President and CEO, and joined the Board as a new Director. In connection with his appointment to the Board, the Board was expanded by one seat.

After five years with a governance structure that included a joint role of Chairman and CEO, we will now operate under a structure that designates the Board of Directors' Chairman position and the company's CEO position to separate individuals.

All members of the Nominating and Corporate Governance Committee, the Audit Committee, and the Compensation Committee meet the independence requirements that apply to those committee assignments, as established both by Nasdaq and the Sarbanes–Oxley Act.

FY22 BOARD OF DIRECTORS

More information about our Board members, including biographical information and professional affiliations, is available in our FY21 Proxy Statement.

Gerald S. Adolph
Nominating and Corporate Governance Committee Chairman

John F. Barrett
Audit Committee, Nominating and Corporate Governance Committee

Melanie W. Barstad
Compensation Committee, Nominating and Corporate Governance Committee

Karen L. Carnahan
Audit Committee, Nominating and Corporate Governance Committee

Robert E. Coletti
Executive Committee

Scott D. Farmer (Executive Chairman)
Executive Committee

Joseph Scaminace (Lead Director)
Compensation Committee, Nominating and Corporate Governance Committee Chairman, Executive Committee Chairman

Todd M. Schneider

Ronald W. Tysoe
Nominating and Corporate Governance Committee

ESG OVERSIGHT

Instead of delegating oversight of risk to a specific committee, our entire Board oversees our risk management process. This includes our ESG-related strategies and initiatives, given their importance to our business.

The Board oversees and monitors ESG-related matters, including environmental programs, workplace conduct, training and development, employee-partner health and wellness, diversity and inclusion, pay equity, workplace conduct, responsible and ethical sourcing, cybersecurity and data privacy, and our principal operations, business, and compliance.

We use an enterprise risk management (ERM) process to monitor, measure, and manage risks; review our risk exposure; and elevate certain key risks for discussion at the Board level as appropriate. ESG-related matters are reviewed regularly by the full Board, as well as during committee meetings as necessary.

In addition to the Board membership changes in 2021, Cintas created a new executive position to lead all of our ESG efforts. Our new Vice President of ESG and CCO reports to the General Counsel and has assumed the responsibility of providing regular updates to, conducting informational exchanges with, and seeking input from the Board about the company's strategy and progress in ESG areas.

The Vice President of ESG and CCO will work with business and functional leaders across our company to determine our ongoing sustainability strategies, as well as policies and goals related to our corporate responsibility initiatives.

Additionally, the Senior Vice President of Human Resources and Chief Diversity Officer provides ongoing updates to the Board about the company's human capital and diversity, equity, and inclusion efforts, as well as its strategy and performance against established goals.

We encourage our stakeholders to provide feedback about our ESG activities to us through their standard stakeholder communications channels, including their direct relationships, publicly available means like the Cintas Direct Line, and written correspondence to ESG@cintas.com or our Secretary, as spelled out in our 2021 Proxy Statement.

CRITICAL CONCERNS

Should a critical concern be identified, it would be presented to the Audit Committee and then immediately reported to the full Board. No critical concerns were identified in FY21.

REPORTING CONCERNS

Cintas is committed to maintaining an ethical, responsible workplace. Our Code of Conduct and Business Ethics requires our employee-partners and those with whom we do business to comply with all applicable laws and regulations, and to report situations or issues that are in violation of the law, our company policies, and our core principles.

We document concerns and strive to maintain, within the limits allowed by the law, the confidentiality of anyone requesting guidance or reporting questionable behavior and/or a possible violation. Company policy prohibits retaliation against any employee-partner raising or reporting a business conduct or ethical issue, or a perceived violation of policies or laws.

Both employee-partners and external parties have access to several mechanisms to report questions or concerns. Anyone can report any violations or concerns through our Direct Line (online or phone), a confidential third-party resource that is dedicated to Cintas' stakeholders and operated 24 hours, 7 days a week.

Additionally, employee-partners have a structured avenue to report concerns – as outlined in our corporate policy – about lines of communications within the company. This structure begins with their supervisors, HR, or compliance departments. External parties also have their own direct communications channels in which they can register concerns.



ETHICS AND INTEGRITY

"One of Cintas' biggest strengths has always been our insistence on honesty and integrity from every partner in the company."

Scott Farmer,
Executive Chairman
(CEO, 2003-2021)

We are committed to interacting with our customers, employee-partners, competitors, coworkers, shareholders, vendors, government and regulatory agencies, and the communities in which we do business in a respectful, ethical manner and in compliance with regulatory and legal requirements.

We maintain many corporate policies and training programs to promote a culture of compliance, and promote our stakeholders' understanding of our principles and values related to ethics and integrity.

We provide confidential, retaliation-free outlets for internal and external stakeholders to report concerns or apparent issues.

We believe we conduct our business the right way, perpetuating the highest levels of ethics and integrity.

TRAINING

Cintas employee-partners receive training about our Code of Conduct and Business Ethics on their first official day of employment with us. They also receive a booklet containing the Code at their orientation session and must sign an acknowledgment that they have received and understand the training.

Additionally, employee-partners must complete three different annual training courses focusing on ethics and integrity: Code of Conduct and Business Ethics, Workplace Harassment Prevention, and Workplace Violence Prevention. These are either completed through an online training-on-demand platform or conducted in person for employee-partners who do not have computer access at work. Our annual training results are also reported to the Board of Directors to confirm we're maintaining compliance.

Further, management-track employee-partners also receive a copy of *The Spirit Is The Difference*. Written by our Founder Richard "Dick" Farmer, the book further articulates our corporate culture and how it functions within our Code of Conduct and Business Ethics.

Additional position- or responsibility-specific training is required annually for various employee-partners, including:

- **AB1825 Training** – Employee-partners who are California residents and employee-partners who work outside of California but manage employee-partners located in California
- **Information Security Awareness** – Employee-partners who have computer access at work
- **Anti-Corruption Training** – Employee-partners who could potentially interact with a foreign official or representative
- **PCI Training** – Employee-partners who could have access to credit card data

ANTI-BRIBERY AND CORRUPTION

Under the direction of our senior management's annual Enterprise Risk Assessment, our Risk & Compliance Department conducts annual reviews of our business operation for corruption risks. We have not identified any instances of corruption during this process.

Risks that have been identified during our annual business review include our foreign global supply chain operations, which hire local employee-partners with cultural differences; doing business in markets known for corruption; using customs brokers or carriers to import products from international suppliers; and potential vendor or third-party relationships.

Additionally, our expansive Business Ethics Corporate Position covers many topics and concerns and outlines our expectations of our employee-partners in those situations. This policy is communicated to our governance body and employee-partners, who receive training on its contents.

Further, our Risk & Compliance Department ensures that all appropriate vendors working with our global supply chain are aware of our policies and expectations, which are spelled out in our Vendor Code of Conduct. Our vendors' compliance is monitored through annual third-party audits.

Every year, we identify employee-partners directly involved in our business activities who have the potential to elicit bribery or corruption activities. Those employee-partners are required to undergo additional anti-corruption training, and we perform audits on a regular basis to support ongoing compliance and identify potential issues.

ANTI-COMPETITIVE BEHAVIOR

We pride ourselves on operating our business in an ethical and lawful manner, a cornerstone of our corporate culture. We believe in adhering to all laws and regulations, including those that promote free and fair competition in the marketplace.

Our Code of Conduct and Business Ethics and our Anti-Corruption Corporate Policy require all employee-partners to comply with all laws and regulations related to competition and antitrust, including those that prohibit collusion to manipulate a market. Topics in this area are also included in our Code of Conduct and Business Ethics annual training.

TAX POLICY

We are a transparent taxpayer. We are open about the taxes we pay and our projected effective tax rate guidance on our financial reports and during our quarterly earnings calls, which are available to the public.

We review our tax strategy under a low-risk methodology, and believe we have a responsibility to pay our fair share of taxes. We are committed to complying with all applicable tax laws and requirements in each jurisdiction in which we conduct business.

To help ensure we identify, withhold, report, and pay the correct tax requirements and avoid potential compliance issues, the company maintains a tax strategy created by the Vice President of Tax, overseen and approved by the Chief Financial Officer, and presented to the Audit Committee of the Board of Directors. Ongoing risk assessments are conducted to help identify and rectify any potential compliance issues. Pertinent changes in regulatory policy or guidance are communicated to executive management so they understand the business implications. We regularly utilize third-party advisors to review our current tax strategy and provide guidance.

Our tax disclosures that appear in our audited financial statements are prepared in accordance with GAAP ASC 740 and SEC reporting standards in all material respects. Ernst & Young, our independent auditing firm, examines our tax-related disclosures as part of its review of our SEC filings.

Cintas engages with federal and statutory tax authorities as audits arise, and we work to maintain a transparent approach to all audits. If a difference in approach transpires during an audit, Cintas works with the jurisdiction to determine a reasonable settlement position.

Our tax implications and financial benefits available from government entities are regularly evaluated as part of normal business operations and decision-making. In the last three fully reported fiscal years, we received $67 million in tax relief from the U.S. government through multiple incentive programs, including various employment credits. Further, in the last three fiscal years, we have received $20 million in tax deductions resulting from charitable donations, including a total of $8 million in FY21.

We actively engage a third-party representative to assist our advocacy and education efforts on benefits of tax policy, most notably the 2017 Tax Cuts and Jobs Act and current tax policy priorities.



PUBLIC POLICY

POLITICAL ACTION

Cintas regularly and proactively engages with a cross-section of policymakers at the federal and state levels, as well as regulatory bodies, about four issues central to our business: infrastructure, labor, taxes, and trade.

We also collaborate with corporate, industry, and trade organizations to determine positions on these issues to support continued growth. Given the size of some of these organizations and Cintas' position, the public viewpoints expressed by some of these groups do not always align with our views.

Our advocacy and public policy efforts are targeted at communicating Cintas' positions on existing and potential legislation and regulations; providing perspective on regulatory measures that affect our business; and providing testimony under oath when necessary to relay our experiences, positions, and perspectives about topics important to our business. We conduct this work through a variety of means, including face-to-face meetings, memos, and position papers, as well as political contributions through the Partner Political Action Committee (PAC).

Guided by our Anti-Corruption Corporate Policy, we have established a formal process that dictates how we may engage with policymakers and any related organizations. In cooperation with approved third-party representatives, the Vice President of Corporate Affairs is responsible for developing and maintaining the pertinent relationships and procedures to confirm adherence to the company's advocacy process and coordinates all communications between stakeholders related to public policy.

POLITICAL CONTRIBUTIONS

Our Anti-Corruption Corporate Policy outlines the manner in which we may engage with political candidates and representatives. As a company, Cintas Corporation does not contribute to political candidates.

The PAC supports political contributions on behalf of our employee-partners and is funded entirely by voluntary personal donations from our employee-partners. It is not funded by the company, and it does not receive any direction from the company or its Board of Directors. A 12-person executive committee operates the PAC and represents employee-partners' perspectives from across the organization.

The non-partisan group previews potential political contributions with six criteria:

- Strategies important to Cintas
- Cintas employment presence in their district/state
- A reasonably high level of approval in their district/state
- Supported legislation or voted in a manner that is favorable to Cintas' continued economic growth
- Maintained integrity and professional dealings in their position in Congress
- Member of a committee that has influence over issues important to Cintas

Donations are not made to presidential candidates.

During the 2020 election cycle, the PAC made donations to 12 political entities totaling $58,000. In this figure, both major political parties were represented – including $46,000 to candidates or election organizations representing Republicans and $12,000 to candidates or election organizations representing Democrats. This included a total of $10,000 to elected officials representing the Ohio districts where our corporate office is located and the counties in which most of our corporate employee-partners live.



CYBERSECURITY, DATA, AND CUSTOMER PRIVACY

Our General Privacy Policy outlines our policies and procedures governing our data collection, data use, and data storage, as well as our communications policies about these measures. It also enumerates special considerations for users in California and Nevada.

We live and work in an age where computers and connected economies are essential to daily life – including our daily business operations – but they also can be vulnerable to outside interference and attacks.

We rely extensively on computer systems, including third-party systems, to process transactions, maintain information, and manage our businesses. We believe it's in the best interest of our company, our customers, our employee-partners, our suppliers, and all of our stakeholders to maintain effective, proactive, and up-to-date cybersecurity measures to protect the confidentiality, security, and integrity of personal and business information.

The Board of Directors' Audit Committee oversees our information security. The Chief Information Officer (CIO) regularly updates the Audit Committee about our information security processes, including new platforms and systems, IT security/governance, and prevailing threats and countermeasures in place to protect Cintas' systems. The CIO also provides topical updates to the full Board throughout the year. Further, the Audit Committee monitors the compliance for our annual Information Security Awareness and PCI Compliance training courses.

CYBERSECURITY

Our business relies on complex, integrated computer systems, including third-party systems, to be successful. These systems provide us with convenient and instant access to customer and supplier information, process transactions worldwide, and provide other general information necessary to run our business.

We have experienced cybersecurity incidents in the past but none of these incidents, individually or combined, have had a material adverse effect on our business or operations. We have a robust network of security controls, policy enforcement mechanisms, and monitoring systems to help address these threats.

We have an active disaster recovery plan that's frequently reviewed and tested. However, our computer systems are subject to damage or interruption from computer or telecommunication failures; catastrophic climate-related events like fires, tornadoes, and hurricanes; power outages; and employee-partner usage errors.

While we believe that we have adopted appropriate measures to mitigate and nullify many apparent potential computer- and network-related disruptions, our business still faces an unknown and unpredictable risk.



REGULATORY COMPLIANCE

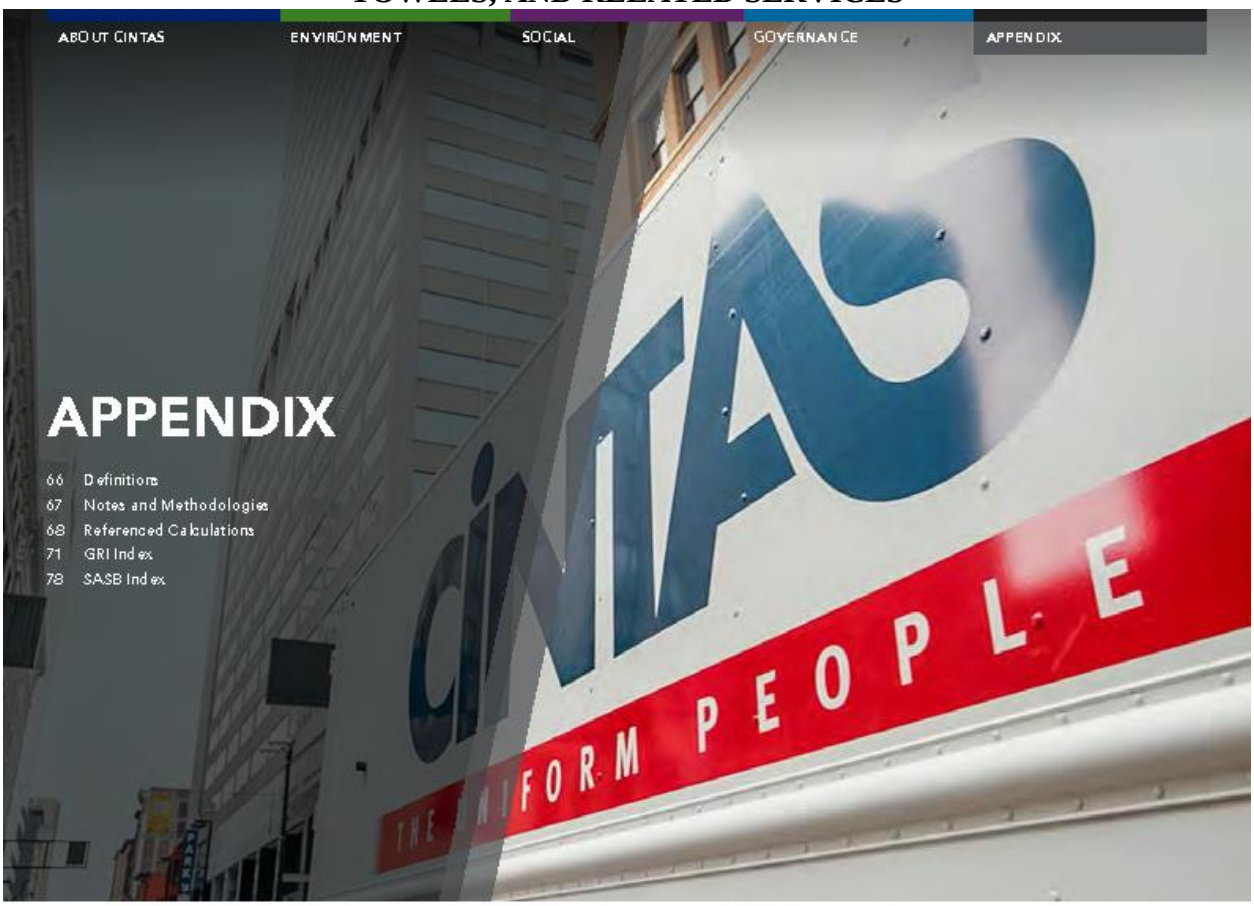


During FY21, we did not identify any substantiated significant concerns received through normal grievance channels about our actions related to the environment, health and safety, discriminatory practices, violations involving the rights of indigenous peoples, product and service information, or labeling and marketing communications.

We were subject to a comparatively minor number of environmental noncompliance issues related to local ordinances at a small number of locations across the country. After being notified of these issues, we took appropriate corrective actions to confirm the noncompliance did not continue and paid any necessary remittance. None of these issues resulted in material or significant fines or penalties to the company under applicable reporting requirements.

None of our locations are situated on designated protected areas. In FY21, none of our facilities contributed spills that were material to our company or the communities in which they are located.

Additional information about other legal proceedings is available in our FY21 Form 10-K (pg. 27).


ABOUT CINTAS
ENVIRONMENT
SOCIAL
GOVERNANCE
APPENDIX
APPENDIX
66 Definitions
67 Notes and Methodologies
68 Referenced Calculations
71 GRI Index
78 SASB Index
THE UNIFORM PEOPLE

DEFINITIONS

GLOBAL SUPPLY CHAIN SUPPLIERS

References to Global Supply Chain Suppliers throughout this ESG report refer to our suppliers, vendors, and business partners that generally facilitate $1 million or more in purchases by Cintas and that must meet specific requirements to do business with us. Cintas and our locations also regularly do business with other vendors, suppliers, and business partners that do not fall within this spend threshold and, for the purpose of this report, are not included in this reporting.

HUNDREDWEIGHT (CWT)

In the United States, the "short" hundredweight (Cwt) equals 100 pounds (45.36 kg).

RENTAL DIVISION OPERATIONS IN THE UNITED STATES
U.S. RENTAL OPERATIONS
U.S. RENTAL LOCATIONS

Our U.S.-based locations and facilities that contribute to our Rental division's operations. In FY21, this included 320 locations, including 187 processing plants and 133 branches. The number of locations can change year-to-year because of closures, consolidation, and/or relocations.

ZERO WASTE PROGRAM

Our "Zero Waste Program" began in FY13 in an effort to decrease our waste destined for landfills that originated in our distribution centers (DC). The program initially included seven of our DCs, with an eighth joining in FY17. Each DC submits its waste diversion information annually to recertify its zero waste TRUE Certification by Green Business Certification Inc.



NOTES AND METHODOLOGIES

REPORTING FRAMEWORK & DATA DISCLOSURES

In our 2021 ESG Report, we have reported our company's disclosures in reference to the Global Reporting Index (GRI) Standards as they were available on June 1, 2021. There are select instances where we have chosen not to report required components of GRI's disclosures because we anticipate forthcoming guidance from U.S. federal and regulatory bodies – including the Securities and Exchange Commission (SEC) and the Nasdaq stock exchange – that may conflict with GRI Standards requirements and thus require significant changes to, and restatements of, our data in future years. Further, in some areas of our social data, we have chosen to align our disclosures with the GRI requirements, rather than the EEO-1 reporting requirements of the U.S. federal government (e.g., employee age brackets). As further and continued guidance about ESG reporting requirements is provided by the U.S. government and regulatory agencies, we expect we will report our data as necessary to meet any statutory requirements in future years.

COVID-19 EFFECT ON DATA AND PERFORMANCE

Our environmental performance has demonstrated continued improvements from FY19 through FY21. However, the COVID-19 pandemic's effect on our performance and data cannot be isolated from other efficiency and process changes that contributed to performance improvements.

The COVID-19 pandemic began in the fourth quarter of FY20 and continued during all four quarters of FY21.

ENVIRONMENTAL DATA EXPANSION IN 2021 ESG REPORT

Our 2021 ESG Report includes expanded environmental data from what was first published in our 2020 ESG Report.

For our 2021 report, our energy and emissions data sets were expanded to include all locations in the United States in our Rental division footprint – including branches. In 2020, we reported environmental data for only our Rental processing facilities. All types of U.S. Rental locations are included in our 2021 environmental data.

Further, data has been recorded for the U.S. Rental fleet and incorporated into the energy and emissions data for the reported years. Fleet data was not reported in 2020.

EMISSIONS DATA RESTATEMENTS

In our 2021 ESG Report, we have recalculated our prior emissions data and restated it in this data set. On top of the expanded locations included in reporting, we have also more accurately assigned location-based emissions factors for the years reported. In our 2020 ESG Report, our emissions data used country averages for our locations based in the United States and Canada. In the 2021 report, the specific emissions factor for each location's utility company was used to calculate emissions values. Additionally, data for our U.S. fleet was included in our 2021 environmental data, which also factored into our emissions data this year.

WATER DATA ASSUMPTIONS

Water data has been converted to megaliters (ML) for our 2021 reporting, after being reported in kilogallons (kgal) in our 2020 report. When referring to our water data table:

- Withdrawal is the sum of all water meters (including irrigation).
- Discharge is treated to meet local discharge water requirements. Discharge is calculated from withdrawn water minus consumed water.
- There has been no change in water storage. Consumed water is the sum of irrigation and 10% (assumed factor of evaporation) of the rest of withdrawn water.

LAUNDRY PROCESS-SPECIFIC DATA CALCULATIONS

Data and calculations used in comparisons of Cintas' performance against at-home laundry processes, and our environmental data intensities against poundage, are inclusive of our locations that process poundage in the United States. This data set includes almost exclusively plants and does not include data from our branches that do not process laundry or poundage.

This specific data set was created for the explicit purpose of conducting comparisons of like-for-like processes. Using the same data set as otherwise reported throughout our 2021 ESG Report would mean fleet energy data, and non-processing facility energy and water data would be included in calculations specifically comparing laundry-only processes. The original data set would've resulted in skewed and unequal comparisons, necessitating the formulation of the processing facility-only data set.

Explanations, data points, and calculations made in this Appendix using the processing facility-only data set are indicated with an asterisk (*).

REFERENCED CALCULATIONS

CINTAS VS. AT-HOME LAUNDRY COMPARISONS*

Calculations of Cintas' laundry process efficiency versus traditional at-home laundry process efficiency were calculated by Water Solutions Incorporated (WSI) using industry-specific calculations, Cintas-specific FY21 water and energy values, and general assumptions for both industrial and traditional at-home laundry processes.

Cintas' FY21 values of 1.03 gallons of water used per pound of laundry and 1,530 Btu[30] required per pound of laundry were calculated from our FY21 environmental data by ENGIE Impact, and our total poundage processed at all Rental processing facilities was collected and calculated by WSI.

WSI's assumptions and data points:

- **Cintas Laundering:** 145°F water temperature, 60°F cold water temperature, 1.03 gallons of water used per pound, and 450 lb load size
- **Cintas Drying:** 145°F drying temperature, 84°F preheat temperature, 1,530 Btu of energy used per pound of fabric and 450 lb load size
- **Traditional At-Home Laundering:** 115°F water temperature, 60°F cold water temperature, 1.90 gallons of water used per pound,[31] and 10.5 lb load size
- **Traditional At-Home Drying:** 115°F drying temperature, 60°F atmospheric temperature, 2,143 Btu of energy used per pound of fabric,[32] and 10.5 lb load size

Using this data and WSI's calculations, traditional at-home laundering uses on average 84% more water per pound of laundry than Cintas' laundry process. Further, the traditional at-home laundry process – both washing and drying – uses on average 69% more energy than Cintas' washing and drying process.

CINTAS VS. TRSA INDUSTRY COMPARISONS

The Textile Rental Services Association (TRSA) collects and publishes industry sustainability data that includes voluntary contributions from its membership and other non-member industry businesses.

The last edition of the TRSA Sustainability Report was published in 2018. The report provides results on a variety of topics related to the environment, including water and energy usage, production volume, and energy conservation of textile rental operators. TRSA collected and received data from 24 operators, totaling 132 plant facilities.

Cintas is a member of TRSA but does not contribute to the organization's sustainability reporting. For purposes of comparison, the TRSA industry data points referenced below represent the "TRSA Operator Norm" data set in its reporting, and represent the standard (mean) textile rental operator.

At Cintas, we record and/or report our environmental data in the following units:

- **Water use** – kilogallons (kgal) and/or megaliters (ML)
- **Energy use** – Gigajoules (GJ) and/or megajoules (MJ)
- **Emissions** – Carbon dioxide equivalents (CO_2e)
- **Poundage** – Hundredweight (Cwt)
- **Revenues** – Millions of U.S. dollars ($M)

TRSA provides its sustainability data in the following metrics:

- **Water use** – Gallons per pound of laundered items (gal/pound)
- **Energy use** – MMBtu and/or Btu per pound of laundered items (Btu/pound)
- **Emissions** – CO_2 per pound of laundered items (CO_2/pound)
- **Poundage** – Pounds
- **Revenues** – Not applicable

30. British thermal unit.
31. The figure of traditional at-home laundry's use of 1.9 gallons of water per pound was calculated by WSI from data provided by the Environmental Protection Agency (EPA) ENERGY STAR program in its "What to Consider When Buying a Clothes Washer" tab at ENERGY STAR Certified Residential Clothes Washers, accessed on Sept. 24, 2021.
32. WSI used the average Btu per hour requirements of traditional home gas driers (20,000 to 25,000 Btu per hour), as cited on Choose Energy's website at Buying a Dryer: Natural Gas or Electric?, accessed on Oct. 7, 2021.

In order to perform accurate comparisons of our FY21 performance against the last available TRSA Operator Norm, we had to convert the industry averages provided by TRSA and our data into common units of measure.

For TRSA data, MMBtu were converted to Btu and then converted to megajoules (MJ). Pounds were converted to hundredweight (100 pounds per hundredweight). Gallons were converted to kilogallons (kgal). Inch Calculator was used for energy conversions and Kyles Converter was used for water conversions.

Most Cintas data was already recorded and calculated in the necessary units by ENGIE Impact and WSI from the company's FY21 use and consumption. In the instances where the data was provided in like units of measurement, it was converted by the necessary factor of 10 to reach the correct degree of measurement.

We were not able to offer a comparison of our emissions performance against the 2018 TRSA Operator Norm. TRSA's Sustainability Report cites participants' greenhouse gas (GHG) emissions per pound of production, or CO_2 per pound of textiles laundered. Cintas' emissions data is reported by GHG emissions equivalents, or CO_2e. Because we cannot confirm how the TRSA CO_2 data is collected or if it is truly exclusive of other GHG equivalents – and because Cintas' data is only available in emission equivalents – we were not able to provide comparisons against potentially non-like data points.

INTENSITY VALUE	CINTAS INTENSITY METRIC	TRSA INTENSITY METRIC	COMPARISON INTENSITY METRIC
Energy Intensity	Gigajoules per million dollars in revenue (GJ/$M)	Btu per pound (Btu/pound)	Megajoules per hundredweight (MJ/Cwt)
Water Intensity	Megaliters of water consumed per million dollars in revenue (ML/$M)	Gallons of water withdrawn per pound (gal/pound)	Kilogallons of water withdrawn per hundredweight (kgal/Cwt)

ENERGY COMPARISONS	TRSA DATA	CINTAS DATA*
Btu/pound	2,422	n/a
Btu/Cwt	242,200	n/a
MMBtu	32,030	4,176,359
MJ	33,793,348	4,406,280,000
MJ/Cwt	255.53	198.13
Comparison		**(-22.46%)**

WATER COMPARISONS	TRSA DATA	CINTAS DATA*
Gallons/pound	1.47	n/a
Poundage	13,900,000	2,223,972,800
Cwt	139,000	22,239,728
kgal Withdrawn	20,400	2,288,996
Gallons Withdrawn	20,400,000	2,288,996,000
kgal/pound	0.00147	0.00103
kgal/Cwt	0.1467	0.1029
Comparison		**(-29.86%)**

COVID-19'S IMPACT ON WASH MIX AND METRICS PER HUNDREDWEIGHT*

As discussed in the Environment section in "The Impact of COVID-19 on Intensity Measures," our newly created emissions, energy, and water intensity metrics use millions of dollars in revenues as the unit of measure. For FY21, this new metric demonstrated reductions in intensity values over FY20 for all three metrics, as our revenues increased while our total usage continued to decrease.

A closer inspection of our full environmental data set, however, demonstrates the underlying effect that COVID-19's impact on our wash mix had on our FY21 intensity values. While our new metric indexed on revenues produced reductions in intensity, the revenue gains outsized the increases in our intensity values caused by the unique changes to our wash mix required in FY21. The increased need for hygienically clean laundry in FY21 required more rinses and hotter water per pound during the wash cycle over FY20 – as explained on pg. 19.

The effect of the wash mix changes becomes apparent when our intensity values are calculated as a factor of hundredweight (Cwt), a measure of 100 pounds of laundry.

While our gross energy use, emissions, and water use decreased from FY20 to FY21, the decrease in poundage was greater than the rates of energy, emissions, and water reduction, which resulted in increased intensity values for all three metrics when calculated per hundredweight.

POUNDAGE PROCESSED	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Poundage*	Cwt	24,783,151	24,298,215	-2.0%	22,239,278	-8.5%

ENERGY INTENSITY BY HUNDREDWEIGHT	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Energy Used*	GJ	5,073,938	4,762,763	-6.1%	4,406,280	-7.5%
Energy Intensity*	GJ/Cwt	0.2047	0.1960	-4.3%	0.1981	1.1%

EMISSIONS INTENSITY BY HUNDREDWEIGHT	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Emissions Released*	$MTCO_2e$	544,555	506,315	-7.0%	466,628	-7.8%
Emissions Intensity*	$MTCO_2e$/Cwt	0.2197[1]	0.2084[1]	-5.2%	0.2098[1]	0.7%

WATER INTENSITY BY HUNDREDWEIGHT	UNIT	FY19	FY20	PCT. CHANGE	FY21	PCT. CHANGE
Water Consumed*	ML	1,213	1,120	-7.7%	1,063	-5.1%
Water Intensity*	ML/Cwt	0.4894[4]	0.4610[4]	-5.8%	0.4780[4]	3.7%

2021 GLOBAL REPORTING INITIATIVE (GRI) INDEX

This GRI Index accompanies our 2021 ESG Report and references the Global Reporting Initiative (GRI) Standards as they were available on June 1, 2021. As we continue our organizational review and finalize our processes and strategies to move forward along our ESG journey, we expect to be able to disclose additional information. The data in this report relates to the period from June 1, 2020 to May 31, 2021, unless otherwise stated. For a detailed explanation of the indicators, visit the GRI website: globalreporting.org.

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Organization Profile		
102-01	Name of organization	FY21 Form 10-K (pg. 1)
102-02	Activities, brands, products and services	About Cintas > This Is Cintas
102-03	Location of headquarters	FY21 Form 10-K (pg. 1)
102-04	Location of operations	About Cintas > This Is Cintas FY21 Form 10-K
102-05	Ownership and legal form	FY21 Form 10-K (pg. 1)
102-06	Markets served	About Cintas > This Is Cintas
102-07	Scale of the organization	About Cintas > This Is Cintas
102-08	Information on employees and other workers	Social > Diversity, Equity, and Inclusion FY21 Form 10-K
102-09	Supply chain	Social > Global Supply Chain and Supplier Relations
102-10	Significant changes to the organization and its supply chain	Social > Global Supply Chain and Supplier Relations
102-11	Precautionary Principal or approach	Governance > ESG Governance > Governance Approach
102-12	External initiatives	Social > Local Communities
Strategy		
102-14	Statement from senior decision-maker	About Cintas > A Message from Our CEO
102-15	Key impacts, risks and opportunities	About Cintas > A Message from Our CEO
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	About Cintas > The Spirit Is The Difference
102-17	Mechanisms for advice and concerns about ethics	Governance > ESG Governance > Critical Concerns
Governance		
102-18	Governance Structure	Governance > ESG Governance > Governance Structure
102-19	Delegating authority	Governance > ESG Governance > Governance Structure Governance > ESG Governance > ESG Oversight

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance > ESG Governance > ESG Oversight
102-21	Consulting stakeholders on economic, environmental, and social topics	About Cintas > Stakeholder Engagement Governance > ESG Governance > ESG Oversight Social > Global Supply Chain and Supplier Relations > Promoting Ethical Interactions > Reporting Concerns
102-22	Composition of the highest governance body and its committees	Governance > ESG Governance > Governance Structure Governance > ESG Governance > FY22 Board of Directors 2021 Proxy Statement (pg. 6)
102-23	Chair of the highest governance body	Governance > ESG Governance > Governance Structure 2021 Proxy Statement (pg. 6)
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement (pg. 8)
102-25	Conflicts of interest	2021 Proxy Statement (pg. 38)
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance > ESG Governance > Governance Approach 2021 Proxy Statement (pg. 6) Corporate Governance Guidelines
102-27	Collective knowledge of highest governance body	Governance > ESG Governance > ESG Oversight
102-28	Evaluating the highest governance body's performance	Corporate Governance Guidelines (pg. 5)
102-29	Identifying and managing economic, environmental, and social impacts	Governance > ESG Governance > ESG Oversight 2021 Proxy Statement (pg. 6-7)
102-30	Effectiveness of risk management processes	Governance > ESG Governance > ESG Oversight 2021 Proxy Statement (pg. 6)
102-31	Review of economic, environmental and social topics	Governance > ESG Governance > ESG Oversight 2021 Proxy Statement (pg. 6-7)
102-32	Highest governance body's role in sustainability reporting	Governance > ESG Governance > ESG Oversight
102-33	Communicating critical concerns	Governance > ESG Governance > Critical Concerns
102-34	Nature and total number of critical concerns	Governance > ESG Governance > Critical Concerns
102-35	Remuneration policies	2021 Proxy Statement (pg. 12)
102-36	Process for determining remuneration	2021 Proxy Statement (pg. 12)
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement (pg. 39)
102-38	Annual total compensation ratio	2021 Proxy Statement (pg. 32)
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement (pg. 32) 2021 Proxy Statement (pg. 28)

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Stakeholder Engagement		
102-40	List of stakeholder groups	About Cintas > Stakeholder Engagement
102-41	Collective bargaining agreements	Social > Labor Relations
102-42	Identifying and selecting stakeholders	About Cintas > Stakeholder Engagement
102-43	Approach to stakeholder engagement	About Cintas > Stakeholder Engagement
102-44	Key topics and concerns raised	About Cintas > Stakeholder Engagement
Reporting Practice		
102-45	Entities included in the consolidated financial statements	FY21 Form 10-K (pg. 3)
102-46	Defining report content and topic Boundaries	About Cintas > About This Report
102-47	List of material topics	About Cintas > Stakeholder Engagement
102-48	Restatements of information	About Cintas > About This Report Appendix
102-49	Changes in reporting	About Cintas > About This Report
102-50	Reporting period	About Cintas > About This Report
102-51	Date of most recent report	About Cintas > About This Report
102-52	Reporting cycle	About Cintas > About This Report
102-53	Contact point for questions regarding the report	About Cintas > About This Report
102-54	Claims of reporting in accordance with the GRI Standards	About Cintas > About This Report Appendix
102-55	GRI content index	Appendix > GRI Index
Economic Performance		
201-01	Direct economic value generated and distributed	FY21 Form 10-K (pg. 19)
201-02	Financial implications and other risks and opportunities due to climate change	Environment > Climate and Energy
201-03	Defined benefit plan obligations and other retirement plans	Social > Compensation
201-04	Financial assistance received from government	Governance > Tax
Market Presence		
202-01	Ratios of standard entry level wage by gender compared to local minimum wage	By the start of our FY22, we expect the entry-level minimum wage paid to U.S.-based hourly employee-partners will be a minimum of $15.70 per hour. That figure can be adjusted upward as necessary based on work experience, the geographic location of the employee-partner's work facility, and/or other overriding local or state minimum wage requirements. This figure is higher than the current U.S. federal minimum wage for non-tipped employees ($7.25 per hour), which went into effect in 2009.

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Indirect Economic Impacts		
203-02	Significant indirect economic impacts	About Cintas > Our Continued COVID-19 Response Environment
Anti-Corruption		
205-01	Operations assessed for risks related to corruption	Governance > Ethics and Integrity > Anti-Bribery and Corruption
205-02	Communication and training about anti-corruption policies and procedures	Governance > Ethics and Integrity > Anti-Bribery and Corruption
Anti-competitive Behavior		
206-01	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance > Ethics and Integrity
Tax		
207-01	Approach to tax	Governance > Tax
207-02	Tax governance, control, and risk management	Governance > Tax
207-03	Stakeholder engagement and management concerns related to tax	Governance > Tax About Cintas > Stakeholder Engagement
Materials		
301-03	Reclaimed products and their packaging materials	Environment > Waste and Materials Use > SPOTLIGHT: Materials Innovation
Energy		
302-01	Energy consumption within the organization	Environment > Climate and Energy > Reducing Energy Use
302-03	Energy intensity	Environment > Climate and Energy > Reducing Energy Use
302-04	Reduction of energy consumption	Environment > Climate and Energy > Reducing Energy Use
302-05	Reductions in energy requirements of products and services	There were no significant changes in FY21.
Water and Effluents		
303-01	Interactions with water as a shared resource	Environment > Water Stewardship
303-02	Management of water discharge-related impacts	Environment > Water Stewardship
303-03	Water withdrawal	Environment > Water Stewardship > Managing Wastewater
303-04	Water discharge	Environment > Water Stewardship > Managing Wastewater
303-05	Water consumption	Environment > Water Stewardship > Managing Wastewater

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Emissions		
305-01	Direct (Scope 1) GHG emissions	Environment > Climate and Energy > Lowering GHG Emissions
305-02	Energy indirect (Scope 2) GHG emissions	Environment > Climate and Energy > Lowering GHG Emissions
305-03	Other indirect (Scope 3) GHG emissions	As part of our new ambition to achieve Net Zero GHG emissions by 2050, we will explore opportunities to identify and reduce Scope 3 GHG emissions from our supply chain.
305-04	GHG emissions intensity	Environment > Climate and Energy > Lowering GHG Emissions
305-05	Reduction of GHG emissions	Environment > Climate and Energy > Lowering GHG Emissions
Effluents and Waste		
306-01	Water discharge by quality and destination	Environment > Water Stewardship > Managing Wastewater
306-02	Waste by type and disposal method	Environment > Waste and Materials Use > SPOTLIGHT: Zero Waste Program Currently we record waste data from our distribution centers which recycle corrugated/plastic waste.
306-03	Significant spills	Governance > Regulatory Compliance
306-05	Water bodies affected by water discharges and/or runoff	Environment > Water Stewardship > Managing Wastewater
Environmental Compliance		
307-01	Non-compliance with environmental laws and regulations	Governance > Regulatory Compliance
Supplier Environmental Assessment		
308-01	New suppliers that were screened using environmental criteria	Social > Global Supply Chain and Supplier Relations > Assessing and Monitoring New Global Supply Chain Suppliers
Employment		
401-01	New employee hires and employee turnover	Social > Talent Recruitment Social > Talent Retention
401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social > Compensation
Labor/Management Relations		
402-01	Minimum notice periods regarding operational changes	Social > Labor Relations > Minimum Notice
Occupational Health and Safety		
403-01	Occupational health and safety management system	Social > Safety and Health > Occupational Health and Safety Management System
403-02	Hazard identification, risk assessment, and incident investigation	Social > Safety and Health > Occupational Health and Safety Management System
403-03	Occupational health services	Social > Safety and Health > Occupational Health Initiatives

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
403-04	Worker participation, consultation, and communication on occupational health and safety	Social > Safety and Health
403-05	Worker training on occupational health and safety	Social > Safety and Health > Training and Development
403-06	Promotion of worker health	Social > Compensation > Employee Benefits Social > Safety and Health > Occupational Health Initiatives
403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social > Safety and Health > Occupational Health and Safety Management System
403-08	Workers covered by an occupational health and safety management system	Social > Safety and Health > Occupational Health and Safety Management System
403-09	Work-related injuries	Social > Safety and Health > Sharing our Safety Knowledge
Training and Education		
404-01	Average hours of training per year per employee	Social > Training and Development Social > Safety and Health
404-02	Programs for upgrading employee skills and transition assistance programs	Social > Training and Development Social > Performance and Advancement
404-03	Percentage of employees receiving regular performance and career development reviews	At Cintas, it is company policy that employee-partners take part in or receive an annual review, which is a component of the annual merit raise program.
Non-discrimination		
406-01	Incidents of discrimination and corrective actions taken	Governance > Regulatory Compliance
Freedom of Association and Collective Bargaining		
407-01	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social > Labor Relations
Child Labor		
408-01	Operations and suppliers at significant risk for incidents of child labor	Social > Human Rights > Our Standards and Requirements Social > Global Supply Chain and Supplier Relations > Human Rights Standards
Forced or Compulsory Labor		
409-01	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social > Human Rights > Our Standards and Requirements Social > Global Supply Chain and Supplier Relations > Human Rights Standards
Rights of Indigenous Peoples		
411-01	Incidents of violations involving rights of indigenous peoples	Governance > Regulatory Compliance

DISCLOSURE	DESCRIPTION	PAGE NUMBER(S), URL(S) AND/OR INFORMATION
Human Rights Assessment		
412-01	Operations that have been subject to human rights reviews or impact assessments	Social > Human Rights Social > Global Supply Chain and Supplier Relations
412-02	Employee training on human rights policies or procedures	Social > Human Rights Social > Global Supply Chain and Supplier Relations
412-03	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Social > Human Rights Social > Global Supply Chain and Supplier Relations
Local Communities		
413-01	Operations with local community engagement, impact assessments, and development programs	Social > Local Communities
413-02	Operations with significant actual and potential negative impacts on local communities	Social > Human Rights Social > Global Supply Chain and Supplier Relations Governance > Regulatory Compliance
Supplier Social Assessment		
414-01	New suppliers that were screened using social criteria	Social > Global Supply Chain and Supplier Relations > Assessing and Monitoring New Global Supply Chain Suppliers
414-02	Negative social impacts in the supply chain and actions taken	Social > Global Supply Chain and Supplier Relations > Promoting Ethical Interactions
Public Policy		
415-01	Political contributions	Governance > Public Policy > Political Action
Customer Health and Safety		
416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	Governance > Regulatory Compliance
Marketing and Labeling		
417-02	Incidents of non-compliance concerning product and service information and labeling	Governance > Regulatory Compliance
417-03	Incidents of non-compliance concerning marketing communications	Governance > Regulatory Compliance
Customer Privacy		
418-01	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance > Cybersecurity, Data, and Customer Privacy
Socioeconomic Compliance		
419-01	Non-compliance with laws and regulations in the social and economic area	Governance > Regulatory Compliance

2021 SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) INDEX

As we continue to make progress on our overall ESG reporting, this year we have referenced the Sustainable Accounting Standards Board (SASB) framework while developing our 2021 ESG Report. As a company with a unique and complex business model that falls under multiple industry categories, we have selected the Professional & Commercial Services SASB Standard to report against to support stakeholder decision-making and transparent reporting. For a detailed explanation of the framework, visit the SASB website: https://www.sasb.org/.

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	Cintas takes a multiple-tiered approach to system security. We utilize software programs to identify potential system security risks, and perform a regular analysis of the system updates. We regularly audit and review our processes. In addition, Cintas performs regular security maintenance, including issuing system patches, performing penetration testing, and monitoring data flow throughout the company, among other security efforts. Cintas' employee-partners are also required to complete annual online training courses to help them identify potential digital security risks.	Governance > Cybersecurity, Data, and Customer Privacy FY21 Form 10-K > Item 1A. Risk Factors
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	We adhere to best practices for data collection, usage, and retention of customer information, and undergo regular audits. We regularly implement additional layers of privacy controls and implement adjustments to our practices as necessary.	Governance > Cybersecurity, Data, and Customer Privacy FY21 Form 10-K > Item 1A. Risk Factors Cintas General Privacy Policy Cintas California Privacy Act
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	At the time of this report, we are not aware of any customers whose CBI or PII have been affected by cybersecurity issues encountered in FY21.	Governance > Cybersecurity, Data, and Customer Privacy FY21 Form 8-K (September 23, 2020) FY21 Form 10-K > Item 1A. Risk Factors

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Quantitative	Percentage (%)	**Total Workforce: Gender** Female = 35.8% Male = 64.2% **Total Workforce: Racial/Ethnic Representation** White = 52.6% Latinx/Hispanic = 19.4% Black/African American = 13.3% Asian = 3.7% Two or More Races = 2.2% Native American/Alaskan = 0.4% Native Hawaiian/Pacific Islander = 0.3% Not Specified = 8.1%	Social > Diversity, Equity, and Inclusion
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Rate	(1) Voluntary turnover rate = 17% (2) Involuntary turnover rate = 4.4%	Social > Talent Retention
	SV-PS-330a.3	Employee engagement as a percentage	Quantitative	Percentage (%)	We most recently conducted company-wide employee-partner engagement surveys in partnership with Willis Towers Watson in 2019. Cintas' employee-partner engagement score was 90%. Category-specific ratings underpinned our overall commitment to our people, including Empowerment, Sustainable Engagement, Safety, and Diversity & Inclusion. The company will conduct its next engagement survey in 2022, and we expect to administer engagement surveys every two years.	Social > Employee-Partner Engagement

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	n/a	Governance > Ethics and Integrity Code of Conduct and Business Ethics: Standards of Business Conduct (pg. 3) Code of Conduct and Business Ethics: Conflicts of Interest (pg. 4) Code of Conduct and Business Ethics: Accountability and Adherence to the Code (pg. 6)
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting currency	n/a	FY21 Form 10-K (pg. 14)

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	DATA AND ADDITIONAL INFORMATION	REFERENCE LOCATION
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	Full-time 40,099; Part-time and other: 285	Social > Diversity, Equity, and Inclusion
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	n/a	n/a

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

Getting the most out of your uniform program

Having your employees turn in their garments every week is crucial, because it allows us to professionally launder, inspect, repair and proactively upgrade garments as needed — and helps keep their uniforms well-maintained.

PROGRAM START

At the beginning of your program, each of your employees will be issued 11 pants and 11 shirts, including any combination of short and long-sleeve. For best results, your employees should turn in their ready-to-be-laundered garments the night before your scheduled Cintas pick-up day.



5 Garments worn
(1 for each day of the workweek)

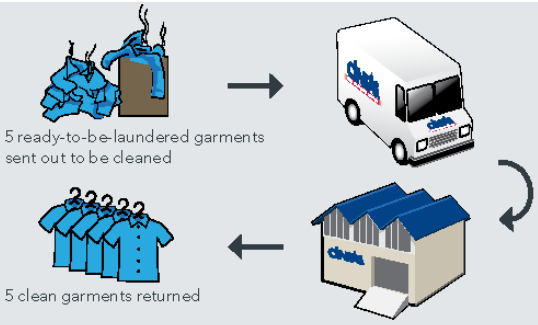
5 Garments being cleaned by Cintas every week

1 Extra garment
(employee is currently wearing)

Garments Total

WEEKLY SERVICE

Your employees will simply turn in their ready-to-be-laundered garments every week — so your Cintas Services Sales Representative (SSR) can scan them, pick them up and return their cleaned garments from the previous week.

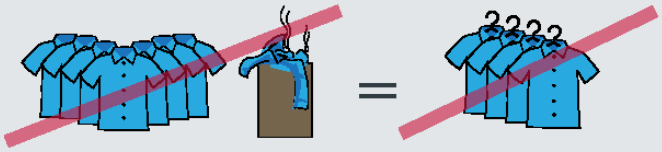


5 ready-to-be-laundered garments sent out to be cleaned

5 clean garments returned

WHAT TO AVOID

Important reminder for your employees: if they turn in more than 5 sets of ready-to-be-laundered garments in one week, they may not have enough clean garments to wear the following week.



This week: 7 ready-to-be-laundered garments go back to Cintas to be cleaned

Next week: 4 clean garments left — **NOT ENOUGH**

The scenarios above are based on an inventory of 11 uniforms per employee, but you can adjust this according to how many uniforms your employees receive — which depends on their number of workdays each week.

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

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DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

Facility Services

HOW THE SERVICE WORKS

A sparkling clean facility always makes a great impression — and your Cintas Service Sales Representative (SSR) is here to help you achieve that through scheduled service visits.

Depending on your needs, your service can be weekly, every other week or monthly. And your program is flexible too, allowing you to make adjustments by simply notifying your SSR or local Cintas location.





HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Ready-to-be-laundered items are removed.



3. Clean items are delivered and replaced.



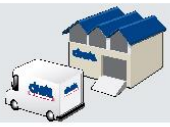
4. Inventory Management
   - Soap and paper products are restocked as needed.
   - Dispensers are checked to make sure they're functioning properly.



5. SSR checks in with management to ensure satisfaction.



6. Items are brought back to our facility to be professionally laundered and inspected.



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Signet® cleaning chemical service

HOW THE SERVICE WORKS

Skip having to mix chemicals or store bulky containers and let our innovative system provide precise dispensing that delivers an optimal clean while reducing waste.

Scheduled service visits replenish your chemicals weekly, every other week or monthly. And your program is flexible too, allowing you to make adjustments by simply notifying your Service Sales Representative (SSR) or local Cintas location.





HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Referring to your last invoice, your SSR reviews the amount of cleaning chemicals you've used since their last visit — making sure your cleaning habits haven't changed.



3. Inventory Management
   - Cleaning chemicals are refilled as needed.
   - Dispensers are checked to make sure they're functioning properly.



4. SSR checks in with management to ensure satisfaction.



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Need more mats during the winter? We've got you covered.

Many public agencies need to change out their mats more frequently during the winter. With that in mind, we've created our **seasonal mat change-out program** — giving you the opportunity to increase your mat quantities during the months of November through March.

Increasing your mat quantity or change-out frequency is easy. Just let your Cintas Service Sales Representative (SSR) know that you'd like those adjustments made before your next scheduled service, and you'll see that new quantity or frequency reflected on your next SSR visit.





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First Aid & Safety cabinets

HOW THE SERVICE WORKS

Take steps to make bandages, over-the-counter medication and other first aid supplies readily available to your employees — so they can treat their minor injuries and stay productive. By relying on our van-delivered service, you'll have peace of mind that your selected supplies will be in stock.





HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Unique barcode on each cabinet is scanned.



3. Cintas Representative takes inventory of your first aid products.



4. Used and expired products are replenished.



5. Cintas Representative checks in with management to ensure satisfaction.





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Safety supplies and personal protective equipment

HOW THE SERVICE WORKS

Help prevent workplace injuries with convenient on-site service keeping your selected safety supplies and personal protective equipment (PPE) in stock.





HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Unique barcode is scanned to retrieve your custom-selected fill list.



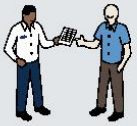
3. Representative organizes and inventories your PPE and safety products.



4. Supplies and equipment are re-stocked back to pre-determined inventory levels.



5. Cintas Representative checks in with management to ensure satisfaction.



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WaterBreak®

HOW THE SERVICE WORKS

Keep employees and visitors hydrated with **WaterBreak**, an all-in-one service providing consistent, affordable and better-tasting filtered drinking water — without the expense and waste of bottles or heavy plastic jugs.





HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Functional check is performed and internal drain bottle is emptied.



3. Cooler is cleaned, cups are restocked and filter is changed as needed (at least annually).



4. Cintas Representative checks in with management to ensure satisfaction.



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Automated External Defibrillator (AED)

HOW THE SERVICE WORKS

Be prepared for sudden cardiac arrest (SCA), the number one killer in the workplace, with an AED from Cintas. Your service agreement includes professional installation, training and ongoing support — as well as on-site monthly service.





HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Unique barcode on your AED is scanned, to maintain an electronic service record.



3. Visual inspection is performed, and pads and batteries are checked for expiration dates.



4. If pads or batteries are expired or in need of replacement, they're replaced on the spot.



5. Cintas Representative follows up with you to review the service provided.



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Emergency eyewash service

HOW THE SERVICE WORKS

Leave your routine eyewash servicing to professionals, and help make sure your stations are clean and **ready**™ for an emergency. Your quarterly service includes draining, cleaning, disinfecting and refilling with an antimicrobial additive and fresh water.



**This process is for self-contained eyewash units. Service will be different for plumbed units.*

HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Unique barcode on your eyewash station is scanned.



3. Each station is vacuum drained, rinsed and filled with clean water and an antibacterial additive concentrate.



4. Station exteriors are wiped down and cleaned.



5. A functional check and inspection are completed, and a tamper-evident tag is applied.



6. Cintas Representative checks in with management to ensure satisfaction.



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Plumbed eyewash stations

HOW THE SERVICE WORKS

Reduce the risk of aggravating an eye injury during an emergency. Through monthly and annual routine inspections, your Cintas professional is here to help keep your plumbed eyewash stations well-maintained and **ready™**.





To learn more:

HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Cintas Representative arrives at your facility and checks in with you.



2. Unique barcode on each station is scanned, to maintain an electronic service record.



3. Service inspection is performed.



4. Cintas Representative dates the service tag to verify service has been performed.

   If needed, we'll "red tag" the station(s) and provide a report on our findings — detailing why it didn't pass, so you can create an internal work order to have it fixed.



5. Cintas Representative checks in with management to ensure satisfaction.



UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

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Safety training

HOW THE SERVICE WORKS

Empower your employees and keep them up-to-date with our training and compliance courses. Flexible options include on-site classroom instruction, online training, digital videos and an online safety management tool.





HERE'S HOW OUR ON-SITE CLASSROOM INSTRUCTION WORKS:

1. Contact your Cintas Account Manager to request an on-site first aid or safety training course.



2. A Cintas training specialist contacts you to schedule the class.



3. Instructor reaches out a few days before the scheduled training to verify date, time and class details.



4. Your requested class is taught.



5. Certification cards are handed out immediately upon class completion.



6. Roster is provided to you.



7. You receive a consolidated invoice and monthly roster report — which can be uploaded into your HR reporting system.



UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS. READY FOR THE WORKDAY™

210611 R0221

Fleet replenishment center

HOW THE SERVICE WORKS

No need to feel unprepared if your public agency is on the move. With the Cintas First Aid & Safety Fleet Replenishment Center, you'll keep your mobile first aid kits consistently stocked with the supplies you choose.





HERE'S HOW YOU KEEP YOUR VEHICLE KIT STOCKED AND READY™ FOR USE:

1. Bring your vehicle first aid kit to the Fleet Replenishment Center.



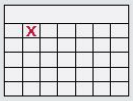
2. Replace missing and expired items in your vehicle first aid kit using the products in our cabinet.



3. Return your first aid kit to your vehicle.



4. Check your vehicle first aid kit regularly to ensure your products are adequately stocked, and return to the Fleet Replenishment Center when necessary.



5. Your Cintas Representative will regularly stock, maintain, organize and clean your Fleet Replenishment Center.



UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS. READY FOR THE WORKDAY™

210611 R0221

Fire Protection

HOW THE SERVICE WORKS

By performing routine inspection and maintenance of your fire protection equipment,* Cintas Fire Protection is here to help you keep your facilities prepared and your equipment **ready**™.



HELPFUL REMINDERS

- **During the implementation of your Fire Protection service**, you'll receive additional communication, as well as information on your main point of contact.
- **Before your first service appointment**, check to see if your fire equipment is accessible and unobstructed — to help make sure equipment doesn't get missed.

HERE'S A LOOK AT A TYPICAL SERVICE VISIT:

1. Your Fire Protection Service Technician arrives on site and reviews services to be performed.



2. All agreed-upon systems and devices are inspected — making sure that applicable requirements are met.



3. Documentation and inspection reports provide proof of service, confirming that no contracted services were missed.



4. Your service technician notes any identified deficiencies for review and repair proposal.



5. Your technician provides a detailed inspection report and any noted deficiencies for your records after service is complete.



** Services offered may vary depending on service location. Services provided are limited to those explicitly contracted for by customer.*

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

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DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

FACILITIES SOLUTIONS AGREEMENT

Location No._____
Contract No._____
Customer No._____
Main Corporate Code →

Date_____

Customer/Participating Agency _____ Phone_____

Address_____ City_____ State_____ Zip_____

UNIFORM PRODUCT RENTAL PRICING:

Item #	Description	Unit Price

- This agreement is effective as of this date from _____ to _____, with a minimum term of 36 months. The length of this rental agreement will commence with the actual uniform rental, not affiliated with the start date of the Master Agreement. Any negotiations of price, terms or discounts must be approved by the City of Tuscon for the Master Agreement. Any such changes shall take effect on the anniversary date of the master agreement. All requests for price changes must be justified and based upon verifiable criteria which may include the Bureau of Labor Statistics Consumer Price Index (CPI-U).
- Name Emblem $_____ea • Company Emblem $_____ea
- Customer Emblem $_____ea • Embroidery $_____ea
- COD Terms $_____per week charge for prior service (if Amount Due is Carried to Following Week)
- Automatic Lost Replacement Charge: Item_____ % of Inventory_____ $_____Ea.
- Automatic Lost Replacement Charge: Item_____ % of Inventory_____ $_____Ea.
- Minimum Charge $_____per delivery.
- Make-Up charge $_____per garment.
- Non-Standard/Special Cut Garment (i.e., non-standard, non-stocked unusually small or large sizes, unusually short or long sleeve or length, etc.) premium $_____per garment.
- Seasonal Sleeve Change $_____per garment.
- Under no circumstances will the Company accept textiles bearing free liquid. Shop towels may not be used to clean up oil or solvent spills.
- Artwork Charge for Logo Mat $_____
- Payment Terms 2% Discount Net 15 Net 30

- Size Change: Customer agrees to have employees measured by a Cintas representative using garment "size samples". A charge of $_____ per garment will be assessed for employee's size changed within 4 weeks of installation.
- Other_____

FACILITY SERVICES PRODUCTS PRICING:

Bundle*	Item #	Description	Rental Freq.	Inventory	Unit Price

*Indicated bundled items/services

__/__☐ ____ Initial and check box if Unilease. All Garments will be cleaned by customer
Date

__/__☐ ____ Initial and check box if receiving Linen Service. Company will take periodic physical inventories of items in possession or under control
Date customer.

__/__☐ ____ Initial and check box if receiving direct embroidery. If service is discontinued for any employee or Customer deletes any of the garments
Date direct embroidery for any reason, or terminates this agreement for any reason or fails to renew this agreement, Customer will purchase all direct embroidered garments at the time they are removed from service at the then current replacement values.

CUSTOMER:

Cintas Loc. No: _____ Please Sign Name_____

By: _____ Please Print Name _____

Title: _____ Please Print Title_____

Accepted-GM: _____ Email_____

SAMPLE

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Omnia Participating Public Agencies Terms

1. Participating Public Agencies: Supplier agrees to extend the same terms, covenants agreed to under the Master Agreement with Lead Public Agency the City of Tucson to other government agencies ("Participating Public Agencies") that, in their discretion, desire to access the Master Agreement in accordance with all terms and conditions contained herein or attached hereto. Each participating Public Agency will be exclusively responsible and deal directly with Supplier on matters relating to length of agreement, ordering, delivery, inspection, acceptance, invoicing, and payment for products and services in accordance with the terms and conditions of the Master Agreement. Any disputes between a Participating Public Agency and Supplier will be resolved directly between them in accordance with and governed by the laws of the State in which the Participating Public Agency exists.

Supplier General Service Terms Section

2. **Prices** Customer agrees to rent from Company, and Company agrees to provide to Customer, the Merchandise, inventory and services described on Exhibit A, "Merchandise & Pricing" at the prices set forth in Exhibit A. There will be a minimum charge of thirty-five dollars ($35.00) per week for each Customer location required to purchase its rental services from Company as set forth in this Agreement.
3. **Buyback of Non-Standard Garments** Customer has ordered from Company a garment rental service requiring embroidered garments that may not be standard to Company's normal rental product line. Those non-standard products will be designated as such under-Garment Description in Exhibit C. In the event Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Agreement, or terminates the Agreement for any reason other than documented quality of service reasons which are not cured, Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values.
4. **Garments' Lack of Flame Retardant or Acid Resistant Features** Unless specified otherwise in writing by the Company, the garments supplied under this Agreement are not flame retardant or acid resistant and contain no special flame retardant or acid resistant features. They are not designed for use in areas of flammability risk or where contact with hazardous materials is possible. Flame resistant and acid resistant garments are available from Company upon request. Customer warrants that none of the employees for whom garments are supplied pursuant to this Agreement require flame retardant or acid resistant clothing.
5. **Logo Mats** In the event that Customer decides to delete any mat bearing the Customer's logo (Logo Mat) from the rental program, changes the design of the Logo Mats, terminates this agreement for any reason or fails to renew this Agreement, the Customer will purchase at the time of deletion, design change or termination, all remaining Logo mats that the Company has in service and out of service held in inventory at the then current Loss/Damage Replacement Value.
6. **Adding Employees** Additional employees and Merchandise may be added to this Agreement at any time upon written or oral request by the Customer to the Company. Any such additional employees or Merchandise shall automatically become a part of and subject to the terms of this Agreement. If such employees are employed at a Customer location that is then participating under this Agreement, the Customer shall pay Company the one-time preparation fee indicated on Exhibit A. Customer shall not pay Company any one-time preparation fee for garments for employees included in the initial installation of a Customer location. There will be a one-time charge for name and/or company emblems when employees are added to the program in garments requiring emblems.
7. **Emblem Guarantee** Customer has requested that Company supply emblems designed exclusively for Customer featuring Customer's logo or other specific identification (hereinafter "Customer Emblems"). Company will maintain a sufficient quantity of Customer Emblems in inventory to provide for Customer's needs and maintain a low cost per emblem through quantity purchases.
8. In the event Customer decides to discontinue the use of Customer Emblems, changes the design of the Customer Emblems, terminates this Agreement for any reason or fails to renew this Agreement, the Customer will purchase at the time of deletion, design change, termination or expiration, all remaining Customer Emblems that the Company allocated to Customer at the price indicated on Exhibit A of this Agreement. In no event shall the number of Customer Emblems allocated to Customer exceed the greater of (a) twelve (12) months' volume for each unique Customer Emblem or (b) a quantity agreed to by Company and Customer and noted on Exhibit A.
9. **Terminating Employees** Subject to the provisions of this Agreement, the weekly rental charge attributable to any individual leaving the employ of the Customer, or on a temporary leave of absence of three (3) weeks or more, shall be terminated upon oral or written notice by the Customer to the Company but only after all garments issued to that individual, or value of same at the then current Loss/Damage Replacement Values, are returned to Company.
10. **Replacement** In the event any Merchandise is lost, stolen or is not returned to Company, or is destroyed or damaged by fire, welding damage, acid, paint, ink, chemicals, neglect or otherwise, the Customer agrees to pay for said Merchandise at the then current Loss/Damage Replacement Values.
11. **Indemnification** To the fullest extent permitted by law, Company agrees to defend, indemnify, pay on behalf of and save harmless the Participating Public Agency, its elected and appointed officials, agents, employees and authorized volunteers against any and all claims, liability, demands, suits or loss, including reasonable attorneys' fees and all other costs connected therewith, arising out of or connected to the services provided by Company under this Contract, but only to the extent of Company's negligence.
12. **Additional Items:** Additional customer employees, products and services may be added to this agreement and shall automatically become a part of and subject to the terms hereof and all of its provisions. If this agreement is terminated early for convenience, the parties agree that the damages sustained by Company will be substantial and difficult to ascertain. Therefore, if this agreement is terminated by Customer prior to the applicable expiration date for any reason other than documented quality of service reasons which are not cured, or terminated by Company for non-payment by Customer at any time Customer will pay to Company, as termination charges and not as a penalty based upon the following schedule:

DRAFT

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

If this agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 50 weeks of rental service.

If this agreement is cancelled for convenience in months thirteen (13) through eighteen (18) of the term, Customer shall pay as termination charges equal to 36 weeks of rental service.

If this agreement is cancelled for convenience in months nineteen (19) through twenty-four (24) of the term, Customer shall pay as termination charges equal to 23 weeks of rental service.

If this agreement is cancelled for convenience after 24 months of service, Customer shall pay as termination charges of 10 weeks of rental service.

Customer shall also be responsible to return all of the Merchandise allocated to such Customer locations terminating this Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.

SAMPLE

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CITY OF TUSCON RFP 222886
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Marketing Strategies

Our Marketing Strategies regarding our cooperative contract with OMNIA Partners are divided into four sections; *Current Strategies*, *Omnia Collaboration Strategies*, *Internal Training & Education* and *Industry Associations*. An outline of specific marketing activities and corresponding exhibits are provided (If Applicable) for additional context on our marketing initiatives.

Current Strategies

Our current marketing strategies are aligned to the overall promotion of our cooperative contract with OMNIA Partners through multiple marketing channels. These strategies are already in place and in use. Our overall strategy has a large focus on growing our business through new customer acquisition, current customer retention, and expansion of our products and services to our existing customers.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Marketing Activity	Purpose	Exhibits
Government and Education landing pages within our website	To provide prospects and participating public agencies a direct link to information and solutions that are important to their specific business needs. These pages also have direct links to the OMNIA Partners page and Cintas' microsite whereby they can extract contract information, pricing, and product/service information. There is also lead generation functionality within that is directed to our representatives to ensure they are contacted and provided with the proper information.	*www.cintas.com/industries/government-solutions/* *www.cintas.com/industries/education/*
Email and Direct Mail Campaigns	To provide information to public agencies on our enterprise offering of products and solutions that meet their needs. We built in a "Learn More" button that links directly to our website to provide additional information as well as lead generation. We're also able to track our email campaigns through our CRM platform and analyse the click rates of each submission. This allows our Marketing team to better understand what types of information related to our product offering are of most interest to public agencies. We've also created updated email templates that are specific to each department within Government and Education. These targeted campaigns will incorporate a message that speaks directly to the decision makers of each department with products and services that provide solutions for their respective departments.	
Marketing Collateral	To provide information to public agencies on our enterprise offering of products and solutions that meet their needs. Collateral can be distributed in several different methods including digitally and printed. These pieces are co-branded with OMNIA Partners and are utilized within presentations and tradeshows to showcase our contract. Our marketing collateral features the dedicated email address OMNIAPartners@cintas.com to ensure any request for information is routed to the appropriate representative. Please view attached marketing slicks 1-4.	

Tradeshows/Conferences	To provide attendees information on our products and services and gain additional sales through discussions and lead generation. We have created specific tradeshow banners and collateral for both Government and Education to demonstrate our expertise within each vertical. We attend several national and local shows every year to promote Cintas and our cooperative contract with OMNIA Partners. Please view attached slick 5.	
Marketing Resources Site	We have an internal website where our OMNIA Partners marketing collateral is displayed and is available to be ordered by our Cintas operations. This allows our employees easy access to marketing materials to assist in promoting the OMNIA Partners contract. Please view attached slick 6	
Custodian of the Year	***Cintas Custodian of the Year*** is a contest in which schools and colleges nominate their custodian for the chance to win a $5,000 cash prize for the winning custodian and a $5,000 school makeover in Cintas and Rubbermaid products and services. We work directly with our OMNIA Partners marketing contacts to assist in promoting this contest to participating public agencies within the Education sector.	http://www.custodianoftheyear.com/
Case Studies	To create awareness of how Cintas' products and services have provided solutions to existing issues within participating public agencies.	https://public.omniapartners.com/case-study/cintas-wayne-state
CRM System	Our Dynamics 365 system provides additional avenues to reach public agencies by providing accessibility to public agency lists and associated decision maker contacts for our sales representatives. Our sales representatives can also provide information to public agencies on our enterprise offering of products and solutions via email campaigns.	

OMNIA Partners Collaboration Strategies

Collaboration with our contacts at OMNIA Partners is an essential part of our overall marketing strategy. The activities listed in the table below outline some of the key initiatives we have in place to help facilitate our growth and retention strategies.

Marketing Activity	Purpose	Exhibits
Content within OMNIA Partners website and Cintas Microsite	Our goal is to ensure that our content within the OMNIA Partners website is continually updated. As our company expands with new innovative products and services, we showcase them within the site.	*https://www.omniapartners.com/publicsector/suppliers/cintas-corporation/overview*
Business Reviews (Quarterly)	Every quarter we gather our Cintas leadership and support team and meet with OMNIA Partners to discuss results, ongoing initiatives, marketing strategies, and areas of opportunity. We also will include our lead public agency in these meetings; informing them of all the initiatives in place for both organizations.	
Marketing Conference Calls	We have ongoing scheduled calls with our contacts at OMNIA Partners to discuss marketing initiatives within each organization to facilitate growth and retention of our existing customer base as well as strategies to grow our footprint of new participating public agencies.	
Email Campaigns	We work with our marketing contacts within OMNIA Partners to provide content to be distributed within the participating public agencies on Cintas products/services. Our content is organized specific to the government/education audience receiving the emails.	
On-Demand Videos	We create videos with specific content on our products and services that are housed within the OMNIA Partners website.	

Internal Training & Education

Training and educating our sales and operations teams is an integral part of our company culture. To maximize our ability to sell into the public sector, we proactively pursue opportunities to advance the knowledge of our OMNIA Partners contract to our partners across the country.

Channel	Methodology
Training of Sales Representatives	Our Major Account Managers are proactively visiting our Cintas locations across the country and educating and training sales representatives and operations employees on the benefits of our OMNIA Partners contract. These trainings consist of demonstrating what type of customers/prospects are eligible, how to access the Uconnect platform, and tips on how to sell into these verticals.
OMNIA Partners Program Managers	In conjunction with our Major Account Manager Trainings, we also invite OMNIA Partners Program Managers to visit our Cintas operations and provide additional information and training to our sales/operations teams to maximize our ability to grow our footprint as well as retain our existing OMNIA Partners customers.

Industry Associations

An essential part of advancing our expertise and building additional networking channels within the public sector, is joining industry associations. We believe that these associations help develop our industry knowledge and allow Cintas to not only meet the markets' needs but anticipate them as well. The table below highlights some of our current memberships as we continue to seek additional opportunities moving forward.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Association	About	Exhibits
APPA Association of Physical Plant Administrators	APPA seeks to create positive impact in educational facilities on three important levels. APPA transforms individual facilities professionals into higher performing managers and leaders, which...Helps transform member institutions into more inviting and supportive learning environments, which...Elevates the recognition and value of educational facilities and their direct impact on the recruitment and retention of students, faculty and staff.	
NACUFS The National Association of College & University Food Services	Since 1958, NACUFS has supported the college and university foodservice market by providing members with the programs and resources they need to excel, from benchmarking and best practices to educational programming and professional networking.	
CSHEMA Campus Safety Health and Environmental Management Association	The Campus Safety, Health, and Environmental Management Association (CSHEMA) is the only organization focused entirely on serving EHS professionals in higher education. It was founded in 1954 as the Campus Safety Association and since 1995 has been a nonprofit 501(c)3 organization.	
NAEP National Association of Education Procurement	Since the 1920's, NAEP has been the non-profit professional Association primarily dedicated to serving higher education purchasing officers in the U.S. and Canada.	
NIGP National Institute of Governmental Purchasing	NIGP has been developing, supporting, and promoting the public procurement profession through premier educational and research programs, professional support, technical services, and advocacy initiatives that benefit members and other important stakeholders since 1944.	

Association	About	Exhibits
NRPA National Recreation and Park Association	The National Recreation and Park Association (NRPA) is the leading not-for-profit organization dedicated to building strong, healthy and resilient communities through the power of parks and recreation. NRPA advances this vision by investing in and championing the work of park and recreation professionals as a catalyst for positive change in service of equity, climate-readiness, and overall health and well-being.	

DEKALB COUNTY SCHOOL DISTRICT
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RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES



[Slick 1]

OMNIA PARTNERS

Start your workday with a trusted leader

By utilizing Cintas' cooperative agreement through OMNIA Partners, Public Sector, agencies eliminate duplication of effort, saving valuable time, resources and money. OMNIA Partners delivers superior value and savings for public agencies nationwide. The collective buying power of more than 60,000 entities helps you do more with less by saving time and reducing administrative costs.

UNIFORM RENTAL

Enhance your image with retail-inspired uniforms that keep your employees looking sharp. In addition to best-in-class rental service, our TruCount™ Inventory Management System assures that every garment is scanned on every service visit and accounted for at all times.

carhartt Rental Workwear Only from CINTAS

Chef Works® Rental Culinary Apparel

Flame Resistant Clothing

Women's Garments

Classic Workwear

High-Visibility Uniforms

Lab Coats

Isolation Gowns

FACILITY SERVICES

Trust Cintas to help you reduce the chance of contamination and keep your schools and public agencies stocked — with innovative solutions, scheduled service visits and routine product replenishment.

Signature Series® Dispensers

Microfiber

Restroom Cleaning

Cleaning Chemicals

Spray Service

Restroom Supplies

Mat Service

Mop Service

Towel Service

Pursuant to OSHA regulations, 29 CFR 1910.132 (Subpart I), an employer bears sole responsibility for selecting the type(s) of personal protective equipment to be used by its employees. All purchasers of FRC garments and/or laundering services from Cintas bear full responsibility for selecting the PPE appropriate for use by their employees. Cintas makes no representation, warranty, or covenant with respect to the flame-resistant qualities of the garments or with respect to the fitness or suitability of the garments for any particular use or purpose. The purchase of any goods or services from Cintas is subject to Cintas's Standard Terms and Conditions and/or any other applicable written contract executed between the purchaser and Cintas relating to such purchase.

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS READY FOR THE WORKDAY

G-OM-ENT REV. 9.21

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Help keep your schools and public agencies safe and prepared with an excellent value

OMNIA PARTNERS

FIRST AID & SAFETY

Make sure you're stocked up on supplies and prepared to respond quickly. Our regular on-site service has you covered — including replenishment of the first aid supplies you select, restocking of the safety products and PPE of your choice, AED servicing, and safety training.



First Aid Cabinets


Vehicle First Aid Kits



Safety Supplies & PPE



AED Products & Services


Safety Training


WaterBreak®


Emergency Eyewash Service

FIRE PROTECTION

Your commitment to keeping your employees, students, and community safe has never been stronger, and that means having fully integrated fire protection services you can count on. With Cintas, you have the convenience of one vendor testing and inspecting an extensive list of equipment and systems — along with detailed documentation that includes inspection reports, identified maintenance or repairs, regular service reminders and more.

CINTAS PROVIDES TEST, INSPECTION, MAINTENANCE AND REPAIR FOR*:


Fire Extinguishers



Exit & Emergency Lighting



Fire Alarm & Monitoring


Fire Sprinkler


Kitchen Suppression



Special Hazard Suppression

For more information to get started contact Cintas at **OmniaPartners@cintas.com.**

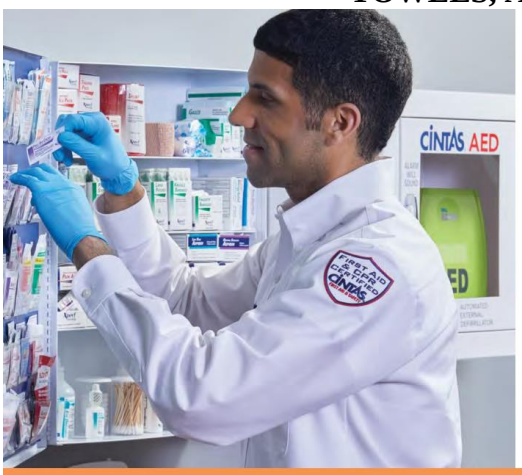
* Services offered may vary depending on service location. Services provided are limited to those explicitly contracted for by customer.

Pursuant to OSHA regulations, 29 CFR 1910.132 (Subpart I), an employer bears sole responsibility for selecting the type(s) of personal protective equipment to be used by its employees. All purchasers of gloves and personal protective equipment from Cintas bear full responsibility for selecting the PPE appropriate for use by their employees. Cintas makes no representation, warranty, or covenant with respect to the protective or flame-resistant qualities of the items or with respect to the fitness or suitability of the items for any particular use or purpose. The purchase of any goods or services from Cintas is subject to Cintas's Standard Terms and Conditions and/or any other applicable written contract executed between the purchaser and Cintas relating to such purchase.

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS READY FOR THE WORKDAY

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



[Slick 2]

OMNIA PARTNERS

Keeping you **ready**™
with an excellent value

OMNIA Partners delivers superior value and savings for public agencies nationwide. The collective buying power of more than 60,000 entities helps you do more with less by saving time and reducing administrative costs.





By utilizing **Cintas'** cooperative agreement through OMNIA Partners, Public Sector, agencies eliminate duplication of effort, saving valuable time, resources and money.

ELIGIBLE PUBLIC AGENCIES INCLUDE:

- States and state agencies
- Cities, counties, municipalities/townships
- Public and private higher education institutions and systems
- Public and private primary education schools, districts and systems
- Nonprofit agencies and charitable organizations
- Special districts such as fire, water, sewer, etc.

CONTRACT NUMBER:
R-BB-19002: Facilities Management Products and Solutions

PARTICIPATION:
There is no cost to register, no commitments and no minimum orders.

For more information to get started contact Cintas at **OmniaPartners@cintas.com**.

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS READY FOR THE WORKDAY

G-OM-FAS REV.5.21

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Keep your schools and public agencies clean, stocked and prepared

OMNIA PARTNERS

Your commitment to meeting expectations for a clean, prepared environment has never been stronger. Make sure you exceed those expectations, and give your employees, students and community peace of mind, with the help of essential products and scheduled service visits from Cintas.

FIRST AID & SAFETY

Make sure you're stocked up on supplies and prepared to respond quickly. Our regular on-site service has you covered — including replenishment of the first aid supplies you select, restocking of the safety products and PPE of your choice, AED servicing, and safety training.



First Aid Cabinets



Safety Supplies & PPE



AED Products & Services



Safety Training



WaterBreak®



Emergency Eyewash Service



Vehicle First Aid Kits

For more information to get started contact Cintas at **OmniaPartners@cintas.com**.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
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[Slick 3]

OMNIA PARTNERS

Keeping you ready™ with an excellent value

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- Public and private primary education schools, districts and systems
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CONTRACT NUMBER:

R-BB-19002: Facilities Management Products and Solutions

PARTICIPATION:

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UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS READY FOR THE WORKDAY

G-OM-RE REV 3.21

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Keep your schools and public agencies clean, stocked and prepared

OMNIA PARTNERS

Your commitment to meeting expectations for a clean, prepared environment has never been stronger. Make sure you exceed those expectations, and give your employees, students and community peace of mind, with the help of essential products and scheduled service visits from Cintas.

UNIFORM RENTAL

Enhance your image with retail-inspired uniforms that keep your employees looking sharp. In addition to best-in-class rental service, our TruCount™ Inventory Management System assures that every garment is scanned on every service visit and accounted for at all times.



carhartt Rental Workwear Only from CINTAS

Chef Works® Rental Culinary Apparel

Flame Resistant Clothing

Women's Garments

Classic Workwear

High-Visibility Uniforms

Lab Coats

Isolation Gowns

FACILITY SERVICES

Trust Cintas to help you reduce the chance of contamination and keep your schools and public agencies stocked - with innovative solutions, scheduled service visits and routine product replenishment.



Cleaning Chemicals

Drain Maintenance

Mat Service

Microfiber

Restroom Supplies

Restroom Cleaning



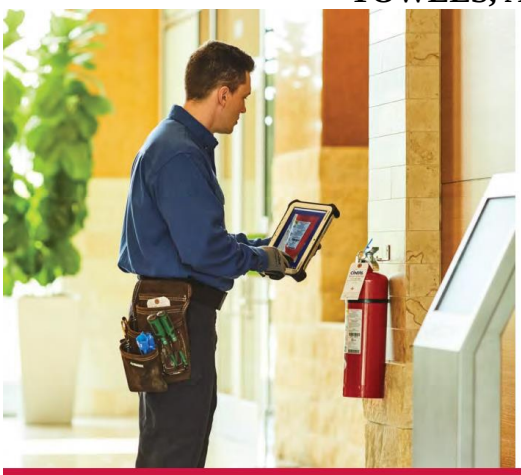
Signature Series® Dispensers

Towel Service

Mop Service

Spray Service

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES



[Slick 4]

OMNIA PARTNERS

Helping you stay prepared with an excellent value

OMNIA Partners delivers superior value and savings for public agencies nationwide. The collective buying power of more than 60,000 entities helps you do more with less by saving time and reducing administrative costs.





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ELIGIBLE PUBLIC AGENCIES INCLUDE:

- States and state agencies
- Cities, counties, municipalities/townships
- Public and private higher education institutions and systems
- Public and private primary education schools, districts and systems
- Nonprofit agencies and charitable organizations
- Special districts such as fire, water, sewer, etc.

CONTRACT NUMBER:

R-BB-19002: Facilities Management Products and Solutions

PARTICIPATION:

There is no cost to register, no commitments and no minimum orders.

For more information to get started contact Cintas at **OmniaPartners@cintas.com**.

UNIFORMS | FACILITY SERVICES | FIRST AID & SAFETY | FIRE PROTECTION

CINTAS READY FOR THE WORKDAY

FP-OMNIA REV. 5.21

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Help keep your schools and public agencies safe and prepared with industry-leading fire protection services

OMNIA PARTNERS

FIRE PROTECTION

Your commitment to keeping your employees, students, and community safe has never been stronger, and that means having fully integrated fire protection services you can count on. With Cintas, you have the convenience of one vendor testing and inspecting an extensive list of equipment and systems — along with detailed documentation that includes inspection reports, identified maintenance or repairs, regular service reminders and more.

CINTAS PROVIDES TEST, INSPECTION, MAINTENANCE AND REPAIR FOR*:



Fire Extinguishers



Exit and Emergency Lighting



Fire Alarm and Monitoring



Fire Sprinkler



Kitchen Suppression



Special Hazard Suppression

VIP® VALUE INSPECTION PROGRAM

IT'S TIME TO EXPECT MORE

You know the fire protection equipment and systems at your facility are important for helping you protect your people and property and we understand you take your responsibility seriously - so don't settle for just any service provider to help you. With our industry-leading Value Inspection Program you can be confident in our knowledgeable people, thorough process and reliable promise of world-class customer service.

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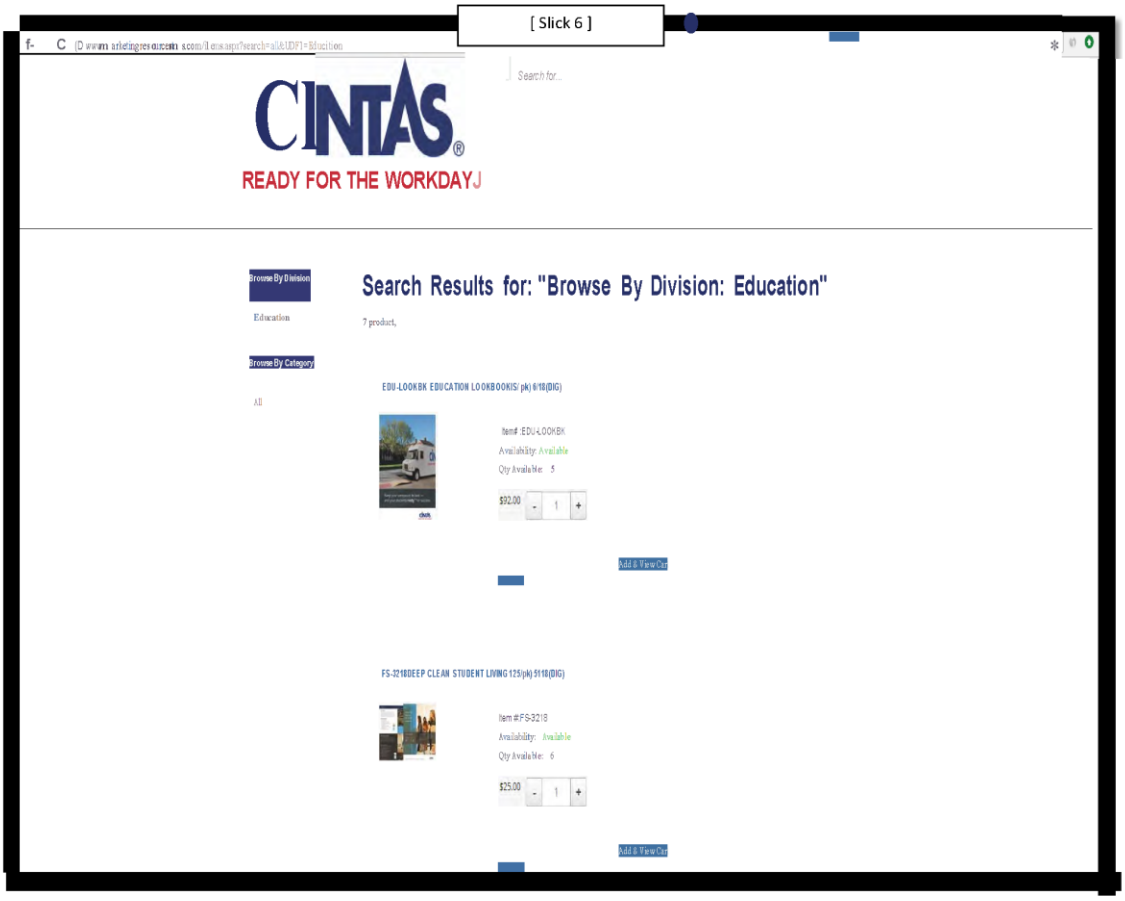
DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS,
TOWELS, AND RELATED SERVICES

[Slick 5]



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
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[Slick 6]



DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit F
Federal Funds Certifications

FEDERAL CERTIFICATIONS
ADDENDUM FOR AGREEMENT FUNDED BY U.S. FEDERAL GRANT

TO WHOM IT MAY CONCERN:

Participating Agencies may elect to use federal funds to purchase under the Master Agreement. This form should be completed and returned.

DEFINITIONS

Contract means a legal instrument by which a non–Federal entity purchases property or services needed to carry out the project or program under a Federal award. The term as used in this part does not include a legal instrument, even if the non–Federal entity considers it a contract, when the substance of the transaction meets the definition of a Federal award or subaward

Contractor means an entity that receives a contract as defined in Contract.

Cooperative agreement means a legal instrument of financial assistance between a Federal awarding agency or pass-through entity and a non–Federal entity that, consistent with 31 U.S.C. 6302–6305:

(a) Is used to enter into a relationship the principal purpose of which is to transfer anything of value from the Federal awarding agency or pass-through entity to the non–Federal entity to carry out a public purpose authorized by a law of the United States (see 31 U.S.C. 6101(3)); and not to acquire property or services for the Federal government or pass-through entity's direct benefit or use;

(b) Is distinguished from a grant in that it provides for substantial involvement between the Federal awarding agency or pass-through entity and the non–Federal entity in carrying out the activity contemplated by the Federal award.

(c) The term does not include:

(1) A cooperative research and development agreement as defined in 15 U.S.C. 3710a; or

(2) An agreement that provides only:

(i) Direct United States Government cash assistance to an individual;

(ii) A subsidy;

(iii) A loan;

(iv) A loan guarantee; or

(v) Insurance.

Federal awarding agency means the Federal agency that provides a Federal award directly to a non–Federal entity

Federal award has the meaning, depending on the context, in either paragraph (a) or (b) of this section:

(a)(1) The Federal financial assistance that a non–Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability; or

(2) The cost-reimbursement contract under the Federal Acquisition Regulations that a non–Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability.

(b) The instrument setting forth the terms and conditions. The instrument is the grant agreement, cooperative agreement, other agreement for assistance covered in paragraph (b) of § 200.40 Federal financial assistance, or the cost-reimbursement contract awarded under the Federal Acquisition Regulations.

(c) Federal award does not include other contracts that a Federal agency uses to buy goods or services from a contractor or a contract to operate Federal government owned, contractor operated facilities (GOCOs).

(d) See also definitions of Federal financial assistance, grant agreement, and cooperative agreement.

Non–Federal entity means a state, local government, Indian tribe, institution of higher education (IHE), or nonprofit organization that carries out a Federal award as a recipient or subrecipient.

Nonprofit organization means any corporation, trust, association, cooperative, or other organization, not including IHEs, that:
(a) Is operated primarily for scientific, educational, service, charitable, or similar purposes in the public interest;
(b) Is not organized primarily for profit; and
(c) Uses net proceeds to maintain, improve, or expand the operations of the organization.

Obligations means, when used in connection with a non–Federal entity's utilization of funds under a Federal award, orders placed for property and services, contracts and subawards made, and similar transactions during a given period that require payment by the non–Federal entity during the same or a future period.

Pass-through entity means a non–Federal entity that provides a subaward to a subrecipient to carry out part of a Federal program.

Recipient means a non–Federal entity that receives a Federal award directly from a Federal awarding agency to carry out an activity under a Federal program. The term recipient does not include subrecipients.

Simplified acquisition threshold means the dollar amount below which a non–Federal entity may purchase property or services using small purchase methods. Non–Federal entities adopt small purchase procedures in order to expedite the purchase of items costing less than the simplified acquisition threshold. The simplified acquisition threshold is set by the Federal Acquisition Regulation at 48 CFR Subpart 2.1 (Definitions) and in accordance with 41 U.S.C. 1908. As of the publication of this part, the simplified acquisition threshold is $250,000, but this threshold is periodically adjusted for inflation. (Also see definition of § 200.67 Micro-purchase.)

Subaward means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

Subrecipient means a non–Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program; but does not include an individual that is a beneficiary of such program. A subrecipient may also be a recipient of other Federal awards directly from a Federal awarding agency.

Termination means the ending of a Federal award, in whole or in part at any time prior to the planned end of period of performance.

The following certifications and provisions may be required and apply when Participating Agency expends federal funds for any purchase resulting from this procurement process. Pursuant to 2 C.F.R. § 200.326, all contracts, including small purchases, awarded by the Participating Agency and the Participating Agency's subcontractors shall contain the procurement provisions of Appendix II to Part 200, as applicable.

APPENDIX II TO 2 CFR PART 200

(A) Contracts for more than the simplified acquisition threshold currently set at $250,000, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Pursuant to Federal Rule (A) above, when a Participating Agency expends federal funds, the Participating Agency reserves all rights and privileges under the applicable laws and regulations with respect to this procurement in the event of breach of contract by either party.

Does offeror agree? YES BK Initials of Authorized Representative of offeror

(B) Termination for cause and for convenience by the grantee or subgrantee including the manner by which it will be effected and the basis for settlement. (All contracts in excess of $10,000)

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Pursuant to Federal Rule (B) above, when a Participating Agency expends federal funds, the Participating Agency reserves the right to immediately terminate any agreement in excess of $10,000 resulting from this procurement process in the event of a breach or default of the agreement by Offeror as detailed in the terms of the contract.

Does offeror agree? YES _____ BK Initials of Authorized Representative of offeror

(C) Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 CFR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

Pursuant to Federal Rule (C) above, when a Participating Agency expends federal funds on any federally assisted construction contract, the equal opportunity clause is incorporated by reference herein.

Does offeror agree to abide by the above? YES _____ BK Initials of Authorized Representative of offeror

(D) Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non - Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

Pursuant to Federal Rule (D) above, when a Participating Agency expends federal funds during the term of an award for all contracts and subgrants for construction or repair, offeror will be in compliance with all applicable Davis-Bacon Act provisions.

Does offeror agree? ~~YES~~ N/A to Cintas for this bid BK Initials of Authorized Representative of offeror

(E) Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Pursuant to Federal Rule (E) above, when a Participating Agency expends federal funds, offeror certifies that offeror will be in compliance with all applicable provisions of the Contract Work Hours and Safety Standards Act during the term of an award for all contracts by Participating Agency resulting from this procurement process.

Does offeror agree? YES _____ BK Initials of Authorized Representative of offeror

(F) Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of "funding agreement" under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

Pursuant to Federal Rule (F) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (F) above.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(G) Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended—Contracts and subgrants of amounts in excess of $150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA)

Pursuant to Federal Rule (G) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency member resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (G) above.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(H) Debarment and Suspension (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the Executive Office of the President Office of Management and Budget (OMB) guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Pursuant to Federal Rule (H) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency. If at any time during the term of an award the offeror or its principals becomes debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency, the offeror will notify the Participating Agency.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

(I) Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding $100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

Pursuant to Federal Rule (I) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term and after the awarded term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that it is in compliance with all applicable provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). The undersigned further certifies that:

(1) No Federal appropriated funds have been paid or will be paid for on behalf of the undersigned, to any person for influencing

or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all covered sub-awards exceeding $100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

RECORD RETENTION REQUIREMENTS FOR CONTRACTS INVOLVING FEDERAL FUNDS

When federal funds are expended by Participating Agency for any contract resulting from this procurement process, offeror certifies that it will comply with the record retention requirements detailed in 2 CFR § 200.333. The offeror further certifies that offeror will retain all records as required by 2 CFR § 200.333 for a period of three years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH THE ENERGY POLICY AND CONSERVATION ACT

When Participating Agency expends federal funds for any contract resulting from this procurement process, offeror certifies that it will comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6321 et seq.; 49 C.F.R. Part 18).

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH BUY AMERICA PROVISIONS

To the extent purchases are made with Federal Highway Administration, Federal Railroad Administration, or Federal Transit Administration funds, offeror certifies that its products comply with all applicable provisions of the Buy America Act and agrees to provide such certification or applicable waiver with respect to specific products to any Participating Agency upon request. Purchases made in accordance with the Buy America Act must still follow the applicable procurement rules calling for free and open competition.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF ACCESS TO RECORDS – 2 C.F.R. § 200.336

Offeror agrees that the Inspector General of the Agency or any of their duly authorized representatives shall have access to any documents, papers, or other records of offeror that are pertinent to offeror's discharge of its obligations under the Contract for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to offeror's personnel for the purpose of interview and discussion relating to such documents.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

CERTIFICATION OF APPLICABILITY TO SUBCONTRACTORS

Offeror agrees that all contracts it awards pursuant to the Contract shall be bound by the foregoing terms and conditions.

Does offeror agree? YES _____ Initials of Authorized Representative of offeror

Offeror agrees to comply with all federal, state, and local laws, rules, regulations and ordinances, as applicable. It is

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

further acknowledged that offeror certifies compliance with all provisions, laws, acts, regulations, etc. as specifically noted above.

Offeror's Name:
Cintas Corporation No.2

Address, City, State, and Zip Code:
23345 N 23rd Ave Suite 170 Phoenix, AZ 85027

Phone Number: (949) 910-1718 Fax Number:

Printed Name and Title of Authorized Representative:

Email Address:
HerzogB2@Cintas.com

Signature of Authorized Representative: _____ Date: 12/13/21

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

FEMA SPECIAL CONDITIONS

Awarded Supplier(s) may need to respond to events and losses where products and services are needed for the immediate and initial response to emergency situations such as, but not limited to, water damage, fire damage, vandalism cleanup, biohazard cleanup, sewage decontamination, deodorization, and/or wind damage during a disaster or emergency situation. By submitting a proposal, the Supplier is accepted these FEMA Special Conditions required by the Federal Emergency Management Agency (FEMA).

"Contract" in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as the "Master Agreement".

"Contractor" in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as "Supplier" or "Awarded Supplier".

Conflicts of Interest
No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a FEMA award if he or she has a real or apparent conflict of interest. Such a conflict would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for award. 2 C.F.R. § 200.318(c)(1); See also Standard Form 424D, ¶ 7; Standard Form 424B, ¶ 3. i. FEMA considers a "financial interest" to be the potential for gain or loss to the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties as a result of the particular procurement. The prohibited financial interest may arise from ownership of certain financial instruments or investments such as stock, bonds, or real estate, or from a salary, indebtedness, job offer, or similar interest that might be affected by the particular procurement. ii. FEMA considers an "apparent" conflict of interest to exist where an actual conflict does not exist, but where a reasonable person with knowledge of the relevant facts would question the impartiality of the employee, officer, or agent participating in the procurement. c. Gifts. The officers, employees, and agents of the Participating Public Agency nor the Participating Public Agency ("NFE") must neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. However, NFE's may set standards for situations in which the financial interest is de minimus, not substantial, or the gift is an unsolicited item of nominal value. 2 C.F.R. § 200.318(c)(1). d. Violations. The NFE's written standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the NFE. 2 C.F.R. § 200.318(c)(1). For example, the penalty for a NFE's employee may be dismissal, and the penalty for a contractor might be the termination of the contract.

Contractor Integrity
A contractor must have a satisfactory record of integrity and business ethics. Contractors that are debarred or suspended, as described in and subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and Suspension* (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security's regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension), must be rejected and cannot receive contract awards at any level.

Public Policy
A contractor must comply with the public policies of the Federal Government and state, local government, or tribal government. This includes, among other things, past and current compliance with the:
a. Equal opportunity and nondiscrimination laws
b. Five affirmative steps described at 2 C.F.R. § 200.321(b) for all subcontracting under contracts supported by FEMA financial assistance; and FEMA Procurement Guidance June 21, 2016 Page IV- 7
c. Applicable prevailing wage laws, regulations, and executive orders

Affirmative Steps
Version August 12, 2021

For any subcontracting opportunities, Contractor must take the following Affirmative steps:

1. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
2. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; and
5. Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.

Prevailing Wage Requirements

When applicable, the awarded Contractor (s) and any and all subcontractor(s) agree to comply with all laws regarding prevailing wage rates including the Davis-Bacon Act, applicable to this solicitation and/or Participating Public Agencies. The Participating Public Agency shall notify the Contractor of the applicable pricing/prevailing wage rates and must apply any local wage rates requested. The Contractor and any subcontractor(s) shall comply with the prevailing wage rates set by the Participating Public Agency.

Federal Requirements

If products and services are issued in response to an emergency or disaster recovery the items below, located in this FEMA Special Conditions section of the Federal Funds Certifications, are activated and required when federal funding may be utilized.

2 C.F.R. § 200.326 and 2 C.F.R. Part 200, Appendix II, Required Contract Clauses

1. REMEDIES

a. Standard. Contracts for more than the simplified acquisition threshold, currently set at $250,000, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate. See 2 C.F.R. Part 200, Appendix II(A).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

2. TERMINATION FOR CAUSE AND CONVENIENCE

a. Standard. All contracts in excess of $10,000 must address termination for cause and for convenience by the non-Federal entity, including the manner by which it will be effected and the basis for settlement. See 2 C.F.R. Part 200, Appendix II(B).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

3. EQUAL EMPLOYMENT OPPORTUNITY

When applicable:

a. Standard. Except as otherwise provided under 41 C.F.R. Part 60, all contracts that meet

the definition of "federally assisted construction contract" in 41 C.F.R. § 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. § 60- 1.4(b), in accordance with Executive Order 11246, *Equal Employment Opportunity* (30 Fed. Reg. 12319, 12935, 3 C.F.R. Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, *Amending Executive Order 11246 Relating to Equal Employment Opportunity*, and implementing regulations at 41 C.F.R. Part 60 (Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor). See 2 C.F.R. Part 200, Appendix II(C).

b. Key Definitions.

i. Federally Assisted Construction Contract. The regulation at 41 C.F.R. § 60-1.3 defines a "federally assisted construction contract" as any agreement or modification thereof between any applicant and a person for construction work which is paid for in whole or in part with funds obtained from the Government or borrowed on the credit of the Government pursuant to any Federal program involving a grant, contract, loan, insurance, or guarantee, or undertaken pursuant to any Federal program involving such grant, contract, loan, insurance, or guarantee, or any application or modification thereof approved by the Government for a grant, contract, loan, insurance, or guarantee under which the applicant itself participates in the construction work.

ii. Construction Work. The regulation at 41 C.F.R. § 60-1.3 defines "construction work" as the construction, rehabilitation, alteration, conversion, extension, demolition or repair of buildings, highways, or other changes or improvements to real property, including facilities providing utility services. The term also includes the supervision, inspection, and other onsite functions incidental to the actual construction.

c. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

d. Required Language. The regulation at 41 C.F.R. Part 60-1.4(b) requires the insertion of the following contract clause.

During the performance of this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:

Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

(4) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: *Provided,* That if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

4. DAVIS-BACON ACT

a. Standard. All prime construction contracts in excess of $2,000 awarded by non- Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. §§ 3141-3144 and 3146-3148) as supplemented by Department of Labor regulations at 29 C.F.R. Part 5 (Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction). See 2 C.F.R. Part 200, Appendix II(D). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week.

b. Applicability. The Davis-Bacon Act applies to the Emergency Management Preparedness Grant Program, Homeland Security Grant Program, Nonprofit Security Grant Program, Tribal Homeland Security Grant Program, Port Security Grant Program, and Transit Security Grant Program.

c. Requirements. If applicable, the non-federal entity must do the following:

i. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

ii. Additionally, pursuant 2 C.F.R. Part 200, Appendix II(D), contracts subject to the Davis-Bacon Act, must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). The Copeland Anti- Kickback Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person

employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA.

iii. Include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction").

Suggested Language. The following provides a sample contract clause:

Compliance with the Davis-Bacon Act.

a. All transactions regarding this contract shall be done in compliance with the Davis-Bacon Act (40 U.S.C. 3141- 3144, and 3146-3148) and the requirements of 29 C.F.R. pt. 5 as may be applicable. The contractor shall comply with 40 U.S.C. 3141-3144, and 3146-3148 and the requirements of 29 C.F.R. pt. 5 as applicable.

b. Contractors are required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor.

c. Additionally, contractors are required to pay wages not less than once a week.

5. COPELAND ANTI-KICKBACK ACT

a. Standard. Recipient and subrecipient contracts must include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States").

b. Applicability. This requirement applies to all contracts for construction or repair work above $2,000 in situations where the Davis-Bacon Act also applies. It DOES NOT apply to the FEMA Public Assistance Program.

c. Requirements. If applicable, the non-federal entity must include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). Each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA. Additionally, in accordance with the regulation, each contractor and subcontractor must furnish each week a statement with respect to the wages paid each of its employees engaged in work covered by the Copeland Anti-Kickback Act and the Davis Bacon Act during the preceding weekly payroll period. The report shall be delivered by the contractor or subcontractor, within seven days after the regular payment date of the payroll period, to a representative of a Federal or State agency in charge at the site of the building or work.

Sample Language. The following provides a sample contract clause:

Compliance with the Copeland "Anti-Kickback" Act.

a. Contractor. The contractor shall comply with 18 U.S.C. §874, 40 U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this contract.

b. Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clause above and such other clauses as FEMA may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all of these contract clauses.

c. Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a contractor and subcontractor as provided in 29 C.F.R. §5.12."

6. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT

a. Standard. Where applicable (see 40 U.S.C. §§ 3701-3708), all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §§ 3702 and 3704, as supplemented by Department of Labor regulations at 29 C.F.R. Part 5. See 2 C.F.R. Part 200, Appendix II(E). Under 40 U.S.C. § 3702, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. Further, no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous.

b. Applicability. This requirement applies to all FEMA contracts awarded by the non- federal entity in excess of $100,000 under grant and cooperative agreement programs that involve the employment of mechanics or laborers. It is applicable to construction work. These requirements do not apply to the purchase of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

c. Suggested Language. The regulation at 29 C.F.R. § 5.5(b) provides contract clause language concerning compliance with the Contract Work Hours and Safety Standards Act. FEMA suggests including the following contract clause:

Compliance with the Contract Work Hours and Safety Standards Act.

(1) *Overtime requirements.* No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in suchworkweek.

(2) *Violation; liability for unpaid wages; liquidated damages.* In the event of any violation

of the clause set forth in paragraph (b)(1) of this section the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (b)(1) of this section, in the sum of
$27 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (b)(1) of this section.

(3) *Withholding for unpaid wages and liquidated damages.* The Federal agency or loan/grant recipient shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (b)(2) of this section.

(4) *Subcontracts.* The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (b)(1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (b)(1) through (4) of this section.

7. RIGHTS TO INVENTIONS MADE UNDER A CONTRACT ORAGREEMENT

a. Standard. If the FEMA award meets the definition of "funding agreement" under 37C.F.R. § 401.2(a) and the non-Federal entity wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the non- Federal entity must comply with the requirements of 37 C.F.R. Part 401 (Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements), and any implementing regulations issued by FEMA. See 2 C.F.R. Part 200, Appendix II(F).

b. Applicability. This requirement applies to "*funding agreements*," but it DOES NOT apply to the Public Assistance, Hazard Mitigation Grant Program, Fire Management Assistance Grant Program, Crisis Counseling Assistance and Training Grant Program, Disaster Case Management Grant Program, and Federal Assistance to Individuals and Households – Other Needs Assistance Grant Program, as FEMA awards under these programs do not meet the definition *of* "funding agreement."

c. Funding Agreements Definition. The regulation at 37 C.F.R. § 401.2(a) defines "funding agreement" as any contract, grant, or cooperative agreement entered into between any Federal agency, other than the Tennessee Valley Authority, and any contractor for the performance of experimental, developmental, or research work funded in whole or in part by the Federal government. This term also includes any assignment, substitution of parties, or subcontract of any type entered into for the performance of experimental, developmental, or research work under a funding agreement as defined in the first sentence of this paragraph.

8. CLEAN AIR ACT AND THE FEDERAL WATER POLLUTION CONTROL ACT

a. Standard. If applicable, contracts must contain a provision that requires the contractor to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 U.S.C. §§ 7401-7671q.) and the Federal Water Pollution Control Act as amended (33 U.S.C. §§ 1251-1387). Violations must be reported to FEMA and the Regional Office of the Environmental Protection Agency. See 2 C.F.R. Part 200, Appendix II(G).

b. Applicability. This requirement applies to contracts awarded by a non-federal entity of amounts in excess of $150,000 under a federal grant.

c. Suggested Language. The following provides a sample contract clause.

Clean Air Act

1. The contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.

2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

3. The contractor agrees to include these requirements in each subcontract exceeding $150,000 financed in whole or in part with Federal assistance provided by FEMA.

Federal Water Pollution Control Act

1. The contractor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.

2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

3. The contractor agrees to include these requirements in each subcontract exceeding $150,000 financed in whole or in part with Federal assistance provided by FEMA.

9. DEBARMENT AND SUSPENSION

a. Standard. Non-Federal entities and contractors are subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and*

Suspension (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security's regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension).

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

c. Requirements.

i. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs and activities. See 2 C.F.R. Part 200, Appendix II(H); and 2 C.F.R. § 200.213. A contract award must not be made to parties listed in the SAM Exclusions. SAM Exclusions is the list maintained by the General Services Administration that contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. SAM exclusions can be accessed at www.sam.gov. See 2 C.F.R. § 180.530.

ii. In general, an "excluded" party cannot receive a Federal grant award or a contract within the meaning of a "covered transaction," to include subawards and subcontracts. This includes parties that receive Federal funding indirectly, such as contractors to recipients and subrecipients. The key to the exclusion is whether there is a "covered transaction," which is any non-procurement transaction (unless excepted) at either a "primary" or "secondary" tier. Although "covered transactions" do not include contracts awarded by the Federal Government for purposes of the non-procurement common rule and DHS's implementing regulations, it does include some contracts awarded by recipients and subrecipients.

iii. Specifically, a covered transaction includes the following contracts for goods or services:

1. The contract is awarded by a recipient or subrecipient in the amount of at least $25,000.

2. The contract requires the approval of FEMA, regardless of amount.

3. The contract is for federally-required audit services.

4. A subcontract is also a covered transaction if it is awarded by the contractor of a recipient or subrecipient and requires either the approval of FEMA or is in excess of $25,000.

d. Suggested Language. The following provides a debarment and suspension clause. It incorporates an optional method of verifying that contractors are not excluded or disqualified.

Suspension and Debarment

(1) This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such, the contractor is required to verify that none of the contractor's principals (defined at 2 C.F.R. § 180.995) or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2

C.F.R. § 180.935).

(2) The contractor must comply with 2 C.F.R. pt. 180, subpart C and2 C.F.R. pt. 3000, subpart C, and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.

(3) This certification is a material representation of fact relied upon by the Participating Public Agency. If it is later determined that the contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the Participating Public Agency, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.

(4) The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any contract that may arise from this offer. The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

10. BYRD ANTI-LOBBYING AMENDMENT

a. Standard. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. § 1352. FEMA's regulation at 44 C.F.R. Part 18 implements the requirements of 31 U.S.C. § 1352 and provides, in Appendix A to Part 18, a copy of the certification that is required to be completed by each entity as described in 31 U.S.C. § 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the Federal awarding agency.

b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs. Contractors that apply or bid for a contract of $100,000 or more under a federal grant must file the required certification. See 2 C.F.R. Part 200, Appendix II(I); 31 U.S.C. § 1352; and 44 C.F.R. Part 18.

c. Suggested Language.

Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended)

Contractors who apply or bid for an award of $100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient who in turn will forward the certification(s) to the awarding agency.

d. Required Certification. If applicable, contractors must sign and submit to the non-federal entity the following certification.

APPENDIX A, 44 C.F.R. PART 18 – CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

The Contractor, Cintas Corporation No. 2 certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. Chap. 38, Administrative Remedies for False Claims and Statements, apply to this certification and disclosure, if any.

Signature of Contractor's Authorized Official

Brett Herzog - Major Account Manager - Government

Name and Title of Contractor's Authorized Official

12/13/21

Date

Version August 12, 2021

11. PROCUREMENT OF RECOVERED MATERIALS

a. Standard. A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. See 2 C.F.R. Part 200, Appendix II(J); and 2 C.F.R. §200.322.

b. Applicability. This requirement applies to all contracts awarded by a non- federal entity under FEMA grant and cooperative agreement programs.

c. Requirements. The requirements of Section 6002 include procuring only items designated in guidelines of the EPA at 40 C.F.R. Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds $10,000 or the value of the quantity acquired by the preceding fiscal year exceeded $10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

d. Suggested Language.

i. In the performance of this contract, the Contractor shall make maximum use of products containing recovered materials that are EPA-designated items unless the product cannot be acquired—
   1. Competitively within a timeframe providing for compliance with the contract performance schedule;
   2. Meeting contract performance requirements; or
   3. At a reasonable price.

ii. Information about this requirement, along with the list of EPA- designated items, is available at EPA's Comprehensive Procurement Guidelines web site, https://www.epa.gov/smm/comprehensive-procurement-guideline-cpg-program.

iii. The Contractor also agrees to comply with all other applicable requirements of Section 6002 of the Solid Waste Disposal Act."

12. ACCESS TO RECORDS

a. Standard. All recipients, subrecipients, successors, transferees, and assignees must acknowledge and agree to comply with applicable provisions governing DHS access to records, accounts, documents, information, facilities, and staff. Recipients must give DHS/FEMA access to, and the right to examine and copy, records, accounts, and other documents and sources of information related to the federal financial assistance award and permit access to facilities, personnel, and other individuals and information as may be necessary, as required by DHS regulations *and* other applicable laws or program guidance. See DHS Standard Terms and Conditions: Version 8.1 (2018). Additionally, Section 1225 of the Disaster Recovery Reform Act of 2018 prohibits FEMA from providing reimbursement to any state, local, tribal, or territorial government, or private non-profit for activities made pursuant to a contract that purports to prohibit audits or internal reviews by the FEMA administrator or Comptroller General.

Access to Records. The following access to records requirements apply to this contract:

i. The Contractor agrees to provide Participating Public Agency, the FEMA Administrator, the Comptroller General of the United States, or any of their authorized representatives access to any books, documents, papers, and records of the Contractor which are directly pertinent to this contract for the purposes of making audits, examinations, excerpts, and transcriptions.

ii. The Contractor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.

iii. The Contractor agrees to provide the FEMA Administrator or his authorized representatives access to construction or other work sites pertaining to the work being completed under the contract.

iv. In compliance with the Disaster Recovery Act of 2018, the Participating Public Agency and the Contractor acknowledge and agree that no language in this contract is intended to prohibit audits or internal reviews by the FEMA Administrator or the Comptroller General of the United States.

13. CHANGES

a. Standard. To be eligible for FEMA assistance under the non-Federal entity's FEMA grant or cooperative agreement, the cost of the change, modification, change order, or constructive change must be allowable, allocable, within the scope of its grant or cooperative agreement, and reasonable for the completion of project scope.

b. Applicability. FEMA recommends, therefore, that a non-Federal entity include a changes clause in its contract that describes how, if at all, changes can be made by either party to alter the method, price, or schedule of the work without breaching the contract. The language of the clause may differ depending on the nature of the contract and the end-item procured.

14. DHS SEAL, LOGO, AND FLAGS

a. Standard. Recipients must obtain permission prior to using the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials. See DHS Standard Terms and Conditions: Version 8.1 (2018).

b. Applicability. FEMA recommends that all non-Federal entities place in their contracts a provision that a contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval.

c. "The contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval.

15. COMPLIANCE WITH FEDERAL LAW, REGULATIONS, AND EXECUTIVE ORDERS

a. Standard. The recipient and its contractors are required to comply with all Federal laws, regulations, and executive orders.

b. Applicability. FEMA recommends that all non-Federal entities place into their contracts an acknowledgement that FEMA financial assistance will be used to fund the contract along with the requirement that the contractor will comply with all applicable Federal law, regulations, executive orders, and FEMA policies, procedures, and directives.

c. "This is an acknowledgement that FEMA financial assistance will be used to fund all or a portion of the contract. The contractor will comply with all applicable Federal law, regulations, executive orders, FEMA policies, procedures, and directives."

16. NO OBLIGATION BY FEDERAL GOVERNMENT

a. Standard. FEMA is not a party to any transaction between the recipient and its contractor. FEMA is not subject to any obligations or liable to any party for any matter relating to the contract.

b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that states that the Federal Government is not a party to the contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract.

c. "The Federal Government is not a party to this contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract."

17. PROGRAM FRAUD AND FALSE OR FRAUDULENT STATEMENTS OR RELATED ACTS

a. Standard. Recipients must comply with the requirements of The False Claims Act (31 U.S.C. §§ 3729-3733) which prohibits the submission of false or
fraudulent claims for payment to the federal government. See DHS Standard Terms and Conditions: Version 8.1 (2018); and 31 U.S.C. §§ 3801-3812, which details the administrative remedies for false claims and statements made. The non-Federal entity must include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.

b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.

c. "The Contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the Contractor's actions pertaining to this contract."

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Offeror agrees to comply with all terms and conditions outlined in the FEMA Special Conditions section of this solicitation.

Offeror's Name: Cintas Corporation No.2

Address, City, State, and Zip Code:
23345 N 23rd Ave Suite 170 Phoenix, AZ 85027

Phone Number: (949) 910-1718 Fax Number: _____

Printed Name and Title of Authorized Representative:
_____

Email Address: HerzogB@cintas.com

Signature of Authorized Representative: _____

Date: 12/13/21

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Exhibit G
New Jersey Business Compliance

NEW JERSEY BUSINESS COMPLIANCE

Suppliers intending to do business in the State of New Jersey must comply with policies and procedures required under New Jersey statues. All offerors submitting proposals must complete the following forms specific to the State of New Jersey. Completed forms should be submitted with the offeror's response to the RFP. Failure to complete the New Jersey packet will impact OMNIA Partners' ability to promote the Master Agreement in the State of New Jersey.

DOC #1	Ownership Disclosure Form
DOC #2	Non-Collusion Affidavit
DOC #3	Affirmative Action Affidavit
DOC #4	Political Contribution Disclosure Form
DOC #5	Stockholder Disclosure Certification
DOC #6	Certification of Non-Involvement in Prohibited Activities in Iran
DOC #7	New Jersey Business Registration Certificate

New Jersey suppliers are required to comply with the following New Jersey statutes when applicable:

- all anti-discrimination laws, including those contained in N.J.S.A. 10:2-1 through N.J.S.A. 10:2-14, N.J.S.A. 10:5-1, and N.J.S.A. 10:5-31 through 10:5-38;
- Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act;
- Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26; and
- Bid and Performance Security, as required by the applicable municipal or state statutes.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #1

STATEMENT OF OWNERSHIP DISCLOSURE
N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Cintas Corporation No.2

Organization Address: 6800 Cintas Blvd. Mason, OH 45262-5737

Part I **Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☑ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

Part II

☑ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

OR

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Scott D. Farmer	6800 Cintas Blvd. Mason, OH 45262-5737

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed**.

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
https://cintas.gcs-web.com/static-files/9f32978d-d825-4c3c-8082-ae2440f882b5	15,16,20,22,26-30,35-36

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***<name of contracting unit>*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***<type of contracting unit>*** to notify the ***<type of contracting unit>*** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***<type of contracting unit>*** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Brett Herzog	Title:	Gov. Acct. Mgr
Signature:		Date:	12/13/21

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #2

NON-COLLUSION AFFIDAVIT

STANDARD BID DOCUMENT REFERENCE	
	Reference: VII-H
Name of Form:	**NON-COLLUSION AFFIDAVIT**
Statutory Reference:	No specific statutory reference State Statutory Reference N.J.S.A. 52:34-15
Instructions Reference:	Statutory and Other Requirements VII-H
Description:	The Owner's use of this form is optional. It is used to ensure that the bidder has not participated in any collusion with any other bidder or Owner representative or otherwise taken any action in restraint of free and competitive bidding.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

NON-COLLUSION AFFIDAVIT

ARIZONA
State of ~~New~~ Jersey
County of MARICOPA ss:

I, Brett Herzog (name of affiant) residing in Scottsdale (name of municipality)
in the County of Maricopa and State of Arizona of full age, being duly sworn according to law on my oath depose and say that:

I am Government Account Manager (title or position) of the firm of Cintas Corp. number 2 (name of firm)

_____ the bidder making this Proposal for the bid

entitled City of Tucson RFP (title of bid proposal), and that I executed the said proposal with full authority to do so that said bidder has not, directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above named project; and that all statements contained in said proposal and in this affidavit are true and correct, and made with full knowledge that the _____ City of Tucson (name of contracting unit) relies upon the truth of the statements contained in said Proposal and in the statements contained in this affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by _____.

Subscribed and sworn to

before me this day

December 13, 2021

Louise Nagy
Notary public of

My Commission expires 4.10.23

(Seal)

LOUISE NAGY
Notary Public - State of Arizona
MARICOPA COUNTY
Commission # 560583
Expires April 10, 2023

Signature

Brett Herzog
(Type or print name of affiant under signature)

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #3

AFFIRMATIVE ACTION AFFIDAVIT
(P.L. 1975, C.127)

Company Name: Cintas Corporation No.2

Street: 23345 N 23rd Ave Suite 170

City, State, Zip Code: Phoenix, AZ 85027

Proposal Certification:

Indicate below company's compliance with New Jersey Affirmative Action regulations. Company's proposal will be accepted even if company is not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Evidence:

Procurement, Professional & Service Contracts (Exhibit A)
Vendors must submit with proposal:

1. A photo copy of their Federal Letter of Affirmative Action Plan Approval

   OR

2. A photo copy of their Certificate of Employee Information Report

   OR

3. A complete Affirmative Action Employee Information Report (AA302) _____

Public Work – Over $50,000 Total Project Cost:

A. No approved Federal or New Jersey Affirmative Action Plan. We will complete Report Form AA201-A upon receipt from the

B. Approved Federal or New Jersey Plan – certificate enclosed

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

12/13/21
Date

Authorized Signature and Title

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #3, continued

P.L. 1995, c. 127 (N.J.A.C. 17:27)
MANDATORY AFFIRMATIVE ACTION LANGUAGE

PROCUREMENT, PROFESSIONAL AND SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers trade consistent with the applicable county employment goal prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time.

The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of it testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and lay-off to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

_____

Signature of Procurement Agent

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #4

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Public Agency Instructions

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.** What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information on the process is available in Local Finance Notice 2006-1 (http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). Please refer back to these instructions for the appropriate links, as the Local Finance Notices include links that are no longer operational.

1. The disclosure is required for all contracts in excess of $17,500 that are **not awarded** pursuant to a "fair and open" process (N.J.S.A. 19:44A-20.7).
2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.
3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.
4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.
    a. The Division has prepared model disclosure forms for each county. They can be downloaded from the "County PCD Forms" link on the Pay-to-Play web site at http://www.nj.gov/dca/divisions/dlgs/programs/lpcl.html#12. They will be updated from time-to-time as necessary.
    b. A public agency using these forms **should edit them to properly reflect the correct legislative district**(s). As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
    c. Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
    d. The form may be used "as-is", subject to edits as described herein.
    e. The "Contractor Instructions" sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.
    f. The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.
5. It is recommended that the contractor also complete a "Stockholder Disclosure Certification." This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract (See Local Finance Notice 2006-7 for additional information on this obligation at http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. NOTE: This section is not applicable to Boards of Education.

DOC #4, continued

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
    - of the public entity awarding the contract
    - of that county in which that public entity is located
    - of another public entity within that county
    - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed $300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions sball be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): "The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures."

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #4, continued

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM
Required Pursuant to N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Cintas Corporation No.2		
Address:	23345 N 23rd Ave Suite 170		
City:	Phoenix	State: AZ	Zip: 85027

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature | Brett Herzog (Printed Name) | Gov Accts. Mgr (Title)

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form

Contributor Name	Recipient Name	Date	Dollar Amount
			$

☐ Check here if the information is continued on subsequent page(s)

Version August 12, 2021

DOC #4, continued

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name:
State: Governor, and Legislative Leadership Committees
Legislative District #s:
State Senator and two members of the General Assembly per district.

County:

Freeholders	County Clerk	Sheriff
{County Executive}	Surrogate	

Municipalities (Mayor and members of governing body, regardless of title):

USERS SHOULD CREATE THEIR OWN FORM, OR DOWNLOAD FROM THE PAY TO PLAY SECTION OF THE DLGS WEBSITE A COUNTY-BASED, CUSTOMIZABLE FORM.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #5

STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business:

☑ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

☐ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

☐ Partnership ☒ Corporation ☐ Sole Proprietorship

☐ Limited Partnership ☐ Limited Liability Corporation ☐ Limited Liability Partnership

☐ Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: Scott D. Farmer Home Address: 6800 Cintas Blvd. Mason, OH 45262-5737	Name: Home Address:
Name: Home Address:	Name: Home Address:
Name: Home Address:	Name: Home Address:

Subscribed and sworn before me this 13 day of Dec, 2021

(Notary Public) Louise Nagy

My Commission expires: 4.10.23

LOUISE NAGY
Notary Public - State of Arizona
MARICOPA COUNTY
Commission # 560563
Expires April 10, 2023

(Affiant)

Brett Herzog

(Print name & title of affiant)

(Corporate Seal)

Cintas Corporation No. 2
CORPORATE SEAL
2000
Nevada

Version August 12, 2021

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #6

Certification of Non-Involvement in Prohibited Activities in Iran

Pursuant to N.J.S.A. 52:32-58, Offerors must certify that neither the Offeror, nor any of its parents, subsidiaries, and/or affiliates (as defined in N.J.S.A. 52:32 – 56(e) (3)), is listed on the Department of the Treasury's List of Persons or Entities Engaging in Prohibited Investment Activities in Iran and that neither is involved in any of the investment activities set forth in N.J.S.A. 52:32 – 56(f).

Offerors wishing to do business in New Jersey through this contract must fill out the Certification of Non-Involvement in Prohibited Activities in Iran here: http://www.state.nj.us/humanservices/dfd/info/standard/fdc/disclosure_investmentact.pdf.

Offerors should submit the above form completed with their proposal.

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

STATE OF NEW JERSEY -- DIVISION OF PURCHASE AND PROPERTY
DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Quote Number: 222886 **Bidder/Offeror:** Cintas Corporation No.2

PART 1: CERTIFICATION
BIDDERS MUST COMPLETE PART 1 BY CHECKING EITHER BOX.
FAILURE TO CHECK ONE OF THE BOXES WILL RENDER THE PROPOSAL NON-RESPONSIVE.

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at http://www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf. Bidders **must** review this list prior to completing the below certification. **Failure to complete the certification will render a bidder's proposal non-responsive.** If the Director finds a person or entity to be in violation of law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party

PLEASE CHECK THE APPROPRIATE BOX:

☑ **I certify, pursuant to Public Law 2012, c. 25, that neither the bidder listed above nor any of the bidder's parents, subsidiaries, or affiliates is listed** on the N.J. Department of the Treasury"s list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. **I will skip Part 2 and sign and complete the Certification below.**

OR

☐ **I am unable to certify as above because the bidder and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below.** Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN
You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

EACH BOX WILL PROMPT YOU TO PROVIDE INFORMATION RELATIVE TO THE ABOVE QUESTIONS. PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES, CLICK THE "ADD AN ADDITIONAL ACTIVITIES ENTRY" BUTTON.

Name _____ Relationship to Bidder/Offeror _____

Description of Activities _____

_____

Duration of Engagement _____ Anticipated Cessation Date _____

Bidder/Offeror Contact Name _____ Contact Phone Number _____

ADD AN ADDITIONAL ACTIVITIES ENTRY

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersay and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): Brett Herzog Signature: [signature]

Title: Government Account Manager Date: 12/13/21

DPP Standard Forms Packet 11/2013

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #7

NEW JERSEY BUSINESS REGISTRATION CERTIFICATE
(N.J.S.A. 52:32-44)

Offerors wishing to do business in New Jersey must submit their State Division of Revenue issued Business Registration Certificate with their proposal here. Failure to do so will disqualify the Offeror from offering products or services in New Jersey through any resulting contract.

https://www.njportal.com/DOR/BusinessRegistration/

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
CITY OF TUSCON RFP 222886
RENTAL OF UNIFORMS, FLOOR MATS, MOPS, TOWELS, AND RELATED SERVICES

DOC #8

EEOAA EVIDENCE

Equal Employment Opportunity/Affirmative Action
Goods, Professional Services & General Service Projects

EEO/AA Evidence

Vendors are required to submit evidence of compliance with N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 in order to be considered a responsible vendor.

One of the following must be included with submission:

- Copy of Letter of Federal Approval
- Certificate of Employee Information Report
- Fully Executed Form AA302
- Fully Executed EEO-1 Report

See the guidelines at: http://www.state.nj.us/treasury/contract_compliance/pdf/pa.pdf for further information.

I certify that my bid package includes the required evidence per the above list and State website.

Name: Brett Herzog Title: Major Account Manager-Government

Signature: [signature] Date: 12/13/21

DEKALB COUNTY SCHOOL DISTRICT
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DOC #9

MCBRIDE-PRINCIPLES

STATE OF NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF PURCHASE AND PROPERTY

33 WEST STATE STREET, P.O. BOX 230
TRENTON, NEW JERSEY 08625-0230

MACBRIDE PRINCIPALS FORM

BID SOLICITATION #: 222886 **VENDOR/BIDDER:** Cintas Corporation No.2

VENDOR'S/BIDDER'S REQUIREMENT
TO PROVIDE A CERTIFICATION IN COMPLIANCE WITH THE MACBRIDE PRINCIPALS AND NORTHERN IRELAND ACT OF 1989

Pursuant to Public Law 1995, c. 134, a responsible Vendor/Bidder selected, after public bidding, by the Director of the Division of Purchase and Property, pursuant to N.J.S.A. 52:34-12, must complete the certification below by checking one of the two options listed below and signing where indicated. If a Vendor/Bidder that would otherwise be awarded a purchase, contract or agreement does not complete the certification, then the Director may determine, in accordance with applicable law and rules, that it is in the best interest of the State to award the purchase, contract or agreement to another Vendor/Bidder that has completed the certification and has submitted a bid within five (5) percent of the most advantageous bid. If the Director finds contractors to be in violation of the principals that are the subject of this law, he/she shall take such action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, on behalf the Vendor/Bidder, certify pursuant to N.J.S.A. 52:34-12.2 that:

CHECK THE APPROPRIATE BOX

☒ The Vendor/Bidder has no business operations in Northern Ireland; or

☐ *OR*
The Vendor/Bidder will take lawful steps in good faith to conduct any business operations it has in Northern Ireland in accordance with the MacBride principals of nondiscrimination in employment as set forth in section 2 of P.L. 1987, c. 177 (N.J.S.A. 52:18A-89.5) and in conformance with the United Kingdom's Fair Employment (Northern Ireland) Act of 1989, and permit independent monitoring of its compliance with those principals.

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor/Bidder, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the State of New Jersey is relying on the information contained herein, and that the Vendor/Bidder is under a continuing obligation from the date of this certification through the completion of any contract(s) with the State to notify the State in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I will be subject to criminal prosecution under the law, and it will constitute a material breach of **my** agreement(s) with the State, permitting the State to declare any contract(s) resulting from this certification to be void and unenforceable.

Signature 12/13/21
Date

Brett Herzog
Print Name and Title

Exhibit H

Version August 12, 2021

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	CINTAS CORPORATION NO. 2
Trade Name:	
Address:	6800 CINTAS BLVD CINCINNATI, OH 45262-5737
Certificate Number:	0023447
Effective Date:	May 25, 2000
Date of Issuance:	December 06, 2021

For Office Use Only:

20211206132834857



CERTIFICATE OF EMPLOYEE INFORMATION REPORT
RENEWAL

Certification 39518

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-MAR-2019 to 15-MAR-2022

CINTAS CORPORATION
6800 CINTAS BLVD.
MASON OH 45040

ELIZABETH MAHER MUOIO
State Treasurer

DEKALB COUNTY SCHOOL DISTRICT
SUPPLEMENTAL AGREEMENT TO
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