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**CONTRACT NO. 500096**

(RFP 802338)

**VISION BENEFIT PLAN**

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**CONTRACTOR:**

EyeMed Vision Care, LLC  
4000 Luxottica Place  
Mason, Ohio 45040  
513-608-9941

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**AWARD DATE:**

November 03, 2023

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**CONTRACT TERM:**

Three (3) years from Notice to Proceed

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**PRICE:**

\$225,255.60

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**PROJECT MANAGER:**

Angela Murphy  
[angela.murphy@capmetro.org](mailto:angela.murphy@capmetro.org)

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**CONTRACT ADMINISTRATOR:**

Karen Ross  
512-389-7521  
[karen.ross@capmetro.org](mailto:karen.ross@capmetro.org)

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PROCUREMENT DEPARTMENT  
CAPITAL METROPOLITAN TRANSPORTATION AUTHORITY  
2910 E. 5<sup>th</sup> STREET  
AUSTIN, TEXAS 78702



**CONTRACT 500098  
(RFP 802338)  
VISION BENEFIT PLAN**


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**EXHIBIT A  
PRICING SCHEDULE  
RFP 802338**

**THE OFFEROR IS REQUIRED TO SIGN AND DATE EACH PAGE OF THIS SCHEDULE**

**1. IDENTIFICATION OF OFFEROR AND SIGNATURE OF AUTHORIZED AGENT**

<b>Company Name (Printed)</b>	EyeMed Vision Care, LLC		
<b>Address</b>	4000 Luxottica Place		
<b>City, State, Zip</b>	Mason, Ohio 45040		
<b>Phone, Fax, Email</b>	513.608.9941 rpeterki@eyemed.com		
The undersigned agrees, if this offer is accepted within the period specified, to furnish any or all supplies and/or services specified in the Schedule at the prices offered therein.			
<b>Authorized Agent Name and Title (Printed)</b>	Hector Rincon, Vice President		
<b>Signature and Date</b>			07/07/23

**2. ACKNOWLEDGEMENT OF AMENDMENTS**

The offeror must acknowledge amendment(s) to this solicitation in accordance with the ACKNOWLEDGMENT OF AMENDMENTS section of Exhibit C.

**3. PROMPT PAYMENT DISCOUNT**

Number of Days	Not applicable	Percentage	Not applicable
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Note, payment terms are specified in Exhibit E, Contractual Terms and Conditions.

**4. AUTHORITY'S ACCEPTANCE (TO BE COMPLETED UPON AWARD BY CAPITAL METRO)**

The Authority hereby accepts this offer.

<b>Authorized Agent Name and Title:</b>	Muhammad Abdullah, C.P.M. Vice President of Procurement & Chief Contracting Officer		
<b>Signature and Date:</b>	E-SIGNED by Muhammad Abdullah on 2023-11-03 19:26:29 GMT	November 03, 2023	
<b>Accepted as to:</b>			
Exhibit A, Pricing Schedule, dated 07/07/2023 as follows:			
- Section 6 - Pricing-Base Period 1, Contract Year 1: Total Base Period 1, Contract Year 1 (Items 1-3)			
- Section 7 - Pricing-Base Period 2, Contract Year 2: Total Base Period 2, Contract Year 2 (Items 1-3)			
- Section 8 - Pricing-Base Period 3, Contract Year 3: Total Base Period 3, Contract Year 3 (Items 1-3)			
for a <b>Total Amount, Not-to-Exceed Price for Base Period 1, Contract Year 1, Base Period 2, Contract Year 2, &amp; Base Period 3, Contract Year 3, of</b> [REDACTED]			

# **The remainder of Exhibit A – Pricing Schedule has been redacted.**

**For further information regarding Exhibit A, you may:**

- Reach out to the Contractor directly via the Contractor contact details provided on the cover page of this contract.

**OR**

- Submit a public information request directly to [PIR@capmetro.org](mailto:PIR@capmetro.org).

For more information regarding the Public Information Act and submitting public information requests, follow this link to our website: <https://www.capmetro.org/legal/>



**EXHIBIT B**

**REPRESENTATIONS AND CERTIFICATIONS**

**(LOCALLY FUNDED SUPPLY/SERVICE/CONSTRUCTION CONTRACTS)**

**MUST BE RETURNED WITH THE OFFER**

**1. TYPE OF BUSINESS**

(a) The offeror operates as (mark one):

- An individual
- A partnership
- A sole proprietor
- A corporation
- Another entity \_\_\_\_\_

(b) If incorporated, under the laws of the State of:

Delaware

**2. PARENT COMPANY AND IDENTIFYING DATA**

(a) The offeror (mark one):

- is
- is not

owned or controlled by a parent company. A parent company is one that owns or controls the activities and basic business policies of the offeror. To own the offering company means that the parent company must own more than fifty percent (50%) of the voting rights in that company.

(b) A company may control an offeror as a parent even though not meeting the requirements for such ownership if the company is able to formulate, determine, or veto basic policy decisions of the offeror through the use of dominant minority voting rights, use of proxy voting, or otherwise.

(c) If not owned or controlled by a parent company, the offeror shall insert its own EIN (Employer's Identification Number) below:

Not applicable

(d) If the offeror is owned or controlled by a parent company, it shall enter the name, main office and EIN number of the parent company, below:

EyeMed is 100% owned by Luxottica of America, Inc.  
4000 Luxottica Place, Mason, Ohio 45040

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### **3. CERTIFICATION OF INDEPENDENT PRICE DETERMINATION**

(a) The offeror (and all joint venture members, if the offer is submitted by a joint venture) certifies that in connection with this solicitation:

(1) the prices offered have been arrived at independently, without consultation, communication, or agreement for the purpose of restricting competition, with any other offeror or with any other competitor;

(2) unless otherwise required by law, the prices offered have not been knowingly disclosed by the offeror and will not knowingly be disclosed by the offeror prior to opening of bids in the case of an invitation for bids, or prior to contract award in the case of a request for proposals, directly or indirectly to any other offeror or to any competitor; and

(3) no attempt has been made or will be made by the offeror to induce any other person or firm to submit or not to submit an offer for the purpose of restricting competition.

(b) Each signature on the offer is considered to be a certification by the signatory that the signatory:

(1) is the person in the offeror's organization responsible for determining the prices being offered in this bid or proposal, and that the signatory has not participated and will not participate in any action contrary to paragraphs (a)(1) through (a)(3) of this provision; or

(i) has been authorized, in writing, to act as agent for the following principals in certifying that those principals have not participated, and will not participate in any action contrary to paragraphs (a)(1) through (a)(3) of this provision Adam Stulberg, Finance Director [insert full name of person(s) in the offeror's organization responsible for determining the prices offered in this bid or proposal, and the title of his or her position in the offeror's organization];

(ii) as an authorized agent, does certify that the principals named in subdivision (b)(2)(i) of this provision have not participated, and will not participate, in any action contrary to paragraphs (a)(1) through (a)(3) of this provision; and

(iii) as an agent, has not personally participated, and will not participate, in any action contrary to paragraphs (a)(1) through (a)(3) of this provision.

(c) If the offeror deletes or modifies paragraph (a)(2) of this provision, the offeror must furnish with its offer a signed statement setting forth in detail the circumstances of the disclosure.

### **4. DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION**

(a) In accordance with the provisions of 2 C.F.R. (Code of Federal Regulations), part 180, the offeror certifies to the best of the offeror's knowledge and belief, that it and its principals:

(1) are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;

(2) have not within a three (3) year period preceding this offer been convicted of or had a civil judgment rendered against them for the commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes, or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(3) are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in (a)(2) above; and

(4) have not within a three (3) year period preceding this offer had one or more public transactions (Federal, State, or local) terminated for cause or default.

(b) Where the offeror is unable to certify to any of the statements above, the offeror shall attach a full explanation to this offer.

(c) For any subcontract at any tier expected to equal or exceed \$25,000:

(1) In accordance with the provisions of 2 C.F.R. part 180, the prospective lower tier subcontractor certifies, by submission of this offer, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.

(2) Where the prospective lower tier participant is unable to certify to the statement, above, an explanation shall be attached to the offer.

(3) This certification (specified in paragraphs (c)(1) and (c)(2), above) shall be included in all applicable subcontracts and a copy kept on file by the prime contractor. The prime contractor shall be required to furnish copies of the certifications to the Authority upon request.

**5. COMMUNICATIONS**

(a) All oral and written communications with the Authority regarding this solicitation shall be exclusively with, or on the subjects and with the persons approved by, the persons identified in this solicitation. Discussions with any other person not specified could result in disclosure of proprietary or other competitive sensitive information or otherwise create the appearance of impropriety or unfair competition and thereby compromise the integrity of the Authority's procurement system. If competition cannot be resolved through normal communication channels, the Authority's protest procedures shall be used for actual or prospective competitors claiming any impropriety in connection with this solicitation.

(b) By submission of this offer, the offeror certifies that it has not, and will not prior to contract award, communicate orally or in writing with any Authority employee or other representative of the Authority (including Board Members, Capital Metro contractors or consultants), except as described below:

Individual's Name	Date/Subject of Communication
Rashad Peterkin, Account Manager	As CapMetro's current vision carrier, Rashad communicates as needed with CapMetro's benefits administrators.

(Attach continuation form, if necessary.)

**6. CONTINGENT FEE**

(a) Except for full-time, bona fide employees working solely for the offeror, the offeror represents as part of its offer that it (mark one):

- has
- has not

employed or retained any company or persons to solicit or obtain this contract, and (mark one):

- has  
 has not

paid or agreed to pay any person or company employed or retained to solicit or obtain this contract any commission, percentage, brokerage, or other fee contingent upon or resulting from the award of this contract.

(b) The offeror agrees to provide information relating to (a) above, when any item is answered affirmatively.

## 7. **CODE OF ETHICS**

(a) Statement of Purpose

The brand and reputation of Capital Metro is determined in large part by the actions or ethics of representatives of the agency. Capital Metro is committed to a strong ethical culture and to ethical behavior by all individuals serving Capital Metro as employees, members of the Board of Directors or volunteers. Individuals serving Capital Metro will conduct business with honesty and integrity. We will make decisions and take actions that are in the best interest of the people we serve and that are consistent with our mission, vision and this policy. The Code of Ethics (the "Code") documents Capital Metro's Standards of Ethical Conduct and policies for Ethical Business Transactions. Compliance with the Code will help protect Capital Metro's reputation for honesty and integrity. The Code attempts to provide clear principles for Capital Metro's expectations for behavior in conducting Capital Metro business. We have a duty to read, understand and comply with the letter and spirit of the Code and Capital Metro policies. You are encouraged to inquire if any aspect of the Code needs clarification.

(b) Applicability

The Code applies to Capital Metro employees, contractors, potential contractors, Board Members and citizen advisory committee members. Violation of the Code of Ethics may result in discipline up to and including termination or removal from the Board of Directors.

(c) Standards of Ethical Conduct

The public must have confidence in our integrity as a public agency and we will act at all times to preserve the trust of the community and protect Capital Metro's reputation. To demonstrate our integrity and commitment to ethical conduct we will:

- (1) Continuously exhibit a desire to serve the public and display a helpful, respectful manner.
- (2) Exhibit and embody a culture of safety in our operations.
- (3) Understand, respect and obey all applicable laws, regulations and Capital Metro policies and procedures both in letter and spirit.
- (4) Exercise sound judgment to determine when to seek advice from legal counsel, the Ethics Officer or others.
- (5) Treat each other with honesty, dignity and respect and will not discriminate in our actions toward others.
- (6) Continuously strive for improvement in our work and be accountable for our actions.



(7) Transact Capital Metro business effectively and efficiently and act in good faith to protect the Authority's assets from waste, abuse, theft or damage.

(8) Be good stewards of Capital Metro's reputation and will not make any representation in public or private, orally or in writing, that states, or appears to state, an official position of Capital Metro unless authorized to do so.

(9) Report all material facts known when reporting on work projects, which if not revealed, could either conceal unlawful or improper practices or prevent informed decisions from being made.

(10) Be fair, impartial and ethical in our business dealings and will not use our authority to unfairly or illegally influence the decisions of other employees or Board members.

(11) Ensure that our personal or business activities, relationships and other interests do not conflict or appear to conflict with the interests of Capital Metro and disclose any potential conflicts.

(12) Encourage ethical behavior and report all known unethical or wrongful conduct to the Capital Metro Ethics Officer or the Board Ethics Officer.

#### (d) Roles and Responsibilities

It is everyone's responsibility to understand and comply with the Code of Ethics and the law. Lack of knowledge or understanding of the Code will not be considered. If you have a question about the Code of Ethics, ask.

It is the responsibility of Capital Metro management to model appropriate conduct at all times and promote an ethical culture. Seek guidance if you are uncertain what to do.

It is Capital Metro's responsibility to provide a system of reporting and access to guidance when an employee wishes to report a suspected violation and to seek counseling, and the normal chain of command cannot, for whatever reason, be utilized. If you need to report something or seek guidance outside the normal chain of command, Capital Metro provides the following resources:

(1) Anonymous Fraud Hotline – Internal Audit

(2) Anonymous Online Ethics Reporting System

(3) Contact the Capital Metro Ethics Officer, Vice-President of Internal Audit, the EEO Officer or Director of Human Resources

(4) Safety Hotline

The Capital Metro Ethics Officer is the Chief Counsel. The Ethics Officer is responsible for the interpretation and implementation of the Code and any questions about the interpretation of the Code should be directed to the Ethics Officer.

#### (e) Ethical Business Transactions

##### Section 1. Impartiality and Official Position

(1) A Substantial Interest is defined by Tex. Loc. Govt. Code, § 171.002. An official or a person related to the official in the first degree by consanguinity or affinity has a Substantial Interest in:

(i) A business entity if the person owns ten percent (10%) or more of the voting stock or shares of the business entity or owns either 10% or more or \$15,000 or more of the fair market value of the business entity

OR funds received by the person from the business entity exceed 10% of the person's gross income for the previous year; or

(ii) Real property if the interest is an equitable or legal ownership with a fair market value of \$2,500 or more.

Capital Metro will not enter into a contract with a business in which a Board Member or employee or a Family Member of a Board Member or employee as defined in Section 8 has a Substantial Interest except in case of emergency as defined in the Acquisition Policy PRC-100 or the business is the only available source for essential goods and services or property.

(2) No Board Member or employee shall:

(i) Act as a surety for a business that has work, business or a contract with Capital Metro or act as a surety on any official bond required of an officer of Capital Metro.

(ii) Represent for compensation, advise or appear on behalf of any person or firm concerning any contract or transaction or in any proceeding involving Capital Metro's interests.

(iii) Use his or her official position or employment, or Capital Metro's facilities, equipment or supplies to obtain or attempt to obtain private gain or advantage.

(iv) Use his or her official position or employment to unfairly influence other Board members or employees to perform illegal, immoral, or discreditable acts or do anything that would violate Capital Metro policies.

(v) Use Capital Metro's resources, including employees, facilities, equipment, and supplies in political campaign activities.

(vi) Participate in a contract for a contractor or first-tier subcontractor with Capital Metro for a period of one (1) year after leaving employment on any contract with Capital Metro.

(vii) Participate for a period of two (2) years in a contract for a contractor or first-tier subcontractor with Capital Metro if the Board Member or employee participated in the recommendation, bid, proposal or solicitation of the Capital Metro contract or procurement.

## Section 2. Employment and Representation

A Board Member or employee must disclose to his or her supervisor, appropriate Capital Metro staff or the Board Chair any discussions of future employment with any business which has, or the Board Member or employee should reasonably foresee is likely to have, any interest in a transaction upon which the Board Member or employee may or must act or make a recommendation subsequent to such discussion. The Board Member or employee shall take no further action on matters regarding the potential future employer.

A Board Member or employee shall not solicit or accept other employment to be performed or compensation to be received while still a Board Member or employee, if the employment or compensation could reasonably be expected to impair independence in judgment or performance of their duties.

A Board Member or employee with authority to appoint or hire employees shall not exercise such authority in favor of an individual who is related within the first degree, within the second degree by affinity or within the third degree by consanguinity as defined by the Capital Metro Nepotism Policy in accordance with Tex. Govt. Code, Ch. 573.

## Section 3. Gifts



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It is critical to keep an arms-length relationship with the entities and vendors Capital Metro does business with in order to prevent the appearance of impropriety, undue influence or favoritism.

No Board Member or employee shall:

(1) Solicit, accept or agree to accept any benefit or item of monetary value as consideration for the Board Member's or employee's decision, vote, opinion, recommendation or other exercise of discretion as a public servant. [Tex. Penal Code §36.02(c)]

(2) Solicit, accept or agree to accept any benefit or item of monetary value as consideration for a violation of any law or duty. [Tex. Penal Code §36.02(a)(1)]

(3) Solicit, accept or agree to accept any benefit or item of monetary value from a person the Board Member or employee knows is interested in or likely to become interested in any Capital Metro contract or transaction if the benefit or item of monetary value could reasonably be inferred as intended to influence the Board Member or employee. [Tex. Penal Code §36.08(d)]

(4) Receive or accept any gift, favor or item of monetary value from a contractor or potential contractor of Capital Metro or from any individual or entity that could reasonably be inferred as intended to influence the Board Member or employee.

Exception: Consistent with state law governing public servants, a gift does not include a benefit or item of monetary value with a value of less than \$50, excluding cash or negotiable instruments, unless it can reasonably be inferred that the item was intended to influence the Board Member or employee. A department may adopt more restrictive provisions if there is a demonstrated and documented business need. [Tex. Penal Code § 36.10(a)(6)]

Exception: A gift or other benefit conferred, independent of the Board Member's or employee's relationship with Capital Metro, that is not given or received with the intent to influence the Board Member or employee in the performance of his or her official duties is not a violation of this policy. The Capital Metro Ethics Officer or Board Ethics Officer must be consulted for a determination as to whether a potential gift falls within this exception.

Exception: Food, lodging, or transportation that is provided as consideration for legitimate services rendered by the Board Member or employee related to his or her official duties is not a violation of this policy.

If you are uncertain about a gift, seek guidance from the Ethics Officer.

#### Section 4. Business Meals and Functions

Board Members and employees may accept invitations for free, reasonable meals in the course of conducting Capital Metro's business or while attending a seminar or conference in connection with Capital Metro business as long as there is not an active or impending solicitation in which the inviting contractor or party may participate and attendance at the event or meal does not create an appearance that the invitation was intended to influence the Board Member or employee.

When attending such events, it is important to remember that you are representing Capital Metro and if you chose to drink alcohol, you must do so responsibly. Drinking irresponsibly may lead to poor judgment and actions that may violate the Code or other Capital Metro policies and may damage the reputation of Capital Metro in the community and the industry.

#### Section 5. Confidential Information

It is everyone's responsibility to safeguard Capital Metro's nonpublic and confidential information.

No Board Member or employee shall:

(1) Disclose, use or allow others to use nonpublic or confidential information that Capital Metro has not made public unless it is necessary and part of their job duties and then only pursuant to a nondisclosure agreement approved by legal counsel or with consultation and permission of legal counsel.

(2) Communicate details of any active Capital Metro procurement or solicitation or other contract opportunity to any contractor, potential contractor or individual not authorized to receive information regarding the active procurement or contract opportunity.

## Section 6. Financial Accountability and Record Keeping

Capital Metro's financial records and reports should be accurate, timely, and in accordance with applicable laws and accounting rules and principles. Our records must reflect all components of a transaction in an honest and forthright manner. These records reflect the results of Capital Metro's operations and our stewardship of public funds.

A Board Member or employee shall:

- (1) Not falsify a document or distort the true nature of a transaction.
- (2) Properly disclose risks and potential liabilities to appropriate Capital Metro staff.
- (3) Cooperate with audits of financial records.
- (4) Ensure that all transactions are supported by accurate documentation.
- (5) Ensure that all reports made to government authorities are full, fair, accurate and timely.
- (6) Ensure all accruals and estimates are based on documentation and good faith judgment.

## Section 7. Conflict of Interest

Employees and Board Members are expected to deal at arms-length in any transaction on behalf of Capital Metro and avoid and disclose actual conflicts of interest under the law and the Code and any circumstance which could impart the appearance of a conflict of interest. A conflict of interest exists when a Board Member or employee is in a position in which any official act or action taken by them is, may be, or appears to be influenced by considerations of personal gain rather than the general public trust.

Conflict of Interest [Tex. Loc. Govt. Code, Ch. 171 & 176, § 2252.908]

No Board Member or employee shall participate in a matter involving a business, contract or real property transaction in which the Board Member or employee has a Substantial Interest if it is reasonably foreseeable that an action on the matter would confer a special economic benefit on the business, contract or real property that is distinguishable from its effect on the public. [Tex. Loc. Govt. Code, § 171.004]

### Disclosure

A Board Member or employee must disclose a Substantial Interest in a business, contract, or real property that would confer a benefit by their vote or decision. The Board Member or employee may not participate in the consideration of the matter subject to the vote or decision. Prior to the vote or decision, a Board Member shall file an affidavit citing the nature and extent of his or her interest with the Board Vice Chair or Ethics Officer. [Tex. Loc. Govt. Code, § 171.004]

A Board Member or employee may choose not to participate in a vote or decision based on an appearance of a conflict of interest and may file an affidavit documenting their recusal.

## Section 8. Disclosure of Certain Relationships [Tex. Loc. Govt. Code, Ch. 176]

### Definitions

- (1) A Local Government Officer is defined by Tex. Loc. Govt. Code § 176.001(4). A Local Government Officer is:
- (i) A member of the Board of Directors;
  - (ii) The President/CEO; or
  - (iii) A third party agent of Capital Metro, including an employee, who exercises discretion in the planning, recommending, selecting or contracting of a vendor.
- (2) A Family Member is a person related within the first degree by consanguinity or the second degree by affinity as defined by Tex. Govt. Code, Ch. 573.
- (3) A Family Relationship is a relationship between a person and another person within the third degree by consanguinity or the second degree by affinity as defined by Tex. Govt. Code, Ch. 573.
- (4) A Local Government Officer must file a Conflicts Disclosure Statement (FORM CIS) if:
- (i) The person or certain Family Members received at least \$2,500 in taxable income (other than investment income) from a vendor or potential vendor in the last twelve (12) months through an employment or other business relationship;
  - (ii) The person or certain Family Members received gifts from a vendor or potential vendor with an aggregate value greater than \$100 in the last 12 months; or
  - (iii) The vendor (or an employee of the vendor) has a Family Relationship with the Local Government Officer.
- (5) A vendor doing business with Capital Metro or seeking to do business with Capital Metro is required to file a completed questionnaire (FORM CIQ) disclosing the vendor's affiliations or business relationship with any Board Member or local government officer or his or her Family Member.

## Section 9. Duty to Report and Prohibition on Retaliation

Board Members and employees have a duty to promptly report any violation or possible violation of this Code of Ethics, as well as any actual or potential violation of laws, regulations, or policies and procedures to the hotline, the Capital Metro Ethics Officer or the Board Ethics Officer.

Any employee who reports a violation will be treated with dignity and respect and will not be subjected to any form of retaliation for reporting truthfully and in good faith. Any retaliation is a violation of the Code of Ethics and may also be a violation of the law, and as such, could subject both the individual offender and Capital Metro to legal liability.

## Section 10. Penalties for Violation of the Code of Ethics

In addition to turning over evidence of misconduct to the proper law enforcement agency when appropriate, the following penalties may be enforced:

- (1) If a Board Member does not comply with the requirements of this policy, the Board member may be subject to censure or removal from the Board in accordance with Section 451.511 of the Texas Transportation Code.

(2) If an employee does not comply with the requirements of this policy, the employee shall be subject to appropriate disciplinary action up to and including termination.

(3) Any individual or business entity contracting or attempting to contract with Capital Metro which offers, confers or agrees to confer any benefit as consideration for a Board Member's or employee's decision, opinion, recommendation, vote or other exercise of discretion as a public servant in exchange for the Board Member's or employee's having exercised his official powers or performed his official duties, or which attempts to communicate with a Board Member or Capital Metro employee regarding details of a procurement or other contract opportunity in violation of Section 5, or which participates in the violation of any provision of this Policy may have its existing Capital Metro contracts terminated and may be excluded from future business with Capital Metro for a period of time as determined appropriate by the President/CEO.

(4) Any individual who makes a false statement in a complaint or during an investigation of a complaint with regard to a matter that is a subject of this policy is in violation of this Code of Ethics and is subject to its penalties. In addition, Capital Metro may pursue any and all available legal and equitable remedies against the person making the false statement or complaint.

## Section 11. Miscellaneous Provisions

(1) This Policy shall be construed liberally to effectuate its purposes and policies and to supplement such existing laws as they may relate to the conduct of Board Members and employees.

(2) Within sixty (60) days of the effective date for the adoption of this Code each Board Member and employee of Capital Metro will receive a copy of the Code and sign a statement acknowledging that they have read, understand and will comply with Capital Metro's Code of Ethics. New Board Members and employees will receive a copy of the Code and are required to sign this statement when they begin office or at the time of initial employment.

(3) Board Members and employees shall participate in regular training related to ethical conduct, this Code of Ethics and related laws and policies.

### **8. RESERVED**

### **9. TEXAS ETHICS COMMISSION CERTIFICATION**

In accordance with Section 2252.908, Texas Government Code, upon request of the Authority, the selected contractor may be required to electronically submit a "Certificate of Interested Parties" with the Texas Ethics Commission in the form required by the Texas Ethics Commission, and furnish the Authority with the original signed and notarized document prior to the time the Authority signs the contract. The form can be found at [www.ethics.state.tx.us](http://www.ethics.state.tx.us). Questions regarding the form should be directed to the Texas Ethics Commission.

### **10. TEXAS LABOR CODE CERTIFICATION (CONSTRUCTION ONLY)**

Contractor certifies that Contractor will provide workers' compensation insurance coverage on every employee of the Contractor employed on the Project. Contractor shall require that each Subcontractor employed on the Project provide workers' compensation insurance coverage on every employee of the Subcontractor employed on the Project and certify coverage to Contractor as required by Section 406.96 of the Texas Labor Code, and submit the Subcontractor's certificate to the Authority prior to the time the Subcontractor performs any work on the Project.

### **11. CERTIFICATION REGARDING ISRAEL**

As applicable and in accordance with Section 2271.002 of the Texas Government Code, the Contractor certifies that it does not boycott Israel and will not boycott Israel during the term of this Contract.



## **12. CERTIFICATION REGARDING FOREIGN TERRORIST ORGANIZATIONS**

Contractor certifies and warrants that it is not engaged in business with Iran, Sudan, or a foreign terrorist organization, as prohibited by Section 2252.152 of the Texas Government Code.

## **13. VERIFICATION REGARDING FIREARM ENTITIES AND FIREARM TRADE ASSOCIATIONS**

As applicable and in accordance with Section 2274.002 of the Texas Government Code, Contractor verifies that it does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association and will not discriminate during the term of the Contract against a firearm entity or firearm trade association.

## **14. BOYCOTT OF ENERGY COMPANIES PROHIBITED**

Pursuant to Chapter 2274 of Texas Government Code, Contractor verifies that:

- (a) it does not, and will not for the duration of the Contract, boycott energy companies, as defined in Section 2274.002 of the Texas Government Code, or
- (b) the verification required by Section 2274.002 of the Texas Government Code does not apply to Contractor and this Contract. If circumstances relevant to this provision change during the course of the Contract, Contractor shall promptly notify the Authority.

## **15. CRITICAL INFRASTRUCTURE PROHIBITION**

Pursuant to Chapter 2274 of Texas Government Code, Contractor certifies that, if this Contract or any contract between Contractor and Capital Metro relates to critical infrastructure, as defined in Chapter 2274 of the Texas Government Code, Contractor is not owned by or the majority of stock or other ownership interest of its firm is not held or controlled by:

- (a) individuals who are citizens of China, Iran, North Korea, Russia, or a Governor-designated country; or
- (b) a company or other entity, including a governmental entity, that is owned or controlled by citizens of or is directly controlled by the government of China, Iran, North Korea, Russia, or a Governor-designated country; or
- (c) headquartered in China, Iran, North Korea, Russia, or a Governor-designated country.

## **16. CERTIFICATION OF PRIME CONTRACTOR PARTICIPATION**

- (a) The Prime Contractor certifies that it shall perform no less than thirty percent (30%) of the work with his own organization. The on-site production of materials produced by other than the Prime Contractor's forces shall be considered as being subcontracted.
- (b) The organization of the specifications into divisions, sections, articles, and the arrangement and titles of the project drawings shall not control the Prime Contractor in dividing the work among subcontractors or in establishing the extent of the work to be performed by any trade.
- (c) The offeror further certifies that no more than seventy percent (70%) of the work will be done by subcontractors.

## **17. REPRESENTATION REGARDING CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT**

(a) **Prohibition.** This Contract is subject to the Public Law 115-232, Section 889, and 2 Code of Federal Regulations (CFR) Part 200, including §200.216 and §200.471 related to the prohibition of certain “covered telecommunications equipment and services”, which includes:

(1) Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities)

(2) For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities).

(3) Telecommunications or video surveillance services provided by such entities or using such equipment.

(4) Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

(b) **Procedures.** The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (<https://www.sam.gov>) for entities excluded from receiving federal awards for “covered telecommunications equipment or services”.

(c) **Representation.** The Offeror represents that—

(1) It

- will  
 will not

provide covered telecommunications equipment or services to the Authority in the performance of any contract, sub-contract or other contractual instrument resulting from this solicitation. The Offeror shall provide the additional disclosure information required at paragraph (d)(1) of this section if the Offeror responds “will” in paragraph (c)(1) of this section; and

(2) After conducting a reasonable inquiry, for purposes of this representation, the Offeror represents that—

- does  
 does not

use covered telecommunications equipment or services, or use any equipment, system, or service that uses covered telecommunications equipment or services. The Offeror shall provide the additional disclosure information required at paragraph (d)(2) of this section if the Offeror responds “does” in paragraph (c)(2) of this section.

(d) **Disclosures.**

(1) Disclosure for the representation in paragraph (c)(1) of this provision. If the Offeror has responded “will” in the representation in paragraph (c)(1) of this provision, the Offeror shall provide the following information as part of the offer:

(i) For covered equipment—



(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the original equipment manufacturer (OEM) or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (a)(1) of this provision.

(ii) For covered services—

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the Product Service Code (PSC) of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (a)(1) of this provision.

(2) Disclosure for the representation in paragraph (c)(2) of this provision. If the Offeror has responded "does" in the representation in paragraph (c)(2) of this provision, the Offeror shall provide the following information as part of the offer:

(i) For covered equipment—

(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (a)(2) of this provision.

(ii) For covered services—

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the PSC of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (a)(2) of this provision.

## **18. SIGNATURE BLOCK FOR ALL REPRESENTATIONS AND CERTIFICATIONS**

(a) These representations and certifications concern a material representation of fact upon which reliance will be placed in awarding a contract. If it is later determined that the offeror knowingly rendered an erroneous or false certification, in addition to all other remedies the Authority may have, the Authority may terminate the contract for default and/or recommend that the offeror be debarred or suspended from doing business with the Authority in the future.

(b) The offeror shall provide immediate written notice to the Authority if, at any time prior to contract award, the offeror learns that the offeror's certification was, or a subsequent communication makes, the certification erroneous.

(c) Offerors must set forth full, accurate and complete information as required by this solicitation (including this attachment). Failure of an offeror to do so may render the offer nonresponsive.

(d) A false statement in any offer submitted to the Authority may be a criminal offense in violation of Section 37.10 of the Texas Penal Code.

(e) I understand that a false statement on this certification may be grounds for rejection of this submittal or termination of the awarded contract.

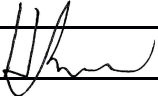
Name of Offeror:

EyeMed Vision Care, LLC

Type/Print Name of Signatory:

Hector Rincon, Vice President

Signature:



Date:

07/07/23

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## EXHIBIT E CONTRACTUAL TERMS AND CONDITIONS (SERVICES CONTRACT)

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### 1. DEFINITIONS

As used throughout this Contract, the following terms shall have the meaning set forth below:

- (a) "Applicable Anti-Corruption and Bribery Laws" means international, federal, state, provincial and local laws, rules, regulations, directives and governmental requirements currently in effect and as they become effective relating in any way to the Contractor's provision of goods and/or services to Authority, including without limitation "FCPA" or any applicable laws and regulations, including in the jurisdiction in which the Contractor operates and/or manufactures goods for the Authority, relating to anti-corruption and bribery.
- (b) "Authority", "Capital Metro", "Cap Metro", "CMTA" means Capital Metropolitan Transportation Authority.
- (c) "Authority Data" means all data, content and information (i) submitted by or on behalf of the Authority or its customers to the Contractor or loaded into the System, (ii) obtained, developed, produced or processed by the Contractor or by the Application or System in connection with the Contract, or (iii) to which the Contractor has access in connection with the Contract, and all derivative versions of such data, content and information, and any derivative versions thereof, in any form or format.
- (d) "Authority Electronic Property" means (i) any websites controlled by the Authority, (ii) any Authority mobile device apps, (iii) any application programming interfaces (API) to the Authority's information technology systems, (iv) any other kiosks, devices or properties for consumer interaction that are created, owned, or controlled by the Authority, and (v) versions and successors of the foregoing, any form or format now known or later developed, that may be used by customers obtaining products or services from the Authority.
- (e) "Change Order" means a written order to the Contractor signed by the Contracting Officer, issued after execution of the Contract, authorizing a change in the term or scope of the Contract.
- (f) "Contract" or "Contract Documents" means this written agreement between the parties comprised of all the documents listed in the Table of Contents, Change Orders and/or Contract Modifications that may be entered into by the parties.
- (g) "Contract Award Date" means the date of the Contract award notice, which may take the form of a purchase order, signed Contract or Notice of Award, issued by the Authority.
- (h) "Contract Modification" means any changes in the terms or provisions of the Contract which are reduced to writing and fully executed by both parties.
- (i) "Contract Sum" means the total compensation payable to the Contractor for performing the Services as originally contracted for or as subsequently adjusted by Contract Modification.
- (j) "Contract Term" means period of performance set forth in the paragraph entitled "Term" contained in Exhibit E.
- (k) "Contracting Officer" means a person with the authority to enter into, administer, and/or terminate contracts and make related determinations and finding on behalf of the Authority. The term includes certain authorized representatives of the Contracting Officer acting within the limits of their authority as delegated by the Contracting Officer.
- (l) "Contractor" means the entity that has assumed the legal obligation to perform the Services as identified in the Contract.

- (m) "Days" means calendar days. In computing any period of time established under this Contract, the day of the event from which the designated period of time begins to run shall not be included, but the last day shall be included unless it is a Saturday, Sunday, or Federal or State of Texas holiday, in which event the period shall run to the end of the next business day.
- (n) "FAR" means the Federal Acquisition Regulations codified in 48 C.F.R. Title 48.
- (o) "FCPA" means the United States Foreign Corrupt Practices Act, 15 U.S.C. §§ 78dd-1, et seq., as amended.
- (p) "Force Majeure Event" means strikes, lockouts, or other industrial disputes; explosions, epidemics, civil disturbances, acts of domestic or foreign terrorism, wars within the continental United States, riots or insurrections; embargos, natural disasters, including but not limited to landslides, earthquakes, floods or washouts; interruptions by government or court orders; declarations of emergencies by applicable federal, state or local authorities; and present or future orders of any regulatory body having proper jurisdiction.
- (q) "FTA" means the Federal Transit Administration.
- (r) "Fully Burdened Hourly Labor Rate" means an hourly rate that includes all salary, overhead costs, general and administrative expenses, and profit.
- (s) "Intellectual Property Rights" means the worldwide legal rights or interests evidenced by or embodied in: (i) any idea, software, design, concept, personality right, method, process, technique, apparatus, invention, discovery, or improvement, including any patents, trade secrets, and know-how; (ii) any work of authorship, including any copyrights, moral rights or neighboring rights, and any derivative works thereto; (iii) any trademark, service mark, trade dress, trade name, or other indicia of source or origin; (iv) domain name registrations; and (v) any other proprietary or similar rights. The Intellectual Property Rights of a party include all worldwide legal rights or interests that the party may have acquired by assignment or license with the right to grant sublicenses.
- (t) "Manufacturing Materials" mean any completed or partially completed supplies and materials, parts, dies, jigs, fixtures, plans, drawings, information, and contract rights specifically produced or specially acquired by the Contractor for the performance of the Contract.
- (u) "Notice of Award" means formal notice of award of the Contract to the Contractor issued by the Contracting Officer.
- (v) "Notice to Proceed" means written authorization for the Contractor to start the Services.
- (w) "Project Manager" means the designated individual to act on behalf of the Authority, to monitor and certify the technical progress of the Contractor's Services under the terms of this Contract.
- (x) "Proposal" means the offer of the proposer, submitted on the prescribed form, stating prices for performing the work described in the Scope of Services.
- (y) "Services" means the services to be performed by the Contractor under this Contract, and includes services performed, workmanship, and supplies furnished or utilized in the performance of the Services.
- (z) "Subcontract" means the Contract between the Contractor and its Subcontractors.
- (aa) "Subcontractor" means subcontractors of any tier.
- (bb) "Works" means any tangible or intangible items or things that have been or will be specifically, generated, prepared, created, or developed by the Contractor (or such third parties as the Contractor may be permitted to engage) at any time following the effective date of the Contract, for the exclusive use of, and ownership by, Authority under the Contract, including but not limited to any (i) works of authorship (such as literary works, musical works, dramatic works, choreographic works, pictorial, graphic and sculptural works, motion pictures and other audiovisual

works, sound recordings and architectural works, which includes but is not limited to manuals, instructions, printed material, graphics, artwork, images, illustrations, photographs, computer software, scripts, object code, source code or other programming code, HTML code, data, information, multimedia files, text web pages or web sites, other written or machine readable expression of such works fixed in any tangible media, and all other copyrightable works), (ii) trademarks, service marks, trade dress, trade names, logos, or other indicia of source or origin, (iii) ideas, designs, concepts, personality rights, methods, processes, techniques, apparatuses, inventions, formulas, discoveries, or improvements, including any patents, trade secrets and know-how, (iv) domain names, (v) any copies, and similar or derivative works to any of the foregoing, and (vi) all documentation and materials related to any of the foregoing.

## **2. INDEFINITE QUANTITY, INDEFINITE DELIVERY CONTRACT**

(a) This is an indefinite-quantity Contract for the supplies or Services specified and stated elsewhere in the Contract. The quantities of supplies and Services specified are estimates only and are not purchased by this Contract.

(b) This indefinite quantity, indefinite delivery Contract is subject to the following minimum/maximum paragraph:

(1) Minimum order. The Authority will order a minimum of \$1,000 in services under this Contract.

(2) Maximum order. The Authority will order a maximum not to exceed the total dollar amount of this Contract.

(c) There is no limit to the number of orders that may be placed under this Contract.

(d) The quantities provided by the Authority on the Schedule are estimates used as a basis for Contract Award and are, therefore, not hereby purchased under the Contract.

## **3. TERM**

The term of the Contract shall be three (3) years from the Contract notice to proceed. No Services shall be performed under this Contract prior to issuance of a Notice to Proceed.

## **4. OPTION TO EXTEND CONTRACT TERM**

The Authority shall have the unilateral right and option to extend the Contract for up to two (2) option periods for a twelve (12) month duration each at the option prices set forth in Exhibit A - Pricing Schedule upon written notice to the Contractor.

## **5. ADDITIONAL OPTION TO EXTEND CONTRACT PERFORMANCE**

If the options granted in Paragraph 4 have been exercised in their entirety, the Authority shall have the unilateral right and option to require continued performance of any services within the limits and rates specified in the Contract. This option may be exercised more than once, but the extension of performance hereunder shall not exceed a total of 6 months. The Authority may exercise the option by written notice to the Contractor.

## **6. INVOICING AND PAYMENT**

(a) Invoices may be submitted once per month for work completed and accepted by the Authority, and marked "Original" to:

Accounts Payable  
Capital Metropolitan Transportation Authority  
P.O. Box 6308  
Austin, Texas 78762-6308

Or via e-mail to: [ap\\_invoices@capmetro.org](mailto:ap_invoices@capmetro.org)

and shall conform to policies or regulations adopted from time to time by the Authority. Invoices shall be legible and

shall contain, as a minimum, the following information:

- (1) the Contract and order number (if any);
- (2) a complete itemization of all costs including quantities ordered and delivery order numbers (if any);
- (3) any discounts offered to the Authority under the terms of the Contract;
- (4) evidence of the acceptance of the supplies or Services by the Authority; and
- (5) any other information necessary to demonstrate entitlement to payment under the terms of the Contract.

(b) All undisputed invoices shall be paid within the time period allowed by law through the Texas Prompt Payment Act, Tex. Gov't Code § 2251.021(b).

(c) The Contractor shall be responsible for all costs/expenses not otherwise specified in this Contract, including by way of example, all costs of equipment provided by the Contractor or Subcontractor(s), all fees, fines, licenses, bonds, or taxes required or imposed against the Contractor and Subcontractor(s), travel related expenses, and all other Contractor's costs of doing business.

(d) In the event an overpayment is made to the Contractor under this Contract or the Authority discovers that the Authority has paid any invoices or charges not authorized under this Contract, the Authority may offset the amount of such overpayment or unauthorized charges against any indebtedness owed by the Authority to the Contractor, whether arising under this Contract or otherwise, including withholding payment of an invoice, in whole or in part, or the Authority may deduct such amounts from future invoices. If an overpayment is made to the Contractor under this Contract which cannot be offset under this Contract, the Contractor shall remit the full overpayment amount to the Authority within thirty (30) calendar days of the date of the written notice of such overpayment or such other period as the Authority may agree. The Authority reserves the right to withhold payment of an invoice, in whole or in part, or deduct the overpayment from future invoices to recoup the overpayment.

**7. RESERVED**

**8. RESERVED**

**9. INSURANCE**

(a) The Contractor shall furnish proof of Capital Metro-stipulated insurance requirements specified below. All insurance policies shall be primary and non-contributing with any other valid and collectible insurance or self-insurance available to the Authority and shall contain a contract waiver of subrogation in favor of the Authority. The Contractor shall furnish to the Authority certificate(s) of insurance evidencing the required coverage and endorsement(s) and, upon request, a certified duplicate original of any of those policies. Prior to the expiration of a certificate of insurance, a new certificate of insurance shall be furnished to the Authority showing continued coverage. Each policy shall be endorsed to provide thirty (30) days written notice of cancellation or non-renewal to the Authority and the Authority shall be named as an Additional Insured under each policy except Professional Liability insurance if required by this Contract. All insurance policies shall be written by reputable insurance company or companies acceptable to the Authority with a current Best's Insurance Guide Rating of A+ and Class XIII or better. All insurance companies shall be authorized to transact business in the State of Texas. The Contractor shall notify the Authority in writing of any material alteration of such policies, including any change in the retroactive date in any "claims-made" policy or substantial reduction of aggregate limits, if such limits apply or cancellation thereof at least thirty (30) days prior thereto. The below requirements only represent the minimum coverage acceptable to the Authority and these requirements are not intended to represent the maximum risk or the maximum liability of the Contractor. The Contractor shall be responsible for setting its own insurance requirements, if any, for the kind and amounts of insurance to be carried by its Subcontractors in excess of the insurance required by the Authority.





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The Contractor shall carry and pay the premiums for insurance of the types and in the amounts stated below.

#### CAPITAL METRO MINIMUM COVERAGE REQUIREMENTS

(1) **Comprehensive General Liability Insurance** Coverage with limits of not less than One Million and No/100 Dollars (\$1,000,000) Combined Single Limit of Liability for Bodily Injury and Property Damage including Products Liability.

(2) **Automobile Liability Insurance** covering all owned, hired and non-owned automobiles used in connection with work with limits not less than One Million and No/100 Dollars (\$1,000,000) Combined Single Limit of Liability for Bodily Injury and Property Damage.

(3) **Statutory Workers' Compensation** coverage in the State of Texas. Employers Liability Insurance with minimum limits of liability of One Million Dollars\_ and No/100 Dollars (\$1,000,000).

(4) **Professional Liability Insurance** negligent acts, errors and omissions arising from the Contractor's work to pay damages for which the Contractor may become legally obligated. Minimum limits of liability shall be not less than One Million Dollars and No/100 Dollars (\$1,000,000) on an annual aggregate basis.

(5) All policies shall include Terrorism Coverage.

(b) The limits of liability as required above may be provided by a single policy of insurance or by a combination of primary, excess or umbrella policies but in no event shall the total limits of liability available for any one occurrence or accident be less than the amount required above.

(c) The Contractor, and all of its insurers shall, in regard to the above stated insurance, agree to waive all rights of recovery or subrogation against the Authority, its directors, officers, employees, agents, successors and assigns, and the Authority's insurance companies arising out of any claims for injury(ies) or damages resulting from the Services performed by or on behalf of the Contractor under this Contract and/or use of any Authority premises or equipment under this Contract.

(d) Each insurance policy shall contain the following endorsements: PRIMARY AND NON-CONTIBUTORY INSURANCE and WAIVER OF TRANSFER OF RIGHTS OF RECOVERY AGAINST OTHERS, which shall be evidenced on the Certificate of Insurance. The General Liability insurance shall include contractual endorsement(s) which acknowledge all indemnification requirements under the Agreement. All required endorsements shall be evidenced on the Certificate of Insurance, which shall be evidenced on the Certificate of Insurance. Proof that insurance coverage exists shall be furnished to the Authority by way of a Certificate of Insurance before any part of the Contract work is started.

(e) If any insurance coverage required to be provided by the Contractor is canceled, terminated, or modified so that the required insurance coverages are no longer in full force and effect, the Authority may terminate this Contract or obtain insurance coverages equal to the required coverage, the full cost of which will be the responsibility of the Contractor and shall be deducted from any payment due the Contractor.

(f) If any part of the Contract is sublet, the Contractor shall be liable for its Subcontractor's insurance coverages of the types and in the amounts stated above, and shall furnish the Authority with copies of such Certificates of Insurance. No delay in the Services caused by the Contractor's enforcement of its Subcontractor's insurance requirements shall be excusable delay in the Contract. In the event a Subcontractor is unable to furnish insurance in the limits required under the Contract, the Contractor shall endorse the Subcontractor as an ADDITIONAL INSURED on the Contractor's policies.

(g) All insurance required to be maintained or provided by the Contractor shall be with companies and through policies approved by The Authority. The Authority reserves the right to inspect in person, prior to the commencement of the Services, all of the Contractor's insurance policy required under this Contract.

(h) The Contractor must furnish proof of the required insurance within five (5) days of the award of the Contract. Certificate of Insurance must indicate the Contract number and description. The insurance certificate should be furnished to the attention of the Contracting Officer.

(i) The Contractor and its lower tier Subcontractors are required to cooperate with the Authority and report all potential claims (workers' compensation, general liability and automobile liability) pertaining to this Contract to the Authority's Risk Management Department at (512) 389-7549 within two (2) days of the incident.

## **10. PERFORMANCE OF SERVICES BY THE CONTRACTOR**

Except as otherwise provided herein, the Contractor shall perform no less than thirty percent (30%) of the Services with its own organization. If, during the progress of Services hereunder, the Contractor requests a reduction in such performance percentage and the Authority determines that it would be to the Authority's advantage, the percentage of the Services required to be performed by the Contractor may be reduced; provided, written approval of such reduction is obtained by the Contractor from the Authority.

## **11. REMOVAL OF ASSIGNED PERSONNEL**

The Authority may require, in writing, that the Contractor remove from the Services any employee or Subcontractor of the Contractor that the Authority deems inappropriate for the assignment.

## **12. REPRESENTATIONS AND WARRANTIES**

The Contractor represents and warrants to the Authority, that the Services shall be performed in conformity with the descriptions and other data set forth in this Contract and with sound professional principles and practices in accordance with accepted industry standards, and that work performed by the Contractor's personnel shall reflect sound professional knowledge, skill and judgment. If any breach of the representations and warranties is discovered by the Authority during the process of the work or within one (1) year after acceptance of the work by the Authority, the Contractor shall again cause the nonconforming or inadequate work to be properly performed at the Contractor's sole expense and shall reimburse for costs directly incurred by the Authority as a result of reliance by the Authority on services failing to comply with the representations and warranties.

## **13. INDEPENDENT CONTRACTOR**

The Contractor's relationship to the Authority in the performance of this Contract is that of an independent contractor. The personnel performing Services under this Contract shall at all times be under the Contractor's exclusive direction and control and shall be employees of the Contractor and not employees of the Authority. The Contractor shall be fully liable for all acts and omissions of its employees, Subcontractors, and their suppliers and shall be specifically responsible for sufficient supervision and inspection to assure compliance in every respect with Contract requirements. There shall be no contractual relationship between any Subcontractor or supplier of the Contractor and the Authority by virtue of this Contract. The Contractor shall pay wages, salaries and other amounts due its employees in connection with this Agreement and shall be responsible for all reports and obligations respecting them, such as Social Security, income tax withholding, unemployment compensation, workers' compensation and similar matters.

## **14. COMPOSITION OF CONTRACTOR**

If the Contractor hereunder is comprised of more than one legal entity, each such entity shall be jointly and severally liable hereunder.

## **15. SUBCONTRACTORS AND OUTSIDE CONSULTANTS**

Any Subcontractors and outside associates or consultants required by the Contractor in connection with the Services covered by the Contract will be limited to such individuals or firms as were specifically identified and agreed to by the Authority in connection with the award of this Contract. Any substitution in such Subcontractors, associates, or consultants will be subject to the prior approval of the Authority.



## **16. EQUITABLE ADJUSTMENTS**

(a) Any requests for equitable adjustments under any provision shall be governed by the following provisions:

(1) Upon written request, the Contractor shall submit a proposal, in accordance with the requirements and limitations set forth in this paragraph, for Services involving contemplated changes covered by the request. The proposal shall be submitted within the time limit indicated in the request for any extension of such time limit as may be subsequently granted. The Contractor's written statement of the monetary extent of a claim for equitable adjustment shall be submitted in the following form:

(i) Proposals totaling \$5,000 or less shall be submitted in the form of a lump sum proposal with supporting information to clearly relate elements of cost with specific items of Services involved to the satisfaction of the Contracting Officer, or his/her authorized representative.

(ii) For proposals in excess of \$5,000, the claim for equitable adjustment shall be submitted in the form of a lump sum proposal supported with an itemized breakdown of all increases and decreases in the Contract.

(b) No proposal by the Contractor for an equitable adjustment shall be allowed if asserted after final payment under this Contract.

## **17. RESERVED**

## **18. PERSONNEL ASSIGNMENTS**

(a) The Contractor shall perform the Services in an orderly and workmanlike manner, and shall utilize persons skilled and qualified for the performance of the Services. The Authority will have the right to review the experience of each person assigned to perform the Services and approve personnel assignments, including those to be performed by Subcontractors,

(b) The Contractor certifies that the Contractor, and each Subcontractor, have established a criminal history background policy that complies with guidance issued by the U.S. Equal Employment Opportunity Commission and that the Contractor and each Subcontractor conducts criminal history checks on its assigned personnel in accordance with such policy to identify, hire and assign personnel to work on this Contract whose criminal backgrounds are appropriate for the Services being performed, considering the risk and liability to the Contractor and the Authority. The Authority reserves the right to require the Contractor and any Subcontractor to disclose any criminal or military criminal convictions of assigned personnel and the right to disapprove the use of assigned personnel with criminal or military convictions.

(c) At the commencement of the Contract, the Contractor shall provide a list of candidates to be used to provide the Services and shall certify that a criminal history background check has been completed on each candidate within the preceding 6-month period. Thereafter during the Term, the Contractor shall submit quarterly report containing a list of all persons (including Subcontractors) assigned to perform Services under the Contract and a certification that each named person has undergone a criminal background check as required by this Contract. The Authority shall have the right to audit the Contractor's records for compliance with the provisions of this Section. Criminal background checks shall include the following:

(1) State Criminal History: The Contractor shall research criminal history, including driving records (where applicable), covering all jurisdictions within the state, including local counties and municipalities.

(2) Out of State Criminal History: The Contractor shall research criminal history, including state driving records (where applicable), for all 50 states.

(3) National Sex Offender Registry

(4) **Military Discharge:** For any candidates that have served in the military, the Contractor shall review the DD Form 214 "Certificate of Release or Discharge from Active Duty" (Long Form).

\*Matters identified on the Long Form as military discipline will be considered in accordance with the corresponding crime listed below with respect to classification, severity and time elapsed.

The Contractor shall disclose to the Authority the type of arrests with pending dispositions and convictions for crimes according to the classification of offense and the timetable below:

<b>Offense Type</b>	<b>Action Required</b>
<b>Crimes Against the Person (other than sex crimes)</b>	
Felony	Submit to Capital Metro for review if less than 10 years from date of <b>release from confinement</b>
Class A or B Misdemeanor	Submit to Capital Metro for review if less than 7 years from date of <b>conviction</b>
Class C Misdemeanor	Submit to Capital Metro for review if less than 5 years from date of <b>conviction</b>
<b>Crimes Against the Person - Sex Crimes/Registered Sex Offenders</b>	
ALL	Submit to Capital Metro for review
<b>Crimes Against Property</b>	
Felony	Submit to Capital Metro for review if less than 10 years from date of <b>release from confinement</b>
<b>Moral Crimes, including, but not limited to: Drug Crimes, Prostitution, Bigamy, Illegal Gambling, Child Pornography</b>	
Felony	Submit to Capital Metro for review if less than 10 years from date of <b>release from confinement</b>
Class A or B Misdemeanor	Submit to Capital Metro for review if less than 7 years from date of <b>conviction</b>
Class C Misdemeanor	Submit to Capital Metro for review if less than 5 years from date of <b>conviction</b>
<b>Driving Offenses</b>	
Class A or B Misdemeanor, DWI/DUI or other "serious driving offense"	Disqualified if less than 7 years from date of conviction or deferred adjudication. Submit to Capital Metro for review if between 7-10 years since conviction or deferred adjudication or more than 2 convictions in a lifetime
Class C Misdemeanor Moving Violations	Disqualified from driving if more than 2 moving violations in the past 5 years (Any more than one driving safety course taken for a moving violation that appears on a five (5) year record will be treated as a moving violation and will count against the employee)

The Contractor may not assign an employee to provide Services if the employee has any conviction in the applicable categories listed above, unless an exception is granted by the Authority in accordance with subparagraph (d).

(d) The Contractor may request the Authority perform an individual assessment of a candidate with a criminal conviction meeting one of the above categories. In conducting an individual assessment, the Authority's review will include, but not be limited to, the following factors:

- (1) The nature and gravity of the offense or conduct;
- (2) The degree of harm caused by the offense or conduct;

- (3) The time that has elapsed since the conviction or completion of probation or jail time;
- (4) The nature of the job sought, including the job duties, environment, and level of supervision;
- (5) Any incorrect criminal history;
- (6) Wrongful identification of the person;
- (7) The facts and circumstances surrounding the offense or conduct;
- (8) The number of offenses for which the candidate was convicted;
- (9) The subsequent conviction for another relevant offense;
- (10) The age of the person at the time of conviction or completion of probation or jail time;
- (11) Evidence that the person performed the same type of work, post-conviction, with the same or different employer, with no known incidents of criminal conduct;
- (12) The length and consistency of employment history before and after the conviction in a similar field as the current position sought;
- (13) Rehabilitation efforts, e.g., education, treatment, training;
- (14) Employment or character references and any other information regarding fitness for the particular position;
- (15) Whether the person is bonded or licensed under any federal, state or local program or any licensing authority;
- (16) The person's statement of the circumstances surrounding the offense and conviction and relevant factors is consistent with publicly available record related to the crime and conviction; and
- (17) Any other factors deemed relevant in the consideration of a particular assessment.

At the time a request is made for an individual assessment, the Contractor must include the following documentation:

- the candidate's application/resume;
- a copy of the criminal conviction history, including those tried in a military tribunal;
- available court information related to the conviction;
- any publicly available information related to the offense and conviction;
- a statement from the candidate addressing any/all factors set forth above and explaining why the person is qualified for the assignment notwithstanding the conviction; and
- a statement from the candidate explaining why the person is an acceptable risk for the work to be performed by the candidate.

The Authority will provide a written decision to the Contractor within five (5) working days of receipt of all required documentation from the Contractor.

- (e) The Contractor will conduct new criminal history background checks on all assigned personnel every two (2) years during the Contract to ensure the preceding criterion are still met by the assigned personnel and notify the Authority if an employee has a subsequent arrest with pending disposition or conviction (or change in driving record, as applicable) that requires further review by the Authority using the criterion set forth above. The Authority reserves the right to request that the assigned individual be removed from performing work under this Contract.

## **19. BADGES AND ACCESS CONTROL DEVICES**

(a) The Contractor and each of the Contractor's employees, as well as each Subcontractor of any tier and any workers working on behalf of Subcontractor, shall be required to wear a Capital Metro Contractor Photo Identification Badge ("badge") at all times while on the Authority's premises. The badge will be provided by Capital Metro. If any badge holder loses or misplaces his or her badge, the Contractor shall immediately notify the Project Manager upon discovery. The Contractor will be charged a \$50.00 replacement fee for each lost or misplaced badge, which fee shall be deducted any amounts due and owing to the Contractor or if the Contract is terminated upon demand by the Authority. The Contractor shall return all badges provided when any badge holder is no longer working on the Contract, and all badges shall be returned upon completion of the Contract. In the event the Contractor fails to do so, the Contractor will pay a \$50.00 per badge fee deducted from any amounts due and owing to the Contractor or if the Contract is terminated upon demand by the Authority. All badges should be returned to the Project Manager. All requests for new and replacement badges must be submitted in writing to the Project Manager. The misuse of a badge may result in termination of the Contract.

(b) Access Control Devices will be issued to employees of the Contractor and to each Subcontractor of any tier and any worker working on behalf of Subcontractor as necessary to perform the Contract. Access Control Devices are not transferable between the Contractor employees or workers working on behalf of the Subcontractor. The Contractor employees and workers on behalf of the Subcontractor are prohibited from loaning Access Control Devices or providing access to an unauthorized person into restricted areas without prior arrangements with the Project Manager. All requests for new and replacement Access Control Devices must be submitted in writing to the Project Manager. Lost Access Control Devices must be reported to the Project Manager immediately upon discovery. All Access Control Devices should be returned to the Project Manager. The misuse of an Access Control Device(s) may result in termination of the Contract. The Contractor shall return all Access Control Devices once an assigned employee or worker is no longer working on the Contract or upon termination of the Contract. In the event the Contractor fails to do so, then the Contractor shall be responsible for the replacement cost of an Access Control Device which shall be deducted from any amounts due and owing to the Contractor or payable on demand if the Contract has terminated. The replacement cost will be calculated at current market value to include labor and materials.

(c) The provisions of this paragraph survive termination of the Contract.

## **20. CHANGES**

(a) The Authority may, at any time, by written order, make changes within the general scope of the Contract in the Services to be performed. If such changes cause an increase or decrease in the Contractor's cost of, or time required for, performance of any Services under this Contract, whether or not changed by any order, an equitable adjustment shall be made and the Contract shall be modified in writing accordingly. Any claim of the Contractor for adjustment under this paragraph must be asserted in writing within thirty (30) days from the date of receipt by the Contractor of the notification of change unless the Contracting Officer grants a further period of time before the date of final payment under the Contract.

(b) No Services for which an additional cost or fee will be charged by the Contractor shall be furnished without the prior written authorization of the Authority.

(c) Any other written order (which, as used in this paragraph (c), includes direction, instruction, interpretation, or determination) from the Contracting Officer that causes a change in the Contractor's obligations shall be treated as a Change Order under this paragraph; provided that the Contractor gives the Contracting Officer written notice stating (1) the date, circumstances, and source of the order and (2) that the Contractor regards the order as a Change Order.

(d) Except as provided in this paragraph, no order, statement, or conduct of the Contracting Officer shall be treated as a change under this paragraph or entitle the Contractor to an equitable adjustment.

(e) If any change under this paragraph causes an increase or decrease in the Contractor's cost of, or the time required for, the performance of any part of the Services under this Contract, whether or not changed by any such order, the Contracting Officer may make an equitable adjustment and modify the Contract in writing in accordance with the provisions in paragraph entitled "Equitable Adjustments" contained in Exhibit E.

## **21. TERMINATION FOR DEFAULT**

(a) The Authority may, subject to the provisions of subparagraph (c) below, by written notice of default to the Contractor, terminate the whole or any part of this Contract in either one of the following circumstances:

(1) if the Contractor fails to perform the Services within the time specified herein or any extension thereof;  
or

(2) if the Contractor fails to perform any of the other provisions of this Contract and does not cure such failure within a period of ten (10) days (or such longer period as the Authority may authorize in writing) after receipt of notice from the Authority specifying such failure.

(b) In the event the Authority terminates this Contract in whole or in part as provided in subparagraph (a) of this paragraph, the Authority may procure, upon such terms and in such manner as the Authority may deem appropriate, supplies or services similar to those so terminated, and the Contractor shall be liable to the Authority for any excess costs for such similar supplies or services; provided, that the Contractor shall continue the performance of this Contract to the extent, if any, it has not been terminated under the provisions of this subparagraph.

(c) Except with respect to the defaults of Subcontractors, the Contractor shall not be liable for any excess costs if the failure to perform the Contract arises out of causes beyond the control and without the fault or negligence of the Contractor. Such causes may include, but are not restricted to Force Majeure Events; provided, however, in every case the failure to must be beyond the control and without the fault or negligence of the Contractor. If the failure to perform is caused by the default of a Subcontractor and if such default arises out of causes beyond the control of both the Contractor and Subcontractor and without the fault or negligence of either of them, the Contractor shall not be liable for any excess costs for failure to perform, unless the supplies or Services to be furnished by the Subcontractor were obtainable from other sources in sufficient time to permit the Contractor to meet the required delivery schedule.

(d) If this Contract is terminated as provided in subparagraph (a), the Authority, in addition to any other rights provided in this subparagraph, may require the Contractor to transfer title and deliver to the Authority in the manner and to the extent directed by the Authority any Manufacturing Materials as the Contractor has specifically produced or specifically acquired for the performance of such part of this Contract as has been terminated; and the Contractor shall, upon direction of the Authority, protect and preserve property in possession of the Contractor in which the Authority has an interest. Payment for completed Manufacturing Materials delivered to and accepted by the Authority shall be at the Contract price. The Authority may withhold from amounts otherwise due the Contractor for such completed Manufacturing Materials such sum as the Authority determines to be necessary to protect the Authority against loss because of outstanding liens or claims of former lien holders.

(e) If, after notice of termination of this Contract under the provisions of this paragraph, it is determined by the Authority that the Contractor was not in default or that the default was excusable under the provisions of this paragraph, the rights and obligations of the parties shall be those provided in the paragraph entitled "Termination for Convenience" contained in this Exhibit E.

(f) The rights and remedies of the Authority provided in this paragraph shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract.

## **22. TERMINATION FOR CONVENIENCE**

(a) The Authority may, whenever the interests of the Authority so require, terminate this Contract, in whole or in part, for the convenience of the Authority. The Authority shall give written notice of the termination to the Contractor specifying the part of the Contract terminated and when termination becomes effective.

(b) The Contractor shall incur no further obligations in connection with the terminated orders, and, on the date set forth in the notice of termination, the Contractor will stop providing Services to the extent specified. The Contractor also shall terminate outstanding orders and subcontracts as they relate to the terminated order. The Contractor shall settle the liabilities and claims arising out of the termination of subcontracts and orders connected with the terminated orders. The Authority may direct the Contractor to assign the Contractor's right, title, and interest under terminated orders or Subcontracts to the Authority. The Contractor must still complete any orders not terminated by the notice of termination and may incur such obligations as are necessary to do so.

(c) The Authority may require the Contractor to transfer title and deliver to the Authority in the manner and to the extent directed by the Authority: (1) any completed supplies; and (2) such partially completed supplies and materials, parts, tools, dies, jigs, fixtures, plans, drawings, information and contract rights (hereinafter called "Manufacturing Materials") as the Contractor has specifically produced or specially acquired for the performance of the terminated part of this Contract. The Contractor shall, upon direction of the Authority, protect and preserve property in the possession of the Contractor in which the Authority has an interest. If the Authority does not exercise this right, the Contractor shall use its best efforts to sell such supplies and Manufacturing Materials.

(d) The Authority shall pay the Contractor the following amounts:

(1) Contract prices for supplies accepted under the Contract;

(2) costs incurred in preparing to perform and performing the terminated portion of the Services plus a fair and reasonable profit on such portion of the Services (such profit shall not include anticipatory profit or consequential damages), less amounts paid or to be paid for accepted supplies; provided, however, that if it appears that the Contractor would have sustained a loss if the entire Contract would have been completed, no profit shall be allowed or included, and the amount of compensation shall be reduced to reflect the anticipated rate of loss;

(3) costs of settling and paying claims arising out of the termination of subcontracts (these costs must not include costs paid in accordance with subparagraph (2) of this paragraph); and

(4) the reasonable settlement costs of the Contractor and other expenses reasonably necessary for the preparation of settlement claims and supporting data with respect to the terminated portion of the Contract and for the termination and settlement of subcontracts thereunder, together with reasonable storage, transportation, and other costs incurred in connection with the protection or disposition of property allocable to the terminated portion of this Contract.

(5) The total sum to be paid the Contractor under this paragraph shall not exceed the total Contract Sum plus the reasonable settlement costs of the Contractor reduced by the amount of payments otherwise made, the proceeds of any sales of supplies and Manufacturing Materials under this paragraph, and the contract price of orders not terminated.

## **23. CONTRACTOR CERTIFICATION**

The Contractor certifies that the fees in this Contract have been arrived at independently without consultation, communication, or agreement for the purpose of restricting competition, as to any matter relating to such fees with any other firm or with any competitor.



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## 24. INTELLECTUAL PROPERTY; DATA PRIVACY PROVISIONS

(a) As between the Contractor and the Authority, the Works and Intellectual Property Rights therein are and shall be owned exclusively by Capital Metro, and not the Contractor. The Contractor specifically agrees that all Works shall be considered "works made for hire" and that the Works shall, upon creation, be owned exclusively by the Authority. To the extent that the Works, under applicable law, may not be considered works made for hire, the Contractor hereby agrees that this Contract effectively transfers, grants, conveys, assigns, and relinquishes exclusively to the Authority all right, title and interest in and to all worldwide ownership rights in the Works, and all Intellectual Property Rights in the Works, without the necessity of any further consideration, and the Authority shall be entitled to obtain and hold in its own name all Intellectual Property Rights in and to the Works.

(b) The Contractor, upon request and without further consideration, shall perform any acts that may be deemed necessary or desirable by the Authority to evidence more fully the transfer of ownership of all Works to the Authority to the fullest extent possible, including but not limited to the execution, acknowledgement and delivery of such further documents in a form determined by the Authority. In the event the Authority shall be unable for any reason to obtain the Contractor's signature on any document necessary for any purpose set forth in the foregoing sentence, the Contractor hereby irrevocably designates and appoints the Authority and its duly authorized officers and agents as the Contractor's agent and the Contractor's attorney-in-fact to act for and in the Contractor's behalf and stead to execute and file any such document and to do all other lawfully permitted acts to further any such purpose with the same force and effect as if executed and delivered by the Contractor.

(c) To the extent that any pre-existing rights and/or third-party rights or limitations are embodied, contained, reserved or reflected in the Works, the Contractor shall either:

(1) grant to the Authority the irrevocable, perpetual, non-exclusive, worldwide, royalty-free right and license to:

(i) use, execute, reproduce, display, perform, distribute copies of, and prepare derivative works based upon such pre-existing rights and any derivative works thereof in connection with the sale, offering for sale, marketing, advertising, and promotion of the Authority's goods and services, and in all forms of media, media channels and/or publicity that may now exist or hereafter be created or developed, including but not limited to television, radio, print, Internet, and social media (e.g., Facebook, Twitter, YouTube, etc.) and

(ii) authorize others to do any or all of the foregoing, or

(2) where the obtaining of worldwide rights is not reasonably practical or feasible, provide written notice to the Authority of such pre-existing or third party rights or limitations, request the Authority's approval of such pre-existing or third party rights, obtain a limited right and license to use such pre-existing or third-party rights on such terms as may be reasonably negotiated, and obtain the Authority's written approval of such pre-existing or third-party rights and the limited use of same. The Contractor shall provide the Authority with documentation indicating a third party's written approval for the Contractor to use any pre-existing or third-party rights that may be embodied, contained, reserved or reflected in the Works. The Contractor shall indemnify, defend and hold the Authority harmless from and against any and all claims, demands, regulatory proceedings and/or causes of action, and all losses, damages, and costs (including attorneys' fees and settlement costs) arising from or relating to, directly or indirectly, any claim or assertion by any third party that the Works infringe any third-party rights. The foregoing indemnity obligation shall not apply to instances in which the Authority either:

(i) exceeded the scope of the limited license that was previously obtained by the Contractor and agreed to by the Authority, or

(ii) obtained information or materials, independent of the Contractor's involvement or creation, and provided such information or materials to the Contractor for inclusion in the Works, and such information or materials were included by the Contractor, in an unaltered and unmodified fashion, in the Works.

(d) The Contractor hereby warrants and represents to the Authority that individuals or characters appearing or depicted in any advertisement, marketing, promotion, publicity or media, of any type or form that may now exist or hereafter be created or developed by or on behalf of the Contractor for the use by or benefit of the Authority, have provided their written consent for the use, reproduction, display, performance, and distribution of, and/or preparation of derivative works to, their persona or personality rights, including name, biographical information, picture, portrait, likeness, performance, voice and/or identity ("Personality Rights"), and have been compensated for such Personality Rights, if appropriate. If such permission has been obtained for a limited time, the Contractor shall be responsible for any costs associated with claims resulting from such use, etc., of the Personality Rights after the expiration of those time limits. The Contractor agrees to defend, indemnify and hold the Authority harmless from any claims, including but not limited to claims for invasion of privacy, infringement of the right of publicity, libel, unfair competition, false advertising, intentional or negligent infliction of emotional distress, copyright or trademark infringement, and/or claims for attorney's fees, resulting from such use, etc., of the Personality Rights.

(e) The Contractor hereby irrevocably and forever waives, and agrees never to assert, any Moral Rights in or to the Works which the Contractor may now have or which may accrue to the Contractor's benefit under U.S. or foreign copyright laws and any and all other residual rights and benefits which arise under any other applicable law now in force or hereafter enacted. The term "Moral Rights" shall mean any and all rights of paternity or integrity of the Works and the right to object to any modification, translation or use of the Works, and any similar rights existing under the judicial or statutory law of any country in the world or under any treaty, regardless of whether or not such right is denominated or referred to as a Moral Right.

(f) The Contract is intended to protect the Authority's proprietary rights pertaining to the Works, and the Intellectual Property Rights therein, and any misuse of such rights would cause substantial and irreparable harm to the Authority's business. Therefore, the Contractor acknowledges and stipulates that a court of competent jurisdiction should immediately enjoin any material breach of the intellectual property and confidentiality provisions of this Contract, upon a request by the Authority, without requiring proof of irreparable injury as same should be presumed.

(g) Upon the request of the Authority, but in any event upon termination of this Contract, the Contractor shall surrender to the Authority all documents and things pertaining to the Works, including but not limited to drafts, memoranda, notes, records, drawings, manuals, computer software, reports, data, and all other documents or materials (and copies of same) generated or developed by the Contractor or furnished by the Authority to the Contractor, including all materials embodying the Works, any Authority confidential information, or Intellectual Property Rights, regardless of whether complete or incomplete. This paragraph is intended to apply to all Works made or compiled by the Contractor, as well as to all documents and things furnished to the Contractor by the Authority or by anyone else that pertains to the Works.

(h) The Contractor and its subcontractors and their respective employees and personnel may have access to the Authority Data (including without limitation, personally identifiable information ("PII")) in connection with the performance of the Contract. PII shall be any information that identifies or describes a person or can be directly linked to a specific individual, including ridership and usage data. Examples of PII include, but are not limited to, name, address, phone or fax number, signature, date of birth, e-mail address, method of payment, ridership and travel pattern data. Customer Personally Identifiable Information, or Customer PII, means any PII relating to the Authority's customers. To the extent any Authority Data (including PII) is made available to the Contractor under the Contract, the Contractor shall take reasonable steps to maintain the confidentiality, security, safety, and integrity of all PII and other Authority Data in accordance with the Authority's Proprietary Rights and Data Security Addendum, which will be attached as an addendum to the Contract, as applicable.

(i) The Contractor and its subcontractors, employees and consultants may require access to the Authority Electronic Property and related Authority Data in connection with the performance of services under the Contract. In such event, the Contractor agrees that it will, and it will cause its subcontractors and any of their respective employees and personnel to, execute the Authority's Access and Use Agreement, which will be attached as an addendum to the Contract, as applicable.

(j) This Section 23 will survive termination or expiration of this Agreement for any reason.



## **25. STANDARDS OF PERFORMANCE**

The Contractor shall perform the Services hereunder in compliance with all applicable federal, state, and local laws and regulations. The Contractor shall use only licensed personnel to perform Services required by law to be performed by such personnel.

## **26. INSPECTIONS AND APPROVALS**

(a) All Services performed by the Contractor or its Subcontractors or consultants shall be subject to the inspection and approval of the Authority at all times, but such approval shall not relieve the Contractor of responsibility for the proper performance of the Services. The Contractor shall provide sufficient, safe, and proper facilities at all times for such inspection of the Services and shall furnish all information concerning the Services and give the Authority or its representatives free access at all reasonable times to the facilities where the Services are performed.

(b) The Contractor shall provide and maintain an inspection system acceptable to the Authority covering the Services under this Contract. Complete records of all inspection work performed by the Contractor shall be maintained and made available to the Authority during Contract performance and for as long afterwards and the Contract requires.

(c) The Authority has the right to inspect and test all Services called for by this Contract, to the extent practicable, at all times and places during the term of the Contract. The Authority shall perform inspections and tests in a manner that will not unduly delay the Services.

(d) If any of the Services do not conform with Contract requirements, the Authority may require the Contractor to perform the Services again in conformity with the Contract requirements, at no increase in the Contract Sum. When the defects in services cannot be corrected by performance, the Authority may (1) require the Contractor to take necessary action to ensure that future performance conforms to Contract requirements and (2) reduce the Contract Sum to reflect the reduced value of the Services performed.

(e) If the Contractor fails promptly to perform the Services again or to take the necessary action to ensure future performance in conformity with Contract requirements, the Authority may (1) by contract or otherwise, perform the Services and charge to the Contractor any cost incurred by the Authority that is directly related to the performance of such service or (2) terminate the Contract for default.

## **27. SUSPENSION OF SERVICES**

(a) The Authority may order the Contractor in writing to suspend all or any part of the Services for such period of time as the Authority determines to be appropriate for the convenience of the Authority.

(b) If the performance of all or any part of the Services is, for an unreasonable period of time, suspended or delayed by an act of the Authority in the administration of this Contract, or by the Authority's failure to act within the time specified in this Contract (or, if no time is specified, within a reasonable time), an adjustment shall be made for any increase in cost of performance of this Contract (excluding profit) necessarily caused by such unreasonable suspension or delay, and the Contract modified in writing accordingly. However, no adjustment shall be made under this paragraph for any suspension or delay to the extent (1) that performance would have been suspended or delayed by any other cause, including the fault or negligence of the Contractor, or (2) for which an equitable adjustment is provided for or excluded under any other provision of this Contract.

(c) No claim under this paragraph shall be allowed (1) for any costs incurred more than twenty (20) days before the Contractor shall have notified the Authority in writing of the act or failure to act involved (but this requirement shall not apply to a claim resulting from a suspension order), and (2) unless the claim, in an amount stated, is asserted in writing as soon as practicable after the termination of such suspension or delay, but not later than the date of final payment. No part of any claim based on the provisions of this subparagraph shall be allowed if not supported by adequate evidence showing that the cost would not have been incurred but for a delay within the provisions of this paragraph.

## **28. PAYMENT TO SUBCONTRACTORS**

- (a) Payments by contractors to subcontractors associated with Authority contracts are subject to the time periods established in the Texas Prompt Payment Act, Tex. Gov't Code § 2251.
- (b) A false certification to the Authority under the provisions of the paragraph entitled "Invoicing and Payment" hereof may be a criminal offense in violation of Tex. Penal Code § 10.

## **29. FEDERAL, STATE AND LOCAL TAXES**

The Contract Sum includes all applicable federal, state, and local taxes and duties. The Authority is exempt from taxes imposed by the State of Texas and local sales and use taxes under Texas Tax Code § 151.309, and any such taxes included on any invoice received by the Authority shall be deducted from the amount of the invoice for purposes of payment. The Contractor may claim exemption from payment of applicable State taxes by complying with such procedures as may be prescribed by the State Comptroller of Public Accounts. The Contractor bears sole and total responsibility for obtaining information pertaining to such exemption.

## **30. EQUAL OPPORTUNITY**

During the performance of this Contract, the Contractor agrees that it will, in good faith, afford equal opportunity required by applicable federal, state, or local law to all employees and applicants for employment without regard to race, color, religion, sex, national origin, disability or any other characteristic protected by federal, state or local law.

## **31. CONFLICT OF INTEREST**

- (a) Reference is made to Exhibit B, Representations and Certifications, Code of Ethics, which is incorporated herein and made a part of this Contract. Capitalized terms used in this paragraph and not otherwise defined shall have the meanings as described to them in the Code of Ethics.
- (b) The Contractor represents that no Employee has a Substantial Interest in the Contractor or this Contract, which Substantial Interest would create or give rise to a Conflict of Interest. The Contractor further represents that no person who has a Substantial Interest in the Contractor and is or has been employed by the Authority for a period of two (2) years prior to the date of this Contract has or will (1) participate, for the Contractor, in a recommendation, bid, proposal or solicitation on any Authority contract, procurement or personnel administration matter, or (2) receive any pecuniary benefit from the award of this Contract through an ownership of a Substantial Interest (as that term is defined in Paragraph II, subparagraphs (1) and (3) of the Code of Ethics) in a business entity or real property.
- (c) The Contractor agrees to ensure that the Code of Ethics is not violated as a result of the Contractor's activities in connection with this Contract. The Contractor agrees to immediately inform the Authority if it becomes aware of the existence of any such Substantial Interest or Conflict of Interest, or the existence of any violation of the Code of Ethics arising out of or in connection with this Contract.
- (d) The Authority may, in its sole discretion, require the Contractor to cause an immediate divestiture of such Substantial Interest or elimination of such Conflict of Interest, and failure of the Contractor to so comply shall render this Contract voidable by the Authority. Any willful violation of these provisions, creation of a Substantial Interest or existence of a Conflict of Interest with the express or implied knowledge of the Contractor shall render this Contract voidable by the Authority.
- (e) In accordance with paragraph 176.006, Texas Local Government Code, "vendor" is required to file a conflict of interest questionnaire within seven business days of becoming aware of a conflict of interest under Texas law. The conflict of interest questionnaire can be obtained from the Texas Ethics Commission at [www.ethics.state.tx.us](http://www.ethics.state.tx.us). The questionnaire shall be sent to the Authority's Contract Administrator.

## **32. GRATUITIES**

The Authority may cancel this Contract, without liability to the Contractor, if it is found that gratuities in the form of entertainment, gifts, or otherwise were offered or given by the Contractor or any agent or representative to any Authority official or employee with a view toward securing favorable treatment with respect to the performance of this Contract. In the event this Contract is canceled by the Authority pursuant to this provision, the Authority shall be entitled, in addition to any other rights and remedies, to recover from the Contractor a sum equal in amount to the cost incurred by the Contractor in providing such gratuities.

## **33. PUBLICATIONS**

All published material and written reports submitted under this Contract must be originally developed material unless otherwise specifically provided in the Contract document. When material, not originally developed, is included in a report, it shall have the source identified. This provision is applicable when the material is in a verbatim or extensive paraphrased format.

## **34. REQUEST FOR INFORMATION**

(a) The Contractor shall not provide information generated or otherwise obtained in the performance of its responsibilities under this Contract to any party other than the Authority and its authorized agents except as otherwise provided by this Contract or after obtaining the prior written permission of the Authority.

(b) This Contract, all data and other information developed pursuant to this Contract shall be subject to the Texas Public Information Act. The Authority shall comply with all aspects of the Texas Public Information Act.

(c) The Contractor is instructed that any requests for information regarding this Contract and any deliverables shall be referred to the Authority.

(d) The requirements of Subchapter J, Chapter 552, Government Code, may apply to this **contract** and the contractor or vendor agrees that the contract can be terminated if the contractor or vendor knowingly or intentionally fails to comply with a requirement of that subchapter.

(1) The requirement of Subchapter J, Chapter 552, Government Code as amended currently applies to expenditures of at least \$1 million in public funds for the purchase of goods or services.

## **35. RIGHTS TO PROPOSAL AND CONTRACTUAL MATERIAL**

(a) All documentation related to or prepared in connection with any proposal, including the contents of any proposal contracts, responses, inquiries, correspondence, and all other material submitted in connection with the proposal shall become the property of the Authority upon receipt.

(b) All documents, reports, data, graphics and other materials produced under this Contract shall become the sole possession of the Authority upon receipt and payment, subject only to the Contractor's professional obligation to maintain copies of its work product.

## **36. LIMITATION OF LIABILITY**

In no event shall the Authority or its officers, directors, agents or employees be liable in contract or tort, to the Contractor or its Subcontractors for special, indirect, incidental or consequential damages, resulting from the Authority's performance, nonperformance, or delay in performance of its obligations under this Contract, or the Authority's termination of the Contract with or without cause, or the Authority's suspension of the Services. This limitation of liability shall not apply to intentional tort or fraud. The Contractor shall include similar liability provisions in all its Subcontracts.

## **37. LAWS, STATUTES AND OTHER GOVERNMENTAL REQUIREMENTS**

The Contractor agrees that it shall be in compliance with all laws, statutes, and other governmental requirements, regulations or standards prevailing during the term of this Contract.

## **38. CLAIMS**

In the event that any claim, demand, suit, or other action is made or brought by any person, firm, corporation, or other entity against the Contractor arising out of this Contract, the Contractor shall give written notice thereof, to the Authority within three (3) working days after being notified of such claim, demand, suit, or action. Such notice shall state the date and hour of notification of any such claim, demand, suit, or other action; the name and address of the person, firm, corporation, or other entity making such claim or instituting or threatening to institute any type of action or proceeding; the basis of such claim, action, or proceeding; and the name of any person against whom such claim is being made or threatened. Such written notice shall be delivered either personally or by mail and shall be directly sent to the attention of the President/CEO, Capital Metropolitan Transportation Authority, 2910 E. 5th Street, Austin, Texas 78702.

## **39. LICENSES AND PERMITS**

The Contractor shall, without additional expense to the Authority, be responsible for obtaining any necessary licenses, permits, and approvals for complying with any federal, state, county, municipal, and other laws, codes, and regulations applicable to the Services to be provided under this Contract including, but not limited to, any laws or regulations requiring the use of licensed Subcontractors to perform parts of the work.

## **40. NOTICE OF LABOR DISPUTES**

(a) If the Contractor has knowledge that any actual or potential labor dispute is delaying or threatens to delay the timely performance of this Contract, the Contractor immediately shall give notice, including all relevant information, to the Authority.

(b) The Contractor agrees to insert the substance of this paragraph, including this subparagraph (b), in any Subcontract under which a labor dispute may delay the timely performance of this Contract; except that each Subcontract shall provide that in the event its timely performance is delayed or threatened by delay by any actual or potential labor dispute, the Subcontractor shall immediately notify the next higher tier Subcontractor or the Contractor, as the case may be, of all relevant information concerning the dispute.

## **41. PUBLICITY RELEASES**

All publicity releases or releases of reports, papers, articles, maps, or other documents in any way concerning this Contract or the Services hereunder which the Contractor or any of its Subcontractors desires to make for the purposes of publication in whole or in part, shall be subject to approval by the Authority prior to release.

## **42. INTEREST OF PUBLIC OFFICIALS**

The Contractor represents and warrants that no employee, official, or member of the Board of the Authority is or will be pecuniarily interested or benefited directly or indirectly in this Contract. The Contractor further represents and warrants that it has not offered or given gratuities (in the form of entertainment, gifts or otherwise) to any employee, official, or member of the Board of the Authority with a view toward securing favorable treatment in the awarding, amending, or evaluating the performance of this Contract. For breach of any representation or warranty in this paragraph, the Authority shall have the right to terminate this Contract without liability and/or have recourse to any other remedy it may have at law or in equity.

## 43. INDEMNIFICATION

(a) THE CONTRACTOR WILL INDEMNIFY, DEFEND AND HOLD THE AUTHORITY AND ITS OFFICERS, DIRECTORS, EMPLOYEES, AGENTS AND REPRESENTATIVES (THE AUTHORITY AND EACH SUCH PERSON OR ENTITY IS AN "INDEMNIFIED PARTY") HARMLESS FROM AND AGAINST AND PAY ANY AND ALL DAMAGES (AS DEFINED HEREIN) DIRECTLY OR INDIRECTLY RESULTING FROM, RELATING TO, ARISING OUT OF OR ATTRIBUTABLE TO ANY OF THE FOLLOWING:

(1) ANY BREACH OF ANY REPRESENTATION OR WARRANTY THAT THE CONTRACTOR HAS MADE IN THIS CONTRACT;

(2) ANY BREACH, VIOLATION OR DEFAULT BY OR THROUGH THE CONTRACTOR OR ANY OF ITS SUBCONTRACTORS OF ANY OBLIGATION OF THE CONTRACTOR IN THIS CONTRACT OR ANY OTHER AGREEMENT BETWEEN THE CONTRACTOR AND THE AUTHORITY;

(3) THE USE, CONDITION, OPERATION OR MAINTENANCE OF ANY PROPERTY, VEHICLE, FACILITY OR OTHER ASSET OF THE AUTHORITY TO WHICH THE CONTRACTOR HAS ACCESS OR AS TO WHICH THE CONTRACTOR PROVIDES SERVICES; OR

(4) ANY ACT OR OMISSION OF THE CONTRACTOR OR ANY OF ITS SUBCONTRACTORS OR ANY OF THEIR OFFICERS, DIRECTORS, EMPLOYEES, AGENTS, CUSTOMERS, INVITEES, REPRESENTATIVES OR VENDORS.

(b) "ACTION" MEANS ANY ACTION, APPEAL, PETITION, PLEA, CHARGE, COMPLAINT, CLAIM, SUIT, DEMAND, LITIGATION, MEDIATION, HEARING, INQUIRY, INVESTIGATION OR SIMILAR EVENT, OCCURRENCE OR PROCEEDING.

(c) "DAMAGES" MEANS ALL DIRECT OR INDIRECT DAMAGES, LOSSES, LIABILITIES, DEFICIENCIES, SETTLEMENTS, CLAIMS, AWARDS, INTEREST, PENALTIES, JUDGMENTS, FINES, OR OTHER COSTS OR EXPENSES OF ANY KIND OR NATURE WHATSOEVER, WHETHER KNOWN OR UNKNOWN, CONTINGENT OR VESTED, MATURED OR UNMATURED, AND WHETHER OR NOT RESULTING FROM THIRD-PARTY CLAIMS, INCLUDING COSTS (INCLUDING, WITHOUT LIMITATION, REASONABLE FEES AND EXPENSES OF ATTORNEYS, OTHER PROFESSIONAL ADVISORS AND EXPERT WITNESSES) RELATED TO ANY INVESTIGATION, ACTION, SUIT, ARBITRATION, APPEAL, CLAIM, DEMAND, INQUIRY, COMPLAINT, MEDIATION, INVESTIGATION OR SIMILAR EVENT, OCCURRENCE OR PROCEEDING.

(d) "THREATENED" MEANS A DEMAND OR STATEMENT HAS BEEN MADE (ORALLY OR IN WRITING) OR A NOTICE HAS BEEN GIVEN (ORALLY OR IN WRITING), OR ANY OTHER EVENT HAS OCCURRED OR ANY OTHER CIRCUMSTANCES EXIST THAT WOULD LEAD A PRUDENT PERSON OR ENTITY TO CONCLUDE THAT AN ACTION OR OTHER MATTER IS LIKELY TO BE ASSERTED, COMMENCED, TAKEN OR OTHERWISE PURSUED IN THE FUTURE.

(e) IF ANY ACTION IS COMMENCED OR THREATENED THAT MAY GIVE RISE TO A CLAIM FOR INDEMNIFICATION (A "CLAIM") BY ANY INDEMNIFIED PARTY AGAINST THE CONTRACTOR, THEN SUCH INDEMNIFIED PARTY WILL PROMPTLY GIVE NOTICE TO THE CONTRACTOR AFTER SUCH INDEMNIFIED PARTY BECOMES AWARE OF SUCH CLAIM. FAILURE TO NOTIFY THE CONTRACTOR WILL NOT RELIEVE THE CONTRACTOR OF ANY LIABILITY THAT IT MAY HAVE TO THE INDEMNIFIED PARTY, EXCEPT TO THE EXTENT THAT THE DEFENSE OF SUCH ACTION IS MATERIALLY AND IRREVOCABLY PREJUDICED BY THE INDEMNIFIED PARTY'S FAILURE TO GIVE SUCH NOTICE. THE CONTRACTOR WILL ASSUME AND THEREAFTER DILIGENTLY AND CONTINUOUSLY CONDUCT THE DEFENSE OF A CLAIM WITH COUNSEL THAT IS SATISFACTORY TO THE INDEMNIFIED PARTY. THE INDEMNIFIED PARTY WILL HAVE THE RIGHT, AT ITS OWN EXPENSE, TO PARTICIPATE IN THE DEFENSE OF A CLAIM WITHOUT RELIEVING THE CONTRACTOR OF ANY OBLIGATION DESCRIBED ABOVE. IN NO EVENT WILL THE CONTRACTOR APPROVE THE ENTRY OF ANY JUDGMENT OR ENTER INTO ANY SETTLEMENT WITH RESPECT TO ANY CLAIM WITHOUT THE INDEMNIFIED PARTY'S PRIOR WRITTEN APPROVAL, WHICH WILL NOT BE UNREASONABLY WITHHELD.

**UNTIL THE CONTRACTOR ASSUMES THE DILIGENT DEFENSE OF A CLAIM, THE INDEMNIFIED PARTY MAY DEFEND AGAINST A CLAIM IN ANY MANNER THE INDEMNIFIED PARTY REASONABLY DEEMS APPROPRIATE. THE CONTRACTOR WILL REIMBURSE THE INDEMNIFIED PARTY PROMPTLY AND PERIODICALLY FOR THE DAMAGES RELATING TO DEFENDING AGAINST A CLAIM AND WILL PAY PROMPTLY THE INDEMNIFIED PARTY FOR ANY DAMAGES THE INDEMNIFIED PARTY MAY SUFFER RELATING TO A CLAIM.**

(f) **THE INDEMNIFICATION OBLIGATIONS AND RIGHTS PROVIDED FOR IN THIS CONTRACT DO NOT REQUIRE (AND SHALL NOT BE CONSTRUED AS REQUIRING) THE CONTRACTOR TO INDEMNIFY, HOLD HARMLESS, OR DEFEND ANY INDEMNIFIED PARTY (OR ANY THIRD PARTY) AGAINST ANY ACTION OR CLAIM (OR THREATENED ACTION OR CLAIM) CAUSED BY THE NEGLIGENCE OR FAULT, THE BREACH OR VIOLATION OF A STATUTE, ORDINANCE, GOVERNMENTAL REGULATION, STANDARD, OR RULE, OR THE BREACH OF CONTRACT OF ANY INDEMNIFIED PARTY, ITS AGENTS OR EMPLOYEES, OR ANY THIRD PARTY UNDER THE CONTROL OR SUPERVISION OF ANY INDEMNIFIED PARTY, OTHER THAN THE CONTRACTOR OR ITS AGENTS, EMPLOYEES, OR SUBCONTRACTORS OF ANY TIER.**

(g) **THIS PARAGRAPH WILL SURVIVE ANY TERMINATION OR EXPIRATION OF THIS CONTRACT.**

#### **44. RECORD RETENTION; ACCESS TO RECORDS AND REPORTS**

(a) The Contractor will retain, and will require its Subcontractors of all tiers to retain, complete and readily accessible records related in whole or in part to the Contract, including, but not limited to, data, documents, reports, statistics, sub-agreements, leases, subcontracts, arrangements, other third party agreements of any type, and supporting materials related to those records.

(b) If this is a cost-reimbursement, incentive, time and materials, labor hour, or price determinable Contract, or any combination thereof, the Contractor shall maintain, and the Authority and its representatives shall have the right to examine, all books, records, documents, and other evidence and accounting procedures and practices sufficient to reflect properly all direct and indirect costs of whatever nature claimed to have been incurred and anticipated to be incurred for the performance of this Contract.

(c) If the Contractor submitted certified cost or pricing data in connection with the pricing of this Contract or if the Contractor's cost of performance is relevant to any change or modification to this Contract, the Authority and its representatives shall have the right to examine all books, records, documents, and other data of the Contractor related to the negotiation, pricing, or performance of such Contract, change, or modification for the purpose of evaluating the costs incurred and the accuracy, completeness, and currency of the cost or pricing data submitted. The right of examination shall extend to all documents necessary to permit adequate evaluation of the costs incurred and the cost or pricing data submitted, along with the computations and projections used therein.

(d) The Contractor shall maintain all books, records, accounts and reports required under this paragraph for a period of at not less than three (3) years after the date of termination or expiration of this Contract, except in the event of litigation or settlement of claims arising from the performance of this Contract, in which case records shall be maintained until the disposition of all such litigation, appeals, claims or exceptions related thereto.

(e) The Contractor agrees to provide sufficient access to the Authority and its contractors to inspect and audit records and information related to performance of this Contract as reasonably may be required.

(f) The Contractor agrees to permit the Authority and its contractors access to the sites of performance under this Contract as reasonably may be required.

(g) If an audit pursuant to this paragraph reveals that the Authority has paid any invoices or charges not authorized under this Contract, the Authority may offset or recoup such amounts against any indebtedness owed by it to the Contractor, whether arising under this Contract or otherwise, over a period of time equivalent to the time period over which such invoices or charges accrued.

(h) This paragraph will survive any termination or expiration of this Contract.



## **45. EXCUSABLE DELAYS**

(a) Except for defaults of Subcontractors at any tier, the Contractor shall not be in default because of any failure to perform this Contract under its terms if the failure arises from Force Majeure Events. In each instance, the failure to perform must be beyond the control and without the fault or negligence of the Contractor. "Default" includes failure to make progress in the performance of the Services.

(b) If the failure to perform is caused by the failure of a Subcontractor at any tier to perform or make progress, and if the cause of the failure was beyond the control of both the Contractor and Subcontractor and without the fault or negligence of either, the Contractor shall not be deemed to be in default, unless:

- (1) the subcontracted supplies or services were obtainable from other sources;
- (2) the Authority ordered the Contractor in writing to obtain these services from the other source; and
- (3) the Contractor failed to comply reasonably with this order.

(c) Upon the request of the Contractor, the Authority shall ascertain the facts and extent of the failure. If the Authority determines that any failure to perform results from one or more of the causes above, the delivery schedule or period of performance shall be revised, subject to the rights of the Authority under this Contract.

## **46. LOSS OR DAMAGE TO PROPERTY**

The Contractor shall be responsible for any loss or damage to property including money securities, merchandise, fixtures and equipment belonging to the Authority or to any other individual or organization, if any such loss or damage was caused by the Contractor or any Subcontractor at any tier, or any employee thereof, while such person is on the premises of the Authority as an employee of the Contractor or Subcontractor.

## **47. CONTRACTOR CONTACT/AUTHORITY DESIGNEE**

The Contractor shall provide the Authority with a telephone number to ensure immediate communication with a person (not a recording) anytime during Contract performance. Similarly, the Authority shall designate an Authority representative who shall be similarly available to the Contractor.

## **48. QUALITY ASSURANCE**

A periodic review of the Contractor's scheduled work may be performed by the Authority. If work is deemed incomplete or unacceptable in any way, the Authority will determine the cause and require the Contractor to take corrective measures in accordance with the terms of the Contract.

## **49. INTERPRETATION OF CONTRACT – DISPUTES**

All questions concerning interpretation or clarification of this Contract or the acceptable fulfillment of this Contract by the Contractor shall be immediately submitted in writing to the Authority's Contracting Officer for determination. All determinations, instructions, and clarifications of the Contracting Officer shall be final and conclusive unless the Contractor files with the Capital Metro President/CEO within two (2) weeks after the Authority notifies the Contractor of any such determination, instruction or clarification, a written protest, stating in detail the basis of the protest. The President/CEO shall consider the protest and notify the Contractor within two (2) weeks of the protest filing of his or her final decision. The President/CEO's decisions shall be conclusive subject to judicial review. Notwithstanding any disagreement the Contractor may have with the decisions of the President/CEO, the Contractor shall proceed with the Services in accordance with the determinations, instructions, and clarifications of the President/CEO. The Contractor shall be solely responsible for requesting instructions or interpretations and liable for any cost or expenses arising from its failure to do so. The Contractor's failure to protest the Contracting Officer's determinations, instructions, or clarifications within the two-week period shall constitute a waiver by the Contractor of all of its rights to further protest.

## **50. TOBACCO FREE WORKPLACE**

- (a) Tobacco products include cigarettes, cigars, pipes, snuff, snus, chewing tobacco, smokeless tobacco, dipping tobacco and any other non-FDA approved nicotine delivery device.
- (b) The tobacco free workplace policy refers to all Capital Metro owned or leased property. Note that this includes all buildings, facilities, work areas, maintenance facilities, parking areas and all Authority owned vehicles.
- (c) Tobacco use is not permitted at any time on Capital Metro owned or leased property, including personal vehicles parked in Capital Metro parking lots.
- (d) Littering of tobacco-related products on the grounds or parking lots is also prohibited.

## **51. ORDER OF PRECEDENCE**

In the event of any inconsistency between the provisions of this Contract, the inconsistency shall be resolved by giving precedence in the following order:

1. Exhibit A – Pricing Schedule
2. Exhibit E – Contractual Terms and Conditions
3. Exhibit F – Scope of Services
4. Exhibit B – Representations and Certifications
5. Other provisions or attachments to the Contract

## **52. ANTI-CORRUPTION AND BRIBERY LAWS**

The Contractor shall comply with all Applicable Anti-Corruption and Bribery Laws. The Contractor represents and warrants that it has not and shall not violate or cause the Authority to violate any such Anti-Corruption and Bribery Laws. The Contractor further represents and warrants that, in connection with supplies or Services provided to the Authority or with any other business transaction involving the Authority, it shall not pay, offer, promise, or authorize the payment or transfer of anything of value, directly or indirectly to: (a) any government official or employee (including employees of government owned or controlled companies or public international organizations) or to any political party, party official, or candidate for public office or (b) any other person or entity if such payments or transfers would violate applicable laws, including Applicable Anti-Corruption and Bribery Laws. Notwithstanding anything to the contrary herein contained, the Authority may withhold payments under this Contract, and terminate this Contract immediately by way of written notice to the Contractor, if it believes, in good faith, that the Contractor has violated or caused the Authority to violate the Applicable Anti-Corruption and Bribery Laws. The Authority shall not be liable to the Contractor for any claim, losses, or damages related to its decision to exercise its rights under this provision.

## **53. VARIATION IN ESTIMATED QUANTITY**

If the quantity of a unit-priced item in this Contract is an estimated quantity and the actual quantity of the unit-priced item varies more than ten percent (10%) above or below the estimated quantity, an equitable adjustment in the Contract price shall be made upon demand of either party. The equitable adjustment shall be based upon any increase or decrease in costs due solely to the variation above one hundred ten percent (110%) or below ninety percent (90%) of the estimated quantity. If the quantity variation is such as to cause an increase in the time necessary for completion, the Contractor may request (in writing) an extension of time to be received by the Contracting Officer within ten (10) days from the beginning of the delay, or within such further period as may be granted by the Contracting Officer before the date of final settlement of the Contract. Upon the receipt of a written request for an extension, the Contracting Officer shall ascertain the facts and make an adjustment for extending the completion date as, in the judgment of the Contracting Officer, is justified.



## 54. ORGANIZATIONAL CONFLICT OF INTEREST (OCI)

(a) This Contract may task the Contractor to prepare or assist in preparing work statements that directly, predictably and without delay are used in future competitive acquisitions. The parties recognize that by the Contractor providing this support a potential conflict of interest arises as defined by FAR 9.5.

(b) For the purposes of this paragraph, the term "Contractor" means the Contractor, its subsidiaries and affiliates, joint ventures involving the Contractor, any entity with which the Contractor may hereafter merge or affiliate and any other successor or assignee of the Contractor.

(c) The Contractor acknowledges the full force and effect of this paragraph. It agrees to be bound by its terms and conditions and understands that violation of this paragraph may, in the judgment of the Contracting Officer, be cause for Termination for Default. The Contractor also acknowledges that this does not represent the sole and exclusive remedy available to the Authority in the event the Contractor breaches this or any other Organizational Conflict of Interest paragraph.

## 55. MISCELLANEOUS

(a) This Contract does not intend to, and nothing contained in this Contract shall create any partnership, joint venture or other equity type agreement between the Authority and the Contractor.

(b) All notices, statements, demands, requests, consents or approvals required under this Contract or by law by either party to the other shall be in writing and may be given or served by depositing same in the United States mail, postage paid, registered or certified and addressed to the party to be notified, with return receipt requested; by personally delivering same to such party; an agent of such party; or by overnight courier service, postage paid and addressed to the party to be notified; or by e-mail with delivery confirmation. Notice deposited in the U.S. mail in the manner hereinabove described shall be effective upon such deposit. Notice given in any other manner shall be effective only if and when received by the party to be notified.

**If to the Contractor:** As set forth in Exhibit B to this Contract

**If to the Authority:** Capital Metropolitan Transportation Authority  
**Attn:** Sr. Director/Chief Contracting Officer  
2910 E. 5th Street  
Austin, Texas 78702

Address for notice can be changed by written notice to the other party.

(c) In the event the Authority finds it necessary to employ legal counsel to enforce its rights under this Contract, or to bring an action at law, or other proceeding against the Contractor to enforce any of the terms, covenants or conditions herein, the Contractor shall pay to the Authority its reasonable attorneys' fees and expenses, regardless of whether suit is filed.

(d) If any term or provision of this Contract or any portion of a term or provision hereof or the application thereof to any person or circumstance shall, to any extent, be void, invalid or unenforceable, the remainder of this Contract will remain in full force and effect unless removal of such invalid terms or provisions destroys the legitimate purpose of the Contract in which event the Contract will be terminated.

(e) This Contract represents the entire agreement between the parties concerning the subject matter of this Contract and supersedes any and all prior or contemporaneous oral or written statements, agreements, correspondence, quotations and negotiations. In executing this Contract, the parties do not rely upon any statement, promise, or representation not expressed herein. This Contract may not be changed except by the mutual written agreement of the parties.

- (f) A facsimile signature shall be deemed an original signature for all purposes. For purposes of this paragraph, the phrase "facsimile signature" includes without limitation, an image of an original signature.
- (g) Whenever used herein, the term "including" shall be deemed to be followed by the words "without limitation". Words used in the singular number shall include the plural, and vice-versa, and any gender shall be deemed to include each other gender. All Exhibits attached to this Contract are incorporated herein by reference.
- (h) All rights and remedies provided in this Contract are cumulative and not exclusive of any other rights or remedies that may be available to the Authority, whether provided by law, equity, statute, or otherwise. The election of any one or more remedies the Authority will not constitute a waiver of the right to pursue other available remedies.
- (i) The Contractor shall not assign the whole or any part of this Contract or any monies due hereunder without the prior written consent of the Contracting Officer. No assignment shall relieve the Contractor from any of its obligations hereunder. Any attempted assignment, transfer or other conveyance in violation of the foregoing shall be null and void.
- (j) The failure of the Authority to insist upon strict adherence to any term of this Contract on any occasion shall not be considered a waiver or deprive the Authority thereafter to insist upon strict adherence to that term or other terms of this Contract. Furthermore, the Authority is a governmental entity and nothing contained in this Contract shall be deemed a waiver of any rights, remedies or privileges available by law.
- (k) This Contract shall be governed by and construed in accordance with the laws of the State of Texas. Any dispute arising with respect to this Contract shall be resolved in the state or federal courts of the State of Texas, sitting in Travis County, Texas and the Contractor expressly consents to the personal jurisdiction of these courts.
- (l) This Contract is subject to the Texas Public Information Act, Tex. Gov't Code, Chapter 552.
- (m) The Contractor represents, warrants and covenants that: (a) it has the requisite power and authority to execute, deliver and perform its obligations under this Contract; and (b) it is in compliance with all applicable laws related to such performance.
- (n) The person signing on behalf of the Contractor represents for himself or herself and the Contractor that he or she is duly authorized to execute this Contract.
- (o) No term or provision of this Contract is intended to be, or shall be, for the benefit of any person, firm, organization, or corporation for a party hereto, and no such other person, firm, organization or corporation shall have any right or cause of action hereunder.
- (p) Capital Metro is a governmental entity and nothing in this Contract shall be deemed a waiver of any rights or privileges under the law.
- (q) Funding for this Contract after the current fiscal year is subject to revenue availability and appropriation of funds in the annual budget approved by the Authority's Board of Directors.
- (r) Time is of the essence for all delivery, performance, submittal, and completion dates in this Contract.

**56. RESERVED**

**57. FUNDING AVAILABILITY**

Funding after the current fiscal year of any contract resulting from this solicitation is subject to revenue availability and appropriation of funds in the annual budget approved by the Authority's Board of Directors.

58. RESERVED

59. RESERVED

## EXHIBIT F SCOPE OF SERVICES VISION BENEFIT PLAN

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### 1. BACKGROUND

Capital Metropolitan Transportation Authority (“Capital Metro” or “the Authority”) is a public agency responsible for providing mass transit service within the City of Austin and the surrounding communities of Leander, Lago Vista, Jonestown, Manor, San Leanna, and Point Venture, as well as the unincorporated area of Travis County within Commissioner Precinct 2 and the Anderson Mill area of Williamson County. Capital Metro services include bus, rail, ride-share programs, special event services, and special transit services for the mobility impaired.

The vision plan is delivered by EyeMed and is 100% employee-paid.

CapMetro currently has one vision plan. As a company funded by tax dollars, it is important to manage the vision plans closely but also provide a competitive and quality benefit to our employees.

An important aspect of controlling future increases is through proactive wellness initiatives, such as annual screenings. It is extremely important to CapMetro to understand the analysis of how incurred expenses are categorized and incorporate wellness promotions/ materials to target diseases, which will in-turn help reduce expenses or proactively prevent them.

### 2. PURPOSE

CapMetro Transportation Authority (CapMetro or The Authority) is seeking proposals to solicit benefit plan coverage or administration for a vision plan. The project includes payments and/or reimbursement of benefit expenses according the vision coverage. This company will be required to provide education to CapMetro management on vision care trends and provide cost analysis, reporting, customer service, online access for members and CapMetro administrator, network discounts, integration with Human Resource Information Systems - Oracle and other processes as documented in this scope.

CapMetro currently has these services provided by a single vendor that subcontracts different components of the administration.

CapMetro is asking that the vendor perform the following tasks:

- (i) Develop a schedule and implementation plan.
- (ii) Train staff in administration of eligibility and troubleshooting claims issues.
- (iii) Migrate existing benefit plan data as required to your system.
- (iv) Review the CapMetro contract template and identify areas that your company may need to have adjusted.
- (v) Provide detail of services available based on the requirements of this scope of work required by CapMetro.

### 3. CAPITAL METRO RESPONSIBILITIES

Capital Metro expects to achieve the following goals:

#### 3.1 BUSINESS GOALS

- (i) Provide Plan Documents and Summary Plan Descriptions updated as required by federal mandates.
- (ii) Provide claims administration that accurately processes payment according to the Plan document with predetermined guarantees.
- (iii) Provide timely processing within predetermined guarantees.
- (iv) Maintain accurate reporting for cost projections and trend analysis.
- (v) Provide Network discounts for services provided to majority of participants to reduce the overall plan costs.
- (vi) Be ready to have new plans available to employees on September 1, 2023 with an effective date of January 1, 2024.
- (vii) Provide education for management and participants on benefit utilization.
- (viii) Plan is to be administered based on regulatory guidelines issued by IRS under the Plan Document. This plan is not an ERISA plan but should operate under the [ERISA regulations](#).
- (ix) Assist CapMetro management in developing strategies to maintain competitive benefits.

#### 3.2 TECHNICAL GOALS

- (i) Provide administrative access to a web-based system that integrates with CapMetro's HRIS system (Oracle) for reporting participant eligibility including new hire enrollment, annual open enrollment, and enrollment status changes.
- (ii) Collaborate with Benefix™ and establish a recurring weekly Electronic Data Interchange ("edi") transmission reporting eligibility, new enrollments/ data changes, etc.
- (iii) Provide administrative access to reporting features, billing, and participant and administrative/ educational resources.
- (iv) Provide administrative access to view/ manually update participant's enrollments as needed.
- (v) Please provide copies of current communications and website information.
- (vi) Provide participants access to the status of claims processing and forms needed to complete the processing.
- (vii) Provide Benefit Plan coverage eligibility and verification to participants and providers electronically and verbally.
- (viii) Provide facsimile phone number as well as secure email process for claim processing.
- (ix) Customer Service assistance by phone with preferably 24-hour access but will accept normal work hours.
- (x) Accept electronic claims processing from providers.

### 4. SCOPE OF SERVICES

The successful vendor(s) will be expected to work with key stakeholders, be aware of existing CapMetro benefit plans and technology, and determine how best to implement the programs to achieve the Authority's stated goals.

## 4.1 Existing Vision Benefit

(Current coverage in CapMetro's Benefit Guidebook)

Vision Benefits	Network Coverage	Out of Network Reimbursement
<p><b>Vision Exam</b> (with dilation as necessary)</p> <p>Standard contact lens fit and follow-up</p>	<p>\$10 co-pay Every 12 months</p> <p>Up to \$40</p> <p><b>Premium: 10% off retail</b></p>	<p>Up to \$45</p> <p>N/A</p>
<p><b>Prescription Glasses Lenses</b></p> <ul style="list-style-type: none"> <li>- Single vision</li> <li>- Lined bifocal</li> <li>- Lined trifocal lenses</li> <li>- Progressive lenses</li> </ul>	<p>\$15 co-pay \$15 co-pay \$15 co-pay</p> <p>Standard: \$15 co-pay Premium: \$15 co-pay, 80% charge less \$120 allowance</p>	<p>Up to \$45 Up to \$65 Up to \$85 Up to \$65</p>
<p><b>Prescription Glasses Frames</b></p>	<p>Your choice of frame covered up to \$150, plus 20% off any out-of-pocket costs over \$150</p> <p>Every 24 months</p>	<p>Up to \$75</p>
<p><b>Contacts</b></p>	<p>When you choose contacts instead of glasses, \$120 allowance, plus 15% off retail price over \$120.</p> <p>Every 12 months</p>	<p>Up to \$120</p>
<p><b>Exam Frequency Lens</b> <b>Frequency Frames Frequency</b></p>	<p>Every 12 months Every 12 months Every 24 months</p>	<p>Every 12 months Every 12 months Every 24 months</p>
<p><a href="#">New online claims process</a> You can upload receipts! <a href="#">Use benefits at the following for Convenient online shopping:</a></p> <p>Choose from hundreds of brand-name frames and contacts from these online providers: LensCrafters®, Target Optical®, Ray-Ban®, Glasses.com™, and ContactsDirect. Instantly apply your in-network benefits at checkout. Enjoy free shipping and returns.</p> <p><a href="#">Members</a> Get a 40% discount on a second complete pair of frames.</p> <p><a href="#">Hearing Health (included)</a> <a href="#">Lasik Info (included)</a></p>		

## **4.2 Requirements-Fully Insured Vision Plans**

CapMetro would like to maintain the same plan format, tier options, and vision coverage, of our current vision plan design for employees, at minimum; and consider value-added benefits in trend (i.e Lasik). (reference table 4.1).

The cost analysis, provided by the Broker (Gallagher), will itemize all expenses to include the expected claims cost, administration fees, mailing expenses that will be used to develop the premiums.

## **4.3 Capital Metro Responsibilities**

- (i) Provide a project manager who will act as primary point of contact.
- (ii) Allow the contractor the necessary access to the census data and three years of claims. experience, plan documents, and Capital Metro staff members.
- (iii) Facilitate with contractor in setting up required meetings and interviews.
- (iv) Provide a project steering committee for guidance and necessary decision-making.

## **4.4 Contractor/Vendor Responsibilities**

- (i) Provide a single point of contact for all communications regarding work under this contract.
- (ii) Coordinate all tasks with the CapMetro project manager.
- (iii) Produce detailed deliverable documentation to support completion status of each project deliverable. Provide sample in proposal.
- (iv) Be available to provide the project steering committee with regular updates, at least weekly, which will include high-level status of the project as well as any critical risk factors that may affect the project schedule or other success factors.
- (v) Meet biweekly with the CapMetro project manager and project team members to discuss progress, risk factors that may affect the project schedule and issues that arise during the course of the project.
- (vi) Provide guidance and training material, including administration manuals, to CapMetro staff for necessary setup steps of product.
- (vii) Coordinate with CapMetro's Wellness Contractor to meet healthy promotion and disease prevention goals.

## **4.5 Project Documentation**

- (i) Vendor will be responsible for documenting all phases of this project and will provide CapMetro with copies of all notes, schedules, and any other prepared documents. (i.e Agenda and data requests in advance of meetings/ meeting summaries, project status & action items following meetings).
- (ii) Documentation will be provided in electronic format where possible, preferably in the Microsoft Office suite format. (Word, Excel, PowerPoint, Project).

## **4.6 Work Plan**

- (i) After the contract is awarded, the vendor and CapMetro project manager will work together to finalize the workplan and timeline.

**End**



Appendix 1 - Revised-1  
Census with Employee Zip Codes and Gender

EMPLOYEE NUMBER	AGE	Residential ZIP CODE	VISION BENEFIT ELIGIBLE	GENDER
001	32.53	78729	Vision Benefit Eligible	Female
002	56.54	78717	Vision Benefit Eligible	Male
003	29.78	78757	Vision Benefit Eligible	Male
004	54.06	78746	Vision Benefit Eligible	Female
005	28.35	78741	Vision Benefit Eligible	Male
006	34.62	78748	Vision Benefit Eligible	Female
007	55.01	78132	Vision Benefit Eligible	Female
008	51.94	78747	Vision Benefit Eligible	Female
009	66.68	78748	Vision Benefit Eligible	Female
010	45.66	78610	Vision Benefit Eligible	Male
011	29.87	78747	Vision Benefit Eligible	Male
012	37.47	78751	Vision Benefit Eligible	Female
013	44.93	78641	Vision Benefit Eligible	Male
014	34.6	78642	Vision Benefit Eligible	Female
015	43.91	78653	Vision Benefit Eligible	Male
016	48.95	78702	Vision Benefit Eligible	Female
017	45.41	78644	Vision Benefit Eligible	Female
018	31.32	78705	Vision Benefit Eligible	Male
019	49.36	78702	Vision Benefit Eligible	Female
020	37.37	78745	Vision Benefit Eligible	Female
021	57.89	78616	Vision Benefit Eligible	Male
022	34.4	78722	Vision Benefit Eligible	Male
023	43.53	78664	Vision Benefit Eligible	Male
024	45.87	78704	Vision Benefit Eligible	Male
025	43.6	76548	Vision Benefit Eligible	Male
026	44.28	78617	Vision Benefit Eligible	Female
027	50.13	78660	Vision Benefit Eligible	Female
028	62.85	78645	Vision Benefit Eligible	Male
029	46.19	78641	Vision Benefit Eligible	Female
030	69.34	78758	Vision Benefit Eligible	Female
031	39.7	78620	Vision Benefit Eligible	Male
032	63.67	78731	Vision Benefit Eligible	Female
033	44.5	78721	Vision Benefit Eligible	Female
034	50.19	78683	Vision Benefit Eligible	Female
035	65.68	79118	Vision Benefit Eligible	Female
036	62.56	78612	Vision Benefit Eligible	Male
037	54.43	78641	Vision Benefit Eligible	Male
038	36.13	78957	Vision Benefit Eligible	Female
039	68.85	78641	Vision Benefit Eligible	Male
040	46.84	78665	Vision Benefit Eligible	Male
041	40.33	78645	Vision Benefit Eligible	Male
042	42.14	78749	Vision Benefit Eligible	Male
043	38.39	78653	Vision Benefit Eligible	Male
044	61.16	78723	Vision Benefit Eligible	Male
045	53.45	78731	Vision Benefit Eligible	Male
046	58.64	78747	Vision Benefit Eligible	Male

Appendix 1 - Revised-1  
 Census with Employee Zip Codes and Gender

047	32.2	78726	Vision Benefit Eligible	Female
048	58.36	78665	Vision Benefit Eligible	Female
049	23.98	78705	Vision Benefit Eligible	Male
050	52.27	78660	Vision Benefit Eligible	Male
051	48.35	78660	Vision Benefit Eligible	Male
052	61.16	78721	Vision Benefit Eligible	Male
053	53.33	78641	Vision Benefit Eligible	Male
054	30.85	78729	Vision Benefit Eligible	Female
055	40.98	78704	Vision Benefit Eligible	Female
056	65.94	78641	Vision Benefit Eligible	Male
057	49.06	78737	Vision Benefit Eligible	Female
058	39.08	78745	Vision Benefit Eligible	Male
059	48.1	77044	Vision Benefit Eligible	Male
060	37.77	78727	Vision Benefit Eligible	Male
061	33.15	78741	Vision Benefit Eligible	Female
062	27.27	78747	Vision Benefit Eligible	Female
063	37.44	78756	Vision Benefit Eligible	Female
064	40.95	78681	Vision Benefit Eligible	Male
065	55.85	78610	Vision Benefit Eligible	Male
066	53.14	78704	Vision Benefit Eligible	Male
067	63.31	78745	Vision Benefit Eligible	Male
068	33.3	78626	Vision Benefit Eligible	Male
069	53.69	78613	Vision Benefit Eligible	Female
070	59.21	78745	Vision Benefit Eligible	Female
071	38.45	78724	Vision Benefit Eligible	Male
072	63.59	78739	Vision Benefit Eligible	Male
073	44.87	78660	Vision Benefit Eligible	Female
074	41.9	78653	Vision Benefit Eligible	Female
075	60.97	78749	Vision Benefit Eligible	Male
076	42.14	78724	Vision Benefit Eligible	Female
077	28.84	78610	Vision Benefit Eligible	Male
078	43.19	78745	Vision Benefit Eligible	Female
079	50.85	78745	Vision Benefit Eligible	Female
080	34.04	78753	Vision Benefit Eligible	Male
081	42.64	78602	Vision Benefit Eligible	Female
082	26.81	76549	Vision Benefit Eligible	Female
083	54	78621	Vision Benefit Eligible	Male
084	55.81	78758	Vision Benefit Eligible	Male
085	72.58	78660	Vision Benefit Eligible	Female
086	32.99	78741	Vision Benefit Eligible	Female
087	49.71	78753	Vision Benefit Eligible	Female
088	65.82	78645	Vision Benefit Eligible	Female
089	39.72	78623	Vision Benefit Eligible	Male
090	57.92	78737	Vision Benefit Eligible	Male
091	63.23	78613	Vision Benefit Eligible	Female
092	62.21	78640	Vision Benefit Eligible	Female
093	35.01	78735	Vision Benefit Eligible	Female

Appendix 1 - Revised-1  
 Census with Employee Zip Codes and Gender

094	52.95	78747	Vision Benefit Eligible	Female
095	58.98	78664	Vision Benefit Eligible	Female
096	55.73	78652	Vision Benefit Eligible	Female
097	63.32	78660	Vision Benefit Eligible	Female
098	35.13	78723	Vision Benefit Eligible	Female
099	35.31	78644	Vision Benefit Eligible	Female
100	23.59	78756	Vision Benefit Eligible	Male
101	62.16	78653	Vision Benefit Eligible	Male
102	50.46	78754	Vision Benefit Eligible	Male
103	33.53	78664	Vision Benefit Eligible	Female
104	53.44	78665	Vision Benefit Eligible	Male
105	47.53	78626	Vision Benefit Eligible	Male
106	50.57	78660	Vision Benefit Eligible	Female
107	49.64	78741	Vision Benefit Eligible	Male
108	53.72	78767	Vision Benefit Eligible	Male
109	53.36	78704	Vision Benefit Eligible	Male
110	64.87	78626	Vision Benefit Eligible	Female
111	35.41	78753	Vision Benefit Eligible	Male
112	25.36	78751	Vision Benefit Eligible	Male
113	61.06	78653	Vision Benefit Eligible	Male
114	27.21	78727	Vision Benefit Eligible	Female
115	39.16	78701	Vision Benefit Eligible	Male
116	63.25	76547	Vision Benefit Eligible	Male
117	42.41	78640	Vision Benefit Eligible	Male
118	51.62	78645	Vision Benefit Eligible	Female
119	41.28	78660	Vision Benefit Eligible	Female
120	51.14	78634	Vision Benefit Eligible	Male
121	59.88	78263	Vision Benefit Eligible	Male
122	42.89	78745	Vision Benefit Eligible	Female
123	55.59	78610	Vision Benefit Eligible	Female
124	57.6	78704	Vision Benefit Eligible	Male
125	47.5	78747	Vision Benefit Eligible	Male
126	65.28	78640	Vision Benefit Eligible	Female
127	56.13	78665	Vision Benefit Eligible	Female
128	53.54	78704	Vision Benefit Eligible	Female
129	33.65	78717	Vision Benefit Eligible	Female
130	56.61	78701	Vision Benefit Eligible	Male
131	42.89	78681	Vision Benefit Eligible	Male
132	41.84	78660	Vision Benefit Eligible	Female
133	48.54	78745	Vision Benefit Eligible	Male
134	41.55	78729	Vision Benefit Eligible	Male
135	53.16	76574	Vision Benefit Eligible	Female
136	31.53	78744	Vision Benefit Eligible	Male
137	30.63	78610	Vision Benefit Eligible	Female
138	33.88	78621	Vision Benefit Eligible	Female
139	57.14	78738	Vision Benefit Eligible	Male
140	35.62	78702	Vision Benefit Eligible	Male

Appendix 1 - Revised-1  
 Census with Employee Zip Codes and Gender

141	52.65	78660	Vision Benefit Eligible	Female
142	56.76	78748	Vision Benefit Eligible	Female
143	53.68	76522	Vision Benefit Eligible	Male
144	36	78634	Vision Benefit Eligible	Male
145	64.73	78752	Vision Benefit Eligible	Male
146	29.37	78705	Vision Benefit Eligible	Male
147	57.92	78660	Vision Benefit Eligible	Female
148	44.73	78124	Vision Benefit Eligible	Female
149	45.33	78610	Vision Benefit Eligible	Male
150	25.24	76541	Vision Benefit Eligible	Male
151	57.31	78741	Vision Benefit Eligible	Female
152	37.39	78660	Vision Benefit Eligible	Female
153	36.64	78626	Vision Benefit Eligible	Male
154	49.01	78616	Vision Benefit Eligible	Male
155	48.23	78759	Vision Benefit Eligible	Male
156	50.46	78702	Vision Benefit Eligible	Female
157	66.84	78741	Vision Benefit Eligible	Female
158	50.95	78621	Vision Benefit Eligible	Female
159	61.63	78640	Vision Benefit Eligible	Female
160	57.73	78725	Vision Benefit Eligible	Female
161	58.75	78628	Vision Benefit Eligible	Male
162	44.78	76118	Vision Benefit Eligible	Female
163	42.94	78626	Vision Benefit Eligible	Female
164	52.12	78610	Vision Benefit Eligible	Female
165	36.44	78704	Vision Benefit Eligible	Male
166	35.7	78754	Vision Benefit Eligible	Female
167	54.31	78704	Vision Benefit Eligible	Female
168	53.98	78704	Vision Benefit Eligible	Male
169	37.22	78640	Vision Benefit Eligible	Female
170	53.59	78750	Vision Benefit Eligible	Female
171	61.02	76502	Vision Benefit Eligible	Female
172	48.71	78617	Vision Benefit Eligible	Male
173	52.92	78744	Vision Benefit Eligible	Male
174	32.33	78727	Vision Benefit Eligible	Male
175	45.64	76543	Vision Benefit Eligible	Female
176	55.85	78750	Vision Benefit Eligible	Male
177	43.9	78610	Vision Benefit Eligible	Male
178	43.9	78610	Vision Benefit Eligible	Male
179	38.42	78721	Vision Benefit Eligible	Male
180	51.22	78613	Vision Benefit Eligible	Female
181	46.36	78734	Vision Benefit Eligible	Male
182	34.33	78731	Vision Benefit Eligible	Male
183	49.23	78640	Vision Benefit Eligible	Female
184	58.93	78750	Vision Benefit Eligible	Male
185	26.07	78665	Vision Benefit Eligible	Female
186	59.94	78660	Vision Benefit Eligible	Female
187	50.48	77879	Vision Benefit Eligible	Female

Appendix 1 - Revised-1  
 Census with Employee Zip Codes and Gender

188	65.34	78717	Vision Benefit Eligible	Female
189	32.84	78754	Vision Benefit Eligible	Male
190	40.14	78752	Vision Benefit Eligible	Male
191	39.37	78738	Vision Benefit Eligible	Female
192	28.97	78656	Vision Benefit Eligible	Male
193	33.33	78758	Vision Benefit Eligible	Male
194	43.5	78664	Vision Benefit Eligible	Male
195	35.16	76501	Vision Benefit Eligible	Male
196	52.96	78617	Vision Benefit Eligible	Female
197	44.06	78665	Vision Benefit Eligible	Male
198	53.11	78634	Vision Benefit Eligible	Male
199	57.22	78612	Vision Benefit Eligible	Male
200	57.89	78745	Vision Benefit Eligible	Male
201	63.54	78741	Vision Benefit Eligible	Female
202	43.4	78717	Vision Benefit Eligible	Male
203	30.86	78620	Vision Benefit Eligible	Male
204	39.98	78641	Vision Benefit Eligible	Male
205	22.65	77836	Vision Benefit Eligible	Female
206	33.65	78737	Vision Benefit Eligible	Male
207	37.53	78723	Vision Benefit Eligible	Female
208	52.85	78745	Vision Benefit Eligible	Male
209	49.96	78724	Vision Benefit Eligible	Female
210	51.42	78752	Vision Benefit Eligible	Male
211	52.08	78724	Vision Benefit Eligible	Female
212	48.31	78724	Vision Benefit Eligible	Male
213	43.65	78724	Vision Benefit Eligible	Female
214	33.72	78644	Vision Benefit Eligible	Female
215	59.62	78610	Vision Benefit Eligible	Male
216	38.96	78753	Vision Benefit Eligible	Female
217	59.67	78741	Vision Benefit Eligible	Female
218	40.63	78731	Vision Benefit Eligible	Female
219	39.71	78727	Vision Benefit Eligible	Female
220	64.08	78759	Vision Benefit Eligible	Female
221	24	78640	Vision Benefit Eligible	Female
222	63.88	78724	Vision Benefit Eligible	Female
223	33.71	78664	Vision Benefit Eligible	Female
224	57.38	76543	Vision Benefit Eligible	Female
225	59.87	78641	Vision Benefit Eligible	Female
226	48.68	78729	Vision Benefit Eligible	Female
227	29.63	78641	Vision Benefit Eligible	Female
228	59.48	78750	Vision Benefit Eligible	Male
229	37.17	78721	Vision Benefit Eligible	Female
230	38.38	78757	Vision Benefit Eligible	Male
231	44.17	78754	Vision Benefit Eligible	Female
232	44.3	78754	Vision Benefit Eligible	Female
233	39.05	78717	Vision Benefit Eligible	Male
234	51.27	78749	Vision Benefit Eligible	Male

Appendix 1 - Revised-1  
Census with Employee Zip Codes and Gender

235	40.97	78741	Vision Benefit Eligible	Male
236	71.1	78728	Vision Benefit Eligible	Male
237	68.95	78745	Vision Benefit Eligible	Female
238	47.48	78717	Vision Benefit Eligible	Male
239	58	78738	Vision Benefit Eligible	Male
240	43.92	78727	Vision Benefit Eligible	Female
241	46.78	78724	Vision Benefit Eligible	Male
242	33.78	78766	Vision Benefit Eligible	Female
243	36.02	78758	Vision Benefit Eligible	Male
244	41.02	78744	Vision Benefit Eligible	Female
245	59.86	78640	Vision Benefit Eligible	Female
246	54.59	78653	Vision Benefit Eligible	Male
247	60.74	78749	Vision Benefit Eligible	Female
248	56.99	78641	Vision Benefit Eligible	Female
249	65.11	78645	Vision Benefit Eligible	Male
250	32.53	78722	Vision Benefit Eligible	Female
251	74.53	78602	Vision Benefit Eligible	Male
252	55.4	75020	Vision Benefit Eligible	Male
253	38.25	78704	Vision Benefit Eligible	Male
254	59.25	78640	Vision Benefit Eligible	Male
255	32.33	78752	Vision Benefit Eligible	Female
256	54.54	78640	Vision Benefit Eligible	Male
257	44.51	78729	Vision Benefit Eligible	Male
258	53.72	76542	Vision Benefit Eligible	Male
259	32.16	78745	Vision Benefit Eligible	Female
260	50.47	78660	Vision Benefit Eligible	Male
261	48.76	78660	Vision Benefit Eligible	Female
262	39.87	78717	Vision Benefit Eligible	Female
263	47.28	#N/A	Vision Benefit Eligible	Female
264	57.56	78610	Vision Benefit Eligible	Male
265	37.33	78660	Vision Benefit Eligible	Male
266	43.15	78728	Vision Benefit Eligible	Male
267	25.43	78756	Vision Benefit Eligible	Male
268	49.61	78717	Vision Benefit Eligible	Male
269	27.19	78665	Vision Benefit Eligible	Male
270	35.56	78702	Vision Benefit Eligible	Female
271	48.68	78645	Vision Benefit Eligible	Male
272	40.37	76120	Vision Benefit Eligible	Female
273	34.5	78729	Vision Benefit Eligible	Female
274	41.27	78758	Vision Benefit Eligible	Female
275	48.5	78753	Vision Benefit Eligible	Female
276	45.77	78739	Vision Benefit Eligible	Male
277	46.86	78725	Vision Benefit Eligible	Male
278	42.52	78634	Vision Benefit Eligible	Male
279	36.67	78749	Vision Benefit Eligible	Female
280	47.89	78701	Vision Benefit Eligible	Male
281	69.02	78628	Vision Benefit Eligible	Female

Appendix 1 - Revised-1  
 Census with Employee Zip Codes and Gender

282	59.24	78723	Vision Benefit Eligible	Female
283	56.83	78666	Vision Benefit Eligible	Male
284	59.04	78726	Vision Benefit Eligible	Female
285	44.71	78703	Vision Benefit Eligible	Male
286	47.71	78613	Vision Benefit Eligible	Male
287	57.09	78665	Vision Benefit Eligible	Male
288	52.27	78744	Vision Benefit Eligible	Female
289	57.85	78728	Vision Benefit Eligible	Female
290	41.01	78610	Vision Benefit Eligible	Male
291	34.86	78653	Vision Benefit Eligible	Male
292	40.82	78612	Vision Benefit Eligible	Female
293	52.6	78741	Vision Benefit Eligible	Male
294	37.11	78702	Vision Benefit Eligible	Male
295	62.21	78758	Vision Benefit Eligible	Male
296	32.99	78761	Vision Benefit Eligible	Male
297	28.12	78758	Vision Benefit Eligible	Female
298	38.8	78640	Vision Benefit Eligible	Male
299	65.7	78731	Vision Benefit Eligible	Female
300	64.02	78761	Vision Benefit Eligible	Male
301	41.81	78610	Vision Benefit Eligible	Male
302	53.38	78665	Vision Benefit Eligible	Female
303	33.21	78751	Vision Benefit Eligible	Male
304	45.76	78728	Vision Benefit Eligible	Male
305	43.11	78724	Vision Benefit Eligible	Female
306	30.18	78681	Vision Benefit Eligible	Female
307	62.5	78648	Vision Benefit Eligible	Female
308	49.15	78739	Vision Benefit Eligible	Female
309	55.73	78744	Vision Benefit Eligible	Male
310	61.01	78754	Vision Benefit Eligible	Male
311	67.31	78737	Vision Benefit Eligible	Male
312	25.97	78752	Vision Benefit Eligible	Female
313	42	78666	Vision Benefit Eligible	Female
314	55.61	78746	Vision Benefit Eligible	Female
315	51.15	78666	Vision Benefit Eligible	Male
316	52.11	78641	Vision Benefit Eligible	Male
317	46.84	78660	Vision Benefit Eligible	Male
318	60.41	78610	Vision Benefit Eligible	Male
319	60.9	78729	Vision Benefit Eligible	Male
320	27.88	78641	Vision Benefit Eligible	Female
321	50.5	78759	Vision Benefit Eligible	Female
322	45.57	78753	Vision Benefit Eligible	Male
323	36.79	78747	Vision Benefit Eligible	Female
324	38.97	78747	Vision Benefit Eligible	Male
325	52.6	78644	Vision Benefit Eligible	Male
326	27.23	78660	Vision Benefit Eligible	Male
327	51.73	78602	Vision Benefit Eligible	Female
328	58.53	78626	Vision Benefit Eligible	Male



Appendix 1 - Revised-1  
 Census with Employee Zip Codes and Gender

329	43.92	78759	Vision Benefit Eligible	Female
330	35.51	76549	Vision Benefit Eligible	Male
331	30.81	78747	Vision Benefit Eligible	Female
332	43.43	78666	Vision Benefit Eligible	Female
333	46.96	78666	Vision Benefit Eligible	Male
334	44.53	78754	Vision Benefit Eligible	Female
335	58.88	78644	Vision Benefit Eligible	Female
336	55.74	78665	Vision Benefit Eligible	Female
337	49.55	77836	Vision Benefit Eligible	Male
338	54.67	78704	Vision Benefit Eligible	Female
339	61.98	78727	Vision Benefit Eligible	Male
340	77.82	78641	Vision Benefit Eligible	Male
341	38.73	78747	Vision Benefit Eligible	Male
342	35.39	78753	Vision Benefit Eligible	Male
343	29.85	78752	Vision Benefit Eligible	Male
344	60.88	78660	Vision Benefit Eligible	Female
345	51.23	78642	Vision Benefit Eligible	Male
346	45.62	78660	Vision Benefit Eligible	Female
347	62.66	78640	Vision Benefit Eligible	Male
348	46.52	78626	Vision Benefit Eligible	Female
349	41.3	78621	Vision Benefit Eligible	Male
350	59.76	78725	Vision Benefit Eligible	Female
351	55.34	78703	Vision Benefit Eligible	Female
352	54.05	78703	Vision Benefit Eligible	Male
353	58.07	78739	Vision Benefit Eligible	Male
354	40.79	77459	Vision Benefit Eligible	Female
355	49.91	76543	Vision Benefit Eligible	Male
356	46.59	78748	Vision Benefit Eligible	Female
357	47.12	78613	Vision Benefit Eligible	Female
358	42.39	78717	Vision Benefit Eligible	Female
359	36.1	78665	Vision Benefit Eligible	Male
360	65.86	78724	Vision Benefit Eligible	Male
361	67.45	78667	Vision Benefit Eligible	Male
362	37.29	78758	Vision Benefit Eligible	Male
363	26.28	78702	Vision Benefit Eligible	Female
364	53.42	78724	Vision Benefit Eligible	Female
365	43.85	75925	Vision Benefit Eligible	Male
366	37.15	78741	Vision Benefit Eligible	Female
367	59.79	78610	Vision Benefit Eligible	Male
368	61.55	78741	Vision Benefit Eligible	Male
369	57.36	78610	Vision Benefit Eligible	Male
370	54.53	78653	Vision Benefit Eligible	Male
371	47.16	78660	Vision Benefit Eligible	Male
372	59.16	78620	Vision Benefit Eligible	Male
373	47.34	78664	Vision Benefit Eligible	Female
374	70.32	78748	Vision Benefit Eligible	Male
375	40.94	78640	Vision Benefit Eligible	Male

Appendix 1 - Revised-1  
 Census with Employee Zip Codes and Gender

376	41.61	78634	Vision Benefit Eligible	Female
377	43.19	78610	Vision Benefit Eligible	Female
378	37.44	78756	Vision Benefit Eligible	Male
379	49.4	78744	Vision Benefit Eligible	Female
380	53.6	76537	Vision Benefit Eligible	Male
381	38.42	78610	Vision Benefit Eligible	Female
382	56.94	78749	Vision Benefit Eligible	Female
383	43.02	78628	Vision Benefit Eligible	Male
384	39.81	78751	Vision Benefit Eligible	Male
385	52.92	78726	Vision Benefit Eligible	Female
386	52.75	76543	Vision Benefit Eligible	Male
387	34.21	78653	Vision Benefit Eligible	Male
388	55.07	78602	Vision Benefit Eligible	Male
389	40.11	78723	Vision Benefit Eligible	Female
390	29.05	78240	Vision Benefit Eligible	Male
391	55.23	78759	Vision Benefit Eligible	Male
392	47.73	78621	Vision Benefit Eligible	Male
393	28.71	78665	Vision Benefit Eligible	Female
394	39.56	78641	Vision Benefit Eligible	Female
395	54.63	78660	Vision Benefit Eligible	Male
396	32.56	78747	Vision Benefit Eligible	Female
397	35.75	78610	Vision Benefit Eligible	Male
398	40.47	78702	Vision Benefit Eligible	Male
399	64.91	78641	Vision Benefit Eligible	Male
400	62.24	78753	Vision Benefit Eligible	Male
401	26.01	78721	Vision Benefit Eligible	Female
402	43.47	78751	Vision Benefit Eligible	Male
403	55.76	78759	Vision Benefit Eligible	Male
404	32.89	78741	Vision Benefit Eligible	Female
405	33.75	78665	Vision Benefit Eligible	Female
406	46.62	78729	Vision Benefit Eligible	Female
407	58.38	78753	Vision Benefit Eligible	Female
408	51.12	78653	Vision Benefit Eligible	Male
409	44.05	78602	Vision Benefit Eligible	Female
410	60.3	78626	Vision Benefit Eligible	Female
411	52.54	78731	Vision Benefit Eligible	Female
412	63.88	78634	Vision Benefit Eligible	Female
413	59.31	78645	Vision Benefit Eligible	Male
414	30.76	78745	Vision Benefit Eligible	Female
415	39.06	76541	Vision Benefit Eligible	Male
416	61.68	78602	Vision Benefit Eligible	Male
417	64.01	78617	Vision Benefit Eligible	Male
418	57.63	78702	Vision Benefit Eligible	Male
419	44.35	78729	Vision Benefit Eligible	Female
420	41.79	78704	Vision Benefit Eligible	Male
421	52.53	78747	Vision Benefit Eligible	Male
422	57.99	78753	Vision Benefit Eligible	Female

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Census with Employee Zip Codes and Gender

423	50.96	75009	Vision Benefit Eligible	Male
424	53.55	78723	Vision Benefit Eligible	Male
425	46.86	78640	Vision Benefit Eligible	Female
426	63.41	78732	Vision Benefit Eligible	Male
427	36.59	78626	Vision Benefit Eligible	Male
428	32.13	78665	Vision Benefit Eligible	Male
429	41.89	78617	Vision Benefit Eligible	Female
430	48.62	76542	Vision Benefit Eligible	Male
431	55.94	76574	Vision Benefit Eligible	Female
432	60.46	78758	Vision Benefit Eligible	Male
433	54	77479	Vision Benefit Eligible	Male
434	54.98	78626	Vision Benefit Eligible	Female
435	55.39	78748	Vision Benefit Eligible	Male
436	49.18	78640	Vision Benefit Eligible	Male
437	66.94	78653	Vision Benefit Eligible	Female
438	34.36	78681	Vision Benefit Eligible	Female
439	61.73	78737	Vision Benefit Eligible	Male
440	35.38	78660	Vision Benefit Eligible	Male
441	61.74	78148	Vision Benefit Eligible	Female
442	54.21	78725	Vision Benefit Eligible	Male
443	49.57	77433	Vision Benefit Eligible	Male
444	40.07	78130	Vision Benefit Eligible	Female
445	62.43	78602	Vision Benefit Eligible	Male
446	28.88	78727	Vision Benefit Eligible	Female
447	56.65	78641	Vision Benefit Eligible	Male
448	60.08	78612	Vision Benefit Eligible	Male
449	60.99	78610	Vision Benefit Eligible	Male
450	46.64	78749	Vision Benefit Eligible	Female
451	56.6	78748	Vision Benefit Eligible	Male
452	47.48	78753	Vision Benefit Eligible	Female
453	36.93	78729	Vision Benefit Eligible	Female
454	23.27	78660	Vision Benefit Eligible	Female
455	53.29	78753	Vision Benefit Eligible	Female
456	68.22	78704	Vision Benefit Eligible	Female
457	34.93	78703	Vision Benefit Eligible	Female
458	49.6	78758	Vision Benefit Eligible	Female
459	21.42	78666	Vision Benefit Eligible	Female
460	25.09	78747	Vision Benefit Eligible	Male
461	57.36	78613	Vision Benefit Eligible	Male
462	49.99	78724	Vision Benefit Eligible	Female
463	55.91	78628	Vision Benefit Eligible	Female
464	43.7	78748	Vision Benefit Eligible	Male
465	63.26	78758	Vision Benefit Eligible	Male
466	32.93	78660	Vision Benefit Eligible	Male
467	63.78	78737	Vision Benefit Eligible	Female
468	64.9	78209	Vision Benefit Eligible	Female
469	44.15	75087	Vision Benefit Eligible	Male

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Census with Employee Zip Codes and Gender

470	29.82	78721	Vision Benefit Eligible	Female
471	38.54	78756	Vision Benefit Eligible	Male
472	56.69	78726	Vision Benefit Eligible	Male
473	61.26	78664	Vision Benefit Eligible	Male
474	32.73	78747	Vision Benefit Eligible	Male
475	35.62	78653	Vision Benefit Eligible	Male
476	45.89	78660	Vision Benefit Eligible	Female
477	52.35	78729	Vision Benefit Eligible	Female
478	60.13	78634	Vision Benefit Eligible	Female
479	59.99	78754	Vision Benefit Eligible	Male
480	47.67	78665	Vision Benefit Eligible	Male
481	32.63	78748	Vision Benefit Eligible	Male
482	54.3	78653	Vision Benefit Eligible	Male
483	59.65	78725	Vision Benefit Eligible	Female
484	43.79	78754	Vision Benefit Eligible	Female
485	33.36	78723	Vision Benefit Eligible	Male
486	36.24	78634	Vision Benefit Eligible	Female
487	44.63	78130	Vision Benefit Eligible	Male
488	48.35	78617	Vision Benefit Eligible	Male
489	53.81	76522	Vision Benefit Eligible	Female
490	51.7	78724	Vision Benefit Eligible	Male
491	45.48	78745	Vision Benefit Eligible	Male
492	53.06	76543	Vision Benefit Eligible	Female
493	63.06	78645	Vision Benefit Eligible	Male
494	61.86	78748	Vision Benefit Eligible	Female
495	53.92	78653	Vision Benefit Eligible	Female
496	42.89	78723	Vision Benefit Eligible	Female
497	29.94	78702	Vision Benefit Eligible	Female
498	30.93	78747	Vision Benefit Eligible	Female
499	62.65	78645	Vision Benefit Eligible	Male
500	60.56	78758	Vision Benefit Eligible	Male
501	37.65	78665	Vision Benefit Eligible	Male
502	58.76	78621	Vision Benefit Eligible	Male
503	53.34	78728	Vision Benefit Eligible	Female
504	59.36	78669	Vision Benefit Eligible	Male
505	31.3	78748	Vision Benefit Eligible	Male
506	35.06	78759	Vision Benefit Eligible	#N/A
507	50.05	78653	Vision Benefit Eligible	Male
508	49.48	78602	Vision Benefit Eligible	Male
509	44.24	78754	Vision Benefit Eligible	Female
510	52.64	78653	Vision Benefit Eligible	Female
511	28.96	78641	Vision Benefit Eligible	Male
512	49.38	78745	Vision Benefit Eligible	Male
513	50.83	78665	Vision Benefit Eligible	Male
514	53.53	78739	Vision Benefit Eligible	Male
515	31.67	78130	Vision Benefit Eligible	Male
516	41.96	78660	Vision Benefit Eligible	Female

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Census with Employee Zip Codes and Gender

517	62.46	78750	Vision Benefit Eligible	Male
518	42.78	78664	Vision Benefit Eligible	Female
519	66.35	78617	Vision Benefit Eligible	Male
520	59.12	78613	Vision Benefit Eligible	Male
521	50.29	78640	Vision Benefit Eligible	Male
522	25.47	75010	Vision Benefit Eligible	Male
523	36.29	78745	Vision Benefit Eligible	Female
524	41.19	78620	Vision Benefit Eligible	Male
525	42.41	78621	Vision Benefit Eligible	Female
526	38.49	78653	Vision Benefit Eligible	Male
527	77.28	78723	Vision Benefit Eligible	Female
528	32.62	78717	Vision Benefit Eligible	Female
529	37.52	78744	Vision Benefit Eligible	Male
530	63.29	78610	Vision Benefit Eligible	Male
531	45.8	78617	Vision Benefit Eligible	Male
532	58.73	78748	Vision Benefit Eligible	Female
533	37.59	78744	Vision Benefit Eligible	Male
534	60.09	78610	Vision Benefit Eligible	Female
535	48.82	78705	Vision Benefit Eligible	Male
536	61.02	78957	Vision Benefit Eligible	Female
537	47.76	78745	Vision Benefit Eligible	Male
538	59.11	78641	Vision Benefit Eligible	Male
539	31.38	76574	Vision Benefit Eligible	Male
540	43.38	78617	Vision Benefit Eligible	Female
541	67.66	78745	Vision Benefit Eligible	Male
542	52.88	78641	Vision Benefit Eligible	Male
543	27.13	78759	Vision Benefit Eligible	Female
544	39.94	78753	Vision Benefit Eligible	Female
545	46.39	78634	Vision Benefit Eligible	Male
546	45.74	78746	Vision Benefit Eligible	Female
547	47.43	78613	Vision Benefit Eligible	Female
548	36.78	78748	Vision Benefit Eligible	Female
549	66.96	78736	Vision Benefit Eligible	Male
550	53.49	78747	Vision Benefit Eligible	Male
551	60.3	78640	Vision Benefit Eligible	Male
552	47.56	78729	Vision Benefit Eligible	Female
553	47.82	78641	Vision Benefit Eligible	Female
554	41.85	78758	Vision Benefit Eligible	Male
555	48.65	78749	Vision Benefit Eligible	Female
556	49.74	78660	Vision Benefit Eligible	Male
557	52.85	78747	Vision Benefit Eligible	Female
558	41.45	78723	Vision Benefit Eligible	Female
559	58.96	78664	Vision Benefit Eligible	Female
560	47.02	78641	Vision Benefit Eligible	Male
561	29.99	78758	Vision Benefit Eligible	Female
562	51.04	78734	Vision Benefit Eligible	Female
563	41.02	78724	Vision Benefit Eligible	Female

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Census with Employee Zip Codes and Gender

564	33.61	78728	Vision Benefit Eligible	Female
565	61.82	78723	Vision Benefit Eligible	Female
566	64.17	78634	Vision Benefit Eligible	Female
567	49.51	78957	Vision Benefit Eligible	Female
568	64.69	78653	Vision Benefit Eligible	Male
569	56.86	78613	Vision Benefit Eligible	Female
570	33.14	78634	Vision Benefit Eligible	Male
571	47.13	78749	Vision Benefit Eligible	Female
572	31.21	78613	Vision Benefit Eligible	Female
573	39.15	78738	Vision Benefit Eligible	Female
574	57.1	78660	Vision Benefit Eligible	Female
575	56.75	78754	Vision Benefit Eligible	Female
576	61.38	78736	Vision Benefit Eligible	Female
577	40.62	78754	Vision Benefit Eligible	Male
578	30.6	78757	Vision Benefit Eligible	Female
579	61.1	78729	Vision Benefit Eligible	Male
580	59.76	78644	Vision Benefit Eligible	Male
581	42.01	78745	Vision Benefit Eligible	Female
582	40.68	78702	Vision Benefit Eligible	Male
583	57.48	78754	Vision Benefit Eligible	Female
584	59.66	78734	Vision Benefit Eligible	Male
585	52.37	78749	Vision Benefit Eligible	Female
586	52.2	78660	Vision Benefit Eligible	Male