

INVITATION TO BID ITB-019-2014

Sealed bids will be accepted by the City of Lake City, Florida until **Tuesday, May 13, 2014 at 11:00 a.m.** local time in the Procurement Department located on the 2nd floor of City Hall, 205 N Marion Avenue, Lake City, Florida 32055. Any bids received after the above time will not be accepted under any circumstances. Any uncertainty regarding the time a bid is received will be resolved against the Bidder. Bids will not be accepted via fax. Bid opening will be promptly at **11:15 a.m.** in the City Council Chambers located on the 2nd floor of City Hall, at which time all bids will be publicly opened and read aloud for:

BIO-SOLIDS SITE TIMBER HARVEST

All bid proposals which are submitted through delivery services such as Federal Express, UPS, or United States Postal Service Express Mail, must be marked on the OUTSIDE of the delivery package with the company or Bidder's name, address, phone number, bid number (ITB-019-2014), bid title (TIMBER HARVEST) the date and time (May 13, 2014 at 11:00 a.m.). The bid proposal must be in a sealed envelope INSIDE the delivery package with the same information as listed above. All bid proposals which are hand delivered or delivered through regular mail by the United States Postal Service must have all the same information as listed above on the OUTSIDE of the sealed envelope. Failure to comply may be reason to reject the bid.

One (1) original plus one (1) copy of your bid must be sealed and plainly marked on the outside of the envelope with the bid number, the bid name and opening date. Bids must be addressed to the following:

City of Lake City Procurement Department 205 N Marion Avenue Lake City, Florida 32055

Bids must be completed in English language, signed with ink, in spaces provided on the enclosed bid forms and submitted in duplicate or bid will be subject to rejection.

Any deviation from the specifications must be explained in detail on sheets attached to the bid form and labeled "Clarifications and Exceptions," and each deviation must be itemized by number and must specifically refer to the applicable specification paragraph and page. Otherwise it will be considered that items offered are in strict compliance with these specifications and the successful Bidder will be held responsible for meeting the specification. All questions must be in writing and directed to the Director of Procurement. All questions will be answered in writing. Any answers which may alter the scope of work will be answered in the form of addenda. Any and all Addenda must be signed and returned with the original response to

p.m. Questions received after this date and time will not be considered. Questions may be submitted via e-mail to procurement@lcfla.com or by mail to City of Lake City, Procurement Department, 205 N. Marion Avenue, Lake City, FL 32055.

The City of Lake City is exempt from State Use Tax, State Retail Tax and Federal Excise Tax. The bid price must be net, exclusive of taxes. Bidder's proposal must be dated, signed by authorized representative, title, firm name, address and telephone number.

Respondents to this solicitation or persons acting on their behalf may not contact, between the release of the solicitation and the end of the 72-hour period following the agency posting the notice of intended award, excluding Saturdays, Sundays, and city holidays, any employee or officer of the executive or legislative branch concerning any aspect of this solicitation, except in writing to the Procurement Department or as provided in the solicitation documents. Violation of this provision may be grounds for rejecting a response.

Any Bidder desirous of protesting a bid for any reason must file a written notice of bid protest with the City Manager's office within 72 hours following posting of notice of intended award. All protest will be in writing stating the bid being protested and the specific reason of the protest. All protest will be signed by the Protestor and include all detail for a complete and thorough review. The decision of the City Manager, after consultation with the City Attorney will be issued within five (5) working days of the receipt of the protest, unless additional time is agreed upon by all parties involved should circumstance warrant such a delay.

By submission of his/her bid, the Bidder certifies that:

- A. The bid has been arrived at by the Bidder independently and has been submitted without collusion with any other vendor of materials, supplies or equipment described in the Invitation to Bid.
- B. The contents of the bid have not been communicated by the Bidder, his/her employees or agents, to his/her best knowledge and belief, to any person not an employee or agent of the Bidder or his surety in any bond furnished herewith and will not be communicated to any such person prior to the official opening of the bids.

The City of Lake City reserves the right to accept or reject any/all bids and to award the contract in the best interest of the City of Lake City, Florida.

Wendell Johnson	CITY OF LAKE	CITY, FLORIDA
Wendell Johnson		

"SCOPE OF WORK"

SEALED BIDS WILL BE ACCEPTED BY THE CITY OF LAKE CITY FOR THE PURCHASE, HARVEST AND REMOVAL OF PINE TIMBER FROM APPROXIMATELY 99 ACRES (+/-) LOCATED IN SECTIONS 29 AND 30, TOWNSHIP 4 SOUTH, RANGE 16 EAST IN COLUMBIA COUNTY, FLORIDA. SITE VISITS MAY BE MADE AT YOUR CONVENIENCE.

The PURCHASER agrees to comply with the following requirements:

- 1. Remove all merchantable pine timber within the designated sale are as defined in the attached aerial map, highlighted in red.
- 2. Maintain the seventy five (75) foot timber buffer on the north and south sides between the property boundary and the designated sale area.
- 3. Exercise due care and comply with industry standards while performing the work under this agreement.
- 4. Protect from damage all gates, culverts, fences, and ditches on or adjacent to the land. Any property damage caused by the purchaser or its agents shall be repaired by the purchaser at is expense. Determination of necessary repairs to be completed shall be at the City of Lake City's sole discretion.
- 5. The purchaser shall be responsible to repair and restore promptly to its original condition, at the purchaser's expense, any roads or trails used by the purchaser in connection with the agreement that are damaged by the purchaser or its agents which shall be determined by the CITY in its sole discretion. The purchaser must exercise safe practices at all times for the protection of all persons and property.
- 6. It is the obligation of the purchaser to affix to the Timber Sales Contract all documentary stamps and pay all surtax as may be required.

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TERMS AND CONDITIONS

A. LICENSES/QUALIFICATIONS:

1. All Contractor's together with any Sub-Contractor's must be qualified and licensed under the laws, rules and regulations of the State of Florida and the City of Lake City, Florida to perform the work required by these contract documents. Contractor's qualifications including equipment to be used for this project will be subject to review and approval by the City prior to award of quote. Contractor must be prepared to demonstrate, through previous experience and references, the ability to safely and successfully perform this size and type of project.

B. INSURANCE:

- 1. Without limiting Contractor's indemnification, it is agreed that the successful Contractor will purchase at their expense and maintain in force at all times during the performance of services under this agreement the following insurance. Where specific limits are shown, it is understood that they must be the minimum acceptable limits. If successful Contractor's policy contains higher limits, the City of Lake City will be entitled to coverage to the extent of such higher limits. Certificates of Insurance must be furnished to the City naming the City of Lake City as additional insured. These certificates must provide a ten (10) calendar day notice to the City in the event of cancellation, non-renewal or a material change in the policy. Any deductibles will be the sole responsibility of the Contractor. The City of Lake City must be exempt from, and in no way liable for, any sums of money which may represent a deductible in any insurance policy. The payment of such deductible must be the sole responsibility of the Vendor/Contractor and/or subcontractor providing such insurance.
- 2. Statutory Workers Compensation insurance as required by the State of Florida.
- 3. Commercial General Liability insurance to provide coverage of not less than \$1,000,000.00 combined single limit per occurrence and annual aggregates where generally applicable and must include premises-operations, independent contractors, products/completed operations, broad form property damage, blanket contractual and personal injury endorsements.
- 4. Comprehensive Automobile Liability Insurance covering all owned, hired and non-owned vehicles with coverage limits not less than \$100,000.00 per person, \$300,000.00 per occurrence and \$100,000.00 property damage.

C. INDEMNITY:

1. Successful Contractor will indemnify and hold the City of Lake City and City's agents (engineer, surveyors, etc.) harmless from any loss, cost, damage or injury

sustained by any persons (s) as a result of the actions of employees or officers of the Contractor, Sub-Contractors or suppliers.

D. LIQUIDATED DAMAGES:

1. In the event the Contractor is awarded the contract and fails to complete the work within the time limit or extended time limit agreed upon, liquated damages will be paid to the City of Lake City at an amount not to exceed actual damages incurred by the City per day.

E. BID BINDER:

1. A bid binder in the form of a certified or cashier's check in the amount of ten percent (10%) must accompany the bid. Binders will be returned to the unsuccessful bidders after the bid opening.

F. PAYMENT:

1. A certified or cashier's check for the balance of the lump sum bid, ninety percent (90%), will be due upon execution of a written contract prepared by the City Attorney.

G. CONTRACT:

- 1. The timber will be sold to the firm providing the highest lump sum bid, subject to the approval of the City Council.
- 2. The successful Contractor will execute the sales contract without undue delay and in all events, within ten (10) calendar days after Notice of Award. The contract will contain general accepted provisions related to stump heights, fences, fire, ingress and egress and covenants satisfactory to the owner and purchaser. Upon receipt of all required documents, a Notice to Proceed will be issued.

H. SCHEDULE:

1. The successful Contractor must complete all work before the termination date of the contract which will be December 31, 2014.

I. <u>ADDENDUM:</u>

1. It will be the sole responsibility of the bidder to contact the Procurement Department prior to submitting a bid to determine if any addenda have been issued, to obtain such addenda, and to acknowledge addenda with their bid. Failure to submit acknowledgement of any addendum that affects the bid price is considered a major irregularity and will be cause for rejection of the bid.

J. REQUIRED DOCUMENTS:

1. The enclosed documents must be executed and returned with bid proposal or the proposal may be considered non-responsive. (Conflict of Interest Statement, Disputes Disclosure Form, Drug Free Workplace Certificate, Non-Collusion Affidavit of Proposer, Reference, Public Entity Crime Statement and E-verify Affirmation Statement.)

K. EXPERIENCE/REFERENCES:

- 1. Contractor must include information on similar projects.
- 2. Bidders must include on the form provided and with their proposal substantial material for evaluating the ability of the potential Bidder to execute a project of this type. Therefore, the Bidder is required to provide a minimum of three (3) references for similar services performed in the last twelve (12) months. The list of references must be attached with the bid proposal on the form provided within these specifications. All reference materials provided become the property of the City of Lake City and also become public record.

L. EMPLOYMENT ELIGIBILITY VERIFICATION (E-VERIFY)

1. In accordance with State of Florida, Office of the Governor, Executive Order 11-116 (superseding Executive Order 11-02; Verification of Employment Status), in the event performance of this Agreement is or will be funded using state or federal funds, the CONTRACTOR must comply with the Employment Eligibility Verification Program ("E-Verify Program") developed by the federal government to verify the eligibility of individuals to work in the United States and 48 CFR 52.222-54 (as amended) is incorporated herein by reference. If applicable, in accordance with Subpart 22.18 of the Federal Acquisition Register, the CONTRACTOR must (1) enroll in the E-Verify Program, (2) use E-Verify to verify the employment eligibility of all new hires working in the United States, except if the CONTRACTOR is a state or local government, the CONTRACTOR may choose to verify only new hires assigned to the Agreement; (3) use E-Verify to verify the employment eligibility of all employees assigned to the Agreement; and (4) include these requirement in certain subcontracts, such as construction. Information on registration for and use of the E-Verify Program can be obtained via the internet at the Department of Homeland Security Web site: http://www.dhs.gov/E-Verify.

M. PUBLIC RECORD:

- 1. The Owner is a public agency subject to Chapter 119, Florida Statutes. The Contractor shall comply with Florida's public records law. Specifically, the Contractor shall:
 - a. Keep and maintain public records that ordinarily and necessarily would be required by the Owner in order to perform the service;

- b. To Provide the public with access to such public records on the same terms and conditions that the Owner would provide the records and at a cost that does not exceed that provided in Chapter 119, Florida Statutes, or as otherwise provided by law:
- c. Ensure that public records that are exempt or that are confidential and exempt from public record requirements are not disclosed, except as authorized by law;
- d. Meet all requirements for retaining public records and transfer to the Owner, at no cost, all public records in possession of the Contractor upon termination of the contract and destroy any duplicate public records that are exempt or confidential and exempt. All records stored electronically must be provided to the Owner in a format that is comparable with the information technology systems of the Owner.

N. ADDITIONAL INFORMATION:

1. The City of Lake City Procurement Department reserves the right to request any additional information needed for clarification from any Bidder for evaluation purposes.

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"PROPOSAL"

ITEM I:

PURCHASE, HARVEST AND REMOVAL OF PINE TIMBER FROM

	APPROXIMATELY 99 ACRES (+/-) LOCATED IN SECTIONS 29 AND TOWNSHIP 4 SOUTH, RANGE 16 EAST IN COLUMBIA COUNT FLORIDA.	
	TOTAL \$	
	DollarsCents	
FIRM NAME		
ADDRESS		
CITY, STATE, ZIP		
TELEPHONE		
FAX		
E-MAIL		
	Authorized Representative (Please Print or Type)	
SIGNATURE		
DATE		

THIS FORM MUST BE USED FOR PROPOSAL

REFERENCES

List three (3) client/customer references including company name, address, contact person, telephone number and length of time services provided. (Note: only list those client/customers in which a similar type of equipment/product of scope of work/service was provided.)

1.	Company Name:
	Address:
	Business Phone #:
	Contact Person:
	Email:
	Length of time services provided:
2.	Company Name:
	Address:
	Business Phone #:
	Contact Person:
	Email:
	Length of time services provided:
3.	Company Name:
	Address:
	Business Phone #:
	Contact Person:
	Email:
	Length of time services provided:

SWORN STATEMENT UNDER SECTION 287.133(3)(n), FLORIDA STATUTES ON PUBLIC ENTITY CRIMES

THIS FORM MUST BE SIGNED IN THE PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICER AUTHORIZED TO ADMINISTER OATHS.

1.	This sworn statement is submitted with Bid No	·
2.	This sworn statement is submitted by	whose
	business address is	and (if
	applicable) its Federal Identification No.(FEIN) is	If entity
	has no FEIN, include the Social Security Number of the individual signing	this sworn
	statement	
3.	My name is	and my
	relationship to the entity named above is	
4.	I understand that a "public entity crime" as defined in Paragraph 287.13	3(1)(g), Florida
	Statutes, means a violation of any state or federal law by a person with	respect to, and
	directly related to, the transaction of business with any public entity or wi	th an agency or
	political subdivision of any other state or with the United States, inc	luding, but no
	limited to, any bid or contract for goods or services to be provided to any	public entity or
	an agency or political subdivision of any other state or of the United State	s and involving
	antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy	y or materia
	misrepresentations.	
5.	I understand that "convicted" or "conviction" as defined in Paragraph	287.133(1)(b)
	Florida Statutes, means a finding of guilt or a conviction of a public entity	y crime, with or
	without an adjudication of guilt, in any federal or state trial court of re-	cord relating to
	charges brought by indictment or information after July 1, 1989, as a	result of a jury
	verdict, non-jury trial, or entry of a plea of guilty or nolo contendere.	
6.	I understand that an "affiliate" as defined in Paragraph 287.133(1)(a), l	Florida Statutes
	means:	

b.

A predecessor or successor of a person convicted of a public entity crime; or

- c. an entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members and agents who are active in the management of an affiliate. The Ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 36 months shall be considered an affiliate.
- 7. I understand that a "person" as defined in Paragraph 287.133(1)(c), Florida Statutes, means any natural person or entity organized under the laws of any state of the United States with the legal power to enter into a binding contract and which bids or applies to bid on contracts for the provision of goods or services let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, directors, executives, partners, shareholders, employees, members and agents who are active in management of an entity.
- 8. Based on information and belief, the statement, which I have marked below, is true in relation to the entity submitting this sworn statement. (Please indicate which statement applies)

_____Neither the entity submitting this sworn statement, nor any officers, directors, executives, partners, shareholders, employees, members or agents who are active in neither management of the entity, nor any affiliate of the entity have been charged with or convicted of a public entity crime subsequent to July 1, 1989.

_____The entity submitting this sworn statement, or one or more of the officers, directors, executives, partners, shareholders, employees, members or agents who are active in management of the entity, or an affiliate of the entity has been charged with, and convicted of a public entity crime subsequent to July 1, 1989, and (Please indicate which additional statement applies)

_____There has been a proceeding concerning the conviction before a hearing officer of the State of Florida, Division of Administrative Hearings. The final order entered by the hearing

officer did not place	the person or affiliate on	the convicted vend	lor list. (Plea	se attach a c	opy of
the final order)					
The person of	or affiliate was placed o	n the convicted v	endor list.	There has	been a
subsequent proceed	ing before a hearing	officer of the S	tate of Flo	rida, Divisi	ion of
Administrative Heari	ings. The final order enter	red by the hearing	officer deterr	nined that it	was ir
the public interest to	remove the person or affil	liate from the conv	ricted vendor	list. (Please	attach
a copy of the final or	der)				
The person of	r affiliate has not been pla	ced on the convict	ed vendor lis	t. (Please d	escribe
any action taken by,	or pending with, the Depa	rtment of General	Services)		
Signature:			_Date		_
STATE OF					
COUNTY OF					
Personally appeared	before me, the undersigne	d authority.			who
	n by me, affixed his/her si				
_	day of		=		
			·		
		_			
Notary Public, State	at large				
My Commission Exp	pires:				

CONFLICT OF INTEREST STATEMENT

STAT	TE OF FLORIDA, CITY OF
	e me, the undersigned authority, personally appeared, who was
•	sworn deposes and states:
1.	I am theofand principal office inand principal office in
	with a local office inand principal office in
	and principal office in
	City & State City & State
2.	The above named entity is submitting a Proposal for the City of Lake City ITB-019-
	2014 described as Bio-Solids Site Timber Harvest.
3.	The Affiant has made diligent inquiry and provides the information contained in the
	Affidavit based upon his/her own knowledge.
4.	The Affiant states that only one submittal for the above proposal is being submitted and
	that the above named entity has no financial interest in other entities submitting proposals
	for the same project.
5.	Neither the Affiant nor the above named entity has directly or indirectly entered into any
	agreement, participated in any collusion, or otherwise taken any action in restraints of
	free competitive pricing in connection with the entity's submittal for the above proposal.
	This statement restricts the discussion of pricing data until the completion of negotiations
	if necessary and execution of the Contract for this project.
6.	Neither the entity not its affiliates, nor anyone associated with them, is presently
	suspended or otherwise ineligible from participation in contract letting by any local,
	State, or Federal Agency.
7.	Neither the entity nor its affiliates, nor anyone associated with them have any potential
	conflict of interest due to any other clients, contracts, or property interests for this project.
8.	I certify that no member of the entity's ownership or management is presently applying
	for an employee position or actively seeking an elected position with the City of Lake
	City.
9.	I certify that no member of the entity's ownership or management, or staff has a vested
	interest in any aspect of the City of lake City.
10.	In the event that a conflict of interest is identified in the provision of services, I, on behalf
	of the above named entity, will immediately notify the City of Lake City.
	DATED thisday of20
	(Affiant)
	(Minum)
	Typed Name and Title
	Sworn to and subscribed before me thisday of20
	Personally Known Or produced identification
	Identification type:
	Notary Public-State of Printed, typed, or stamped commissioned name of notary public.
	My commission expires
	Try commission express

DISPUTES DISCLOSURE FORM

Answer the following questions by placing as "X" after "YES" or "NO". If you answer "YES", please explain in the space provided, or via attachment.

Authorized Signature	Printed or Typed Name and Title
Firm	Date
	rue and agree and understand that any misstatemen shall be cause for forfeiture of rights for further Lake City.
• •	equitable adjustment, contract claim, litigation, or case, the outcome or status of the suit and the involved.
· •	quest for equitable adjustment, contract claims, bid that is related to the services your firm provides in
	, been declared in default, terminated or removed your firm provides in the regular course of business
Has your firm or any of its officers, received a Department of Professional Regulations of association within the last five (5) years? YESNO	or any other regulatory agency or professiona

DRUG FREE WORKPLACE CERTIFICATE

DRUG FREE WORK	PLACE CERTIFICATE
the undersigned, in accordance with	th Florida Statute 287.087, hereby certify (print or type name of firm)
ossession or use of a controlled substance is	ne unlawful manufacture, distribution, dispensing, as prohibited in the workplace named above, and plations of such prohibition
policy of maintaining a drug counseling, rehabilitation, and that may be imposed upon employee each employee engaged that are under bid or proposal, a Notifies the employees that as contractual services that are under terms of the statement and will guilty or nolo contender to, as substance law of the State of occurring in the work place, no requires employees to sign copy their receipt. Imposes a sanction on, or requires employee where the sanction of the drug for the implementation of the drug for the sanction of the sanction of the drug for the sanction of the sanct	angers of drug abuse in the work place, the firm's free working environment, and available drug employee assistance programs, and the penalties loyees for drug use violations. in providing commodities or contractual services copy of the statement specified above. Is a condition of working on the commodities or der bid or proposal, the employee will abide by the notify the employer of any conviction of, plea of my violation of Chapter 1893, of any controlled of Florida or the United States, for a violation later than five (5) days after such conviction, and the program, if such is available in the employee's who is so convicted. Intinue to maintain a drug free work place through free workplace program.
or corporation complies fully with the requi	nent, I certify that the above named business, firm irements set forth herein"
	Authorized Signature
State of Florida County of	Date Signed
Sworn to and subscribed before me this Personally knownor Produced Identif	

THIS FORM MUST BE INCLUDED WITH PROPOSAL

(Specify type of identification)

Signature of Notary

My Commission Expires:____

NON-COLLUSION AFFIDAVIT

STATE OF
COUNTY OF
, being duly sworn, deposes and says that:
1. He/She is of, the Bidder Title Company Name that has submitted the attached proposal;
2. He/She is fully informed respecting the preparation and contents of the attached proposal and of all pertinent circumstances respecting such proposal;
3. Such Proposal is genuine and is not a collusive or sham proposal;
4. Neither the said Bidder nor any of its officers, partners, owners, agents, representatives employees, or parties in interest, including this affiant, has in any way colluded, connived, or agreed, directly or indirectly, with any other Bidder, firm or person to submit a collusive or shand Proposal in connection with such Contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication or conference with any other Bidder, firm, or person to fix the price or prices in the attached proposal or any other Bidder, or to fix any overhead, profit or cost element of the proposal price or the proposal price of any other Bidder, or to secure through any collusion, connivance, or unlawful agreement any advantage against the City of Lake City, Florida or any person interested in the proposal are fair and proper and are not tainted by any collusion, conspiracy, connivance, or unlawful agreement on the part of the Bidder or any of its agents, representatives, owners, employees, or parties in interest, including this affiant.
SIGNED
TITLE
Sworn to and subscribed before me thisday of20 Personally knownor Produced Identification(Specify type of identification)
Signature of Notary My Commission Expires:

E-VERIFY AFFIRMATION STATEMENT

RFP/Bid /Contract No:	
Project Description:	
Contractor/Proposer/Bidder acknowledges and agrees to utilize the U Homeland Security's E-Verify System to verify the employment elig	•
 (a) all persons employed by Contractor/Proposer/Bidder to perform within Florida during the term of the Contract, and, (b) all persons (including subcontractors/vendors) assigned by Contractor work pursuant to the Contract. The Contractor/Proposer/Bidder acknowledges and agrees that use of 	ontractor/Proposer/Bidder
Homeland Security's E-Verify System during the term of the Contract.	•
Contractor/Proposer/ Bidder Company Name:	
Authorized Company Person's Signature:	
Authorized Company Person's Title:	
Date:	

CITY OF LAKE CITY BIDDER'S CHECK LIST

BIDS MAY NOT BE CONSIDERED if the following documents and/or attachments are not completely filled out and submitted with your bid.

Before sending in your bid, please make sure you have completed all of the following:
Enclose two (2) sets of the Bid form (one marked original and one copy), including all handwritten sections. Please make and retain a separate copy of this bid package for your records.
Bid Form, must be complete and have a manual signature (original signature) preferably signed in blue ink.
Every page that has anything hand written on it, must be imprinted with the company's name on the top right-hand corner of the page.
Return bid in an envelope with the bid number and name of bid printed on the front of the envelope. If Fed-Ex or UPS, please keep bid in a separate sealed envelope when placing it in their packaging.
Acknowledge in the bid any and all addendums issued and manually sign each addendun sheet and submit it with your bid.
Erasures or other descriptive literature, brochures and/or data must be initialed by the person signing the bid.
<u>FORMS</u>
References Public Entity Crime Statement Conflict of Interest Disputes Disclosure Drug Free Work Place Non-Collusion Affidavit E-verify Affirmation Statement
DI EASE INITIAI

