# RETURN BIDS TO: RETOURNER LES SOUMISSIONS A :

Procurement & Contracting 4225 Dorchester West Westmount, Que. H3Z 1 V5 Att: Sébastien Latulippe

# REQUEST FOR PROPOSAL

# DEMANDE DE PROPOSITION

Proposal to: Royal Canadian Mounted Police

We hereby offer to sell to Her Majesty the Queen in right of Canada, in accordance with the terms and conditions set out herein, referred to herein or attached hereto, the goods, services, and construction listed herein and on any attached sheets at the price(s) set out therefor.

Proposition aux : Gendarmerie royale du Canada

Nous offrons par la présente de vendre à Sa Majesté la Reine du chef du Canada, aux conditions énoncées ou incluses par référence dans la présente et aux appendices ci-jointes, les biens, services et construction énumérés ici sur toute feuille ci-annexée, au(x) prix indiqué(s).

Comments: - Commentaries:

THIS DOCUMENT CONTAINS A SECURITY REQUIREMENT

LE PRÉSENT DOCUMENT COMPORTE UNE EXIGENCE EN MATIÈRE DE SÉCURITÉ

Signature

Title - Su First Aid	_	PR Training	<b>Date</b> 2014-10-31					
Solicitation No. – Nº de l'invitation 201405309								
Client Ref	Client Reference No No. De Référence du Client							
Solicitation	Solicitation Closes – L'invitation prend fin							
At /à :	14h00			EST(Eastern standard Time)				
On / le :	TBD							
F.O.B. – F Destinatio		GST – TPS See herein — Vo présentes	ir aux	Duty – Droits See herein — Voir aux présentes				
services		oods and Service r aux présentes	s – Desi	tinations des biens et				
Instructio See hereir		r aux présentes						
Address I Adresser Sébastien	toute d	emande de rense	eigneme	nts à				
Telephon téléphone (514)939-8	)		E-mail Sebast grc.gc.c	ien.latulippe@rcmp- ca				
Delivery F Livraison See herein	exigée	d – r aux présentes		ry Offered – on proposée				
Vendor/Firm Name, Address and Representative – Raison sociale, adresse et représentant du fournisseur/de l'entrepreneur:								
Telephone No. – No. de téléphone Facsimile No. – No. de télécopieur								
Name and title of person authorized to sign on behalf of Vendor/Firm (type or print) – Nom et titre de la personne autorisée à signer au nom du fournisseur/de l'entrepreneur (taper ou écrire en caractères d'imprimerie)								

Date



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#### **PART 1 - GENERAL INFORMATION**

#### 1. Security Requirement

There is a security requirement associated with the requirement. For additional information, consult Part 4 - Evaluation Procedures and Basis of Selection, and Part 6 - Resulting Contract Clauses.

#### 2. Statement of Work

The contractor must perform the Work detailed under Annex A

#### 3. Debriefings

Bidders may request a debriefing on the results of the bid solicitation process. Bidders should make the request to the Contracting Authority within 15 working days of receipt of the results of the bid solicitation process. The debriefing may be in writing, by telephone or in person.

#### 4. Procurement Ombudsman

The Office of the Procurement Ombudsman (OPO) was established by the Government of Canada to provide an independent avenue for suppliers to raise complaints regarding the award of contracts under \$25,000 for goods and under \$100,000 for services. You have the option of raising issues or concerns regarding the solicitation, or the award resulting from it, with the OPO by contacting them by telephone at 1-866-734-5169 or by e-mail at <a href="mailto:boa.opo@boa.opo.gc.ca">boa.opo.gc.ca</a>. You can also obtain more information on the OPO services available to you at their website at <a href="mailto:www.opo-boa.gc.ca">www.opo-boa.gc.ca</a>.

#### **PART 2 - BIDDER INSTRUCTIONS**

#### 1. Standard Instructions, Clauses and Conditions

All instructions, clauses and conditions identified in the bid solicitation by number, date and title are set out in the <u>Standard Acquisition Clauses and Conditions Manual</u> (https://buyandsell.gc.ca/policy-and-guidelines/standard-acquisition-clauses-and-conditions-manual) issued by Public Works and Government Services Canada.

Revision to Departmental Name: As this solicitation is issued by Royal Canadian Mounted Police (RCMP), any reference to Public Works and Government Services Canada or PWGSC or its Minister contained in any term, condition or clause of this solicitation, including any individual SACC clauses incorporated by reference, will be interpreted as reference to RCMP or its Minister.

Bidders who submit a bid agree to be bound by the instructions, clauses and conditions of the bid solicitation and accept the clauses and conditions of the resulting contract.

The 2003 (2013-06-01) Standard Instructions - Goods or Services - Competitive Requirements, are incorporated by reference into and form part of the bid solicitation.

Section 01 – Code of Conduct and Certification – Bid of 2003 referenced above is amended as follows:

Delete subsection 1.4 and 1.5 in their entirety.

Subsection 5.4 of 2003, Standard Instructions - Goods or Services - Competitive Requirements, is amended as follows:

Delete: sixty (60) days Insert: ninety (90) days

#### 2. Submission of Bids

Bids must be submitted only to RCMP by the date, time and place indicated on page 1 of the bid solicitation.

Due to the nature of the bid solicitation, bids transmitted by facsimile to RCMP will not be accepted.

Bids can be submitted to the RCMP by the 2 following method:

- By mail to the address mentioned on page 1 of the present solicitation document
- By e-mail at : sebastien.latulippe@rcmp-grc.gc.ca

#### 3. Enquiries - Bid Solicitation

All enquiries must be submitted in writing to the Contracting Authority no later than (7) calendar days before the bid closing date. Enquiries received after that time may not be answered.

Bidders should reference as accurately as possible the numbered item of the bid solicitation to which the enquiry relates. Care should be taken by bidders to explain each question in sufficient detail in order to enable Canada to provide an accurate answer. Technical enquiries that are of a proprietary nature must be clearly marked "proprietary" at each relevant item. Items identified as "proprietary" will be treated as such except where Canada determines that the enquiry is not of a proprietary nature. Canada may edit the questions or may request that the Bidder do so, so that the proprietary nature of the question is eliminated, and the enquiry can be answered with copies to all bidders. Enquiries not submitted in a form that can be distributed to all bidders may not be answered by Canada.

#### 4. Applicable Laws

Any resulting contract must be interpreted and governed, and the relations between the parties determined, by the laws in force in Quebec

Bidders may, at their discretion, substitute the applicable laws of a Canadian province or territory of their choice without affecting the validity of their bid, by deleting the name of the Canadian province or territory specified and inserting the name of the Canadian province or territory of their choice. If no change is made, it acknowledges that the applicable laws specified are acceptable to the bidders.

#### **PART 3 - BID PREPARATION INSTRUCTIONS**

#### 1. Bid Preparation Instructions

Canada requests that bidders provide their bid in separately bound sections as follows:

Section I: Technical Bid (3) hard copies or (1) electronic copy PDF format

Section II: Financial Bid (1) hard copy or (1) electronic copy PDF format

Section III: Certifications (1) hard copy or (1) electronic copy PDF format

If there is a discrepancy between the wording of the soft copy and the hard copy, the wording of the hard copy will have priority over the wording of the soft copy.

Prices must appear in the financial bid only. No prices must be indicated in any other section of the bid.

Canada requests that bidders follow the format instructions described below in the preparation of their bid:

- (a) use 8.5 x 11 inch (216 mm x 279 mm) paper;
- (b) use a numbering system that corresponds to the bid solicitation.

In April 2006, Canada issued a policy directing federal departments and agencies to take the necessary steps to incorporate environmental considerations into the procurement process <a href="Policy on Green Procurement">Policy on Green Procurement</a> (http://www.tpsgc-pwgsc.gc.ca/ecologisation-greening/achats-procurement/politique-policy-eng.html). To assist Canada in reaching its objectives, bidders should:

- 1) use 8.5 x 11 inch (216 mm x 279 mm) paper containing fibre certified as originating from a sustainably-managed forest and containing minimum 30% recycled content; and
- 2) use an environmentally-preferable format including black and white printing instead of colour printing, printing double sided/duplex, using staples or clips instead of cerlox, duotangs or binders.

The bidders' proposal should be presented according to the following format and requirements

- a. Title page
- b. Table of content
- c. Company presentation and demonstation of the it's operational capacities to execute the contract.
  - (i) mandate comprehension

#### Section I: Technical Bid

In their technical bid, bidders should explain and demonstrate how they propose to meet the requirements and how they will carry out the Work.

#### Section II: Financial Bid

Bidders must submit their financial bid in accordance with the Basis of Payment. The total amount of Applicable Taxes must be shown separately.

#### 1.1 Exchange Rate Fluctuation

C3011T (2013-11-06), Exchange Rate Fluctuation

#### Section III: Certifications

Bidders must submit the certifications required under Part 5.

#### PART 4 - EVALUATION PROCEDURES AND BASIS OF SELECTION

#### 1. Evaluation Procedures

- (a) Bids will be assessed in accordance with the entire requirement of the bid solicitation including the technical and financial evaluation criteria.
- (b) An evaluation team composed of representatives of Canada will evaluate the bids.

#### 1.1 Technical Evaluation

#### 1.1.1 Mandatory Technical Criteria

Mandatory technical criteria are indicated at annex D of this solicitation document

#### 1.2 Financial Evaluation

SACC Manual Clause A0220T (2013-04-25) evaluation of price

The price of the bid will be evaluated in Canadian dollars, Applicable Taxes excluded, FOB destination, Canadian customs duties and excise taxes included.

#### 2. Basis of Selection

**2.1** A bid must comply with the requirements of the bid solicitation and meet all mandatory technical evaluation criteria to be declared responsive. The responsive bid with the lowest evaluated price will be recommended for award of a contract.

#### 3. Security Requirement

- 1. Before award of a contract, the following conditions must be met:
  - (a) the Bidder must hold a valid organization security clearance as indicated in Part 6 Resulting Contract Clauses:
  - the Bidder's proposed individuals requiring access to classified or protected information, assets or sensitive work site(s) must meet the security requirement as indicated in Part 6 - Resulting Contract Clauses;
  - (c) the Bidder must provide the name of all individuals who will require access to classified or protected information, assets or sensitive work sites.
- 2. Bidders are reminded to obtain the required security clearance promptly. Any delay in the award of a contract to allow the successful bidder to obtain the required clearance will be at the entire discretion of the Contracting Authority.
- 3. For additional information on security requirements, bidders should consult the "Security Requirements for PWGSC Bid Solicitations Instructions for Bidders" (http://www.tpsgc-pwgsc.gc.ca/app-acq/lc-pl/lc-pl-eng.html#a31) document on the Departmental Standard Procurement Documents Website.

#### **PART 5 - CERTIFICATIONS**

Bidders must provide the required certifications and documentation to be awarded a contract.

The certifications provided by bidders to Canada are subject to verification by Canada at all times. Canada will declare a bid non-responsive, or will declare a contractor in default, if any certification made by the Bidder is found to be untrue whether during the bid evaluation period or during the contract period.

The Contracting Authority will have the right to ask for additional information to verify the Bidder's certifications. Failure to comply with this request will also render the bid non-responsive or will constitute a default under the Contract.

#### 1. Mandatory Certifications Required Precedent to Contract Award

#### 1.1 Code of Conduct and Certifications - Related documentation

By submitting a bid, the Bidder certifies that the Bidder and its affiliates are in compliance with the provisions as stated in the Standard Instructions identified in this solicitation. The related documentation therein required will assist Canada in confirming that the certifications are true.

### 1.2 Federal Contractors Program for Employment Equity - Bid Certification (Annex C-1)

By submitting a bid, the Bidder certifies that the Bidder, and any of the Bidder's members if the Bidder is a Joint Venture, is not named on the Federal Contractors Program (FCP) for employment equity "FCP Limited Eligibility to Bid" list



(http://www.labour.gc.ca/eng/standards\_equity/eq/emp/fcp/list/inelig.shtml) available from Human Resources and Skills Development Canada (HRSDC) - Labour's website.

Canada will have the right to declare a bid non-responsive if the Bidder, or any member of the Bidder if the Bidder is a Joint Venture, appears on the "FCP Limited Eligibility to Bid" list at the time of contract award.

Please submit the federal contractors' program form (Annex C-1)

#### 2. Additional Certifications required with the bid

Bidders must submit the following duly completed certifications with their bid.

#### 2.1 Former Public Servant Certification (Annex C-2)

Contracts awarded to former public servants (FPS) in receipt of a pension or of a lump sum payment must bear the closest public scrutiny, and reflect fairness in the spending of public funds. In order to comply with Treasury Board policies and directives on contracts awarded to FPS, bidders must provide the information required below before contract award. If the answer to the questions and, as applicable the information required have not been received by the time the evaluation of bids is completed, Canada will inform the Bidder of a time frame within which to provide the information. Failure to comply with Canada's request and meet the requirement within the prescribed time frame will render the bid non-responsive.

Please provide the former public servant certification by completing Annex C-2

#### 2.2 Status and Availability of Resources (Annex C-3)

The Bidder certifies that, should it be awarded a contract as a result of the bid solicitation, every individual proposed in its bid will be available to perform the Work as required by Canada's representatives and at the time specified in the bid solicitation or agreed to with Canada's representatives. If for reasons beyond its control, the Bidder is unable to provide the services of an individual named in its bid, the Bidder may propose a substitute with similar qualifications and experience. The Bidder must advise the Contracting Authority of the reason for the substitution and provide the name, qualifications and experience of the proposed replacement. For the purposes of this clause, only the following reasons will be considered as beyond the control of the Bidder: death, sickness, maternity and parental leave, retirement, resignation, dismissal for cause or termination of an agreement for default.

If the Bidder has proposed any individual who is not an employee of the Bidder, the Bidder certifies that it has the permission from that individual to propose his/her services in relation to the Work to be performed and to submit his/her résumé to Canada. The Bidder must, upon request from the Contracting Authority, provide a written confirmation, signed by the individual, of the permission given to the Bidder and of his/her availability. Failure to comply with the request may result in the bid being declared non-responsive.

Please provide the list of personnel by completing Annex C-3

#### 2.3 Education and Experience

2.3.1 SACC Manual clause A3010T (2010-08-16) Education and Experience

The Bidder certifies that all the information provided in the résumés and supporting material submitted with its bid, particularly the information pertaining to education, achievements, experience and work history, has been verified by the Bidder to be true and accurate. Furthermore, the Bidder warrants that every individual proposed by the Bidder for the requirement is capable of performing the Work described in the resulting contract.

#### 2.4 Insurance Requirements (Annex C-4)

The Bidder must provide a letter from an insurance broker or an insurance company licensed to operate in Canada stating that the Bidder, if awarded a contract as a result of the bid solicitation, can be insured in accordance with the Insurance Requirements specified in Annex **C-4**.

If the information is not provided in the bid, the Contracting Authority will so inform the Bidder and provide the Bidder with a time frame within which to meet the requirement. Failure to comply with the request of the Contracting Authority and meet the requirement within that time period will render the bid non-responsive.

Please provide a copy of the Insurance requirement (Annex C-4)

#### **PART 6 - RESULTING CONTRACT CLAUSES**

#### 1. Security Requirement

1.1 The following security requirement (SRCL and related clauses) applies and form part of the Contract.

#### 2. Statement of Work

The Contractor must perform the Work in accordance with the Statement of Work at Annex A

#### 3. Standard Clauses and Conditions

All clauses and conditions identified in the Contract by number, date and title are set out in the <u>Standard</u> <u>Acquisition Clauses and Conditions Manual</u>(https://buyandsell.gc.ca/policy-and-guidelines/standard-acquisition-clauses-and-conditions-manual) issued by Public Works and Government Services Canada.

Revision to Departmental Name: As this contract is issued by Royal Canadian Mounted Police (RCMP), any reference to Public Works and Government Services Canada or PWGSC or its Minister contained in any term, condition or clause of this contract, including any individual SACC clauses incorporated by reference, will be interpreted as reference to RCMP or its Minister.

#### 3.1 General Conditions

2010B (2013-06-27), General Conditions - Professional Services apply to and form part of the Contract.

Section 31 - Code of Conduct and Certifications - Contract of 2010B referenced above is amended as follows:

Delete subsection 31.4 in its entirety.

#### 4. Term of Contract

#### 4.1 Period of the Contract

The contract period starts at the date of contract award for a 2 year period.

#### 4.2 Option to Extend the Contract

The Contractor grants to Canada the irrevocable option to extend the term of the Contract by up to 3 additional one year period(s) under the same conditions. The Contractor agrees that, during the extended period of the Contract, it will be paid in accordance with the applicable provisions as set out in the Basis of Payment.

Canada may exercise this option at any time by sending a written notice to the Contractor at least 3 calendar days before the expiry date of the Contract. The option may only be exercised by the Contracting Authority, and will be evidenced for administrative purposes only, through a contract amendment

#### 5. Authorities

#### 5.1 Contracting Authority

The Contracting Authority for the Contract is:

Name : Sébastien Latulippe Organisation :GRC-RCMP

Address: 4225 Dorchester ouest, Westmount, Qué. H3Z 1V5

phone: 514-939-8437 ext. 3

e-mail: sebastien.latulippe@rcmp-grc.gc.ca

The Contracting Authority is responsible for the management of the Contract and any changes to the Contract must be authorized in writing by the Contracting Authority. The Contractor must not perform work in excess of or outside the scope of the Contract based on verbal or written requests or instructions from anybody other than the Contracting Authority.

#### 5.2 Project Authority

The Project Authority for the Contract is:

Name: TBD

The Project Authority is the representative of the department or agency for whom the Work is being carried out under the Contract and is responsible for all matters concerning the technical content of the Work under the Contract. Technical matters may be discussed with the Project Authority, however the Project Authority has no authority to authorize changes to the scope of the Work. Changes to the scope of the Work can only be made through a contract amendment issued by the Contracting Authority.

#### 5.3 Contractor's Representative

TBD....



#### 6. Proactive Disclosure of Contracts with Former Public Servants

By providing information on its status, with respect to being a former public servant in receipt of a <u>Public Service</u> <u>Superannuation Act</u> (PSSA) pension, the Contractor has agreed that this information will be reported on departmental websites as part of the published proactive disclosure reports, in accordance with <u>Contracting Policy Notice</u>: 2012-2 of the Treasury Board Secretariat of Canada

#### 7. Payment

#### 7.1 Basis of Payment- firm unit price

For the Work described in the statement of work in Annex A

In consideration of the Contractor satisfactorily completing its obligations under the Contract, the Contractor will be paid a firm unit price, for a cost of \$\_\_\_\_\_. Customs duties are included and Applicable Taxes are extra.

Canada will not pay the Contractor for any design changes, modifications or interpretations of the Work, unless they have been approved, in writing, by the Contracting Authority before their incorporation into the Work.

#### 7.2 Limitation of price

SACC manual clauses C6000C (2011-05-16) Limitation of price

Canada will not pay the Contractor for any design changes, modifications or interpretations of the Work unless they have been approved, in writing, by the Contracting Authority before their incorporation into the Work.

#### 7.3 Method of payment- Single payment

SACC manual clauses H1000C (2008-05-12)

Canada will pay the Contractor upon completion and delivery of the Work in accordance with the payment provisions of the Contract if:

- a. an accurate and complete invoice and any other documents required by the Contract have been submitted in accordance with the invoicing instructions provided in the Contract;
- b. all such documents have been verified by Canada;
- c. the Work delivered has been accepted by Canada.

#### 8. Invoicing Instructions

1. The Contractor must submit invoices in accordance with the section entitled "Invoice Submission" of the general conditions. Invoices cannot be submitted until all work identified in the invoice is completed.



#### 2. Invoices must be distributed as follows:

One (1) copy must be forwarded to the Contracting Authority identified under the section entitled "Authorities" of the Contract.

#### 9. Certifications

#### 9.1 Compliance

Compliance with the certifications and related documentation provided by the Contractor in its bid is a condition of the Contract and subject to verification by Canada during the term of the Contract. If the Contractor does not comply with any certification, provide the related documentation or if it is determined that any certification made by the Contractor in its bid is untrue, whether made knowingly or unknowingly, Canada has the right, pursuant to the default provision of the Contract, to terminate the Contract for default.

#### 10. Applicable Laws

The Contract must be interpreted and governed, and the relations between the parties determined, by the laws in force in Quebec

#### 11. Priority of Documents

If there is a discrepancy between the wording of any documents that appear on the list, the wording of the document that first appears on the list has priority over the wording of any document that subsequently appears on the list.

- (a) the Articles of Agreement
- (b) the general conditions 2010B (2013-06-27) Professional services
- (c) Annex A, Statement of Work
- (d) Annex E, Basis of Payment
- (d) Annex B, Security Requirements Check List
- (h) Annex **C-4**, Insurance certification
- (j) the Contractor's bid dated

#### 12. Procurement Ombudsman

#### 12.1 Dispute Resolution Services

The parties understand that the Procurement Ombudsman appointed pursuant to Subsection 22.1(1) of the *Department of Public Works and Government Services Act* will, on request, and consent of the parties, to participate in an alternative dispute resolution process to resolve any dispute between the parties respecting the interpretation or application of a term or condition of this contract and their consent to bear the cost of such process, provide to the parties a proposal for an alternative dispute resolution process to resolve their dispute.

The Office of the Procurement Ombudsman may be contacted by telephone at 1-866-734-5169 or by e-mail at boa.opo@boa.opo.gc.ca.

#### 12.2 Contract Administration

The parties understand that the Procurement Ombudsman appointed pursuant to Subsection 22.1(1) of the Department of Public Works and Government Services Act will review a complaint filed by [the supplier or the



contractor <u>or</u> the name of the entity awarded this contract] respecting administration of this contract if the requirements of Subsection 22.2(1) of the *Department of Public Works and Government Services Act* and Sections 15 and 16 of the *Procurement Ombudsman Regulations* have been met, and the interpretation and application of the terms and conditions and the scope of the work of this contract are not in dispute.

The Office of the Procurement Ombudsman may be contacted by telephone at 1-866-734-5169 or by e-mail at boa.opo@boa.opo.gc.ca.

#### 13. Insurance

The Contractor must comply with the insurance requirements specified in Annex C-4. The Contractor must maintain the required insurance coverage for the duration of the Contract. Compliance with the insurance requirements does not release the Contractor from or reduce its liability under the Contract.

The Contractor is responsible for deciding if additional insurance coverage is necessary to fulfill its obligation under the Contract and to ensure compliance with any applicable law. Any additional insurance coverage is at the Contractor's expense, and for its own benefit and protection.

The Contractor must forward to the Contracting Authority within ten (10) days after the date of award of the Contract, a Certificate of Insurance evidencing the insurance coverage and confirming that the insurance policy complying with the requirements is in force. For Canadian-based Contractors, coverage must be placed with an Insurer licensed to carry out business in Canada, however, for Foreign-based Contractors, coverage must be placed with an Insurer with an A.M. Best Rating no less than "A-". The Contractor must, if requested by the Contracting Authority, forward to Canada a certified true copy of all applicable insurance policies.

**ANNEX A** 



# Statement of Work

# First Aid and Cardiopulmonary Resuscitation

Part I

#### **GENERAL**

The Royal Canadian Mounted Police (RCMP) requires the services of a contractor specializing in standard first aid and cardiopulmonary resuscitation (CPR). The contractor will be responsible for teaching course candidates the basic first aid techniques required to treat injured persons until the arrival of medical personnel.

All regular members of the RCMP must undergo standard first aid training and be re-certified every three years. This requirement also applies to other members providing operational support.

Standard first aid certification is granted to candidates who successfully complete a two-day training course that must include Level C CPR training. Training must be provided by a contractor approved at the provincial level to deliver first aid.

Part II

#### **GENERAL INSTRUCTIONS**

The contractor specializing in standard first aid and cardiopulmonary resuscitation (CPR) will be required to provide training, in French and in English as required, to regular members of the RCMP. The training will take place in the contractor's facilities and over a two-day period. The training will primarily take place in the Montreal and Quebec city region.

The training to be delivered includes:

• One day of standard first aid and Level C cardiopulmonary resuscitation (CPR) training, and one day of training involving role-play scenarios adapted to police work (e.g. firearm trauma, lacerations, etc.). The training must include, without being limited to, the items listed in all 3 course components below:

First Aid Component	CPR Component	Tactical Trauma Component
Police Response Plan	Cardiovascular emergencies	Edged weapon trauma
Haemorrhage	Response - conscious/unconscious patient	Firearm trauma
Musculoskeletal injury	Adult, child and infant CPR	High-risk response
Chemical, electrical and thermal	Airway management -	Moving the patient
burns	conscious/unconscious patient	
Various health problems	AED use	Role-play/Scenarios
Hyperthermia, hypothermia	Ambu-bag use	Response procedures involving an injured police officer
Universal protection	Oxygen use	Response procedures involving an injured suspect

- The courses will be offered to groups of 12 to 20 participants from 8:00 a.m. to 4:00 p.m., Monday to Friday inclusive, except on statutory holidays.
- A minimum of 20 courses (mostly in Montreal) are to be delivered on a yearly basis to meet the training needs of 250 to 325 police officers (based on a list of candidates). The contractor will be required to submit its course schedule to the RCMP Training Manager for approval.
- The instructors must be able to give the course in either French or English
- The training facilities must be within a distance of 50 km's from the following RCMP detachments:



Detachments						
Detachment	Adress	Telephone				
Head quarters - Montreal	4225, boul. Dorchester Westmount H3Z 1V5	514 939-8300 ou 1 800 771-5401				
Quebec	925, 9 <sup>e</sup> Rue de l'Aéroport Québec (Québec) G2G 2S5	418 648-3733				

• The facilities are at the contractors expense

#### Part III

#### SPECIFIC INSTRUCTIONS

In addition to being approved for the teaching of first aid, the selected contractor is required to supply instructors certified by the Heart and Stroke Foundation of Quebec and qualified in the use of defibrillators.

The contractor is responsible for candidate registration management and reporting to the RCMP Training Manager by filling out the *training nominal roll form*( form 4109). The contractor will be provided with a list of course candidates who will personally contact the organization to register.

The contractor is to supply all necessary training equipment, i.e.:

#### For each participant:

- Gloves (one pair);
- One pocket mask;
- First Aid Manual;
- Certification card (upon successful completion);
- One infant manikin;
- One child manikin;
- One adult manikin;
- 4 x 4 dressing;
- Abdominal dressing;
- Gauze rolls;
- Triangular bandages.

#### For each team of two participants:

- One automated external defibrillator (AED);
- One Ambu type hand-held ventilating bag (Ambu-bag);

#### **ANNEX B**

## SECURITY REQUIREMENTS CHECK LIST



Government Gouvernement of Canada du Canada	Contract Number / Numéro du contrat  Security Classification / Classification de sécurité
SECURITY REQUI LISTE DE VÉRIFICATION DES EXI	IREMENTS CHECK LIST (SRCL) IGENCES RELATIVES À LA SÉCURITÉ (LVERS)
RT A - CONTRACT INFORMATION / PARTIE A - INFORMATION C originating Government Department or Organization / finistère ou organisme gouvernemental d'origine	
) Subcontract Number / Numéro du contrat de sous-traitance	3. b) Name and Address of Subcontractor / Nom et adresse du sous-traitant

PART A - CONTRACT INFORMATION / PARTIE /	- INFORMATION CONTRACTUELLE	A LA SECURITE (LVERS)
Originating Government Department or Organiza		2. Branch or Directorate / Direction générale ou Direction
Ministère ou organisme gouvernemental d'origin		Division "C"
3. a) Subcontract Number / Numéro du contrat de s		of Subcontractor / Nom et adresse du sous-traitant
4. Brief Description of Work / Brève description du	travail	
Octroyer la formation obligatoire RCR et premiers soin	s pour les Membres de la division C.	
<ol> <li>a) Will the supplier require access to Controlled Le fournisseur aura-t-il accès à des marchand</li> </ol>		✓ No Yes Non Oui
b) Will the supplier require access to unclassifier Regulations? Le fournisseur aura-t-il accès à des données t sur le contrôle des données techniques?	l military technical data subject to the provision: echniques militaires non classifiées qui sont as	▼ Non Oui
<ol><li>Indicate the type of access required / Indiquer let</li></ol>	type d'accès requis	
6. a) Will the supplier and its employees require ac		
Le fournisseur ainsi que les employés auront- (Specify the level of access using the chart in	ils accès à des renseignements ou à des biens Question 7, c)	PROTÉGÉS et/ou CLASSIFIÉS?
(Préciser le niveau d'accès en utilisant le table	eau qui se trouve à la question 7. c)	
<ol> <li>b) Will the supplier and its employees (e.g. clear PROTECTED and/or CLASSIFIED information</li> </ol>		restricted access areas? No access to No Non Oui
	n of assets is permitted. eurs, personnel d'entretien) auront-ils accès à d	
à des renseignements ou à des biens PROTÉ	GÉS et/ou CLASSIFIÉS n'est pas autorisé.	
<ol> <li>c) Is this a commercial courier or delivery require S'agit-il d'un contrat de messagerie ou de livre</li> </ol>	ement with <b>no</b> overnight storage? aison commerciale sans entreposage de nuit?	V No Yes Noπ Oui
7. a) Indicate the type of information that the suppli	er will be required to access / Indiquer le type d	l'information auquel le fournisseur devra avoir accès
Canada ✓	NATO / OTAN	Foreign / Étranger
7. b) Release restrictions / Restrictions relatives à	a diffusion	
No release restrictions Aucune restriction relative à la diffusion	All NATO countries Tous les pays de l'OTAN	No release restrictions Aucune restriction relative à la diffusion
Not releasable À ne pas diffuser		
Restricted to: / Limité à :	Restricted to: / Limité à :	Restricted to: / Limité à :
Specify country(ies): / Préciser le(s) pays :	Specify country(ies): / Préciser le(s) pays :	Specify country(ies): / Préciser le(s) pays :
E,		
7. c) Level of information / Niveau d'information		
PROTECTED A	NATO UNCLASSIFIED	PROTECTED A
PROTÉGÉ A L	NATO NON CLASSIFIÉ	PROTÉGÉ A
PROTECTED B	NATO RESTRICTED	PROTECTED B
PROTÉGÉ B	NATO DIFFUSION RESTREINTE	PROTÉGÉ B
PROTECTED C	NATO CONFIDENTIAL	PROTECTED C
PROTÉGÉ C	NATO CONFIDENTIEL	PROTÉGÉ C
CONFIDENTIAL	NATO SECRET	CONFIDENTIAL
CONFIDENTIEL	NATO SECRET	CONFIDENTIEL
SECRET	COSMIC TOP SECRET	SECRET
SECRET	COSMIC TRÈS SECRET	SECRET
TOP SECRET		TOP SECRET
TRÈS SECRET		TRÈS SECRET
TOP SECRET (SIGINT)		TOP SECRET (SIGINT)
TRES SECRET (SIGINT)	J	TRÈS SECRET (SIGINT)

TRÉS SECRET (SIGINT)

Canadä

Canadä

Contract Number / Numéro du contrat

TBS/SCT 350-103(2004/12)

Government Gouvernement	Contract Number / Numéro du contrat
of Canada du Canada	
	Security Classification / Classification de sécurité
PART A (continued) / PARTIE A (suite)	
8. Will the supplier require access to PROTECTED and/or CLASSIFIED CO	DMSEC information or assets?
Le fournisseur aura-t-il accès à des renseignements ou à des biens COMMITY Yes, indicate the level of sensitivity:	
Dans l'affirmative, indiquer le niveau de sensibilité : Protégé A	ie _
<ol><li>Will the supplier require access to extremely sensitive INFOSEC information</li></ol>	
Le fournisseur aura-t-il accès à des renseignements ou à des biens INF	OSEC de nature extremement delicate?
Short Title(s) of material / Titre(s) abrégé(s) du matériel : Document Number / Numéro du document :	
PART B - PERSONNEL (SUPPLIER) / PARTIE B - PERSONNEL (FOURI	NISSEUR)
10. a) Personnel security screening level required / Niveau de contrôle de l	a sécurité du personnel requis
RELIABILITY STATUS CONFIDENTIAL CONFIDENTIAL CONFIDENTIAL	
TOP SECRET - SIGINT NATO CONFIDE	
SITE ACCESS ACCÈS AUX EMPLACEMENTS	<u> </u>
Special comments: Commentaires spéciaux : ACCES AUX	Fustallations de la GEC Avec
	E5(C)=10.
NOTE: If multiple levels of screening are identified, a Securit	y Classification Guide must be provided.
REMARQUE: Si plusieurs niveaux de contrôle de sécurité  10. b) May unscreened personnel be used for portions of the work?	sont requis, un guide de classification de la sécurité doit être fourni.
Du personnel sans autorisation sécuritaire peut-il se voir confier des	
If Yes, will unscreened personnel be escorted?  Dans l'affirmative, le personnel en question sera-t-il escorté?	No Yes Non Oui
PART C - SAFEGUARDS (SUPPLIER) / PARTIE C - MESURES DE PRO	TECTION (FOURNISSEUR)
INFORMATION / ASSETS / RENSEIGNEMENTS / BIENS	
At a MEIL the second and a second at a DROTFOTFO and	for CLASSIFIED information or assets on its site or
11. a) Will the supplier be required to receive and store PROTECTED and premises?	Non Oui
Le fournisseur sera-t-il tenu de recevoir et d'entreposer sur place de CLASSIFIÈS?	s renseignements ou des biens PROTÉGÉS et/ou
11. b) Will the supplier be required to safeguard COMSEC information or a	issets?
Le fournisseur sera-t-il tenu de protéger des renseignements ou des	/1
PRODUCTION	
11. c) Will the production (manufacture, and/or repair and/or modification) of F	PROTECTED and/or CLASSIFIED material or equipment Yes
occur at the supplier's site or premises?  Les installations du fournisseur serviront-elles à la production (fabrication)	NonOui
et/ou CLASSIFIÉ?	of evolute paration evolutionication) de materiel PROTEGE
INFORMATION TECHNOLOGY (IT) MEDIA / SUPPORT RELATIF À L	A TECHNOLOGIE DE L'INFORMATION (TI)
11. d) Will the supplier be required to use its IT systems to electronically proce	Pro produce or store PROTECTED and/or CLASSIFIED VNo Yes
information or data?	NonOui
Le fournisseur sera-t-il tenu d'utiliser ses propres systèmes informatique	es pour traiter, produire ou stocker électroniquement des
renseignements ou des données PROTÉGÉS et/ou CLASSIFIÉS?	
11. e) Will there be an electronic link between the supplier's IT systems and the	
Disposera-t-on d'un lien électronique entre le système informatique du gouvernementale?	fournisseur et celui du ministère ou de l'agence V Non U Oui
And the second state of	

Security Classification / Classification de sécurité



	overnr Cana		t	Gouvernen du Canada				Contract Number / Numéro du contrat								
	Security Classification / Classification de sécurité															
								h								
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Category Catégorie		OTECT			ASSIFIED LASSIFIÉ			NATO						COMSEC		
	A	8	С	CONFIDENTIAL	SECRET	TOP SECRET	NATO RESTRICTED	NATO CONFIDENTIAL	NATO SECRET	COSMIC TOP SECRET	PR	TECTE	Ė	CONFIDENTIAL	SECRET	TOP SECRET
				CONFIDENTIEL		TRÈS SECRET	NATO DIFFUSION RESTREINTE	NATO CONFIDENTIEL		COSMIC TRÉS SECRET	^	В	С	CONFIDENTIEL		TRES SECRET
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ien électronique		_		<u></u>		<u> </u>				<u> </u>		L				
La descrip	tion du	trav	ail vi	vork contained sé par la prés by annotatin	ente LVEF	RS est-elle	e de nature P	ROTÉGÉE et	ou CLAS		ion".			[	✓ No Non	Ye
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TBS/SCT 350-103(2004/12)

Security Classification / Classification de sécurité

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ANNEX C- CERTIFICATIONS						
FORM C1 – Federa	Contracts program					
Offeror's full legal name						
	Name					
	Title					
Authorized Representative of Offeror for evaluation purposes	Address					
(e.g., clarifications)	Telephone #					
	Fax #					
	Email					
Offeror's Toll-Free Hotline Telephone Number						
Offeror's website address for Internet-Based Technical Support						
Federal Contractors Program for Employment Equity (FCP EE) Certification:	On behalf of the Offeror, by signing below, I further confirm that the Offeror [check the box that applies]:  (a) is not subject to Federal Contractors Program for					
If the Offeror is exempt, please indicate the basis for the exemption to the right. If the Offeror does not fall within the exceptions	Employment Equity (FCP-EE), because it has a workforce of less than 100 permanent full or part-time employees in Canada;					
enumerated to the right, the Program requirements do apply and the Offeror is required either to:	(b) is not subject to FCP-EE, because it is a regulated employer under the <i>Employment Equity Act</i> ;					
<ul> <li>(a)submit to the Department of HRSD form LAB 1168,         Certificate of Commitment to Implement Employment Equity,         DULY SIGNED; or         (b)submit a valid Certificate number confirming its adherence to         the FCP-EE.</li> </ul>	(c) is subject to the requirements of FCP-EE, because it has a workforce of 100 or more permanent full or part-time employees in Canada, but has not previously obtained a certificate number from the Department of Human Resources and Skills					
Offerors are requested to include their FCP EE Certification or signed LAB 1168 with their offer; if this information is not provided in the offer, it must be provided upon request by the	Development (HRSD) (having not bid on requirements of \$200,000 or more), in which case a duly signed certificate of commitment is attached; OR					
Contracting Authority during evaluation.  For joint ventures, be sure to provide this information for each of the members of the joint venture.	(d) has not been declared an ineligible contractor by HRSDC, and has a valid certificate number as follows:					
On behalf of the Offeror, by signing below, I further confirm that I hadocuments incorporated by reference into the RFP and I certify that:  1. The Offeror considers itself and its products able to meet all the made in the RFP;  3. All the information provided in the offer is complete, true and accumulated in the Offeror is issued Contract, it will accept all the terms and contract.	andatory requirements described in the RFP;					
Signature of Authorized Representative of Offeror						

#### Annex "C-2" - Former Public Servant certification

Contracts awarded to former public servants (FPS) in receipt of a pension or of a lump sum payment must bear the closest public scrutiny, and reflect fairness in the spending of public funds. In order to comply with Treasury Board policies and directives on contracts awarded to FPS, bidders must provide the information required below before contract award. If the answer to the questions and, as applicable the information required have not been received by the time the evaluation of bids is completed, Canada will inform the Bidder of a time frame within which to provide the information. Failure to comply with Canada's request and meet the requirement within the prescribed time frame will render the bid non-responsive.

#### **Definitions**

For the purposes of this clause, "former public servant" is any former member of a department as defined in the *Financial Administration Act*, R.S., 1985, c. F-11, a former member of the Canadian Armed Forces or a former member of the Royal Canadian Mounted Police. A former public servant may be:

- a) an individual;
- b) an individual who has incorporated;
- c) a partnership made of former public servants; or
- d) a sole proprietorship or entity where the affected individual has a controlling or major interest in the entity.

"lump sum payment period" means the period measured in weeks of salary, for which payment has been made to facilitate the transition to retirement or to other employment as a result of the implementation of various programs to reduce the size of the Public Service. The lump sum payment period does not include the period of severance pay, which is measured in a like manner.

"pension" means a pension or annual allowance paid under the <u>Public Service Superannuation Act</u> (PSSA), R.S., 1985, c.P-36, and any increases paid pursuant to the <u>Supplementary Retirement Benefits Act</u>, R.S., 1985, c.S-24 as it affects the PSSA. It does not include pensions payable pursuant to the <u>Canadian Forces Superannuation Act</u>, R.S., 1985, c.C-17, the <u>Defence Services Pension Continuation Act</u>, 1970, c.D-3, the <u>Royal Canadian Mounted Police Pension Continuation Act</u>, 1970, c.R-10, and the <u>Royal Canadian Mounted Police Superannuation Act</u>, R.S., 1985, c.R-11, the <u>Members of Parliament Retiring Allowances Act</u>, R.S., 1985, c.M-5, and that portion of pension payable to the <u>Canada Pension Plan Act</u>, R.S., 1985, c.C-8.

#### Former Public Servant in Receipt of a Pension

As per the above definitions, is the Bidder a FPS in receipt of a pension?

Yes () No ()

If so, the Bidder must provide the following information, for all FPS in receipt of a pension, as applicable:

- a. name of former public servant;
- b. date of termination of employment or retirement from the Public Service.

.



#### **Work Force Adjustment Directive**

Is the Bidder a FPS	who received a lump sur	n payment pursuant	to the terms of the	e Work Force	Adjustment
Directive?					

Yes () No ()

#### **Former Public Servant certification**

If so, the Bidder must provide the following information:

- a. name of former public servant;
- b. conditions of the lump sum payment incentive;
- c. date of termination of employment;
- d. amount of lump sum payment;
- e. rate of pay on which lump sum payment is based;
- f. period of lump sum payment including start date, end date and number of weeks;
- g. number and amount (professional fees) of other contracts subject to the restrictions of a work force adjustment program.

For all contracts awarded during the lump sum payment period, the total amount of fees that may be paid to a FPS who received a lump sum payment is \$5,000, including Applicable Taxes.

Bidder's signature	Date	

#### Annex "C-3" - Status and Availability of Resources Certification

The Bidder certifies that, should it be awarded a contract as a result of the bid solicitation, every individual proposed in its bid will be available to perform the Work as required by Canada's representatives and at the time specified in the bid solicitation or agreed to with Canada's representatives. If for reasons beyond its control, the Bidder is unable to provide the services of an individual named in its bid, the Bidder may propose a substitute with similar qualifications and experience. The Bidder must advise the Contracting Authority of the reason for the substitution and provide the name, qualifications and experience of the proposed replacement. For the purposes of this clause, only the following reasons will be considered as beyond the control of the Bidder: death, sickness, maternity and parental leave, retirement, resignation, dismissal for cause or termination of an agreement for default.

If the Bidder has proposed any individual who is not an employee of the Bidder, the Bidder certifies that it has the permission from that individual to propose his/her services in relation to the Work to be performed and to submit his/her résumé to Canada. The Bidder must, upon request from the Contracting Authority, provide a written confirmation, signed by the individual, of the permission given to the Bidder and of his/her availability. **Failure to comply with the request may result in the bid being declared non-responsive.** 

Please, provide a list of Resources targeted by the present Certification

Name	Date of Birth	Security Clearance Form Provided		
Turno		YES	NO	



#### ANNEXE « C-4 » - INSURANCE REQUIREMENTS

The Contractor must refer to Part 5, article 2.4 concerning Insurance Requirements.

#### **Commercial General Liability Insurance**

- 1. The Contractor must obtain Commercial General Liability Insurance, and maintain it in force throughout the duration of the Contract, in an amount usual for a contract of this nature, but for not less than \$2,000,000 per accident or occurrence and in the annual aggregate.
- 2. The Commercial General Liability policy must include the following:
  - Additional Insured: Canada is added as an additional insured, but only with respect to liability arising out
    of the Contractor's performance of the Contract. The interest of Canada should read as follows:
    Canada, as represented by "Royal Canadian Mounted Police".
  - b. Bodily Injury and Property Damage to third parties arising out of the operations of the Contractor.
  - c. Products and Completed Operations: Coverage for bodily injury or property damage arising out of goods or products manufactured, sold, handled, or distributed by the Contractor and/or arising out of operations that have been completed by the Contractor.
  - d. Personal Injury: While not limited to, the coverage must include Violation of Privacy, Libel and Slander, False Arrest, Detention or Imprisonment and Defamation of Character.
  - e. Cross Liability/Separation of Insureds: Without increasing the limit of liability, the policy must protect all insured parties to the full extent of coverage provided. Further, the policy must apply to each Insured in the same manner and to the same extent as if a separate policy had been issued to each.
  - f. Blanket Contractual Liability: The policy must, on a blanket basis or by specific reference to the Contract, extend to assumed liabilities with respect to contractual provisions.
  - g. Employees and, if applicable, Volunteers must be included as Additional Insured.
  - Employers' Liability (or confirmation that all employees are covered by Worker's compensation (WSIB) or similar program)
  - i. Broad Form Property Damage including Completed Operations: Expands the Property Damage coverage to include certain losses that would otherwise be excluded by the standard care, custody or control exclusion found in a standard policy.
  - j. Notice of Cancellation: The Insurer will endeavour to provide the Contracting Authority thirty (30) days written notice of policy cancellation.
  - k. If the policy is written on a claims-made basis, coverage must be in place for a period of at least 12 months after the completion or termination of the Contract.
  - I. Owners' or Contractors' Protective Liability: Covers the damages that the Contractor becomes legally obligated to pay arising out of the operations of a subcontractor.
  - m. Sudden and Accidental Pollution Liability (minimum 120 hours): To protect the Contractor for liabilities arising from damages caused by accidental pollution incidents.
  - n. Litigation Rights: Pursuant to subsection 5(d) of the *Department of Justice Act*, S.C. 1993, c. J-2, s.1, if a suit is instituted for or against Canada which the Insurer would, but for this clause, have the right to



pursue or defend on behalf of Canada as an Additional Named Insured under the insurance policy, the Insurer must promptly contact the Attorney General of Canada to agree on the legal strategies by sending a letter, by registered mail or by courier, with an acknowledgement of receipt.

For the province of Quebec, send to:

Director Business Law Directorate, Quebec Regional Office (Ottawa), Department of Justice, 284 Wellington Street, Room SAT-6042, Ottawa, Ontario, K1A 0H8

A copy of the letter must be sent to the Contracting Authority. Canada reserves the right to co-defend any action brought against Canada. All expenses incurred by Canada to co-defend such actions will be at Canada's expense. If Canada decides to co-defend any action brought against it, and Canada does not agree to a proposed settlement agreed to by the Contractor's insurer and the plaintiff(s) that would result in the settlement or dismissal of the action against Canada, then Canada will be responsible to the Contractor's insurer for any difference between the proposed settlement amount and the amount finally awarded or paid to the plaintiffs (inclusive of costs and interest) on behalf of Canada.

**N.B.:** Under Article 2.4 of Part 5: "The Contractor must forward to the Contracting Authority within ten (10) days after the date of award of the Contract, a Certificate of Insurance evidencing the insurance coverage and confirming that the insurance policy complying with the requirements is in force."

## ANNEXE « D » - BID EVALUATION GRID

BID IDENTIFICATION invitation closes on : TBD

Bidder's name	Reception of bid	D / MM / YR
	Date:	/ / 2014
	TIME :	TIME

#### **Bid evaluation**

#### 1. Mandatory Technical Criteria:

Aux fins des critères techniques obligatoires précisées ci-dessous, l'expérience des ressources proposées par le soumissionnaire sera considéré.

#### **Bidder**

number	Mandatory technical criterion	Met	Not met	Cross reference to proposal
MT1	The Bidder must have two (2) years of experience acquired within the past five (5) years providing the services described in Annex "A" – Statement of Work, forming part of this solicitation, in both official languages to clients exterior to the Bidder's own organization. The Bidder must provide supporting data to describe where, how and when such experience was acquired.  Firms experience providing Standard First Aid/CPR training as described in the RFP. Provide name of organizations and services provided for three (3) projects (completed or on-going) of this scope undertaken in the last five (5) years.  A minimum of 3 (three) references must be provided. References must include the firm name, address, phone number, and current contact per reference.			
MT2	The Bidder must provide a Proof of Approval received from the Minister of Labour that the bidders' organization can deliver Standard First			

	Aid / CPR training according to the Canada Labour Code, Part II, Part XVI and Sect 16.12(1).		
MT3	The Bidder must provide one (1) copy of all training material (instructors and participants manual, pamphlets, bulletins etc.) in both English and French with its proposal.		

#### **INSTRUCTORS**

number	Mandatory technical criterion	Met	Not met	Cross reference to proposal
MT4	The Bidder must propose and provide detailed résumé for a minimum of four (4) instructors. A qualified instructor can be proposed as either the the principal or back-up instructor for both English and French.			
	French training: one (1) principal instructor and one (1) back-up instructor			
	English training: one (1) principal instructor and one (1) back-up instructor			
	For each instructor proposed, the Bidder must provide a copy of their valid Standard First Aid/CPR Instructor Certification.			
MT5	Each proposed instructors must have a minimum of two (2) years experience acquired within the past five (5) years providing Standard First Aid/CPR training for each language he/she is being proposed for.			
MT6	Proposed training installation locations( measured from RCMP detachments – see annex A list			
	Must be located within 50 km's from the detachment			
MT7	Parking( paying or not ) must be supplied			



## 2. FINANCIAL BID EVALUATION (ANNEX - « E »)

Method: Lowest technical receivable bid

#### Reminder:

Please submit only one(1) copy of the financial bid in a separate and sealed envelope (This envelope will only be openned if the bid meets the technical and contractual requirements)



#### Annex E

#### **FINANCIAL BID / BASIS OF PAYMENT**

For the work described in the Statement of Work including equipment, materials and labor, preparation and travel:

The Contractor will be paid for the number of candidates who took the course. Classes will be formed of a minimum of 12 and a maximum of 20 candidates. No fees may be charged for a cancellation made at least 5 calendar days in advance. The Goods and Services Tax or Harmonized Sales Tax is extra, if applicable.

Your financial proposal must include the following safety with the price does not exceed favorite client, in exchange for similar services.	statement: the lowest price charged to all our customers, including our
Prices for the optional years must be included for e receivable and will not be evaluated	evaluation purposes, otherwise the bid will be considered non-
Total price for bid evaluation :	
1st optional year: \$ per candidate x 2nd year option: \$ per candidate x 3rd year option: \$ per candidate x	12 candidates = \$
4 at antional years (t	v 40 condidates
First year of the contract: \$ per can The second year of the contract: \$	per candidate x 12 candidates = \$